

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
November 30, 2020*

The School Committee held a meeting on Monday, November 30, 2020 at 6:30pm via a Virtual Meeting. Chair McDonough called the meeting to order and took roll call at 6:33pm.

Members Present: Julie McDonough, Donna McKenzie, Matthew Brand, Cathi Collins, Shai Fuxman,

Members Missing: Hayley Sonneborn arrived at 6:37pm, Henry Haugland arrived at 6:41pm

Others Present:	Dr. Anna Nolin	Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Mr Kirk Downing	Assistant Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Jefferson Wood	Teacher Representative
	Ms. Holly Browning	Student Representative
	Ms. Kyra Hacker	Student Representative

Rotary Dictionaries

Dr. Anna Nolin introduced Andy Meyer representing the Natick Rotary Club. Mr. Meyer was happy that a way was figured out to do this despite not being able to be in the building. They are presenting every third grader in the Natick Public Schools with a dictionary. There is a name plate on the front cover with the student's name. Students that are learning remotely will receive their dictionaries as well. Chair McDonough thanked him for the support. Dr. McKenzie still has her dictionary she had received.

Chair McDonough moved for approval for the School Committee to enter into Executive Session for this purpose:

1. To conduct strategy sessions in preparation for negotiations with Non-Union Personnel; Director of Communications, Planning & Budget Analyst, Part Time Clerical, Tutors, Coaches, Instrumental Accompanists, Late Bus Coverage, Cafeteria Monitor, Substitute Coordinator, Permanent Substitute Teacher, PSAT Proctors and Floaters, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, Wall of Achievement Coordinators, Virtual Education Supervisor, FEIP & KEIP Tutors, All Central Office Administration, All Principals, Dean of Students, Nurse Leader, Director of Student Services, PIT Nurse, Nurse Assistant, Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, ABA Technician, Certified Licensed Assistant, Executive Assistant to the Superintendent & School Committee; Administrative Assistant to Director of Human Resources, Substitutes for: Administrative Assistants, Teachers & Paraprofessionals, Long Term Teachers, Paraprofessionals & Nurses, Permanent Teacher Sub, Math Club Interventionist, Nurses, ABA Tech Sub, Long Term Title 1, Food Service, Mini University/Professional Development, Curriculum Writing, Instructors for graduate credits, Study Group Facilitator & Leader, Instructors for all workshops, all ASAP Staff, All Summer School staff, Metco Personnel - (Director & Academic Liaison) Instrumental Music Instructors, Grant & Self Funding Positions: (Data Entry Clerk I Clerical, Technology Workshop Presenters, Summer Technology Training, Project Coordinator, BOKS Instructors), Technology: (Network Manager &

Engineer, Deployment Specialist, Data Manager of C.A.S., Manager of Data, Quality and Controls, Data, Budget & Control Analyst, Help Desk Manager, Technicians, Intern) if an open meeting may have a detrimental effect on the government's bargaining or litigating position, and the chair so declares;

Mr. Brand seconded. Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Dr. Fuxman – Yes

Dr. McKenzie – Yes

Mr. Brand – Yes

Ms. Collins – Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 7-0-0.

Chair McDonough stated that the School Committee will be returning to open session at approximately 7:15pm. The School Committee proceeded to a private virtual meeting to conduct this session.

At 7:40pm, the Committee returned to open session.

Public Speak

Due to the nature of a virtual meeting, the instructions from the Attorney General were to submit public remarks via email to Chair McDonough. Chair McDonough did not receive any public speak comments.

Select a Designee to the Town Administrator Selection Committee

Dr. McKenzie nominated Dr. Nolin to represent the School Committee. Dr. Fuxman seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Ms. Collins - Yes

Chair McDonough – Yes

It was unanimously approved by those present 7-0-0.

Chair McDonough will share this with the Select Board tomorrow.

Consent Agenda

1. Approval of Natick Hockey FY21 Budget

2. Approval of Wilson PTO FY21 Budget

3. Approval of School Committee Meeting Minutes of October 9, 2020, October 19, 2020, and October 23, 2020.

Mr. Brand moved approval of the consent agenda. Dr. Fuxman seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Ms. Collins - Yes

Chair McDonough – Yes

It was unanimously approved by those present 7-0-0.

Covid Testing Opportunity

Dr. Nolin shared information regarding a new collaboration with AFC Urgent Care in Waltham – this is a rapid testing for symptomatic individuals or individuals who have been exposed (after day 5 of their exposure). What DESE has provided for testing is not useful. It's free but doesn't solve our testing problems. Dover/Sherborn district are currently using this vendor. Dr. Nolin feels that a collaboration with an urgent care facility with a rapid test that gives us 5 slots per day for \$5000 or 10 slots per day for \$10,000 per month and it is a 3-month contract. They would then offer the follow up PCR test as well. Cost is still under the procurement shoulder. Nolin recommends moving forward. This would accelerate staff members return to school vs. waiting 5 days for their results. Mr. Haugland would like to authorize Dr. Nolin to begin a trial. Mr. Brand seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Ms. Collins - Yes

