



Greater Lawrence Technical School

**DISTRICT COMMITTEE
MEETING MINUTES
MEETING #1776
July 29, 2020**

Members Present: Leo Lamontagne Lawrence Chairperson
Marilyn Fitzgerald Andover Vice Chairperson
Zoila Disla Lawrence
Francisco Surillo Methuen

Members Absent: Frank Rossi North Andover Assistant Treasurer
Anngybel Moreta Methuen

Others Present: John N. Lavoie Superintendent-Director
Elizabeth Freedman Principal
Maria Silva Business Manager
Susan Lally District Recorder

1. CALL TO ORDER

- a. Pledge of Allegiance to the Flag
- b. Moment of Silence

MOTION: Ms. Fitzgerald moved to adjust the Agenda to have Seacoast United present first.

2ND: Mr. Surillo

VOTE: Unanimous

#17019

a.) Seacoast United

Supt. Lavoie reported that he has worked with Paul Willis and Ian Burgess from Seacoast United with our attorneys for the past three years to develop a contract. They asked Chairman Lamontagne if they could come tonight and explain to the District Committee who they are and to answer questions. Mr. Willis, founder reported that his organization started in New Hampshire, part-time. The organization was to give kids the opportunity that did not exist. In 1996, we expanded to Maine, and Massachusetts and New Hampshire, full-time. We work with students as young as three and as old as 95. We do a lot of things in the community in addition to being competitive with all of our different sports. We built an indoor facility in 1997 in New Hampshire. That facility became successful and the club grew, and more kids got involved. We additionally have gone on to build an outdoor facility in Epping, as well as manage and lease facilities in Massachusetts, Maine and New Hampshire. We have a foundation; we do a lot of community work, scholarships, Special Olympics, and work with Beyond Soccer to try to help. We are committed to the community and this is one of the reasons we got connected to Supt. Lavoie. When we found out about the development of your fields, what impressed us was the dedication, passion and felt we could lend a hand with our expertise and help with athletics and the school to bring awareness. The idea was that we were to come in and look to manage the facility and be happy and proud to do so. We do not want to take over the facility. We wanted to develop a great relationship with the school and with Merrimack College. We want to assist with the funding and the running of the facility and to have a successful relationship. To have a successful relationship, we need to have a partnership. Mr. Burgess reported that we got connected when we were asked to partner with the Benfica Soccer Club based in this

region and we absorbed a lot of the operations behind the scene to make life a lot easier for them. After a number of years of a partnership, we ended rolling into the organization and hiring staff who have been working with Ms. Bennett and I then met Superintendent Lavoie. I am the operations of the organization and was very instrumental with putting together the contract. It was a wonderful deal to bring in Merrimack College. Our role is to alleviate a lot of the burden in managing the facility itself. I have been working with the Athletic Director, Mike Nelson who will contact me and let me know the school's needs, which comes first. Mike has full access to our full online software. Mr. Nelson along with his coaches, lets us know what they need, and we put it in, and it gives him full access of the schedule. We also work with the baseball coach at GLTS to fit in what the Merrimack College schedule is. We administer everything online and when players are on the field we also monitor. Mr. Lavoie was kind to set up offices for us, when they are ready. We have never gone anywhere that we have not worked with a partnership or the community. We want to make sure that students have access to team sports and bonding. Mr. Willis reported that we recognize that it is your facility and your school. One member reported that she does not have an issue with Seacoast United. I have done my homework and it is a wonderful organization. My concern is the amount of money that the contract is. It is grossly underestimated and also being able to rent of a local group, going through you as opposed to GLTS. I want us to be the one that has the say in renting it. Your organization does a great job. I believe the Athletic Director should oversee this, not Seacoast. Mr. Burgess reported that they have been working with Supt. Lavoie to make it feasible for both. The original amount of the contract was lower because the fields were not finished. In the contract, it is written that only Seacoast United or affiliates of Seacoast United can utilize the fields and anyone else, we need to get approval from the Superintendent. One member asked if any money exchanged hands for the use of the fields from January 2020. Mr. Willis reported that we brought John a check for \$6,800. In our own facilities, we are responsible to keep it busy, fill slots and clean it. With GLTS, we have limited amount of time. We have hired staff to do this and felt we could work in good faith. One member reported that the City of Methuen, each year uses the track and stands for their swim team. Would Methuen have to pay you? Mr. Willis says, we want to work with the school and would not ruin a friendship. If Methuen wanted to use it and had a relationship with the school, we would bend over backwards to accommodate. We want nothing to do with turning people away. What I do not want is to have this be an inconvenience task for the Athletic Director, we want to help. One member asked who will be doing the lines on the field. Supt. Lavoie reported that we have not done any of that because of COVID-19. The football field, which is mainly used by GLTS is already lined. Seacoast has played soccer on it, but it is already lined for soccer. The new fields also have soccer lines on it as well. For our own use, we do not need to line the fields that are turf. If we are going to line the field for a group, we would be charging the organization that we are doing it for. Supt. Lavoie reported that last time we got together with the District Committee; we went over the costs and the calendar that we would charge Seacoast. One member thanked Seacoast United for coming and explaining what it is you were all about. I now understand the partnership with GLTS.

