

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts

GOVERNMENT CENTER

119 SCHOOL STREET

DOCKET

AUGUST 12, 2020

**THIS IS A LIVE, IN-PERSON MEETING. ANY PERSON PRESENT MUST WEAR A FACE MASK,
AND SAFE, SOCIAL DISTANCING OF SIX FEET MUST BE MAINTAINED AT ALL TIMES.**

**DUE TO CURRENT SOCIAL DISTANCING RESTRICTIONS, THE MAXIMUM NUMBER OF ATTENDEES,
INCLUDING SCHOOL COMMITTEE MEMBERS, IS RESTRICTED TO 25 PEOPLE**

5:00 P.M. WORKSHOP – COMMUNITY ANTI-DISCRIMINATION DISCUSSION

6:30 P.M. REGULAR MEETING

1. PUBLIC INPUT
2. STUDENT COUNCIL/STUDENT INPUT
3. SCHOOL COUNCIL/PTO/WSEPAC/ELPAC INPUT
4. CONSENT AGENDA
 - a) Minutes of Preceding Meetings
 - b) Resignations
 - c) Parental Leave of Absence Requests
 - d) Verizon Communications Donation
5. COMMUNICATIONS
6. SUPERINTENDENT'S UPDATE
 - a) Miscellaneous Personnel
7. CURRICULUM AND INSTRUCTION
8. UNFINISHED BUSINESS
 - a) MSBA – Waltham High School Project
 - b) School Reopening Plan
 1. Safety & Health Protocols Overview
 2. Revised 2020-2021 School Calendar
 3. Request to Adjust School Committee Transportation Policy EEAA – Walkers and Riders
 - c) FY21 Budget Information
9. NEW BUSINESS
10. FISCAL MATTERS
11. AGENDA ITEMS FOR FUTURE MEETINGS
12. EXECUTIVE SESSION

The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts

August 12, 2020

CONSENT AGENDA

- a) Minutes of Preceding Meetings
 - Regular Meeting Held on July 13, 2020
 - Special Meeting Held on July 29, 2020
 - Special Meeting Held on August 5, 2020
- b) Resignations
- c) Parental Leave of Absence Request
- d) Donation of bandanas from Verizon Communications

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts
REGULAR MEETING

MINUTES

JULY 13, 2020

The regular meeting of the Waltham School Committee convened at 6:30 p.m. Present were Mrs. AlJammal, Ms. Donnelly, Mr. Frassica, Mrs. Gately, Mr. Rando and Mr. Tarallo, Mayor McCarthy, Mr. Frost and Mrs. Landry. Mayor McCarthy presided. Mr. Tarallo led the Pledge of Allegiance.

Until further notice all School Committee Meetings will be held remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order suspending certain provisions of the Open Meeting Law G.L. c. 30A, Section 20. Waltham residents had the opportunity, up to the start of the meeting, to email their comments or questions to SCquestions@walthampublicschools.org. Any questions received up to the start of the meeting would be read aloud during the Public Input segment of the meeting.

This meeting was conducted virtually using Google Meet and audio was recorded and broadcast live by WCAC, as well as by Network Administrator Pedro DeLeon.

VOTED: On motion of Ms. Donnelly, seconded by Mrs. AlJammal, to move the addenda in its entirety. All in favor.

PUBLIC INPUT

Michael Clark, 16 Ripley Street, Geri Nederhoff, 1 Leslie Road, Valerie Sharpe, 56 Cedarwood Ave, Devin Shmueli, 75B Charlesbank Way, Izzy Tappan-deFrees, 52 Columbus Ave, Audrey Holst, 18 Browns Ave, Caitlin Madsen, 34 Gill Road #4, Colleen Bradley MacArthur, Princeton Ave, Pennie Weinberg, 84 Mokema Ave, and Kathleen Colantonio, 252 Dale Street submitted emails requesting that the School Committee a) immediately pass the proposed anti-racism resolution, b) set a date for a community meeting prior to the start of the 2020-21 school year, enabling meaningful BIPOC input on anti-racism action steps to be implemented for the coming school year and beyond, and c) provide racial disparities data to community members as may be requested in preparation for that meeting.

STUDENT COUNCIL/STUDENT INPUT

There were no Student Council/Student Input items this evening.

SCHOOLCOUNCIL/PTO/WSEPAC/ELPAC INPUT

These organizations were not represented this evening

CONSENT AGENDA

Dr. Reagan informed the Committee of the following Consent Agenda items:

Minutes of the June 17, 2020 Meeting

Minutes of the June 24, 2020 Special Meeting

Donations

Dr. Reagan thanked the following donors for their very generous gifts to Waltham Public Schools:

Peoples Medical Supply Relief Fund donation of facemasks to the Health Services Department.

Donation of \$10,000 to the Special Education Department from Ibrahim Bechwati and Nada Nasr.

