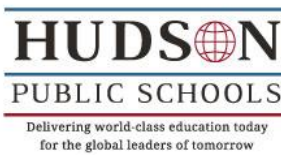


Pursuant to Governor Baker’s March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor’s March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the Hudson School Committee will be conducted via remote participation only. Committee members will participate using the online Google Meet platform, and the proceedings will still be broadcast live on the Public Cable Access Channel – Comcast Channel 8, Verizon Channel 47and HUD TV.

For the public participation item on the agenda, we encourage people to send their feedback to hps_school_committee@hudson.k12.ma.us before the meeting. Any feedback received prior to 3 pm on Tuesday April 7 will be acknowledged at the meeting. Emails that are less than 500 words will be read during the public participation item of the agenda; if an email is longer than 500 words a summary will be provided. In the event that 3 or more people send feedback on the same topic, those will also be summarized.



HUDSON SCHOOL COMMITTEE

March 24, 2020

155 Apsley Street – Administration Building

7:00 p.m.

AGENDA

I. Call to Order

II. Approval of Minutes

Regular Meeting March 10, 2020

Regular Meeting March 24, 2020

III. Public Participation:

Review of Communications Received

IV. Reports and Presentations

a) Report of the Superintendent: District Updates

b) Subcommittee Reports

- Budget Subcommittee (if any)
- Policy Subcommittee (if any)
- Strategic Goals Subcommittee (if any)
- Superintendent's Evaluation Subcommittee (if any)
- Buildings and Grounds Subcommittee (if any)

c) Student Presentation (if any)

V. Matters for Discussion:

a) Old Business

b) New Business

1. Discussion of Finance and Operations

VI. Matters for Action:

a) Old Business

b) New Business

1. Approval to negotiate a temporary contract amendment with First Student Transportation due to the COVID 19 school closure

VII. Items of Interest to the School Committee

VIII. Executive Session

To discuss selection of candidate for the position of Executive Director of Finance and Operations because an open session may have a detrimental effect on the legal position of the Committee.

To discuss potential Memorandum of Agreements with union personnel (Hudson Education Association, Hudson School Secretarial Association and Hudson Paraeducator Association) because an open session may have a detrimental effect on the legal position of the Committee.

IX. Adjournment

The Agenda reflects topics that the Chairperson reasonably anticipates will be discussed.

Approval of Minutes

Regular Meeting: March 10, 2020

Regular Meeting: March 24, 2020

**Hudson School Committee
Open Session Minutes**

Meeting Date: March 10, 2020

Location: 155 Aspley Street

Members present: Glenn Maston, Steven Smith, Adam Tracy, Nina Ryan, Matthew McDowell, Michele Tousignant Dufour, and Rebecca Weksner

Members absent: none

Others present: Dr. Marco C. Rodrigues, Superintendent
Annamarie O'Donnell, Recording Secretary
Caitlin Reagan, Student Representative

I. Call the Meeting to Order: 7:00 p.m.

The meeting was called to order by Committee Chair, Glenn Maston.

II. Approval of Minutes:

Regular Meeting: February 25, 2020

A motion to approve the minutes of February 25, 2020 was made by Ms. Tousignant Dufour and seconded by Ms. Ryan. On a vote of 7-0, the motion passed.

III. Public Participation:

Ms. Beth Langlois, parent of students at Quinn Middle School and Forest Avenue Elementary School, voiced her concern about the proposed 2020-2021 calendar and the change of the day before Thanksgiving to a full day of school. She expressed her concern about attendance.

Ms. Lisa Lewis, parent of a student at Forest Elementary School, expressed her concern over not having the day off before Thanksgiving and the effect it would have on families that travel.

Ms. Karen Calnan, retired school secretary and grandparent of 4 students in the district, stated that until recently the day before Thanksgiving had been a half day of school. Recently, it had been changed to a full day off. She expressed her concern about the proposed calendar for next year and the change to having a full day of school on the day before Thanksgiving. She went on to say families travel and there could be an attendance issue.

