

# Town of Mashpee

# Town Clerk



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Mashpee MA 02649  
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Date: August 5, 2020

Mashpee Town Hall  
16 Great Neck Road North  
Mashpee, MA 02649

In accordance with the Massachusetts General Laws, Chapter 39, Section 23A-C, regarding Massachusetts Open Meeting Law the:

School Committee- Business Meeting (VIRTUAL MEETING)

give you notice that it will meet for the purpose of acting upon such business as may come before it.

Day and Date of Meeting: Monday, August 10, 2020

Time of Meeting: 3:00 PM

Place: Zoom Meeting: <https://zoom.us/j/99996627405>

Phone: 1 646 558 8656 Meeting ID: 999 9662 7405

Chairman: George Schmidt/gkh

*Windows will be closed and lights will be shut off after meeting.*

\_\_\_\_\_  
Initials

*\*\*Please keep in mind that rooms are assigned on a first come, first serve basis. Therefore, it is imperative that you notify this office as quickly as possible to reserve your meeting room.*

*Except in an emergency, a notice of every meeting of any governmental body shall be filed with the clerk of the city or town in which the body acts, and the notice or a copy thereof shall, at least forty-eight hours, including Saturdays but not Sundays and legal holidays, prior to such meeting, be publicly posted in the office of such clerk or on the principal official bulletin board of such city or town.*



**MASHPEE PUBLIC SCHOOLS**  
**School Committee Business Meeting (Virtual)**  
**August 10, 2020 (3:00 PM)**  
**Agenda\***



**Zoom Meeting: <https://zoom.us/j/99996627405>**  
**Phone: 1 646 558 8656      Meeting ID: 999 9662 7405**

**Mission and Vision for the Mashpee Public Schools**

The mission of the Mashpee Public Schools is to ensure a comprehensive program of academic rigor, scope, and depth to prepare all students to be college and career ready and to value service to others. The vision of the Mashpee Public Schools is that every student, every day, is safe, respected, and ensured to achieve excellence in a personalized learning environment that includes quality teaching, small class sizes, and the use of technology.

1	3:00 PM	Call Regular Meeting to Order/Pledge of Allegiance
2	3:01 PM	*Ratify agenda of August 10, 2020
3	3:03 PM	Public Comment
4	3:13 PM	*Approval of Minutes of July 29, 2020 (p. 1-2)
5	3:17 PM	Information on school opening supports- DPW (Catherine Laurent), School Physician ( Dr. Gregory Parkinson), Board of Health (Kate Gardipe)
5	3:47 PM	Specifically Assigned/Unfinished Business <ul style="list-style-type: none"> <li>● *Revised SY 20-21 Calendar (p. 3)</li> <li>● *Mashpee Public Schools' Learning Plan for SY20-21</li> <li>● Parent/Guardian Learning Plan Decision Google Form data</li> <li>● School budget update- COVID-19 expenses</li> </ul>
6	4:15 PM	New Business <ul style="list-style-type: none"> <li>● *Location of August 19, 2020 school committee meeting</li> <li>● Employee COVID-19 scenarios (p. 4-7)</li> <li>● Policy updates/additions due to COVID-19 Pandemic (p. 8-13)</li> <li>● Consent vote</li> </ul>
7	4:45 PM	Items the Chair did not reasonably know in advance (Other)
8	4:50 PM	Public Comment
9	4:55 PM	*Adjournment

**\*Vote Required    \*\*The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may be discussed and other items not listed may also be brought up for discussion.**

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School Committee Meeting (Virtual)  
July 29, 2020  
Minutes

Present are: School Committee members: George Schmidt, Nicole Bartlett, Don Myers, Geoff Gorman and Cathy Lewis. Also present is Patty DeBoer, Superintendent and Hope Hanscom, Assistant Superintendent.

**1. Executive Session**

\*To discuss strategy for collective bargaining with Unit A.

Mr. Schmidt called the Executive meeting to order at 5:15 pm.

**2. Call Regular Meeting to order/Pledge of Allegiance**

Mr. Schmidt called the regular meeting to order at 5:32 pm.

