

Mount Greylock Regional School District School Committee

Location: Zoom Remote

Meeting Date: Tuesday, December 22, 2020

Time: 6:00 pm

Special Open and Executive Session Agenda

- I. Call to order
- II. MISSION: At Mount Greylock Regional School District, our mission is to create a community of learners working together in a safe and challenging learning environment that encourages restorative based processes, respect, inclusive diversity, courtesy, integrity, and responsibility through high expectations and cooperation resulting in life-long learning and personal growth.
- III. Public Comment
- IV. Approval of minutes A. December 8, 2020 VOTE B. December 14, 2020 (public comment session) VOTE C. December 14, 2020 (presentation/questions session) VOTE
- V. Student Representative Update
- VI. Athletic Director Updates
- VII. Principal Updates
 - a. Lanesborough Elementary School
 - b. Williamstown Elementary School
 - c. Mount Greylock Regional School
- VIII. Acting Director of Pupil Services Update
- IX. Director of Curriculum and Instruction and Director of Academic Technology Updates
- X. Superintendent Updates
 - a. Flu Vaccine update
 - b. Grounds update c
 - c. Student Learning Time regulations
- XI. Business Administrator Update
- XII. Finance Subcommittee Update
 - a. Approval for use of WES Renewal Fund (HVAC Project) VOTE
 - b. MGRS Fields Perkins Eastman Proposal VOTE
 - c. MGRS Renewal Fund VOTE
- XIII. School Committee workshop date discussion (Jan. 9 or Jan. 16)
- XIV. Other business not anticipated by the Chair within 48 hours of the meeting
- XV. Motion to move into Executive Session with no intent to return to Open Session per M.G.L. Chapter 30A, Section 21(a)(3) to discuss strategy with respect to collective bargaining with Mount Greylock Educators Association (all units) This meeting will be broadcast on WilliNet TV channel 1302 in Williamstown

Called to order at 6:01pm

Present: Christina, Carrie, Steve, Curtis, Michelle, Jose, Julia

Also present: Jake

I. Call to order

6:01pm

II. MISSION: At Mount Greylock Regional School District, our mission is to create a community of learners working together in a safe and challenging learning environment that encourages restorative based processes, respect, inclusive diversity, courtesy, integrity, and responsibility through high expectations and cooperation resulting in life-long learning and personal growth.

III. Public Comment

First: Steve Dravis:

Dear School Committee,

Please reconsider the district's practice of not posting supporting material for the committee's deliberations (i.e., the "packet") until after a meeting has occurred. As you know, district policy requires members of the public who wish to speak to submit comments two hours before a virtual meeting or to sign up to comment at an in-person meeting before it begins.

Denying people the ability to make informed comments serves no public purpose.

When packets were printed on paper, it made sense to limit pre-meeting distribution to the committee members. It is 2020, and you have the capability to publish non-sensitive materials online well in advance of meetings.

The only possible reason not to do so is to prevent robust public discourse. That may be the goal of some School Committee members. I am not sure it is a goal shared by your constituents.

Respectfully,

Stephen Dravis

Williamstown resident

Second: Cathy Keating:

Comment on Agenda item XV: Reiterate support to in-person learning, as soon as possible. Feel covid-19 numbers in our community do not necessitate remote learning. If review numbers From research around the country a 5% positive test rate seems a reasonable number, only one week where the number in a town was above 5%. For Williamstown when had high numbers was due to one incident at the Pine Cobble school and one incident at the Williamstown Commons; neither really affects our teachers and schools. Would like an explanation as to why a majority of our children are doing remote learning. Children and

families are suffering the consequences of this. Imagine would be many teachers supporting in-person learning, hear an exceedingly hard task to teach remote. Fear, anxiety, political pressures should not be where guidelines come from. Should come from public health experts. Making crisis worse by doing remote.

	17-Dec	10-Dec	3-Dec	27-Nov	19-Nov	12-Nov	5-Nov	29-Oct	22-Oct	14-Oct	7-Oct	30-Sep	23-Sep	16-Sep
Lanesborough	2.2	3.26	5.63	4.05	2.77	3.11	1.11	0.61	0.64	0	0	0	0	0
Williamstown	1.27	0.42	0.21	0.13	0.004	0.04	0.03	0.03	0.03	0.03	0.04	0.12	0.12	0.05

Ali Carter:

Dear School Committee,

As a child, the sports field was where I learned some of life’s greatest skills: teamwork, leadership, decision-making, commitment, determination, communication, self-confidence.

As a community member and parent, I hear so many stories about our athletic programs and the life-skill-building and joy they bring to our students - and also how our current infrastructure is insufficient for Mt Greylock’s athletics needs.

This is why previous subcommittees prioritized a new playing field, on top of the improvements necessary to bring current facilities into compliance with Title IX and ADA requirements. And the analyses conducted by the Phase 2 subcommittee led them to favor a Brockfill turf field over a new grass field for a number of specific reasons, including that a grass field is likely more expensive than a turf field over the turf’s lifespan.

Thanks to the gift from Williams College, the School Committee is in a position to not only provide our students with increased opportunities for athletics and the learning experiences that come with them, but also set aside \$1,000,000 in a renewal fund to help offset costs of major school needs in the future, reducing the burden on our towns and taxpayers.

