

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
REMOTE MEETING

EXECUTIVE SESSION MINUTES

July 31, 2020

MEMBERS OF THE SCHOOL COMMITTEE PRESENT via REMOTE PARTICIPATION:

Lisa Laprade, Chair

Tracey White, Vice-Chair

Steve Bilafer

Mayanne Briggs

Joshua Donati

Dr. Melissa Pearrow

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION REMOTELY PRESENT:

Michael Welch, Superintendent

Dr. Ian Kelly, Assistant Superintendent

Sam Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Dedham Middle School, District Learning Lab

Executive Session commenced at 7:31 a.m.

Mr. Laprade called the Executive Session to order. A roll call attendance was taken:

Steve Bilafer- Present

Mayanne Briggs – Present via remote participation

Joshua Donati - Present

Dr. Melissa Pearrow - Present

Tracey White – Vice-Chair – Present via remote participation

Lisa Laprade, Chair – Present

Supt. Welch stated the need for today's Executive Session is to discuss the impact bargaining with the Union around the Fall Reopening Plan.

- Expectation that teachers come back into the buildings to teach remotely
- Plan is a five phase process, starting with remote learning.
- Teachers return to school on August 31, 2020
- Remote learning instruction would start September 16, 2020
- Anticipating Union opposition to teachers being in buildings
- Teachers need to be back in buildings to practice safe protocols
- In spring, teachers expressed difficulty with remote learning from home
- In spring, teachers expressed concerns of using home/cell phones
- In-classroom teaching would eliminate concerns associated with teaching from home
- Plan is to get highest need students back in the building first and phase in other students
- Plan is broken into cohorts
 - Cohort A – Fully Remote
 - Cohort B – Highest/High Needs – In-person Monday, Tuesday, Thursday, Friday and remote on Wednesdays
 - Cohort C – In-person Monday and Tuesday, remote Wednesday, Thursday and Friday
 - Cohort D – Remote Monday, Tuesday, Wednesday and in-person Thursday and Friday
- Wednesdays and Saturdays deep cleaning days
- Plan is similar to other surrounding districts
- Need to impact bargain around no students in the classrooms

The Committee discussed the coordination of Hybrid learning. The plan includes asynchronous and synchronous teaching.

Ms. Laprade asked the Committee members (Mr. Donati, Dr. Pearrow, Ms. White, Dr. Kelly) who were on the Reopening Task Force to discuss concerns they heard during the planning meetings.

- How to teach synchronous and asynchronous learning
- What will student schedules look like
- Communication with parents
- Communication with students
- What will a full day of teaching look like
- Whole group instructions vs. small group instruction
- Safety
 - PPE
 - Building safety
 - 3 feet vs. 6 feet social distancing
- Cleanliness
- Sanitation
- Student transitions
- Wednesday Remote Learning Day
 - Not a day off
 - Deep cleaning day

- Full remote day of learning
- Training for remote learning
- Teacher's workload and hours
- Sick days
- Process for teachers/students who test positive for Covid-19
- Specialists
 - Rotating classes
 - Access to additional PPE
- Eating in classroom
 - Mask removal while eating
- Health Office
 - Isolation room
 - Staffing
 - Privacy
- Students who can't attend in person due to health issues
 - Same teacher or different teacher
 - How do we meet all their needs
 - Access to curriculum
- Support Services for students

Supt. Welch feels it is very important not to give up any time on learning. The plan is for full days of school (not half days).

Mr. Rippin stated he has been working with Food Service director Jeanne Johnson to make sure that all students can be fed safely during the day.

The Committee asked if Supt. Welch knew which teachers would be returning or which would need to be home due to health issues. Supt. Welch said he would be sending out a survey to gather this information.

Dr. Kelly explained the schedule needs to be consistent and the curriculum needs to be narrowed, but it should be the same for everyone. Live streaming lessons would allow for simultaneous learning and the best opportunity for equity. Recording lessons would also allow students to view/review lessons anytime.

Mr. Bilafer noted that recording lessons would need to be negotiated.

The Committee discussed the need to accommodate teachers who share spaces. They expressed the number one priority is time on learning (6 full hours a day.) They talked about staff options for leaves.

Supt. Welch stated that the administration is looking at all options for staff that are allowed under Federal and State laws. There are also other accommodations under the Coronavirus Response Act. Attorney'

HR Administrator Kathy O'Leary explained FMLA details; the definition of accommodation and the "Career Leave" defined in the Unit A contract.

The Committee discussed what standards needed to be reached so teachers could return to the building.

Supt. Welch noted that the highest need students have difficulty learning remotely and need to return to the buildings first.

There will be a public meeting on August 4 and August 5 to present the plan, hear parent concerns and vote on the plan.

Mr. Rippin discussed that all classrooms will have cleaning materials for high touch areas. Custodians will clean before and after school. How the buildings are cleaned during the day will need to be negotiated.

The Committee discussed the impact bargaining process and ground rules. The negotiation meetings will occur remotely.

Dr. Pearrow motioned to adjourn the Executive Session of July 31, 2020, Mr. Bilafer second; a roll call vote was taken:

Steve Bilafer- Present

Mayanne Briggs – Present via remote participation

Joshua Donati - Present

Dr. Melissa Pearrow - Present

Tracey White – Vice-Chair – Present via remote participation

Lisa Laprade, Chair – Present

Motion passed 6-0

Executive Session adjourned at 8:49 a.m.