

**WOBURN SCHOOL COMMITTEE**  
**REGULAR MEETING**  
**May 27, 2020**

A Remote Meeting of the Woburn School Committee was held on May 27, 2020, beginning at 7:30 pm.

**ROLL CALL**

Ms. Chisholm-Present, Ms. Cormier-Present, Mr. Kisiel-Present, Mr. Lipsett-Present, Mr. Mulrenan-Present, Dr. Wells-Present, Chairperson Crowley-Present

Chairperson Crowley began by stating this is a public meeting convened under an executive order from the Governor that allows a public entity to conduct a meeting that waives the rule that normally requires a quorum in person. We are conducting this meeting remotely under the authority of the Governor's Emergency Order issued on March 10, 2020.

Chairperson Crowley took a moment of reflection on what is happening in our community with the COVID-19.

**ROLL CALL**

Ms. Chisholm-Present, Ms. Cormier-Present, Mr. Kisiel-Present, Mr. Lipsett-Present, Mr. Mulrenan-Present, Dr. Wells-Present, Chairperson Crowley-Present

**APPROVAL OF RECORDS**

A motion was made to approve 4.16.20 SC Minutes.  
Motion was seconded, all in favor. Motion passed 7-0.

**ROLL CALL**

Ms. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Chairperson Crowley needs a motion from the school committee to allow the school committee to post the budget for the public hearing on the school website.

Dr. Wells made a motion to allow the SC to post the budget for the public hearing on the school website.

Motion was seconded, all in favor. Motion passed 7-0.

**ROLL CALL**

Ms. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes Chairperson Crowley-yes

The FY 2021 School Budget, pursuant to the public hearing that will be scheduled for June 1, 2020 as of now, will be published on the Woburn Public Schools website.

The budget will be made available for the public 48 hours before the public hearing.

## **REPORTS/PRESENTATION OF SUPERINTENDENT & STAFF**

### **Vote to Endorse Principal Callanan's Revision to Graduation Plan 2020 and set date as recommended by Administration**

Ms. Callanan began by saying it was deemed that the city could not endorse the parade idea because it is too much of a health concern. Principal Callanan then met with Dr. Crowley, Mayor Galvin, Police Chief Rufo, and Mr. David Dunkley immediately after and started drafting a new plan that consists of small groups of students coming across the field and walking across the stage to receive their diplomas. That plan was shared with the school committee through Dr. Crowley. Principal Callanan was given the go ahead to release this to the community which she did. This was sent to parents of senior students on May 21, 2020. That afternoon the commissioner and the department of public health issued new guidance that made it very difficult for this plan to be carried out in the time frame that we were hoping to do. Principal Callanan thought she was coming here for a vote from the school committee for a graduation date of June 13th with a rain date of June 14th where students walk across the stage and receive their diploma and then the state came forward with guidance from now until July 18th only virtual or extremely small ceremonies could happen. An example would be a car parade. After July 18th, small groups will be able to celebrate a graduation. Basically we had one plan that was endorsed that isn't able to be supported at the city level because of safety concern and new guidance from the state and commissioner that says you cannot have small groups come together until July 19th. Principal Callanan is proposing that graduation be pushed until July 25th with a rain date of July 26th, and have small groups of 20 go across the field to walk across the stage. We could also have a car parade that is something that is allowed under the new guidance from the state.

Dr. Crowley appreciates Principal Callanan's hard work to honor the Class of 2020. Dr. Crowley supports the on field ceremony.

Mr. Mulrenan made a motion to go ahead with the July 25, 2020 with a rain date of July 26, 2020 on field ceremony.

Mr. Kisiel seconded the motion, all in favor. Motion passed 7-0.

### **ROLL CALL**

Ms. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes Chairperson Crowley-yes

## **BUDGET DISCUSSION FY 2021 (not a final vote on budget)**

Chairperson Crowley began by saying we are facing a dire financial situation. The closing of nonessential businesses in the city and state has created a revenue issue for both city and state. There is a billion dollar shortage of state funding and the state budget to this date has not been passed. We are making a budget in the world of the unknown. Our usual funding sources remain up in the air and undetermined at this point. Our budget tonight is continuously built on the concept that schools will reopen in September. That might change dramatically.

Chairperson Crowley is asking the public to keep that in mind. As always, the school committee will always focus on the best interest of our students.

Dr. Crowley thanked the custodians, food service department, our school nurses, tech department, administrative assistants and our teachers for all the wonderful work they have been doing. He also is fortunate for his administrative team.

