



Greater Lawrence Technical School

**DISTRICT COMMITTEE
MEETING MINUTES
MEETING #1786
December 8, 2020**

| | | | |
|--------------------------------|--------------------|---------------|---------------------|
| <u>Members Present:</u> | Leo Lamontagne | Lawrence | Chairperson |
| | Marilyn Fitzgerald | Andover | Vice Chairperson |
| | Frank Rossi | North Andover | Assistant Treasurer |
| | Zoila Disla | Lawrence | |
| | Anngybel Moreta | Methuen | |
| | Francisco Surillo | Methuen | |

Members Absent:

| | | |
|-------------------------------|--------------------|-------------------------|
| <u>Others Present:</u> | John N. Lavoie | Superintendent-Director |
| | Elizabeth Freedman | Principal |
| | Maria Silva | Business Manager |
| | Gerry DiStefano | Treasurer |
| | Susan Lally | District Recorder |

1. CALL TO ORDER

Chairman Lamontagne called the meeting to order at 6:00 PM with a pledge of allegiance and a moment of silence. He asked members to remember those who protect us around the world.

Chairman Lamontagne reported that Governor Baker announced on March 12, 2020 that District Committee Meetings can be held virtually. It needs to be stated what members will be virtual and what members will be in person. Chairman Lamontagne reported that member, Ms. Fitzgerald, Mr. Rossi and Ms. Moreta will be attending virtually. The members present in the room are Ms. Disla, Mr. Surillo and Chairman Lamontagne.

2. MINUTES

MOTION: Mr. Surillo moved to approve the minutes of November 24, 2020.

2ND: Ms. Disla

VOTE:

Roll Called by District Recorder:

| | |
|----------------|---------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Abstain |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17569

3. FINANCE REPORT

a.) Cash Balance Report

Mr. DiStefano read the report into the record.

MOTION: Mr. Surillo moved to approve the Cash Balance Report as presented.

2ND: Ms. Disla

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17570

b.) Consolidated Cash Reconciliation Report

No Discussion

c.) Revolving Fund Report

No Discussion

d.) Facilities Rental Budget

MOTION: Mr. Surillo moved to table the Facilities Rental Budget

2ND: Ms. Disla

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17571

4. REPORTS OF THE SUPERINTENDENT-DIRECTOR

a.) Professor Allen

Chairman Lamontagne introduced Professor Allen, Associate Professor of Exposure Assessment Science, T.H. Chan School of Public Health, Harvard University. Chairman Lamontagne apologized for the technical difficulty we had and the delay of his presentation. Professor Allen reported that he only has ten minutes and has to leave by 6:45. He could come back another time. Supt. Lavoie asked if he could give us ten minutes and highlight the most important aspects, so we don't hold you up and then if come back if he needs to. Professor Allen thanked the District Committee for having him. This is a topic that deserves more than ten minutes. The most important is the questions and answers and I don't believe that it will serve either myself or you well. I am happy to reschedule and come back a different time. Supt. Lavoie reported that our next meeting is on January 5, 2020.

b.) In-person Learning Presentation

Supt. Lavoie thanked the guests, staff, parents, administrators and all our Reggie family for being here tonight. It is unfortunate that Professor Allen had to go. If you hear what he has to say about opening schools, it will be helpful to you. Supt. Lavoie reported that he hopes his presentation will give everyone a sense on the process that we have been working on to make it possible to have the students come back to school for in-person learning. Supt. Lavoie presented the calendars. He discussed the timeframe of when the surveys will go out to the family and staff. This date may change so that you can see Professor Allen's Presentation. He feels confident that you would be more comfortable sending your sons and

