

Tewksbury School Committee
Wednesday, February 9, 2022
Regular School Committee Meeting #8
Public Hearing on the Budget #1
Tewksbury Memorial High School - LGI-1
320 Pleasant Street, Tewksbury, MA 01876

SCHOOL COMMITTEE MEMBERS PRESENT

Keith M. Sullivan, Chairperson
Shannon M. Demos, Vice-Chairperson
Bridget L. Garabedian, Clerk
Nicholas G. Parsons, Member

SCHOOL COMMITTEE MEMBERS EXCUSED

John R. Stadtman, Member

SCHOOL ADMINISTRATORS PRESENT

Christopher J. Malone, Superintendent
Brenda T. Regan, Assistant Superintendent
David A. Libby, Business Manager

CALL TO ORDER

Mr. Sullivan called the February 9, 2022, Regular School Committee meeting to order at 5:00 p.m.

EXECUTIVE SESSION

Mr. Sullivan entertained a motion to convene an Executive Session to review and approve the Executive Session minutes and to discuss strategy with respect to collective bargaining with employee groups and/or litigation or discussion of personnel matters. The Committee members will return to LGI-1 at 6:00 p.m. for the Public Hearing on the Budget.

Ms. Demos moved to enter into the Executive Session to review and approve the Executive Session minutes and to discuss strategy with respect to collective bargaining with employee groups and/or litigation or discussion of personnel matters. The Committee will return to LGI-1 at 6:00 p.m. for the Public Hearing on the Budget.

Roll Call Vote - Voting Yes: Mr. Parsons, Ms. Garabedian, Ms. Demos, and Mr. Sullivan. Unanimous vote. Motion carried 4-0.

At 6:00 p.m., Mr. Sullivan entertained a motion to adjourn the February 9, 2022 Executive Session. Ms. Demos moved, seconded by Ms. Garabedian. The Committee will reconvene in LGI-1 for the Public Hearing on the Budget.

Roll Call Vote - Voting Yes: Mr. Parsons, Ms. Garabedian, Ms. Demos, and Mr. Sullivan. Unanimous vote. Motion carried 4-0.

PUBLIC HEARING ON THE BUDGET

Mr. Sullivan reconvened the February 9, 2022 Regular School Committee meeting and opened the Public Hearing on the Budget at 6:03 p.m.

Mr. Libby addressed the School Committee presenting the FY23 Public Hearing on the budget reporting that the district keeps in mind the District Strategy as we go through the budget process. He reported that the budget consists of four major parts: Salary, Operating accounts, and Capital Outlay, which are managed by the schools, and Fixed Costs which are managed by and shared with the town.

APPROVED 3-9-2022

He reported on the focus areas of the budget in the areas of Personnel, Operational Costs, Technology, and Building Improvements and the budget areas directly affected by COVID. Mr. Libby reported that the school department is requesting a 2.34% increase which is in-line with the Town Managers budget for the district. He reported that the Fixed Costs & Debt is a 1.66% increase. Mr. Libby reported that Salaries are 70% of the school budget, Operating budget represents 28% of the budget, and Capital Outlay is 2% of the school budget. He presented the Capital Projects completed for FY19-FY22 and reported that we handle 56 active different revolving fund accounts. He reported on the grant funding for FY22 and related that we do not have the FY23 grant numbers at this time.

The recommended FY23 school budget is \$70,800,888: Salaries are \$37,347,031, Operating Costs are \$14,957,129, the Capital Outlay is \$850,000, and Fixed costs are \$11,043,278. The FY23 school budget recommendation is in-line with the Town Manager's recommended budget for the schools.

Members of the TTA and others, approximately 150 people, entered the meeting at 6:25 p.m. Mr. Parsons moved the Committee to take a five minutes recess, seconded by Ms. Garabedian. Mr. Sullivan called for a vote of the Committee. All Aye. No Opposed. Motion carried 4-0.

RECONVENE REGULAR MEETING

At 6:32 p.m., Mr. Sullivan reconvened the February 9, 2022 Regular School Committee meeting.

PLEDGE OF ALLEGIANCE

Jack Stadtman led the Committee in the Pledge of Allegiance. After the pledge of allegiance, Mr. Sullivan gave the audience a final warning for the audience to stop clapping and cheering, adding that if it continues, everyone will have to be removed from this municipal meeting.