Dr. Crowley highlighted the progress we have made.

Content Specialists: Created structure for Professional Learning Communities and Data Meetings that leveraged MTSS across the Elementary Schools.

Curriculum Coordinators: Support staff teaching and new curriculum in ELA, Math and Science at the Middle School

Elementary Curriculum Coordinator — Ms. Courtney Young

Increased access to the Fine and Performing arts K-12

Woburn Memorial High School named a 2020 Best High School, based on rankings from U.S. News & World Report.

Dr. Crowley is very proud of the work that has happened in Woburn. In putting together the budget he is very mindful of not going backwards and trying to protect and preserve what we already have and maintain that as we move forward.

A survey was put out to families last week.

The survey was focused on transportation, athletics and remote learning.

Transportation: Current & Future Bus Usage and Proposed Fees

Athletics: Proposed Fees

Remote Learning: Technology Needs and Feedback on Remote Learning

We had 1187 responses to the survey which was evenly distributed.

Family Response by Grade:

Grades 9-12 25%

Grades 6-8 22 %

Grades 3-5 25%

Grades K-2 28 %.

Bus Regulations:

Current state law mandates busing for children in kindergarten through sixth grade who live more than two miles from their school. State law does not require any busing for grade seven through grade twelve, regardless of distance. Any student wishing to board a bus and who does not live in a neighborhood where busing is mandated will be required to purchase a bus pass. The following students must purchase a pass if they wish to ride a bus.

Students in grades 7-12

Students in K through 6, if they live less than 2 miles from school & reside in neighborhoods receiving bus services.

These are things that were in the survey.

A district comparison was done as it relates to transportation. For example:

Winchester Bus Fee - \$630.00 (1) \$785.00 (2) \$920.00 (3+)

Burlington - No fees

Lexington Bus Fee - K-6 < 2 miles, 7-12 (325.00 (1) \$825.00 (3 +)

Stoneham - No fees; limited transportation

North Reading Bus Fee - K-6 < 2 miles, 7-12 \$400.00 (1) \$650.00 (2+)

Most surrounding communities charge bus fees (approximately \$200.00/student, \$400.00/family per school year) for students.

If Woburn were to require bus fees, would you agree or disagree with this decision? Please note that financial assistance would be available for those who qualify.

Strongly disagree is the prevailing opinion.

A previous question was raised by Dr. Wells. Who will take a bus next fall if in fact we open our doors? Current bus users are 56%; 53% said they would take a bus next year.

A district comparison was done as it relates to athletic fees. For example:

Winchester-\$325.00/sport, \$1300.00 max

Burlington - No fees

Lexington - \$325.00/student, \$650.00/family max

Stoneham - \$300.00/sport, \$900.00/family max

North Reading - \$200.00/sport, \$1300.00 family max

If Woburn were to require athletic fees, would you agree or disagree with this decision? Please note that financial assistance would be available for those who qualify.

This question was a bit mixed with responses. People are a bit open-minded with the idea of athletic fees.

Device Needs. If remote learning were continued in some capacity in the fall, what is the minimum number of devices you would need to borrow from WPS to allow the students in your home to successfully participate in remote learning?

40% Household Requesting WPS provided device  
Average 1.4 devices requested per household  
District-wide = 1575 devices minimum (35% of WPS students)  
Currently distributed = 920 devices (20% of WPS students)

Not reflected in the budget tonight but Dr. Crowley believes this is a cost we need to consider.

1:1 Device Options/Costs

Purchase Options

Straight Purchase = \$339.00 each

4 Year Lease to own = \$354.00 each (\$88.50/year)

\$14.50 more/device to lease over 4 years

DESE Guidance

Dr. Crowley was on a call with the commissioner this morning. We are still waiting for guidance from the state to see what the fall will look like. This budget is an incredible challenge because we don't know what we are planning for. We have been advised to purchase PPE equipment.

Any guidance from the state is 2.5 weeks away as it relates to next fall.

Dr. Crowley is most proud of the fact we have a Strategic Plan, Vision, and Blueprint for the Woburn Public Schools System in Woburn to represent our kids. Our priorities are: Equity for All Students, Consistent & Rigorous Curriculum, and Professional Practice. Over the past couple of years we have made great investments to support our vision. For example; Adjustment Counselors at all schools, pre-K Director, Curriculum Coordinators, Family & Community Liaison and Director of Human Resources to name a few. While doing the budget Dr. Crowley and his team wanted to protect to the extent possible the progress that has been made to get to these positions. Dr. Crowley is afraid if we start eliminating some of these positions they will never be returned and the progress that has been made will be stopped. To roll over our budget it would be a 5.9%.