How amazing is that? What an incredible opportunity for our children, the district, and our communities.

I encourage you to support the efforts of the Phase 2 subcommittee and move forward with the bidding process for a Brockfill field, with the knowledge that your support will positively impact the lives of our students for years to come.

Sincerely,

Ali Carter

Williamstown parent of three and 2018-2020 School Committee member

IV. Approval of minutes A. December 8, 2020 VOTE B. December 14, 2020 (public comment session) VOTE C. December 14, 2020 (presentation/questions session) VOTE

Dec 8th minutes: moved by Curtis, seconded by Michelle, passes unanimously.

Julia: at the last meeting, under educational update: didn't ask about creative ways to involve students, was in response to comment from Cathy Keating on how to engage. Superintendent responded saying looking at potential resources for mental health, wanted these efforts noted.

December 14th: 5pm Session: Public Comment: Moved by Julia, seconded by Curtis, passes unanimously.

December 14th: 7pm Session: Moved by Michelle, seconded by Julia, passes unanimously.

V. Student Representative Update

Charlie McWeeny: Thanks to all for the work this year. First order was to have elections (didn't have last spring due to covid). Now have 20 student council members and 3 others representing student perspectives. One issue spent time on recently was web access on school issued chromebooks. Met with Ms Kaatz, want to make sure students have access to all sites they need.

Students spending a lot of time on screens, eye strain, mental health issues. Many students are doing really well and thriving in remote environment. Also many who are really struggling to stay engaged in classes, struggling with impacts of being isolated, struggling with keeping up with work when not directly in contact with teachers. Lot of things can do to address. School council met with principal, talked about ideas (breaks in classes to look away from screens, lesson HW done on computer, break in days). Hope of many students to return to hybrid / in-person as soon as safely can. Hope committee will look at the metrics, hopefully in the next few months teachers and others will get vaccines.

Organized ugly sweater day, great participation, students sent in pictures, sent to faculty panel of judges. Students engaged / interested in, happy to continue.

Lot of thought went in to snow day policy, hope for some snow days after February break, lot of students / teachers expressed remorse over loss of snow days, especially in a year as challenging as this one. With possibility of return to in-person learning would rather take a day in June than have it at home on computer and play outside safely socially distancing now. Some teachers with tech issues teaching from home, absent teachers, or with kids. Amazing that can do but not something should have to do. One teacher had to drive to school for internet access.

Steve: last year were looking at changing the start time, is that going to be discussed again this year? I know not on the front-burner now....

Charlie: Yes, not top priority now, but now that some students are back in school to some levels, hoping to find time / space / energy to discuss. Given sleep deprivation.... Thanks for bringing up.

VI. Athletic Director Updates

Had students involved in fall activities. Great job (virtually) with clips creating a Shakespeare show. Pen-pal program up and running, pairing WES/LES with MtG kids, the MtG kids will write letters.... Hope to get a big sib / little sib, hope to meet in the spring if possible.

Started practices on Monday, given that still in remote learning added some more modifications, spread out more, focused on individual work. Had 63 Nordic skiers, didn't really impact much, hold off on races as that would involve passing. Have 48 basketball players, each group twice a week, 12 in a gym at a time, going incredibly well, have about 2 kids per hoop: dribble, shoot, conditioning. No scrimmaging. No game situations. Each goes in for about 90minutes.

Michelle: question on fitness program. Is that happening?

Lindsey: want it to, contingent on kids in building, if hybrid cohort A meets after school on Mondays/Tuesdays, cohort B on Thursdays/Fridays. Hope to start after new year if in building.

VII. Principal Updates

a. Lanesborough Elementary School

Nolan: Parent / teacher conferences ended Dec 2nd. Great turnout, only missing a few families. Report cards going out soon. End of trimester was the 11th. Still doing wyverns of the week, have had about 24-25, and one faculty of the week. Had first meeting of a committee yet to be named, looks at culture / climate of the school, make sure everyone feels welcome. Last Friday did loco for cocoa: mugs given out to people who purchased mugs, teachers dressed up, kids got gifts. Universal screener coming out next week. Tomorrow at 6/630 doing winter jam: cozy in jammies and cocoa, read books to kick break off.

Jose: Curious about the committee, can you say more?

Nolan: grass roots, ground up, reached out to community / staff, want every student to show up and feel that they belong.

Carrie: Following up, is this connected to a school improvement goal?

Nolan: Yes.

Julia: Love this topic. Is there a way to measure growth? Which are having the greatest impact?

Jake: Have applied to work with Deep. Want to develop some solid measurements that we can continue to use. From work in another district, family / student surveys are good ways to collect, need to be measurable so can see making progress.

Carrie: What is a good way for those of us who are not parents at a particular school to stay in touch with life at that school? Are there newsletters? What would you suggest?

Nolan: weekly update, can send to school committee. Instagram, PTO page. (Similar at other schools).

School committee will be put on all the lists.

b. Williamstown Elementary School

Kristen: we did it, continue to move forward. Had a school council meeting, great conversation on the school improvement plan. Moved students to remote, some bumps but nothing couldn't problem solve. Lot of teamwork. Big shout-out to WYC, been our right hand / wingman; absolutely critical / crucial in getting our students some support during these remote times. Teachers have been able to go over there and talk to students. Have had material distribution dates, have in gym, parents pull up in bus lane and distribute. Have gotten very good at sending.

