

*Natick Public Schools  
SCHOOL COMMITTEE MEETING MINUTES  
November 9, 2020*

The School Committee held a meeting on Monday, November 9, 2020 at 6:30pm via a Virtual Meeting. Chair McDonough called the meeting to order and took roll call at 6:34pm.

Members Present: Julie McDonough, Henry Haugland, Donna McKenzie, Matthew Brand, Cathi Collins, Shai Fuxman, Hayley Sonneborn

Others Present:	Dr. Anna Nolin	Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Mr Kirk Downing	Assistant Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Ms. Holly Browning	Student Representative
	Ms. Kyra Hacker	Student Representative

Chair McDonough moved for approval for the School Committee to enter into Executive Session for this purpose:

1. To discuss strategy with respect to collective bargaining, Administrative Assistants Union, if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;
2. To conduct strategy sessions in preparation for negotiations with Non-Union Personnel; Director of Communications, Planning & Budget Analyst, Part Time Clerical, Tutors, Coaches, Instrumental Accompanists, Late Bus Coverage, Cafeteria Monitor, Substitute Coordinator, Permanent Substitute Teacher, PSAT Proctors and Floaters, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, Wall of Achievement Coordinators, Virtual Education Supervisor, FEIP & KEIP Tutors, All Central Office Administration, All Principals, Dean of Students, Nurse Leader, Director of Student Services, PIT Nurse, Nurse Assistant, Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, ABA Technician, Certified Licensed Assistant, Executive Assistant to the Superintendent & School Committee; Administrative Assistant to Director of Human Resources, Substitutes for: Administrative Assistants, Teachers & Paraprofessionals, Long Term Teachers, Paraprofessionals & Nurses, Permanent Teacher Sub, Math Club Interventionist, Nurses, ABA Tech Sub, Long Term Title 1, Food Service, Mini University/Professional Development, Curriculum Writing, Instructors for graduate credits, Study Group Facilitator & Leader, Instructors for all workshops, all ASAP Staff, All Summer School staff, Metco Personnel - (Director & Academic Liaison) Instrumental Music Instructors, Grant & Self Funding Positions: (Data Entry Clerk I Clerical, Technology Workshop Presenters, Summer Technology Training, Project Coordinator, BOKS Instructors), Technology: (Network Manager & Engineer, Deployment Specialist, Data Manager of C.A.S., Manager of Data, Quality and Controls, Data, Budget & Control Analyst, Help Desk Manager, Technicians, Intern) if an open meeting may have a detrimental effect on the government's bargaining or litigating position, and the chair so declares;

Mr. Brand seconded. Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Dr. Fuxman – Yes  
Mr. Haugland – Yes  
Dr. McKenzie – Yes  
Ms. Sonneborn – Yes  
Mr. Brand – Yes  
Ms. Collins - Yes  
Chair McDonough – Yes

It was unanimously approved by a vote of those present 7-0-0.

Chair McDonough stated that the School Committee will be returning to open session at approximately 7:00pm. The School Committee proceeded to a private virtual meeting to conduct this session.

At 7:01pm, the Committee returned to open session.

### **Announcements:**

Dr. Nolin reminded everyone that this week is Veteran's Day and there will be virtual and in person events on Wednesday morning. She also congratulated Paul Carew and his group for all they're doing including hosting time with KMS students to discuss the history of veterans. Thank you to all Committee members that have allowed for this to continue.

The Committee and community have been following our pool testing journey. Dr. Nolin keeps looking at all the options. Our nursing staff and the Board of Health didn't feel the free test could help us because of all the false positives. Dr. Nolin has reached out to two additional companies to find a test at the right price point.

Dr. Nolin discussed the surprise agreement and disagreement by the Commissioner of Education and Governor Baker. They both want students in school buildings - everyone, every day, as soon as possible. Dr. Nolin feels that when feasible and when all safety health measures are in place is when Natick will be able to return fully together. We are one of the districts that have been doing that as much as possible. Nothing changes for us now at this time. It was a confusing weekend for us because the state metrics shifted around us. The way the Governor decided to look at yellows/reds, etc. The data that informs our metrics wasn't available to us from the state yet. We are working to getting those so we can post our metric.