This includes:

Step/lane 1.2%

Contractual Increases of 2% (minimum)

OOD/Transportation

No New Positions Included in Roll Over

Considerations:

State Budget Shortfall, unknown Chapter 70

City Budget Shortfall

Questionable Reimbursements

The committee asked Dr. Crowley and his administrative team to get to a 4% budget. Dr. Crowley wanted to go lower so that people could have an idea of the choices that they had to make and allow choices to be made. Dr. Crowley has a proposed reduction list. Not in the budget is any PPE equipment or technology.

Adjusted FY 21 Budget: 3.436%

This Includes:

Step/Lane 1.2%

Contractual Increases 2%

3 New Positions Necessary for SpEd Compliance/Oversight

Proposed Reductions (detailed list)

Considerations

COVID-19 (PPE, return)

Not filling several vacancies across the district

Not filling positions recommended in 3 year budget proposal impacting district improvement timelines

Unforeseen Special Education Costs

Increased technology costs for Remote Learning

To go from the previous meeting to tonight to get down to that 3.436%, there are cuts that were articulated to the committee choices to make. For example if you were to eliminate 18 K-paras, the line item there is \$279,000.00. We are at 3.4%. The committee has the ability to tell us to go down lower; it can also tell us to add back in. Reduce maintenance and grounds \$230,000; another example is the substitute line item; we are reducing by \$175,000.00. It seems counterintuitive because we may need more subs next year. We have been challenged to try to come up with a budget. Dr. Crowley does not want to go into classrooms. Our priority is kids. We all tried to reduce where we possibly could without affecting the day-to-day interaction with a teacher and a child. We tried to follow the guidance that was suggested to us by the committee and that was to share the pain. We have eliminated a curriculum coordinator, eliminated MCAS tutors, we have tried to distribute the cuts to a variety of different sources. The total dollar amount in cuts is \$1,910,075.

Embedded in the 3.436% budget, we are going to need (2) 1:1 Nurses, a SpEd Coordinator, and to bring in house a BCBA.

There are also recommended new positions; Digital Learning Coach, Adjustment Counselor at the MW, and Goodyear Assistant Principal. These recommended positions are not being talked about at this time.

Budget Summary:

FY 20 Budget	\$65,748.740	
FY 21 Budget - 5/14/20	\$69,632,889	5.908%
Apply Budget Changes/Cuts	- 1,910,075	
Apply FY 21 New Positions	285,340	

New Working Budget            \$68,008,154    3.436%

Dr. Crowley told the committee once again they certainly have the right to tell him to go lower and also can add things back in. Dr. Crowley and his team will take the direction of the committee. Everything has an economic impact.

Potential Items to Reinstate:

If 403B Option is added back \$68,308,154 will bring the budget to 3.893%

If Kindergarten Paras are added back \$68,287,861 will bring the budget to 3.862%

If HS Reductions are added back \$68,105,015 will bring the budget to 3.584%

If Freshman Athletics are added back \$68,085,154 will bring the budget to 3.554%

Dr. Crowley is putting all the data he pulled earlier out here tonight. He knows it has been a long-standing tradition and a value in Woburn to not charge fees but we have about 1700 kids that take the bus; 65% of those would pay predicated on the free and reduced lunch so there is revenue that other cities and towns collect that Woburn doesn't and the same for athletic fees.

Potential Revenue:

Transportation Fees    \$377,400

Athletic Fees            \$190,320

Dr. Crowley opened it up to questions from the committee.

Mrs. Chisholm asked how many people will be RIF'ed and if have we gotten a number from the mayor that he will accept.

Dr. Crowley said the total number is 5 and we have not gotten a hard number from the number. Chairperson Crowley said the mayor has been told several times that we are doing a 4% budget.

Mrs. Chisholm responded that we have said 4% but she doesn't think the mayor or city council has agreed on that. She does not want to waste any more time.

Mrs. Chisholm asked if we had an idea of what the savings will be from closing the schools early this year.

Mr. Elia said the amount is around 2.8 million but there are more invoices coming in. We also just received some OOD Tuition bills.

Mrs. Chisholm asked about the lunchroom monitors that could be reduced by 50%, who will be covering the cafeteria.

