

BEDFORD SCHOOL COMMITTEE

June 16, 2020

Live Virtual Online Meeting using Zoom™ Audio/Video Conference Software

*** Due to the Covid-19 Crisis, this meeting was live-streamed over the internet using Zoom™ video/audio conferencing software in order to adhere with social distancing measures put in place by Governor Baker. This meeting was open to the public for live chat during Public Comment.*

1. Call to Order

At 7:34 p.m., Ms. Santiago called to order the meeting of the Bedford School Committee. Other members present included Mr. Brosgol, Ms. Guay, Ms. Scoville and Mr. Morrison; each member stated their name in a roll call attendance.

Ms. Santiago read Governor Baker's order from March 12, 2020:
Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §20, and the Governor's March 15, 2020 Order imposing strict limitations on the number of people that may gather in one place, this public hearing of the Bedford SC is being conducted via remote participation. No in-person attendance of members of the public will be permitted, but the public can listen or view this meeting while in progress by accessing via the Zoom™ link on the meeting agenda or by streaming on Bedford TV. Members of the public attending this meeting virtually will be allowed to make comments if they wish to do so, during the portion of the hearing designated for public comment, by raising their hand in Zoom or by dialing *9 if they called in. All votes taken by this body shall be by roll call vote.

2. Comments from Public

*Ms. Anne Caron
120 North Road
Bedford, MA*

Ms. Caron asked that the School Committee reconsider cuts to teaching assistants. She applauded the Bedford Education Foundation for their financial support to the schools for Lexia learning software.

*Mr. David Kimmell
312 Concord Road
Bedford, MA*

Mr. Kimmell suggested that the School Committee consider suspending the half-day early release Wednesdays for students to compensate for lost learning during COVID-19.

Public comment closed at 7:41 p.m.

3. Personnel Report

Mr. Sills reviewed the Personnel Report:

June 16, 2020

Resignations:

<i>Bella Lopez</i>	<i>1.0 Special Education Teaching Assistant</i>	<i>Lane</i>
<i>Molly Singh</i>	<i>0.2 Gifted and Talented Teacher</i>	<i>Davis Lane</i>

Appointments:

<i>Erin Sarpard</i>	<i>1.0 Literacy Specialist</i>	<i>JGMS</i>
<i>Devon Hatch</i>	<i>0.5 Physical Education/Wellness Teacher</i>	<i>JGMS</i>

There was a second reading of the High School Counselor job description.

School Committee had no questions and moved on to a vote.

Mr. Brosgol made the following motion:

MOVED: Motion to approve the job description for the High School Counselor

MOTION SECONDED by Ms. Scoville

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

4. FY21 Budget Report

Mr. Sills shared a document proposing the FY21 Budget where he proposed a 3.5% increase in the overall budget with a \$450K reserve for Special Education costs.

There will be no Cost of Living Allowance (COLA) increases for teachers, Nurses and Paraprofessionals.

The document outlined the following changes needed to meet the needs of the FY21 Budget:

- Increase Substitute budget to meet the needs of Long-Term subs
- FY20 Savings to increase Impact Aid Offset
- Retain iPads for a 4th year of service
- 15% Reduction of Supplies and Materials
- 20% Reduction of Text Replacement
- Eliminate Expansion in IT contracted services
- Eliminate expansion in Facilities contracted services
- Reduce District Wide Professional Development
- Eliminate Uniform Replacement
- Reduce Athletic Equipment Replacement
- Eliminate expansion in Assistant Principal Summer Days
- Youth Risk Survey is bi-annual, reserve for COVID impact
- Elimination of JV Hockey Expansion

- Elimination of IT Interns
- Grant Funding for New Teacher and Mentor Stipends
- Curriculum Stipend Suspension at JGMS, Lane and Davis
- Addition of Enrichment Programming
- Addition of Grade 3 Teacher 1.0
- Reduce English Teacher 0.2
- Reduce Third Grade Language Teacher 0.4
- Reduce Gifted and Talented Teacher 0.2
- Reduce Instructional Coach 0.8
- Reduce Out of District PA 0.4
- Reduce Library EA positions 3.6
- Reduce AAC TA 1.0
- Reduce 5-day sub 4.0
- Reduce TA BT Position 1.0
- Eliminate Expansion of Preschool Admin Assistant 0.3
- 0% COLA for Non-Contract Personnel
- Reduce Computer Lab Assistant position 1.0
- Eliminate Expansion in Floater Custodian
- Offset Reduced due to loss of Student Opportunity Act funding (SOA)
- Offset Reduced due to building rental loss
- Additional Legal Services due to closure related impacts
- Impact Aid Offset increased

The School Committee had some questions and comments:

Mr. Brosgol asked if this would impact fourth grade World Language.

