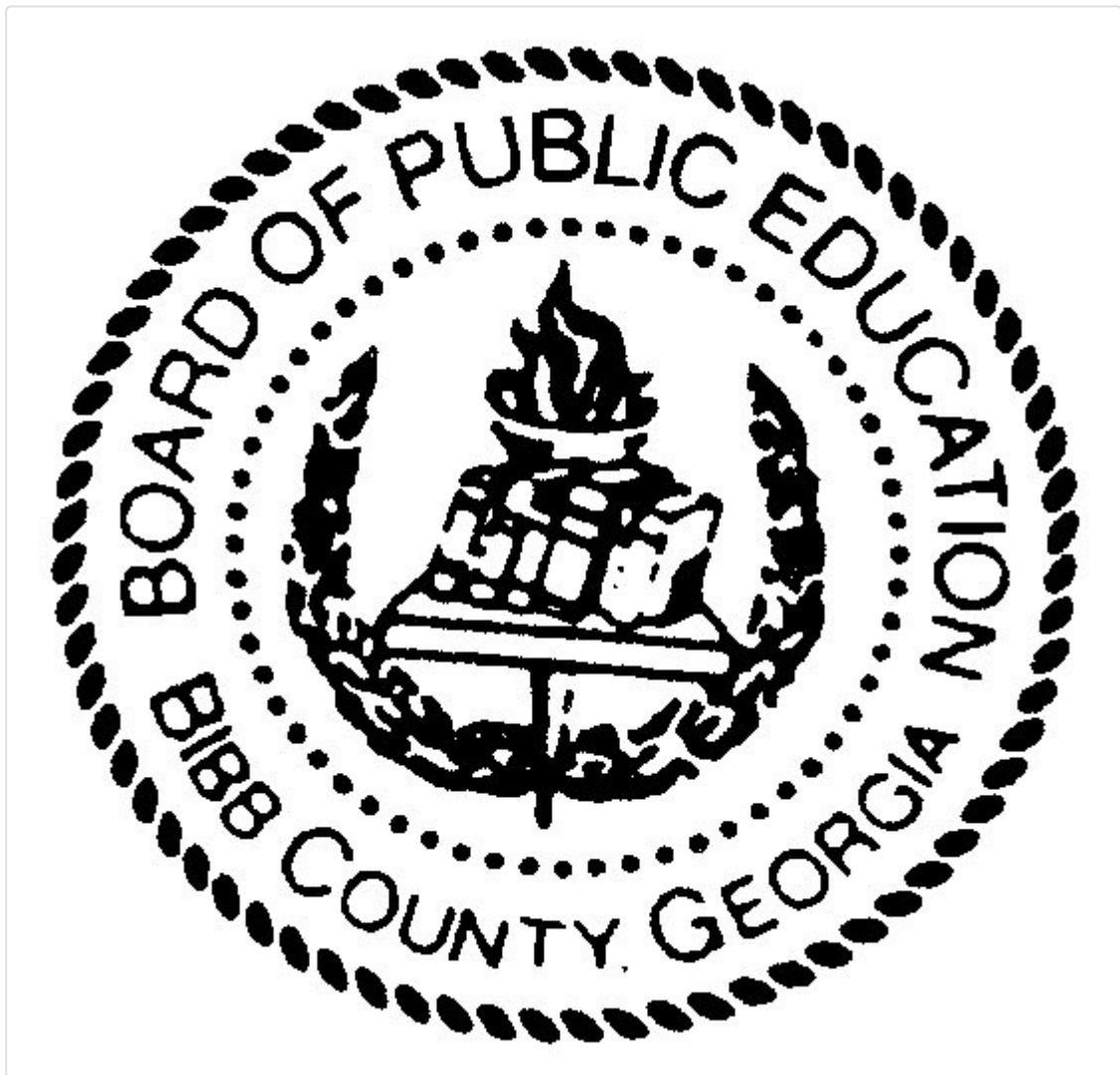


The Board Brief

July 20, 2023



This edition of The Board Brief is a summary of the information presented and actions taken at the Board of Education's meetings on July 20, 2023.

