

SCHOOL COMMITTEE
Regular Meeting – December 2, 2020

A Regular Meeting of the Wayland School Committee was held remotely on Wednesday, December 2, 2020, at 5:00 P.M. broadcast by WayCAM in the Wayland Town Building.

Present and participating remotely were:

Jeanne Downs, Chair
Ellen Grieco, Vice Chair
Kim Reichelt
Chris Ryan
Kathie Steinberg

Also participating remotely:

Arthur Unobskey
Superintendent

Parry Graham
Assistant Superintendent

Richard Whitehead
Director of Student Services

Susan Bottan
Director of Finance & Operations

Also:

Board of Health: Susan Green, Arne Soslow, John Schuler, Robert DeFrancesco
Health Department, Julia Junghanns, Ruth Mori
Heath Rollins, Athletic Director
Allyson Mizoguchi, Principal Wayland High School
Betsy Gavron, Principal Wayland Middle School
Tricia O'Reilly, Principal Happy Hollow School
Christie Harvey, Principal Claypit Hill School
Brian Jones, Principal Loker School

Chair Jeanne Downs convened the open session at 5:02 p.m. WayCAM recorded the meeting and it was livestreamed via ZOOM. The meeting was conducted remotely due to the COVID-19 health pandemic and according to the revised open meeting law that allows remote participation. A roll call was taken:

Roll Call	Yes	No
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

1. Superintendent Search:

(a) Update on Process and Search Committee:

Ellen updated the School Committee regarding the work of the Superintendent Search Screening Committee (SSSC). The SSSC has selected 8-10 semi-finalist candidates. All interviews will be held via ZOOM next week. Ellen also noted that one of the Committee's selections dropped out of Wayland's search to accept a job in Arlington.

2. Consent Agenda (out of order):

(a) Approval of Minutes: November 9, 2020, November 18, 2020, and November 23, 2020

(b) Approval of Accounts Payables Warrant:

- Wayland Public Schools Accounts Payables Warrant, dated December 2, 2020, in the amount of \$658,533.81

Upon a motion duly made by Kathie Steinberg, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to approve the Consent Agenda. A roll call vote was taken as follows:

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<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

3. Matters not Reasonably Anticipated by the Chair (out of order):

As presented by Ellen, the School Committee discussed the process for setting up a Wayland Public Schools gift account for donations received but not spent on the potential testing program. The money in this account could support education due to financial stress caused by COVID, including in-person learning, mitigation of learning loss, and safety in the Wayland Public Schools during the 2020-2021 or 2021-2022 school years.

Upon a motion duly made by Ellen Grieco, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to authorize the School Department to establish a gift account to receive donations to support learning, including in-person learning, mitigation of learning loss, and safety in the Wayland Public Schools during the 2020-2021 or 2021-2022 school years for the purpose of receiving funds that are not expended in the Town gift account that is being established by the Board of Selectmen to fund testing for COVID. In addition, the School Committee authorized Ellen to name the account. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

4. Comments and Written Statements from the Public:

Jeanne read a public comment from Kristin Oseychik asking the School Committee to vote to allow the Kindergartners back in school four days a week and the same for first and second graders. She added that the remote hybrid model is difficult for the youngest students.

Jeanne read a public comment from Claire Castagno in which she urges the School Committee to vote in favor of bringing Kindergarten students into school four days a week, as she is concerned that they are academically and socially and emotionally falling behind their peers in other towns. With proper safety precautions, Ms. Castagno feels that this can be done safely, as continuing with the hybrid schedule will cause far more harm than good.

Jeanne read a public comment from David Howe, 35 Peck Avenue, in which he asked the School Committee to consider reporting a running total of suspected COVID-19 in-school transmission incidents on the Wayland COVID-19 Case Update Reports and School COVID-19 Dashboard.

Jeanne read a public comment from Caroline Hanlon, 44 High Rock Road, in which she asked the School Committee to move ahead with the plan for four days a week in-person learning for Kindergarten students at less than six feet distance, as it is in their best interest. She believes this is a safe and logical plan given the evidence that there is little transmission in classrooms, and decisions should be based on the science and evidence. Ms. Hanlon encouraged the Committee to do the same for other grades soon.

Jeanne read a public comment from Julie and Mark Norton, 6 Sears Road, asking the Chair to read an email from Christine DeCristoforo about her positive experiences as a teacher in Medway with in-person Kindergarten this year. The Nortons also asked the School Committee to vote to bring Kindergarten students in-person four days a week with other grades to follow.