b.) Reopening of the school:

Supt. Lavoie reported that the purpose of the meeting was to let the District Committee aware of our decisions that we made for the reopening of the school. The preliminary plan is due on Friday and the final plan is due on August 10th. We will have another District Meeting next week and will ask the committee to vote on it. We should have the plan to you early for next week. The preliminary plan is about 75 percent of what the final plan will be. Before we submit to DESE, we are trying to negotiate a MOU with the union with regards to the teachers. We have done some surveys and I will go through the slides that I have put together for the District Committee. Supt. Lavoie reported that the safety and health of our students, staff and families will drive all decisions. Because public health is its priority, DESE has asked each district to plan for three possible scenarios. The three models are remote learning, hybrid and in person. Remote learning assumes COVID-19 requires widespread school closures and all instruction must be offered remotely. Hybrid assumes the district cannot meet health and safety requirements with all students in school simultaneously. In the hybrid model cohorts of students alternate between in-person and remote. In-person learning assumes that current positive public health metrics hold and that as a community, we commit to following critical health requirements. We have done a feasibility study with parent, student and staff surveys and the review of CDC/DESE Covid-19 Safety guidelines. The most limiting factor for the fall reopening is our ability to ensure social distancing is in effect in all aspects of the school, including transportation. Stakeholders, including students, families, staff, administration, and