Dr. Crowley said we may not have lunch in the cafeteria. Lunch might be in the classroom.

Mrs. Chisholm is having a hard time saying we can do that. Contractually, teachers need a break.

Dr. Wells said in the budget summary it looks like there are 20 additional personnel.

Mr. Elia said there were a number of SpEd positions that were taken out of the grant and moved into the regular budget and transferred out of district tuitions into the grant. The purpose in doing that was that if we left them in the grant, the grant had to pay 9% into their retirement fund. We were trying to eliminate having that extra money taken out of the grant when it could be used for other purposes.

Dr. Wells asked how many new personnel are in the budget as it stands now.

Mr. Elia responded by saying there are 4 new positions. BCBA, the SpEd Coordinator and two nurses.

Dr. Wells stated if we eliminate freshman athletics we reduce the budget by \$77,000 but if you look at the summary it says \$32,000.

Mr. Elia said \$45,000 is for coaches.

Mr. Kisiel asked what department the curriculum coordinator is being eliminated from.

Mr. Elia said the math curriculum coordinator wants to go back into the classroom.

Dr. Crowley said that is an Administrative position.

Mr. Kisiel asked if the position of high school librarian who is retiring this year will be replaced.

Dr. Crowley said this will result in an involuntary transfer.

Mr. Kisiel asked about the elimination of the SpEd Psychologist, what would be done.

Dr. Baldassarre said they would restructure how student assessments are done, there would be some redistribution and reorganization with our Psychological team,

Mr. Kisiel commented that he has gotten feedback from parents that they would rather see fees than losing some positions like the K-paras.

Mr. Lipsett thanked the administration for all of their hard work. He would like to know what the bottom line number looks like if we take out any cut that involves someone losing a job. We do not have a hard number to shoot for, so he does not feel comfortable doing this. If he had a number maybe, but in good conscience he could not vote for any cut that would take a job away.

Ms. Cormier asked about the 18 K-paras, if we eliminate them how many would that leave.

Dr. Crowley said that would be all of them.

Ms. Cormier asked why the K-paras were chosen to be removed.

Dr. Crowley said we do not have a lot of paras that are assigned through Special Education.

Ms. Cormier asked where we would move our librarian from.

Dr. Crowley said middle school. There is one librarian shared between both middle schools.

Ms. Sprague commented that the middle school librarian services grade 6 students only.

Dr. Wells feels he would like to know if we need to hire a person to collect the fees because if we do that would take away from the bottom line.

Dr. Crowley commented that a lot of fees can be paid online, he does not know if it would require an additional person.

Mr. Lipsett said this topic might be an unpopular topic among his colleagues, school committee salaries. If we are all feeling this pinch throughout the system then the school committee should feel it too. Mr. Lipsett is new here and wanted to know the total expenditure for school committee stipends.

Mr. Elia said it is \$50,850.00.

Dr. Wells said that we pay the Northeast Voke school committee person and if we decide to do something that would not be fair unless she agrees.

Mr. Lipsett said that is not an insignificant amount of money as he is looking at the cuts we have here. Mr. Lipsett is going to consider making a motion to that effect when he is ready to do so. Chairperson Crowley commented the school committee could direct her to engage with the city council to see if there could be a city wide interest in doing something to that effect.

Mr. Mulrenan thanked the administration for all of their hard work.

He went on to say we have so many unknowns, we have no number from the mayor. If we are right on the cusp of the 4% has anyone asked the mayor about his reserved rainy day account?

If so, what are the chances of the school board to access this rainy day account? These school cuts are going to hurt a lot of people across the city, Chairperson Crowley has asked the mayor about the rainy day account. She has had frequent communications with the mayor as to how the school committee is going to fund their budget, what is necessary and what we need. Chairperson Crowley proposed the 5.9% budget. Dr. Crowley and herself sat down with Mayor Galvin and explained exactly what they needed, which was 5.9% to roll over the budget. We are strong advocates for the school district and she would just encourage the school committee to build a budget that is in the best interest of our students. If we build a budget we can bring that to city council, city council can add to our budget to meet the needs of our students.

Mr. Mulrenan appreciates Chairperson Crowley's explanation. Perhaps it's time for the public to notify the mayor it is time for him to look into the reserve rainy day account if feasible and legal. Is this something he could explore for us on behalf of the school district?