Mr. Haugland announced that tomorrow, November 10, 2020 is the 245th birthday of the U.S. Marine Corps.

Ms. Collins announced that tonight, a silent auction called Mask Up will begin and runs up until Friday. People can go to Natick Government chat, the Natick Moms Group of Love 01760 on Facebook to connect with the auction.

Dr. Nolin announced that our two student representatives are here tonight. Holly Browning and Kyra Hacker are our representatives for the 2020/2021 school year. Holly introduced herself – she is a senior and is the recording secretary for student council. Kyra is a junior and has been on school council for three years. She's excited to begin this. Dr. Nolin thanked them for being here.

### **Public Speak**

Due to the nature of a virtual meeting, the instructions from the Attorney General were to submit public remarks via email to Chair McDonough. Chair McDonough received one email from Ms. Kristin Reichman of Natick. Ms. Reichman requested that the School Committee, now turn their attention to students that

need extracurricular opportunities as well as meeting with their peers live. These non-athletic students need the same opportunities to connect as much as our athletes do.

### **Consent Agenda**

1. Approval of Johnson PTO Budget
2. Approval of the Tentative Auction Listing for the Decommission of Furniture, Fixtures and Equipment from the Kennedy Middle School
3. Approval of Lilja PTO FY21 Budget
4. Warrant Review
5. Approval of School Committee Minutes of September 14, 2020, September 29, 2020 and Executive Session Minutes of September 29, 2020

Mr. Brand pulled out the Wilson PTO and Natick Hockey budgets. The budgets were not linked in Novus. Ms. Collins explained when we approve PTO budgets, we don't get the money and can't influence where that money is spent. Those items will be added to a future agenda. Ms. Collins moved to approve the consent agenda. Mr. Brand seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Ms. Collins - Yes

Chair McDonough – Yes

It was unanimously approved by those present 7-0-0.

### **Enrollment Report**

Mr. Kirk Downing, Assistant Superintendent provided an update. There was also some survey data, an enrollment tool and the enrollment report. The enrollment tool helps to understand what class sizes look like and that will assist in future planning. There are a significant number of classrooms that are missing – this is because 15 teachers have been deployed to the remote learning academy. Remote students are still reported to the state. There is a reduction of 215 students from October of 2019 to October of 2020. Kindergarten and first grade have had the impact on our enrollment numbers. The FY22 forecast assumes a model of 100% capture of the students that left in July to either go to private school or to be home schooled. If we captured all of the students that we were anticipating, then there would have only been a reduction of 105 students. We had a very large senior class graduate this past year. Mr. Downing reviewed the process for the upcoming months. On February 1, 2021 he will come back to begin reporting on the patterns and trends for students returning to Natick Public Schools. Dr. Nolin discussed this trend across the state. This is in every district, a massive downturn in enrollments. This is all due to the pandemic impact. This could actually mean some very large enrollment bubbles depending on how the pandemic evolves.

### **KMS Building Project Overview by Compass Project Management**

Dr. Nolin introduced Bryan Jarvis, Project Manager and Mr. Stephen Myler, Chair of the KMS Building Committee. Mr. Jarvis gave an overview and refresher of the project. His presentation reviewed the following timeline:

- April 2019 – Construction started.
- August 2019 - Phase 1: Site Prep and BES sitework completed.
- November 2020 – Phase 2: New building and related site work completed. ON SCHEDULE
- January 4, 2021 will be the first day of school in the new Kennedy Middle School. ON SCHEDULE
- July 2021 – New Gym wing and related sitework completed.

- January 2022 – Field completed.

There was a review of the transitions:

- Systems commissioning, testing and training are ongoing.
- Life safety and final inspections will be this month.
- Furniture, Fixture, & Equipment (FF&E) installations are ongoing and will be completed this month.
- Technology installations are ongoing and will be complete this month.
- Final fit and finish will be throughout December.
- Move preparations (boxes, carts, labels, etc.) are ongoing at the old KMS.
- Move is scheduled for over winter break.
- 90%+ of all existing FF&E will be moved, relocated w/in District/Town; auctioned or donated
- January 4th, 2021 – First day of school at the new KMS!