union representatives also identified concerns with a full reopening in general and presented positive feedback for a hybrid or remote model. Our anticipated enrollment for the fall is 1652 students. Given the number, we can anticipate to safely transport at most 75% of our students, safely have 57% in the building at a time and safely feed 58% of our students. Essex County is one of the highest in the state and Lawrence has done a good job in lowering the numbers. In order to help us with the decision, we did a feasibility study which is part of what we had to report to the department of Education. We did parent, student and staff surveys. If we can keep the students six feet apart, most classrooms can support a capacity of nine to twelve students which is 30-36% of average class sizes. In our cafeteria, we have 31 large bench-style tables that will accommodate four students and several single-student tables which allows for 140 students at any given time. Given reduced capacity, we would be able to feed 560 student lunches in our cafeteria. We also plan to convert our gymnasium into a secondary cafeteria. That space will be able to accommodate approximately 100 students at a time. We met with the bus company and they are able to do two runs. This could increase transportation capacity to 1242 students. We would have to put bus monitors on the bus to meet the requirements. One member asked if we are paying for the bus monitor position. Supt. Lavoie reported that they can run the busses without a monitor, but we would want to have them to manage the students. If we want to guarantee the safety of the students, the most important thing is to adhere to our guidelines. We need to put in protocols in place that are reasonable and sensible. The monitor would take the temperature of the student. One member asked if we are taking up the cost for this. Supt. Lavoie reported that the current contract does not require the bus company to have monitors. Supt. Lavoie reported that as of July 27, the family survey was that 97% of families identified that their student has access to the internet at home, 78% of families identified a preference of remote learning to continue in the fall, either through a hybrid model or fully remote instruction, 22% preferred 100% remote learning. 82% of families were either confident or somewhat confident that their student made sufficient academic progress this past spring during remote learning, 31% of families are “not at all comfortable” with their student returning to school. The local union survey, 78% of faculty identified a preference for remote learning to continue in the fall, either through hybrid model or fully remote instruction. 35% of faculty identified that they will or will consider leaving the profession or take a leave of absence if required to return to in-person work. Given the above, we are not considering a full in-person return at this time and is focusing on either a hybrid or fully remote learning environment for the fall. The selected model is hybrid. Students will be in cohorts of approximately 12-13 students. High needs students (special ed, English learners, economically disadvantage) will be prioritized for in-person learning. There will be approximately 304 cohorts per grade level. These cohorts will consist of academic teachers (math, English, arts, history, wellness and science, as well as a cluster of career areas. One main cohort of approximately 160 students will be formed and then divided into sub-cohorts to determine when those students are in the building. The main cohort could include up to seven career areas and then would be split into a sub-cohort of 304 career areas. If one of the students in the cohort came down with the virus, then we can test the other students in their cohort to test them. We would have a plan in place, and we would work with the parents to get permission for testing. We are working with Lawrence General to have GLTS be a testing site. We are trying to work with the clinic to do the testing and the space would be safe and meet all safety protocols. there are a lot of priorities that the DESE says we have to meet for our Special Ed students while still maintaining our cohort. The students will be rotating from class to class. We are looking at a lot of ways of doing this safely, for example having our bell schedules off five minutes and having two shifts. This would be a change in the MOU for teachers, because this is a change in working conditions. If we go to remote learning, our expectations that we have the teaching staff be in the building every day. This will allow for teachers to utilize technology, tools, and equipment to enhance teaching and learning. This can create a challenge for teachers who have small kids that will not be going back to school. One idea is that we turn the library into a learning center for teachers to bring their kids. One member asked if we are testing students when they come in, and if our monitors will have training. Supt. Lavoie reported that they will have basic training. Our bio-tech instructor has been working for the past two months on researching on the different kinds of test and has met with the head of Lawrence General. It is a challenge getting the tests in general. Whatever tests we

get, we have to get approval from the state. One member reported that testing a student on the bus, does not seem feasible and we should use that time getting the learning going. Are we the only school that is testing students? Supt. Lavoie reported that the temperature taking is a non-touch test. One member asked if we are testing every student? Supt. Lavoie reported that we are only testing students who have symptoms. One member says, that some kids will not show symptoms, but I understand we need to just follow all the safety guidelines. Supt. Lavoie reported that the plan development consisted of two teams, Operational and Learning Team. The Operational Team is overseen by me. The Learning Team is managed by Ms. Freedman. This team's sub committees are the Food Service Committee, managed by Ms. Ringland, Facilities Committee, managed by Mr. Charest and Mr. Haas, the Health Committee is managed by Ms. Richardson and the Busing Committee is managed by Mr. Vogel and several other staff members helping all committees. The Food Service Committee is looking into reconfiguring the cafeteria, the Facilities Committee is working on the classrooms, ordering misters, hand sanitizer, plexiglass, signs, testing our HVAC system and many other things related to the building. The Health Committee works closely with the other committees regarding providing an isolation room, air quality and guidance from DESE. The Busing Committee is working on how to get our students to the school safely and to make sure the protocols are followed. The Learning Committee will identify and develop appropriate SY2020-21 learning plan that actively engages in rigorous content and provides authentic experiences for learning. Learning will be much different than we did in the spring. They are working closely with our Technology Department. The students will be getting brand new chrome books and the teachers will have brand new laptops. They are working also to train the students and staff with the new technology. The teachers have to come for 180 days which allows the extra days for the teachers to have professional development. Supt. Lavoie reported that we have access to four grants. The first grant is the CARES-ESSER Grant for \$580,954, the Summer Grant for \$50,000, the Summer Learning - \$11,895, CVRS (COVID PPE Equipment) Grant -\$358, 650. One member asked if we would be having a meeting next week to get the District Committee's approval. Chairman Lamontagne reported that we are not sure yet. There has been mixed knowledge on if the District Committee needs to vote. He feels that the District Committee should be totally involved and should be voted on. It will also allow Supt. Lavoie to know how the District Committee is feeling. Supt. Lavoie reported that we may have a meeting next Wednesday to give you the final plan.

c.) Job Positions:

- In-Person Mini Freshman Orientation, Up to five hours, 20 staff members, \$35/hr., New Position

MOTION: Ms. Fitzgerald moved to approve the job posting

One member asked if this is extra duty position. One member asked if this is a one-time opportunity.

