

WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Tuesday, July 21, 2020

Date: July 21, 2020

Time: 6:00 PM

Location: Remote ZOOM

The meeting was called to order by: Chair Seddiki

The following Committee Members were present

- o Member Napierata
- o Member Blythe
- o Member Millet
- o Member Adamopoulos

The following Committee Members were absent:

Chairman Seddiki outlined the changed in Open Meeting Law issued by Governor Baker on March 12, 2020 given the COVID19 outbreak. The meeting is posted on the district website with the zoom link allowing the public to join in the meeting. This meeting is being recorded both audio and video and will be posted on the district website.

I. Call to Order:

II. Approval of June 22, 2020 Minutes:

Motion: To approve June 22, 2020 Minutes

The motion was made by Member Blythe

The motion was seconded by Member Napierata

The following roll call vote was taken:

5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

The motion: X passed

 Failed

Approval of June 30, 2020 Minutes:

Motion: To approve June 30, 2020 Minutes

The motion was made by Member Blythe

The motion was seconded by Member Adamopoulos

The following roll call vote was taken:

5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

II. Superintendent's Report

A. Superintendent Update/ District Wide Reports / Correspondence

1. Personnel Updates

New Hires:

Interim Assistant Principal WMS- Dan Kelly

Speech and Language Assistant- Barbara Smalarz

Resignations:

Grade 5 Teacher Laura Anacone

WMS Librarian Amy Melman

ABA Paraprofessional Tori Dupius

We are in the process of hiring Marco Rego as the BHS ELL Teacher

Valeria Roberts as the BHS Foreign Language Teacher

Chrysvagia Meleti as the WMS ELL Teacher

2. Grant Allocation Update

Grants	FY 21	FY 19	Difference
Title I	\$650,984	\$722,449	• \$71,465
Title II (Teacher Quality)	\$81,207	\$90,886	• \$9,679
Title III (ELL)	\$30,785	\$24,583	• \$6,202
Title IVa	\$52,681	\$51,801	• \$880
IDEA / Early Childhood	Not out yet		

Dr. Goguen said there has been a decline in the Title I Grant allocation in the amount of \$71,000, Title 2 Grant decreased in the amount of \$9,000. And Title III for ELL students has increased \$3,000, Title IVa has had a slight increase. The Early Childhood Grant has not been released yet.

Adult Education:

The Webster Public Schools have been awarded \$398,954 for FY21 for the Adult Education Program: 71 Adult Basic Education Seats, 37 English Second Language Seats. Mrs. Baker was present, there were no questions.

3. Reopening Committee Update

The Reopening Committee has met on July 6th, 9th, 13th and 17th. Head Custodians, Principals, Assistant Principals, Business Manager and Dr. Goguen conducted physical analysis of each of our three buildings the week of July 6th to determine whether we could meet the 3 feet minimum distance being recommended from DESE. We cannot. We are presenting our 3 school model contingency plans (all subject to change) tonight for your feedback and approval. Ongoing conversations are occurring with our Unions and meetings will continue with this Reopening Committee as we navigate through this very difficult time. Many, many hours have been dedicated to producing the plans you will review tonight. Trying to think outside the box.

A parent/guardian informational form with questions about schooling, busing and internet was sent home with a self-addressed stamped return envelope to gather more information from our families.

Dr. Goguen said that she continues to be part of the DESE Commissioner conversations – there is another meeting tomorrow

4. Superintendent Virtual Conference Update

This year's virtual conference focused some on the challenges with planning for the upcoming school year without having all the data at hand and we heard from the Commissioner of Education.

I attended the following workshops:

- Legal workshop focusing on HR: Contractual leaves & Family First Coronavirus Response Act (Employee Paid Sick Leave and Emergency Family and Medical Leave Expansion Act)
- Key Note: Douglas Brinkley, author, historian professor at Rice University and history commentator for CNN. He spoke about the pandemic and challenges leaders are facing and how to move forward.
- Discussions with the Worcester County Superintendents Association
- Panel Discussions with Superintendents and Students on equity and race relations and how to address and end racism

5. Other Updates

- Last year we participated in a study and the final report from the Mapfre/ John Hopkins Research Study on Safety is almost complete. That will be shared. This study involved a voluntary questionnaire with school nurses, principals, and teachers at the middle and elementary schools.
- We applied for the new Technology Grant in the amount of \$167,000 to ensure student access (devices, assistive technology and hot spots). Also applied for a \$56,000 Early Childhood grant – should out to Jill Chapdelaine, Janice Daniels, Monique Pierangeli and Jon O'Neil.
- As a turnaround District we (Director of Student Service, Director of Curriculum and I) meet with the SSOS team. Meetings with Principals on their plans are scheduled to occur in August. Anticipate more meetings once we know what direction we will be in the Fall.
- Summer schools (Special education, Title one and Pass) are all up and running remotely. Four of six special education summer programs have begun to come in for in-person learning for 2 days a week – so far so good.
- Office staff and administrators are back in the offices/schools with Governor Baker's Phase 3 in effect. We are still limiting physical contact and doing many remote meetings from our offices.

