



## Brevard Public Schools

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### MISSION: TO SERVE EVERY STUDENT WITH EXCELLENCE AS THE STANDARD

Educational Services Facility

1:00 p.m.

### April 13, 2021 Board Workshop

Pursuant to School Board Policy 8420.02, the School Board **REQUIRES ALL VISITORS TO WEAR A FACE COVERING OF THE NOSE AND MOUTH AT ALL TIMES** while on school board property when attendees cannot maintain social distancing. This is inclusive of attendance at School Board meetings/workshops.

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The School Board met for a Board workshop on Tuesday, April 13, 2021. Notice of the meeting was advertised in the Thursday, April 1, 2021 edition of The Eagle. An affidavit of publication is available in the Board office.  
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**Date: Apr 13 2021 (1:00 p.m.)**

#### Opening Exercises

##### [1. Opening Exercises](#)

Chairman Belford called the workshop to order at: 1:00 p.m.

#### Roll Call

##### [2. Roll Call](#)

Members Present: Misty Belford, Cheryl McDougall, Jennifer Jenkins, Matt Susin and Katye Campbell

#### Pledge of Allegiance

##### [3. Pledge of Allegiance](#)

Chairman Belford led the Pledge of Allegiance.

#### Order of Business

##### [4. Heath Insurance Update](#)

📎 [4.13.21 Board Workshop Draft- 4-9-21 \(002\).pdf](#)

Dr. Beth Thedy, Deputy Superintendent and Chief Human Resources Officer, introduced Mike Meredith, Executive Vice-President, Erik Toerge, Vice-President and Debbie Poole, Account Executive from Southeast Series of Lockton Companies, LLC. This firm serves as the Employee Benefits Consultant, Actuarial Services and Broker of Record Services for Brevard County Public Schools. Ms. Poole facilitated the presentation. The objectives were to present Lockton capabilities to BPS, report recommended Procurement activities and progress and provide a financial update of current and future projected health plan costs.

Board members had varying questions and were appreciative of the data being provided as well as the protection of employee data.

Dr. Mullins explained that he had asked Lockton to help lead the two sub-committees he had initiated within the Superintendent's Insurance Advisory Committee. One is around health and wellness and the other is around that data analysis piece.

Regarding the trust fund balance projection, Dr. Mullins reminded the Board that they have already set aside 2.35 million dollars that was part of this fiscal year toward the 4.7 million recurring contribution on behalf of the Board that didn't go into effect until January 1, 2021 so only half of that 4.7 was need for recurring in this fiscal year thus leaving the 2.35 million available. Additionally, Cigna has estimated that we have approximately 2.4 million COVID related costs that are refundable or covered through ESSER funds making us right at about 4.7 million and anticipate being able to meet our obligation.

## Order of Business

### [5. Drug Free Work Place Policy Discussion](#)

[☞ Drug-Free Workplace \(4-13 Workshop presentation slides\) - 4-12-2021.pdf](#)

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Chairman Belford called for a recess at 2:33 p.m. and reconvened the workshop at 2:41 p.m.  
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General Counsel Paul Gibbs provided the Board with a legal framework for medical marijuana as it pertains to BPS' Drug-Free Workplace Policy, the federal and state laws and the legal implications of a Drug-Free Workplace including risk implications.

Dr. Thedy also provided an overview of Policy 3124 and Administrative Procedure 3124 and 5330.

Board members wanted it to be very clear in training materials for employees that marijuana in any form (medical or otherwise) is an illegal substance and employees may face termination. Additionally, it should be spelled out in the policy that marijuana in any form is an illegal drug by federal law. Extensive conversation ensued. Mr. Susin was emphatic that employees should be offered some semblance of rehabilitation before termination.

The consensus of the majority of the Board was to proceed with General Counsel Gibbs recommendation to amend the policy that the Board's expectation is that if someone tests positive for an illegal drug under federal or state law, the superintendent's recommendation will be termination and the Board will retain exclusive authority to consider alternative disciplinary action. It protects the superintendent. The superintendent can bring mitigating circumstances to the Board to consider in the possible reduction of discipline.

## Closing Remarks

### [6. Closing Remarks/Direction](#)

## Adjournment

### [7. Adjournment](#)

Chairman Belford adjourned the workshop at: 4:18 p.m.

For further details regarding this meeting, please refer to the published video found at [www.brevardschools.org](http://www.brevardschools.org).

Chairman: \_\_\_\_\_

Secretary: \_\_\_\_\_

**NOTE:** Please be reminded that face coverings are required for all attendees.

**NOTE:** Sensory and mobility impaired persons seeking assistance for participation in any meeting, conference, or seminar should contact Tina Snyder, Manager, Professional Standards, five days prior to the meeting date. Ms. Snyder may be reached at 321-631-1000, ext. 11226 (voice) or [snyder.tina@brevardschools.org](mailto:snyder.tina@brevardschools.org) (email).