daughters to school after hearing from the professor. On December 14th, we are starting the hybrid planning and scheduling for all students. We started that process today with the building of subcommittees and schedules. We will be putting this in place at the end of January. This plan will give us more flexibility to move in and out of a hybrid plan. In January, we will be asking the District Committee to vote on a hybrid plan and how the return of students should be transferred back into GLTS after the second semester. The high needs/special ed and the exploratory students will be the first students for in-person learning. Students will enter through the assigned entrance of the building (based on grade) and will complete an initial screening. If the screening is clear they will proceed to the instructional space. Students and teachers will be required to wear a mask at all times, plexiglass will be in place and any item that requires transfer back and forth will be wiped with disinfecting wipes between transfers. Students will arrive at 8:00am. Grades 9/10 are in for academics on A days or B days. Classrooms are located in the 3000's and will enter/exit by Business Tech classrooms and will go directly to the classroom and will be accessible to bathrooms. Grades 11/12 are in for academics on A week or B week. Classrooms are located in the 5000's enter around the back of the building where a bus drop off is located, accessible close to bathroom. The students will be dismissed at 2:30. There will be 36 cohorts for exploratory with approximately 12 students in each cohort. The 36 cohorts will be divided into two sections of 18 each. One section(A) of students will be in the building for exploratory for 2 days (Monday & Tuesday) while the other section(B) will be at home taking academic classes remotely. On the following Thursday & Friday section B students will be in the building and section A will be at home. Parents will be requested to allow their son/daughters to have a COVID test 2 days prior to coming back to school. There will be a bus for each cohort of students per shop. Students will be pickup at their house and returned to their house at the end of the day. This will prevent students from gathering at the bus stop. Students will be dropped off at the closest outside door to each shop and teachers will meet their students at the door to ensure students stay 6'-0" apart as they enter the shop and go to their workspace. All shops will have a designated personal workstation for each student. The students' personal workspace will be a minimum of 6'-0" apart. In most cases there will be a plexiglass barrier between students. Students will stay at their workstation throughout the day. In shops students' using hand tools will have their own toolbox and will be expected to clean their tools at the end of the 2-day cycle. Each exploratory teacher will develop protocols and procedures that will meet CDC guidelines when doing curriculum projects. Supt. Lavoie presented GLTS Protocols and Procedures that Align to Professor Allen's recommendations which includes wearing masks, washing hands frequently, maximize physical distancing to protect individuals, maximize group distancing to slow transmission chains, disinfect objects between users, increase outdoor air ventilation, filter indoor air, supplement with portable air cleaners, verify ventilation and filtration performance, consider advance air quality techniques, use plexiglass as physical barrier, keep surfaces clean, focus on bathroom hygiene, establish and reinforce a culture of health, safety and shared responsibility, form a COVID-19 response team and plan, prioritize staying home when sick, promote viral testing and antibody testing and establish plans for when there is a case. Supt. Lavoie reported that he has hired a contact tracer and is looking into an App that will be made available to students and staff for contact tracing. We have ordered rapid testing for students and staff who show symptoms. Supt. Lavoie presented examples of pictures of how the school has been set up for in-person learning. Chairman Lamontagne introduced Amy Ewing, Assistant Director of Public Health, RN-Andover, who is in attendance tonight virtually and thank her for patience. Ms. Fitzgerald asked if we have to test them every Monday/Tuesday and Thursday/Friday? Supt. Lavoie reported that at this time, the intent is just to do the initial test. If we find out that we need to do it more often, then we can do that. One parent asked if we are doing any antibody testing. Supt. Lavoie reported that we will not be testing for antibodies. One parent reported that she was concerned

about the transmission rate in Lawrence. Supt. Lavoie reported that it is concerning, but we have been working with our COVID team and the age group we are bringing in is lower. We are doing testing and we have been working with all the experts. Professor Allen feels like it is safe to bring the students back. Chairman Lamontagne reported that this question-and-answer time is for the District Committee Members. It was not planned to be opened up to school public. This is not the platform. Supt. Lavoie reported that we can schedule a zoom meeting for parents on another night. Supt. Lavoie reported that he wanted to recognize Ms. Amy Ewing, Department of Health, Andover as a member of our COVID Team and has been extremely valuable and to thank her for her time and effort.