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Superintendent's Report

Superintendent Dr. Dan A. Sims shared a few of the highlights from the past month:

- **MAGAZINE COVER STAR:** It's exciting to see Central High School alum Sasha Hutchings, from the original Broadway cast of HAMILTON, on the cover of the latest issue of Macon Magazine. She recently made a visit back home, and the magazine had the opportunity to photograph her at Hutchings Funeral Home, established over 100 years ago. That's her grandfather, Bill Hutchings over her shoulder. Her dance teacher from her adolescence, Melanie Emory, of Dance Dynamics interviewed her because she has played a key role in the actor, dancer, and producer's life. Pick up a copy of the magazine and read about this Bibb graduate's outstanding musical journey.
- **LEARNING NEW MATH STANDARDS:** Summer learning in action! Bibb educators participated in Georgia MathCON 2023, where they learned more about implementing the new Georgia K-12 Mathematics Standards this school year! Thank you to these teachers who took time from their well-deserved summer break to learn about the new math standards, lessons they'll share with other teachers during pre-planning.
- **DIGITAL INTEGRATION CONFERENCE:** Teachers boarded the SS Education for a 3-day technology integration learning cruise this month! Bibb teachers spent time diving in at BCSD's DIG IN, short for Digital Integration, Conference! This year's theme, Sailing the 4Cs, found teachers learning how to harness the power of technology to engage students in the 4Cs: Communication, Collaboration, Critical Thinking, and Creativity! Personalized Learning, Ozobot, and increasing student engagement using Canva were just some of the highlights. These teachers are ready to set sail for success as they navigate students toward a brighter future!
- **WELLNESS WEDNESDAY:** Central Office staff spent time this summer engaging in Wednesday Wellness activities. The weekly activities, led by the Wonder Twinzz, have promoted physical, mental and emotional well-being for District employees. Activities have included line dancing, Zumba, core exercises, and stretching.
- **MODEL SCHOOLS:** District staff didn't just spend time learning this summer; some of them also led professional learning on a national level. In June, several instructional leaders from Bibb presented on their work moving from designation status to distinction at the 2023 Model Schools Conference in Orlando! Shout out to presenters Steven Jones, Executive Officer, and Principals Dr. Donna Walker-Thompson, LaShun Crawford, Dr. Sonya Coley, and Sally Moody.
- **BUILDING STUDENTS UP THIS SUMMER:** Last month, more than 60 men visited the Summer Academy campus at Ballard-Hudson Middle School to invest in young men for whom they have no fiduciary responsibility. More than 90 young men — from multiple neighborhoods and sides of town — learned how to tie a tie, discussed some cardinal rules of manhood, read "If" by Rudyard Kipling, and were led in making affirmations about themselves. Meanwhile, about 70 young ladies were brought together, and there was nothing but pouring, planting, and painting going on. The experience was one wherein young ladies could participate in conversations of self-worth and self-love, while painting a representation of their beauty on canvas. To every donor, every participant, and every supporter, THANK YOU for exemplifying what it means to SHOW UP for students when called upon — a key piece identified in our Strategic Plan, #Built4Bibb: More Victory Planned.
- **RIVERS TO REEFS:** Bibb science teachers Shimeka Davis of Southwest High School and Dr. Suneetha Panda of Northeast High School are spending the week kayaking the state and conducting experiments with the Georgia Aquarium's Rivers to Reef Program. This 5-day elite workshop provides science teachers an opportunity to travel from Atlanta down

the Ocmulgee to the Altamaha River and offshore to Gray's Reef Marine Sanctuary. Rivers to Reefs gives teachers hands on experience to create better stewards and advocates for the waterways in their communities as well as pass on their passion from the experience directly to their students.

- **SUMMER GRADUATION:** Earlier this week, the District hosted a Summer Graduation Ceremony for students who completed the requirements for graduation during summer school. We are incredibly proud of the dedication these students have displayed, and we look forward to their next steps!
- **NEW TEACHER ORIENTATION:** This week, our Human Resources Department kicked off the annual New Teacher Orientation, held this year at Central High School. Educators who are new to the District or new to the teaching profession altogether have gathered all week at Central as well as their own schools this week to learn about classroom management, benefits, professional ethics and more! This event also provided them the opportunity to connect with a variety of community partners.
- **ON THE HORIZON: CONVOCATION:** The Bibb County School District will host Convocation on Tuesday, July 25, at 9 AM. The Convocation has been designed to reflect this year's theme of "More Victory Planned ... Together." Our guest speaker this year is Dr. Donyall Dickey, Chief Executive Officer and Lead Consultant for Educational Epiphany. Dr. Dickey and his team are a leading provider of standards-informed instructional materials for early and continuing literacy, the core content areas, as well as targeted professional development for teachers, school leaders, central office personnel, superintendents, state departments of education, and professional associations.