Another new staff member: Jill on staff as reading specialist. Lucky to have her on staff, been in building a few times, hit the ground running.

Pushed out today (from Cindy): online collaboration tool for teachers. What are your solutions to the challenges? End of trimester reflection.

Went around building with Cindy in elf pajamas, bringing cheer.

Jose: Thanks. Are you contact with LES team? How do we hear about how the remote academy is?

Kristen: Absolutely; Nolan, Cindy and I have daily phone calls, multiple times a day. The Elementary Curriculum Team. Streamline, same across the board as meet up at MtG, want to make sure all have same opportunities.

Jake: Second part: Will touch on later. Remote academy interesting creature almost as a third school. As hit end of first trimester seeing some things not expecting as newish region. Some challenges working thru. Still a very good option for families with certain concerns.

Jose: Who is the point of contact?

Jake: In Jan will bring a proposal to name someone on staff as principal. About 60 kids in program.

Michelle: How are we monitoring progress of remote students?

Jake: Right now struggling with issues of WES/LES having two different ways of reporting student progress to families. Technical issues related to powerschool.

Nolan: think doing track my progress. (Joelle / Elea affirming).

Michelle: parents being willing to contact you directly is a credit to you, have enjoyed the shift in approachability of the district.

c. Mount Greylock Regional School

JakeS: Student support center / life skills operating MTuThF, serving about 25 students, supported by about 10 staff, room for up to 60. Thank all the staff to keep students safe and fed. All meals are free till the rest of the year.

Lunch: families who may qualify for free or reduced lunch should go to our website and apply; won't make a difference this year as all are free, but will receive next round of cards with benefits, details will go out tomorrow, likely that this benefit will be extended. If not sure if qualify recommend go and fill out.

Now including teletherapy in our responses, ink still wet, controlled by our student support team.

Additional planning for direct instruction on social / emotional. Pilot program will focus on middle school, continue second step curriculum (already in LES/WES).

Julia: How is this implemented?

JakeS: Every student takes wellness at some point, can take out for 2 weeks and cycle thru a mini-program. In beta phases of planning.

Michelle: Agree with Julia, not everyone takes enrichment (band). Free and reduced lunch: confidential.

JakeS: Some schools have so many people on free and reduced that no need to apply. Here step you have to take to be eligible.

VIII. Acting Director of Pupil Services Update

Patrick:

Extension for self-assessment from last year extended, submitted in fall.

ELLs, Opt-Out students, FELs, ELs with Disabilities, parents who need translation or interpreter services

Circuit breaker funds submitted in June, have to disburse this fall.

Have submitted for 274 grant, 298 (early childhood).

Speech and language pathologist at MtG, started last Monday.

Covid-19 learning plans went out, took while to put together, hoping to host a parents' right to know. Might coordinate.

Carrie: question on circuit breaker. Can you talk about that?

Patrick: spent above threshold, can ask about reimbursement. Only affects about 10 kids in the district.

IX. Director of Curriculum and Instruction and Director of Academic Technology Updates

Joelle:

Have 12 new teachers spread across schools, each assigned a mentor. Based on Dept of Education. Teachers meet on own with mentors for all kinds of reasons from building based practices to doing report cards to troubleshooting issues with students. Then all meet once a month. We love it when in person, working fine virtually. Different topic each month. Met full day in summer and introduced to district staff. Had guest speakers come in: Adam Dupere on special ed. Workshop on data driven instruction with Ben Klompus.

Will talk on social / emotional learning, will read Stamped. Different opportunities thru year for reflection / problem solving. Nice to have such a variety of new teachers ranging from special ed to music and everywhere in between. Don't always have such a nice mix b/w buildings.

Student Opportunity Act Plan: due mid-Jan. Talked about last year, extension, little more than originally planned, exciting. Focusing on early literacy programs in early grades, goal is to increase proficiency in reading in elementary schools, try to catch before grade three. Use funds to align curricula b/w LES and WES, specifically purchase foundation material (used in WES for years). Looking at Hegarty program that many across the state are using. Another goal is a district wide writing program for WES/LES. Consider new core reading period; using reading street right now, purchased many years ago, becoming out-dated, research on it not as great as before. Talking around \$30,000, will build stipends. Due in mid-Jan.

Final item: have launched a bi-monthly newsletter on teachers and tech in MtG. We know teachers are very busy, trying to keep eyes on great practices, find good podcasts, speakers, ... that we can share and push out twice a month to all three schools. One recently was on holidays and how we can be inclusive of celebrations not at the expense of celebrating nothing. Have done 4-5. Great collaboration, lot of overlap b/w curriculum and technology.

Michelle: Are you looking to replace reading street with another core program?

Joelle: Open for discussion, perhaps yes. Our reading scores (benchmark, MCAS) have been pretty flat, main goal will be to boost tier 1 instruction. We want to increase the capacity for teachers presenting material to all students, regardless of special needs / intervention. Focus is knowing if doing all we can might decrease need for interventions.

Jose: Genuine concern about the effectiveness of the asynchronous portion of hybrid model. Article in Atlantic that K-2, K-3 could be 22 months behind where they should be; pandemic is not just stalling but possibly regressing. Any data on how doing in our district?