CONSENT AGENDAParental Leave

Cristina Gulla, special education teacher, High School, effective November 29, 2020 through June 30, 2021

Parental Leave Extensions

Christine Devane, grade 2 teacher, Plympton Elementary, effective August 31, 2020 through June 30, 2021

Debra McCarthy, English teacher, High School, effective August 31, 2020 through June 30, 2021

Resignations

Marissa Barrile, special education paraprofessional, Stanley Elementary, effective June 30, 2020

Sean Benak, special education teacher, High School, effective June 30, 2020

Dominique Early, special education teacher, Plympton Elementary, effective June 30, 2020

Allyson McHugh, Director of ChangeMaker Academy, High School, effective July 22, 2020

Meghan Schantz, ELL teacher, McDevitt Middle, effective June 30, 2020

Katerie Ward, ELL paraprofessional, Whittemore Elementary, effective June 30, 2020

VOTED: On motion of Ms. Donnelly, seconded by Mr. Tarallo, to move the Consent Agenda. All in favor.

COMMUNICATIONSLeave of Absence Request

A leave of absence request was submitted to the Committee from teacher Ava Reis. The leave is for the entire 2020-2021 school year, and Ms. Reis will return in August 2021.

VOTED: On motion of Ms. Donnelly, seconded by Mrs. Gately, to grant the leave of absence request. All in favor.

SUPERINTENDENT'S UPDATERe-Opening Committee Update

A preliminary re-opening plan will be available this week to families, the final document will be shared mid-August. The Re-Opening Committee, and ten sub-committees continue to meet twice per week to brainstorm critical decisions and to focus on next steps. The communications plan is in effect – the first Parent Forum was held last week and was well received. Over 1,000 people attended and three languages were translated as presenters were speaking, using the Lexikeet platform. There were a few glitches with the meeting link that have been fixed, and an FAQ will be shared in the family communication this week. Rooms are being cleaned and arranged to meet the six feet rule for distancing. Out of the 127 rooms at the high school, 80 can accommodate the six feet rule. If we return to school, grades 2-5 will modify their schedule to allow for frequent hand washing and not mixing cohorts. For the Hybrid model of home and in-school, there will be an A week and a B week. Weeks will be alphabetical so each household will be home for the same week. The full remote learning plan is more robust than last spring, and will be 5½ to 6 hours per day with a combination of students meeting with teachers and working on their own. A survey was sent to parents last

Re-Opening Committee Update

Friday asking them to choose their preference for full return or remote learning. Parents can choose Remote learning for any reason, not just for health concerns. Responses are being tracked and Dr. Reagan encourages all families to complete the survey for planning purposes.

Dr. Reagan answered various questions from the Committee regarding re-opening schools. Teachers not returning due to health reasons could be assigned to a remote option to teach those students who have elected not to return to school, and Principal Maiorano is working with volunteer staff on a hybrid schedule for the High School. We are looking into using tents for classes such as band, which will allow students to spread out without wearing masks, and the 5th grade All School Chorus might only be held individual classrooms. The goal is to maintain all programs while socially distancing. Committee members thanked Dr. Reagan for the informative update.

Miscellaneous PersonnelLeave of Absence

Ava Reis, drama teacher, Dual Language, unpaid leave of absence from August 31, 2020 through June 30, 2021.

New Hires

Tea Bourdeau, math teacher, High School, replacing L. Gerraughty (resignation); salary \$56,596 (M/1), effective August 31, 2020.

Steven Fulginiti, instrumental music band teacher, District, replacing I. Ackerman (retirement); salary \$69,094 (M/5), effective August 31, 2020.

Sydney Horton, special education teacher, Stanley Elementary, new position; salary \$65,731 (M/4), effective August 31, 2020.

Britt Jones, fourth grade teacher, Stanley Elementary, replacing C. Oatley (transfer); salary \$69,094 (M/5), effective August 31, 2020.

Carli Kusiolek, special education teacher, Kennedy Middle School, replacing J. Cohan; salary \$80,247 (M/8), effective August 31, 2020.

Alexander Mathews, Interim Principal, Whittemore Elementary, replacing E. Herzog (resignation); salary \$128,000; effective July 1, 2020 – June 30, 2021.

Victoria Muschinske, special education teacher, MacArthur Elementary, replacing D. Holdman (retirement); salary \$65,731 (M/4), effective August 31, 2020.

Jamifel Pacheco, third grade teacher, Dual Language, replacing A. Bustos (transfer); salary \$62,533 (M/3), effective August 31, 2020.

Anastasia Sosrodjojo, second grade teacher, MacArthur Elementary, new position; salary \$51,707 (B/1), effective August 31, 2020.

Carly Williams, special education teacher, High School, new position; salary \$57,482 (B/3), effective August 31, 2020.

Rehire

Julia DiMarco, science teacher, McDevitt Middle School, new position; salary \$65,731, effective August 31, 2020.

Long Term Substitutes

Alexandra Burns, long term substitute occupational therapist, District, replacing A. Nalbandian (leave of absence); \$56,355 (B/3), effective May 28, 2020 through December 14, 2020.

Joyce Mountain, special education long term substitute, Plympton Elementary, replacing S. Snow (leave of absence); salary \$56,355 (B/3) (prorated), effective May 18, 2020 through June 16, 2020.

Miscellaneous PersonnelTransfers

Heather Metallides, Director of Physical Education/Health & Wellness, District, replacing S. LaForest (transfer); no change in salary, effective July 1, 2020.

Katherine Willard, school adjustment counselor, High School, transfer to Assistant Director of School Counseling, District, new position; salary \$102,796 (M+15/Step 1), effective August 31, 2020.

Declined Position

Jillian Boucher, math teacher, McDevitt Middle School, new position; salary \$88,666 (M/10); effective August 31, 2020.