Dr. Wells said he understands we have to advocate for the school department and we are doing that the best we can; the only issue is we also have to advocate for it in light of this situation. It's easy to say go to the rainy day fund now, but we don't know if next year is going to be worse. Our state representative is very concerned about next year's state budget. We can say we need 6% but this is just not realistic this year. There have been times that have been hard. We do the best we can and we try to make the cuts as judiciously as possible. Administration has given us some options. We don't know what we are going to need in the fall. That might be the time to go to the rainy day fund. We need to deal with the budget situation as it is. It should be somewhere in the 3-4 range and we just have to live with it. He thinks that talking about a larger budget is not realistic.

Mrs. Chisholm would hate to add the burden of fees to families. When we talked about this in the past the big push back was who was going to collect the money and who is going to chase them down. As we are seeing with our lunch debt, people don't pay and it becomes a roller coaster. It is not fair. If we are going to do anything Mrs. Chisholm said she would support an athletic fee more than she would do anything else because the kids at the high school can get a job and pay for their fees. We need to get these kids to school and if parents have no way of transporting them that is more important than fees. She thinks it is crazy to be thinking about adding fees; we are not Lexington, we are not Winchester. If you look at Waltham and Wilmington they don't have the same fees. Those are the towns we should be comparing ourselves too. For freshman athletics, we need to make sure we are Title IX compliant. If we charge a fee for freshman athletics it's going to be everybody pays or nobody pays.

Mrs. Chisholm said we need to find out if the 403B can be done. There are a couple of duplicates on the new list; are they counted twice or were those changed?

Mr. Elia said all of those are not counted twice.

Ms. Chisholm asked about the spring coaches and wants the fall coaches to know we won't be paying them in the fall if we don't play the sports.

Mr. Mulrenan asked if we were to add the k-paras back into the budget what percentage would we be at. Dr. Crowley responded that it would be 3.872% and if we added everyone back into the budget it would be around 4.1%. He will have that information for the meeting tomorrow, Chairperson Crowley asked Dr. Crowley if the Mayor saw the list of potential cuts and if he had any objection to paying the 403B in June vs. July.

Dr. Crowley said he sent it to him this morning but has not heard back.

Chairperson Crowley asked about the impact of K-paras.

Dr. Crowley said he feels they are vital to the classroom, these are our youngest kids.

He does not like any of this. We just don't know what school is going to look like in September.

Mr. Mulrenan asked if anyone ever discussed an activity fee for example band and other activities that the students are involved in.

Mrs. Chisholm asked about the k-paras, some of them have been with us a long time. Could they bump someone?

Dr. Crowley is not sure; he would have to look at the contract.

Dr. Wells made a recommendation to go through the list of proposed cuts to see if there are things we can agree on.

Dr. Wells made a motion that we pay the 403B in June rather than July so it is in FY 20.

Motion was seconded, all in favor. Motion passed 7-0.

Mrs. Chisholm, on the motion, wants to make sure we get clarification that legally we can do this.

Dr. Wells said his legal understanding is the school committee has the final authority on spending its budget.

#### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Chairperson Crowley said that motion passes and adds \$300,000 back into the FY 21 budget.

Dr. Wells made a motion to approve the suggested savings of \$230,000 on maintenance & grounds.

Motion was seconded. Ms. Cormier on the motion, what would this entail?

Mr. Elia said this is coming out of maintenance and custodial supplies and there was a potential to replace a plow that is on its last leg. It does not involve any personnel.

Mr. Lipsett on the motion, are there any kind of cleaning supplies in the budget related to COV19. Mr. Elia said not at this time.

Mr. Mulrenan on the motion, we might be sending kids back to school and we will need clean schools but we have no cleaning supplies.

Dr. Wells said there are cleaning supplies, and the administration is not proposing they have no cleaning supplies. There are cleaning supplies.

Mr. Elia said the big thing next year is what we are going to be required to do.

Chairperson Crowley added in that the city does have Cares Act funding for one time capital situations. For example sanitizing could potentially be a Cares Act request.

#### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-no, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 6-1.

Dr. Wells made a motion to reduce high school reductions non salary \$96,861.00

Dr. Crowley asked Mr. Elia to give the committee a breakdown of this line item.

Mr. Elia commented on the high school reductions; \$11,900 in office supplies, \$80,000 for the AP testing; if cut we would have to charge for AP testing and a little under \$5,000 that is scattered through different instructional lines.

Chairperson Crowley said since this is a change in our charging for AP testing this requires more thought.

