

Carlisle School Committee
Minutes
Wednesday, August 19, 2020
7:00 p.m.
Remote Meeting Via Zoom

Present Via Zoom – School Committee: Christine Lear - Chair, Amanda Comperchio, Jack Huntress, Eva Mostoufi, Sara Wilson.

Present Via Zoom – School Administration: James O’Shea, Superintendent; Matt Mehler, Middle School Principal; Dennet Sidell, Elementary Principal; Lori Bruce, Director of Student Support Services; Anne Mahan, Business Manager; Nancy Anderson, Assistant to the Superintendent.

Note: Per Governor Baker’s order suspending certain provisions of the Open Meeting Law, G.L. c. 30A sec. 20, the public was not allowed to physically access this School Committee meeting. Members of the Public were able to access this meeting via live stream at:

<https://us02web.zoom.us/j/85951018755?pwd=bC84TkdDUDNHOUx0ZW9YbnpHdHZhZz09>

Meeting ID: 859 5101 8755

Passcode: Jcf5+y

Public comments were posted via the chat box. Questions/Comments were read and answered by the School Committee via live stream.

I. Call to Order

Ms. Lear called the meeting to order at 7:03 p.m. Ms. Lear stated that the meeting was being recorded. She asked people to please hold public comments to the end as indicated on the agenda.

II. Review/Approve Minutes

- A. Meeting of August 10, 2020. Ms. Comperchio made a motion to approve the minutes of August 10, 2020; Mr. Huntress seconded the motion. There was no discussion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye.
- B. Meeting of August 12, 2020. Mr. Huntress made a motion to approve the minutes of August 12, 2020; Ms. Wilson seconded the motion. There was no discussion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye.

III. Information/Discussion Items

- A. School Reopening Discussion. Mr. O’Shea shared that the three-phase reopening plan was shared and voted on this past Monday. The hybrid is the foundation of this model and a slow rollout provides everyone with opportunities to become familiar with

procedures. The plan uses data to inform decision making. Assessments will be on the last Wednesday of each phase and follow the Carlisle Decision Making Framework. If data supports it, students will be in school for full days starting on October 19. For the Family Choice Remote (FCR) model, instruction will be provided by middle school teachers to middle school students via Zoom or Google Classroom. Two elementary teachers will be dedicated to FCR to coordinate and provide direct instruction to elementary students. The Carlisle Teachers' Association (CTA) approved the MOA adding an option for teachers to take a year of unpaid leave. The deadline for teachers to ask if their children can attend CPS will also be extended. The MOA was shared. It was drawn up by the School's attorney and the CTA's attorney. Members can apply for a one year unpaid year of absence for 2020-2021. During the year, the member is responsible for 100% of health insurance benefits. The one year does not count toward years of service. Accrual of benefits resumes when the person returns. Ms. Mostoufi said this is an opportunity for teachers who don't feel comfortable to not lose their job and asked what the deadline was. Mr. O'Shea said the deadline will likely be next week because plans need to be made. Mr. O'Shea feels the MOA serves the District and the teachers. Everyone has an option; teachers can take a leave and families can choose FCR. Ms. Lear is grateful we can offer our teachers options. Ms. Mostoufi asked if there were options for teachers that have preexisting conditions. Mr. O'Shea said we are creating two instructional positions for the FCR option. The staff members who are medically at risk will be offered those positions, but the positions are limited. He noted that there are also FMLA and COVID leave options available to teachers. Ms. Lear and Ms. Comperchio said that there are also 4 COVID-related policies that have to be voted on. We will schedule a policy subcommittee meeting for Monday to address these policies. Discussion ensued about the metrics for the models and if more are needed. Mr. Huntress asked if the BOH should be involved if we develop other metrics. Other factors that could be considered include: conformance with mask wearing, evaluation criteria of how we are doing as a school, and transportation. Ms. Comperchio felt we need more defined metrics, and we could review them each week, give them a ranking and decide how to improve. They would provide us with more information about moving to the next phase. Public Health Nurse Susan Rask presented to Concord about COVID and it was felt she should present to the Carlisle community. Ms. Wilson suggested collecting questions about COVID and the school, discussing them and getting answers, and then posting the FAQ on the website. Ms. Lear agreed that it would be helpful for people to have a resource. Mr. Huntress said that regular surveying of parents would be a way to see what's working. An idea was to ask parents if they could identify one thing that was a success and one place where your child could have benefitted more. Feedback from teachers will also be solicited. In regards to metrics, questions arose if the 5% number for the State was too high. Mr. Huntress suggested asking people in health care for guidance. Mr. O'Shea said we can ask Susan Rask or the BOH to attend one of our meetings, because it would be beneficial to be informed from experts looking at the metrics in the framework. Ms. Wilson suggested involving School Nurse Lauren Sawyer. Ms. Mostoufi shared that Lawrence General tests anyone in the area for free. It has the capacity, and results are provided in 2-3 days. Mr. O'Shea said that it would be best if we have a FAQ document on which we can post the themes, and everyone can access it. Ms. Wilson suggested adding a button so people could send a question or give feedback.