Ben Carme a senior at Hudson High School, stated he had questions and concerns regarding the corona virus. He stated he appreciated the memo of March 4 and asked for another memo detailing what the plan would look like should the virus rapidly spread through Hudson. He expressed concern about the availability of hand sanitizer and wipes and if the district will be providing these products.

Ilan Levine, a junior at Hudson High School, taking 3 Advanced Placement classes spoke about the college credit that can be obtained by achieving a certain score on the AP test in May. He brought up pacing and the effect of snow days and fitting all the material into a shortened year. He stated some schools in Georgia start 2 ½ weeks earlier than our schools and questioned if the Hudson Public Schools are at a disadvantage.

IV. Reports and Presentations

Report of the Superintendent: Graduation/Dropout Rates

Dr. Rodrigues stated that the Department of Elementary and Secondary Education recently provided Graduation and Dropout rates for the prior year. He stated that the Hudson rates are very much like last year. The numbers have been flat in terms in graduation and dropout rates. There are some variations in subgroups, primarily students with disabilities, English Language Learners and students with low socio- economic status. He noted that those who dropped out are a small percentage. He stated that the district would be creating a comprehensive plan to address graduation rates and credit recovery. A plan for approval of Student Opportunity Act by the School Committee will be on the agenda for March 24. This is related to Chapter 78 funds. We are required to create a plan for how this money will be utilized. Dr. Rodrigues stated he had worked with Ms. Cathy Kilcoyne, Director of Student Services, and Mr. Jason Medeiros, Hudson High School Principal and identified two areas for focus. This past year we were able to create a new way for credit recovery through online courses. This has a wide range of benefits and the district will be looking to enhance this.

Dr. Weksner asked if we had a sense of the attrition rate due to students moving. Dr. Rodrigues stated that the dropouts include those who left the country or state and therefore our true dropout rate is lower.

Mr. Tracy asked if we had any sense of students dropped out who are under or over 18. Dr. Rodrigues stated that we always have students who are over age but under credited. Sometimes these are newcomers to the country having gaps in education. They could also be leaving school to seek employment to help support the family.

Mr. Smith made note of the 5-year rates trending up. Discussion ensued about the percentages and how one student can affect this rate.

Mr. Tracy asked if we track the number of students who move from a four-year track to a five-year track. Discussion ensued about supporting students so they do not end up in a five-year track.

Mr. Maston asked how DESE incorporates the five-year cohort into the accountability system. Dr. Rodrigues stated that this cohort is not counted. Discussion ensued.

Subcommittee Reports

Budget Subcommittee

none

Policy Subcommittee

Mr. Smith stated that this subcommittee had met and there will be some student attendance policies in next packet.

Strategic Goals Subcommittee

none

Superintendent's Evaluation Subcommittee

none

Buildings and Grounds Subcommittee

none

Student Report

Caitlin Reagan, Student Representative, presented the student report with the following highlights:

- Community Council is hosting Spring Fling April 17
- Community Council is creating posters for a virtual suggestion box with a QR code
- There will be Principal coffees on 3/11 and 4/16

- Parent teacher conferences will be 3/12
- Hudson High School Drama is performing Peter Pan 3/13-3/15. There will be 4 performances
- The spring sports meeting will be on 3/11. Practices will begin on 3/16.

Dr. Rodrigues gave an update on COVID19. He stated that issues around the virus are evolving daily. The district is looking for guidance from local and state Departments of Public Health, CDC, and DESE.

The custodial staff continues to deep clean each school every night with the GenEon system. All high touch surfaces are sprayed as well.

Last Friday, there was a conference call with the Commissioner of Education and the Deputy Director of the State Department of Public Health. Discussion included make up days and MCAS. As of last Friday, the 180 day requirement had to be met for days missed until 3/31, from 4/1- 5/31 up to 5 days need to be made up and days missed after 6/1 do not need to be made up. At this time there is no information on MCAS, AP exams etc.