Jeanne read a public comment from Meghan and Peter Parpos, 5 Magure Road. Although their Kindergartener is doing very well in the hybrid model, Mr. and Mrs. Parpos urged the School Committee to consider the needs of the youngest students, as they are falling behind in literacy skills and mathematical skills. They refer to an article in the New York Times that summarizes recent studies around the evidence that the younger students are the safest group of students to bring into school when appropriate safety measures are in place and they are the most in need of in-person instruction.

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Jeanne read a public comment from Drs. Nimmi and Derek Trapasso who are parents of a Kindergartner and a fifth grader. They made the difficult decision to place their daughter in a private Kindergarten, five days a week and in-person, noting that this decision was not a result of their daughter's wonderful Wayland teacher and her efforts. Remote learning was a struggle for their daughter and now is happy to be in school and engaged with others every day. The Trapasso's urged the School Committee to increase the in-person learning for the Kindergartners.

Alexia Obar asked the School Committee to consider bringing the high school students back to school more often. Although the teachers and students are working their hardest, two days is just not enough and the workload is overbearing. Ms. Obar also would like to School Committee to review the School Profile and correct three things in the profile. Classes posted in the School Profile are not being taught this year, and there was not an opportunity for Wayland students to take standardized testing. In addition, the Profile states that WHS embarked on a different grading system that was not in line with DESE and community schools. Colleges should be made aware of why and how WHS students were affected in the last few months.

Brienne Lemire, 19 Parkland Drive, encouraged the School Committee to vote to bring Kindergarten students into school four days a week, as the State's required hours for structured instructional hours will not be met. Ms. Lemire noted data shows that young children can and should be in school and it is safe to do so in order to avoid long-term effects. As an elementary teacher in another district, her students will come to school four days beginning next week.

Maria Delvecchio, 18 Shawmut Avenue, is a middle school teacher in another district and the parent of a Kindergartner and a second grader. Her classes maintain five feet of distance between desks with 14-16 students in each class, and it has worked out due to mask wearing, proper ventilation, and other safety protocols despite a total of six positive cases that did not result in student to student, teacher to teacher, or student to teacher transmission in the school building.

Jeff Bergeron, 9 Snake Brook Road, is in support of bring Kindergartners into school four days a week because their academics and social and emotional wellbeing are being sacrificed. Mr. Bergeron urged the School Committee to vote in favor of the proposal.

5. COVID-19 Response:

(a) Discussion of School Metrics and Testing Status with Board of Health:

Arthur reported on compliance in the district around mask wearing, physical distancing, and hand hygiene. For the most part, mask wearing is very successful with 100% compliance and only a few reminders, and there has been a lot of effort to comply with hand hygiene and continual use of hand sanitizer. There have been some challenges with physical distancing, particularly at the middle school and high school. Arthur noted that QR (quick response) scanners are used at the High School and upper classmen eat lunch outside or at home. All is going well at the elementary level, but occasional reminders are necessary.

A discussion ensued with the Board of Health about the teachers' perception and involvement of compliance assessments, cohorting in the Middle School and High School, evidence of transmission in the schools, and the compliance of the daily student and staff Health Attestation process, including the question about traveling out of state given the Thanksgiving holiday just passed. Arthur provided answers to questions as well as examples of some situations.

Kathie commented that the COVID Learning and Safety Committee meets weekly with teachers and the teachers conducted a survey of the WTA members regarding their concerns. In turn, the Committee works to address their concerns together with other committee members Jeanne Downs, Louise Miller, Ben Keefe and Susan Bottan.

Ruth Mori added that the school nurses call the families each day if they are reporting symptoms of illness. The travel issue during the Thanksgiving break is becoming a huge effort due to the requirement and need for the paperwork for positive test results sent to the nurses.

Testing Update:

Ellen provided an update on the plan to get a K-12 pooled surveillance home testing program in place by January 4th and test through March 12th, and there are two testing options - spitting into a tube or an interior nasal swab. The RFP process is in its final stages to receive bids from those companies that provide the testing. The goal is to select a vendor before the Christmas break. Ellen explained the funding mechanisms for families and staff who volunteer to be tested. Ellen described the State's program of supplying antigen tests to cities/towns that is administered by a professional staff member to those who are symptomatic.