- We have outlined the beginning plans for our District Opening. Our trainings for staff must include for safety preparedness in a COVID-19 world.
- Class of 2020 Graduation went very well! This is not open to the public and we must follow social distancing requirements and wearing masks.
- Transportation – Bus routes are being established. Can be changed depending on guidance form DESE
- Shout out to our custodian for moving furniture, getting rooms ready and working on graduation set up
- MIAA has pushed back the Fall Season until September 14th

Member Blythe thanked everyone that was on the graduation committee – graduation was a success, great closure for students and families, it meant a lot. Chairman Seddiki gave her sincere appreciation to everyone that organized graduation – it was great.

C. Business Manager Report – Monique Pierangeli

1. School Building Committee Update

Waiting until August Meeting with MSBA where we will have an OPM Panel Review

2. Boiler Project Update

Happy to report the abatement project is complete, it took 3 weeks

3. Other Updates

Food Services continue to distribute summer meals. Participation has been steady – approx. 350 daily meals. We are having a remote program review, uploading documents for review

IV. Old Business

A. FY20 Budget Update

Mrs. Pierangeli said they are in the process of closing out the FY20 Budget. At the next meeting will bring final report. We had a surplus in some areas with a savings in Special Education – we are pre-paying tuitions (\$500,00) and purchasing PPE. It has been a challenging year, looking to protect School choice funds.

V. New Business

In a continuing effort to update Job Descriptions we have three presented tonight. Chairperson Seddiki is recommending one approval for all three. There were no questions

A. Approval of Job Description – Information Specialist

B. Approval of Job Description – School Psychologist

C. Approval of Job Description – Out of District and Early Childhood Team Chair

Motion: To approve the three job descriptions as presented

The motion was made by Member Blythe

The motion was seconded by Member Millet

The following roll call vote was taken:

5 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X passed

_____ Failed

D. Approval of Surplus Items – Motion: To declare the attached list of items as obsolete and to direct the Business Manager to auction off, donate or otherwise recycle / dispose of these materials in conjunction with provisions of M.G.L. 30B

Mrs. Pierangeli presented a list of items from the Webster Middle School Library – they are old CD's and outdated books

Motion: To declare the attached list of items as obsolete and to direct the Business Manager to auction off, donate or otherwise recycle / dispose of these materials in conjunction with provisions of M.G.L. 30B

The motion was made by Member Blythe

The motion was seconded by Member Napierata

The following roll call vote was taken:

5 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X passed

_____ Failed

E. Acceptance of donation for Webster Public School students' meals

Mrs. Pierangeli said last week was the third anniversary of Cindy Johnson's passing. Her mother Evelyn Aperges received money from the Greek Church and she wanted to forward it along on behalf of Cindy as the Webster kids were so dear to her. She would like the donation to be used to fund meals for students at Park Avenue Elementary

Dr. Goguen said this is an example of Webster Pride. Chairperson Seddiki thanked Mrs. Aperges on behalf of the Committee.

Motion: To acceptance of donation for Webster Public School students' meals

The motion was made by Member Blythe

The motion was seconded by Member Millet

The following roll call vote was taken:

5 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X passed

_____ Failed

F. Appoint School Committee Member to the Webster Educators' Association request to bargain

G. Appoint School Committee Member to the Instructional Assistants' Association request to bargain

Dr. Goguen along with Union Presidents, Ellen Jeffers and Linda Boisseau were present to request to bargain with the concerns related to COVID19. Dr. Goguen asked School Committee members if they'd like to designate a member or have her negotiate. Chairperson Seddiki said it has been tradition to have a member on the negotiations.