**3. \*Ratify agenda of July 29, 2020**

Ms. Bartlett made a motion, seconded by Ms. Lewis to ratify the agenda of July 29th with the following changes: postponing the Handbook vote until the August 19, 2020 meeting. Also postpone the MPS Draft Learning Plan until the August 10, 2020 meeting.

Vote: Unanimous.

**4. Public Comment**

No public comment

**5. \*Approval of Minutes of July 8, 2020**

Ms. Bartlett made a motion, seconded by Mr. Gorman to approve the minutes of July 8, 2020.

Roll Call Vote: In favor - Mr. Schmidt, Ms. Bartlett, Mr. Myers, Mr. Gorman and Ms. Lewis; opposed - none.

**6. Subcommittee Reports - Negotiations**

- \*Vote on Unit A Contract for FY 21-23

Mr. Myers made a motion, seconded by Ms. Bartlett to approve the vote on the Unit A contract for FY 21-23, as presented.

Roll Call Vote: In favor - Mr. Schmidt, Ms. Bartlett, Mr. Myers and Ms. Lewis; abstained: Mr. Gorman. Vote approved 4-1

**7. Specifically Assigned/Unassigned Unfinished Business**

- \*School Handouts

Postponed until August 19, 2020 meeting.

**8. New Business**

- \*Mashpee Public Schools Draft Learning Plan for 20-21  
Mrs. DeBoer reviewed the draft learning plan with the Committee.  
Vote was postponed until August 10, 2020 meeting.
- \*Tentative school committee meeting on August 10, 2020 at 5:30 PM.  
Mr. Gorman made a motion, seconded by Ms. Bartlett to approve holding an additional School Committee meeting on August 10, 2020 at 3:00 pm.  
**Roll Call Vote:** in favor - Mr. Schmidt, Ms. Bartlett, Mr. Myers, Mr. Gorman and Ms. Lewis; opposed -none.

9. **Items the Chair did not reasonably know in advance (Other)**  
None

10. **Public Comment**  
There were two comments presented at the public meeting.

11. **\*Adjournment**  
Mr. Myers made a motion, seconded by Ms. Bartlett to adjourn the regular meeting at 7:46 pm.  
**Roll Call Vote:** In favor - Mr. Schmidt, Ms. Bartlett, Mr. Myers, Mr. Gorman and Ms. Lewis; opposed - none.

Respectfully submitted by,

Catherine E. Loyko  
School Committee Recording Secretary

**Daily Schedules**

Middle High 8:20AM-2:50PM (1/2 day 11:45 dismissal)  
 Quashnet 9:05 AM-3:35 PM (1/2 day 12:30 dismissal)  
 Coombs 9:05 AM-3:35 PM (1/2 day 12:30 dismissal)

**2020-2021 MASHPEE PUBLIC SCHOOLS CALENDAR (Revised 7/28/20)**

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**Grades Pre-K through Grade 6**

**Term Ends**  
 Term 1: Dec 15  
 Term 2: Mar 26  
 Term 3: Jun 21  
**Report Cards Issued:**  
 Term 1: Dec 21  
 Term 2: Mar 31  
 Term 3: Jun 21

**July '20**

S	M	T	W	Th	F	S
					3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**AUGUST '20**

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**Grades 7-12**

**Term Ends**  
 1st term Nov 13 / 2nd term Feb 2  
 3rd term Apr 9 / 4th term Jun 16  
**Report Cards**  
 1st term Nov 18 / 2nd term Feb 8  
 3rd term Apr 15 / 4th term Jun 18

**August**

8/31 -Staff Professional Day

**September**  
 1-3 Staff Professional Days  
 4-No School  
 7-Labor Day-No School  
 8-11 Staff Professional Days  
 14-15 Staff Professional Days  
 16-School begins grades 1-12  
 17-School Begins Pre-K&K  
 11 Days

**SEPTEMBER '20**

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**OCTOBER '20**

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**October**

12- Indigenous Peoples Day-No School  
 22 & 27- Early Release Coombs and Quashnet Only  
 (Parent/Teacher Conferences)  
 21 Days

