

Approved

**Hudson School Committee
Open Session Minutes**

Meeting Date: June 9, 2020

Location: Remote Participation: Google Meet

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

Members absent: None

Others present participating remotely: Dr. Marco C. Rodrigues, Superintendent

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

II Approval of Minutes: Regular Meeting May 26, 2020

A motion to approve the minutes of May 26, 2020, 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
Dr. Weksner	yes

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

III. Public Participation:

Beth Langlois, parent, thanked Dr. Rodrigues and the committee for their efforts. She stated that as a concerned parent and taxpayer she has concerns about any new plans, budget increases, and programs such as the Dual Language program planned, given the reduction of 2% in all town budgets. She stated that schools will be asked to do much more with much less including masks and sanitation supplies. She expressed her hope that the committee and Dr. Rodrigues would consider this when evaluating new programs that are set to increase the budget.

IV. Reports and Presentations

Report of the Superintendent: Updates

Dr. Rodrigues and the Administrative Team presented the following updates to the committee.

The budget is being monitored very carefully as we close this year and get ready for FY21.

The Dual Language Program committee continues to meet weekly. We have secured the two teachers for the program. The English teacher was an internal candidate and the Portuguese is an external candidate who is local. We continue to plan for summer work and training.

Dr. Rodrigues provided the committee with updated Kindergarten enrollment numbers. He stated as of now there is a potential for 151 students which is much lower than a typical year. To date, 34 students have applied for the Dual Language program.

Ms. Kathy Provost gave an update on Kindergarten screening. The elementary principals and five teachers met to look at possibilities for screening. A second meeting was held with Ms. Wendy Anderson, Director of English Language Learners. We will be using the questionnaire developed and calling families to schedule phone conversations or google meets on June 17-19. Additionally, we will send the SEL screener home with a postage-paid return envelope. This will help with class placement and to identify student needs.

Dr. Medeiros, Hudson High School Principal, gave an update on what has happened for Hudson High School seniors.

The following events have been completed:

- Cap and Gown day
- Baccalaureate
- Operation Bus Stop
- Scholarship and Awards night

The following two events remain:

- The Lights event: families will be notified that more capacity has been created as the first spaces opened up filled very quickly.
- Graduation: Families will have the opportunity to process with their graduate. Pre-recorded speeches will air Friday and Saturday.

Ms. Cathy Kilcoyne, Director of Student Services, gave the following update on the extended year program for students with disabilities. She stated that at this time the plan is for a virtual program because at this point, there is not the possibility for in person. DESE may change this and there could be some very limited contact. For this to happen, there are some things we would have to do. We sent out a survey to families asking for their preference on how they would like to see things including services, academics, speech and language, and behavioral and mental health. The survey was sent to 500 families and we received 91 responses.

Dr. Rodrigues stated that we are talking about continuing meals through the summer. The state has not committed to a waiver for reimbursement. The expense to the district with no reimbursement is \$57K and with reimbursement is \$22K.

Dr. Rodrigues state that the Opening of Schools Task Force continues to meet and look at different scenarios for the opening of school in the fall. There is a conference call this Friday with the Commissioner of Education. There is a promise to have some guidelines by the 15th. Last week a conversation detailed guidance and a unified approach. Dr. Rodrigues went on to say that it will likely be a blended approach with a combination of face to face and remote learning. A request was sent to parents and staff asking for volunteers for the task force working groups. Over 170 parents and 60 staff are interested in participating. There is a lottery in place but before we pick information about the time commitment will be shared. Dr. Weksner asked about the universal guidelines and if there will be flexibility for districts. Dr. Rodrigues shared that the commissioner said guidance would be very detailed and if a district wants to deviate it will need to be submitted for approval. Ms. Tousignant Dufour

asked what the time commitment for the task force will be. Dr. Rodrigues said currently they are meeting once per week for 90 minutes and he would expect the working groups to have a commitment consistent with that.

Dr. Rodrigues stated Mr. Len Belli, Director of Facilities, and his staff have been actively trying to purchase cleaning and sanitizing materials and PPE. To date have already secured 34K in products including mist, hand sanitizer, and masks. One job of the task force is to figure out what other materials are needed. The Commissioner is trying to help districts obtain materials that may be harder to find. He is looking into the feasibility of DESE becoming a cooperative for merchandise.

Dr. Weksner asked if there might be symptom management issues with a hybrid model and if we should be looking at increasing our nursing staff. Dr. Rodrigues stated that we are lucky to have 1-2 nurses in each school and are looking at what type of systems and personnel need to be in place.

Dr. Weksner expressed concerns about the financial resources available and how to balance this with other programs and initiatives. Dr. Rodrigues stated he is very mindful that town voted to cut 2% and there could be potential 9C cuts later on. He went on to say the Cares Act has provided money to the district. It is anticipated to be over \$200K and will help us with the shortage. Dr. Rodrigues stated he would be meeting with Patty Lange and Dan Gale and will have a projection some time this month. Ms. Ryan asked if the commissioner would open more funding on top of the Cares Act funding. Dr. Rodrigues stated that currently there is nothing official. DESE economizes on federal grants and resources to be able to give some one-time grants.

