



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

[ZOOM Meeting](#)

August 20, 2020

MEETING MINUTES

Members In Attendance: Lisa Belmarsh, Chair; Tracey Nardone, Vice-Chair; John Sullivan, Secretary; Kathy Curran; Rebecca Sherlock-Shangraw; Carrie Palazzo,

Members Absent: Mayor Robert Hedlund

Also Present: Jennifer Curtis-Whipple, Superintendent; Brian Smith, Assistant Superintendent; Robert Wargo, Assistant Superintendent.

The Meeting Came to Order At 7:13pm.

Mrs. Nardone led in the Pledge of Allegiance.

Consent Agenda:

The consent agenda included:

- Warrant 08-2021 in the amount of \$1,313,844.50, Dated August 24, 2020
- Regular Minutes 7/23/20, 8/4/20, 8/6/20
- Executive Session Minutes 7/23/20
- Budget Sub Minutes 8/12/20

Motion by Mrs. Nardone to accept the consent agenda. Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

Public Comment

The Chair reminded that community members are allowed to speak to items on the agenda and to be mindful to keep comments to 3 minutes and that if you add your name and address in the chat, community members will be unmuted in order. Chair Belmarsh emphasized that this will be the only time for public comment during this meeting.

-John McCabe, 9 Judith Rd.

As a teaching professional in another district, he expressed his feelings of not furloughing our letting go ESPs. Mr. McCabe also suggested using FFCRA intermittently and not consecutively and moving the full remote day to Wednesday instead of Monday for reasons of cleaning and equity. Mr. McCabe emailed the letter he read into the record to the Superintendent, School Committee members and the Mayor.

Chair Belmarsh advised that the School Committee has received a large amount of email and calls generating a robust conversation and thanked community members for participating in the conversation.

-Arthur Burke, 265 Broad St.

Thanked Dr. Sullivan for returning his call. As a parent of 3 girls (1 of which has a heart condition), Mr. Burke shared his feelings:

1. Students should be back in the buildings,
2. His disappointment of not having the Chapman school anymore
3. His belief that by allowing CTE students back earlier other students are discriminated against.

-Chloe Burke, 265 Broad St.

As a high school student shared her unhappiness of not returning until January and that the social emotional and physical well being of students is not being met. Ms. Burke echoed the feelings of her father regarding discrimination.

-Kristine Keefe, 82 Seaver St.

As a specialist, she shared her concern for shared spaces and her support for working remotely from home. Ms. Keefe referenced a report that MGH released regarding children being asymptomatic carriers of COVID.

-Jessica McDonough, 703 Randolph St.

As a teacher and mother expressed her concern for 'cleaning kits' and children being responsible for cleaning their space to reduce/minimize the spread of COVID. Ms. McDonough also expressed concern for proper ventilation in the buildings and her feeling that that custodial staff is incredible.

-Katherine Monterio, 8 Chauncy St.

Spoke on behalf of the ESPs and shared how valuable they are to the district, also stating that they are accounted for in the budget.

-Leah Grimes, 5 Vicki Rd.

As a mom shared her support for in person learning and the first return to school plan presented on August 4. Ms. Grimes also stated the decrease in Weymouth cases and questioned the metrics

that Weymouth is using. She also expressed her concern with remote learning for younger populations.

-Helen Li, 7 Babcock St.

Did not share on agenda items and wants to bring attention to the multicultural committee.

-Lisa Dembowski, 80 Heather Lane

As an educator in another district, expressed her support for the first return to school plan presented on August 4 and questioned the metrics being used. Emphasized going back earlier to utilize outdoor spaces while the weather is nice. Suggested eliminating lunch or making school days , ½ days.

-Matt Rountree, 154 Sea St.

Shared his support for the first plan and emphasized that other surrounding towns are starting off with hybrid models and expressed his concern for remote learning, that Weymouth students will be at a disadvantage.

-Carrie Laewe, 895 Front St.

Shared her belief that districts are at a disadvantage without better state guidance and that Weymouth is the outlier with surrounding communities as they are not returning in a hybrid model. Ms. Laewe also expressed her concern for students returning in January during flu season and questioned the metrics being used and hopes that Weymouth will publish them.