**November**  
 3- No School Presidential Election  
 11-Veterans Day- No School  
 23-24 Teacher Professional Day/no school  
 25-27-Vacation- No School  
 14 Days

**NOVEMBER '20**

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

**DECEMBER '20**

S	M	T	W	Th	F	S
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**December**

24-31-Vacation-No School  
 17 Days

**January**  
 1-Vacation- No School  
 15- Professional Day- No School  
 18-M.L. King, Jr. Day- No School  
 18 Days

**JANUARY '21**

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

**FEBRUARY '21**

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

**February**

15-19-Vacation- No School  
 15 Days

**March**  
 19-No School - Professional Day  
 22 Days

**MARCH '21**

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**APRIL '21**

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**April**

19-23-Vacation- No School  
 17 Days

**May**  
 31-Memorial Day- No School  
 20 Days

**MAY '21**

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**JUNE '21**

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

**June/July**

5-MMHS Graduation  
 7-Early Release- all schools  
 21-Early Release/tentative last day of school for students (with no snow days)  
 28-Tentative last day with 5 snow days

15 Days



# MASHPEE PUBLIC SCHOOLS

Mashpee--A Connected Community  
Office of the Superintendent

Patricia DeBoer  
Superintendent

[pdeboer@mpspk12.org](mailto:pdeboer@mpspk12.org)

Hope Hanscom  
Assistant Superintendent  
[hhanscom@mpspk12.org](mailto:hhanscom@mpspk12.org)



4.

August 1, 2020

Dear Team Mashpee Member:

As the Mashpee Public Schools prepares for the start of the 2020-2021 school year, we recognize that there are many questions associated with the impact of the COVID-19 pandemic on our school system. While no final decisions have been made regarding the instructional model the District will utilize to start the school year, planning for different scenarios is ongoing. When we are ready to welcome employees back to school, school settings will be appropriately modified to accommodate health and safety requirements. However, we recognize that some employees may be unable to return to work, and that others may require some accommodations as a result of the COVID-19 pandemic.

The intent of this document is to provide an overview of the types of leaves or accommodations that might be available to employees based on the reasons for the request. At the conclusion of the document you will find instructions regarding next steps for employees who wish to request a leave or accommodation, or who wish to schedule a phone call with Human Resources to discuss his/her specific situation.

## Overview of Leave Options Related to COVID-19

Prior to COVID-19, employees had several different options when seeking an extended leave based on their own or a family member's illness. In those situations, leave requests were considered in the context of a number of sources including contractual leave provisions contained in the applicable collective bargaining agreement, and state and federal law, including the Family & Medical Leave Act (FMLA), and the Americans with Disabilities Act (ADA), all of which may provide a basis for a job-protected leave. In addition to those potential sources of leave entitlements, which may apply to staff members seeking a leave for COVID-19 related purposes, the Families First Coronavirus Response Act (FFCRA) provides additional COVID-19-specific leaves.

You can learn more about the FFCRA [here](#), but we want to highlight a few important details regarding eligibility for FFCRA leave:

- Unless extended by future legislation, the FFCRA leaves are available only through December 31, 2020.
- Employees only get one allotment of emergency paid sick leave under the FFCRA (i.e., the two weeks of fully or partially paid leave).

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*All students, regardless of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, or homelessness, have equal access to the general education program and to the full range of co-curricular/enrichment/sports programs offered by the Mashpee Public Schools.*

- The 12 weeks of expanded FMLA leave available under the FFCRA for childcare-related purposes are the same 12 weeks available under the FMLA. In essence, this portion of the FFCRA provides another basis for staff to access FMLA leave. As a result, if a staff member has already exhausted some or all of the 12 weeks of FMLA available to him/her in the relevant time period, the amount of expanded FMLA leave that an employee is entitled to under the FFCRA may be reduced accordingly. For example, if a staff member used eight weeks of FMLA leave in the last 12 months, they would be eligible for up to four weeks of FFCRA leave.
- As a general rule, the employer would continue to pay its portion of the cost of health insurance premiums for the duration of FMLA- or FFCRA-covered leave.