Joelle: Great question, everyone worried about this. Not prepared to go in depth, have some data. Meeting with WES/LES principals. Looking at benchmark data. Temperature checks to see how kids doing (track my progress – use that 3 times a year). Use divels next, tool for reading fluency. These can be a red flag for other issues in reading. Then meet with principals, teachers, specialists, make determinations, do interventions. Was expecting fall benchmark to be abysmal and show real serious gaps. Looking at what a typical grade would be, not

seeing much of a difference which is great. Looking at 2nd grade this year (was 1st grade last year), more pronounced in some grades, in general outlook much better than thought. Everyone I've spoken with shares your concern. Conversations on asynchronous learning. Aware may not be using asynchronous time as well as possible. Teachers / administrators share the student concerns.

Jose: Are there plans to dive deeper into the data to see how we are doing as a district?

Joelle: Plan is to continue to use the tools we have, use the grant to supplement what we are doing. Zero complacency.

Jose: Concern about the remote learning model we are in, with synchronous and asynchronous. Is the part synchronous / part asynchronous more or less effective than what we started with?

Joelle: Will defer to Jake. Have heard comments, trying to foster independence in learners, will have great payoffs later. Issue in the state, discussion with commissioner of education. Discussion with MGEA on this.

Jake: Will get deeper into that in a presentation later tonight.

Elea: Teaching and Tech newsletter (on Tuesdays, triple T). Organic, checking in, seeing what is going on with our teachers and seeing what they need. Might scrap a plan we have based on what needs are shared.

Big project moving forward: mobile device management. Manually updating ipads for special ed students, cumbersome. Inventory updating, checking compliance on chromebooks. Some of the chromebooks are too far behind to receive some automatic updates, shoring up some systems. Finalizing single signing system in elementary schools. Thought was ready but a few small things, haven't pushed out to families yet. Pushing out mental health screener PK-12 at three schools. Parents will receive a form straight from Pearson next week at LES and MG, done at WES. Have parent, teacher, student form for grades 5-12, can look at the data and see how much support need to provide, are students struggling that we're not seeing. Telemental -health program to be finalized. Might be cost issues for families. Finalizing partnerships, reviewing referrals.

Lastly parents / students using help desk: helpdesk @ school domain. System has worked really well; email tech desk and funnels.

Jose: heard many teachers are struggling with broadband connection.

Elea: In spring inventoried teachers regarding hardware, internet, software, provided hotspots / whatever needed and set people up. If having a hard time have reached out to me, if new concerns addressing with individual teacher. Some education regarding what can overwhelm bandwidth speed is important. Don't realize that if they have too many processes on computer, far from router, if 3 in house are zooming – these can bog down speed. Lot of individual troubleshooting as situations different.

Carrie: how do we sign up for teaching and tech newsletter?

Joelle: will add.

Michelle: how many kids / teachers had issues with tech during snow day?

Elea: had some, but nothing super drastic, not an atypical day.

X. Superintendent Updates (see packet for presentation slides)

- a. **Flu Vaccine update:** students expected to have received a vaccine unless have an exemption. Deadline has been extended thru Feb 28, 2021. Will comply with updated state immunization, part of our guidelines in policy manual. While school committee could set a new deadline, neither I nor school attorneys suggest do this.

Carrie: What percent have submitted proof /

- b. **Grounds update:** The bleachers and press box will be dismantled and taken for disposal by district staff beginning any day now. Just an FYI. This work will be done in ways that protect the skiing space as much as possible.
- c. **Student Learning Time regulations:** Union implications. Different type of planning. Some families appreciate having smaller groups to teach and learn, cutting time in half for some / cohort size positive experience for some. (Michelle: lose a lot of learning time managing with students online, harder when more remote at same time.)

Jose: part synchronous / part asynchronous doesn't necessarily mean less screen time. Are we in a position as a district to say something about the cost of the pandemic (academic, social / emotional). Lost hours of live instruction, what are the long-term consequences? Are we willing / planning on assessing the situation on how our kids are performing / developing / glowing? If accumulating lots of lost hours of instruction, summer school model to recoup some of the lost hours?

Jake: Whether local conversations with colleagues or county wide, all thinking about the summer / 2021-2022 school year look like. Extended school day for some? Vacation programs? Harm being done from situation, impacts families in different ways. Mental wellness harder to measure, rolling things out. Cost of not having in-person school is higher than coming down with virus that may/may not have severe impact on kids: easier scenario to measure. Damages being done that we / pediatricians can see, others won't see for a long time.

Jose: Soon have to go to towns for budget. Are we planning for summer where will need some resources to address these issues?

Jake: In process of thinking about this. Hope this is a good way to spend additional federal funds. Treat as fund for compensatory education. Could pay Williams students to help tutor. Run small groups with tiered responses for students with similar gaps. Could be traditional summer classes.

Michelle: assuming live, in-person in hybrid is math / English, other subjects asynchronous. How much loss do we have in science / social studies. Guess approximately where we were last year.

Jake: Yes, about to do Winter benchmarks. Maybe fun science camp, work with community partners.

Jose: Do you see a needs-based approach to help families with demonstrated need to access such programs?

Jake: Would see those as appropriate expenditures of dollars, something should consider anyway on providing rich experiences to bring kids together.

