A virtual meeting of the Wareham School Committee was held on Thursday, April 9, 2020, at 7:00 p.m. The meeting was conducted using Zoom technology.

**Call Meeting to Order/Roll Call**
Chair Flaherty called the meeting to order at 7:09 p.m. Chair Flaherty led the Pledge of Allegiance. He announced that the meeting is being recorded and broadcast live on WTCV.

**Roll call:** Members present were Michael Flaherty, Joyce Bacchiocchi, Apryl Rossi, Mary Morgan, and Emily Roberge, student representative as well as Superintendent Kimberly Shaver-Hood and Assistant Superintendent Andrea Schwamb. Member absent was Laurie Spear. Others who were signed in were Melissa Fay, Director of Special Education, Deanna Semple and Brian Fitzgerald of the WEA, and principals Joan Seamans, Bethany Chandler, Scott Palladino, Tracie Cote, and Jane Fondulis. Two members of the press signed in and recorded the meeting.

**Vote to Suspend the Public Participation at School Committee Meetings Policy and the School Committee Standing Rules of Procedure Policy (Part II Conduct of Meeting, #4)**
Chair Flaherty stated it is advised to suspend public participation during our virtual meetings and these two policies deal with public participation.

Ms. Rossi moved to suspend the Public Participation at School Committee Meetings Policy and the School Committee Standing Rules of Procedure Policy (Part II Conduct of Meeting, #4), seconded by Mrs. Morgan.

**Roll Call:** Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
**VOTE:** 4-0-0

**Minutes of the Meeting**
Ms. Rossi moved to approve the minutes of March 12, 2020, seconded by Mrs. Morgan.

**Roll Call:** Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
**VOTE:** 4-0-0

**Report of Student Rep**
Miss Roberge was thankful for the teachers reaching out to students. The Junior Class had a meeting about colleges and students were given resources. The meeting was recorded for those who could not attend the live virtual meeting.

**Vote on Student Opportunity Act Plan**
Dr. Schwamb stated that she did not hear back from committee members for any changes to the plan. She will answer any questions members may have.

Chair Flaherty stated he agreed with using these funds to keep the paras.

Ms. Rossi moved approval of the SOA Plan, seconded by Mrs. Bacchiocchi.

Deanna Semple of the WEA asked if input was received from teachers.
Dr. Schwamb reviewed the process. The draft plan went to the School Committee then to all School Councils and Principals shared it with their staff in a faculty meeting. After feedback was implemented, the Plan went back to the School Committee as a draft document to share with their constituents and now, we are at this point for a vote.

Ms. Rossi asked if we can table this if the President of WEA was not aware.

Dr. Shaver-Hood stated that we can ask principals to share it to their entire faculty again.

Mrs. Bacchiocchi moved to table the plan to the May 7th meeting, seconded by Ms. Rossi.

Dr. Schwamb asked the Committee to be flexible if the Commissioner asks for the plan before May 7th.

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea

VOTE: 4-0-0

**Vote to Declare Obsolete Equipment**

Dr. Shaver-Hood reviewed the list of obsolete equipment - two copiers at WHS and a list of chrome books for salvage parts or sell.

Ms. Rossi moved to declare the equipment as recommended obsolete, seconded by Mrs. Morgan.

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea

VOTE: 4-0-0

**Vote on Memorandum of Agreement with Wareham Education Association**

Dr. Shaver-Hood stated that she and the union have been working on a Memorandum of Agreement (MOA). The School Committee met once and reviewed a MOA in executive session. Since that time, it has been expanded and the latest version of the MOA from the union was sent to the School Committee today. It is more detailed with a continuity of learning plan.

There was discussion on the learning plan. Dr. Schwamb noted that the learning plan was agreed upon by all and the Association was involved in this document. The second half (Appendix A) happened when the opening of schools was delayed further.

Mrs. Semple stated there was no problem with the first part, it’s the second part where there was only a discussion and no agreement. Mr. Fitzgerald stated that what needs to be addressed are grading of student work and promotion based on distance learning.

It was noted by Mrs. Morgan that the state has not given guidance on grading yet, just pass or fail.

Dr. Shaver-Hood explained that the grading piece came from the principals/department heads as listed in learning plan. In conjunction with the Association, sign the MOA with the understanding we will work collaboratively to come up with the continuity of learning, an essential document to guide our district through this time.

