

**Safety Committee**

**November 17, 2020 4:30 PM**

Central Services Board Room

1. Call to Order - Mrs. Rebecca Hamby
2. Moment of Silence and Pledge - Mrs. Rebecca Hamby
3. Approval of Committee Minutes
4. Elect a Committee Chairman
5. Other Discussion
6. Adjournment

**Safety Committee Meeting  
January 29, 2020  
Central Services Board Room**

The Safety Committee met Wednesday, January 29, 2020 in the Central Services Board Room where Mrs. Rebecca Hamby called the meeting to order at the approximate hour of 4:30 p.m. She welcomed everyone to the meeting and appreciated everyone for attending.

**PRESENT:**

Rebecca Hamby 7 <sup>st</sup> District	Stace Karge, 9 <sup>th</sup> District
Tom Netherton, 6 <sup>th</sup> District	Janet Graham, Director of Schools
Mary Kington, Maintenance Supervisor	Kacee Harris, CFO
Bo Magnusson, Safety Director	

- 1. Call to Order** – Mrs. Rebecca Hamby
- 2. Moment of Silence/Pledge of Allegiance** – Mrs. Rebecca Hamby
- 3. Approval of May 16, 2019 Minutes**  
Karge made a motion to approve.

**VOICE VOTE:** Karge (mover-yes)  
Hamby (seconder-yes)  
All Ayes

**MOTION:** Carried Unanimously

- 4. Elect a Chairman**  
Karge made a motion to elect Hamby.

**VOICE VOTE:** Karge (mover-yes)  
Netherton (seconder-yes)  
All Ayes

**MOTION:** Carried Unanimously

**5. Safety Funds**

Harris said we have \$42, 935.00 in Safe Schools Grant money to spend. It does need to be spent on items that coordinate with the required risk assessment at our schools. We have worked as a team with maintenance and Bo to come up with a couple of options to meet the risk assessment requirement. Those two options are vehicle barriers at one main entrance point, for each school, or interior classroom door locks that can be locked from the interior. We need some input from the board on how to proceed, so we can purchase and get reimbursed for this granted money. Hamby asked what the vehicle barriers are? Magnusson said it could be a large ball, posts or other barriers to keep vehicles from driving into the school. Hamby asked how much they would cost? Magnusson responded, they are pretty expensive and not much bang for your buck. Magnusson said the reason he likes the door locks is because for years it has been a concern for teachers not being able to lock their door from the inside. This has created problems with the fire marshal. I look at this as an opportunity to finally address that. We won't

be able to do all of them, but it is a good start. Hamby agreed that the door locks are more important. Hopefully no one is going to drive through our schools. Graham said, "This is a conversation we have had and that when it comes to school's safety, we do not have people driving into our schools, but the issue is the people inside out schools. Netherton said he thought you need to start with covering the most students you can with this amount of money. Graham said we could say each school gets so many locks or we could do it by population. Hamby asked if we would bring this before the whole board? Graham responded, "We have permission to spend the safety grant. The committee discussed how the money would be distributed among the 12 schools. The committee decided to purchase as many as we can get, and we will divide them up when they get here.

## **6. Other Discussion**

Hamby stated that she had some things she wanted to discuss. One thing I would like to ask about and see what we can do. I would like to include the transportation department in with our safety committee. As far as, we could do a safety/transportation committee. Building and Grounds covers the maintenance, it seems like all the other departments are covered under a committee except the transportation. Whether we put the transportation under safety or not, there is still several things to do with transportation that I would like to put on the committee. Karge asked if Teresa would have to put that on. Hamby responded, "It would have to be brought to the board if we decide that is what we want to do. Would we bring it to the board? Graham responded, "I think you could still just umbrella safety and send a notice. Most of the time Mary is here but she wouldn't unless there is something on the agenda. We could just include Becky if there is something on the agenda for transportation. Hamby said, "Ok that works if there is something to do with transportation. I just want them to know they are represented." The committee voted on the chairman and then continued the meeting. Hamby stated, "Some suggestions that have been brought to me by some parents and others in the county that maybe we as a board could voluntarily ride along on a bus route, a couple of times. Just so that we know what is actually going on, on those routes. Not just from camera sake or he said she said but actually see some of it ourselves." Karge said, "I think it's a great idea, I just couldn't do it myself." Hamby continued, "Also our principals and vice principals take a turn, because it's easier to see first-hand what is happening than it is looking at the cameras. The reason I suggest that is sometimes the discipline that is given for different offenses that goes on the busses. If you are witnessing it face to face then you are more apt to see ok maybe we need to do a day off the bus, maybe we need to do ISS, something. The cameras are great! Don't get me wrong we need the cameras. I just think everybody would have a know of what is going on. The principal at Brown has ridden the bus route a couple of times and she said it has helped her to know more about what is going on, on the busses. That is just a suggestion. Karge asked if she would want volunteers? Hamby responded, "As far as board, whoever can, so we know what is going on." Karge asked, "Have you talked to Becky?" Hamby responded, "I have not, yet. I wanted to bring it to the committee and see what you all thought. As far as the principals and vice principals I think they should all take a turn on the busses. Just so that they know what is going on." Hamby continued, "Something else that was brought to my attention about that was that some of the parents that meet our drivers at the bus-stop, and they want to threaten, cuss and be very ugly with our bus drivers. Some of our drivers feel bullied, for lack of a better word. There should some kind of ..can the bus drivers call the police when something like this happens? There should be a paper trail made so these parents are put on notice. Ok, these parents are the ones who are giving us a hard time." Karge asked, "Is this something that is happening consistently?" Hamby responded, "Yes, it is! According to what I have been told." Karge asked, "Has Becky talked about it or does she know about it?" Hamby replied, "I am assuming, because the bus drivers, the ones that I have talked to, I think they have made her aware. But there is not really a procedure in place. I couldn't find anything in policy, where parents are concerned." Hamby continued, "I was just thinking if we could just keep a paper trail and then contact those parents to say if you would like to come in and meet with us and the bus driver. We could work with this, that would be an easier thing, then you've got them in a more controlled environment, instead of them cussing our bus drivers, especially in front of students. When those parents act that way those children feed off of them and when their children get on the bus, they decide to act like their parents did