Dr. Wells did not go forward with his motion.

Dr. Wells made a motion to go forward with involuntary transfer to fill the position of the librarian at the high school. The current librarian is retiring.

Motion was seconded. Mr. Elia on the motion, there will be an involuntary transfer from the middle school to fill this position.

Mr. Lipsett is very uncomfortable reducing librarian staff in the slightest. We should have a librarian in every one of our schools.

Dr. Crowley commented that none of these cuts are easy. Some of these are coming directly from the principals. What can you do without at your schools? The librarian at the middle school is shared.

Ms. Sprague said the librarian only services grade 6 students. Her understanding from the principals is that the SRO can take over these classes.

Mr. Mulrenan recalls during the sessions last year and the partnership with the Woburn Public Library is working out very well, hopefully we can strengthen that partnership. Let's reinforce what we already have going on with them.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-no, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 6-1.

Dr. Wells made a motion to eliminate the Elementary LTS \$55,364.

This is staffing change due to enrollment size.

Motion was seconded.

Ms. Sprague said that because of the class size there are fewer students. This was a one year hire at the Reeves. There will be 15 open seats at that grade.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion was seconded, all in favor. Motion passes 7-0.

Dr. Wells made a motion to remove the retirement line of \$47,995.

Motion was seconded, all in favor. Motion passes 7-0.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion was seconded, all in favor. Motion passes 7-0.

Dr. Wells made a motion to reduce the advanced credits by \$20,000  
Motion was seconded, all in favor. Motion passes 7-0.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to reduce the SpEd Paraprofessional Retirement in the amount of \$17,007.

Mr. Elia commented that a paraprofessional retired and he budgeted at a lower step.  
Motion was seconded, all in favor. Motion passed 7-0.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to modify SpEd teacher step \$8,319.  
Motion was seconded, all in favor. Motion passed 6-1.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-no, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to eliminate district wide stipends \$4,602.

Motion was seconded. Mr. Elia on the motion, because we have a curriculum coordinator in Fine Arts, there were two people that had that stipend.

Mr. Lipsett, on the motion, asked if this is something that needs to be negotiated. Mr. Elia said it does not.

Motion was seconded, all in favor. Motion passed 7-0.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to modify the paraprofessionals' steps. This is an adjustment for vacant positions, not personnel.

Mr. Elia on the motion, there were three paraprofessionals that were budgeted at step 2 and should have been step 1.

Motion was seconded, all in favor. Motion passed 7-0

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to modify the paraprofessional step at the Altavesta \$551.

Mr. Elia said that is the same situation, this modifying the paraprofessional step.

Motion seconded, all in favor. Motion passed 7-0

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to add \$18,000 back into the budget based on the administration's recommendation.

Mr. Elia said this has to be added back in. Initially we took \$518,000 out of the consulting line.

Dr. Baldassarre said we are getting \$532,000 back and \$18,000 is going to Saint Charles.

Motion was seconded, all in favor. Motion passed 7-0.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Dr. Wells made a motion to eliminate 18 kindergarten paraprofessionals \$279,707.

Motion was not seconded, motion failed.

Ms. Cormier made a motion to add the 18 kindergarten paraprofessionals to fund them FY21. Motion was seconded.

Dr. Wells on the motion, before we add positions back in what is the wish of the committee for the number they are thinking about.

Mr. Lipsett on the motion, this is the most critical thing to him on this entire list. He can't imagine how a kindergarten class will function without a paraprofessional. We don't know when the students are coming back, and we need as much support in those rooms as we can possibly get. He feels we are doing our due diligence here but without a clear number that we have to shoot for, we should not be taking people's jobs away.

Mr. Mulrenan asked where this falls with the administrative team.

Dr. Crowley said it was probably the least favorite item to put on this list but we do it because of the reality that we face. Our youngest are our most vulnerable.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 7-0.

Chairperson Crowley stated that Dr. Crowley provided a budget number that they would reach if they funded the kindergarten paraprofessional FY21 and that was 3.865%. She wanted to remind everyone we are still under 4%.

Dr. Wells made a motion to reduce the substitute line item \$175,000.

Mrs. Chisholm seconded the motion for discussion for a minute.

She wanted the committee to know we were at 70% paid in mid-February.

She would hate to see kids in the cafeteria or gymnasium but she would rather have that done for a day than to have a classroom without a teacher.

Mr. Kisiel asked what the total usually was.

Mr. Elia said it was \$675,000 so we are bringing it down to \$500,000.