-Alicia Baker, 42 Seabury St.

As a mom of a medically fragile student, shared her recognition of how difficult this time is and shared her appreciation to the committee for listening to concerns and considering safety and expressed her belief in protecting the children.

-Mike Murphy, 425 Front St.

As a parent shared his concern for safety stating that his daughter will be attending remotely and expressed his concern with DESE guidance. Mr. Murphy also shared how important ESPs are to the district especially as they are an integral part of social emotional learning.

-Kelly Cassier, 74 Raymond St.

Shared her support for the first plan and questioned why the return to school plan was changed.

Report of the Superintendent

a. Correspondence

The Superintendent shared that Lindsey Fratolillo will be the interim Assistant Principal at the Ralph Talbot and Wessagusset school. Ms. Fratolillo obtained her M.ed. from Fitchburg State and

has 21 years experience as a first grade teacher and has been lead teacher and led professional development. Ms. Fratolillo expressed her excitement for a successful experience.

The Curriculum staff has been working long hours on new updated curriculum maps so that everything is aligned and ready for remote learning. The Superintendent expressed her thanks to the entire curriculum team.

Dr. Curtis-Whipple on behalf of the Principals expressed their thanks to parent councils and families for their help and offers of support for learning experiences in the fall.

There will be a school committee meeting Tuesday, August 25, 2020 to discuss recently release athletics guidelines.

Teacher placements will be mailed to parents on Friday, 8/21 for primary students and the portal will be open on Monday, August 24 for other grade levels.

The opt out questionnaire for remote learning for the entire year will be sent out in this weeks newsletter. The link is also on the website on the red banner:

<https://www.weymouthschools.org/district/urgent-alerts/returning-school-updates>

Betsy Harris informed that Mr. Brewster of Brewster ambulance donated \$15K to assist with technology needs (hot spots and connectivity around the district). Dr. Curtis-Whipple expressed her thanks for the generous donation.

New Business

a. Budget Sub-Committee Report: 8/12/20

Assistant Superintendent Smith gave an overview of the budget subcommittee meeting and following topics

i. Tuition & Fees – Johnson Early Childhood Ctr. and all other programs/departments

Assistant Superintendent Smith gave an overview of 2 proposed plans regarding tuition.

Principal Perez and the business office discussed tuition impacts.

The first proposed plan is not charging tuition from 9/16/20-11/16/20 and charging ½ tuition from 11/16/20 through winter break. The financial impact would be \$130K lost revenue and leaving the revolving balance at \$200K.

The second proposed plan would be to charge a 1/3 of the tuition from 9/16/20-11/16/20 and then ½ tuition from 11/16/20 through winter break. The financial impact would be \$100K lost revenue leaving the revolving balance at \$230K.

Salaries are paid out of the fees collected. Both proposals would revert to full tuition in January 2021.

The Superintendent shared that the conversation began at the budget sub committee meeting and that remote learning is not the best instruction for young learners. Dr. Curtis-Whipple

expressed her concern for families paying for tuition in addition to someone at home to facilitate remote learning and shared her feelings that there should be some sort of discount on fees taken. A reduction in fees would impact staffing as salaries are paid from the fees collected.

Chair Belmarsh advised that the school committee would have to vote on fees and requested it to be placed on the agenda for Tuesday's meeting.

ii. Staffing – Potential reductions/increases

The Superintendent advised that reductions in staff is a hard conversation to have. All bargaining units as well as non union positions are being looked at and the impact of not having students in the building. Weycare is being looked at to see if there is a way to reconfigure come November.

Positions being looked at were allocated in the budget however legally can not pay for positions that don't have work. . Conversations are still underway with WEA. Also lots of brainstorming for creative ways to accommodate staff but can't take work away from other bargaining units. Data collected from families opting to attend remotely all year will help in making decisions. Possible increase could be bus monitors when children return to school and are physically in the building.

