

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes December 21, 2020**

Zoom Meeting

<https://youtu.be/ix-xoVYBadQ>

5:30 PM – Regular Meeting

Present: Klesch, Phifer, Fasihuddin, Brugger, Percy, McKenzie, Desjardins

1. Call to Order

Upon request from the chair, Fasihuddin made a motion to open the meeting at 5:30. Percy seconded and the vote carried 5-0-0.

2. Adjustments to the Agenda

Review of Public Health Data

Adjustments to the instructional model when community transmission exceeds thresholds.

Survey Input Review

3. Public Comment

Will Fodenhauer- Umass graduate student, living in Hadley, speaks about the importance of eradicating racism, specifically in the schools. He asked what actions the district is taking to enforce the Anti-Racism resolution adopted by the SC and how will it be assured that these actions will be sustained. Klesch thanked him for his comments and responded that those are good questions for a future agenda item.

There were no further public comments.

4. Presentations/Discussion Items

a. GSA Rainbow Crosswalk at HA

Kyle, representing HA GSA Club was present to propose a rainbow crosswalk at Hopkins. He said the intent was to symbolize a welcoming environment for the LGBTQ community.

Klesch mentioned that they had received a formal request in the form of a letter from the Gender Sexuality Alliance. Fasihuddin voiced her agreement with the proposal and made a motion to approve the rainbow sidewalk at HA, providing all necessary permits were in place. Percy seconded and the vote carried 5-0-0.

b. Review of Public Health [Data](#)

McKenzie reviewed the most recent data and said that remote learning for all students had been implemented based on the data available. Klesch said that the question of remaining on complete remote learning into the future was still open. SC members said that as long as Hadley remained in the red threshold, it was their understanding that remote learning would remain in place. Phifer said he was willing to reconsider the current threshold of 3% due to the social/ emotional costs associated with students not being in school. He cited some examples where the thresholds had been adjusted in other school systems but added concern for teachers and adults in the school system. McKenzie asked the SC members if they were comfortable with her making a determination of what instructional model would be in place based on data and the thresholds established by the SC. She shared a chart of

examples of weekly data and subsequent instructional models or phases the schools would be in based on the data. She credited teachers and staff as Hadley is one of only 20 districts in the state that are offering to work with 100% of students for in person learning. She added that school transmission was not an issue at this time, but as community transmission rises, it may bring transmission into the schools. McKenzie said that the SC would have to consider whether to proceed with Athletics. She requested that the SC approve her authority to determine what instructional model the schools would be in weekly. Klesch acknowledged that Phifer had voiced a concern about the threshold being too low, citing the CDC threshold of 5%. Phifer acknowledged that community behavior which affected community transmission may put the schools at increased risk. Klesch said that although it is the responsibility of the SC to review weekly data, she is comfortable with McKenzie making determinations for instructional models. Brugger said she would like more information as to what increments McKenzie would make determinations in and how quickly changes would be made as the changes back and forth from remote to in-person may have an emotional/ stress impact on the students. She suggested looking at rate of increase and trend lines as additional data points. In response to a question from Brugger, Emma Dragon, Board of Health said that the increased cases in Hadley were not isolated but more widespread throughout the community. She said that there are some cases of non-Hadley residents who work in Hadley. She acknowledged the challenges and difficulties in making these types of decisions. Percy said he agreed to have McKenzie make determinations. He indicated that change and adaptation is needed, but voiced concern about the continuous change back and forth between remote and In-person learning. Fasihuddin indicated that the SC has a responsibility to the community to stay within the established metrics until a thorough review has been made. Klesch said that the SC would not be making any adjustments to the metrics and thresholds at this time. McKenzie stressed that any decisions would be shared decisions with the SC members. She added that it was important for families to know what to expect based on data. Klesch mentioned that the SC wanted to provide clarity and communication for families. Brugger suggested that the remote model be established for the first week back after the holiday break so that parents could plan. Phifer asked about the progression to Phase III and what the criteria were for that phase, citing recent mental health issues statistics for school aged children. Brugger suggested that consideration of Phase III be delayed until positivity rates are down for at least a couple of weeks.

Brugger suggested to approve complete remote learning phase for the first week of January and make weekly decisions within Phase II, with discussion of Phase III at a future meeting. Percy made a motion to continue remote learning phase for the week of January 4, 2021 and if the metrics and established thresholds continued, remote learning would continue for the following week of January 11, 2021. Phifer seconded and the vote carried 5-0-0.

Camuso asked if athletics would start as planned during a remote phase. McKenzie said the SC could decide whether athletic activities would be suspended during remote phases. SC

members indicated they would prefer to wait to hear from the athletic director for more information before making a decision.