Mr. Kisiel said for kids to congregate in a cafeteria or gymnasium he is not going to be in favor of this.

Mr. Elia said we have had situations where we were not able to get substitutes.

Mr. Lipsett asked how this would be dealt with. Would you be reducing the hourly rate or would you use the money until it runs out? He feels having large groups in the cafeteria is not a good idea.

Dr. Crowley said we pay a daily rate, not hourly. We have had classrooms not covered many times. Sometimes a paraprofessional will take over the class and will get additional pay.

Sometimes kids go to the cafeteria. If kids have chrome books and the teacher is absent that is one way to get work done academically. Nothing replaces a teacher in front of a kid including a substitute.

Chairperson Crowley asked if there is sick time for COVID-19.

Mr. Elia said no, he doesn't think so.

### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-no, Mr. Lipsett-no, Mr. Mulrenan-no, Dr.

Wells-yes, Chairperson Crowley-no

Motion fails 3-4.

Dr. Wells made a motion to transfer to Title I/Non Renewals \$176,510.

Motion was seconded.

Ms. Sprague explained there are currently two teachers that were hired in October due to an increase in enrollment. We got approval from the state to use Title I funds because both of those teachers are in Title I schools. Because they are first year teachers, those are two of the teachers that are being RIF'ed or non-renewed and the idea is we can take two teachers out of the budget from the Title I schools and plug them into the Title I grant.

Dr. Baldassarre said it is a transfer; different teachers will be charged to the Title I grant with approval. The way we are using the funds, it is ok to do. Two people will be eliminated.

Chairperson Crowley said this impacts 5 people.

Dr. Baldassarre said two people moved to Title I, three people non-renewal A non-renewal is different from a RIF.

Mr. Lipsett asked for clarification.

Mrs. Chisholm said it does say 3 non renewals.

Mr. Lipsett offered an amendment to the motion. He would like to amend that we approve the transfers to Title I but not the non-renewals.

Ms. Cormier seconded the amendment.

Chairperson Crowley asked for a vote on the aspect of amending the motion. The two transfers.

### **ROLL CALL**

Mrs. Chisholm-no, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-no, Chairperson Crowley-no

Motion passes 4-3.

Dr. Baldassarre clarified that the funding for the non-renewals will remain in the budget.

Dr. Wells made a motion to eliminate freshman athletics \$77,000.

Motion was not seconded, motion failed.

Dr. Wells made a motion to reduce lunch monitors by 50% to \$76,852.

Chairperson Crowley passed the Chair to Mr. Mulrenan as she cannot vote on this motion.

Motion was not seconded, motion failed.

Mr. Mulrenan passed the Chair back to Ms. Crowley.

Dr. Wells made a motion to reduce Curriculum Development by \$75,000.

Motion was seconded.

Ms. Sprague on the motion, this is funding that is allocated to the curriculum department.

Ms. Sprague said a lot of the online programs that we use will still be there.

Dr. Wells asked what the total budget for curriculum development was.

Ms. Sprague said it is \$150,000.

Mr. Lipsett asked Ms. Sprague about her anticipated curriculum needs and would these funds impact that in any way.

Ms. Sprague said parents are concerned about the onscreen time so it is not a matter of purchasing more online tools. She feels the dollar amount of \$75,000 should be adequate for her to move through next year.

Mr. Mulrenan asked Ms. Sprague if she feels it will be difficult to move forward with less.

Ms. Sprague is not concerned with that budget amount at this time.

### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-no, Mr. Lipsett-no, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-no

Motion passes 4-3.

Dr. Wells made a motion to make the RIF of a SpEd Psychologist.

Dr. Baldassarre said the services would be redistributed to the psychological team.

Motion was seconded.

Mr. Mulrenan on the motion to have clarification of the work distribution.

Dr. Baldassarre said at the high school we have two Psychologists.

The Psychologists are distributed around the schools. What would happen is the remaining Psychologist would pick up extra assessments in a different format.

Mr. Lipsett commented we are going to be facing a lot when we come back to school.

He is uncomfortable RIF'ing anyone especially a school Psychologist when we don't have a specific budget number.

Ms Chisholm asked if this was agreed upon by Ms. Ryan.

Dr. Crowley said yes.

Mr. Lipsett understands that Mrs. Ryan said she is fine with this and he does trust her as a professional absolutely, but people in education are trained through experience to say they can always make it work even when it will be really hard. He would rather err on the side of giving the students the support that they need and give the SpEd Department the support it needs.