CURRICULUM AND INSTRUCTION

There were no Curriculum and Instruction items this evening.

UNFINISHED BUSINESSMSBA – Waltham High School Project

Mr. Frassica informed the Committee the School Building Committee meeting tonight is at 5:30 p.m., and more information will be shared at the next meeting.

Middle School and Dual Language Strategic Plan

There were no new updates this evening.

School Committee Summer Meeting Date – August

Dr. Reagan requested that the Committee schedule a date for their August meeting, and noted the School Building Committee will meet on August 10th and 24th.

Mr. Frassica made a motion, seconded by Mr. Rando, to have an in-person School Committee meeting at 4:00 p.m. on August 10, 2020 at Government Center. Mr. Tarallo noted that if the August 10th School Building Committee meeting is remote it would be easier to have both meetings remote or both meetings in person. Mr. Frassica withdrew his motion, and will find out if the School Building Committee meeting will be remote or in person. Ms. Donnelly made a friendly amendment to have the School Committee meeting in person at Cannon Lecture Hall if it cannot be held at Government Center.

VOTED: On motion of Mr. Frassica, seconded by Mr. Rando, to have a meeting on August 12th at 6:30 p.m. at Government Center, and to have it at Cannon Lecture Hall if we cannot have it at Government Center. All in favor.

Safety precautions will be in place - face masks, sanitization and six feet of social distancing will be adhered to.

Graduation Information

Dr. Reagan provided answers requested by the Committee at a previous meeting. School Committee members will hand out diplomas and must wear masks, and gloves are optional. Mr. Braggs will work with families on an as needed basis regarding additional spacing for divorced parents sitting together. There is no special ceremony for students/families not attending due to health concerns, but Mr. Braggs will provide students with a photo opportunity when they pick up their diplomas. Parking will be a challenge, and we will work with the Police Department.

North Branch Library Report

Dr. Reagan provided the North Branch Library Report as requested by Mr. Tarallo at a previous meeting.

VOTED: On motion of Mr. Tarallo, seconded by Mrs. AlJammal, to do the abatement. All in Favor.

FY21 Budget Information (A, B, C, D Accounts)

As requested at a previous meeting, Dr. Reagan provided the FY21 Budget Information (A, B, C, D Accounts) prepared by School Business Administrator Leanne Wilcinski.

VOTED: On motion of Ms. Donnelly, seconded by Mr. Rando, to set the accounts up as proposed by Ms. Wilcinski. Roll Call: Mrs. AlJammal, yes; Mr. Frassica, yes; Mrs. Gately, yes; Ms. Donnelly, yes; Mr. Rando, yes; Mr. Tarallo, yes.

Mr. Tarallo asked if School Committee approval is required to move the accounts, and requested to add this to the next meeting.

NEW BUSINESS

The Massachusetts Association of School Committees has requested that all district school committees approve the COVID-19 State Funding Resolution and the Anti-Racism Resolution.

School Committee COVID-19 State Funding Resolution

Dr. Reagan read aloud the COVID-19 State Funding Resolution, including the names of elected officials it will be sent to. Mayor McCarthy requested to add State Representative John Lawn to both resolution letters.

VOTED: On motion of Ms. Donnelly, seconded by Mr. Tarallo, to approve the COVID-19 State Funding Resolution. Roll Call: Mrs. AlJammal, yes; Ms. Donnelly, yes; Mr. Frassica, yes; Mrs. Gately, yes; Mr. Rando, yes; Mr. Tarallo, yes; Mayor McCarthy.

School Committee Anti-Racism Resolution

Dr. Reagan read aloud the Anti-Racism Resolution, including the names of elected officials it will be sent to.

VOTED: On motion of Ms. Donnelly, seconded by Mr. Tarallo, to approve the Anti-Racism Resolution. Roll Call: Mrs. AlJammal, yes; Ms. Donnelly, yes; Mr. Frassica, yes; Mrs. Gately, yes; Mr. Rando, yes; Mr. Tarallo, yes.

Schedule a Special Meeting Regarding a Citizen Request for Discussion on Discrimination

Mayor McCarthy received a citizen request for a discussion on discrimination, and asked the Committee to share their availability with Mrs. Landry. This meeting will be posted as workshop, and Mrs. Landry will provide the Committee with a date and time.

FISCAL MATTERSAdjusted Transportation Invoices

Ms. Wilcinski prepared the Adjusted Transportation Invoices for the Committee to inform them of the adjusted payments that were made. Mayor McCarthy apologized and stated she will review this information next week. Ms. Wilcinski noted that North America Central Bus did not return the required signed affidavit, and does not recommend we pay them. The amount for NAMC was \$773,974.92. Mayor McCarthy noted that the Warrant will need to be adjusted.

Bills on Warrant

Mayor McCarthy requested to separate the warrants.

VOTED: On motion of Mr. Frassica, seconded by Mr. Tarallo, to split the warrant. All in favor.

VOTED: On motion of Mr. Tarallo, seconded by Ms. Donnelly, to pay the first warrant. All in favor.

AGENDA ITEMS FOR FUTURE MEETINGS

Ms. Donnelly asked that we complete the data request regarding anti-racism. Dr. Reagan will share the official records request with the Committee. Mr. Tarallo asked to discuss the A, B, C, D accounts at the next meeting.