Staffing will remain on the agenda for Tuesday's meeting

Assistant Superintendent Smith advised that Chapter 70 FY21 funding received will be no less than what was received for FY20 (\$28,433,225). Aggregate model hasn't changed which in turn means the Student Opportunity Act is 'paused'. Assistant Superintendent gave an overview of grant funding, highlighting \$688K from ESSER/Cares Act, \$250K COVID applied for and secured with Senator O'Connor's help, Special Education remediation of \$24K, and \$217 technology grant.

b. Policy Sub-Committee Report: 8/10/20

Mrs. Nardone gave an overview of the policies I, J, K, L, and EBCFA for first reading and the policy sub committee meeting on August 10. Policies were reviewed and commented on by Administration staff, Interim Health Leader, Elaine Lane and Him Hardy of MASC. Second readings for policies I, J, K, L will be on the September School Committee for public comment. It was requested that policy EBCFA (face coverings) be placed on the agenda for next week's agenda. Policies are posted on the school committee blog and on the website:

<https://www.weymouthschools.org/district/policy-sub-committee/pages/policies-under-review>

c. Policy Section I - First Reading

Policy regarding instruction.

Mrs. Curran mentioned that IGBH-alternative programming may have to be reviewed.

d. Policy Section J - First Reading

Mrs. Curran commented that the website has the old and proposed new policy and brought attention to JLCB regarding influenza immunizations. She also mentioned that JJJA is missing information on the website.

e. Policy Section K - First Reading

Policy regarding Community Relations

f. Policy Section L - First Reading

Policy regarding Education Agency Relationships

g. Policy EBCFA - Face Coverings -First Reading

As the policy is pertinent and time sensitive, this policy will be on Tuesday's agenda for second reading and public comment.

Mrs. Curran shared a few points of interest:

Policy KBE regarding parent boosters is different.

Policy KCP regarding public gifts.

Policy KFR regarding regulations using school property she wants to ensure all information is on the application and Assistant Superintendent Wargo advised that Ms. Andrewzusky is verifying.

Policy KLG-checking the MOA with the police.

The policy sub committee consists of Tracey Nardone-Sub committee chair, Carrie Palazzo, and Kathy Curran.

h. Staff and Student Safety Protocols Update for 2020-2021 - Asst. Superintendent Brian Smith

Assistant Superintendent Smith thanked the return to school working groups, especially Assistant Superintendent Wargo, Elaine Lane, Teri Fleming, Terri Maculitis, John MacLeod and John Barker. Community members are encouraged to to read the full return to school plan. Teri Fleming is the elected safety officer.

Careful attention is being given to Risk Evaluation and Mitigation Strategy (REMS). Assistant Superintendent Smith thanked Dennis Jones and interdepartmental collaboration for ALICE (prevent, mitigate and recover from a violent incident) training.

Steps are in place to address concerns of improving ventilation. Mr. Smith outlined the HVAC before and after school begins schedules and gave an overview of cleaning and sanitizing. The district has procured interior air scrubbers and a 6 month supply of PPE (Personal Protective Equipment)

Custodial and maintenance staff have been phenomenal working hard since March to clear out classrooms, clean and sanitize for safety.

Sanitization carts and distribution of PPE was discussed.

Dr. Sherlock-Shangraw reiterated that this presentation is a brief overview of health and safety measures and that there will be more information regarding transportation and food service.

Ms. Palazzo confirmed the opt out time frame and requested information be shared with families to help in their decision making.

Superintendent Curtis-Whipple advised that the opt out is live on the website and families will receive the link over the weekend and requested completion as soon as possible as there will be staffing impacts.

Dr. Curtis-Whipple reiterated that Assistant Superintendent Smith is working with Mr. McLeod and the town so that systems will run efficiently with safety measures in place and thanked members of SEIU for their continued hard work. The Superintendent shared that she personally would like to see her children back in the buildings.

Chair Belmarsh advised that correspondence to the Mayor, Town Council president and members for collaboration in evaluation of ventilation

i. Remote Curriculum Update - Asst. Superintendent Robert, Wargo, Curriculum Directors Teri Fleming & Terri Marculitis, Special Education Director Allyson Bell

Assistant Superintendent Wargo echoed the appreciation and thanks for the custodial and maintenance staff and expressed his thanks to the technology staff for their presentation the previous evening as well as for the optimum position the district is in for connecting remotely.