Motion: To appoint Member Blythe to the Webster Educators' Association and Instructional Assistants' Association bargaining committee

The motion was made by Member Blythe

The motion was seconded by Member Adamopoulos

The following roll call vote was taken:

5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

The motion: X passed

 Failed

H. Approval of the revised 2020-2021 School Calendar

Dr. Goguen said the calendar has been modified as a result of COVID19. It's being recommended to extend the professional development days before school starts. Trade the two full PD's throughout the school year and put at the start of school. The Open House and Parent Conferences will be held virtually. The ½ day Wednesdays would be moved to Fridays (as noted on the new calendar). The last day of school will be June 18th unless the Commissioner waives the 180 days of time on learning. Dr. Goguen wanted to clear that this calendar is not reflective on what type of model we have. There may be adjustments on Fridays that will need Commissioner approval

Motion: To approve revised 2020-2021 school calendar as presented

The motion was made by Member Blythe

The motion was seconded by Member Napierata

The following roll call vote was taken:

5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

The motion: X passed

 Failed

Dr. Goguen thanked the Committee – teachers will need this extra time before kids walk into the schools.

Dr. Goguen commented on the largest number of attendees for our SC meetings – tonight we have 51 attendees.

I. Discussion and Approval of Three School Model Plans for the Re-Opening of School 2020-2021 School year

Dr. Goguen shared the Three Model Contingency Plans. She would like to share with families tomorrow. This is due to DESE by July 31st. Everyday new information from across the nation is being shared. We have six weeks before school starts. We sent out a survey with stamped envelope to every student, returns will help with bus schedules and family decisions on sending students to school. We have Designated COVID Leaders at each building. The list of the Re-Entry Committee was shared – there is a broad spectrum of stakeholders on this committee. Dr. Goguen shared the guidance that has been given to us by DESE on the re-opening of school. Staff and students in grades 2-12 must wear a mask all day. School committee can make a policy to have Kindergarten and Gr 1 students wear masks if they choose. Physical distance requirements has been reviewed – we are getting conflicting information, we've taken an earnest effort to meet all guidelines. The #1 importance to start is to have additional time with staff to review the new normal. Establishing a new code of conduct without negativity is critical. If adults don't know new rules, children won't. Logistics, new routines must be developed and reviewed. Additional funds are needed to prepare for all of this (PPE, signage, floor markers, desk barriers, etc.) We may need additional custodian staff, web camera for all classroom, Zoom Educational package. Must have priority for our high need students. Have not received guidance on transportation. Each plan will require union agreements. We need to have plans and protocols for staff that are out. With 300 employees and no human resource department, Lori Marrazzo and Dr. Goguen are the points of contact. Nurses have put together 10 steps to prepare to return to school. We are not recommending the 3 ft. distancing. In a realistic world, we are unable to have all students return to school at this time.

Member Adamopoulos asked for clarification on the 3ft vs 6ft. Member Napierata commented on the consideration given to have same plan or all three schools. Keep as simple as possible for all our families. Member Blythe asked if we know when DESE will give guidance on time on learning, transportation and deep cleaning. Dr. Goguen said no final date has been given.

The Hybrid Model would require staff to come in M-F. Students in Group A would come to school Monday & Tuesday, remote Wednesday, Thursday and Friday. Group B would come to school Wednesday & Thursday, remote Monday, Tuesday and Friday. Group C is the special education and high risk students, they would come to school Monday – Thursday and remote on Friday. This would require an approval from DESE on time on learning. Friday would be ½ day instruction and ½ day teacher planning, family outreach. Trying to keep families on same schedule. Food Distribution would be in school and pick up. Detailed cleaning would be required in between each group. Snow days would be remote learning. We are recommending 6ft distancing with enforced seating plan. Teachers would have microphone, manipulatives would be bagged and labeled. Sample schedules for each school was presented.

Member Blythe asked if guidance has been given on how classrooms would be split. Dr. Goguen said PreK – 8 are team driven and would be split in ½. HS may be alpha then review class size. This all takes a lot of time. Member Adamopoulos asked about the back in forth in this model – what happens if someone tests positive. Dr. Goguen said each situation will be dependent on many factors. The Board of Health is involved and DESE guidance will be followed (included in packet). Every case will have a different scenario, it is complex. Member Adamopoulos asked about notification if there is a positive case. Dr. Goguen said she is in constant contact with Board of Health – they receive notification of positive cases from the State DOH.

Member Blythe asked about the plan for sports / practices on the days students are remote. Member Napierata wondered about a reverse late bus to pick up students to come back to school for the practices.

Parent, Danielle Calnan, asked how long will parents be notified of their child's schedule? Dr. Goguen said no final decision on plan and understand that families need to plan. The complexities involved in the plans require that we have student schedules done – it all takes time and we are trying our best to get it complete.

Member Adamopoulos asked if family members would be kept on the same hybrid schedule. Dr. Goguen responded absolutely.