ADJOURNMENT

VOTED: On motion of Ms. Gately, seconded by Ms. Donnelly, to adjourn at 5:17 p.m. All in favor.

Brian K. Reagan
Clerk

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts
SPECIAL MEETING

MINUTES

JULY 29, 2020

A special meeting of the Waltham School Committee convened remotely at 5:30 p.m. Present were Mrs. AlJammal, Ms. Donnelly, Mr. Frassica, Mrs. Gately, Mr. Rando and Mr. Tarallo. Also in attendance was Assistant Superintendent Elizabeth Homan. Mayor McCarthy presided. Mr. Tarallo led the Committee in the Pledge of Allegiance.

NEW BUSINESS
School Reopening Plan
Relative to COVID-19
& MA DESE Guidelines

I. Review and Vote on
Recommended
Reopening Plan

Dr. Reagan opened the meeting by offering his sincere thank you to the Leadership Team, Principals, Assistant Principals, Central Administration and the Advisory Council for their commitment and hard work planning the reopening of schools. The Superintendent also expressed his appreciation to the unions for their collaboration.

Dr. Reagan shared a document outlining the MA Elementary and Secondary Education guidelines for reopening schools. Also within the document were their health and safety requirements and the additional steps the District has taken beyond these requirements. The DESE has directed each district to submit three models for reopening, 1. In-person learning with new safety requirements, 2. Hybrid learning, 3. Remote learning. The Superintendent reviewed the extensive planning that has been done by the Advisory Council for both the Hybrid and Remote models. Dr. Reagan and Dr. Homan spoke about staffing, community outreach and partnerships with the YMCA and Boys and Girls Club to support families. The Commissioner of Education has reduced the number of school days to one hundred-seventy. Staff would still begin at the end of August, but have several days for training and professional development prior to the start of school for students. The strengths and challenges of both plans were shared. The Superintendent informed the Committee it is very unsettling to not have children in school and therefore his strong recommendation is to return in the hybrid model through December 23rd, unless conditions force a remote learning model prior to that date.

Dr. Reagan and Dr. Homan responded to numerous questions from the Committee regarding bathroom safety, isolation rooms, parents who want full remote learning, relief funds, volunteers, scheduling and the plan for Waltham Schools Online. Members inquired about the availability for chorus, inclusion opportunities and CTE programs if there is a remote return. Dr. Reagan stated the hybrid model allows for connections in the buildings and students will be with their teachers on a regular basis. Dr. Homan added the task calendar will be fully used by the teachers in order to emulate the classroom. On the remote weeks attendance will be taken and regular check-ins planned. Students would be in school for thirty-two days and remote for thirty-two days through December. The challenges for physical education and food service in a hybrid model were discussed and explained. Dr. Reagan talked about resources to support students for their social-emotional wellbeing and training days for staff. The Superintendent emphasized his recommendation for the hybrid model is compelling, students need to have in-person contact with their teachers and it is imperative the School Committee take action at this time.

Mayor McCarthy expressed her appreciation to all who have worked on the reopening plans and the key is training for staff, students and parents. Dr. Reagan responded once the model is determined the District will use the ten days for professional development and health and safety training. The District will continue to connect with parents over the summer.

A motion was made by Mrs. AlJammal, seconded by Mr. Tarallo, to begin completely remote for the first two months then reevaluate.

An amendment to the motion was offered by Mrs. AlJammal, seconded by Mr. Rando, that all students and staff begin school in the remote model.

Review and Vote on
Recommended
Reopening Plan

Dr. Reagan reminded the Committee the remote model has specific populations of students returning in person. The Superintendent stressed it is very concerning to Dr. Stein and Central Administrators to have all students at home and reminded the Committee some students will not have access to remote learning. Mr. Frassica expressed concern the Committee is not considering the Superintendent's recommendation. Mrs. Gately added there will be many students who will not see their teacher or school in person for many months and the Superintendent's recommendation should be seriously considered. Mr. Tarallo inquired if Mrs. AlJammal's motion includes all administrators will stay home, to which she responded yes.

Roll call on the motion: Mrs. AlJammal, yes; Mr. Frassica, no; Mrs. Gately, no; Mr. Rando, yes; Mr. Tarallo, yes. Ms. Donnelly did not respond.

RECESS
RECONVENE

Mayor McCarthy called for a recess at 8:44 p.m.

The Committee reconvened at 8:50 p.m.

Present were Mrs. AlJammal, Mr. Frassica, Mrs. Gately, Mr. Rando and Mr. Tarallo. Ms. Donnelly was not in attendance.

A brief discussion ensued regarding the number of Members needed to pass a motion. The Policy Manual was referenced.

Mayor McCarthy called for a recess at 8:55 p.m.

The Committee reconvened at 9:05 p.m.

Present were Mrs. AlJammal, Mr. Frassica, Mrs. Gately, Mr. Rando and Mr. Tarallo. Ms. Donnelly was not in attendance.

RECESS
RECONVENE

A motion was made by Mr. Tarallo, seconded by Mr. Rando, to select the remote learning model and allow teachers the option to teach from home.

Dr. Reagan stated it is inequitable to offer a choice to teachers and impossible to manage from a human resources perspective. Mayor McCarthy stated the expectation is for education and the Superintendent came up with a model that can be administered.

Mr. Tarallo withdrew his motion.