c. Phase III Update- HA

Camuso shared a PowerPoint presentation that included staff, family, and student input based on surveys. Due to the need for larger classrooms/ overflow rooms to maintain 6 feet distance, the movement would have to be alternating weeks for grades 7-8 and 9-12. She shared maps of the classrooms and how they would be utilized. Camuso said that they would continue with a no-lunch noon dismissal. She shared charts with a progression into increased block movement. She added that there were no definitive plans for Phase IV or Phase V. A sample student schedule was provided to illustrate how a typical day would be in the Phase III proposal. Remote learning students would follow the same schedule as their classmates. Instruction strategies would vary according to classes and teachers. A comparison sample of a class from the viewpoint of a remote learning student and an in-person student were shared. Camuso said that if more students were to start attending, there would need to be a review of protocols and safety mitigations for students not familiar with them. Camuso noted that 67.9% of staff were supportive of moving into Phase III when appropriate. She shared concerns from some staff members about moving into the phase. The next steps to be taken in review and finalizing plans for Phase III were reviewed by Camuso. She told the committee members she was looking for questions, requests for revisions, and a basic approval of the plan as presented. SC members thanked Camuso for her presentation. Brugger suggested that students remain in Phase II cohorts for the first week of Phase III to ease into the Phase III safely. Percy asked about the procedure for families opting into Phase III. Camuso said the final restructuring would take place once she had a better idea of the number of students that would be returning in person under Phase III. McKenzie said that the SC approval of the plan does not include an implementation date. Brugger said that the 2-day transition was not long enough and she wants to extend that to 1 week. Discussion regarding the transition into the phase where more students would be in the building and the possibility of making it a requirement for students to attend the transition phase in order to be part of Phase III took place. Phifer said he trusts administration to make the decision regarding the length of the transition phase. He added that placing requirements on attendance for Phase III seemed inappropriate. Fasihuddin made a motion to approve Phase III plan with the exception of the transition phase, which will be brought back for further discussion and review at a future meeting. Brugger seconded and the vote carried 5-0-0.

d. Walmart Community Grant Application

McKenzie explained the clean water project that the students would be working on prior to the Honduras field trip. Christine Markowski was present to ask for permission to apply for the Walmart grant for this project. She also spoke about advertising field trips or projects that would give information about making donations to the causes. Fitzgibbons was present to explain the virtual experience that students would engage in working with people from Honduras to develop a clean water supply for a village. The cost is \$200.00 per student and

there is a need for fundraising. SC members thanked Fitzgibbons and Markowski for their efforts for this worthy project. Phifer made a motion to approve making application for the Walmart Community grant. Percy seconded and the vote carried 5-0-0. Percy made a motion to approve donation support through advertising of the activity/ project. Phifer seconded and the vote carried 5-0-0.

5. Survey Input

McKenzie shared a summary chart of the surveys that have been conducted so far, including the content and purpose of the surveys and the date they were completed. She asked for input from SC members and added that the pending survey was for HA Phase III feedback. Brugger thought that HES should also be surveyed regarding safety concerns. McKenzie reviewed the safety and cleaning protocols and suggested a future survey include family/ student opinions of fidelity to these mitigation strategies. Dowd reviewed the survey procedure when starting new phases and said that the staff reviews and reminds students of safety protocols regularly.

6. Business Manager Reports

a. Expense Report

Desjardins pointed out a few items in the report and noted that everything was in line with what would be expected. He noted that Health Services was overbudget due to the ordering of COVID related supplies and those expenses would be transferred to a grant once the purchase process is complete. He also provided information regarding negative balances and transfer of tuition expenses to grants and circuit breaker funds.

b. Grant Report

Desjardins said that grant transfers have been made and his report detailed balances in the grant accounts. Some of the grant monies had to be used by December 30, 2020 and some are active until June. The December deadline was met for full expenditure of the designated grants.

c. Revolving Accounts

Desjardins said there is minimal activity in these accounts due to the pandemic. He reviewed the Athletic fund and the Lunch Account. The Preschool account balance is much lower than it should be due to the pandemic related loss of revenues. Some of the expenses will have to be transferred from School Choice with a projection of a negative balance of approximately \$94,000. Hadley Kids account has been basically inactive. Fasihuddin asked about federal payroll protection funding for Preschool. McKenzie said she could explore that option but it would have to be an application from the Town as they are responsible for school payroll. She said that using School Choice funds to cover overages in the Pre School Program was within the authority of the School Committee.

7. Personnel Report

McKenzie updated the SC on personnel changes

8. School Committee Reports/Discussion (next meeting)

9. Action Items

- a. Approval of HA Phase III Plan with the exception of the transition phase of the plan-Motion: Fasihuddin; Second: Brugger; Vote: 5-0-0.

- b. Approval of GSA sidewalk- Motion: Fasihuddin; Second: Percy; Vote: 5-0-0.
- c. Approval for Walmart Grant Application- Motion: Phifer; Second: Percy; Vote: 5-0-0.
- d. Approval for supporting Donation Drive for Community Projects- Motion: Percy; Second: Phifer; Vote: 5-0-0.
- e. Approval of AP Warrants submitted in November 2020- Motion: Phifer; Second: Percy; Vote: 4-0-1. (Klesch abstains)
- f. Approval of Warrants submitted in November 2020- Motion: Phifer; Second: Percy; vote: 4-0-1. (Klesch abstains)
- g. Approval of Minutes 11/05/20 and 11/19/20 – Motion: Phifer; Second: Percy; Vote: 5-0-0.

10. Next Meeting Dates

December 28, 2020- Executive Session

January 4, 2021

January 11, 2021

January 25, 2021

11. Adjourn Regular Meeting- 8:20 pm

After McKenzie provided a recap of the action items taken and pending discussion items, Phifer made a motion to adjourn the meeting. Percy seconded and the vote carried 5-0-0.