Daylene Long ([00:02](https://www.rev.com/transcript-editor/shared/WPedAWVwmwlYELuJH_92WdhcIYKe-Az9svAhFCdWWWjM2xhfkfcoJRQSdKsZFUPnvJADdbssLvyzvjanhMKZoXAW8wE?loadFrom=DocumentDeeplink&ts=2.82)):

Tell us about who we're going to be meeting with.

Kim Herder ([00:06](https://www.rev.com/transcript-editor/shared/L8_HK919yXhnpopNmWXnJiWtKbBp26qWGuYkXHXvV0rhuCGUzjxCbM0iqZ5vH8fld7A-DRByW2CnT5vUdohzlV0amas?loadFrom=DocumentDeeplink&ts=6.63)):

We're about to meet Neil McGovern and Pocono Mountain School District in Swiftwater, Pennsylvania. He teaches at the West High School. He's been with the district for 26 years. Looks like he's been at this school for seven or eight. His wife is the German teacher there. He's known for having lots of animals in his classroom and he's famous for his aunt farm in his classroom.

Daylene Long ([00:40](https://www.rev.com/transcript-editor/shared/GNZ15NUvZfnpQb0MAyEvS0F5KHSGNnkRsc556L5NeKLQtKm64GtfQ702wXQYB4IEVsvaVD8PmD1rTqsUuVsOnd8rvv4?loadFrom=DocumentDeeplink&ts=40.2)):

Interesting. Sure. To ask him about the animals in his classroom

Kim Herder ([00:46](https://www.rev.com/transcript-editor/shared/2TpALuPX0hBT6Am3Qh8ohkE_HJQOsZVjqxZCNtHge52wK1kgKmolNYJlKNX0vVFYRjgLHBJ2mDjWeimavF-tWj5-bQM?loadFrom=DocumentDeeplink&ts=46.35)):

Teaches bio and honors bio. He's also the coach of the environmental club. They don't have, I mean they're, at least from what they have posted, it's mostly core stuff. They don't have a lot of elective sort of things, which maybe they handle that through clubs 67%. The demographic, 67% of the population at the school identifies as black and Hispanic. They have a 95% graduation rate. There was an article about them anyway, how they're bucking the norm. It's either during the summers or formally is a product tester for, I didn't look it up.

Daylene Long ([01:47](https://www.rev.com/transcript-editor/shared/Kp43kQBb-ie_dhheECJuTf1ebU_N2FTlG6-F9K-xUWG7oZWpfNwOXT60PkHwpy-FzEoyozFHuNWK22y4i4DtdqAB5yM?loadFrom=DocumentDeeplink&ts=107.52)):

How do you spell that?

Kim Herder ([01:49](https://www.rev.com/transcript-editor/shared/RYrBQcWXjMs1mWQv-rzZMOpEkzxj-6TukfuKK1ttVYYgcITwjEQr44S7CJliP7cgEWodD4YIlD6uTqY87_ofMRH843o?loadFrom=DocumentDeeplink&ts=109.32)):

D-I-A-M-O-N-E-X.

Daylene Long ([02:06](https://www.rev.com/transcript-editor/shared/SCrvheEQ0sS4VFw2HPUu0WbsapaMS9aiPdoDrPaHfVjzaVtof5lwJvmwSOb30jdYNMTMkPX-BlfH8GH1NAIwe4ZP9eE?loadFrom=DocumentDeeplink&ts=126.06)):

Spell it again.

Kim Herder ([02:07](https://www.rev.com/transcript-editor/shared/9ZnBTVOJRySawVoh0dCPHULkbJPMZ0x3BTq0dyXrKkHvd9ID_tD06RVO3TRfShbS_EZuWmdHEYfTvaq1-9qQc36LPJs?loadFrom=DocumentDeeplink&ts=127.02)):

D-I-A-M-M-O-N-E-X is what I got, or at least that's what I wrote down. It's in Swiftwater, Pennsylvania. The company

Daylene Long ([02:35](https://www.rev.com/transcript-editor/shared/UUNjbVRh-4P6iu9gJQlYsABfwZ0eKhBWCHdB6jtHOcejUZB7Vwz4Fj4eLRMQXvtDK9OQEooyhCRlMqA3hPwZkp_OLM0?loadFrom=DocumentDeeplink&ts=155.19)):

Diamond has been developing diamond like carbon and polycrystalline, diamond coating technologies since 1990. In addition to coatings, DMS has developed unique Iron Source technology specifically for the D deposition. The deposition of high quality DLC and DLC, like nano composite?

Kim Herder ([03:11](https://www.rev.com/transcript-editor/shared/JRZ1B6qFSOLMnJB52cuocDbF2gBeLiRyRQWdY_XqbUEOBEaSIOqjWF_9jeNrDd6GqQrULQ_OLL34KKs1QJvKX8IEz0M?loadFrom=DocumentDeeplink&ts=191.02)):

Well, if he doesn't make diamonds, I don't want it.

Daylene Long ([03:17](https://www.rev.com/transcript-editor/shared/gYzGXBGFSOZzlUjk69rK8yCHfXE7nCGwmdcFLmdhIERQoC9-vIcktsW0ckZ82iAnEGBjmlOXktjTioPnljL1CuoCsBk?loadFrom=DocumentDeeplink&ts=197.71)):

I don't think he does, but I think, but a lot of people are these days it's a big industry. Okay. So

Kim Herder ([03:30](https://www.rev.com/transcript-editor/shared/5RWk5Umyu7LVT0f5YVLjHGJiSZwmZcex7YOtaAKwiok3q3k3hjsfRe6KoQzZhzSL3y73nIBvoiwOkFtzz2mJtcMUaLU?loadFrom=DocumentDeeplink&ts=210.34)):

That's what I've got. He has very little presence like LinkedIn. He has 17 followers, so he

Daylene Long ([03:41](https://www.rev.com/transcript-editor/shared/q0GUpQ4wNgPgV5OKC1eOmoT2M2c7JMkLdsPX97cSNQpIF6YKNz4Pw6-dNOjP5sIBtS3c-rKPz4roRFGE4vvACTxd0qw?loadFrom=DocumentDeeplink&ts=221.44)):

Okay. Does he list the side hustle with dims? Where did you find that one? At

Kim Herder ([03:50](https://www.rev.com/transcript-editor/shared/l2xmTM9Orw-EFEhS_YVqmdG2714a_ZFLg7WFxuSJZ0Y-VvoPjfu95jZZX9Yas88j50ZodFfxMKialSMrg-5Q-0j4WfI?loadFrom=DocumentDeeplink&ts=230.72)):

A bio from the small town newspaper.

Daylene Long ([03:55](https://www.rev.com/transcript-editor/shared/RkPJFZkd3Zbl4_40pUd8xkTe-tcyNdfHqc0QCde0NxFqizp_BRnwJKq94pthFSSLaoeuNC6mOhZ94mK582mICb4A264?loadFrom=DocumentDeeplink&ts=235.21)):

Okay, interesting. Did he mention it was during the summer or

Kim Herder ([03:59](https://www.rev.com/transcript-editor/shared/ghDtcRrkqYJYEkxwqgu8s58YoCi4BVp0WmrGGKEBhojN5kWRVFJuwkAN0Ilw7WkLpHOKIPbqgUzLqLb34KSXDuJwTwY?loadFrom=DocumentDeeplink&ts=239.68)):

He did, but I can't tell. Yeah, it says part-time, whatever, so it doesn't sound, I can't remember how it was worded, but anyway, it led me to believe it was probably more summer teacher, summer something versus after school, but I don't know.

Daylene Long ([04:24](https://www.rev.com/transcript-editor/shared/x0-d9tOt0kHSBQ3HgIZ4ZeJ99YiS1cPaWfYO1G8VFoX8of8v4_EdqYalWlWWx2EZRNKlqNCxVfTsUhvLQwkG7z1QyNg?loadFrom=DocumentDeeplink&ts=264.34)):

They show a picture of a Goggle Shield on their website saying that it's abrasion and scratch resistant for a variety of plastic materials. Huh, interesting. It always amazes me the different things that teachers will do with the time. Anything else we know?

Kim Herder ([05:12](https://www.rev.com/transcript-editor/shared/2VAd1UsbdBfuO0oYcdU9_aPLpyBJkJC-bTUe9z3vj3ymEMSNM6bfAt6MXt0rLFieJiDb7uEoTiB0DiPYCDy_SaSgVLI?loadFrom=DocumentDeeplink&ts=312.01)):

No. I mean his wife being the German teacher, that's the first time I've had anything pop up about the rest of the family. And then the quote from off of the school, well, it was face Kids on the Facebook. Paige was talking about all the animals in his room.

Daylene Long ([05:32](https://www.rev.com/transcript-editor/shared/DBa0kLIFmGTC9eTaiQIwrIC2KOPRRjZNq4t3EydG7rGFTMJQ0xeBAnF0fApmMa9K4U6tdhlAQ6rCtuDksmS3XePSaw0?loadFrom=DocumentDeeplink&ts=332.59)):

That's definitely a good place to start when he comes on our call, which we've got a few minutes and remind me again what he teaches.

Kim Herder ([05:49](https://www.rev.com/transcript-editor/shared/w-Yow8HPmsKyeazY8RnY6e4hQgYipEkIqT28oLTZU3to1wBj1iAAq8kYielxm27J6I6ET3ZR4B0YzMK6a5dAWi29QYY?loadFrom=DocumentDeeplink&ts=349.51)):

It looks like three sections of biology and honors bio and then he's the coach of the environmental club.