Mr. O'Shea will talk with Nick Greenwood about this idea. Mr. O'Shea clarified the conversation about faculty children attending CPS. The only exception is if a teacher's child's needs are determined to be excessive, and CPS is unable to provide excess services to that child. At that point, the child would have to return to the home district. Currently 10 faculty students attend CPS. Mr. O'Shea has heard from four people for a total of six additional students asking to be admitted to CPS. Mr. O'Shea noted that he has reached out to superintendents in other districts about allowing children of teachers to attend full time in their home districts, but no superintendent has gotten back to him. The State likely cannot mandate this. The 2020-2021 school calendar was discussed. September 15 will be the first day for all students. There will be an Early Release day every Wednesday. Three floating professional days remain to be used. Mr. Huntress asked if there will be instruction happening in the afternoons during the first two weeks. Mr. O'Shea said that the faculty has been discussing instruction, and he believes there will not be remote instruction in the afternoon during those first two weeks. Ms. Mostoufi asked if Carlisle Recreation has reached out to the school to provide coverage for kids after school. Mr. O'Shea has not heard from Carlisle Rec about that, and he is not sure the School has the capacity to provide that support. If Carlisle Rec has that capacity, he would work with them. Mr. O'Shea will reach out to Holly Mansfield. Testing was revisited. Mr. O'Shea noted that Emerson can support us if we only need a few people tested, for example, if we have a concern. The results change after 24 hours, so it's a question of value. Mr. Huntress is not a fan of baseline testing; spending \$30,000-\$40,000 for a test that is not valid for more than a day. Another idea was to test 60 people a week across the alphabet which would spread the cost and gives us some level of assurance. Ms. Mostoufi said it is possible to request families to do testing; she will share information about testing with the CSC. She said at Lawrence General, it is free and if you have symptoms, they will process insurance. Ms. Lear said it is a lot to ask families to go get testing. Ms. Lear will reach out to the BOH and Catherine Fink to see the value of baseline testing or spot checking people. Ms. Wilson said we should remind people that a negative test still means they should continue with best practices.

IV. Members'/Committee Reports as Needed

CCRS: Ms. Wilson reported that Concord received their HVAC analyses and the results were positive for CCHS. They are updating filters and gave a detailed analysis of the air systems.

V. Warrants

There were no warrants.