5. COMMUNICATIONS

a.) Public Participation

Mr. Chris Burke, GLTS History Teacher and Union President addressed the District Committee. He reported that as a teacher and parent, remote learning is difficult. We are hoping if the date is chosen to bring the students back, it is not a hard date. There are still lots of things that need to be decided and we need to see that. We want to feel comfortable returning to the building with the students. Ms. Jenifer Dube, GLTS Biology Teacher addressed the District Committee. She thanked Supt. Lavoie for the extraordinary efforts that have been made to prepare our building for in-person learning and for putting the safety measures in place at the school. The pandemic has changed how each and every one of us educate our students. I recognize the challenges my students face. Under the most stressful circumstances, we have gotten really creative and super tech savvy. A safe return at the right time makes sense. We need to develop a more comprehensive plan. We all want to see our students again, just not until the data and trends indicate it is safe to do so. Mr. Higginbottom, parent reported that he has confidence in Supt. Lavoie's plan to return the exploratory students. He feels his child would be safe going through exploratory which is important in a vocational school. I would like to state that I support the plan to return the exploratory students to in-person learning. Eleni Varitimos, parent reported that she supports Supt. Lavoie's plan last month and she supports his plan now. I believe the plan covers all the basis and allows our students to return to school safely. If you told me this plan was to return all 400 exploratory students all at once, I would not support it. I have seen cohort's work. I have a child that has been in a cohort since September and is with 12 students, in school, all day, every day. He stays with the same kids, wears a mask and does not see anyone else. There have been a small number of positive cases. There has not been widespread. The plan of cohort's is very effective. If we wait for the numbers to go down in Lawrence, our students will never return. I understand this is a choice and those who want their children to return to in-person learning should be able to return, and those who do not, should be able to continue with remote learning. The students are falling behind academically, they are struggling emotionally and at a tech school, how are they supposed to choose their career areas. I am confident in our Superintendent and the leaders of GLTS that we can do it. Other schools and vocational schools are doing it and I feel confident in this plan. I want to thank the faculty and staff and the incredible efforts they are making with our children with continuing to learn. We appreciate you and are amazed at all the hard work you put in. I urge you all to work together to come and to find a way to support the Superintendent. Jean Willabee, parent reported that she agrees with Eleni one hundred percent and support a hybrid model all the way. I feel passionate about the teachers at GLTS and they are doing a fabulous job and I admire them all. I do fear that the social emotional impact has been beyond anything that I want to see for my child. Tina Burns, parent reported that she also agrees Eleni. The students will never return to school this year if we don't try a hybrid model. There are Lawrence students attending other schools. We have to try it for the students. Jessica Pitman, parent reported that she also agrees with Eleni. I do feel we are waiting for numbers to go down, and that is not happening anytime soon. I work in a Pedi office as a nurse. I see children every day, wearing their masks, following the rules. I have two boys at GLTS, freshman and sophomore. Occasionally, I listen in to their classes. My sophomore was in a math class and the teacher urged them to break off into pods, and nobody spoke up, because they don't

have that relationship with their classmates yet. My children picked this school to have the opportunity to learn a trade. I am asking to please give my students this chance to learn in their trade. For the families that do not feel it is right to send their children back to school, that is your choice, but that doesn't mean my child has to stay home. I do appreciate what teachers and administration are doing, but the students need to be in school and they need to be together. I would like the choice. I appreciate everything that has been done and the plan by Supt. Lavoie is exceptional.

Chairman Lamontagne reported that he would like to hear from Professor Allen before we motion on this. Ms. Fitzgerald agreed and would like to hear from Dr. Allen as well. Ms. Disla would like to see the rest of the presentation from Professor Allen. She thanked everyone that is here voicing their concerns. I know there are very many questions from our community on in-person learning. She had the opportunity to visit the school and feels that the Superintendent's plan was very thought out and we are working to put things in order, however, we have some more work to do. We do have to make sure that we are making the right decision for everyone, not just the students, but the teachers and the administrators. I want to make sure that the plan aligns with the physical plan. She thanked everyone for continuing to work on this. Ms. Moreta reported that she too would like to wait for the presentation from Dr. Allen.