Review of Different Return to School Models / Summary of Stakeholder Feedback

Dr. Nolin provided a review. The results had already been published and posted for two weeks. She framed the discussion, the rates around us are rising. Our metrics indicate that tomorrow we will meet with the Board of Health on how to proceed. The state has changed all of the metrics. We have had no in school spread except between some district wide staff. Infections are gathering steam. Our school system shares the strongest desire for the best product we can possibly give. All the experiences are extremely different and that's what our surveys reveal to us. We are defining clear expectations for remote snow day work and possible remote learning for the entire district. We need to negotiate those terms. Our administrators have reconvened the reopening committees to review the information and then take the recommendations to the negotiating teams. That would be the next step. Principals McCann, Harrigan, Zitoli and Carney spoke to the changes. Mr. McCann summarized the feedback of the elementary school's reopening committees. There was positive consensus around continuing the current model in place. Mr. Zitoli summarized the feedback for the middle schools, and it was in line with the elementary schools. They were weary of making any changes at the moment and feel that the current model should remain in place. Mr. Harrigan reviewed the number of changes that the reopening committee is considering. They have met 15 times since May. One of the consistencies is not enough structure. The changes being considered is to how to provide additional support, frontload the week and set students up at home to have more time with their teachers. We are trying build off what's working. Dr. Nolin revealed the same is that for our remote learning academy. We have made on-going changes. There have been ongoing dialogues with parents.

Special Education Update Related to Communication Challenges and Learning Models

Mr. Tim Luff, Assistant Superintendent and Ms. Erin Miller, Director of Student Services gave an overview. They reviewed the model, the providers and the delivery of services. The goal to the analysis was:

- Identify how many students are accessing special education services within the overall model
- Identify the percentages of students accessing by each model provided/offered
- Examine how services are being delivered-Live/Remote/Combo
- Identify Strengths and Challenges of the Model
- Elicit Feedback from stakeholders, parents and teachers, regarding the efficacy of the model

- Recommend any necessary changes

There was a description of the programs given. They reviewed the data collected over the 2 week span.

Mr. Luff reviewed the challenges and strengths. The following are the next steps:

- Re-opening committees meeting to make changes
- Staffing increased in some locations, hiring continuing in others
- Remedy isolated incidents of service issues
- Comp services to be discussed for staffing shortage (on top of Spring Covid Comp Services)
- Technology deployment for interactive learning center students
- Continued deep dive with Coordinators, SEPAC, and other stakeholders
- Recommendations to Superintendent and SC regarding model

Preview the Panorama Survey Details and Timeline

Mr. Kirk Downing, Assistant Superintendent is preparing with Panorama for student and staff surveys. He provided a timeline for the annual surveys. Mr. Downing gave the information surrounding the surveys:

- Hybrid/Remote Survey
- Academic Needs
- Learning Model
- Public Health Measures
- Student engagement
- Relationships

Budget Priorities and Overview of Budget Timelines

Dr. Peter Gray, Assistant Superintendent reviewed budget priorities. We have submissions from our department heads and Principals. Dr. Gray reviewed the FY22 Budget Calendar:

- November 5 Superintendent distributes to Principals/Department Heads the FY22 google budget forms. Principals discuss the FY 22 budget with school leaders, at their School Council Meetings.
- November 9-20 Superintendent and the Assistant Superintendents begin reviewing with Principals/Department Heads regarding their staffing, non-staffing expenses, capital outlay, furnishings, equipment, and technology requests. All requests are documented and reviewed.
- Week of Nov 30 Superintendent and the Assistant Superintendent of Finance creates a first draft of the FY 22 Budget.
- December 7 Present high-level overview to School Committee
- December 21 Superintendent and the Assistant Superintendent of Finance present the draft FY 22 budget number to the Town Administration.
- January 4 Town Administration releases initial FY22 Budget Recommendation
- January 11 Superintendent and the Assistant Superintendent of Finance make the first FY 22 budget presentation to the School Committee
- January 25 School Committee reviews budget. Adjustments made.
- January (TBD) Presentations to the Finance Committee
- February 8 Public Hearing on the Proposed Budget
- February - March Continued Budget Presentations to the School Committee, Sub Committee of Fin Com, Fin Com, Selectmen, Financial Planning Committee
- March 8 School Committee votes Budget
- March – May State Funding Monitored
- March-April Finance Committee votes on budget recommendation to Town Meeting
- April 2021 Town Meeting Begins

Financial Update Quarterly Report

Dr. Gray gave an analysis through October 31, 2020. We have looked at percentages used and trends. There are a number of modifications need to be made. We haven't been able to fully vet our numbers. He reviewed the year to date expenditures, the available budget and projections to year end. This is the first analysis and a general snapshot. Simply to give the Committee an idea that we are online to spend the budget we have been allotted. Dr. Nolin gave the substitute spending report and the additional Covid expenses we have incurred. We believe we will need additional funding for those.

Administrative Assistants Memorandum Of Agreement

Dr. Nolin announced that a Memorandum of Agreement has been voted by the School Committee at the last Executive Session and has been signed.

At approximately 10:19pm, Ms. Collins left the meeting.

Announcement

Mr. Luff, Assistant Superintendent reviewed the revenue from Circuit Breaker. This year we are projecting much less. We submitted a claim for \$2,365,160.00. However, we got a preliminary number that is only \$1,981,890.00. DESE is only funding at 70% this year. We will have to look at making it up somewhere else.

Member Concerns

Mr. Jefferson Wood, Teacher Representative wanted to inform the School Committee that our staff acted responsibly over the holiday weekend. This is another testament to the level of commitment and responsibility that the Natick teachers have been displaying all year long.

At approximately 10:28pm, Mr. Brand moved to adjourn. Dr. Fuxman seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Chair McDonough – Yes

It was unanimously approved by those present 6-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Rose McDermott
Executive Assistant/Recording Secretary

Attest: _____

Documents Provided in Novus Agenda and materials used at this meeting can be found [here](#).