Daylene Long ([05:59](https://www.rev.com/transcript-editor/shared/a67Hby3K-xEOkdVGsDABG4aMHcJ87ubsoekATm7rtsXIIy3eFFyzP2at6iemJdsEYa8XjhJZGFYFvhv_nKOULaG2Fi0?loadFrom=DocumentDeeplink&ts=359.81)):

Okay. Well, you recruited some really good teachers for us, Kim.

Kim Herder ([06:11](https://www.rev.com/transcript-editor/shared/eEG0cMQJGOA016VL2u-5Q2eeCzI2NUYZfDvtjIPHvMDNhkGdNyc28dJ_imFx-stj3wg3QqnWpAyIiG1I2Q_Ziqd4W2A?loadFrom=DocumentDeeplink&ts=371.24)):

Thank you. Thank you. I don't know that I could do a hundred. This was a good number. I mean, I'm definitely getting better and faster on it and had to get back into my learning curve. Okay. Okay. Now, well, how did I figure out last time when I got these kind and stuff, but it started with a great list. I mean the lists you provided were good,

Daylene Long ([06:35](https://www.rev.com/transcript-editor/shared/WFOHoOtVgpZYA42iNcbSSe8Vyko13Yi8YSaX83PNoiNtMqVhLjvmqSFei444-K_thSsrUXyRUiArQp_UoXSG3ijG3QA?loadFrom=DocumentDeeplink&ts=395.84)):

And the other thing is keeping notes and Asana so that the next time you go into it you can just kind of pick up a little bit faster. Remembering what you did is That's how I use Asana. I put my notes in there for projects so that when I go into it again, I just review everything and I'm like, okay, that's what I did. So my Zoom phone is ringing, so I'm assuming, I'm not sure why he's not coming into that zoom. Maybe that's just an alarm to tell me.

Kim Herder ([07:21](https://www.rev.com/transcript-editor/shared/EmwQyAEqSN9AaEl4fLY9uEDHiinw7vqSZHptNCMo2Q_Bzgf61wNOkBJLg31TY1cBifXvIMwEmiqDQWmsT_orUOAoGMg?loadFrom=DocumentDeeplink&ts=441.98)):

Oh,

Daylene Long ([07:25](https://www.rev.com/transcript-editor/shared/hm5g612DLEzH1kL-3ucAGfXJFAx1cCZSo3CEVVdB9BS7RSKw9ODhf7UnFC7t-EuN3HFxniExsDAZjawDyZ-l6ywRcn0?loadFrom=DocumentDeeplink&ts=445.55)):

Kind of obnoxious.

Kim Herder ([07:35](https://www.rev.com/transcript-editor/shared/JqjpC_wd_uWhhcimW8KkiR__8u9B2D68kcJDBOO8_F4WiMRW1tE3fqwfqAUgn1Pf4-nhZlch1DglE3zqf8JVztuyY8w?loadFrom=DocumentDeeplink&ts=455.27)):

You give him a couple of minutes and then I'll email him or what do you want to do?

Daylene Long ([07:39](https://www.rev.com/transcript-editor/shared/4JPPPPiEWMQ2OITZhBjXVqUvgXDdR2gMUWjaOGCIw9VyODM3ELJYM1VwYsuDYkMztL3b47IRmsnVFuhfTQlk7PJGZ_4?loadFrom=DocumentDeeplink&ts=459.23)):

Yeah, I'd give him a few minutes. It's just right at two 30 right now. We came on a little bit early

Kim Herder ([07:46](https://www.rev.com/transcript-editor/shared/73IOCdAYHpqa-sgUiEzN8qK7PzMv3kK-h-BJZLyJIydDmLvHVSSWqP8jEz0y04KMLtVyMIkiw8Fwo1S5cZiiLofbVuE?loadFrom=DocumentDeeplink&ts=466.46)):

And it's five 30 in Pennsylvania. He could be in traffic, I don't know. Small town. Small town. Poco County.

Daylene Long ([07:56](https://www.rev.com/transcript-editor/shared/sZTPRdGu-dAKlUDNawMFpbPx5AEcx_7Ps2EoQ7zca_PsNITFib2QJfLJQumKiP6vnMEudHO2DsSm8bMZ72owbkn_5ew?loadFrom=DocumentDeeplink&ts=476.96)):

I don't want to do another driving interview.

Kim Herder ([08:00](https://www.rev.com/transcript-editor/shared/TTDEJblabC7vxsIL9FnJ9_kW1nAgzN733HiAg4oN8__-WwRX_xzuHw58ms0HLx0NrBf_NmjRBcg6gC8ta-j9OLJotsM?loadFrom=DocumentDeeplink&ts=480.98)):

No,

Daylene Long ([08:04](https://www.rev.com/transcript-editor/shared/RR1ADc0M3DRr6UY4d5Y-W3jcnXP_SPl1qNFk3VBAVX8EfXyWXIOojxvNoKZGGffJ_9V9xSg78JHMlzTelK42K9Ola9E?loadFrom=DocumentDeeplink&ts=484.04)):

The transcription from yesterday where we were getting all that feedback and stuff actually came out pretty well. I was surprised. I mean there were a few things that messed up like, oh, Al g GBS came up as LGBT. That was okay. Neil is ready.

Neil McGovern ([08:56](https://www.rev.com/transcript-editor/shared/iUJdVmoEnmQreoRHVj4TkeiolOCbMo9VW-cCpPLGyou0hXz-3bmdEaJHmlg_3CwFJTWZ3THV0Wo17xoz42Vn1kGJDPU?loadFrom=DocumentDeeplink&ts=536.7)):

Hello.

Kim Herder ([08:57](https://www.rev.com/transcript-editor/shared/Cn7PSgbmKxQCE_DTEtkpgymvlC-D9hHmA3cFLD6csDvuCzcPv5PP1zGnionMK4DhnrZDEWkyD5kvkINqot1eQcCL-6U?loadFrom=DocumentDeeplink&ts=537.48)):

Hi. Neil McGovern?

Neil McGovern ([08:59](https://www.rev.com/transcript-editor/shared/uUZUh9kTZyPiA_-Q1yr3XMb4xLOIXn0b4GtJGELjdBbERhFT-IRJyINWmMHmXzhOvA-wsw6yMwwsEBbmMP9AKZ8VPWA?loadFrom=DocumentDeeplink&ts=539.85)):

Yes. How are you doing, Kimberly?

Kim Herder ([09:01](https://www.rev.com/transcript-editor/shared/rXa896mnxTIkvBY7NmrVq_7sldOr6IGa5u83l0e3D6p4MGQ_rmJs4YHG0eEiV7oWHk12G8CTslMCXje014JgvYyopvs?loadFrom=DocumentDeeplink&ts=541.47)):

Good, good. Yes, I'm Kim Herder and we're with Daylene Long and thank you so much for participating.

Neil McGovern ([09:11](https://www.rev.com/transcript-editor/shared/Rc50lD8ZoJC8QMkDKQvD-5KMWTLJZQi0ImglWomzZRCQ0TGKv6eS3Y7f50IxBVU-XAthWvTTocne-3RXX6VyWMir4TM?loadFrom=DocumentDeeplink&ts=551.52)):

Absolutely. Sorry for the delay. My zoom needed to update the second I needed to open it. So

Kim Herder ([09:17](https://www.rev.com/transcript-editor/shared/dSsJxPL1XmeRwBi90ntwQvBVN4QVzL60ERDlrMvU6AqXnyd1luDcFipjOKDvEqZah8M4fNkqjeRPM9tDyyet5_teBYA?loadFrom=DocumentDeeplink&ts=557.58)):

Technology,

Daylene Long ([09:18](https://www.rev.com/transcript-editor/shared/VUPGDU7LHgm_2sFeF-_ZMP8k8c0u2gToKzy7D8SfaMlrAwij-mUUo8iwWKWUHKG3zJYwYI0RzdkuFQX0BHx8SB-9QsM?loadFrom=DocumentDeeplink&ts=558.75)):

Love that.

Neil McGovern ([09:20](https://www.rev.com/transcript-editor/shared/IaEKb_f2WEnuGTyxaegFeEW6qCtCR3yZoQr2hqJTQwYmRKKmIh_9BOq_bKRiAYnz_q28mBAwBrtbm56fvTsaLv8ZfB4?loadFrom=DocumentDeeplink&ts=560.1)):

Always best.

Daylene Long ([09:21](https://www.rev.com/transcript-editor/shared/5bIlN5lKB44EkJOxC1-sf47ydEKWNb3FKZ3f9IMxwSzg3qtqECK-EB2JO0FhgHTxrGbzSdz8veLR9kNGLH2eX1gUEKk?loadFrom=DocumentDeeplink&ts=561.3)):

I know we wanted to start off by hearing about what kind of animals you have in the classroom because we did a little research ahead of this call and we hear you have quite the lively class,

Neil McGovern ([09:37](https://www.rev.com/transcript-editor/shared/5svFN4bGoxWEG5jtC__qGLPf5P0fMzC_d6HHkn4FajhwbAIdbCT1TuH4dKcEBlt44dqIee4MW7vQXhelBA_paLVEKyc?loadFrom=DocumentDeeplink&ts=577.38)):

Quite the lively class. That's nice of you. So as far as animals go, I have no live animals in my classroom right now, and there's a reason behind this. So the reason behind this is they shut the power off constantly in the evening and on the weekends here. So I would have to take the animals back and forth in addition to the fact that our school isn't so fond of people bringing animals anymore. We actually had a situation quite a few years ago where we had a teacher bring an animal into school that was not very controlled, brought a dog in school that I think maybe became aggressive with a couple of the students and they kind of frowned upon that right now. But I used to have a lot, I used to have fish and amphibians. I used to have a pet snake there in the classroom and all those things, but I'm, I'm not in my own classroom right now, unfortunately. I'm sure you can see there's French behind me, not biology, but I unfortunately don't have them in my classroom anymore. I used to have a lot, but

Daylene Long ([10:41](https://www.rev.com/transcript-editor/shared/dKaLJI2GQDezIg2_oOkxKU8ufIGklgAtAOnfiGdNPf9mw6ckiyer0-A8tB1wuE6yIdYRCWLeYr0avO4aBrHlPo9lSIw?loadFrom=DocumentDeeplink&ts=641.97)):

That's too bad. Is that sad to hear stories, but I totally understand with the electricity, especially going out out, I worked with a company that had a large saline fish tank and literally we had to go out and buy its own generator for it so that if the electricity went off, the fish were still alive. So

Neil McGovern ([11:07](https://www.rev.com/transcript-editor/shared/U7ldfsh-4tRWEu9jbwZ7XXwQF5sKwOk18hHAv1QIwQtyb8msWKS6XDizUY_F6fHf4TzS5243X2qrr82OMhz2GkAVjGI?loadFrom=DocumentDeeplink&ts=667.27)):

I was taking the fish eventually from school to my home every single night and weekend and it became the most unbearable, unbearable task in the entire world. So in addition to a biology teacher, I'm also one of the student council advisors here, and we are really, really, we're a very big, very active student council and it got to the point where it just became impossible.