Mr. Sills said no, only third grade World Language.

Mr. Morrison asked if other districts were taking measures similar to Bedford's 90 additional minutes of Literacy for the third grade students.

Mr. Sills said that Needham is looking into this but may also include math.

Dr. Clifford stated that the Department of Elementary and Secondary Education (DESE) has the expectation that districts should be addressing core subjects.

Mr. Morrison asked about how the unique social needs will be met for students in the Enrichment program (formerly Gifted and Talented).

Mr. Sills said that teachers are the first line to meet these needs and will do so through the Math Olympiad. Teacher, Ms. Anne Pumphrey and Librarian, Ms. Linda Coviello will help build these relationships.

Ms. Guay applauded Ms. Salipante and Dr. Clifford for their creative solution to meet student Literacy needs.

Ms. Scoville noted that third grade reading scores can help predict how likely a student is to graduate. She appreciated that Ms. Salipante and Dr. Clifford asked the School Committee to give the Literacy solution more thought and agrees that this time was helpful.

Ms. Santiago said that she is very pleased with the outcome.

Ms. Scoville made the following motion:

MOVED: In acknowledgment of Bedford's projected Covid-19 related revenue shortfalls, do I hear a motion to approve the FY21 budget reductions as presented on June 16, 2020, for an FY21 budget of \$42,031,459.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

The budget figure was transposed and the School Committee had a revote for the budget.

Ms. Scoville made the following motion:

MOVED: Motion in Acknowledgement of Bedford's Projected COVID-19 FY21 Revenue Shortfalls to approve the FY21 Budget with Reductions as presented on June 16, 2020 for \$42,031,459.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

5. JGMS Handbook

JGMS Assistant Principal, Mr. Nick Bacigalupi reviewed proposed changes to the JGMS Student/Parent Handbook for the 2020-2021 school year.

Some of the changes that were proposed are as follows:

- Grammatical, punctuation and formatting updates
- Table of Contents Updates
- Faculty Name Changes
- Addition of text to the H.E.A.R.T description
- Addition of "Student Bill of Rights"
- Dress Code Updates
- Student Electronic Devices Update

- Changes in Student Council – no election, all can join
- Addition in Student Code of Contact

Mr. Brosgol asked how much time is used in the observation of students wearing hoods and headphones during the day.

Mr. Bacigalupi stated that it takes more time than he would like and it is for the safety and security of all students.

Mr. Morrison commented that he was touched by the 8th Grade Moving On drive through ceremony.

Ms. Guay asked if there was an uptick of participation in Student Council since there are no longer elections.

Mr. Bacigalupi said that there was not much participation and wished that there was more. He finds that having Student Council as “all inclusive” is the best thing for students.

Ms. Scoville asked when the “Student Bill of Rights” is discussed with students. She is happy that it has been moved to the front of the handbook.

Mr. Bacigalupi said that they do not go through it again after the beginning of the year but believes that it is something to think about.

Ms. Santiago suggested replacing the language on line 9 of the “Student Bill of Rights” saying that “new immigrants” feels unusual to see it written that way.

Mr. Brosgol made the following motion:

MOVED: Motion to approve the JGMS Student/Parent Handbook for 2020-2021 as amended.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

6. BHS Handbook

High School Principal, Ms. Heather Galante, and Assistant Principals Mr. Tom Casey and Mr. Dan Hudder discussed the proposed changes for the 2020-2021 High School Student/Parent Handbook.

Some of the changes that were proposed are in the following areas:

- Registration
- Leaving School

- Homework Policy
- Grading System
- Promotion Requirements
- Honor Roll
- Pass/Fail
- Enrichment “class rank to GPA”
- Community Service

Mr. Brosgol asked if tests were given a day or so after a homework-free vacation ends.

Mr. Hudder said that most teachers do not give tests right after a vacation.

Mr. Brosgol said that the Registration piece seems as if some students may not feel included.

Ms. Santiago asked if Enrollment will replace what is currently on page 88 of the handbook.

Mr. Hudder stated that nothing on page 88 is set to be changed.

Mr. Brosgol asked what percentage of students make the honor roll.