A motion was made by Mr. Tarallo, seconded by Mr. Rando, that the District will be 100% remote, including all teachers, staff and students, for September and revisited at each School Committee meeting until October 1st to monitor virus statistics.

Mrs. Gately stressed there are specific populations that should be in school.

Dr. Reagan remarked the District cannot revisit this every three weeks and expressed his deep concern with the motion.

Roll call on the motion: Mrs. AlJammal, no; Mr. Frassica, no; Mrs. Gately, no; Mr. Rando, yes; Mr. Tarallo, yes.

A motion was made by Mrs. AlJammal, seconded by Mr. Tarallo, to proceed with the remote option as proposed, with all special populations in the building, with the caveat, work is done with teachers in their programs to make them feel safe and supported in areas of the District that may be an issue. Roll call: Mrs. AlJammal, yes; Mr. Frassica, no; Mrs. Gately, no; Mr. Rando, yes; Mr. Tarallo, yes.

VOTED: On motion of Mr. Frassica, seconded by Mrs. Gately, to accept the Superintendent's recommendation of Option #2 for a remote return.

Roll call: Mrs. AlJammal, yes; Mr. Frassica, yes; Mrs. Gately, yes; Mr. Rando, yes; Mr. Tarallo, yes.

II. Discussion of and Request for Vote to Adjust School Committee Transportation Policy EEAA: Walkers and Riders

Dr. Reagan pointed out transportation is less of an issue at this point due to the School Committee vote.

A motion was made by Mr. Tarallo to table this item until the August 12th meeting. Roll call: Mrs. AlJammal, yes; Mr. Frassica, yes; Mrs. Gately, yes; Mr. Rando, yes; Mr. Tarallo, yes.

III. Adjustment to the 2020-2021 School Calendar

Dr. Reagan will meet with the unions to discuss training days and shared sample calendars with the Committee for informational purposes only.

ADJOURNMENT

VOTED: On motion of Mr. Frassica, seconded by Mr. Rando, to adjourn at 9:43 p.m. Roll call: Mrs. AlJammal, yes; Mr. Frassica, yes; Mrs. Gately, yes; Mr. Rando, yes; Mr. Tarallo, yes.

Brian K. Reagan, Ed.D.
Clerk

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts
SPECIAL MEETING

MINUTES

AUGUST 5, 2020

A special meeting of the Waltham School Committee convened at 5:00 p.m. Present were Mrs. AlJammal, Ms. Donnelly, Mr. Frassica, Mrs. Gately, Mr. Rando and Mr. Tarallo. Also in attendance was Assistant Superintendent Elizabeth Homan. Mayor McCarthy presided and led the Committee in the Pledge of Allegiance.

UNFINISHED
BUSINESS

I. For the Purpose of
Discussing the
Reopening of
Waltham Public
Schools

It was noted that Mrs. Gately and Ms. Donnelly had requested this meeting. Mayor McCarthy reviewed the motions and votes taken at the July 29, 2020 Special Meeting. Mrs. Gately commended the extensive, professional planning done by Dr. Reagan, Dr. Homan and their team on the reopening plans. The Committee has received numerous emails and calls from staff who prefer the remote learning model. Conversely, many parents and high school students are requesting the hybrid model. Mrs. Gately asked about the expectations, strategies and materials for remote learning. Dr. Reagan assured the Committee the remote learning planned for the fall will not be the same as what was available in the spring for students, which due to the abrupt shutdown, was challenging to set up and maintain. The Superintendent stated families can rely on a more robust, consistent schedule, with clear expectations and synchronous learning with teachers. Ten days of professional development/training on health and safety protocols for adults and students will take place at the start of September. Elementary PD will focus on remote instruction and there will be a heavy focus on the social emotional needs of all students.

Ms. Donnelly inquired how teachers will be able to connect with and learn about their students with a remote start. Dr. Reagan agreed this is a concern, which is why he recommended the hybrid model to start school. It is also the reason for the youngest students to start in a hybrid, particularly since they will not have devices for a few weeks at the start of school. Part of the training will cover activities for teachers and students to learn about each other and connect. Ms. Donnelly expressed her concern for parents who cannot be home with their children. The Waltham Boys & Girls Club and the YMCA have stepped in to support those families, more information will be made available in the next few weeks. A lengthy discussion ensued regarding high school students who do not check-in with teachers, the college application process and how to help students who may be in a difficult situation at home. According to Dr. Reagan, Commissioner Riley plans to release a tool for what metrics to look for, however, schools will be back to using the traditional grading system in the fall.

Mrs. AlJammal inquired about PD for families and why teachers cannot be given the option to teach from home. The Superintendent's Office is in the process of developing modules for families. Dr. Reagan reiterated that giving educators the option to teach from home is difficult to manage from an HR perspective. There is plenty of space for staff to be safe and collaboration with their colleagues is important. There are elements in place to address concerns and PPE has been ordered.

With preschool, kindergarten and grade one in class and other grades learning remotely, Mr. Frassica asked how specialists will prepare lessons. A schedule will be prepared to allow specialists adequate time to prepare. Mrs. Gately asked if testing would be possible. The District does not have the capacity at the school level to test staff and students every three to four days. Mrs. Gately requested Director of Facilities John Pinzone attend the August 12th School Committee meeting.

Programs are designed to switch over to hybrid or fully remote at any time depending on the status of the virus in Waltham.