Daylene Long ([11:34](https://www.rev.com/transcript-editor/shared/MMw_YjRKZtecyLkpLuAf7SpwogSLV507QyW785nR7mA3_b-jdDdqNNg1IX8zD7Vf3RNMi_O5_UeQNjpprTjQmYHohM0?loadFrom=DocumentDeeplink&ts=694.05)):

And then Kim was also telling me that you something to do with Environmental Club.

Neil McGovern ([11:42](https://www.rev.com/transcript-editor/shared/bxKAcoEcDo5QxQB4TMYazRC9NQOMv0er6QE-i_C4lR4X0Qd2hzj0hJgCN2dmWImWSvBKwaxYeVYKMit6VTL2DaJQ25s?loadFrom=DocumentDeeplink&ts=702.06)):

It's been a long time. So I'm sure you, based on what you're telling me, you probably found the article in the PO record from a while ago, right? Is that correct? So that was once again with the amount of time you have to make some choices what you do here. So I used to be the environmental club advisor and I was really highly involved in that. And just to give you a little bit of background on our district, it all used to be one school, high school and district. And what happened was 21 years ago, so this was actually a while ago that I was environmental club 21 years ago, the school split because our population became really large and when the school split, they kind of looked for people to take on some responsibilities they didn't have at the time. So I was doing real well with Environmental Club, I continued to do it here.

Neil McGovern ([12:33](https://www.rev.com/transcript-editor/shared/3ZUsEBTtDyZ2Kl2cwtkj1BUzaaNREKhx1kyl6tE1rvvldB46ok32QmM7vkkCsAZk3Xnk0hNA254zmUJ60cnkXMLtwX4?loadFrom=DocumentDeeplink&ts=753.43)):

And so the other student council advisors, my wife as well, and I was also, you know who the boss is, it's not me. So I was also helping out with student council a lot. And once again, it got to the point where there was only so much time in the day and I felt like we all have things that are challenges for us that bring out the best in us and that interest us. And it got to the point with student council, that and environmental club is very satisfying as well, but just how passionate and active our student council are here really, really pulled me in. And when it got to the point where it was like, okay, I have a committee meeting for student council every single day except for Monday, once every other week. It was no longer fair the environmental but that.

Neil McGovern ([13:27](https://www.rev.com/transcript-editor/shared/ryxeyQciEi1HbGdYJugKI4xPO9FJYfFktXpjNbAX0H1Q1yloGX0rH8RzSbSxG12PRzirIaJSRdhD6UEVlpPe8hvyK6I?loadFrom=DocumentDeeplink&ts=807.52)):

So basically what happened is half of them joined student council anyway, came over with me, our better ones, and we have some other teachers here who had interest in doing the environmental club stuff. So I kind of passed it on to other people and they took the job and they split it amongst a couple of them, one of the club aspects of it and the other one took the enon aspects of it. So time constraints led to that, but I think I know where you got the idea of all these things Back way back, I won an award for conservation. I later the year, I'm sure it was in the poker record, the article with me holding up the little samples and living things, looking a lot younger, a whole lot younger than I do right now, which is nice. So I'm glad you saw that article if you saw the picture. Yeah, but that was, I used to do that unfortunately. Once again, like I said, I love Environmental Club. There's only so many things you can do in one day. Yeah,

Daylene Long ([14:24](https://www.rev.com/transcript-editor/shared/ecZDaKg6fkrFlo3Id3szlYtSRn9Gjr_lG9094GgSwx2RI47AcG_JBagdVU7oMvT6I2BLcdXm6OMJlCrP_Cjg8NnqG1A?loadFrom=DocumentDeeplink&ts=864.94)):

Makes sense. Well Kim, if you have anything else, I'm going to dive right in.

Kim Herder ([14:31](https://www.rev.com/transcript-editor/shared/Fzp0_cKIuyibcCNhz5uSbklH_3NTLvQ4Uapmc_zLLubJhlAnze-5Z_l6GTY-2yPftxS2F0ag8d3jbcqQyOMy9RwwgsM?loadFrom=DocumentDeeplink&ts=871.15)):

I'm going to jump off screen and I'll handle a technical from the background and then pop in if there's something that might need to a little more follow up or something like that. Okay. I'll be here. Yeah, this is exciting. Sounds

Daylene Long ([14:48](https://www.rev.com/transcript-editor/shared/caHKJcvvjuYSXzYDS66j3WzUYw3hcKM3X3HCWiZzG4L1-0VqcaSS1J0O_b2_N41G6Lg7gBuuta8I-nIQa_bWeS3o7Uk?loadFrom=DocumentDeeplink&ts=888.16)):

Good. So just a couple of basics, Neil, we are recording today. It's just for note taking purposes so I don't have to remember all of the details. I promise that you won't end up on YouTube or TikTok and you won't be required to dance or anything like that.

Neil McGovern ([15:09](https://www.rev.com/transcript-editor/shared/REu8QvilinHcA102FT4wU2lW0Q_Xd2UyS8OXuBdZfVWqFZ-ZvDjR9sTyfaERr6M2quC16YGf8TmRl5iQqmjZGUDDaj0?loadFrom=DocumentDeeplink&ts=909.23)):

You wouldn't want me to dance. That wouldn't help you. So I think you're okay with that.

Daylene Long ([15:13](https://www.rev.com/transcript-editor/shared/7_yBh_Xz6IT1IbBFm3z4-aN_ldsD8sEGeR1-cN_2Uss0IAXQNP90_wKqsv1Ty4qf2nI9BPeKG93UVrqTF6yF6ecU-Xs?loadFrom=DocumentDeeplink&ts=913.01)):

Good. So let's see what else. Really our goal today is to find out a little bit more about what you buy for the life sciences, how that experiences for you, how you make your decisions, and the ultimate goal is really to help our client to understand where it is that they can offer you value. We know that teachers are doing more time or doing more with less, and so we want to make sure that we're kind of poking around the edges for ideas of what would make the materials either better for you or better for your students. So that's kind of our ultimate, you're going to see that we ask a lot of what and why questions, and we're just trying to get into the whole experience that you have and if there's any frustration points or if there's any areas where you've just been delighted. We want to know those things and it helps a lot of educators to think of Kim and i's filming a documentary that we're kind of going back to when you first decided that you needed something for your classroom all the way through the end. So those are my basics.

Neil McGovern ([16:36](https://www.rev.com/transcript-editor/shared/YipavCWIP9rL6j6MWRCRC3DK363i6HrBA1KcNEpu28OLRF1M0WfTo1VgELqGm9Ms7q59TxZKdLMuerJNfkf3JogoPmA?loadFrom=DocumentDeeplink&ts=996.74)):

Yeah.

Daylene Long ([16:37](https://www.rev.com/transcript-editor/shared/w0rLIiSMzqy2JGsyesQ57clldLM5kG9YkgDn8EyYYwLPtxgnOsqkW0KM5E8dzK_eTsGM8IzhWGhuEcCFGHcBvXI86Ic?loadFrom=DocumentDeeplink&ts=997.4)):

Any question about those before I dive in?

Neil McGovern ([16:40](https://www.rev.com/transcript-editor/shared/yAIpPuYJMg412M4nHqm0-r46I_VpSu9eJ9P-zmolFLUubVPi_1t-tBMu47LoQu31PwyYxSj7XtKapjLc3OVlitymU-w?loadFrom=DocumentDeeplink&ts=1000.97)):

No, I think I'm ready.

Daylene Long ([16:42](https://www.rev.com/transcript-editor/shared/Bj8OkQQu9_Fu6qPbbx9h8kaLkGTux7Xk5vq1ikHJF80DuwDe7M7C5kF_sEhdTFA8EYIJWqYC76seYV066Tk4cc2xYl0?loadFrom=DocumentDeeplink&ts=1002.59)):

Okay. So tell me a little bit about the last time that you needed to purchase materials for any of your life sciences or bio or environmental classes.

Neil McGovern ([16:55](https://www.rev.com/transcript-editor/shared/ta5eu_8CYKjNBBVh3F23VN-_v16LRnpgWAV3sSUjryh8ILvtw7rkR-uHyzBuBbUNj5GV7RhYDz4JyqyWo6SbHQmW7jQ?loadFrom=DocumentDeeplink&ts=1015.25)):

That would depend whether you're talking about school budget or me personally buying things out of pocket that we do quite a bit right now.