Actions

Board Members Vote to Approve Full Rollback of Millage Rate

Board members voted to approved a full rollback of the millage rate by 2.070 mills. With the full rollback, the District millage rate will decrease to 14.650 mills. No Public Hearings will be required.

On Monday, July 17, Chief Financial Officer Sharon Roberts presented Board members with an overview of possible millage rate options for FY 2024 based on the Macon-Bibb County Preliminary Tax Digest. The purpose of the presentation was to share the preliminary digest numbers and preliminary rollback millage rate with the Bibb County Board of Education. The Board was presented with three options - A, B, and C - for millage rates. Option A maintained the current millage rate. Option B included half of the rollback millage rate. Option C was the full rollback millage rate. The options provided showed the corresponding implications for future budgets and financial stability of the District.

The Bibb County School District's millage rate has experienced a rollback for 6 consecutive years prior to this year. The current millage rate for the most recent year was 16.720 mills, which is lower than that in 2012, which was 17.945 mills.

The decision in setting the CY 2023 millage rate will determine the level of funding the District has available to continue to support current and/or new educational programs, schools, employee salaries and staffing levels, which in turn will influence reaching our Strategic Goals

of Student Achievement, Staff Effectiveness and Stakeholder Engagement. It could position the District to better compete with surrounding Districts' salaries, which effect recruitment and retention efforts for FY 2024 and beyond.

Option C: Full Rollback of Millage Rate

- Without consolidating schools or making major expenditure reductions the fund balance to expenditure ratio falls below 15% in FY 2025 leading to potentially needing to borrow funds (TAN) to meet payroll. In FY 2026 the fiscal stability of the District would be in jeopardy with a fund balance to expenditure ratio of less than 8%.
- Even with making the additional expenditure cuts of operating two less facilities and reducing 58 overall positions, we still would not be able to implement the cost of the classified salary study in FY 2025.
- Millage rate would need to be adjusted by 2.0 mills in FY 2026 to keep the fiscal stability of the District secure.
- Does not provide opportunities to better support learning opportunities for our learners.
- Does not provide opportunities to better support our staff.

To view more information, [click here](#).

Director of Maintenance Appointed

On Thursday, July 20, Board members approved an administrative appointment.

- Antonio Simmons, Director of Maintenance

To review all personnel items, [click here](#).

Board Members Approve School Nutrition Temporary Staffing

Board members authorized School Nutrition Temporary Staffing. School Districts and School Nutrition Programs across the country have experienced severe staff shortages since the onset of the pandemic and have yet to recover. During the 2022-2023 school year, School Nutrition was unable to fill 50% of the positions needed to operate effective nutrition services. Though paid their regular salaries, employees have refused to work, citing exhaustion, stress, and just needing a break. To maintain regulatory compliance of the BCSD School Nutrition Program, as required by USDA (United States Department of Agriculture) and GaDOE (Georgia Department of Education), the Nutrition Department will utilize as-needed contracted personnel. Nutrition assistants, servers, cashiers, and other food service personnel may be needed temporarily to provide optimal nutrition services to students. For more information, [click here](#).

Board Members Approve Certified Teacher Staffing Services

Board members authorized the District to partner with vendors to provide certified teachers for the District. The number of applicants for teaching positions has continued to decline. The Human Resources Department is currently utilizing all available means to recruit teachers. In addition to BCSD's grow your own efforts, in-person, and digital recruitment efforts, the District also has utilized staffing services. Funds for staffing will be paid out of General Funds. For more information, [click here](#).

Board Members Renew Contract with Kelly Education Services

Board members approved the renewal of the Kelly Education Services contract. Kelly Services helps to provide substitute teachers for the District. Funding will come from a combination of General and Federal sources. For more information, [click here](#).

Employability, Life Skills Curriculum for High School Access Program Approved

Board members approved Employability/Life Skills curriculum for the High School Access Program. This program provides students with hands on lessons in specific job readiness, employability and life skills that will increase post-secondary success. This will be paid for through IDEA funds. For more information, [click here](#).

Board Approves Gallup to Aid in Schools' Success

Board members approved Gallup for the 2023-2024 school year. Gallup is a global research and analytics firm that helps organizations solve their most pressing problems. Gallup findings support a growing body of research pointing to the individual principal and teacher as the most important school factors related to student engagement, well-being, and academic success. Gallup defines engaged employees as more than simply satisfied – they are highly involved in and enthusiastic about their work and workplace. To view more information, [click here](#).