XI. Business Administrator Update

Joe: How do we harness this year's education so better prepared for next year? Hit after budgets prepared. Next year will be different. Lot of items from this year (remote academy) up in air for next year. How do we manage for next year? Local / state / federal budgets have never been this up in the air. Entering third and final year of contract with union, about 2/3rds of budget comes from here. With all of these lot of uncertainty.

June 8 / May 18: town meetings, vote on budget.

March 4th: school committee votes on budget. Before give sense to finance committees where things are going.

Late Jan/Feb: set tuition rates for towns tuitioning in.

Jose: more information about process.

Joe: Work with finance committee, present to school committee.

Carrie: Add date of 45 days before town meeting (May 4th) when vote, if not ready will schedule special meetings (embedded in regional agreement).

XII. Finance Subcommittee Update

a. Approval for use of WES Renewal Fund (HVAC Project) VOTE

Carrie: FinComm met last week on Dec 17th for 90minutes. Overall report: draft minutes in school committee packet, number of related documents, reviewed warrants, discussed items here. All three listed here as votes, only first coming with a recommendation. Joe and I had a brief conversation about HVAC, would like to postpone vote as waiting for document that has more detail.

In discussion on WES renewal fund looked at agreement, looked at funds available. About \$1,625,918 in renewal fund in principal, \$51,000 or so in spending. Expect HVAC to come in around \$21,000, within spending account amount.

Discussed proposal from Perkins-Eastman. Vote attached to this in case school committee ready to move forward. In packet, with historical documents. Include 2016 proposal outlining

early thinking on gift, docs on gift, listing of schools with artificial turf. Did not take a position, members felt it should be a full school committee discussion. Did not take a position on MtG renewal fund for same reason. Investment doc produced by Joe on how much different amounts would have grown from 2000. Talked about big ticket items that will need to be dealt with in next 10-20 years (roofs, windows). Supplements detailed notes from Steve.

Questions raised in FinComm on process, proposal, turn over to Joe. Vote in favor would move process forward. Inheriting vote from previous school committee in Oct that brought us here. What would it take to create bid documents so can put out to bid if choose to do so? Committee is bound to process but only to the point of next vote. If vote doesn't favor putting proposal forward need to regroup. If vote in favor then we are moving forward with the synthetic turf, ADA and title IX compliance and value engineering process, and track as an add-alternate. I'm on the record of having voted in favor of moving forward in Oct, I would like to see us put in a turf field and a track and have a million set aside to grow over next decade. That's my position. Think would be better to hear from Joe.

b. MGRS Fields Perkins Eastman Proposal VOTE

Joe: Direct and targeted response from P-E on how to get us thru value engineered process, look at all options laid out by Traverse after last bid, how to weigh options and make decisions; this is part I. Part II is update detailed design, over a year old, numerous engineering aspects / design aspects. Quote of \$44,000 to walk thru that and rebid. All the way thru construction Asking for additional work in middle of overall process. Try to bid in Jan/Feb/early March. This is what P-E put forward, stands here tonight.

Carrie: timing: taking 6-8 weeks for this process before the documents hit the street for bidding, then a month when bids come in. Construction potentially over summer, goal to have work done prior to start of next year. Need to meet deadlines for ADA / title IX.

Julia: Helpful for Joe to describe middle chunk; does this mean we have a contract in place for bidding / managing / construction management afterwards if this moves forward? What costs coming down pike?

Joe: original 2018 that still remains is construction administration portion for fields related work. That is the part that they are still under contract for.

Julia: in minutes: part of conversation in meeting of bringing in a third party to help with planning. How long would that take, knowing on a tight time frame?

Joe: would impact timeline for sure. If district wanted to do some type of long term capital planning, look at what was done in 2016, evaluate options, whittle down to a finite set, take advantage of all the work done, build case from ground up, could go outside to a third party viewed as knowledgeable on all can do with a campus like ours, help survey community, interactions with school committee, options on what things would cost. P-E/Traverse would not do. Typically higher education institutions use, our space of 120 acres sizeable, pretty blank, discussion in meeting was how would we do (internally ask someone to steward, would we use a third party that P-E could refer to us, ...?).

Julia: Sense of how long this takes?

Joe: Depends on what we want that process to be. If a lightweight one to be quick, probably what I know of it, want to look at all the different options, get community feedback. Realistically 4-8-12 weeks.

Julia: point not lost on me: would not make sense / might not make sense to separate projects, if go forward with just ADA / title IX while thinking about what we want strategically might have to undo decisions, could do double work.

Joe: Yes and no. Can we think of campus where do baseball / softball / accessibility to John Allen field first? Yes. Conceivable. No – not sure to what extent impacts overall cost.

Carrie: always an option. Do we want to start over? Or do we have faith that the processes the school committee has put in over the past four years were well thought out? Perfect, no, nothing is. Were they public meetings that were all recorded and available? Yes. Have documents for all of it. I personally have faith in the process, that did put in the time / energy to get us where we are today.

Julia: Several people walked me thru what has happened. Wish I could see bigger picture but know lot of discussions. I personally still struggle to understand how it fits into a broader plan / strategic plan for athletics over time with declining enrollment. Can get over this. Two sides. It is 9pm, been here for 3 hours with important conversations, seeing tremendous and important work district is doing, budgeting. Big questions need to focus on. Continuing a conversation on turf seems like could take a lot of time when some of the most important work is becoming evident. Don't want us to spend so much time on this issue that has been going on so long. Even if the best process has already happened we know the world is very different now than in 2016, how do we take into account the new situation we find ourselves in? I don't have answers, curious how others feel.