Daylene Long ([17:03](https://www.rev.com/transcript-editor/shared/ZkwS16IRtYZ9V0Eu4Seoyzha4N81X9n9-sHkzR3FM3VMGoYHmO4Af4JsfbobG76MvaOAfXr4tMU5jQEoHpefabA_f4Y?loadFrom=DocumentDeeplink&ts=1023.32)):

Let's talk about school budget because yeah, we could talk forever about,

Neil McGovern ([17:10](https://www.rev.com/transcript-editor/shared/RgjPLsfx4afDYsUdNtA0XjbTgElnNp0QcZFUuHnqRRQ8_7TO0EiOPklRk6OzqGhE9ZRJzQ4gHE7_gTZ33fdDuJ-Whfs?loadFrom=DocumentDeeplink&ts=1030.04)):

I'm sure. Yeah,

Daylene Long ([17:11](https://www.rev.com/transcript-editor/shared/vG5FYo6GyAiuapXwcRDf5eyQglZ1CRinXPBktnPUkj-AuFpp-qrRfElLltK6lfSJ5lCnmhnASqtxHod9Bolbx4gx-O8?loadFrom=DocumentDeeplink&ts=1031.42)):

Yeah.

Neil McGovern ([17:11](https://www.rev.com/transcript-editor/shared/pRPNvUfIbFE2CQVANXcvA1ay61geyu6ZZeLewdKHlOrXEujKRoH7z8xNgk8JoutLcmVzIrRcrsUCV1TzvVFiEAo-xWY?loadFrom=DocumentDeeplink&ts=1031.99)):

So school budget, our school, what we do is we do budget. We basically just did it every October for the next school year right now. So we're actually really early compared to what we used to be When we budget, we budget for the classes, the schedule that we currently teach and it's assumed that if your schedule teaching that right now that applies. So basically the way that we do it is there are some materials that get budgeted that go into a bid process, general classroom wise, colored pencils, markers, things like that, things that are science specific. I usually have the ability to order through non-bid sources using one of our biological suppliers, whether it's ward order a lot from right now, a lot of what we use in class, what's critical, more easy to find on their site, easy to order. We've ordered from other places. Obviously

Daylene Long ([18:25](https://www.rev.com/transcript-editor/shared/9O4ZlGhzaM6j99Vth9I7fv7GOQdgYfGvej_FDizv1wszC3iOLCkE9UG-7rC4irJz1Y5ybNrkhEhfdcVQEwMuQikpwnk?loadFrom=DocumentDeeplink&ts=1105.59)):

You're cutting out just a little bit. So I did, I'm sorry. That's okay. You said you primarily buy from wards, but you also buy from other

Neil McGovern ([18:33](https://www.rev.com/transcript-editor/shared/TsM4EnXpy8MRakVY-KXV5yi2dVj4JeX_-e05ZDfOhhzmAFWi9J5Fl4nBUk-vKGxWZOtgDnQxskR1Ep5lIe1sqVjmRSA?loadFrom=DocumentDeeplink&ts=1113.96)):

Suppliers. Yeah, so depending on the year we might buy from other suppliers as well and what they have at the time pretty much. Can you hear me?

Daylene Long ([18:42](https://www.rev.com/transcript-editor/shared/8ty7UwQp0GgXD4yuA5758vLJ_EeFJIJ-AGKDPqY9JO0s0yagSwe3-Qozd7COykjyV98Qj3Gp3EYeuPJ_3_xUCaHZG-w?loadFrom=DocumentDeeplink&ts=1122.39)):

Yeah, I can hear you.

Neil McGovern ([18:43](https://www.rev.com/transcript-editor/shared/YqQl6U3mRbKGGSreDDcKl-EqZ9QoNzQDMWAVa4vnUVRMe8CIzCEl39oN1Q8K7oYJXo4sTrY9oQylCsNcEc2LLWcv5uY?loadFrom=DocumentDeeplink&ts=1123.56)):

Okay. Yeah, I'm sorry. So like I said, we kind of search, so we ordered so early, we don't have catalogs yet from the company, so everything is through the online catalogs right now. So if there's something that we want to implement that we don't have awards, I'm going to go to one of the other sites, whether it's Fishers or Fisher or any of them and pretty much work for it. And when I find the one that I like, I'm usually able order it.

Daylene Long ([19:16](https://www.rev.com/transcript-editor/shared/JxuGp2MQ7Bi-VfI-Ra9tbkAMck5iMKtrprbbPck5T8yj4StWnABJ-Us9d0r7J9czD-14E6yFezR0HMZGQipLkDU8rQM?loadFrom=DocumentDeeplink&ts=1156.78)):

Okay. A couple of questions. When you said you set your budget in October for the next school year, do you mean, so this October in 2023, were you setting it for the 20 24 25 school

Neil McGovern ([19:30](https://www.rev.com/transcript-editor/shared/W1zayvBzbsDLPMkJ8TfpXPeq48-Sx_RPRAvXAdMsMugPqeMVlaOjLzp1u9WXZy_Ig4EINTupG_bY6YyT0nMj0Aiujnk?loadFrom=DocumentDeeplink&ts=1170.72)):

Year? That's correct. That's correct. So what the district does is the district has us request all of our supplies and request all of our needs for class because what they want is, and we have a large district, so it's a lot of work for 'em, is they want to make sure that before the end of the year, before the end of the calendar year, and I don't understand all the way the way because all the way why they do that because it wasn't the same a few years ago. They want it budgeted by the end of the calendar year for financial purposes, which is why they have us do our budget in October, not for the new calendar year, but right now we just did it for the 2020 4.5 school year.

Daylene Long ([20:13](https://www.rev.com/transcript-editor/shared/2-J0IvlFf1Hd66JdAm2rGd0siBvO0_lGed-PwBeGHg2S8XpBrsYbyua1sBXT7TzKGUJWNpQuzAhWJBvGur6VwLRAqi8?loadFrom=DocumentDeeplink&ts=1213.83)):

That makes sense. I think that always confuses a lot of people too. They're like, why would they do that? But there are several schools that do their budgets the way you just described. And then you mentioned that some of them have to go out for bid. Is there a particular threshold for when you have to go out to bid?

Neil McGovern ([20:34](https://www.rev.com/transcript-editor/shared/z1n1UYwnNQQPAOBAJHJE4wRcmtS5F9FeoVPRiDC7d0t5GzYwPDq6uap8E1m_jvPvDKORo5SJV_VnKQrqlcSTKtAoANc?loadFrom=DocumentDeeplink&ts=1234.41)):

Not necessarily. What generally goes to bid are just common classroom supplies most of the time. So we do have department chairs and it was a little bit this year, so this year our department chair sent us a spreadsheet of what we considered was mostly the common supplies that people ordered and we just put the numbers in and then she'll send it out for bid. So on bid it's general classroom supplies. In addition to that, there was also a science bid sheet for things that are common glassware, certain chemicals, ethyl alcohol and hydrogen peroxide and things that are, some of the stains that we use would go on bid. So I think what she did is she looked at our past few years and anything she saw, she was getting a number of orders for every single year it went on.

Daylene Long ([21:35](https://www.rev.com/transcript-editor/shared/vsPvOVeabfpaqnmOswPjPjkbQNn9MhPHQYWVxKFKOrmBlQ_b_D_sqDCJtWVIeSA0-s5iCN266XD0yHwI0InIr0PR68M?loadFrom=DocumentDeeplink&ts=1295.92)):

So what are the last kinds of things that you as a teacher said, okay, I need these things from my classroom, and how did you determine what you needed?

Neil McGovern ([21:48](https://www.rev.com/transcript-editor/shared/qCowW_ki0DTTRMl0m7utHU8HLVGeRLwAfWfWn9iqutMB-a-407bvPts_lB_-xLttg7ePiexT-H4IQ6n83OTbIAjyM9M?loadFrom=DocumentDeeplink&ts=1308.22)):

So I determined what I needed based on our curriculum, based on what we teach. So right now I'm teaching two different levels of biology, honors biology and academic biology. And I also teach zoology electives right now. In addition, sometimes I teach anatomy and physiology elective. It just depends on the year. They'll give me whatever fits in that year and I'm good with all of it. So zoology, a lot of the supplies are consumable, a lot of dissection samples, a lot of preserved samples. What I found last year is that, so the zoology class, I usually have it and for a couple years it went to another teacher because they were loading me up with biology because my kids score pretty well in the state test and they needed to move the school forward a little bit more at the time. So it was the replacement of a lot of just preserved samples that we ordered back in the year 2001 or something like that, that essentially prepared slides that we use biology wise.

Neil McGovern ([22:53](https://www.rev.com/transcript-editor/shared/kOcf6QpgU4_AaRbI5RCpuKWQPD89JU6DROLdRf3K9eLp1OpKJ98yZxtCx1rokxmz6_bz9Gd7mm7sdrNMHy1tX9AiRjo?loadFrom=DocumentDeeplink&ts=1373.41)):

There are things that we use that are the general lab activities that you're going to do in most biology classes. So the osmosis, the supplies that needed to continue to carry out gel, electrophoresis, those things, replay microscope that we replace every once in a while I need to worn out. And what I try to do then is I always try to sneak in one or two things. That's kind of a new thing that I'm looking forward to using. And sometimes I get those things, other times I don't get those things. It just depends on the year

Daylene Long ([23:28](https://www.rev.com/transcript-editor/shared/_gm2kcHjvct-kkXBxBe58aSiKuePmzvfjycTpjEZYDlPijJm4ynW_o-A9oxS0XmCQC_aU471ymllpQeFNOgoY3P1b1M?loadFrom=DocumentDeeplink&ts=1408.15)):

You try to get this year that was new that you were excited about

Neil McGovern ([23:31](https://www.rev.com/transcript-editor/shared/3VW3Er2JsVrvezad6YYSxUNWCXG0WbnV5bo3k1UR3PAgLAIY58_pIXxyxnZGbTqhlSbTVR4Zeu1hEs5Vi4AuCOK8LLI?loadFrom=DocumentDeeplink&ts=1411.78)):

For years and years and years. I've been trying to get a collection of model skulls for an Evolution lab activity in class and I've been trying for quite a number of years to get it and I stopped asking for a couple of years because I was, no, it costs too much and I don't need it. And it seemed like we were able to order a little bit more this year and I snuck it in and I haven't been told no yet, but I also haven't been told yes,

Daylene Long ([23:56](https://www.rev.com/transcript-editor/shared/fJvn4yWuIGTYk-JSvMIxO4aNWtPQoFQqgNIHiTBSWuDGTeoKW_sfuTrhW_OyccsWDJzjgvyBagawH0ll_bqDPK49U6o?loadFrom=DocumentDeeplink&ts=1436.81)):

This is the sometimes it's best Yes, forgiveness than permission.