He reported that earlier in the day he attended a meeting with Metrowest Public Health Departments and Superintendents. In the governor's press conference, a state of emergency was ordered and Executive Branch restrictions were put in place. MEMA is suggesting that business' follow this example to minimize the outbreak.

There are 92 presumptive positive tests by the state. There are 41 cases in Middlesex county with 70 out of the 92 cases linked to Biogen.

Dr. Rodrigues went on to say that he had met twice earlier today with administrators and principals and the team is looking at scenarios for schools, central office, payroll, and other essential functions should there be disruption.

Dr. Rodrigues stated that the "blizzard bags" are not an option as the pilot previously held did not yield positive results. One primary factor is equity for the students. Students with disabilities and English Language Learners will not receive services while school is closed. The district is now looking at possibilities for what education will look like in Hudson should we have to do something.

Mr. Maston asked if there had been discussion concerning interscholastic sports and other extracurricular activities. Dr. Rodrigues stated that as of Friday, there is a recommendation of no travel outside the state.

Dr. Weksner asked if there are options for funding of supplies to sanitize with the state of emergency. Dr. Rodrigues stated that it has been difficult to find supplies. Discussion ensued.

Ms. Tousignant Dufour asked if there would be any changes with the play going on this weekend in terms of sanitizing. Dr. Rodrigues stated that we are being proactive with any events happening.

Mr. Maston clarified that the DC trip is not cancelled at this point. There have been conversations with the trip provider about insurance and refunds.

Discussion ensued about hand hygiene education and resources available.

V. **Matters for Discussion:**

- a) Old Business
- b) New Business

1. Kindergarten Registration/Dual Language Update

Dr. Rodrigues gave an update on Kindergarten registration which

started on February 25. There have been 68 students registered. Out of the 68 registrations, 18 families have opted for the dual language program. There are 49 additional families with scheduled appointments.

Ms. Tousignant Dufour asked if we were seeing more English speakers or Portuguese speakers. Dr. Rodrigues said it was a good mix.

Dr. Weksner asked what happens if we go over the target for sign-ups for the dual language program. Dr. Rodrigues described the distribution buckets for this program. Each bucket will have a lottery if there are more applications than the target number of students.

Mr. Tracy asked what the scenario for classes is should a disproportionate number of students transfer into Farley with this program. Dr. Rodrigues stated that he did not see a problem but we would reevaluate things if needed.

VI. **Matters for Action:**

a) Old Business

1. **Second Reading and Approval of Proposed Revisions and Additions to J Policy Manual: Student Athletics, Fundraising, Student Activities**

Dr. Rodrigues stated he had received feedback and added Marching before band in policy JJIF-R page 46 section 11. A motion to approve the amended proposed revisions and additions to the J Policy Manual: Student Athletics, Fundraising, and Students Activities was made by Mr. Smith and seconded by Ms. Tousignant Dufour. On a vote of 7-0, the motion passed.

b) New Business

1. **Approval of 2020-2021 School Calendar**

Dr. Rodrigues stated that this has been a very difficult calendar to put together due to Labor Day occurring late, an election on September 1, and a Presidential election in November. The last day of school without snow days would be June 18 and with 5 snow days June 25. If there are more than 5 snow days, we are in jeopardy as we only have 3 additional days in the fiscal year. He went on to say if there is indication in weather trends that we could use more than 5 snow days, we will make provisions to make up days even before we have used them.

The first Professional Development day is September 1, the day of the election. If we have November 3 as another full professional development day, we would not have a full professional development day in the second half of the year. Dr. Rodrigues said that he had met with the principals and all agreed that with the Instructional Leadership teams work and the work on the District Improvement Plan it would be a detriment not to have a full professional development day in the spring. Dr. Rodrigues stated the only day available for changing in order to make November 3 a

non-school day is the day before Thanksgiving. All other days off have contractual ramifications.

Ms. Ryan stated that many people had reached out to her and presented some ideas given to her to rearrange the half days. Discussion ensued about a half-day professional day on the day before Thanksgiving.