Chair Flaherty noted that the original MOA could not be signed without a committee vote and we haven’t met since the executive session meeting.
Mrs. Bacchiocchi asked to consider adding “for duration of school closure but not past June 30, 2020” since it is talking about compensation and we don’t want to agree beyond the budget year we are in.

Ms. Rossi believed items #1 and #5 addressed the issues raised by Mrs. Bacchiocchi.

Dr. Shaver-Hood suggested adding the date to June 30, 2020 and if we are still in this situation, we will revisit everything which affects our summer program to see what is working and not working and make adjustments.

In response to Chair Flaherty’s concern about item #16, what happens if employees do not get approval of professional development or curriculum work from their direct supervisor, Mrs. Fay stated that this is mostly for paraprofessionals and she has procured a 36 course PD available free of cost.

Mrs. Semple agreed that essentially it is for paraprofessionals, working with the principals for direction, but able to have professional development as an option.

Mrs. Fay also stated that contracted employees, like BCBAs, are providing weekly newsletters and video support under google classrooms.

Dr. Shaver-Hood thanked all teachers, paras and everyone for working collaboratively.

It was noted by several School Committee members and administrators that Wareham is ahead of other districts and doing more specific work with our students. The district deserves a round of applause.

Chair Flaherty was concerned with item #9 having a joint labor-management committee and if the MOA is not signed, what isn’t being addressed?

Any written agreement will provide a road map for the district and gives relief during this stressful time, giving the staff assurances we are willing to work with them.

Mrs. Bacchiocchi moved to amend the MOA in the opening paragraph after the last sentence to add the words “and any and all federal and state legislation passed in reaction to the new conditions of the crisis.”, seconded by Ms. Rossi.

Vote on Amendment:
Roll Call:  Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE:  4-0-0

Mrs. Bacchiocchi moved to amend the MOA to apply to all employees for the duration of the school closure and to be in effect no later than the fiscal year ending June 30, 2020, seconded by Ms. Rossi.

Vote on Amendment:
Roll Call:  Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE:  4-0-0

Ms. Rossi moved to approve the MOA as amended, seconded by Mrs. Morgan.
Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE: 4-0-0

Mid-Year Attendance Report
Dr. Shaver-Hood briefly reviewed the mid-year attendance report indicating an attendance rate of 94.1 for Wareham compared to the state rate of 94.6. We have come up 1/10th of a point (Report from August 28, 2019 through February 28, 2020).

Principals - Report on Online Learning
Principal Seamans, Minot Forest School - established google classrooms where teachers post lessons - each morning a calm activity - schedule for ELA and Math, Science and Unified Arts on given days - discussion on grading - communicating with students in a variety of ways - Zoom meetings teacher with students and teachers by grade levels – students not on line are getting packets/textbooks - still doing Student of Week and Scotty Monteiro Awards - Mrs. Murphy and Ms. DeFilippo making tons of videos how to use the technology – paras are helping students too on google classrooms and making positive notes to students for lunch bags – technology department has been amazing in troubleshooting with families (8 families with difficulty for internet access)

Director of Special Education Ms. Fay - resources are available for our families and checking in to make sure our needier students get the support – specialists are in touch with students, finding out their needs

Principal Chandler, John W. Decas School - creative time for staff who have found new ways of approaching learning on different platforms - Facebook page posts and videos - keeping up with relationships with staff and students

Principal Palladino, Wareham High School – online learning was driven by Dr. Shaver-Hood and Dr. Schwamb at an early stage as a testament to their leadership - 94% of the teachers already using google classroom - over 92% involvement - teachers very engaged with meetings - paras assigned to a handful of students each - 95% of the students feel supported and he shared some feedback from students on their likes and dislikes during this time

Principal Fondulis, Wareham Cooperative PASS Program - 44 students with 37 checking in – some students work days as essential workers and doing google classroom

Principal Cote, Wareham Middle School - counselors and administration made over 400 calls to families for support - students writing about the experience - keeping positive and awards for online learning - families supportive

Chair Flaherty asked Principal Palladino to explain grading. Will be closing term 3 for grades and students will not be penalized, only receive extra credit during this time frame of online learning. One week from Friday to the end of school will be term 4 and students only receive credit for what they did (6 students have no access to internet and are getting hard copies). We will use the formula for term 1, 2, 3 and mid-term exam for their final grade, only can improve their grade for extra credit. 30% new learning is reasonable but will fluctuate for AP/IB. Will be some loss of instruction and some remediation in the fall. More time for seniors if we do not have April vacation, #10 on the agenda. Could potentially move graduation date with having April vacation. He had a meeting with the Seniors and will try to hold all events but may be a little later once cleared. We are aligning our plan with the Commissioner of Education. It’s all about the learning.
The Committee thanked the principals for the update this evening.