Neil McGovern ([24:01](https://www.rev.com/transcript-editor/shared/9dpTbz29ExYVV6iQzjVFjSOkJcYR3x3UGZuyRz--tdBN4FQs6RWeYi2bOf4rWL1VlgeXaVEMDiJKEU_wmoic1aOGu7I?loadFrom=DocumentDeeplink&ts=1441.46)):

Correct.

Daylene Long ([24:03](https://www.rev.com/transcript-editor/shared/FMJygwMSPqvD41C7RnaxyVLEkx2D6YPXGlqxvTakw0Iin5T692RgqvZCkWCEDfdCKsO6sVpswjIXWUIaZaYVojaw4yc?loadFrom=DocumentDeeplink&ts=1443.35)):

So a couple questions. You mentioned a few different categories. You mentioned that beakers and gel electrophoresis kits, and you mentioned anatomical models and things like that. So just kind of starting with the gel electrophoresis, do you have a Go-to favorite vendor that you go to for those?

Neil McGovern ([24:30](https://www.rev.com/transcript-editor/shared/MJ85YfOJWQ5D7Rs2VQdsHiNm3w3kLcR0V-RQ8oDCa5iBugEabCVq_ydYwsr_SUqK9yOEJNd1ofPscAGo6GJ-weWmryA?loadFrom=DocumentDeeplink&ts=1470.68)):

So I ended up searching for a new vendor this year because one of the products I use changed a lot, so I always use Wards. Wards actually produced a kit where instead of being actual DNA samples, it was the simulated DNA samples. So one of the reasons I always did that is our supplies generally come in in the summer and there's not always somebody here to refrigerator freeze the samples that come in right away. So I was working with that for a while. So last year that kind of ended a little bit and it went to the actual DNA samples, which is also great if things go well. They came in the summer, they didn't get refrigerated and when I did gel electrophoresis, we actually got no results because the DNA was denatured pretty much I was able to locate from somebody else some remaining supplies from the former samples that we had. And once again, we did that and worked perfectly though sometimes just based on the logistics of the building and who's receiving it, when it's being stored, when it's being received, sometimes there's products that just work a little bit better because door and it's not going to be.

Daylene Long ([25:50](https://www.rev.com/transcript-editor/shared/0OIJ-HluyVeHeqa_PCXI4BQ2Jrswd5TvCqRofq-uff9kjurny_Hr9Fx3r-4XI2oJPgW_sk8v3Rjw72pI_g6v7Ry8nWw?loadFrom=DocumentDeeplink&ts=1550.24)):

Yeah. Do you remember which vendor you selected that was different than Wards?

Neil McGovern ([25:57](https://www.rev.com/transcript-editor/shared/uRX5aXDynToGFHPzwWJyDmYckiZjlsNGfoRXljYcA1EUDLDGjRFcEIWe5CUAnxsfNm1fgvW4TN26QXlHFzpxGf1EzCM?loadFrom=DocumentDeeplink&ts=1557.29)):

I have to look. That was in October. I did that, but I believe I would actually probably have to look and let you know that, but it was a vendor that deals very specifically more with it a genetic technology. I know it wasn't Odin, they don't really let you do the Odin stuff here all the time, even though I'd like to order some of theirs. But it was another supply company, they just not as much, trying to think of who it was, but it might've been Fisher, not quite as many options as Wards had a lot of times, but had some things that they're continuing to offer that Wards doesn't really offer I'm pretty sure was bigger.

Daylene Long ([26:50](https://www.rev.com/transcript-editor/shared/fVV6WBl_OIfPN79vSIrVuFpG9Hi4PtG-VrhYVhVoctIchqky2NFGyCsE76lYwoBHHCUOP7GgaSQnI7IpL6IG8yRq6BY?loadFrom=DocumentDeeplink&ts=1610.28)):

Okay. And then you mentioned things like beakers and chemicals and that kind of stuff. Do you remember who you typically buy those through?

Neil McGovern ([27:00](https://www.rev.com/transcript-editor/shared/S6RMiHUlZhIhe2pKW3SOyNAq6MLcK64MF6CyBg9_99T5ZYcNuRXsEH1C1dHlgQb5oapV0oCkiOsqHRKMZtrGv-bRipw?loadFrom=DocumentDeeplink&ts=1620.36)):

So once again, when they're non-bid, they go through whatever biological supply company. So Wards seems like they've had the best prices on those last bunch of years, which is when I'm to, when you have a class that requires dissection, samples are real expensive and when you order your other samples, they're going to make you up money somewhere. So what I look for is where they're less expensive or if I need beakers, I'll order four per year for four years I have what I need, but they've been coming from wards when I do a non-bid because wards is usually usually the best price plan.

Daylene Long ([27:41](https://www.rev.com/transcript-editor/shared/ef3hLEFvcf_l2-n4Zm_LmtvndimchP8933p8RHUSkdnVaWqvRIroj_cj56eVi-xl-K-ImPcaKt01mGhJkkWDI56HJFY?loadFrom=DocumentDeeplink&ts=1661.43)):

And so you usually buy once a year. Do you also buy throughout the year?

Neil McGovern ([27:47](https://www.rev.com/transcript-editor/shared/dUfMuXl1_4VFZxYN8VwVpPTz2yUmqEpXQSV8On8zVaRi0Nz1vd3qKKnw78BAITB8iopbBLUd0oQL-8-Szzao4vc0rUU?loadFrom=DocumentDeeplink&ts=1667.52)):

Well, no. The things I buy throughout the year are basically supplies I'm buying on my own for class and yeah, they don't do.

Daylene Long ([27:55](https://www.rev.com/transcript-editor/shared/D0SU1SAVfx5XZtTGZF2WO3aUGH7zgkW6xySosDvIDwus-KMkii9rGjuZjAlrHkIprzgwTNF6GqdZ4BcjaJSask7aCqA?loadFrom=DocumentDeeplink&ts=1675.71)):

Okay. And then have you used either Flynn or Carolina as suppliers?

Neil McGovern ([28:03](https://www.rev.com/transcript-editor/shared/0SyzVULmWD583MBaTPf5srAeI2ietFAOQXaMCLeQ9KGRKWFD3E-76gJhx4Ux3POvRHC4lVlHyo-R7ykKW7z1QnPGBIw?loadFrom=DocumentDeeplink&ts=1683.15)):

Yeah, I've definitely used both before. So this past budget there is definitely something I believe from Carolina. I ordered live invertebrate samples and so I think I ordered mealworms through Carolina because no Paria I they Carolina. So when I get the paria from Wards, they're all dead and inactive. When I get 'em from Carolina, they're in much better condition most of the time. And from Flynn, I believe I ordered a couple of replacement microscopes.

Daylene Long ([28:41](https://www.rev.com/transcript-editor/shared/tFPdEocbi50OFyRWPubR-fisx7pRj1gFvNH71-o42MiIvty14aptH86baqqDbokfjz66rQ4UPEG_fviUjdQ9eUkjEX8?loadFrom=DocumentDeeplink&ts=1721.88)):

Okay.

Neil McGovern ([28:42](https://www.rev.com/transcript-editor/shared/AsJTdjdLVWnIga6fC32GevjwA2nhifaq-fmeDYYAABpWDyvqcnKb0Ae-dlmSB67_pnBegddjk_mnH1tY1sBumjqlN3o?loadFrom=DocumentDeeplink&ts=1722.54)):

Yeah.

Daylene Long ([28:43](https://www.rev.com/transcript-editor/shared/NnQueZOrrKRxRDrN8HaLJMkAzv5CBKT9SEC0x1eDeLg8lls6w7KiqrYPD5I0Yps3V0oS3wrU9uObrjfCPCkBhDF3YxU?loadFrom=DocumentDeeplink&ts=1723.35)):

Okay, that sounds good. And then lemme just flip through my notes just a little bit. Let's see, I'm just looking a little bit. How do you learn about new things you wanted to try? Let's talk about those skulls for a minute. Do you remember where you first learned about those?

Neil McGovern ([29:10](https://www.rev.com/transcript-editor/shared/Ox8AhrKNc_5pwL10gBwNQhpd8AipAFRb17XgXvwZFoFvR8p7i8G4_8bYd1UmeBt1Cav-HPHGGghYiLgw3TrbTb7McAs?loadFrom=DocumentDeeplink&ts=1750.38)):

I honestly, the first time I saw those, I probably saw them in a catalog. So I'm a little bit of a self designer. I like to take activities and create little variations on 'em and redesign a little bit. I saw them in the catalog as part of a kit activity with supplies. And just in my head when I saw it, I knew exactly what I wanted to do with it. I knew I wanted to use an evolution. I knew I wanted to use it to create cladograms. And the procedure I like for Cladograms is I like to make kids take tape and put it on their table and actually position the living things at the end portions of the cladogram. And I knew I really wanted to start it with my honors biology classes and make them develop a procedure instead of using the procedure that comes with it, make them develop the procedure and the actual characteristics and measurements that they're going to use to determine that. And then from that point on with honors biology class, see how it went with them and then maybe move it in a form where they get a little bit, where they get more direction to be in some of the non-honor sections, they would need more direction on it where it's an honor.