with the other children. We all know that that happens. My thought is what can we do to make that a little better for our bus drivers? Our bus drivers go through a lot and we know they do because kids act up. Not all of our bus drivers seem to have a big problem, but a lot of our bus drivers have some troubled kids on their bus. You don't know why they act like they do. You don't know what their home life is, but it still needs to stop. It doesn't need to carry on." Karge said, "I think that would be a good thing to bring Ms. Becky in on and then maybe she could get some suggestions together for policy together. Graham suggested it could be something Kim works with her on. When those complaints come in working with H.R. and the supervisor, they might be able to set up some conversations. Hamby said, "That's why I wanted to bring it up, because I thought that maybe if it's brought to the forefront, then they can learn more on it. If there is not a solution, then they can just bring it back." Graham said, "The supervisor provides support to Becky and the bus garage in terms of watching bus videos, meeting with parents and the parents who want to see the videos can come here. We are trying to give as much support as we can here. That would be some good conversation to bring in Mrs. Bray." Hamby responded, "I've not spoken to Mrs. Bray or to Becky about any of this. This is just thoughts I have had because of things that have come to me from bus drivers and other people in the community."

Magnusson said, "Typically we have dealt with some situations in the past where they will notify Becky and if there is a security concern Becky usually gets me involved. We have worked up plans before in dealing with some parents. Graham said they usually involve Bo, Becky, and Kim. Magnusson agreed, "But they always, any time there is an aggressive parent that is out of line, they do not have to have a policy. They can call nine-one-one. Law enforcement will help them immediately." Hamby stated, "I want our bus drivers to feel comfortable doing that and that it is ok and know that it is not going to be a mark against them. Some of our bus drivers, if they have a lot of disciplinary reports, they feel like it is a mark against them, because they are not able to control the kids on the bus. I am telling you right now, just like the teachers in the classroom, it is not a mark against you because you can't control some children. I just want our bus drivers to know it is not a mark against them. I don't care if they have 50 disciplinaries a week. It's not a mark against them, we need to take a look at what is going on with those kids." Graham said that is where we would be using our attendant. That has been quite successful." Graham went on to say she would be talking to assistant principals this week. Very often the assistant principal is very often the one that get those. We have been having conversations about restorative conversation and restorative behaviors, with some ways to look at things. I think we are going to have to look outside the box. Perhaps a teacher assistant would want to ride a route. It might be that we adjust the hours in the classroom to 30 and have 10 hours on the bus. We need to look at those ways to get an assistant to do those things without getting overtime. Hamby said, "Hopefully those positions will be filled." Hamby went on to say where she lives, they have issues with some very rough kids who ride that bus. Hamby said the driver does everything in her power to take care of that. That is stuff I have witnessed myself. She tries her best. I want our drivers to know that we are pulling for them. I want them to know that we are here and that they do not have to put up with that parent. If that parent steps on the bus that is a threatening manner. Graham said the parents are not allowed to step on the bus. If they do, they have violated the policy. Hamby said she has had issues with bus drivers in the past and you set up meetings. Graham said there is a right way and a wrong way. Hamby asked Mary if she has any safety concerns she wants to bring up at this time? Kington responded, No, not at this time. The committee discussed the situation at the maintenance department building where some people are hanging around in the back of the building. They discussed the homeless population in that area. Netherton said we see something that needs to be looked at in a safety point of view we need to turn it into the appropriate supervisor and let it go up the chain of command. That way we have all the people involved give their perspective before we look at it. The committee then decided to look at the safety money we have left to spend.

Hamby said they would not have a Safety Committee meeting in February.

**7. Adjournment – Mrs. Rebecca Hamby**

**VOICE VOTE: All Ayes**

**MOTION: Carried Unanimously**

**(The meeting was adjourned at the approximate hour of 5:30)**

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**Mrs. Janet Graham**  
**Director of Schools**

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**Mrs. Rebecca Hamby**  
**Chairman of the Safety Committee**

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**Jane Franklin**  
**Executive Assistant for the Director of Schools and BOE**