Mr. Frassica acknowledged the many phone calls and emails he and other Members have received from teachers and parents. Some of the staff emails have been particularly intense. Mr. Frassica remarked that last spring, when the schools shut down, teachers were upset about not having access to the materials in their classrooms. He did not anticipate the volume of messages from staff who are now upset about coming into an empty, sanitized classroom, to use their own materials, with health and safety measures in place. Mr. Frassica pointed out he has always supported educators and staff during his tenure on the School Committee and continues to work in the best interest of students and staff.

Mayor McCarthy reviewed the MA DESE models, the two recommendations from Dr. Reagan and the motions and votes taken by the Committee at the July 29th meeting. Ten days of training will take place in September and school will likely start on September 16th for all students and staff. The Mayor reminded School Committee Members it is inappropriate and a violation of the law to reveal their vote to anyone prior to a public meeting.

A lengthy discussion ensued regarding training for staff, students and families. Mayor McCarthy emphasized she has full confidence in all being able to be properly trained and full confidence in the two excellent recommendations from the Superintendent. The Mayor stressed that students need their teachers and all must safely move forward to provide children with an education.

Mr. Tarallo inquired about toys and common supplies and suggested a virtual tour of classrooms for families. Dr. Stein is working on setting up tours for specialty classes. Individually boxed or packaged supplies are being researched for students. Mr. Tarallo asked about Plexiglas for the guidance secretary and other secretaries. Dr. Reagan responded that Plexiglas has been purchased for all school secretaries and face shields will be made available if requested. There will be markings for distance around desks. Administration will be looking for cooperation from all staff on following protocols. Mr. Tarallo inquired if someone will be monitoring and sanitizing the bathroom after every use. The bathrooms will be disinfected multiple times per day however, it is not at all possible to have a person in every bathroom cleaning it after every use.

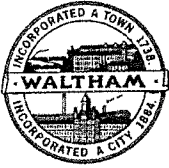
A motion was made by Mr. Tarallo to adjourn.

Dr. Homan responded to a question from Mr. Frassica about books in the classroom. Mayor McCarthy asked about the process for staff to ask questions prior to coming back to the classroom. Staff should contact their immediate supervisor, be it their Principal or Director, and can always email Dr. Reagan or Dr. Homan. Building union reps can also be contacted for information. If a person has a confidential matter to discuss they should contact the Human Resources Office.

ADJOURNMENT

VOTED: On motion of Mr. Tarallo, seconded by Ms. Donnelly, to adjourn at 6:57 p.m. All in favor.

Brian K. Reagan, Ed.D.
Clerk



Waltham Public Schools

Brian K. Reagan, Superintendent

Nadene B. Stein, Ph.D.
Administrator of Pupil Personnel Services

July 20, 2020

Brian K. Reagan, Superintendent
Clerk, Waltham School Committee
617 Lexington Street
Waltham, MA 02452

Dear Dr. Reagan,

I am writing this letter in order to gain School Committee approval for a bandana donation to the Waltham Public Schools from Verizon Communications Inc., 6 Bowdoin Square, 10th floor, Boston, MA 02114.

The attached letter describes the donation more fully.

I appreciate the School Committee's consideration on this matter.

Sincerely,

Nadene B. Stein, Ph.D.
Administrator of Pupil Personnel Services



July 1, 2020

VIA EMAIL

Re: Verizon Communications Inc. Donation

Dear Dr. Stein:

Verizon Communications Inc. was pleased to provide Waltham Public Schools with a non-monetary donation of bandanas on July 1, 2020 in the amount of \$58,200 (approximate value). Your order includes 16,800 maroon and 43,200 white bandanas.

By providing this donation, Verizon does not intend to make a "gift" or provide "income" to any public official or employee as those terms are defined under your jurisdiction's gift and ethics laws.

Feel free to contact me email: cathleen.finn@verizon.com or 857-415-5204 with any questions or concerns.

Sincerely,

A handwritten signature in cursive script that reads "Cathleen Finn".

Cathleen Finn

Director, Community Engagement

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts

August 12, 2020

SUPERINTENDENT'S UPDATE

a) Miscellaneous Personnel

**Waltham School Committee
Election Sheet
August 12, 2020**

Resignations:

Corinne Anderson, second grade teacher, Stanley Elementary, effective August 3, 2020.

Katherine Boringa, fourth grade teacher, Whittemore Elementary, effective July 15, 2020.

Kelly Doherty, digital learning teacher, Waltham High School, effective July 24, 2020. (This resignation is from this position only. Ms. Doherty has accepted the position of Asst. Principal at Whittemore Elementary).

Zoe Harrison, special education paraprofessional, Stanley Elementary, effective July 31, 2020.

Craig Mann, special education teacher, Plympton Elementary, effective July 9, 2020.

Marisa Riep, school nurse, Stanley Elementary, effective July 28, 2020.

Parental Leave:

Shayne Simahk, ELA teacher, High School, effective January 19, 2021 through March 5, 2021.

New Hires:

Rachel Adams, 11 Fawndale Road, Apt. 3, Roslindale, 02131, math teacher, High School, new position; salary \$72,628 (M/6), effective August 31, 2020. *Initial License- Mathematics (5-12) Issue Date- 06/30/16*

Melinda Bucci, 122 Park Street, Apt. 1, Brookline, 02446, music teacher, Northeast Elementary, replacing M. Verde (retirement); salary \$56,596 (M/1), effective August 31, 2020.