Daylene Long ([30:24](https://www.rev.com/transcript-editor/shared/0VVvbtfRQZOUoJiJrazv4XQOAOM6d7rILg-YGsmRm5YBmkcEsCz5PrbCStNudvIoh5ohSGFcR5ZNAvGrUMVV1x9eC_U?loadFrom=DocumentDeeplink&ts=1824.7)):

Go ahead. So it wasn't something you were actually looking for. You're flipping through a catalog and you see it and the light goes on and that type of thing. Okay.

Neil McGovern ([30:34](https://www.rev.com/transcript-editor/shared/ARAjayk_WTPxIXKXticTHwx02pATUdjDFSCVcb6_th9zNCjuBTZLm-Sf5fnmnQrELuhGkZkRKa8MPM4U3Ldu8_lH7qE?loadFrom=DocumentDeeplink&ts=1834.6)):

Yeah, exactly.

Daylene Long ([30:35](https://www.rev.com/transcript-editor/shared/o-I4gyAvgCqdrXZCPPGwfDZbEYhgIyJOre1wwxkSt7EfHoSo2QbdocMtm5v5W7LqeiV5d2xT5RL113x16lxMaaj2xbw?loadFrom=DocumentDeeplink&ts=1835.95)):

And do you prefer the catalogs to the web or do you use both or?

Neil McGovern ([30:41](https://www.rev.com/transcript-editor/shared/RUk2R69vTJgw6ex15r1voV01xvyOwj8qMGnnRqBWvibItWiltE6btIPBgf2h2phZfNvWQZ-mykgUGOnCdLPzG22rerk?loadFrom=DocumentDeeplink&ts=1841.05)):

So I have to tell you, I love the paper catalog. Once again, the issue for us right now is we're doing our budget in October and we're not getting the new paper catalog until January, February, maybe something or maybe the end of the year. So it ends up being just on the web. For me, the problem with the web is everything's a search and it's so time consuming to do it that way and it's wards is probably the easiest, which is why, another reason I use them a lot, but it's just, it's time consuming. You type in the item you're looking for, you get 16 different choices, you have to click on that as well to see exactly which one is what you want. Whereas in the catalog, for example, with I know with Fisher and awards and catalogs, section glassware, these three pages beakers with a chart on it that says exactly this beaker made of this material in this measurement size, and for one, this is the cost next to it for a pack of 12, here's the cost. It's just really easy to use.

Daylene Long ([31:52](https://www.rev.com/transcript-editor/shared/Dz23nOOUX4oVnIISlnrqZxi0uU_H2jpxoL2TruaHZvi_D0S2yB7g1WOInVHeOh1KGLQZZF66BCDafPG4NNhIKYxqhTg?loadFrom=DocumentDeeplink&ts=1912)):

Okay. Is there anything with a catalog that you use to, I've seen somebody, people who've dogeared the pages or use sticky notes or little flags. How do you go through a catalog when you get it?

Neil McGovern ([32:07](https://www.rev.com/transcript-editor/shared/sU6Y8pj6mx5B14lUsVrA8EKYR5PXZlbykyWpFXkZ9MydE-kDXqI0vJhqVed3FE8pXPr8iRrt0wF0oSkV6CAmdfgNECw?loadFrom=DocumentDeeplink&ts=1927.99)):

That's exactly how I go through a catalog. So I go to the sections that I know, the first thing I do is I go to the sections that I know I absolutely need to order first and they're going to get sticky noted or dogeared and I know to go back to that. Then what I do is I start to look for things that are interesting that I haven't ordered before. And so I might find something with the skulls in it or some of those products and if I think it's something that I can use in a way that's engaging in class, it's active. Many times I'm at the very least going to order if it's a kit rather than get three of 'em right away when I know I would need three for my classes, I might get one and get it in one year first and get everything out and make sure it looks good, and then the next year order the other two so I can use them, use 'em with all the classes.

Daylene Long ([33:01](https://www.rev.com/transcript-editor/shared/ygikYISmOU0yf7BrUsJzgbJrQtxREzu7_1_qMiFrkDlZnT4zD-SM4Tj5dZY_Npw-LPckNN89OLx_r_cj5ns_hjyCZs0?loadFrom=DocumentDeeplink&ts=1981.46)):

That makes sense. In the survey that you took, we had a lot of educators responded that reliability was really important to them in terms of being trustworthy. Can you tell me a little bit about what it means to you that a vendor is reliable or trustworthy?

Neil McGovern ([33:26](https://www.rev.com/transcript-editor/shared/nDqbYOXQSt0TbjSCrE1ahiPcw57c4UM-75BNazxYEtHNaZxM59NunX2ccp4IwcmD7OhVr511PEooEcerjqqT9TKSmZw?loadFrom=DocumentDeeplink&ts=2006.9)):

For me with a vendor, it's very simple that the item I order is what I get and I get it on time.

Daylene Long ([33:32](https://www.rev.com/transcript-editor/shared/xymq7_ip1d_RhBRPMjMiT5pwz-nRm79k5bTL8tzzOUDCnIv_Z8R7dMWxr-pRmJPEoiTnFytC9L1R_dMt5NqsjFX8jNs?loadFrom=DocumentDeeplink&ts=2012.69)):

Okay, okay. And are there any of the vendors you've talked about that you consider yourself to be loyal to?

Neil McGovern ([33:43](https://www.rev.com/transcript-editor/shared/hNTqaSCPqwUa4V5MFtjkAcIARf_Gr2L7w2_z3BKqKqEeR3l_3G1TDeFjJSBhaTvj5Ar1P8JUTOpxN8iF68AMPWPBXxI?loadFrom=DocumentDeeplink&ts=2023.79)):

Not necessarily. So I think what I'm loyal to isn't necessarily the vendor, it's the service that you get from the vendor. So when you find the vendor that's giving you probably the prices that your school will spend money on and they're going to get you things that are on time and with quality, the quality that you're going to be able to use in class regardless of whether it's Wards, Fisher, Fisher, Flynn, that experience is going to be what creates multiple use.

Daylene Long ([34:12](https://www.rev.com/transcript-editor/shared/u4ccSQTE5Mf5oGfEDQG8IecMm205AYB0SUkQOi1DJKkGJMeoxpD5qTw3tw78Lg1sSXUj0gFailuSmSzcp_Do96p8MCE?loadFrom=DocumentDeeplink&ts=2052.92)):

You mentioned the Arians coming not alive, which isn't good for your class. Have you had any other quality issues with any of the vendors?

Neil McGovern ([34:22](https://www.rev.com/transcript-editor/shared/EFV1is94oiASntzJGskHcAJ5487RWQXuibP6TlJN0fukQ-U1WUhO7bEUTK2mlggXB43xZwhjgYu-psJOiZVznT0RCjw?loadFrom=DocumentDeeplink&ts=2062.55)):

I have. So I will no longer be ordering Elodia from Wards. I ordered two really large packages of Elodia and when they come from wards they come all ground. Whereas when I go on Amazon and I order 'em from Carolina's shop myself, they come in wonderful conditions. So Carolina really has become my go-to sample

Daylene Long ([34:49](https://www.rev.com/transcript-editor/shared/lNWVvR5o20bHEUhk91_6xG6zDSn5Lccq8cu1B5MRFMhUwqPp518jeS9zg8NycDc2bCxBVKuM2agxbDFdIxMpifYg_PA?loadFrom=DocumentDeeplink&ts=2089.34)):

For things that are live. Okay. Okay. And let me just flip over to my notes. I'm getting close to the end. So interestingly though, the Elodia incident didn't keep you from buying from wards, just from buying that product from Wards?

Neil McGovern ([35:11](https://www.rev.com/transcript-editor/shared/cy-zlpSXT9FiRxV1mdFrYJXos0l9V2EKNn_Yj0vyFyScPQtjT1ZheTdYe2toaoOgfWgTYWU6X9HVOaDWG6UZ3FCGMd0?loadFrom=DocumentDeeplink&ts=2111.88)):

Correct.

Daylene Long ([35:13](https://www.rev.com/transcript-editor/shared/VSXj9Rmgo4rP-pCcJRMOsXEm66U9dyrzEd2i_unCkNrJrGmPaW4RAQg-0rxHxyuFtMcxNDWmfewYqzoOP4xPjN6hp04?loadFrom=DocumentDeeplink&ts=2113.46)):

Okay, interesting. Okay. Are there any vendors that have particularly delighted you in the last couple of years and what did that look like?

Neil McGovern ([35:27](https://www.rev.com/transcript-editor/shared/1JAD5hn_i289AB-cnUze0UK9zTW2WQNEz092HyZ8T2fbkRYeC23_OHtjuFoIKOGQE0eub9C_-FLYzfb9pU5Q5W9uT_M?loadFrom=DocumentDeeplink&ts=2127.71)):

I'm a pretty level guy. I'm delighted if they get me the stuff on time and it works well.

Daylene Long ([35:33](https://www.rev.com/transcript-editor/shared/852sdMtD5vVUF3pniWhA73VUrud5dd5iTMT9o4bd-2WHVu6mi0tS2fPQWH140IcDrIPOF2faJF30rJ5PRZe4EJ03XgM?loadFrom=DocumentDeeplink&ts=2133.59)):

Okay, that's good. And then before I turn it over to Kim, my last question too is you've got an opportunity here to talk to some of the big suppliers about what's important to you. We know that teachers are doing more with less, and so I'm kind of wondering is there anything that's missing in the market for you or are there any services? What would make your life better as an educator or the learning better for your students?