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Funding is a concern and could be an issue in the community. Ellen described the costs and the potential fundraising efforts to raise \$117,000 for staff and \$140,000 for about 30% of families in need that will be set up by the Board of Selectmen. The goals of the testing program is to increase the comfort levels of staff to be in the buildings and to encourage safer behavior among families outside of school. Dr. Soslow spoke to the new CDC guidelines for quarantining.

Jeanne informed the Board of Health about the School Committee’s potential decision to bring Kindergarten students back into school with physical distancing of less than six feet. Julia Junghanns added that any distance less than six feet would require more contact tracing and more quarantining for students and could impact in-person learning. A discussion ensued about social distancing among kindergartners.

The Board of Health left the meeting at 6:15 p.m.

- (c) Ongoing Review Groups: Remote and Hybrid Learning Progress Committee and COVID Learning and Safety Committee:

Parry updated the School Committee about the RHLPC, which is now collecting data that includes elementary data for math and reading, achievement data, teacher perception data, parent perception data, and student perception data. Parry is creating survey data and will present trends and patterns to the School Committee in January.

The COVID Learning and Safety Committee meet weekly and the WTA president conducted a survey of its members for which she presented the results/feedback. Jeanne and Kathie acknowledged that the staff is essentially working two jobs – their regular job and their COVID job – and the goal is to address all issues during this difficult time, including burnout and job sustainability.

- (d) Discussion and Possible Vote to Move Cohort B In-Person Days in December:

Because of vacations and holidays this year, Cohort B will miss 13 days of in-person instruction and Cohort A will miss 8 days. Arthur proposed that the School Committee vote to bring in Cohort B into school on Monday, December 21, and Tuesday, December 22, for the purposes of keeping the cohort schedules equitable. He acknowledged that it would impact transportation and family schedules.

Upon a motion duly made by Kim Reichelt, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to adopt the calendar that Arthur proposed. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

- (e) Discussion and Review of Planning for Remainder of School Year, including Additional Kindergarten In-Person Days, All-In Model, Reallocated Resources, Financial Implications and Possible Vote:

Arthur presented possible options for increased teacher-student direct interaction for Kindergarten students, increased synchronous time for grades 1 through 5, and a potential all-in model for grades 1-12. The current mitigation in-school strategies will continue to minimize spread in and outside of the schools.

Wayland received \$596,925 from the COVID Relief Fund, which is based on \$225 per student, is administered by DESE and runs through December 2020. The funds paid for staffing, supplies, and services, such as the Healthwatch App and software memberships and subscriptions. Funds from the FY20 year-end balances and identified savings in the delay of staffing, degree changes, and postponement in purchasing, total \$877,109 and were reallocated to be spent between January and June 2021 for additional staffing, tech support, coverage of the FDK revenue supplies, PPE supplies, the Healthwatch App and electricity and heat.

Arthur updated the School Committee on the successes of the hybrid model as well as the challenges of asynchronous learning for the younger students. Parry reviewed the information received from those peer communities that have the younger students all-in, such as Concord, Dover-Sherborn, Wellesley, Weston, and Westwood. The social distancing protocols range from 5 feet to 5.5 feet to 6 feet and the class sizes range from 8 to 22 students. Wayland’s Kindergarten classes would have about 17 to 19 students.

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Option 1 is to bring Kindergarten students in four days a week with 5 feet of distance at a cost of about \$95,500 and a possible start date of January 25. Current spaces would be used with one possible move. A discussion ensued about staffing due to a possible increase in the WRAP students, class sizes, and social distancing. The cost of storage is to remove items from classrooms to increase the space available. To maintain six feet of distance, sections would be created into alternative spaces; Parry explained the approach for all three elementary schools, including the anticipated costs totaling \$269,500. The challenges for Option 1 include hiring staff, setting up new classrooms, development of new schedules, less individualized attention for students, and moving some students into new classes with teachers.

Option 2 replicates the “Middle School Model” for students in Kindergarten through grade five that includes six feet of distance, augmenting the synchronous instruction, and hiring TA’s as the secondary staff or possibly repurpose the existing staff (specialists, wellness coaches, etc.). Parry explained how the middle school model works as an introduction or potential model for in-school instruction four days a week for K-5 students. The considerations for this approach includes more synchronous instructional time on remote days, but would be approximately a 50% reduction in face-to-face instructional time on in-person days, the elimination of staff members’ classes and programs if those staff are repurposed, a change in cohort and transportation schedules, a the extreme challenge of hiring TA’s. Parry addressed the 50% reduction in face-to-face instructional time with the primary teacher.