As safety is our #1 concern, Dr. Goguen said if there are increasing new cases we would have **The Remote Plan**. There have been some recent situations of COVID cases in summer programs. New information has come out this week that has us concerned. Is it realistic for kids to wear a mask all day, stay 6 ft from their classmates? This Full Remote Plan could be enacted at any time. It would be very different from what we experienced in the spring. This plan would have all teachers come to school Monday – Friday. It would be a very structured day of learning, attendance would be taken, grades would be given. This plan would still need DESE approval for time on learning. A draft schedule of each school was given.

Dr. Goguen gave her recommendation to be sure everyone stays safe, there is a lot of anxiety. If we started fully remote for about 4 weeks it would be a trial run for teachers. The minute students enter buildings there will be challenges. This gives staff time to get acclimated.

Chair Seddiki spoke about the complexity of returning to school. There are so many dimensions to student and staff wellness, including mental health. This plan addresses both health and safety of students and staff. Dr. Goguen said we are looking to purchase tablets for kindergarten and grade 1. At any point we can move to Hybrid. This is my recommendation as of July 21st.

Member Blythe thanked Dr. Goguen and her team. She understands the reasoning for Dr. Goguen's recommendation, but she is concerned about not having kids back into school, concerned with regression and anxiety.

Parent, Danielle Calnan, said from a parent perspective she is asking for consideration of student mental health. Ellen Jeffers agreed about the mental health of children, but expressed her concern about teacher anxiety, wanting the best for students as well. Member Millet thanked Dr. Goguen and her committee. It is important to say as a district we need to be prepared. To be prepared we need information that information hasn't been given to us. Member Adamopoulos spoke of opening too fast as a spread could go beyond the school to our community. Let other schools move forward faster and see what happens.

Dr. Goguen said this plan must be approved by DESE Commission, Jeffrey Riley, no matter what is voted on this evening. Member Blythe asked for clarification on timeframe to reassess. Dr. Goguen said if we have info to share at next meeting (Aug 26th) it could be decided to have students return. There is no easy solution.

Ellen Jeffers said that during the spring closure Dr. Goguen was in constant communication with the administrators, Board of Health and Union members, nurses weekly, sometimes daily.

Member Napierata asked what happens after the three plans are sent to DESE. Dr. Goguen said Commissioner Riley will give the final decision. Member Napierata asked if we give a motion and plan for the start of school to be remote to start the school year, is there a possibility it could get derailed. Dr. Goguen said she can't speak for the Commissioner, the decision tonight allows us to have a plan. Chair Seddiki commented on the spring remote our district did very well, with added time our plan is very comprehensive based on the information we've been given. Member Napierata's concern is that if we approve plan, families make a plan based on it and the Commission changes our plan. Superintendent Goguen said the plan is not futile, we will most likely experience a COVID case. The decision of the Committee tonight allows us to move forward in negotiating, professional development planning. No plan is final, it is subject to change.

Member Adamopoulos asked when would we tell parents what group their child is in. Dr. Goguen said we need to focus on one plan to start. We will prioritize the norms and then develop the group.

Chair Seddiki wondered if there should be modification to the motion regarding the beginning of school being fully remote then revisiting to move to hybrid. Dr. Goguen said that since we start school on September on 15th, our next school committee is the following week, September 22nd, if data changes we can schedule a meeting earlier.

Motion: To approve the submission of the Three School Model Plans for the Re-Opening of School 2020-2021 School year to DESE

The motion was made by Member Napierata

The motion was seconded by Member Millet

The following roll call vote was taken:

5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

The motion: X passed

 Failed

V. Review / Transfer / Signing of Bills, Payrolls and Vouchers: Committee reviewed and signed bills and vouchers.

There were no questions on the Warrant.

X. Adjournment

Motion: To adjourn the meeting at 7:56 PM

The motion was made by Member Blythe

The motion was seconded by Member Adamopoulos

The following roll call vote was taken:

 5 members having voted in the affirmative

 members having voted in the negative

 members having abstained

The motion: X passed

 Failed

Respectfully Submitted,

Lori Marrazzo

Documents included in the packet:

- 7-21-2020 Agenda
- Letter sent to parents July 15, 2020
- June 22, 2020 Minutes
- June 30, 2020 Minutes
- Adult Education Grant
- Job Description – Information Specialist
- Job Description – School Psychologist

- Job Description – Out of District and Early Childhood Team Chair
- WMS Library Surplus Items
- Donation letter from Evelyn Aperges
- Memo from WEA – Request to Bargain
- Memo form Instructional Assistants – Request to Bargain
- 2020-2021 School Calendar with recommended changes
- DESE FAQ's dated 7/10/2020
- Warrant
- Three School Model Contingency Plan