Neil McGovern ([36:10](https://www.rev.com/transcript-editor/shared/a-BpJJVWZlpfpnrLcobFxftc6O3kPx5avkkZNMrEoDb6pK7dccWLgsQ9KLwXnC46hRk9E6rj8_Zp93AIRH2ldrJb0nk?loadFrom=DocumentDeeplink&ts=2170.71)):

This is the primary reason I chose to do this. I actually love this. So there's a couple things that would make things a little bit easier and a little bit better. So the new way in education now is we have to be ready to do the things that we do laboratory oriented in class. You also have to be ready to use in other ways online and different versions of it. If there were companies that offered activities that had both, for example, a lab kit where there was both a physical hands-on version of it as well as a virtual version of it at the same time, that would delight me immediate immediately more than anything, it seems that there's a little bit of a disconnect right now between the actual physical hands-on products and the electronic products. And I think there needs to be, as a teacher, it's my job to take everything and put together and make it work.

Neil McGovern ([37:09](https://www.rev.com/transcript-editor/shared/tWh5-Fb7VPPFiwGopFB2_-DPcNKGQPRVCfnuT-wEyDgoOK-jzNfXF6tRP1s4MTx64ZDjXlut20cSv5Z10zt-7v-7Phs?loadFrom=DocumentDeeplink&ts=2229.06)):

But if that already existed, I think that a company that did that would really, really, really draw a lot of educators in some way. So much is becoming electronic now. Everything we do is through Google Classroom, things like that. And we really, really look to do a variety of both hands-on and even things that are virtual lab. So the virtual lab platforms are somewhat unreliable as well. So our district, when we budget, we budget for gizmos for here, and gizmos is pretty good. They're a little bit short, they're not as realistic as some of the other ones. So what it turns into is it turns into a process where it's search, search, search searched to find a virtual lab that does this, find virtual lab that does that. Then it's once you find it and you have it on your Google classroom ready to go in class, making sure that you go on that virtual website 10 times that week every day to make sure it still works.

Neil McGovern ([38:15](https://www.rev.com/transcript-editor/shared/uq1ByKSv3F_jBOEANgq-g71T68wFsTALXdpVCiwLqlcfGWiCuu4ZCfSVytOVC0HDe2GJ5gTjWsvAqgfqOspQ36AkC6Y?loadFrom=DocumentDeeplink&ts=2295.72)):

We've all had some experiences with things that don't work when you, of course the day you go to do a class, the virtual transpiration lab, I was just talking to one of my colleagues about this, it works fine all the time. The day you go to do it in class, it's no longer working. So we're always searching for like that. They used to be offered all the time through McGraw Hill and McGraw Hill no longer once, I guess, and I'm not a computer programmer, but once was it Flash or whatever, was no longer, no longer working. A lot of those disappeared and that was an emergency for everybody. Some of the resources transferred over to HTML five, but not all of 'em. And some of those resources go effective. So I would say access to things that are both hands-on in person as well as access to things that are more virtual or online or even game oriented. That to me, that would make such an impression on me and be so usable. So usable in the classroom with the variety that you get with every kid with a, I think that would directly up for work right now.

Daylene Long ([39:33](https://www.rev.com/transcript-editor/shared/GlI8JVrYIKFsVuKL3y8GAfZJEvGdrbPsS5aKyyanQpTjxST8mPSem8V7jckD_o8mG-AYdpKk7C0E3UQB7LRZ0_4yl_g?loadFrom=DocumentDeeplink&ts=2373.58)):

Okay. So what I was imagining as you were talking, because you said sometimes it was hard to find them and you had to search, you had search that you would have by topic, like a hands-on kit for respiration along with a digital lab for respiration together.

Neil McGovern ([39:54](https://www.rev.com/transcript-editor/shared/2UkXyyLXTac0M7gO3v9dUXC6HSy57HrSIeOalSVWw2YJjAENZCfeJ_WRlLSAj4l_ul_StB4c0gsi9m0iYKUKqhmz5kk?loadFrom=DocumentDeeplink&ts=2394.82)):

Once again, that's actually, it's great that you brought that up because that's what we're doing right now. So we're doing bioenergetics. So hands-on lab wise, we use right now what I use is I use the photosynthesis respiration activity that's in two parts and I like to vary activities a lot. I believe students need to be active, a very hands-on, very minds on type of teacher. Along with that, the resource that I use right now for interactive with photosynthesis, respirations actually excellent is the bio site that has games and virtual labs on it. So I dunno if you're familiar with that, but the bio site is, yeah, the bio site is excellent and his interactives, his little games is playing video games for the kids, his interactives with photosynthesis and respiration. There's no way you can't learn what it's taking in and letting out things like that just because win the game, you have to do that and the kids get so obsessed with winning the game, then you go back and you talk to 'em about, okay, so tell me, what did you have to do to get out of the mitochondrial matrix?

Neil McGovern ([41:05](https://www.rev.com/transcript-editor/shared/gKkicxAqwIz3KK7e6-pS4nsyfUWmFZUTlZzAO-iwentGeHqlOCm7eAwB8aMCJnRyYXFkkPrSiF2FnidcxhqQAEQb_kU?loadFrom=DocumentDeeplink&ts=2465.17)):

Oh, we had to go through that pump, that a TP synthase pump when it turned and let us out. Okay. So what is that showing you in real life? What were you playing? Oh, I was this hydrogen ion and okay, so look at this. What did you just learn and oh, I see what I just did now I know I did that. So they worked together just really, really well. So many kids with so many different learning styles. You can't successfully be a teacher anymore that we had in high school where it was lecture all the time and things like that. That's not how things work anymore. It's got to be experienced, experienced hands-on experience where the experiences lead the lead into the learn lesson, not the other way around where the learn lesson is.

Daylene Long ([41:56](https://www.rev.com/transcript-editor/shared/tzSqNYWt_qc0U7Hrq7ooK8bRIdEkPPJYTY9KJ7O9hf105xpIPXMpMXfZt6kp3G7KHyOwoz6JjMXUm-WGuxF4Uli2UBE?loadFrom=DocumentDeeplink&ts=2516.06)):

Okay. So you mentioned a couple things I want to follow up on too. You kind of alluded to why you use the digital with the hands-on when you talked about learning styles, but I wanted to make sure I'm understanding correctly. What's the biggest advantage to you and your students of having both the hands-on and the digital component?

Neil McGovern ([42:17](https://www.rev.com/transcript-editor/shared/DF3FohZGrcwfentQFk5kYbrLmDVpPe9QxNxA4S2DwTZyxB5mlmumYceJ62fQp3N5KiG3u7Mv5hzLNdQlDsKuJr_QucA?loadFrom=DocumentDeeplink&ts=2537)):

It's skill development, and I preach this to kids all the time. I ask them on an everyday basis, what's more important? Memorizing a list of 10 words or knowing how to do something, the answer is always very clear. It's knowing how to do something. So when you develop basic skills, whether it's technology, whether it's hands-on experimental procedures, experimental design, it's going to be a lot easier to fit the information in once you have the skill and the concept than it to try to fit a skill or a concept.

Daylene Long ([42:48](https://www.rev.com/transcript-editor/shared/6CLzqOeDlWv4sbeRBRdwqXNdcFH41N41jMZqXIJc-RMclhy_iA5T4mxaepMEhf19Y27_m817Cu7WN2QcL2VT_xqC-nY?loadFrom=DocumentDeeplink&ts=2568.66)):

Concept. Okay. And then, let's see, there was another thing in there. Oh, you mentioned when you were talking about the Gizmos, that some of them looked more realistic than others. Do you have a preference and do your students have a preference as to whether or not they're highly animated or realistic looking? What are your thoughts on that?

Neil McGovern ([43:09](https://www.rev.com/transcript-editor/shared/ZMa-v-75sZT2GNdnczfsFh0DbYDD0n6ChK98V8NjCCy5Qvt2xgw1VPsV38uz7mLJyl_VpwhEVRyu95aXjtHob34PTcI?loadFrom=DocumentDeeplink&ts=2589.92)):

Not necessarily. It depends what you do with it. So I mean, I would say there's not really a different,

Neil McGovern ([43:21](https://www.rev.com/transcript-editor/shared/DFw4-itI0f6scXCY27u6D8qWJTVMnQq5qS9QXU_2DCvbbQ62127bllBLq6jn4tWQq_CvhgL_fDYVXVA3XqPtn7aJ_vY?loadFrom=DocumentDeeplink&ts=2601.02)):

Gizmos are more animated. It doesn't look quite as realistic, but you're doing the same thing as you would even though the animals might look animated or whatever. So I think the kids got it.

Daylene Long ([43:31](https://www.rev.com/transcript-editor/shared/9WMo1eS3ouyYhL_8D0n94gjz23_oGhIi8lLXyiYA16EXrTmC3Wf8bgFwU8umRiFZSpjZ0mBsDuZrDDNxiMikJ9eELa0?loadFrom=DocumentDeeplink&ts=2611.88)):

Okay. Anything else that has been in the back of your brain going, oh, I wish we had this.