Mr. Tracy asked if there were conversations with HEA to bring the calendar forward a week in August to free up some days. Dr. Rodrigues stated that he reached out to HEA in January to discuss the possibility of a one-year differential on the start date of school. He went on to say he asked HEA if they would be willing to start on August 24. Dr. Rodrigues stated that he went back to them after looking again at the calendar with the principals.

Mr. Tracy asked what we would do with the scenario of a large snow. Dr. Rodrigues stated that probably February or April vacation would be affected. He acknowledged that these are difficult decisions.

Ms. Ryan asked if employees would rather have a half day of school and stay for half day professional development the day before Thanksgiving. Dr. Rodrigues stated he was concerned about the number of half days and the impact on student learning and the number of hours. Discussion ensued about the half-day professional development days.

Mr. Tracy asked if this would be a precedent for not having the Wednesday before Thanksgiving off. Dr. Rodrigues stated that this is one time due to the complexities in this year's calendar.

Discussion ensued about the December 9 ½ day being moved to November and having teachers stay a full day. Discussion ensued about concern for morale and interpretation as punishment. Dr. Rodrigues stated that that is not the intent.

Mr. Maston noted that any decisions made tonight can be modified if someone comes up with a creative solution and the committee votes on it.

Mr. Tracy stated that it was worth it to continue to explore the start date of school into August. Discussion ensued.

A motion to approve the 2020-2021 was made by Ms. Tousignant Dufour and seconded by Mr. Smith. On a vote of 6-1, the motion passed.

2. **Approval of contract with N&T Mechanical Contractors, Inc. in the amount of \$19,000 for hot water heater replacement at Quinn Middle School.**

A motion to approve the contract with N & T Mechanical Contractors, Inc. in the amount of \$19,000 for the hot water heater replacement at Quinn Middle School was made by Mr. McDowell and seconded by Ms. Ryan. On a vote of 7-0, the motioned passed.

Not Approved

VII. **Items of Interest to the School Committee**

Mr. Smith asked if there will be an update on the conversation with selectmen on the Administration Building. Mr. Maston stated that they would be pulling together a Buildings and Grounds Subcommittee.

VIII. **Executive Session**

Not needed

Adjournment

IX. At 8:41 pm, a motion to adjourn was made by Mr. Smith and seconded by Ms. Ryan. .

On a vote of 7-0, the motion passed.

Respectfully submitted,

Michele Tousignant Dufour, Secretary
Hudson School Committee

**Hudson School Committee
Open Session Minutes**

Meeting Date: March 24, 2020

Location: 155 Aspley Street

Members present: Glenn Maston, Steven Smith, Nina Ryan, and Michele Tousignant Dufour

Members Participating Remotely: Adam Tracy, Matthew McDowell, and Rebecca Weksner

Members absent: none

Others present: Dr. Marco C. Rodrigues, Superintendent

I. Call the Meeting to Order: 7:03 p.m.

The meeting was called to order by Committee Chair, Glenn Maston. Mr. Maston asked for each member to state they were present. Mr. Maston asked that members state their name before they speak. He also said that each vote would be roll call.

II Approval of Minutes: None

III. Public Participation:

Mr. Maston stated there would be no public participation due to the current Covid 19 situation and its impact on gatherings. He went on to say if this situation continues, they would find a way to include public participation. He said there were a number of communications received with feedback regarding the enrichment activities and communication from the staff to families. Dr. Rodrigues would provide more information later in the meeting. There has also been some feedback related to the budget. Mr. Maston stated he would bring this feedback up when we got to the discussion and approval of the budget later in the meeting.

IV. Reports and Presentations

Report of the Superintendent: COVID19 Update

Dr. Rodrigues gave a summary of the COVID19 pandemic's impact on the closing of schools.

He stated that there has been an impact on all of us. One of the reasons for confusion in protocols is the fact that the education system is one of the most regulated entities. There are a large number of federal and state regulations. Even though local control is with the district, there are regulations we must follow. Additionally, there has been a wait to get answers to what we have in terms of flexibility.