Ms. Ryan asked for the breakdown of language for the applicants to the Dual Language program. Dr. Rodrigues stated he would get this information to the committee. Ms. Ryan asked if we heard from families not wanting to come for kindergarten. Dr. Rodrigues stated not yet but we can anticipate that.

Dr. Weksner asked what the obligation of the district is should a parent choose to hold their child out of school. Dr. Rodrigues stated there is a protocol for those that would like to homeschool. The state will issue guidance to handle those that say they are afraid of sending their child to school.

Ms. Patricia Lange gave an update on transportation. She stated she has been working with other districts that have First Student and they are proposing paying 30%. She went on to say she hopes to have everything ready for a vote at the next school committee meeting.

The elementary and middle school principals updated the committee on their plans and celebrations for the end of the year.

Quinn Middle School: Mr. Jeff Gaglione

- School-wide daily announcements
- Weekly challenge
- Annual staff talent show will be virtual
- Grade 4-5 transition: Melissa Clonan, grade 5 counselor for next year, has been scheduling and joining in on google meets with Grade 4 classes. A virtual tour of Quinn and welcome video are being created to be shared with current grade 4 students.

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- Grade 7: There is a communication being sent tomorrow to grade 7 families about the car parade on June 19 from 3 p.m.- 5 p.m. A virtual graduation will be held for the first time for grade 7 students.

Mulready Elementary: Ms. Kelly Sardella

- Morning message
- Special theme days
- Grade 4 students drew cougars with mortarboards and will have a social distance scavenger hunt around the district
- Virtual art show and field days
- Grade 4 car parade and virtual promotion ceremony
- Car parade for grades PK-3

Forest Avenue Elementary: Mr. Dave Champigny

- Morning announcements
- Freaky Friday tradition is continuing
- Themed car parades
- Grade 4 budding scholars virtual ceremony

Farley Elementary: Ms. Melissa Provost

- Morning announcements
- Read alouds and getting ready for summer reading activities
- Videos and parade for Grade 4
- Video for incoming K students.

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

1. District Improvement Plan and School Improvement Plans Update
Dr. Rodrigues gave an update on the District Improvement Plan. He stated we continue to work on items in the plan. Some have not been worked on due to the current situation. Most of the items are not for a single year. When the leadership team convenes in August each item will be reviewed, modifications will be made, and new items may be added for next year. This will continue to be our roadmap to improve the district. Dr. Rodrigues went on to say

having the Instructional Leadership Team in place at the schools will be a huge benefit for getting ready for next year's challenges. He asked the principals to update the committee on their School Improvement Plan.

Hudson High School: Mr. Jason Medeiros

Goal 1: Identify 1-3 practices tied to the theme of perseverance. This was slowed down by the rollout and school closure. This will reboot in the fall

Goal 2: Identify performance metrics to measure growth in this instructional skill. This is in progress. Next fall more specific benchmarks will be launched

Goal 3: NEASC visit. NEASC has asked for Mr. Medeiros to submit potential weeks for a visit. It is unknown what the capacity for visits will be in the fall.

Goal 4: Review course offerings and Program of Studies. Mr. Medeiros reported that many of the benchmarks were met.

Quinn Middle School: Mr. Jeff Gaglione

Goal 1: Related to ILT: There was a pivot on the focus and progress was made. Weekly meetings held during the closure

Goal 2: SEL: This year 100% of students took part in the SEL curriculum

Goal 3: Reducing absences: We were monitoring attendance regularly and through March 6 saw about a 3% decline in absences. Tardies were up this year. A required after school help program to make up for absences and tardies was started.

Goal 4- Climate and Culture. We are publicizing best practices and work happening across the school through various means. Our mid-year survey of staff was positive.

Farley Elementary: Ms. Melissa Provost

Goal 1: The ILT identified 3 research-based instructional practices and started professional development on scaffolding.

Goal 2: We looked at the lowest performing students on the MCAS and met with teachers early to identify strategies that could be used. Since MCAS was canceled, we will not be able to check the data. This work will be continued.

Goal 3: Norms of Collaboration- in progress

Goal 4: We were able to work on tier 1 gathering of data through the MTSS work and the S3 to support SEL

Forest Avenue: Mr. Dave Champigny

Goal 1: ILT has completed a lot including the rollout of the instructional focus.

Goal 2: Decreasing Chronic Absenteeism: Attendance was tracked, families were provided education and supports, and incentives were starting to be rolled out. This work will continue next year.

Goal 3: MCAS analysis and support of subgroups in grade 4 and intervention groups in math were started.

Goal 4: Climate and culture: We continue to work to develop values and norms as a school.

Mulready: Ms. Kelly Sardella

Goal 1: The ILT has completed what they set out to complete. They identified complex tasks, rolled out the perseverance cougar, and completed professional development on feedback

Goal 2: MCAS: Grade 3 scores were analyzed. Math Specialists were in the classroom to help students that need better strategies.