Neil McGovern ([43:41](https://www.rev.com/transcript-editor/shared/2JvNiZ0qVKcMhYYHs-dSvg_InvlIa17xO1U6KfIex8L3D121ssejw17cYikokpzAHRtErblSBe4Bn2q2q27QX1MsC9E?loadFrom=DocumentDeeplink&ts=2621.75)):

No, not really. So I'm pretty experienced. I'm in my 28th year of teaching right now, so I'm a designer and a collector, so I fidget with things. I can't leave it alone. It's how I live my life. I do it at home with everything. So whatever activities I use I constantly fidget with and try to improve them and try to change. I have four file cabinets in my office full of every single version of a lab activity that I've done every year for 28 years now that I can go back to as I need. So just having options and maybe sometimes materials. So I know we're moving toward NGSS standards right now and it, it's not the first time that this and tried to implement it. I remember way back many years ago when I first started teaching at the big community contact, basically what N Bs does S is, but part of NGSS is activities where students were a little bit and it's less of a, but once again, what I think we need that I'll take, I manipulate those make.

Daylene Long ([45:03](https://www.rev.com/transcript-editor/shared/30HPM2XyFgxIs_5kPGm94QM8_9tzILzx9fgy5cp15CLK_tuFHZTf6wpDXOZNwDtfpqadIrVoYpSe8MQcKDwIgDsbgXk?loadFrom=DocumentDeeplink&ts=2703.78)):

Okay. That makes sense. Kim, do you want to pop in and do you have any questions?

Kim Herder ([45:12](https://www.rev.com/transcript-editor/shared/2TRpmHZMB0mHKNWSgUx1weNnBbFOzSlQIpJKscKQjOp5-eKzLaBWJ_vcThFznE2mcVi6j3qp5SloRnmguXSkSHltSlU?loadFrom=DocumentDeeplink&ts=2712.15)):

I do. This has been fascinating and I really want to come hang out in your class for

Neil McGovern ([45:16](https://www.rev.com/transcript-editor/shared/MJmCsrim0y53ay7uBdap5Kz5NgJag5Xt3gR8IQbldf-f496lDtRDNG66rLLnZzw1lCEXa254hqtWtJev00bFfkiZXf4?loadFrom=DocumentDeeplink&ts=2716.56)):

Oh, you should come hang out. That'd be fun. Well fun.

Kim Herder ([45:21](https://www.rev.com/transcript-editor/shared/J2u6fiDdqD9EnvUdPrBjSs0HKRyWvFzTys2bbsZu-eIAAs6hXvYltMTMcyVBrPUEn21mtpMgSxQsuDbapWBRsrXkmd4?loadFrom=DocumentDeeplink&ts=2721.51)):

I have a son who is gifted but at the same time is deaf. And so I'm always a little curious on differentiation in the classroom and how you address it. How much work does that cause you?

Neil McGovern ([45:41](https://www.rev.com/transcript-editor/shared/6PM98_56T_uGv9bp_28bIU6AZ4P3jwFTNfGcY4OsQJfPRL-yNe082GCrS8bV1bne0aaKYPJYFxrA4xWOeUKcdbF-8zk?loadFrom=DocumentDeeplink&ts=2741.46)):

It's a lot of work. I've definitely had gifted students in class before I had two last year. I've had quite a few. First of all, they're the most awesome kids ever to begin with. So I'm happy. I'm happy. I've had a blind girl in class that ended up at Harvard when she graduated here, so they're the most awesome kids ever. I love working with them. I'm kind of multimodal already, just kind of how I am a lot of times. And I think a lot of times I end up with kids that have those kind of sensory disabilities in class because I know that if they put them in with me, it's going to be a little bit easier. It's going to be maybe a little bit more visual or more. And my hearing impaired students do really, really well with visual. They do really well with hands-on, and I probably do more of that than most of the teachers in the building right now.

Neil McGovern ([46:45](https://www.rev.com/transcript-editor/shared/tx-10Tc9rzNUoErL3JY2MM2wqa2a-nQBk5nkygOZ22_Jd-fq818jd_iY5rxY_ilPL_UQsxH5lCnC9x2TO_BnGgg4yEE?loadFrom=DocumentDeeplink&ts=2805.48)):

So they know when they come in they're going to get that. Aside from that, it really depends on the student a little bit. So I'm sure with your son, every student being impaired has a different degree of abilities with different things, whether it's visual or hands-on or things like that. And I just, especially an honor student, a high functioning student who wants to do well and just has one issue that prevents them from doing well, that's a kid you want to work with. And any of the supplies that we have, once again, making things hand on making visual, making it active, it's going to benefit every single kid having class, but it's really, really going to benefit. Kids need the most.

Kim Herder ([47:34](https://www.rev.com/transcript-editor/shared/VjdBAcAQ2AiCs4oGTxI1QJJgX45QXp2jNk9iIdbUmgXSYHF5WKNFO6rZpBrBDIiScpp_aX92a3pf-CuAbyy-q91pmWU?loadFrom=DocumentDeeplink&ts=2854.86)):

Well, thank you for doing that,

Daylene Long ([47:36](https://www.rev.com/transcript-editor/shared/WfawODZmfuNQWbvC50dYAo5Xp946MhbLAk9T1LNXGcnK7gPBmG8mO9lVqdR55naB-uDZiqptx_59BosPUFvPmNt-SBU?loadFrom=DocumentDeeplink&ts=2856.64)):

Kim. Any other question? And then you can give Neil kind of a wrap up on next steps.

Kim Herder ([47:46](https://www.rev.com/transcript-editor/shared/tBIcj3aTwwz9JpDCsEuzRNDet-9Q3kcyDuitoKhz4M0ZXjo3znFGWAKXO8h-ah0nTILHtZbtK3gdRRDH5wwc7S8_zjE?loadFrom=DocumentDeeplink&ts=2866.51)):

So no, I don't have any more questions, but I do want to invite you tomorrow you'll get an email from me that will kind of summarize that a little bit, but also at the same time ask you for anything that you've pondered either during this time or come in the future with invitation to get back to us with that, how to get ahold of us. And also if you're in that, if you'll let us know if you would be interested in participating in something like this. Again, whether this program or something in the future.

Neil McGovern ([48:28](https://www.rev.com/transcript-editor/shared/zrDCIDAihn5HcxanV0VUTedpbEkvAB8KuM-iR_VRl80l7Q_x0G3EH2npX6HgGwOnD64os1hZvdEyqHtEiaGoOFrnfvE?loadFrom=DocumentDeeplink&ts=2908.81)):

I can tell you right now, I'm definitely interested. I like this. So yeah. Okay,

Kim Herder ([48:32](https://www.rev.com/transcript-editor/shared/pJeCRsHHa0EK9mt_49ezv06F81iuPw1bSxDf4uOoE5MKpxskg_GULa7GVC4TZ4h43I0kcvSxvIg8Sh2lB6cz_XRlSEk?loadFrom=DocumentDeeplink&ts=2912.31)):

Good. Well good, because I think we like you too. And then also your $95 gift card, we had said it was going to be an Amazon gift card, but it's actually a Visa gift card or office. Okay. And that will be coming from DA's email address. So any additional questions or thoughts or things like that, we'll handle it that way and look forward to doing something with you again.

Neil McGovern ([49:03](https://www.rev.com/transcript-editor/shared/cyTcJcN_tzG7snGxuHPIygwLtz7xm26D_4Xvw5Hwn_QApm_c82cGw2WJzALZBZ3uASzbKp7XRz5yb_hMRyiwGOLR4K0?loadFrom=DocumentDeeplink&ts=2943.46)):

Absolutely. Thank you. Actually, once again when I saw this, it's something that looking for feedback on things that you use in class and materials and things that have benefit in the classroom, I'm all for it every single time. I love it.

Daylene Long ([49:18](https://www.rev.com/transcript-editor/shared/wWzZknWx8OmgZVDigsCXtWCUtYvMMbkzFwFwJvnygXiEV2D8z8201ZuPiVOPZmhAMHmJ2clKFLJP8H6q2VvDorhuEPo?loadFrom=DocumentDeeplink&ts=2958.04)):

Awesome. That's great. I will probably send out the next batch of gift certificates tomorrow morning. If for some reason you don't get it by the end of the day tomorrow, look in your spam folder. And if it's not in your spam folder, call Kim or email her, but it should be there tomorrow.

Neil McGovern ([49:38](https://www.rev.com/transcript-editor/shared/YqFtLNXMvj9dfuuI51k9IBVd0msmec69G9Fhze702qFTL5Dj7-yxt55pPPt7EF9Ro3Z74AmNQajjPHBjtJGswZyqFus?loadFrom=DocumentDeeplink&ts=2978.39)):

Okay, thank you.

Daylene Long ([49:39](https://www.rev.com/transcript-editor/shared/IX3r4PS17BD3eC2jPqZSdWgF2zBkBziLaRjOw8xXrleHJ2DeHVXCLX-lJyDo6JM12WJAnNbqyr5f6js6S0L1SiUuOx4?loadFrom=DocumentDeeplink&ts=2979.7)):

All right, Neil, it's been wonderful talking to you and thank you for all that you do for students and you sound just like an amazing biology teacher and we need all the amazing teachers we can get out there. Students need the challenge. So thank you.

Neil McGovern ([50:00](https://www.rev.com/transcript-editor/shared/4yq0-AWC3n0T8iX5h7EGBtrqypzHQI5IXW0EYPFYiI_oLAbF1bNkzX3e3PQ-Q02YEVSRV2AV02k0kJQDXjDEMCtoiPs?loadFrom=DocumentDeeplink&ts=3000.82)):

Yeah, thank you. I agree with you. We need a lot more people ready to go here with everything.

Daylene Long ([50:08](https://www.rev.com/transcript-editor/shared/wWRUGO7TV5uS5QuEJMpMrNFQnud7ndGg3BxcqM_hRogO4W4pGoyWhikauCiE3PLaA60WOVqZg3arzl1C6NMPnWk6yuU?loadFrom=DocumentDeeplink&ts=3008.26)):

Okay, thank you so much. Bye.