## Examples of Types of Leave

**Staff Sick with COVID-19 or Symptoms:** A staff member who is unable to work due to her/his own COVID-19 related illness or COVID-like symptoms is eligible for up to two weeks of FFCRA paid leave (up to a statutory cap), in addition to any contractual leave (e.g., accrued sick time). Therefore, a staff member would not need to use accrued sick time for the first two weeks of paid leave as a result of contracting COVID-19. If the staff member continued to be ill and unable to return to work after those initial two weeks, they could then use accrued sick time for additional leave.

**Staff Under Quarantine Order:** A staff member who is not ill or experiencing symptoms of COVID-19, but rather is subject to a federal, state, or local quarantine order related to COVID-19; or a staff member who has been advised by a healthcare provider to self-quarantine related to COVID-19, will be eligible for up to two weeks of FFCRA paid leave in addition to any contractual leave that may be available (e.g., accrued sick time). Therefore, a staff member would not need to use accrued sick time for the first two weeks of paid leave. In this scenario, the staff member would be required to provide the name of the government entity issuing the order or the name of the healthcare provider advising the staff member to self-quarantine.

**Staff with Childcare Issues:** A staff member who is unable to work because they need to care for a child (under 18 years of age) whose school or child care provider is closed or unavailable for reasons related to COVID-19 may be eligible for up to 12 weeks of partially paid leave under the FFCRA. This leave is not available if another caregiver (e.g., another parent) is available to provide care, and payment would be at 2/3 of a staff member's regular rate, up to \$200 per day.

**Staff with Underlying Medical Conditions:** Some staff members may be concerned about returning to work because of underlying medical conditions that render them immunocompromised or otherwise make them more at risk from COVID-19. Unless the employee has been advised to self-quarantine, as noted above, these staff members would likely not qualify for any of the COVID-19-specific leaves because they do not have COVID-19 or its symptoms, but they may qualify for FMLA leave and/or ADA protection (please see the section below). These situations will require individual conversations to determine eligibility for a leave or other accommodations.

**Staff Otherwise at Risk:** Some staff members may be concerned about returning to work because of their own non-medical risk factors. The most likely of these factors is age, as the CDC classifies individuals 65 and older as being at higher risk of severe illness from COVID-19. Staff members in this category who do not have COVID-19 or its symptoms and do not have any underlying medical conditions or disabilities would not be eligible for leave under FMLA or FFCRA and would not be eligible for accommodations under the ADA. Staff members in this situation are encouraged to reach out to HR Administrator Ellen DeMello to discuss their situations; in most cases, however, it is unlikely that staff members in this

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situation would be eligible for paid leave or accommodations. In these circumstances, non-paid leave could be a viable option (please see below).

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**Staff Who Have Concerns About Safety of Another:** We recognize that some employees may have particular concerns about the safety of others in their household. This category may include, for example, staff members who live with elderly relatives, young children, or family members who may be immunocompromised. FFCRA options would be limited to situations wherein the employee is unable to work due to the need to care for a family member subject to quarantine. In those cases, the employee would be entitled to up to two weeks' of partially paid leave. The FMLA does provide unpaid leave for care of an immediate family member (parent, child, or spouse) with a serious health condition, and care or bonding with a child within a year of birth or the child's placement in the home. Therefore, staff members who are concerned about very young children might use FMLA leave to remain home within the first year of the child's life or placement, assuming the staff member did not already exhaust their FMLA leave during the 12-month period. Additionally, an employee may be eligible for FMLA leave if a medical professional determines that their family member requires care for a serious health condition. Otherwise, neither the FMLA nor the FFCRA provides a basis for leave solely because of concerns for other family members. In these circumstances, non-paid leave could be a viable option (please see below).

**Staff Who are Simply Uncomfortable:** Some staff members may simply have a greater level of concern about returning to work due to COVID-19. Without other qualifying reasons (e.g., their own condition or disability), these staff members do not have a protected basis for leave. In these circumstances, unpaid leave could be a viable option (please see below).