Board OKs Contract for Garbage and Recycling

Board members authorized a garbage and recycling contract for the 23-24 school year. The funding source will be General Funds. The contract was awarded to Waste Management. For more information, [click here](#).

Districtwide Security Upgrades Approved

Board members approved districtwide upgrades to security cameras and intrusion systems. In 1995, the Bibb County School District implemented a security camera system throughout the district using analog cameras to provide exterior coverage. Through the years, the District has upgraded to a digital system and added cameras to include interior coverage, with the last upgrade being in 2017. The older equipment is beginning to fail and does not have the necessary security features; additional cameras are also required for proper coverage at all locations. High-tech security cameras with analytics and Tyco Radar surveillance systems will provide enhanced security district-wide for all facilities, properties, and athletic fields. This project will be funded with 2021 ESPLOST. For more information, [click here](#).

District Contract for Copiers Approved

Board members approved to award a multi-functional copier contract to Superior Document Solutions. The funding source will be General Funds. For more information, [click here](#).

Board Approves Fuel Purchases

Board members approved contracts with Walthall Oil Co., Mansfield Oil Co., and Osan Petroleum Co. These companies supply gas and diesel fuels for the operation of District-owned vehicles and equipment. Also, Board members approved of propane fuel purchase. The funding source for these fuel purchases will be from General Funds. For more information, [click here](#).

Board Reviews Policies

Board members reviewed various policies for first or second reading. Policies must be read twice before they may be voted on for final action. To review the policies, [click here](#).

- Policy JB - Student Attendance (ACTION)
- Policy JBB -Entrance Age (ACTION)
- Policy KC Board-Community Relations (ACTION)
- Policy JCDA Student Code of Conduct (INFORMATION)
- Policy JCEB-Student Hearing Procedures (INFORMATION)
- Policy IDDB-Remedial Programs (INFORMATION)

Stakeholders are encouraged to review policies posted after first reading and make public comment via Simbli before the proposed policies are brought back before the Board for action the following month. Simbli may be accessed through the District's website, www.bcsdk12.net, under "About Us" and "Simbli." On [Simbli](#), "Pending Policies" will appear on the right side of the screen.

Information

Strategic Plan Performance Measures Presented

Board members reviewed performance measures identified as part of the District's new Strategic Plan, #Built4Bibb: More Victory Planned. The community-inspired 2023-2028 Strategic Plan represents a bold path forward for our students, staff and families centered on achieving our vision of empowering students to learn, lead, innovate and serve. To view the presentation, [click here](#).

District Terminates Lease Agreement for Use of Henderson Stadium

The Bibb County School District's Department of Athletics will terminate the lease agreement with the Macon-Bibb Parks and Recreation Department for the use of Brad Henderson Stadium. After discussing the renewal of the contract with Macon-Bibb County, the Bibb County School District Athletics Department and Macon-Bibb Parks and Recreation have agreed to terminate the lease for Brad Henderson Stadium, effective June 30, 2023. The Bibb County Athletics Department will recognize annual cost savings by utilizing newly upgraded facilities owned by the District. The Athletics Department is excited about the improvements and enhancements at Harry B. Thompson Stadium as well as Ed DeFore Sports Complex and is looking forward to maximizing usage of both facilities.

Board Reviews Monthly Financial Reports

Board members reviewed the District's monthly financial report and previous ESPLOST reports. Board members reviewed a presentation about the Investments and Investment Income. For more information, [click here](#).

Board Views Updates on Construction of New Springdale Elementary

Board members received an update on construction of the Springdale Elementary. The new school, scheduled to open in fall 2024, is being funded by the Education Special Purpose Local

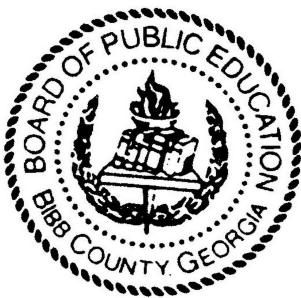
Option Sales Tax (ESPLOST) approved by voters. To view the presentation with detailed schematics, [click here](#). See below for an aerial photo of the construction underway.



Pledge of Allegiance

The Pledge of Allegiance was led by Yaroslav Cayden Floore, a second grader at Vineville Academy of the Arts.

Watch the Board of Education Meetings



 **bibbschools**

[www.youtube.com](https://www.youtube.com/bibbschools)

The official channel for the Bibb County School District in Macon, Ga.