Ms. Galante stated that 88% of students make the honor roll. She believes the honor roll seems to shed more light on those who do not make the honor roll and she would rather all students are recognized for their achievements.

Mr. Brosgol asked if there will still be assessments to be sure that students are still able to achieve.

Ms. Galante said that there will still be mid-year assessments which will be embedded and will alleviate stress on students.

Mr. Brosgol asked if other towns are looking into this same idea.

Ms. Galante said that Bedford is actually late in adopting this.

Mr. Morrison asked for more detail on the Certificate of Attainment.

Mr. Casey stated that DESE does this for students who cannot pass one or more MCAS exams.

Mr. Morrison asked what path a student would take if they had a Certificate of Attainment.

Ms. Galante said that a student can then go on to get a Graduate Equivalency Degree (GED) and that it does make it difficult to get into college. She said that remediation services are available but noted that 99.9% of Bedford students pass the MCAS exams.

Mr. Morrison asked if Community Service is required or expected.

Mr. Hudder stated that it is not a graduation requirement.

Mr. Morrison agreed that there will no final exams but was concerned that students need to learn to take a test.

Ms. Guay asked if the change in the Registration piece was to clarify that not all residents of Hanscom Air Force Base are military personnel and therefore not all residents can attend Bedford Schools.

Mr. Hudder and Ms. Galante believe this should be redacted and revisited next year.

Ms. Scoville likes the simplicity of the major assessments. She feels that the change to Community Service is too streamlined and seems to have taken out the personal touch.

Ms. Santiago asked how the religious and cultural observance policy affects students who have more days off than others do. She also if Community Service can be retroactive and was concerned about how it would work for rising seniors.

Ms. Galante said that Community Service could be retroactive.

Ms. Santiago asked if there were other rewards for students if there is no Honor Roll.

Ms. Galante stated that they are not taking away the Honor Roll; they are just sending letters home instead of posting it.

Ms. Scoville made the following motion:

MOVED: Motion to approve the BHS Student/Parent Handbook for 2020-2021 as amended.

MOTION SECONDED by Ms. Guay

Mr. Brosgol did not agree with the Honor Roll piece and after a brief discussion, Ms. Scoville withdrew the motion.

Ms. Scoville withdrew the following motion:

MOVED: Motion to approve the BHS Student/Parent Handbook for 2020-2021 as amended.

Ms. Scoville made the following motion:

MOVED: Motion to approve the BHS Student/Parent Handbook for 2020-2021 without changes to Registration or changes to Honor Roll section and revision by the BHS Administration for the 2020-2021 year as amended.

MOTION SECONDED by Ms. Guay

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Mr. Morrison	Yes
Ms. Guay	Yes
Ms. Scoville	Yes

Ms. Santiago Yes

7. Portrait of a Graduate

Mr. Sills presented the final image of the Portrait of a Graduate. He went on to explain each of the key points represented by the image.

Mr. Brosgol said that he embraces the values represented by the Portrait of a Graduate, he does not believe that they are inclusive of how all people feel.

Mr. Morrison would like to if it had included "Living Sustainably", he is supportive of the image.

Ms. Guay asked if there was an opportunity for the community to have input.

Mr. Sills said yes, the community was also involved.

Ms. Guay feels that it is very broad and does not know of a school who can produce such a student.

Ms. Scoville was part of the group that helped develop this image, she likes it visually and other communities had broad terminology.

Ms. Santiago asked how community input was solicited.

Mr. Sills stated that there were meetings hosted locally as well as in Boston.

At 10:17 p.m., Mr. Sills had technical difficulty, which was quickly resolved.

Ms. Scoville made the following motion:

MOVED: Motion to approve a Portrait of a Graduate as presented on June 16, 2020.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 4-1-0

Mr. Brosgol	Yes
Mr. Morrison	Yes
Ms. Guay	No
Ms. Scoville	Yes
Ms. Santiago	Yes

8. Bedford Education Association (BEA) Contract Ratification

An agreement was met with the BEA for a new one-year contract, Mr. Sills reviewed:

- One year contract
- All language will be in a one year contract
- Next year will bargain for a new three year contract
- Most dramatic change to contract is the 0% COLA raise

Ms. Santiago asked if giving up the Professional Development days changed the previously voted and approved 2020-2021 school calendar.

Mr. Sills said that the calendar would have to be re-voted but the days would not change the number of student days.