**Leave of Absence Without Pay:** For staff members who are concerned about returning to work, but are not eligible for leave under the FMLA, ADA, and FFCRA or through contractual leave, an unpaid leave of absence may be a possibility. In general, staff members in this situation might be able to take a one-year, unpaid leave of absence (staff members would not be eligible to use sick leave days during this absence and would be required to pay the full cost of group health insurance). Upon return from a leave of this type, a staff member would be credited with previously accumulated sick leave and seniority, if applicable. Because of the challenges involved with staffing for shorter periods of time, leaves shorter than one year would typically not be considered. Staff members who wish to learn more about the possibility of an unpaid leave of absence are encouraged to contact HR Administrator Ellen DeMello as soon as possible at [edemello@mpspk12.org](mailto:edemello@mpspk12.org).

### **Accommodations Because of an Underlying Medical Condition**

Staff members who are concerned about returning to work because of underlying medical conditions that render them immunocompromised or otherwise make them more at risk from COVID-19 may qualify for protection under the Americans with Disabilities Act (ADA). Links to more detailed information from the U.S. Equal Employment Opportunity Commission are provided below. Please note that the expectation is that most staff members with underlying medical conditions, especially those identified by the Centers for Disease Control and Prevention (CDC) as placing individuals at greater risk for COVID-19, will be able to produce medical certifications.

To summarize briefly, the ADA "requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, except when such accommodation would cause an undue hardship." Under the law, an employer and employee engage in an informal, interactive process and attempt to identify reasonable accommodations to permit the employee to perform the essential functions of their job, while not causing an

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undue hardship to the employer. As a result, evaluation of any requested accommodation will require an analysis of the essential functions of an employee's specific job. An accommodation will not be considered reasonable if it does not allow the employee to perform all of these essential functions.

Any staff member wishing to discuss the possibility of accommodations related to underlying health conditions is encouraged to reach out as soon as possible to HR Administrator Ellen DeMello at [edemello@mpspk12.org](mailto:edemello@mpspk12.org)

*Links with More Information About Accommodations*

[People Who Are at Increased Risk for Severe Illness](#)

[What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws](#)

[Enforcement Guidance on Reasonable Accommodation and Undue Hardship under the ADA](#)

## **Next Steps**

**Notify HR:** To begin the process of requesting a leave or other accommodation related to COVID-19, or to schedule a phone call with HR to discuss your specific situation, please reach out to Ellen DeMello at [edemello@mpspk12.org](mailto:edemello@mpspk12.org). If you have already contacted Ellen, you can expect a follow up in the near future.

**Leave of Absence Without Pay:** To request a one-year, unpaid leave of absence, please send a letter or an email to Ellen DeMello at [edemello@mpspk12.org](mailto:edemello@mpspk12.org) and copy me. Requests for a one-year, unpaid leave of absence should be received by August 20, 2020.

If you have any questions, please do not hesitate to send me an email or to call me at 774-678-9758.

Respectfully,

*Patty DeBoer*

Patricia DeBoer  
Superintendent

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This document has been developed to act as a guide for school committees as your district develops and implements a back-to-school strategy. This task will require flexibility on the school committee’s part in schedules of meetings and the time commitment required to meet the deadlines established by the Department of Elementary and Secondary Education. Briefly, the following are the target dates for the Return-to-School plans and decisions related to them:

By July 31, 2020: Each school district must submit to the Department the three plans required. These plans should be presented to the school committee so they can share them with the community.

By August 10, 2020: Each school district has to submit the plan chosen for implementation to the Department. Since the plan will require amendments to existing policy as well as budget revisions/reallocations, this plan should be approved/endorsed by the school committee prior to its submission to the Department.

Between August 10, 2020 and the start of the school year (which may be delayed by up to 10 days to permit professional development and preparation based on the most recent announcements from DESE), the school committee may have to negotiate certain parts of the plan with the appropriate unions within their district. Every effort should be made to expedite these negotiations to ensure a timely opening of schools.

As the start of school approaches, the school committee will need to address revisions or waivers to some of the policies they have established as well as student handbook language. The policy areas to concentrate on are identified within this guidance document.

## POLICY ISSUES FOR THE PANDEMIC

### Creation of a General (Interim) Policy on COVID-Related Issues File: EBC Supplemental

The School Committee takes note of the COVID-19 emergency; resulting disruption of the traditional school day and year; growing concerns of students, families and the community; and the growing number of issues that will affect public education.