Steve: Biggest since 2016 is started remote but kids could be in fields. Have been on 3-4 committees that have discussed this.

Carrie: Not committing the school committees / towns to a turf field if move forward. Committing ourselves to maintaining a turf field and after the life of the turf field, 10-15 years, need to decide if want to purchase another or revert to grass. I believe, Joe might know more, the infrastructure that we put in would be similar to a grass field without irrigation (turf doesn't need irrigation), can convert. This is buying a piece of equipment. We know it will be used (when my kids ask for something first question is will it be used?). We know that we should be planning for either a replacement or for a conversion. All committed to making sure we don't use all the funds left, about \$3.6 million, if can do for \$3.6 million or less can have a good amount to save. There are companies that reuse turf fields, is it even possible that we can reuse / repurpose? Companies that could take and repurpose (tent flooring?). Lot of things can talk about. One of the reasons this was left to the end of year was there were other things we needed to discuss, cannot keep discussing, I feel confident it is worthy of our support, if majority feels otherwise should make that decision and move on. If we vote against the proposal then we are probably looking at just compliance, about \$750,000.

Christina: I hear both of the points from Carrie, from Steve, from Julia. In October I voted against. While I appreciate that I would love our school committee meetings to be primarily focused on the first three hours than turf, I wonder if there is a way to remove the conversation from the school committee. Been on two years, I still have questions, still have questions on financial outlook and impact. I am uncomfortable spending money and hope in ten years can cycle grass. What about infrastructure on other fields? If other fields have poor soil need to address drainage, wells, Haven't addressed in cost of this. We need title IX and ADA.

Jose: Thanking all of you who have been part of this conversation for so long. ADA and Title IX top priority. Understand and convinced that playing field is a problem (football / lacrosse / soccer). Lack of track an issue. Why does one have higher priority? Approach in phases. First phase ADA / Title IX compliance, down the line decide what to do about turf conversation. My concern about the turf, even if go to BrockFill and trust environmentally sound, believe probably true, still issue with artificial grass / leaves that contain substances, unclear how these impact health, don't know enough. By committing to the turf we are committing to exposing our kid to these substances, an issue for me.

Michelle: Given Steve's detailed minutes clear where I stand. I like Christina have concerns on costs. I fear something else will come up, to renew turf field the costs passed on to towns. If didn't have this gift and sent to towns for funding, could be shot down. For me as a representative of Lanesborough, concerned about the financial impacts. Not a single project has come in on budget, even if close to \$2.2 million will still come over budget eventually. Gift to be used for capital projects not paid by state. Admin building doesn't benefit students; exactly what capital gift is for, probably had that and parking lot in mind. These are concerns, why I am hesitant. I'm with Julia – this is taking up a very large volume of time when we have bigger fish to fry.

Julia: Clarifying question: confused about what work is in progress already for other fields and what may be needed.

Joe: Last December had contractor look at existing fields. All of our fields were judged as poor. District started process last year to add nutrients to fields, build up, create soft, durable natural grass. Ongoing, continuing this year. That should build up those fields to a significant level. Does leave two major issues: location of current game field (John Allen, probably worse location in terms of drainage, naturally becomes a pond, very difficult to remediate without digging all up and putting in a new drainage). This is what new field proposal is, layer in plenty of drainage in new location so old could be playable but new field in good spot, more maintainable from a drainage. Irrigation is other topic. Currently none for existing fields. Need to go thru two step process: initial engineering work to evaluate possible well sites, then drill and run the water supply lines and installing. This is necessary as current drinking wells are not sized to support that amount of water flowing out.

Julia: how do we pay for this?

Joe: aware of, not a natural part of a rebid.

Julia: why was this not part of the process before? Lot of fields that are sub-par, if not fixing the ones that we have?

Carrie: School committee did vote to allocate funding on an annual basis.

Steve: Did vote for allocating money for fields, and thought part of the appeal of turf was to relieve demand on the other fields and give more time to recover and get into good shape.

Curtis: Hard to wrap mind around all this effort when have no students in building, and looking at spending this much money from a gift. More unknowns than knowns about what is coming down the pipeline, feels crazy. Have to address field condition, unplayable and downright dangerous, hard time wrapping head around moving forward. At the same time when listening to all the community feedback, I don't feel like I have enough information.

Carrie: Need to vote on this, if fails as looks like it might need a plan B.

Jose: Can get plans to improve accessibility, irrigation.

Carrie: looking at the pie chart see about \$750,000 just for compliance. Does not include irrigation and other studies.

Jose: thinking out loud: assuming money left over and well managed, less we spend the more can have in the future to address.

Carrie: no expectation that the gift should cover all the costs from building.

Curtis: in terms of turf: I support having that at our school, looked at environmental / injury, where located in terms of run-off. I think right to be moving towards that. Not sure about doing that when putting in with issues in other fields. Sitting on this for another two years to let funds grow. Think makes more sense to treat the vast majority of grass fields, make compliant at a far lower sum and sit on money and think idea is to move forward eventually with turf.

Julia: to echo Curtis: everyone who has been so patient with us as new members.... Not opposed to turf. If the issue is playability, I get why turf is the answer. I do think if we haven't first solved for the other fields I have a hard time understanding why add another.