VI. Public Comments

Lee Stevens asked if there is an objective basis for the thresholds needed to go back to school. He asked what criteria will tell us we are ready to begin the next phase. He also asked if there is a code of conduct or social contract for students to sign. John Radovan said that Mr. O'Shea mentioned that Cohort C includes teachers' children and asked about the children of other essential workers living in Carlisle. He is an essential worker too and wondered if the School was looking to add the children of all essential workers in Carlisle to Cohort C. He has the utmost respect for the teachers, and his family moved here for the school. However, when education went full online, it was a big failure. He hopes we are developing robustness and

accountability for a remote program. Jennifer Kuivinen appreciates everyone's hard work. She is worried about food safety and allergies. She asked if she could join the allergy task force as an adult with anaphylaxis. Ana Luttmann asked for a clarification on the FCR model for elementary; will there be two teachers per grade or two for the entire elementary school. She also said there was no information how specials would work for elementary and asked when that would be provided. Marina Feldman has three kids, and the utmost respect for teachers. It seems to her that parents are making the FCR decision with a COVID fear. She said people have to be comfortable with their child being instructed, but they have to know which teachers are teaching. With the flu season coming, the likelihood is that we would be remote at some person. She wondered how kids with colds and home from school will catch up. She would like to know teachers who are opting out and also who will be teaching. Glen Patashnick said that others covered his concerns. He wants to make sure the remote is robust and felt it needs to be worked on now. Carrie Patel said it's important to have an adequate HVAC system. She understands that the School is making improvements, but asked if there will be an inspection at some point to tell us we have clean safe air in the building. Michael Rosado appreciates the hard work, and so much parental participation. He has experience with Lawrence General and recommends people walk up for testing. It's not an intrusive test and it is free. He also shared that the CDC does not recommend that we implement tests for all staff and all students.

VII. Action Items

Ms. Wilson made a motion to waive the normal procedure about discussing an issue at one meeting (the MOA) and voting on it at the next meeting; Ms. Comperchio seconded the motion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Comperchio made a motion to accept the Memorandum of Agreement (MOA) as presented; Ms. Wilson seconded the motion. Ms. Wilson noted acceptance for teachers is still at the discretion of Superintendent. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Comperchio made a motion to waive the normal procedure about discussing an issue at one meeting (the calendar) and voting on it at the next; Ms. Mostoufi seconded the motion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Comperchio made a motion to accept the proposed 2020-2021 School Calendar with the addition of September 1 as Kindergarten Screening Day; Mr. Huntress seconded the motion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Wilson made a motion to waive the usual procedure of discussing an issue at one meeting (extending the deadline for teachers to apply for their children to attend CPS) and voting on it at the next; Ms. Mostoufi seconded the motion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Wilson clarified that the CSC is voting to extend the deadline for teachers to request admission for their children but wanted to clarify the deadline date. Mr. O'Shea said there have been many discussions about essential workers, and Mr. Huntress and Ms. Comperchio agreed there is merit to continue discussions about the children of all essential workers. We will address the teachers as essential workers at this moment. The thought was if the deadline was August 26 at noon, the CSC could vote that night about admitting the children. Ms. Mostoufi said that all teachers should know the plan for their districts and be able to make a decision. Ms. Wilson made a motion to extend the deadline for teachers to request that their children attend the Carlisle Public Schools until noon on August 26, 2020; Ms. Mostoufi

seconded the motion. The following votes were taken in roll call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. Ms. Comperchio said we should meet on Monday to discuss COVID related policies. There was a brief discussion on the types of masks that should and shouldn't be worn. Mr. O'Shea said that the School will have masks that are approved on hand. Mr. Huntress asked about support for parents, teachers and students when we get back to school. There is a lot of anxiety. He would like to address resources like the Riverside Center in Dedham at the next meeting. There was discussion about having CSC meetings in person. Zoom works well because so many people can listen. Ms. Mostoufi said this is the height of the travel season, and should that be considered. Ms. Lear said it sets the tone that we feel safe to be in the building. When to resume in-person meetings will be decided at a future date. Ms. Comperchio will send the policies for distribution.

VIII. Adjourn Meeting

Ms. Mostoufi made a motion to adjourn the meeting; Mr. Huntress seconded the motion. The following votes were taken in Roll Call: Comperchio, aye; Huntress, aye; Lear, aye; Mostoufi, aye; Wilson, aye. The public meeting was adjourned at 9:09 p.m.

Respectfully submitted,

A handwritten signature in cursive script that reads "Nancy Anderson".

Nancy Anderson
Assistant to the Superintendent