MOTION: Mr. Surillo moved to table the vote on in-person learning until the presentation of Dr. Joseph Allen

2ND: Ms. Disla

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17572

Chairman Lamontagne asked Supt. Lavoie to put together another question-and-answer session for parents. Supt. Lavoie reported that he will have another session after Dr. Allen's presentation.

c.) Co-op Report

Supt. Lavoie reported that the numbers of students on coop continue to increase.

d.) Principals Report

1. *MCAS*

Ms. Freedman reported that there will be no testing for juniors in January. We do have a small number of seniors and we will see what the dates are. The timeline for Access Testing has changed. We have until May and we are going to look in March for this. Mr. Surillo has asked for some information on students that are struggling. A handout was presented that compared this school year to last school year. Chairman Lamontagne asked Ms. Freedman if we can start having our Student Representatives attend the meetings to get their take on virtual learning. Ms. Freedman reported that we can start having them attend the meetings

5. COMMUNICATIONS (continued)

b.) Donations

c.) Article

6. REPORTS OF COMMITTEES

7. OLD BUSINESS

- a.) District Committee Priorities
- b.) Policy

8. NEW BUSINESS

9. PERSONNEL CONSIDERATIONS /REPORT

- a.) Resignations
- b.) Leaves of Absence
- c.) Retirements
- d.) Appointments
- e.) Job Postings

Supt. Lavoie reported that we are skipping the Winter Sports posting because the high positive COVID rates in the City of Lawrence, we felt it is not possible.

- Winter Sports-Boys Basketball, Head Coach, Asst. 1 (Asst. Varsity), Asst. 2 (JV), Asst. 3 (Freshman); Girls Basketball, Head Coach, Asst. 1 (Asst. Varsity), Asst. 2 (JV), Asst. 3 (Freshman)
- Graduate Follow Up Survey Calls, two clerical unit members needed to work after hours to contact recent graduates, Per CBA-Clerical Unit, Annual Position.

Supt. Lavoie reported that this position is a requirement for our Perkins Grant.

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

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17573

- Long Term Substitute Math, LTS Rate, March-June 2021, Replacement Position for Maternity Leave.

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

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17574

- Technology Integration Specialist, Non-Rep Position, Effective January 2021

Supt. Lavoie reported that we are looking to hire someone to work with the teachers on all the new software technology that we had purchased because of remote learning. This specialist will have a background in remote learning and upgrading our technology skills and developing our curriculum in a way that is more effective delivering it remotely. We find a huge need for someone in this role.

MOTION: Mr. Surillo moved to approve the job posting as presented

2ND: Ms. Disla

Discussion: Ms. Fitzgerald reported that she did not see a salary attached to this job posting. It does say that it is a non-rep. position. Do you have a salary range? Supt. Lavoie reported that the range would be a teacher salary, anywhere from \$75,000-\$85,000. For this year, it would be half a year's salary. Ms. Fitzgerald asked if you look at this position, will you be looking to put this in our budget for next year and ongoing? Supt. Lavoie reported that it will be an ongoing position because of the increase of our technology. At one time we had this position, and that person became an Administrator and we never filled that position. Ms. Fitzgerald realize this is not an administration position, but why is it not a teacher's position? Supt. Lavoie reported that it is not a teacher position, because we see it right now as part of the IT Department. We want to see how it unfolds. At the end of this year, we can see how it goes and decide. Ms. Disla asked if it means it is non-union. Supt. Lavoie reported that it does.

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17575

10. FUTURE AGENDA ITEMS

MOTION: Ms. Fitzgerald moved to go into Executive Session for contract negotiations

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17576

ENTER EXECUTIVE SESSION

ENTER OPEN SESSION

MOTION: Ms. Fitzgerald moved to approve the negotiation with the bus company to pay no more than 78% of the contract for buses not in use with guaranteed bus drivers.

2ND: Mr. Surillo

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17579

11. ADJOURNMENT

MOTION: moved to adjourn at p.m.

2ND:

VOTE:

Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Disla | Yes |
| Ms. Fitzgerald | Yes |
| Ms. Moreta | Yes |
| Mr. Rossi | Absent |
| Mr. Surillo | Yes |
| Mr. Lamontagne | Yes |

#17580

Respectfully Submitted:



Susan Lally
District Recorder

Minutes Reviewed:



John N. Lavoie
Superintendent-Director