Therefore, the school committee establishes an emergency, interim policy to:

- promote public safety and safety of students and faculty,
- maintain to the extent possible the high and efficient level of educational services,
- ensure support for students in general and in particular for those at highest risk educationally as well as those at social and economic risk, and
- comply with the emergency orders of the governor and adhere to the extent possible, to the guidance of the Department of Elementary and Secondary Education and other agencies of state and federal government, and expedite the safest strategy for returning students to school.

The school committee will approve the final plan submitted to DESE which will outline its strategy for returning students to school and will, in collaboration with the superintendent, make such modifications to the “back to school plan,” and district policy, and will authorize the superintendent to suspend, revise or create protocols to facilitate the safe return to school.

The superintendent will designate the appropriate staff members to oversee the safe administration of COVID-related policies during the period of the pandemic emergency and shall make such recommendations to the school committee as needed.

The school committee will authorize the superintendent to act expeditiously in executing the “back to school” plan in accordance with current law and regulation and will, where noted, authorize the superintendent to suspend, revise, or recommend policies, rules and protocols as needed to serve the best interests and safety of students, their families, and the community.

The “back to school” plan shall constitute the policy of the school district during the pandemic emergency, and the superintendent shall exercise the authority provided in law to carry out the plan as needed.

- General district goals affected by the pandemic.

The superintendent, with the advice and consent of the school committee, may suspend or modify individual district policies to address the COVID-19 emergency as declared by the governor. Such suspension of policy shall expire upon the end of the emergency as declared by the governor.

The goal of emergency pandemic policies shall be to:

- ensure the safety and health of students, faculty, staff, and all persons who may come in contact with them;
  - provide the most effective educational services as possible to students under the circumstances;
  - authorize changes to operating protocols as needed to open and operate schools effectively from various venues or platforms;
  - conduct the district business and operational functions of the district as efficiently as possible;
  - allow the superintendent and staff to act quickly to carry out a “back to school” plan and,
  - facilitate the re-establishment of a safe and productive school day and year.
- Student assignment to schools (File JCA)
- Subject to the guidance from the Department of Elementary and Secondary Education, the superintendent may suspend or revise the assignment of students to schools, including the assignment of new students for such a period as the emergency declaration is in force.
- School calendar (File IC/ICA)

Subject to the guidance from the Department of Elementary and Secondary Education and the provisions of collective bargaining agreements, the superintendent may suspend or revise the school calendar with the approval of the school committee.

- Class size (File IIB)

In order to maintain healthy, safe, and effective classrooms, the superintendent may suspend district policy on class size, subject to the provisions of the collective bargaining agreements where applicable.

- Attendance (File JH)

Subject to operative law and regulations, suspend, modify or adapt policies related to student attendance including the link between and absences when appropriate, (including the link between attendance and grades), chronic absence policies, and accommodations for students requiring special placements

- Time on learning (File IC/ICA and ID)

Subject to the guidance from the Department of Elementary and Secondary Education and the provisions of collective bargaining agreements, the superintendent may suspend or amend requirements for time on learning for the duration of the COVID pandemic.

- Grading and retention (File IKE)

In accordance with guidance from the Department of Elementary and Secondary Education, the superintendent may propose, subject to the approval of the school committee, modifications to the policy of the district for grading and retention of students.

- Local graduation requirements (File IKF)

In accordance with guidance from the Department of Elementary and Secondary Education and modifications to current regulation or law, the superintendent may propose, subject to the approval of the school committee, modifications to the policy of the district regarding graduation requirements. DUPLICATE STATEMENT IN SPECIAL EDUCATION

- Special education (File IHB, IHBA, IHBA, IHBF)

The superintendent and school committee should be mindful that attainment of a high school diploma may render certain students ineligible for further services.

- Discipline and Suspension/Expulsion with home schooling rights (File JIC, JK)

The “back to school” plan recommended by the superintendent and subject to the approval of the school committee shall contain protocols for serving students who are disciplined or suspended during the pandemic emergency.