Hudson has a wide range of students and services. These services are bound and cannot be changed without approval from agencies. There are consequences to districts for breaking these rules. The feedback we have received from parents consist of 9 emails. The recurring themes are communication from teachers to students and families, and that the enrichment activities are not enough to keep students engaged. The guidelines we currently have for material given to students during this time include no new learning and equity for all students. At the elementary school level, the coaches looked at skills learned thus far and created activities where the students could practice those skills. At the middle and high school levels, we looked at resources that are more internet driven since the students have

chrome books. There is another batch of activities currently being created. Additionally, the state has released a large number of internet driven resources.

There have been conversations and disputes about what other districts are doing. Each district is doing what they believe is best. Some districts have done more than others and this is causing conflict. The fact that we need guidelines for work and a platform for communication of teachers with students and families was a major point of conversation with the commissioner. MASS, MASC, MTA and AFT are in conversations with the commissioner. They are discussing the best way to complete this platform. Once we have the new guidelines, we will incorporate them into the way teachers connect with students and families. Dr. Rodrigues went on to say that we continue to work internally on what we believe is appropriate given the boundaries of what we are allowed to do. Within Special Education, many parameters are now put on hold. Additionally, we also have ELL and AP students to consider. Dr. Rodrigues stated that his job is to protect the students and the district. He stated the need to make sure that the district does not implement anything we can become liable for later. He made note that it has been a week and currently we have a couple of more weeks of closure. He stated that the district is talking about what things look like if this ends on the 6th and if it is extended beyond that date.

The principals and curriculum directors are working with teachers on a variety of work related to the District Improvement Plan and the potential extension of the closure.

The Governor filed legislation today on flexibility on the following areas that affect us:

- Extends the filing deadline for the Student Opportunity Act
- Allows the commissioner to waive the high school competency determination for seniors
- Allows the commissioner to have flexibility to delay or cancel MCAS testing

We are still waiting for decisions on other things including paying vendors, hourly employees not providing services, and educator evaluations.

With respect to food service, we are a district that falls into the cohort of less than 50% eligible free and reduced meals, so we are not eligible for reimbursement at this time. The commissioner is working with the USDA for flexibility to support districts. He has said to start providing meals. We are offering meals for pickup at Quinn Middle School to our free and reduced families. We have asked Safe Routes to Schools to plot the locations of our free and reduced families and have added three new locations for meal distribution, Robinsons Hardware, Cherry Street Field, and the First Methodist Church. We will have busses travel to each of these locations for distribution. We are currently preparing another communication for families.

The district buildings are closed with the exception of Quinn Middle School and Apsley Street. Len Belli and his department have shut off those buildings. Additionally, the buildings have been completely sanitized and there is no access.

The nursing staff has donated all their masks to hospitals and thermometers to first responders.

The NEASC visit to the High School is currently scheduled for May 3. Mr. Medeiros, principal at Hudson High School, has been in contact with NEASC and has been told that if there is an extension beyond April 7, the visit will be postponed to the fall.

Dr. Rodrigues stated that he understands the frustration but affirmed we are doing the best we can with the regulations we have at this point.

Mr. Maston asked about the status of Kindergarten registration. Dr. Rodrigues informed the committee that we have contacted all of the families with appointments scheduled. We have sent registration packets to them and will complete the registration through the mail and with follow up phone calls.

Mr. Smith expressed thanks to Dr. Rodrigues for how he is managing this with the changing parameters in this unprecedented time.

Ms. Ryan asked where parents are able to find the student enrichment activities on the website. Dr. Rodrigues stated there is a link on the home page that brings them to a page with the activities and links to outside activities including the WGBH and PBS activities created for this purpose. Ms. Ryan stated that parents often go to their individual school and asked if we could mirror this information prominently on the individual school pages as well. Dr. Rodrigues stated he would check with Ellen Shuck and the technology department. Discussion ensued about additional activities located on various pages on each school websites. Dr. Rodrigues stressed the importance of a central communication plan so we have equity. We are working on it but we do not have the guidelines at this point and the major struggle is the platform for teacher communication. Discussion ensued about the process and having a central repository. Ms. Ryan stated that the one demographic that she has not heard about is the DCF population. Dr. Rodrigues reiterated that teachers are still mandated reporters and in the communication with families, staff needs to report any suspicion of abuse or neglect.