Supt. Lavoie reported that it is.

2ND: Ms. Disla

VOTE: Unanimous

#17020

- Virtual Panelist for "Reggie Summer Sessions"8/5-8/26" \$35/hr., New Position

MOTION: Ms. Fitzgerald moved to approve the job posting

2ND: Mr. Surillo

VOTE: Unanimous

#17021

One member asked if this is an extra-duty position, Supt. Lavoie reported that it is

- Autobody Instructors (2), SY2020-21, Teachers Contract, Replacement Positions.

Supt. Lavoie reported that these positions are posted because we have two instructors that do not have their licenses yet. We have to do this to prove to DESE that we are looking for licensed teachers. The two

instructors are working on getting them. One member asked if they applied for an emergency license.

Supt. Lavoie reported that they have been denied an emergency license.

MOTION: Ms. Fitzgerald moved to approve the job postings

2ND: Mr. Surillo

VOTE: Unanimous
#17022

- SEL Summer Work, 7/1-9/1, \$35/hr., Annual (up to 20 hrs.)

MOTION: Ms. Fitzgerald moved to approve the job postings

2ND: Mr. Surillo

VOTE: Unanimous
#17023

- I-Time, Curriculum, 7/1-9/1, \$35/hr., New Position

One member asked what the difference is between the two job postings. Supt. Lavoie reported that this team does our action plan for the school and to integrate SEL into our school. To train our staff around SEL.

MOTION: Ms. Fitzgerald moved to approve the job postings as presented

2ND: Mr. Surillo

VOTE: Unanimous
#17024

- Bus Monitors, up to 60 bus monitors for morning and afternoon routes, Per CBA, SY20-21 as needed, new position

Supt. Lavoie reported that we need 30 in the morning and 30 in the afternoon, we may not need them for the entire year. One member asked would you let them go if you did not need anymore. One member asked what the pay is. Supt. Lavoie reported we would use the CBA rate which is \$35/hour. We could put it out for a lower rate if we hire outside GLTS. If we pay teachers, we may have to pay them \$35/hour. One member reported that we would not want the monitors to make more money than our bus drivers and give up driving a bus. One member reported that we want to wait until we know what we are paying them. Supt. Lavoie said we can wait, but if the District Committee would like to set a price, we could do that. One member does not have a problem with \$35/hr. if we hire teachers.

MOTION: Mr. Surillo moved to approve to table the posting of Bus Monitors

2ND: Ms. Fitzgerald

VOTE: Unanimous
#17025

- Covid-19 Test Coordinator which has been posted already. Supt. Lavoie reported that we would need to have this position if we get approved to be a testing site. We will not hire if we do not get

MOTION: Mr. Surillo moved to approve to

2ND: Ms. Fitzgerald

VOTE: Unanimous
#17026

MOTION: Ms. Fitzgerald moved to add Executive Session to the agenda for the purpose of collective bargaining

2ND: Mr. Surillo

VOTE: Unanimous
#17027

MOTION: Ms. Fitzgerald moved to go into Executive Session for the purpose of collective bargaining

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

Ms. Disla	Yes
Ms. Fitzgerald	Yes
Mr. Lamontagne	Yes
Ms. Moreta	Absent
Mr. Rossi	Absent

Mr. Surillo Yes
#17028

ENTER EXECUTIVE SESSION

ENTER OPEN SESSION

MOTION: Ms. Fitzgerald moved to adjourn at 7:00

2ND: Mr. Surillo

VOTE: Unanimous

#17030

Respectfully Submitted:



Susan Lally
District Recorder

Minutes Reviewed:



John N. Lavoie
Superintendent-Director