Initial License- Music (All Levels) Issue Date- 06/15/20

Natasha Cochran, 295 Harvard Street, Apt. 404, Cambridge, 02139, social studies teacher, McDevitt Middle School, new position; salary \$72,628 (M/6), effective August 31, 2020.

Initial License- History (5-12) Issue Date- 12/01/17

Benjamin Ferro, 89 East Street, Pepperell, 01463, Math teacher, High School, replacing S. Burns (resignation); salary \$57,482 (B/3), effective August 31, 2020.

Provisional License- Mathematics (8-12) Issue Date- 05/27/20

Luis Flores, 662 West 184th Street, Apt. 36, NY, 10033, .63 Spanish teacher, McDevitt Middle School, replacing L. Garcia Sel (transfer); salary \$32,575 (B/1), effective August 31, 2020.

Provisional License- Foreign Language- Spanish (5-12) Issue Date 05/28/20

Megan Ganley, 6 Sutherland Road, Apt 53, Brighton, 02135, language based teacher, FitzGerald Elementary, replacing J. Olah (retirement); salary \$63,902 (B/5), effective August 31, 2020.

Initial License- Elementary (1-6) & Moderate Disability (PreK-8) Issue Date- 06/27/16

Joseph Kelly, 23 Granfield Avenue, Apt. 2, Roslindale, 02131, Math teacher, High School, replacing N. Kleinmann (resignation); salary \$84,351 (M/9), effective August 31, 2020.

Professional License- Mathematics (8-12) Expiration Date- 07/20/22

Ellery Robinson, 56 Yale Street, Winchester, 01890, special education teacher, High School, new position; salary \$51,707 (B/1), effective August 31, 2020.

Initial License- Severe Disabilities (All Levels) Issue Date- 06/09/20

Chelsea Scholz, 390 Shaw Street, Braintree, 02184, special education teacher, Plympton Elementary, replacing D. Early (resignation); salary \$76,342 (M/7), effective August 31, 2020.

Initial License- Moderate Disabilities (PreK-8) Issue Date: 02/04/20

Sydra Smith, 3009 Wintergreen Drive, Iowa City, IA, 52240, special education teacher, High School, new position; salary \$62,533 (M/3), effective August 31, 2020.

Emergency License- Moderate Disabilities (5-12) Expiration Date- 06/30/21

Sydney Stepeck, 20 Lewis Terrace, Apt. 1, Newton, 02458, special education teacher, Plympton Elementary, replacing C. Mann (resignation); salary \$56,596 (M/1), effective August 31, 2020.

Initial License- Moderate disabilities (PreK-8) Issue Date- 05/29/20

Carlos Swaby, 289 Ashmont Street, Boston, 02124, special education math teacher, High School, replacing K. Moschella; salary \$96,317 (Doc/10), effective August 31, 2020.

Professional License- Mathematics (5-9) Expiration Date- 03/13/26

Professional License- Special Needs (5-12) Expiration Date- 07/23/25

Courtney Wallack, 42 8th Street, Apt 2312, Charleston, 02129, third grade teacher, Northeast Elementary, replacing J. Ostayan (transfer); salary \$77,844 (M+15/7), effective August 31, 2020. *Professional License- Elementary (1-6) Expiration Date: 05/07/24*

Gelen Zepeda, 87 Hall Street, Waltham, 02453, school counselor, Kennedy Middle School, replacing D. Quagliozzi (retirement); salary \$86,410 (CAGS/8), effective August 31, 2020 through June 30, 2021. *Emergency License- School Counselor (PreK-8) Expiration Date: 06/30/21*

Re-Hires:

Liana Gerecht, 10 Juniper Street, Brookline, 02445, third grade teacher, Whittemore Elementary, replacing E. Scott (transfer); salary \$57,482 (B/3), effective August 31, 2020

Nicole Gray, 802 Winter Street, Holliston, 01746, second grade teacher, Plympton Elementary, replacing A. Dubovy (transfer); salary \$ 65,731 (M/4), effective August 31, 2020.

Initial License- Early Childhood (PreK-2) Issue Date- 02/29/16

Karen Kearsley, 158 Warren Street, Waltham, 02453, resource nurse, District, replacing S. Weintraub (transfer); salary \$83,269 (B/10) (grant funded), effective August 31, 2020.

Christine Willis, 41 Armory Road, Waltham, 02453, ESL teacher, Kennedy Middle School, replacing D. Yoshioka (transfer); salary \$69,094 (M/5), effective August 31, 2020.

Initial License: ESL (5-12) Issue Date: 05/16/18

Transfer:

Jacqueline Browne, special education paraprofessional, transfer to ELL paraprofessional, Whittemore Elementary, replacing K. Ward (resignation); no change in salary, effective August 31, 2020.

Linda Spruce, school secretary, Northeast Elementary, transfer to Title I and McKinney Vento secretary, District, replacing C. Boudreau (resignation); salary \$50,746 (Grade 2/ X month/ Step 6/ 10 yrs. Long.), effective August 31, 2020.

Promotions:

Deena DePamphilis, science teacher, High School, promoted to Director of Science 6-12, District, replacing H. Metallides (transfer); salary \$110,123 (Group 1/ step 1/ M+15+ 10 yrs long.), effective July 1, 2020.