Mr. Wargo gave an overview of how different remote learning will be this fall as compared to last March reiterating that remote learning is not the best way to educate students. Grading will still take place. Meeting the needs of every student will be of focus.

Terry Marculitis, Director of Humanities gave a summary of sample schedules for each grade level emphasizing that remote learning is not ideal for younger learners (PreK-K).

Teri Fleming, Director of STEM gave a summary of sample schedules for each grade level emphasizing flexibility and highlighted different ways of utilizing google classroom.

Allyson Bell, Director of Special Education gave an overview of how service delivery for special education students might be handled for substantially separate programs. Staff will be used as creatively as possible. Pull out services were discussed.

Mask and movement breaks for all levels will be included throughout the remote day.

High School students will have more independence in the schedule of their day. GPA's will be calculated.

Dr. Curtis-Whipple shared that remote learning bags will be distributed for Prek-12 students; with alphabet tiles, white boards and other materials a student might need. Mobile or Pop Up Center utilizing big yellow buses was talked about for extra support for students and may even for parents. Pop Up centers will promote student engagement and provide strategies and relief for families and hopefully mitigate SEL/Academic slide. More information to come. Filling out

response cards is very important. The Superintendent reiterated that the district is being innovative and thinking outside the box.

Contacts for support were given.

The Remote Learning request form will be sent out to families over the weekend and can also be accessed on the website:

https://docs.google.com/forms/d/e/1FAIpQLSfhhd50jpg-NVLimjTpwfjzBfswxM37J_kExIoLQvRHqRNq/viewform

The committee thanked the Superintendent and her team for the comprehensive plan and that there is a lot of information to digest.

Social media will also be used to notify families of the remote learning request form.

Dr. Sullivan expressed his excitement for the plan advising that it's more engaging and school like.

Mrs. Curran confirmed that the opt out is for the entire year and inquired if books would be distributed out. She also inquired about capstone and unified arts. Ms. Fleming advised that math journals will be distributed and that learning will look differently by grade with both synchronous and asynchronous learning.

Ms. Palazzo suggested content nights for parents to aid in remote learning and that the success of the student depends on the parent.

Superintendent Curtis-Whipple emphasized that community and neighborhood collaboration is important for supporting families. She also shared that there are plans for a modified capstone and working on pieces now for senior hours.

j. Covid-19 Handbook Inserts (Action Requested)

Assistant Superintendent Wargo gave an overview of the COVID19 handbook inserts highlighting policy EBCFA (face coverings).

Principal Strauss gave a summary of the attendance and code of conduct, visitors to the building, and mask wearing.

Interim Principal Paulhus and Principal Guilfooy advised that the middle school and primary insert is in line with high schools.

Motion by Mrs. Nardone to accept the COVID19 Handbook Inserts. Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

Mrs. Curran confirmed that there will be hard copy handbooks available at the schools and verified that primary students will be delivered outside to their pickup if during the school day.

Dr. Sherlock-Shangraw emphasized the flexibility with the dates and moving through phases being in response to metrics and responsive to data collected.

k. Superintendent Evaluation - 2019 (Action Requested)

Chair Belmarsh gave an overview of the Summative Evaluation Report of the Superintendent highlighting progress towards goals, performance on standards (indicators) and overall performance. The report will be posted on the school committee site after it is voted.

Mrs. Nardone expressed her disagreement with the public evaluation process and brought attention that no other town official, (Mayor, fire/police chief, etc.) is evaluated publicly. Mrs. Nardone shared her appreciation for the Superintendent's leadership especially through the unprecedented previous months.

Motion by Mrs. Nardone to accept the evaluation of the Superintendent's overall summative performance as proficient. Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

l. Superintendent Evaluation 2020-2021 Discussion

The committee discussed indicators for the next steps for the Superintendent's next evaluation.