Goal 3: Technology integration happened at every grade level before the closure. With COVID this has expanded.

Goal 4: Climate and culture: Many activities held to support this.

2. Elementary Report Cards

Ms. Kelly Sardella reported there were meetings with teachers. A grade K-2 group and a grade 3-4 group established what we are looking for. We decided to post the standards we were working on and talk about what students did well, what they could improve on and what they could do over the summer

3. FY21 Budget Update

Dr. Rodrigues stated that the Board of Selectmen voted a 2% reduction in the town appropriation. He proposed a School Committee meeting on June 23 to bring information for the closing of FY20 and projections of FY21.

Mr. Maston stated that the town meeting is going to happen in person on June 22. There will be a Board of Selectmen meeting this Thursday to vote on reducing the quorum number. Mr. McDowell asked if there was any plan for remote participation. Mr. Maston replied he had not heard anything of this. Dr. Rodrigues stated they are visiting the high school to visualize the space.

VI. **Matters for Action:**

a) Old Business

1. Second Reading and Approval of Proposed Revisions and Additions to Policies- FF Naming and Dedicating School Facilities, MASC updates of various policies

Mr. Maston, Mr. Smith, and Dr. Rodrigues stated they had received no feedback. Dr. Rodrigues stated he spoke with Tom Moses and Joan Wordell at the town hall and confirmed there were no town policies for the naming of buildings. Mr. Smith clarified that we are voting on the MASC version of policy FFA and policy FF is our homegrown version

A motion to approve the proposed revisions and additions to policies FF Naming and Dedicating School Facilities, MASC

updates of various policies was made by Mr. Smith and seconded by Ms. Tousignant Dufour. The following 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
Dr. Weksner	yes

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

b) New Business

1. Approval of Superintendent's FY21 Salary Adjustment

Mr. Maston stated that over the 2 previous years Dr. Rodrigues received a 1% salary increase. This year the committee gave Dr. Rodrigues a rating of proficient. Mr. Smith stated in Executive Session the committee talked about a 2% salary increase which is consistent with the salary increase for administrators.

A motion to approve a 2% FY21 salary adjustment for the superintendent was made by Mr. Smith and seconded by Mr. Tracy.

The following 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
Dr. Weksner	yes

On a vote of 7-0, the motion passed

2. Approval of Contract with The Madison Corporation, DBA Warren Security in the amount of \$24,770.00 to complete upgrading of single entry access door system at Hudson High School

A motion to approve the contract with The Madison Corporation, DBA Warren Security, in the amount of \$24,770.00 to complete upgrading of single entry access door system at Hudson High School was made by Mr. Smith and seconded by Mr. Tracy. The

following 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
Dr. Weksner	yes

On a vote of 7-0, the motion passed

CONSENT AGENDA

3. Approval of gift in the amount of \$4750.00 for FY20 Hudson High School Student Activity Scholarships
 - Paul Johnson Performing Arts Scholarship: (2) \$500.00 each
 - Choral Scholarship: \$500.00
 - Class of 2020: (2) \$500.00
 - Class of 2020 Yearbook: (6) for a total of \$2250.00

4. Approval of gift in the amount of \$5000.00 from the Robert Lloyd Corkin Charitable Foundation and the Entwistle Company for Class of 2020 Scholarships

A motion to approve the gift in the amount of \$4750.00 for FY20 Hudson High School student activity scholarships, and the gift in the amount of \$5000.00 from the Robert Lloyd Corkin Charitable Foundation and the Entwistle Company for the Class of 2020 scholarships by consent agenda was made by Mr. Maston and seconded by Mr. Smith. The following 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
Dr. Weksner	yes

On a vote of 7-0, the motion passed

VII. Items of Interest to the School Committee

Mr. Smith congratulated the graduating class for their perseverance and thanked all the staff for their hard work.

Mr. Tracy stated he has seen a lot about resource officers in classrooms. He asked Dr. Rodrigues to speak to what they provide for us. Dr. Rodrigues stated there has been controversy around the area of resource officers, but the school resource officers in Hudson are a success. This is due to both the character of the individuals and the district's relationship with the police department. He went on to say that resource officers need to form relationships and provide support as part of the community and learning environment. In our case, students see them as an asset and friend that is part of the community.

Mr. Maston read a prepared statement on behalf of the committee addressing the topic of systemic racism and the commitment of the Hudson School Committee to uphold our non-discrimination policies. Ms. Tousignant Dufour also spoke on this topic and the need to not waste this opportunity to change biases to make our schools better for all.

Mr. Maston stated there was an announcement from MASC for a meeting on June 15 with the topic of contract negotiations.

Approved

VIII. Executive Session

Chairman Chair Glenn Maston stated that Executive Session was not needed.

IX. Adjournment

At 9:20 pm, a motion to adjourn was made by Mr. Smith and seconded by Ms. Ryan. The following 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
Dr. Weksner	yes

On a vote of 7-0, the motion passed

Respectfully submitted,

Michele Tousignant Dufour, Secretary
Hudson School Committee