Dr. Wells said he thinks the administration would not say they couldn't do without something when they couldn't.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-no, Mr. Kisiel-yes, Mr. Lipsett-no, Mr. Mulrenan-no, Dr. Wells-yes, Chairperson Crowley-no

Motion failed 3-4.

Dr. Wells made a motion to fund the position of Curriculum Coordinator FY 21.

Motion was seconded.

Dr. Wells, on the motion, feels one of the great strides we have made is with our curriculum coordinators.

Mr. Kisiel on the motion, is it specifically math and Brian Skeffington? Also, if we retain this position would this be put back in the budget again?

Ms. Sprague said Brian Skeffington made a choice to go back into the classroom and had a conversation prior to this happening. If we retain this position it would be filled again.

Mr. Kisiel asked what the plan would be to fill in the gap if this position is eliminated.

Ms. Sprague said by doing STEM and Humanities, these would cover ELA and Social Studies.

Mr. Kisiel said just based on our math issue we have at the middle school level across the state he would like to see the math curriculum coordinator position refilled.

Ms. Cormier asked if there was a position open for him to return to.

The answer is yes.

**ROLL CALL**

Mrs. Chisholm-no, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-no, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 5-2.

Chairperson Crowley said tomorrow night we are going to look at the items we took out and the items we added back in. We have done a lot of work tonight.

Dr. Wells made a motion to adjust SpEd Chairpeople \$43,085.

Chairperson Crowley said it is not a reduction in services it is just an adjustment.

Motion was seconded, all in favor.

**ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-no, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 6-1.

Dr. Wells made a motion to eliminate the MCAS Tutors \$25,000.

Motion was seconded.

Ms. Sprague said that money was removed a year ago, and for some reason it was retained in the budget a year ago. There was no significant correlation between the MCAS testing and the principals made a decision to remove that. The MCAS tutoring money went to our current staff that was willing to work afternoons.

Mr. Lipsett asked if we have any sense of what MCAS will look like next year.

Dr. Crowley said slightly, for high school students that are in 9th grade now, the science component of the MCAS will be waived and allow a course to fill that requirement.

Mrs. Chisholm feels we missed so much school and feels there will be kids who will need support.

Ms. Sprague said it was not significant in their scores at all.

Mr. Mulrenan spoke of the partnership with the Boys & Girls Club, and the YMCA if we could work on strengthening that partnership to help the children outside of the classroom.

Ms. Sprague said we also created the WIN block and students are provided with those services throughout the day throughout the school year. They are working on standards and skills that they need in order to make progress.

### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 7-0.

Chairperson Crowley thinks at this point we should move on.

Mr. Elia said we already went over 4%, does the committee want him to get to 4%.

Dr. Wells said the committee went through the suggested cuts. The committee voted to accept some and didn't vote to accept others. The committee needs to go through the ones they didn't want to do and make motions to add that money back into the budget. That will give administration their final line item. If the committee wants to add these things back in they should take action now.

Mrs. Chisholm said there are 5 things that the administration proposed to cut that the school committee did not approve to cut.

Mrs. Chisholm made a motion to add those 5 things back into the budget to see where we are for percentage.

### **ROLL CALL**

Mrs. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes

Motion passes 7-0.

### **SUBCOMMITTEE REPORTS**

The Finance Subcommittee report was tabled.

### **CORRESPONDENCE**

Lisa Lirette wrote a nice email in support for kindergarten paraprofessionals

Jennifer Barry wrote an email about adding athletic fees

Mrs. Chisholm asked Chairperson Crowley to send those emails to the school committee.

Chairperson Crowley thanked the administration for all of their hard work.  
There will be a Zoom meeting tomorrow night. Tonight there was a limit of 100.  
Tomorrow night will allow for more people to attend.

Mr. Mulrenan wants to make sure the public knows it was not on the school committee's end that they could not get on tonight.

### **ADJOURNMENT**

A motion was made to adjourn.

Motion was seconded, all in favor. Motion passed 7-0.

### **ROLL CALL**

Ms. Chisholm-yes, Ms. Cormier-yes, Mr. Kisiel-yes, Mr. Lipsett-yes, Mr. Mulrenan-yes, Dr. Wells-yes, Chairperson Crowley-yes.

Meeting adjourned at 10:20 PM.

Respectfully submitted,

*Jean MacLeod*

Jean MacLeod