Kelly Doherty, digital learning teacher, High School, promoted to Assistant Principal, Whittemore Elementary, replacing A. Ahmadi (resignation); salary \$108,264 (CAGS/step 3), effective August 1, 2020.

Long Term Substitutes:

Cassandra Jannoni, 20 Hamilton Avenue, Billerica, 01821, long term substitute reading specialist, Whittemore Elementary, replacing M. Raymond (leave of absence); salary \$51,707 (B/1) (prorated). Effective August 31, 2020 through December 9, 2020.

Initial License- Reading (All Levels) Issue Date: 08/06/07

Wendy Moore, 53 Magnet Way, Brewster, 02631, long term substitute special education teacher, FitzGerald Elementary, replacing C. Bayley (leave of absence); salary \$57,482 (B/3) (prorated), effective August 31, 2020 through January 15, 2021.

Alexa Napoli, 6 Cobblestone Way, Billerica, 01862, long term substitute third grade teacher, FitzGerald Elementary, replacing D. Burke (leave of absence); salary \$51,707 (B/1) (prorated), effective August 31, 2020 through January 25, 2021.

Karen Sturla Avogadri, 299 Lexington Street, Unit 62, long term substitute French teacher, High School, replacing S. Camilleri Hart (leave of absence); salary \$60,607 (B/4), effective August 31, 2020 through June 30, 2021.

Initial License- Foreign Language- French (5-12) Issue Date- 05/26/2

Stipend:

Laura Leonard, Elementary Mentor Coordinator, District; stipend \$6,242, effective July 1, 2020.

WALTHAM SCHOOL COMMITTEE
Waltham, Massachusetts

August 12, 2020

UNFINISHED BUSINESS

- a) MSBA – Waltham High School Project - Mr. Frassica
- b) School Reopening Plan - Dr. Reagan
 - 1. Safety & Health Protocols Overview
 - 2. Revised 2020-21 School Calendar
 - 3. Request to Adjust School Committee Transportation Policy EEAA – Walkers & Riders
- c) FY21 Budget Information - Dr. Reagan

Waltham Public Schools

2020-2021 SCHOOL CALENDAR

SEPTEMBER Days 19				
M	T	W	T	F
31	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

OCTOBER Days 21				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20P	21	22	23
26	27	28	29	30

NOVEMBER Days 17				
M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

DECEMBER Days 17				
M	T	W	T	F
	1P	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

JANUARY Days 19				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26P	27	28	29

AUGUST/SEPTEMBER

8/31 Convocation/No School
 9/1 Grades 1-12 Students Return
 **Note – 9/1 is a Primary Voting Day
 9/3 Preschool Open House
 9/4 No School
 9/7 Labor Day/No School
 9/8 Kindergarten & Preschool Start
 9/28 Yom Kippur/No School

OCTOBER

10/9 Early Release Day – All Schools
 10/12 Columbus Day/No School
 10/20 Early Release Day –
 Elementary Parent Conferences

NOVEMBER

11/3 Professional Dev/No School
 11/11 Veterans Day/No School
 11/20 Early Release Day – All Schools
 11/25 Half Day-Lunch Available*
 11/26-27 Thanksgiving Break

DECEMBER

12/1 Early Release Day –
 Elementary Parent Conferences
 12/24-1/1 Christmas Vacation

JANUARY

1/15 Early Release Day – All Schools
 1/18 M.L. King Day/No School
 1/26 Early Release Day –
 Elementary Parent Conferences

FEBRUARY

2/15-19 Winter Vacation

MARCH

3/5 Early Release Day – All Schools
 3/23 Early Release Day –
 Elementary Parent Conference

APRIL

4/2 Good Friday/No School
 4/19-23 Spring Vacation
 4/30 Early Release Day – All Schools

MAY

5/31 Memorial Day/No School

JUNE

6/17 Last Day of School

FEBRUARY Days 15				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

MARCH Days 23				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23P	24	25	26
29	30	31		

APRIL Days 16				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

MAY Days 20				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

JUNE Days 13				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	

*Day before Thanksgiving Dismissal Times
 HS/10:45AM MS/11:15AM Elem/11:45AM
 No PreSchool

Early Release Day Dismissal Times (lunch is served)

High School - 12:00Noon Middle Schools - 12:30PM Elementary Schools - 1:00PM
 High School Dismissed at 1:25PM Every Wednesday

WALKERS AND RIDERS

Students will be entitled to transportation to and from school at the expense of the public schools when such transportation conforms to applicable provisions of the Massachusetts General Laws. Reimbursement to the school system for transportation costs is given by the Commonwealth, based upon appropriation, only for:

1. students living at least one and one-half miles from school,
2. students who live more than one mile from the nearest bus stop, and
3. students with special needs for whom transportation must be provided.

Additionally, the Committee will provide transportation for students as follows:

1. Grades K - 8: Students living more than one and one-half miles from school.
2. Grades 9 - 12: Students living more than two miles from school.

Exceptions to these guidelines may be made at the discretion of the Superintendent, upon request and a review of the request. This will apply particularly to any student who must travel in a hazardous area to and from school. These students will be transported regardless of the mileage limits listed.

LEGAL REFS.: M.G.L. 40:5; 71:7A; 71:68; 71B:5

CROSS REF.: EEA, Student Transportation Services