Option 3 increases synchronous instruction for K-5 students when they are remote by hiring additional teachers at each elementary school. This model could add five to six hours of synchronous instruction per week for Kindergarten students and 2.5 to 3 additional hours for students in grades 1 to 5 across the three remote days each week. Augmenting synchronous instruction could require significant coordination with in-person teachers and, again, could present hiring challenges. However, hiring additional staff regarding this option could remove some planning responsibilities from in-person teachers. Parry explained the option and the staffing costs in more detail. Parry responded to questions from the School Committee, including whether currently employed teachers may want to move into these positions.

In Options 2 or 3, funding would be established through the Town, a cross-functional team would select an option and move forward, a plan would be developed between December 7 and January, and the chosen plan would be implemented on January 25. If staying in a 6-foot distance model, one grade (Kindergarten) would come in more frequently as recommended by Arthur. Kathie asked if ZOOM to ROOM modeling is being considered, and it is not because it would lead to a marked change in the way in which teachers are approaching instruction, particularly in the elementary schools. It is, however, used in the high school model.

Predicted costs are as follows: Option 1 with 6 feet of distancing (\$269,500), Option 2 (K-5 = \$261,000-\$406,000; K-2 = \$58,000-\$203,000; Gr. 1-2 = \$43,500-\$130,500), Option 3 (K-5 = \$402,500; K-2 = \$230,000; Gr. 1-2 = \$115,000). Given the possibility that the virus outlook could change in the coming months due to the availability of a vaccine, it may be possible to reduce the social distance threshold to three feet. It is prudent to plan, and based on data and the advice from the professionals, Grades 1-5 could be all-in from March to June at a cost of \$466,243, Grades 6-8 at a cost of \$158,013, and Grades 9-12 at a cost of \$117,263. Susan explained the costs in order to move forward with an all-in plan.

Susan also reviewed the possible re-allocations to put the plan(s) forward. As noted in the Budget Summary and Status Report, there is available funding as of December of \$118,891. If FTE’s are reduced for permanent subs/student supervisor, if supplies and materials are reduced, and the Town picks up the cost of Healthwatch and PPE through the COVID Relief Grant, an additional sum of money could possibly be made available for a total of \$268,596.

In conclusion, Arthur recommended Option 1 (Kindergarten all-in 4 days a week with 6 feet of distancing.) on January 25, 2020 with a goal of Option 3 for just Grades 1 and 2 soon thereafter. In March 2021, if data, vaccines, and state and local guidance shifts to allow 3 feet of distance and the funding is available, the district could bring in as many students as possible on a staggered schedule.

The administrators responded to questions from the School Committee regarding the cost of additional space and potential modulars, the fate of any hired additional staff if the recommendations are put in place, and the total cost to bring K-12 students all-in at three feet of distance, which ranges from \$998,500 to \$1.24M. Other questions include the recommendation to augment synchronous learning vs. the Middle School model and the potential to stay in hybrid until the end of the school year if the March all-in goal is not feasible.

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- (f) Discussion and Review of Winter Sports with Athletic Director and Possible Vote to Approve Fee (out of order): Athletic Director Heath Rollins updated the School Committee on the winter sports program and the anticipated guidance from the Mass. Office of Energy and Environmental Affairs (EEA), Mass. Department of Elementary and Secondary Education (DESE), and the Mass. Interscholastic Athletic Association (MIAA). The winter season will run from December 14, 2020 to February 20, 2021 and will include alpine skiing, basketball, ice hockey, Nordic skiing, and swimming and diving. Games and competitions will begin in early January, fans are not allowed, and there will be limited transportation provided. He described the logistics of the competitions further during COVID, adding that the league anticipates many changes moving forward. Heath described the modifications during the season that includes mask wearing, modifying play and practices spacing six feet, and reducing the sharing of equipment.

A tentative floating season (Fall 2) that occurs from February 22, 2021 to April 25, 2021 includes football, cheerleading, indoor track, and volleyball. The tentative spring sports include wrestling, tennis, baseball/softball, lacrosse, track and field, sailing, crew, and boys' volleyball that begins on April 26, 2021 and ends July 3, 2021.