A budget update was provided:

- Total Project Budget: \$105M
- Commitments: \$97M (92%). Tracking under budget.
- Expenditures: \$75M (77% of Commitments)
- Construction Change Orders: (2%). Very low.
- MSBA Reimbursement rec'd: \$27M (74% of est. Max Grant). On track.

The presentation was rounded out by a schedule update:

- January 2021 – Start demo of old KMS
- August 2021 – Complete the new gym and remaining parking lots
- January 2022 – Complete turf field
- Spring 2022 – Final closeout with MSBA

Dr. Nolin thanked and introduced Mr. Meyler. Mr. Meyler commended Mr. Jarvis and his Compass team for doing a fabulous job. This was a complex project and we always had the information we needed. Mr. Meyler also commended the administration for contributing substantially in the process of bringing this school project along.

### **School Resource Officers in Schools**

Chair McDonough began with discussing the purpose of this agenda item. This has been a big national issue and we wanted to see what our program looks like. Dr. Nolin recognized and introduced Lieutenant Cara Rossi, who supervised the program, SRO Beth Heffler, SRO Keven Kelley, SRO James O'Shaughnessy and Retired SRO Rick Halloran. Dr. Nolin says this presentation will give a basis of knowledge about what this program does for us. Chair McDonough said it was fortuitous to have Chief Hicks and SRO Heffler were here for the presentation about Kennedy Middle School since they played such a role in that building committee. They played a huge role in the safety measures and protocols for the safety of students and staff. Dr. Nolin introduced Chief James Hicks of the Natick Police Department who along with Ms. Rossi and the SRO's gave a presentation summarizing the program. There was a review of the purpose of the program, SRO duties and their community contributions. A review of the goals and objectives was given. Officer selection for this program was reviewed as well as their training and program evaluation. A final review of the benefits of the program was given. Dr. Nolin introduced Nora Elbasha a Natick High School student to discuss what she learned about the impact of the program when she discussed the impact of the program with her classmates. Ms. Elbasha said the overall reaction was very positive. The officer at the High School has been very good, very vocal and supportive. Mr. Jefferson Wood, EAN co-President and teacher at Johnson School took this opportunity to give a shout out to Detective Halloran running a hockey street program over to Johnson School over 20 years ago. He

thanked the representatives for their service and that it is an honor and privilege to work alongside the Natick Police Department. Chair McDonough thanked everyone for their time and effort.

### **Special Education Update - Compensatory Services Overview/Definitions**

Mr. Timothy Luff, Assistant Superintendent and Ms. Erin Miller, Director of Student Services gave a presentation. They described what compensatory services are in general. “COVID-19 Compensatory Services” (CCS) refers to services that a student’s IEP Team determines are needed to remedy a student’s skill or knowledge loss or lack of effective progress that resulted from delayed, interrupted, suspended, or inaccessible IEP services because of the emergency suspension of in-person education related to the COVID-19 pandemic.” He went on to review the types of compensatory services. In its guidance to schools and districts, DESE defined three kinds of services to help students with IEPs recover from school disruptions caused by the pandemic when the Governor ordered that in-person education was stopped, beginning in March 2020:

- **GENERAL EDUCATION RECOVERY SUPPORT** - This is support that schools and districts may give to all students, including students with IEPs, to help them regain the skills and knowledge they lost when in-person instruction was suspended in the spring because of the pandemic, and to help them be well emotionally and socially. These supports will be addressed through instructional interventions at each school and level. i.e. Response to Intervention--Academic and Social Emotional Supports, etc.
- **COVID-19 COMPENSATORY SERVICES** - These are special education instruction and services provided in addition to a student’s ongoing IEP services. If a student regressed or did not make effective progress in meeting their IEP goals because of the pandemic, these services will specifically address the effects of delayed, interrupted, suspended, or inaccessible IEP services. An example of compensatory services may be providing after school specialized reading sessions to make up services that a student was not able to access due to their disability.
- **NEW SERVICES** - Students may need additional special education services to address new areas of disability-related need. If so, these are called “New IEP Services” and a student’s IEP Team will discuss and include these new services in their IEP. An example of “new services” might be a student who previously did not require specialized math, now as a result of the school closure, requires specialized instruction in the area of math and their IEP will include a new math goal and IEP service.