Further, the superintendent shall provide in these “back to school” plans provisions for students were disciplined or suspended or who may elect to remain at home under the provisions of the policies related to home schooling, or who may elect remote learning in the interests of safety or health concerns.

- Exemptions for particular groups of students (i.e., use of masks for youngest children, high risk students) (File JL)

The superintendent shall provide protocols to principals and teachers regarding students who may require special exemptions from health and safety standards during the pandemic emergency. Such protocols may address exemption for utilizing support animals.

- Job descriptions (File GCA)

The superintendent may revise job descriptions for district staff, considering the provisions of current collective bargaining agreements, in order to secure the safety and health of students and staff, establish effective communications between school and community, maintain facilities, transport students as needed, provide food services, and acquire necessary materials to operate schools safely and securely during the pandemic. The superintendent will inform the school committee of any such changes. Any changes to job descriptions shall expire at the end of the declared emergency situation.

- STUDENTS AT RISK (JIE, JL, JLC, JLCC)

During the COVID pandemic, the superintendent or principal of a school may revise or suspend provisions of policy to facilitate the education of students at risk or with special physical needs or their family caregivers, including, but not limited to caring for or educating students with disabilities, illness, pregnancy, childrearing responsibilities, or special education needs consistent with law and regulation.

- Privacy of Students. (File JRA)

During the pandemic, the rights to privacy held by students and their families shall not be abridged by the public schools. Such rights extend to the confidentiality of student academic records, health data, economic status, and other such information as may be considered confidential by law.

Massachusetts law prohibits the recording of individuals without their permission. Similarly, students may not be recorded in classrooms by audio, visual, or remote means without the permission of parents or, if of age, by individual students. During periods

of remote learning, the privacy of students participating in on-line classes shall not be violated by recording them without appropriate permissions.

- **Pivoting back to remote learning, or back to in-school instruction**

The superintendent shall incorporate into the "back to school" plan protocols for modifying these plans including addressing the needs of students who may require reversion from in-school to remote learning modalities because of the pandemic emergency.

- **Home schooling File IHBG (temporary), home-bound instruction File IHBF (e.g., students with physical disabilities) and remote instruction for students in quarantine**

The "back to school" plan shall provide for students who are temporarily homebound due to illness, quarantine, or disability

- **Public Safety Officers, including the school resource officer (MOA with the local police.)**

Subject to current law or regulation, the superintendent shall report to the school committee of any change in status of the school resource officer. (If the district eliminates visitors to school during the school day, the SRO may be impacted.)

- **Eligibility for participation in extra-curricular activities, including sports (File JJ)**

Subject to law, regulation and standards established by the appropriate and legitimate regulatory body, the superintendent may propose changes to district protocols for participation in extracurricular activities including sports subject to the rules established by the Massachusetts Interscholastic Athletic Association.

- **Attendance vs. participation in events (File JH and Student/Athletic Handbooks)**

Subject to law, regulation or emergency declaration, the superintendent may propose protocols or modifications or suspensions of district policies regarding attendance by students or the public in school events including, but not limited to assemblies, sports events, large gatherings, or other programs.

- **Visitors in schools and buildings (File KI)**

Subject to current emergency declarations, the superintendent may propose suspension or modification to district policies regarding visitors to school buildings during the school day and after school hours.

- **Illness and contact tracing (File JLCC)**

Subject to the provisions of the "back to school" plan, the superintendent may establish protocols for tracking student contacts as a means of locating others from whom

students may contract or expose other persons to the CORVID-19. Such protocols will be consistent with law and regulation and be consistent with standards to protect the privacy of students, their families, and other persons.

- Transportation and busing (File EEA, EEAA, EEAEC, EEAG)

Subject to current law and regulation, the superintendent may suspend or modify policies related to the transportation of students by the school district. Legal requirements relating to IEP's that contain transportation for students shall not be altered without the appropriate family consent. These modifications shall be consistent with the district "back to school" plan.

- Operations and plant maintenance (File EC, ECA)

Subject to the provisions of law, regulation and collective bargaining agreements, the superintendent may suspend or amend current policy to ensure the efficient operation of business functions and maintenance of school buildings and other such offices as the district maintains.