Carrie: echo what Steve and Joe have said: turf field is key to the health of the existing fields. We cannot remedy the existing fields without another field that allows them to rest. In terms of not having kids at the school, our hope is to be back in person next year and field ready then. Cost will probably be lower now as no one else is putting this kind of bids out.

Curtis: would like to see a range of possible projections of range in bids now and in a few years, versus how endowment expected to grow.

Julia: Talk of a cost estimator, did the committee discuss using?

Carrie: comes in designing bid documents.

Julia: Appreciate patience of all who have been on this for so many years. Issues with electrical wiring for cross country ski?

Carrie: did vote to support another building for cross country ski, issue resolved.

Joe: have since solved, shouldn't speak for Nordic ski team, from what I've heard found a number of overhead outlets, will deploy, at least 80% solution. Would need to reach out and confirm.

Julia: to me part of the big picture, what are the other ways we need to shore up what we have.

Michelle: Approved a new building, would that also come from the gift.

Joe: roughly \$100,000.

Jake: Need to provide kids appropriate places to do the things they do. My guess is most of our happy memories did not involve taking a test, most of our recollection of life-long learning not in filling in bubbles, it is spending times with an art teacher, or a coach. Need high quality space, not sure what the right answer is. Insistence is that we do it and do it right for two years to twenty years. In 16 years as a superintendent will spend hours and hours on all kinds of important work, social / emotional / budget. This particular topic is worth the time. I don't have any great answers.

Steve: Hear both sides. We have the funds available, for playability / PhysEd have heard that the turf solves our problem, agree about the amount of time spent on this, but the problem is that we keep not making decisions so it stays on the radar, and I worry if we do ADA / title IX we may not be spending the money as well as possible. Answers to many of these questions are in the submitted information. Support the field and setting aside \$1 million. Good time to bid, if the bid comes back too high do not have to do.

Joe: adding new wells / irrigation to the bigger project: that could be done as part of a detailed design before going to bid, could be an add alternate, remember they are layers of an onion, cannot accept alternate 3 unless take 1 and 2. Determine what you want so bid documents detail what want and in what order, cannot use as a buffet to decide later.

Carrie: To clarify: irrigation and drainage could be added to the project for additional cost.

Joe: Could also go to a local engineer and at a lower level. How fancy an irrigation set-up do we want? Want someone who is knowledgeable guide the committee.

Carrie: and how environmentally sound?

Michelle: Uncomfortable prioritizing turf over track, can we put in track not as add-on, do we have a guesstimate for irrigating existing field?

Joe: I have not seen such an estimate.

Curtis: To clarify, if vote to move ahead with bid, we still have the opportunity on seeing the final bid of saying yea or nay, makes sense to me to move forward with the bid rather than starting over from scratch, and see what it comes at. I know almost the exact opposite of what I said, but since have yea/nay....

Carrie: there is also value engineering. Can say to P-E that would like to bid the track and synthetic turf and ADA and title IX. Not have the track an add-alternate. Can say that. Put it all together anyone who bids then bids on entire package. List of value engineered items already exists. Vote on the document.

Steve: Strongly support moving the track up.

Julia: If we move forward with P-E then that is a pricey contract, so we would be in it, we don't have to take a bid that is way out of our budget, but it is a big step. Second thing is if we pull the track in and go out for all this and cannot afford, then we are back to ground zero just for ADA and Title IX.

Carrie: that is where the estimator comes in, if we know what we want to spend, then we use the value engineering and we do this BEFORE it goes to the street, so if say do not want to spend more than \$X we value engineer before anyone bids, could say track more important than

Do we have a motion?

Curtis: I move that we vote on this.

Carrie: Accept P-E but adding track as part of the bid.

Curtis: Yes.

Michelle: Irrigation as an add alternate? Want to see ADA, Title IX, artificial turf, track and then add alternate irrigation to existing fields. Covers all the issues with the athletic fields.

Carrie: Would we want to include as part of this project or do with local people?

Curtis: since irrigation is separate, makes sense to move forward with those components as Michelle said but if possible to ask them to give us a ballpark, seems to make sense to treat separately from this project for implementation (not irrigating track / turf).

Carrie: need a second to discuss.

Julia: I'll second the motion. Appreciate trying to work locally on irrigation, not sure about multiple projects simultaneously conflicting.

Christina: Yes, and might not be just irrigation, might also be bring in more soil. My concern is feel we are missing the total picture of the athletic infrastructure as a whole years from now. Playability, student population is declining, how many going to use the fields. Very uncomfortable with this process saying let's just spend the \$44,000 as if bid comes back high we haven't solved the problem.

Jose: I'll second Christina. I hear the concerns and frustrations.

Carrie: We've heard from the folks on Phase II, folks from the first process in 2017, that athletic infrastructure has been strategically discussed, would hate to go thru another strategic planning and end up here again. In six months, two years.... Of course would have more money to spend, but two more years without relieving existing fields.

Steve: We would have had one bid that would have been fine last time if they had not misinterpreted and had an artificial turf on the softball as well. In terms of the bid coming too high, as remarked this is the advantage of drawing up our priorities.

Curtis: Small tangential question: lot of people bring up snow removal from turf field and what that does, was that ever addressed?