Discussion and Vote - April Vacation
Dr. Shaver-Hood reported that the WEA polled it membership with 84% supporting taking April vacation back and continuing education making our last day of school June 16th and maintaining the graduation date of June 5th.

The Committee members and administrators shared comments from parents from being overwhelmed and needing this break to being in a routine now and easier to work with students in April than the third week in June when the weather is nicer. It was noted that students only would be missing three days of learning during the April vacation week since Monday is a holiday and Fridays are staff professional development. If we knew we are coming back in June, we would vote for vacation but in reality, we haven't hit the pinnacle of the situation and it is unrealistic we will be back. We are preparing if coming back, if not coming back, and for summer programs. Miss Roberge's poll of her peers on social media was 200 votes in favor of working during April vacation.

Ms. Rossi moved to work through April vacation, seconded by Mrs. Bacchiocchi.

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – nay
VOTE: 3-1-0

Acceptance of Gifts
Dr. Shaver-Hood recommended acceptance of the following gifts:
- $200.00 to the STAGE Backpack Program from Leanne Stone of Marshfield
- $400.00 from Cape Cod 5 to a teacher at Minot Forest School for an educational mini-grant
- $100.00 from Cape Cod 5 to Janelle Brangwynne of WMS for an educational mini-grant for her classroom
- A trumpet to the WMS music program from Katarina Wynne of Wareham
- $12.03 from Custom Ink from purchases of Viking gear by a Middle School Teacher

Ms. Rossi moved to accept the gifts as recommended, seconded by Mrs. Bacchiocchi.

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE: 4-0-0

Report of the Superintendent
- Approval of Bill and Payroll Warrants
  Payroll Week Ending March 14, 2020 $932,212.58
  Payroll Week Ending March 7, 2020 $101,893.80
  Payroll Week Ending March 28, 2020 $863,571.82
  Payroll Week Ending April 4, 2020 $103,551.48
  Bill Warrant 3/19/2020 $1,384.63
  Bill Warrant 3/26/2020 $1,384.63; $64,292.52; $42,833.80; $345,944.94; $389,344.10 & $31,377.21Minot
  Bill Warrant 4/2/2020 $1,384.63; $146,268.79
  Bill Warrant 4/16/20 $39,015.46

Ms. Rossi moved to approve the bill and payroll warrants as listed, seconded by Mrs. Bacchiocchi

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE: 4-0-0

- **COVID-19 Update** - Hot spots are coming to us for those students who do not have internet access. The unsung heroes are cafeteria workers, custodians, bus drivers, secretaries, and nurses. We are serving 11,200 meals a week and anticipate an increase. Our school nurses are working with public health nurses in tracking down people who have had contact with those who have the coronavirus. Our paras are writing notes for student lunches. Our custodians are cleaning buildings thoroughly. The community volunteer help is appreciated. The district website has online lessons and all necessary information. We are working collectively. Thank you.

**Report of the School Committee** - None

**Any other business**
Chair Flaherty suggested we revisit the MOA #10 to adjust dates having just voted to work April vacation. He asked for a motion to reconsider a vote on the MOA.

Mrs. Bacchiocchi stated that the MOA does not need to be reconsidered as the language is already included.

The Committee agreed to hold its scheduled meeting for April 23, 2020.

Ms. Rossi moved to adjourn, seconded by Mrs. Bacchiocchi.

Roll Call: Mrs. Bacchiocchi – yea; Ms. Rossi – yea; Mrs. Morgan – yea; Mr. Flaherty – yea
VOTE: 4-0-0

The meeting adjourned at 9:37 p.m.

Respectfully submitted: ________________________________

**List of documents:**
Superintendent’s Newsletter, Bill & Payroll Warrants  
School Committee Standing Rules of Procedure policy  
Public Participation at School Committee Meetings policy  
Minutes of March 12, 2020  
Student Opportunity Act  
Obsolete Equipment  
MOA – Proposed by Association  
MOA – Proposed by Administration/School Committee  
MOE – Final Version  
School Attendance 2019-2020 Mid-Year Report