Dr. Rodrigues stated that there needs to be protocols and parameters for teachers accessing students through various means, facebook, google meet etc.

Ms. Tousignant Dufour expressed that she would prefer to take our time in order to do things legally. She does not want to see the district hurt by litigation and having an increase in legal fees next year.

Mr. Smith asked if there has been any talk about whether the date will be extended. Dr. Rodrigues said there have been conversations with the commissioner about this. He went on to say that with the new restrictions ordered by the governor yesterday and the fact the numbers will escalate, he is waiting for an extension to be announced. He said parents are asking about MCAS, grades, GPA but we have no answers yet.

Dr. Weksner noted that there has to be an increased tolerance for uncertainty and it is important for us to provide as much certainty as possible. Additionally she stated that she thought the district should develop a robust social emotional connection. Dr. Weksner left the meeting at 7:45 pm.

Mr. McDowell asked about building the social emotional connection particularly at the elementary and middle school levels. He asked about virtual morning meetings. He asked if we are waiting for 100% of the population to have internet. Discussion ensued about what this looks like. Dr. Rodrigues stated we are still waiting on the parameters for teacher platform from DESE. Discussion ensued about zoom and google meet and frequency of meetings.

Subcommittee Reports

Budget Subcommittee

None

Policy Subcommittee

None

Strategic Goals Subcommittee

None

Superintendent’s Evaluation Subcommittee

None

Buildings and Grounds Subcommittee

None

Student Report

None

V. **Matters for Discussion:**

- a) Old Business
- b) New Business

VI. **Matters for Action:**

- a) Old Business
- b) New Business

1. **Approval of FY21 Budget**

Dr. Rodrigues stated he was very happy with the budget and it reflects the needs of the district. He stated it is important to note that in current FY20 budget there were no cuts. He stated that this is unprecedented and a huge accomplishment. This was achieved through the stabilization plan and the District Improvement Plan, which focusses our priorities and actions. Dr. Rodrigues stated that resources next year will include the expenses for the Dual Language Program and additional staff where needed. We are adding staff while not increasing the budget very much. The expectation is whatever we budget in FY21 will be able to be spent and there will be no cuts. We are also expending \$480K before June to support FY21 expenses. Dr. Rodrigues complimented the budget team in terms of process and collaboration. The team looked critically at what is needed in the general expense line in order to provide funding for more staff.

Dr. Rodrigues spoke on the subject of expenditures for Out of District Special Education programs. He stated that this has decreased over time because we have been able to increase our internal capacity and have the ability to retain these students internally. Ms. Patricia Lange, Executive Director of Finance and Operations, made note of the increased investment on Professional Development and the Instructional Leadership Teams.

Dr. Rodrigues stated that the budget book includes all the data that was presented in the budget subcommittee meetings.

Dr. Rodrigues addressed questions on the Dual Language Program. Teaching staff for this program is cost neutral. The costs incurred are in professional development, instructional materials, and transportation. Transportation is an unknown at this time and we will not know what this looks like until we identify the cohorts. The worst case would be to add two busses, one to serve students from the Mulready district and the other to serve the students from the Forest district. Another opportunity would be to place students on busses that already go across elementary districts.

Discussion ensued about the benefits of learning two languages and potential improvement on student achievement.

Mr. Maston asked for clarification of funding sources for positions, in particular the difference between resource allocation and resource reallocation. Dr. Rodrigues stated that the resource allocation is new and a resource reallocation is moving the funding from one thing to another.