Heath proposed an athletic fee of \$200/sport, a reduction from \$300, due to reduced expenses. Heath answered questions from the School Committee regarding the concerns about indoor sports and face-to-face contact, particularly with basketball, and the possibility of a testing program for athletes. A discussion ensued about the concerns.

Upon a motion duly made by Kathie Steinberg, seconded by Chris Ryan, the School Committee voted (4-0-1) (Ellen abstained because she did not file the waiver form) to approve a \$200 athletic fee for the winter sports season. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Jeanne Downs, Chair	X		
Ellen Grieco, Vice Chair			X
Kim Reichelt	X		
Chris Ryan	X		
Kathie Steinberg	X		

Although Kim voted "yes", she noted her discomfort in going ahead with sports. Heath will monitor the program in terms of risks and will make decisions moving forward.

6. Presentation and Discussion of FY22 Goals with District Principals, The Children's Way Director, and Superintendent:

Arthur, administrators, and the principals presented the district goals as they relate to each level, including the FY22 goals, some of which are two-year goals. The guiding principle of the plan is to "integrate the urgency of COVID into the District's work over the last three years to sustain innovative practices that integrate academic engagement and social-emotional nurture."

The focused priorities are elevating achievement and deepening wellness and insights. Three goals pertain to the priorities: 1) Elevating Achievement; 2) Focusing on Achievement of Students of Color; and 3) Deepening Wellness Skills and Insights. The administrators highlighted the action steps.

In terms of Goal #1, Parry described the efforts, both on the building level and the district level, to support the students' academic progress during the course of the pandemic. This includes data collection of students' progress to respond to students' needs, as well as identifying trends in student achievement and social emotional progress for elementary students. At the district level, the Remote and Hybrid Learning and Progress Committee (RHLPC) will identify trends and student achievements not only in academics, but in their social emotional progress.

Goal #2 focuses on students of color, their experiences in school, and identifying and addressing the structural and systemic obstacles and moving towards the goal of achieving equitable engagement of Black and Latinx students as well as individual students. One focus is to identify students who have the academic skills to do advanced coursework in middle and high school, as well as identifying the elementary level students. Enrichment and supports would be provided to achieve this goal.

Goal #3 addresses deepening wellness skills and insights while focusing on the experiences of this school year in

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order to provide the supports that not only students need, but teachers as well, to foster a compassionate and nurturing learning environment. Richard described the ongoing work and partnership with McLean Hospital, particularly during this time when long-term effects are very real. Arthur addressed “Dear Wayland” experiences of some students that were posted on social media, and how the district is moving forward to address the issues of sexual harassment and racism as a result and to create a safe environment.

The Children’s Way 2020-2021 Goals:

Katy Merrell noted that since opening day of September 14 in an all-in model, there have been no positive COVID cases at TCW. Katy thanked her staff and the families, as well as school and town staff, for contributing to a successful program. The staff’s focus is deepening wellness with a play-based approach, which reduces anxiety, promotes emotional regulation and development, and is critical for social development, growth and learning. During the warmer weather, the staff provided safe outdoor experiences, group activities, and learning, as it lowers cortisol levels, increases attention, and promotes physical and mental fitness.

Katy described the challenges in connecting with and supporting families and the ways in which the staff has overcome the challenges. Daily/weekly access was increased via newsletters, photos, and virtual connections for things such as parent workshops, the “Mystery” reader, and sharing resources for self-care and mental health.

Elementary School Target Goal #1:

The elementary principals presented the Elevating Achievement Goal. In continuing with formal assessments, the instructional leaders and the entire elementary team will identify language arts and math academic levels of all students’ instructions in the classroom and will share them in weekly PLC meetings. The data will help to advise the instruction in the classrooms during the hybrid mode, as well as inform curriculum choices for next year. The assessments used are Track my Progress, DIBELS, and Fountas & Pinnell.

The challenges this year have been the amount of time that the staff focuses on health and safety issues and the principal typically monitors student behaviors and the social-emotional needs of the students. These challenges diminish the capacity to build on relationships with and mentor new teachers and staff.

The successes include the ability to have PLC meetings on Wednesdays when students are remote and the principals and assistant principal have had the time to attend them as well. In addition, this has helped the evaluation process. Christie shared Claypit Hill successes because the school does have an assistant principal. In the hybrid model, students are getting more attention and receiving more instruction.