**m. Ratification of Memorandum of Agreement with SEIU 888 Maintenance Workers
7/1/20-6/30/23 (Action Requested)**

Dr. Sherlock-Shangraw stated how collaborative and great it was to work on negotiations with the SEIU members. The negotiating subcommittee members are Dr. Sullivan, Ms. Palazzo, Assistant Superintendent Smith and Dr. Sherlock-Shangraw.

Dr. Sherlock Shangraw gave an overview of each Memorandum of Agreement.

Cost of living increase will be 0% for year 1, 3% for year 2, 3% for year 3 and have a financial impact of \$90K

Motion by Mrs. Nardone to accept ratification of Memorandum of Agreement with EIU Maintenance Workers, 7/1/20-6/30/23 . Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

**n. Ratification of Memorandum of Agreement with SEIU 888 Custodians 7/1/20-6/30/23
(Action Requested)**

Cost of living increase will be 0% for year 1, 3% for year 2, 3% for year 3 and have a financial impact of \$198K

Motion by Mrs. Nardone to accept ratification of Memorandum of Agreement with SEIU 888 Custodians 7/1/20-6/30/23 . Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

**o. Ratification of Memorandum of Agreement with SEIU Van Driver, Van Monitors and CDL
Driver MOA 7/1/20 - 6/30/23 (Action Requested)**

Cost of living increase will be 0% for year 1, 3% for year 2, 3% for year 3 and have a financial impact of \$105K

Motion by Mrs. Nardone to accept ratification of Memorandum of Agreement with SEIU Van Driver, Van Monitors and CDL Driver MOA 7/1/20 - 6/30/23. Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

p. Ratification of Memorandum of Agreement with WEA Unit D 9/1/20-8/31/23 (Action Requested)

Dr. Sherlock-Shangraw recommends this fair contract for ESP's (formerly paraprofessionals) to the committee for approval. The work and support that the ESPs do is important. The negotiation team consisted of Dr. Sullivan, Ms. Palazzo, Assistant Superintendent Smith, HR Director Foley, Superintendent Curtis-Whipple, and Dr. Sherlock-Shangraw.

Joan Cederholm expressed her thanks to Mr. Murphy and Katie and added that Unit A was part of negotiations and Heike Tupland expressed her thanks for the silent bargaining members.

Motion by Mrs. Nardone to accept ratification of Memorandum of Agreement with WEA Unit D 9/1/20-8/31/23 . Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

The work of the ESP's is greatly appreciated.

q. Transfer from Operating accounts (due to Covid 19 savings) to Special Education Tuitions (Action Requested)

Assistant Superintendent Smith advised that this is the first of 1 of 2 transfers due to Covid savings. Special Education tuitions will be paid with the transfer, totaling \$505,357,17.

Motion by Mrs. Nardone to transfer funds from Operating accounts to Special Education Tuitions. Seconded by Dr. Sullivan. Roll Call vote. Passed unanimously.

Old Business

a. Update on Modulares, Adams Renovation and Transportation Building (Town Measure 20 072 - Amend Measure 19-017)

No current updates on the Adams Renovation.

The modular ramp at the Murphy School is up to code and safe.

The Adams project will remain on the agenda.

b. Chapman School Building Update

Blasting began today and so far work is running a week ahead of schedule.

Announcements:

Weymouth Market-September 2, 2020-NEW time-2:30pm-4:30pm-WHS Gold Cafeteria: Market will occur in a drive thru manner.

Next School Committee Meeting:

Special Meeting: Tuesday, August 25, 2020 - 6:00pm

Regular Meeting: Thursday, September 17, 2020 - 7:00pm

The Meeting adjourned at 10:35pm on the motion of Mrs. Nardone, seconded by Dr. Sullivan. Roll call vote - passed unanimously.

Documents Attached to These Minutes:

- Policy subcommittee report
- Staff & Student Safety presentation
- Remote Curriculum update
- CVOID19 handbook inserts
- Superintendent Evaluation
- MOA's for SEIU 888 Maintenance, Custodians, Van Driver/Monitor & CDL, and WEA Unit D

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "John P. Sullivan", is written over a light gray rectangular background.

John Sullivan
Secretary