They reviewed who will receive compensatory services and how those services would look in Natick. An overview of the overall process was given. The data collection, family input and the process for family meetings were reviewed.

### **Recognition of the Ciccarelli Family, Owners of Tilly & Salvy's Bacon Street Farm**

Dr. Nolin recognized the family. Each year they have a pumpkin fest and the proceeds go to our PTO’s. This year due to the pandemic, this won’t be held however, they are matching what they contributed last year as a philanthropic donation. It would’ve been remiss if we didn’t thank them. They are helping to allow our PTO’s to support our buildings like they have in the past.

### **Halloween and Anti-Racism Work**

Dr. Nolin discussed conversations and forums that she and Principals have had with students to understand their thinking on current events, race and culture. Dr. Nolin still would like school to be fun, socialize and be creative. However, there have been difficult moments at the secondary level around Halloween costumes. We have had several dialogues about appropriate attire. This is about understanding interpretation and cultural nuisances. Dr. Nolin commended the high school seniors for the manner in which they led the Halloween initiative with Principal Harrigan. We worked hard to share information and

students responded to it. One particular costume from back during the last election in 2016, that event has been conflated with other events in other Halloweens. However, it's now being told as one big tale. Dr. Nolin felt it important to clear this up. Last year, there was an incident surrounding costumes and immigration which was cited as hurtful. We've been working through this. Unfortunately, some lawn signs for graduation this year were made up from Halloween pictures citing that incident. There was not a consciousness about those signs and we had them removed. We are a learning organization and we are continuing to grow. This is work we are doing with our equity committee. There's been a lot of progress there.

### **Solicitation of Feedback on Learning Models**

The plan is for the administration to take the feedback we are gathering from the focus groups that have been held and will be held along with the Thought Exchange survey and how it will be used to present at a future meeting. Dr. Nolin reviewed the following'

#### **Goals:**

- Special Education Specific Feedback
- Feedback on remote learning weeks/remote experiences
- Office hours and student support/academic help desk
- Workload
- any other challenges or successes

#### **Intended action:**

Tweak models to strengthen school experiences for all

#### **Timeline evaluating learning models:**

- 10/19 Share ideas/timeline/get feedback from School Committee
- 10/30 Open Survey to Families
- 10/26 Start weekly office hours with school committee and superintendent on the topics listed in prior slide
- 10/26: Special Education, 5pm
- 11/4: Office Hours and Remote Experiences, 5:00pm
- 11/10: Student Supports, 5:00pm
- Week of 11/16 Workload for students, 4pm
- 11/30 present findings to school committee/community

### **Member Concerns**

Jefferson Wood, Teacher Representative discussed the recent announcements from Town Administration regarding Town finances. When we were anticipating a bigger financial crisis than what the financial reality is. Mr. Wood publicly thanked and acknowledged the School Committee for reinstating the 1% COLA's for staff and for speaking out as well as representing them at town meeting. The entire staff appreciated the work that was done.

Dr. McKenzie asked that we don't lose sight of Covid testing - maybe go to local business for financial assistance or work with some of us to raise some funding for testing.

At approximately, 10:03pm, Mr. Brand moved to adjourn. Dr. McKenzie seconded. Chair McDonough called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman - Yes

Mr. Haugland – Yes

Ms. Sonneborn - Yes

Mr. Brand – Yes

Ms. Collins - Yes

Chair McDonough – Yes

It was unanimously approved by those present 7-0-0.

Anna Nolin

Superintendent

Executive Secretary to the School Committee

Attest: \_\_\_\_\_

Rose McDermott

Executive Assistant/Recording Secretary

**Documents Provided in Novus Agenda** and materials used at this meeting can be found [here](#).