Wayland Middle School Improvement Goal #2:

Betsy described this goal in terms of elevating achievement, particularly for the Black and LatinX students. There are systemic issues that are prevalent at this time and the goal of the district is to improve statistics for these students. High achievement is the focus, particularly in 6th grade math, with an eye toward accelerated math in 7th grade for students. Data is being collected to identify student patterns and where intervention is necessary to help more students perform at higher levels. The Middle School is also working with the METCO Director, Dr. Laing, to identify the resources to support higher achievement, including possible obstacles, such as wifi issues, device challenges, stereotype threats, and low expectations. Betsy described the entire process and the steps taken toward this goal, as well as the desired outcomes. Arthur noted that this goal extends for two years.

Wayland High School Improvement Goal #3:

The WHS target goal is to evaluate the current SEL supports for students so to identify current needs and develop a proactive plan to strengthen support to meet the needs of the students, which is relevant to academic learning. WHS staff will continue professional development on CASEL’s SEL Competencies as they respond to the mental health needs of students. More input will be gathered from students regarding their SEL competencies and their personal mental health, and an action plan will be developed to address and strengthen the unmet health needs of the students. Allyson reviewed what is known about the students’ mental health, adding that there is a post-COVID urgent need for more school-based, clinical support that has become worse than what was known before March 2020.

Allyson reviewed the strengths and challenges around this work. The Guidance Department is a huge support system, but the department is at capacity leaving the need for targeted SEL support. A team approach, valuing relationships, and close partnerships with community agencies who can support students’ mental health and safety are all strengths in this process.

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The School Committee thanked the principals for all of their efforts during this difficult year.

The School Committee discussed the rest of the agenda given the time constraint.

7. COVID-19 Response (continued):

(a) Health Data Collection Letter:
Passed over.

(b) Special Education Update:
Passed over.

(c) Transportation Update:
Passed over.

(d) Ventilation Update:
Susan updated the School Committee about the air flow test in the three elementary schools and the Middle School, as reported by the Town Administrator. All testing will be reviewed, calculated, and presented to Louise and Arthur later this week. The engineer will follow up with a certification of findings. In terms of Claypit Hill, the MERV 13 filters will remain intact, as swapping them out for lower grade filters will have no apparent impact on the airflow. Susan elaborated further on the airflow at Claypit Hill.

8. Superintendent Update:

Passed over.

9. Financial Matters:

(a) Review and Discussion of Q1 Financial Summary:
Passed over.

10. Administrative/Procedural Matters:

(a) Appointment of Ben Downs as WHS Assistant Swim and Dive Coach:

Arthur proposed that the School Committee vote to appoint Ben Downs as the WHS Assistant Swim and Dive coach.

Upon a motion duly made by Ellen Grieco, seconded by Kim Reichelt, the School Committee voted (4-0-1) to appoint Ben Downs as the assistant swim and dive coach for the 2020-2021 season. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>	<u>Abstain</u>
Jeanne Downs, Chair			X
Ellen Grieco, Vice Chair	X		
Kim Reichelt	X		
Chris Ryan	X		
Kathie Steinberg	X		

11. Executive Session (passed over):

- (a) Discussion regarding Strategy related to Collective Bargaining with Custodial Union, pursuant to M.G.L. c.30A, §21(a)(3):
- (b) Discussion regarding Strategy related to Collective Bargaining with WESA, pursuant to M.G.L. c.30A, §21(a)(3):
- (c) Approval of Executive Session Minutes, pursuant to M.G.L. c.30A, §22: November 23, 2020:

The School Committee did not enter into Executive Session.

12. Adjournment:

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to adjourn at 9:30 p.m. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	

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Kim Reichelt	X
Chris Ryan	X
Kathie Steinberg	X

Respectfully submitted,

Arthur Unobskey, Clerk
Wayland School Committee

Corresponding Documentation:

1. Agenda
2. Public Comments
3. Cost Implications for Increased In-School Instruction
4. CvRD Grant – Budget, Actual and Remaining Projected Expenditures
5. FY21 Budget Summary and Status
6. PPT Summary for Finance Committee
7. Presentation re: Increased In-School Instruction
8. District and School Improvement Plans
9. Appointment Letter for Ben Downs
10. Minutes – November 9, 2020, November 18, 2020, November 23, 2020