Mr. Smith asked about the English Language Learner and Special Education teachers that were originally to be determined but are now in the budget. He asked what when in to the decision. Dr. Rodrigues stated for the EL teacher, tbd at this point is where the teacher may be assigned based on a shift in student needs because of access testing and reclassification of students. The Special Education position is based on the language based program needs. This position could be based at 1 school or 2 schools depending on where the needs are.

Mr. Smith asked what went into the decision about the lunch monitor positions. Dr. Rodrigues stated that we looked at how we use our resources. When students have lunch, their teachers also have lunch. The cafeteria needs to be staffed so we are using other staff including paraprofessionals, school psychologists, and adjustment counselors. This staff could be running lunch bunch groups. If we have monitors, we can use the skilled personnel for other services.

Mr. Smith observed that we are addressing the larger Kindergarten classes we had this year with an additional grade 1 class next year. He also commented on the more collaborative process this year and thanked the budget team for their work.

Mr. Maston stated that there had been comments about the potential of an imbalance in the kindergarten classes with students moving over to Farley for the dual language program. Dr. Rodrigues said based on the numbers in the census we are projecting lower enrollment in kindergarten. Dr. Rodrigues stated at this point we do not know the impact yet. We will know once we have the 40 students in the dual language cohort.

Dr. Rodrigues stated that this is the first year with an increase in the October 1 number. This aligns with the fact that fewer students went to AMSA or Assabet.

Mr. Maston asked how we project the number of students we may lose to Assabet Valley or AMSA. Dr. Rodrigues stated that these projections are in alignment with the NESDEC report. We also look at the number of applicants to Assabet Valley. The state also provides us with numbers of students that have applied to charter schools.

Ms. Tousignant stated she is happy to send this budget book to the Board of Selectmen and stand behind it. She expressed her thanks to Dr. Rodrigues, Ms. Lange and their teams.

Mr. Tracy asked if we had any markers on what to watch for next budget due to the uncertainty of the Covid 19 virus and its economic impact. Dr. Rodrigues stated one of the things we are expecting is for more families will be reaching out to apply for free and reduced meals.

A motion to approve the FY21 Personnel Budget in the amount of \$33,361,014 was made by Mr. Smith and seconded by Ms.

Tousignant Dufour. The vote was taken by roll call

Mr. Maston	yes
Mr. Smith	yes
Mr. Tracy	yes
Ms. Ryan	yes
Mr. McDowell	yes
Ms. Tousignant Dufour	yes

On a vote of 6-0, the motioned passed.

A motion to approve the FY21 General Expense budget in the amount of \$ 6,719,446 was made by Mr. Smith and seconded by Ms. Tousignant Dufour. The vote was taken by roll call.

Mr. Maston	yes
Mr. Smith	yes
Mr. Tracy	yes
Ms. Ryan	yes
Mr. McDowell	yes
Ms. Tousignant Dufour	yes

On a vote of 6-0, the motioned passed.

A motion to approve the FY21 Transportation budget in the amount of \$2,300,000 was made by Mr. Smith and seconded by MS Tousignant Dufour. The vote was taken by roll call.

Mr. Maston	yes
Mr. Smith	yes
Mr. Tracy	yes
Ms. Ryan	yes
Mr. McDowell	yes
Ms. Tousignant Dufour	yes

On a vote of 6-0, the motioned passed.

2. **Approval of contract with N&T Mechanical Contractors, Inc. in the amount of \$244,256 for boiler replacement at Hudson High School.**

A motion to approve the contract with N & T Mechanical Contractors, Inc., in the amount of \$244,256 for the boiler replacement at Hudson High School was made by Ms. Tousignant Dufour and seconded by Mr. Smith. The vote was taken by roll call:

Mr. Maston	yes
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Report of the Superintendent

- District Updates

Matters for Discussion
New Business

1. Discussion of Finance and Operations

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

▶ PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- ⅔ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at ⅔ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

▶ ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). *Employees who have been employed for at least 30 days* prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

▶ QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to **telework**, because the employee:

- | | |
|---|---|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---|---|

▶ ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



Matters for Action

New Business

1. Approval to negotiate a contract amendment with First Student Transportation