Ms. Santiago asked if classroom visitation only pertained to outside visitors.

Mr. Sills said yes, it only pertains to outside visitors such as parent or a special education advocate.

Ms. Santiago asked for clarification on the Early Retirement piece.

Mr. Sills stated that this was an administrative change and not a policy change.

Ms. Santiago thanked the BEA for being so gracious.

Mr. Morrison made the following motion:

MOVED: Motion to ratify a one year, 2020-2021, contract between the Bedford School Committee and the Bedford Educators Association as outlined in the June 2020 Memorandum of Understanding

MOTION SECONDED by Mr. Brosgol

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Mr. Morrison	Yes
Ms. Guay	No
Ms. Scoville	Yes
Ms. Santiago	Yes

9. State Funding for COVID-19 Mandates

Ms. Santiago said that other School Committees in Massachusetts are considering a request that the state fully fund any school mandates related to the COVID-19 pandemic. Would the Bedford SC be interested in making a similar request?

Mr. Brosgol and Mr. Morrison were supportive.

Ms. Guay, in her professional opinion, did not think it was plausible because it is an unfunded mandate. She does not believe that this is enforceable. Ms. Guay is supportive and thinks the School Committee should go forward if they wish, but she cannot agree to something so broad.

Ms. Scoville agrees with Ms. Guay and trusts her judgement but decided that she would show her support.

No motion was put forward.

10. Associate Superintendent Summer Contract

Ms. Santiago briefed the School Committee saying that Mr. Sills is retiring on June 30, 2020 as we are bringing in our new Superintendent Mr. Philip Conrad, who will be starting on July 1, 2020. During this pandemic and the challenges that all schools are facing, Mr. Sills has agreed to take this position of Associate Superintendent to assist Mr. Conrad. Mr. Sills will have a new contract from July 1 to August 31, 2020.

Mr. Morrison made the following motion:

MOVED: Motion to approve the Contract with Jonathan Sills as Associate Superintendent from July 1, 2020 to August 31, 2020 at a cost of \$37,750.00

MOTION SECONDED by Mr. Brosgol

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

11. Superintendent's Report

Mr. Sills gave a brief Superintendent's Report where he talked about the upcoming meetings of the Re-Opening Task Force. He said that information would be sent to families.

Ms. Guay asked if there would be information on Special Education summer services.

Mr. Sills said that he would give the most up to date information when it became available. He said that most services would be remote except for students who would not benefit from remote learning due to the severity of their disability. Mr. Sills said that Bedford would be following the guidance put forward by DESE.

12. Minutes

Ms. Guay made the following motion:

MOVED That the School Committee approve the minutes from the March 20, 2020 School Committee meeting as amended.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

Mr. Brosgol made the following motion:

MOVED That the School Committee approve the minutes from the March 25, 2020 School Committee meeting as amended.

MOTION SECONDED by Mr. Morrison

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

Ms. Guay made the following motion:

MOVED That the School Committee approve the minutes from the April 9, 2020 School Committee meeting as amended.

MOTION SECONDED by Ms. Scoville

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

Mr. Morrison made the following motion:

MOVED That the School Committee approve the minutes from the April 28, 2020 School Committee meeting as amended.

MOTION SECONDED by Mr. Brosgol

MOTION APPROVED 5-0-0

Mr. Brosgol	Yes
Ms. Santiago	Yes
Ms. Scoville	Yes
Ms. Guay	Yes
Mr. Morrison	Yes

13. Adjournment

Mr. Brosgol made the following motion:

MOVED: Motion to adjourn at 11:00 p.m. not to reopen.

MOTION SECONDED by Ms. Scoville

MOTION APPROVED 5-0-0

Mr. Brosgol Yes

Ms. Santiago Yes

Ms. Scoville Yes

Ms. Guay Yes

Mr. Morrison Yes



School Committee Secretary

7/2/20

Date

BEDFORD SCHOOL COMMITTEE
June 16, 2020
Exhibits/Documents

- Personnel Report
- Job Descriptions
 - High School Counselor – Second Read
- BHS Proposed Handbook Changes 2020-2021
- Mid-Year and Final Exam Proposal
- JGMS Proposed Handbook Changes 2020-2021
- BEA Agreement
- BEA Memorandum of Agreement June 2020
- Portrait of a Graduate – Final Image
- Minutes
 - March 20, 2020
 - March 25, 2020
 - April 9, 2020
 - April 22, 2020
 - April 28, 2020