Carrie: Plan is to not use during winter, have not budgeted for special equipment, don't use in November if snow.

Jake: Was going to say what you said. Minutes that reflect not going to use 365 days a year. Thinking about irrigation and installing: for an appropriate installation to happen will lose the use of that field for some time. Could make the case to have an imminently playable field in place and then irrigate the rest.

Julia: This conversation is linked to renewal fund and how much we want to include in the bid. On the agenda as the next item. Can we embed in this conversation? Big difference between a million and a 1.5 million.

Carrie: Previous iteration had put numbers on vote for a bid. Was deemed not legal.... If say want to put a million aside and that leaves 2.6 million, we don't want to include those numbers in a vote as then telling people what to bid.

Christina: We can set a number on what we set for the endowment but we cannot set a number for what we want to bid.

Carrie: We can talk and say do not want to pay more than.... What is the expectation in the community? Should we be needing to have 6 million in so many years?

Julia: It's not close to 6 million in 20 years if tapping in to it along the years. I am a proponent of more than a million, I would like to start at 1.5 million. We will need to tap into it if we do a turf, want to know a replacement / grass comes out of this fund, that's an earlier draw down. What is the long term capital plan, what would this be responsible for? I get we do not have all the information, what really feels important from me, heard from towns to make sure we set aside \$1.25 to \$1.5 million. Not their decision, we're our own governing body, but towns are our partners.

Carrie: Joe, any thoughts?

Joe: If any questions outstanding happy to answer.

Jose: motion and was seconded. I would welcome a vote on this.

Carrie: Motion is to accept the proposal from Perkins-Eastman to move forward with the process but to include the track in the project and not as an add alternate. Moved by Curtis, seconded by Julia.

Joe: Basic services lump sum, not for irrigation.

Julia: we do not need to define what is in the base bid now.

Carrie: giving guidance, tell architect what we want,

Steve: Architect can give us a sense of the prices.

Vote: Julia: Aye. Christina: No. Jose: No. Curtis: Aye. Carrie: Aye. Michelle: No. Steve: Aye.
Passes 4-3.

c. MGRS Renewal Fund VOTE

Jose: asked briefly at a previous meeting: how should the process go to determine what to set aside? Would help me figure out what the number should be.

Carrie: Joe do you want to respond?

Joe: We have just taken a quick look at floors / windows / roofs, three biggest items. If we were to dive into a process with Tim Sears / outside experts, use best practices, that would take significantly longer to do in detail. Should be done district wide. Helps avoid big hits to the district.

Carrie: regional agreement: towns own WES/LES, lease to us for \$1, responsible for repairs exceeding \$5000 per project.

Julia: Move to set aside \$1.5 million, seconded by Christina.

Steve: Worth remembering that if we vote to set aside a certain amount now, can always set aside additional amounts later.

Jose: tendency is to be conservative in preparing for costs, number feels a bit arbitrary, would like to hear from Finance Committee as to what the number should be and why.

Carrie: the numbers we proposed: Steve was under a million, I and Michelle were comfortable with a million.

Michelle: I started at 1.5, that's my preference, I would not want to sacrifice the track for .5. I would like to have the money available, if the project comes in well under we can add additional money as Steve says. Joe did a nice sheet with \$1, \$1.5 and \$1.25 million going forward, I was comfortable with a million and no less.

Carrie: I agree with Michelle, track estimated at about \$450,000.

Steve: Arguments convinced me to move up to \$1 million and possibly add more later.

Vote: Julia: Aye, Christina: Aye. Jose: Abstain. Curtis: No. Carrie No. Michelle No. Steve No.

Steve moves to set aside \$1 million for the endowment, Curtis seconds.

Joe: Not past performance does not promise future performance.

Carrie: will never cover all the costs of the building, set aside some money to alleviate cost of towns, this is more than some money.

Julia: Language – can we add more?

Steve: happy to add language about this is possible to supplement later, but need a specific number to tell towns.

Carrie: might need to designate money as a renewal fund, talk to counsel. Right now just saying not going to use it, if the roof caves in we are under no obligation to not touch the money. Nor is any other school committee. Right now no structure around that, right now it is just an intention.

Joe: Only way would be to ask the college to amend the agreement, with current committee asking the college to say take a million from the gift and make it eligible for use in future ways.

Vote: Julia: Aye. Christina: Aye. Jose: Abstain. Curtis: Aye. Carrie: Aye. Michelle: Aye. Steve: Aye. Passes.

XIII. School Committee workshop date discussion (Jan. 9 or Jan. 16)

Couple of items came up to tack on, such as packet publishing, number of meetings in a month. 16th worked better for all.

XIV. Other business not anticipated by the Chair within 48 hours of the meeting

None.

XV. Motion to move into Executive Session with no intent to return to Open Session per M.G.L. Chapter 30A, Section 21(a)(3) to discuss strategy with respect to collective bargaining with Mount Greylock Educators Association (all units) This meeting will be broadcast on WilliNet TV channel 1302 in Williamstown

Moved by Julia, seconded by Curtis. Passes unanimously at 10:26pm

Inviting Jake (superintendent), Joe (business manager) and Adam (counsel) to join.

Video online at <https://www.youtube.com/watch?v=AWhXtpxybgI>

Minutes taken by Secretary Steven Miller.