ANNOUNCEMENT

Mr. Sullivan reported the February 9, 2022 Regular School Committee meeting will be televised and recorded and may be viewed live on Comcast Channel 22 and Verizon Channel 34 or YouTube.com/TewksburyTV. Under the Open Meeting Law, the public is permitted to make an audio or video recording of an open session at a public meeting. Mr. Sullivan inquired if anyone in the audience was recording tonight's meeting or taking any video or audio recording of the meeting. Seeing no one, Mr. Sullivan moved onto the next order of business.

Mr. Parson addressed the Chair commenting that the Committee had not adjourned the Public Hearing. Mr. Sullivan asked if the School Committee members had any questions for Mr. Libby regarding the budget. Mr. Libby responded to questions from Mr. Parsons relating that he would have to get back to him regarding an Appendix B stipended position at the Wynn Middle School. Mr. Sullivan closed the Public Budget Hearing at 6:39 p.m.

Reconvened the Regularly scheduled School Committee meeting at 6:39 p.m.

RECOGNITION

None

STUDENT REPRESENTATIVE

Notes From Tewksbury Memorial High School

Jack Stadtman presented the notes from Tewksbury Memorial High School.

- The TMHS Drama Club performed their newest production of *Forbidden Broadway* and hoped that everyone enjoyed the show. They held recent auditions for *Mamma Mia* and the Theater Company hopes to bring it to you within the next few months.
- Student Council is holding weekly meetings on Thursday mornings and will be holding elections of officers in the coming months, including Jack's position.
- Tune-in to the *Morning Update Show* for upcoming school events.

- The International Club completed the Blanket Drive and the Shoe Drive. Blankets will be donated to mothers in need and the shoes were donated to Soles for Souls.
- The DECA team recently had state completion tests and are awaiting the results.

Jack Stadtman thanked Mr. Malone for all he did for Jack during his time at TMHS.

PRESENTATIONS

None

CITIZEN'S FORUM

Mr. Sullivan asked if there was anyone in the audience that wanted to speak on anything on the agenda and to please state your name, address, and the specific agenda item that they would like to speak to this evening.

Nicole Saad: Requested to speak about the contract for teachers. Mr. Sullivan interjected that the topic is not on agenda this evening. Someone in the audience shouted to let her speak. Audience was loud. Mr. Sullivan again related that the topic is not on the agenda, the Committee will not speak on the contract, we will not be discussing the contract. The Committee is here to perform their function as representatives and if this continues, everyone will be removed. Dr. Saad requested to speak on the budget. Her comments were not relative to the budget as a result Mr. Sullivan stopped her commentary. Audience was loud. Mr. Bourgoin interrupted and began to make comments; Mr. Sullivan stated that Mr. Bourgoin is not recognized by the Committee. Mr. Parsons interrupted the Chair asking about his reason to stop Dr. Saad from speaking.

Deb Wall, 50 Sheffield Road, Tewksbury: Addressed the Committee commenting on the policy for speaking during a Citizens' Forum.

Mr. Parsons motioned to allow the audience to speak. Ms. Garabedian asked if Mr. Parsons was asking to allow everyone in the room to speak. There was a discussion of the School Committee regarding speakers during the Citizens' Forum. There was no second to the motion.

Ms. Wall continued speaking adding that everyone is not treated equally when it comes to commenting during the Citizens' Forum.

Ms. Garabedian asked the Chair if he would clarify the policy and procedures of the Citizens' Forum for the next meeting.

Peter Molloy, 3 Village View, Chelmsford: Mr. Malloy addressed the Committee commenting on the budget.

Danielle Milner, 72 Villa Roma Drive, Tewksbury: Ms. Milner addressed the Committee commenting on the budget.

Robert Hanley, 2 Hillcrest Road, Tewksbury: Mr. Hanley addressed the Committee and commented on the mask mandate and the topic of Social Emotional Learning.

Amanda Reardon, 80 Pinnacle Street, Tewksbury: Ms. Reardon addressed the Committee commenting on the budget and the new math curriculum. Mr. Sullivan suggested that Mr. Reardon reach out to Mr. Malone or Ms. Regan and they would be able to respond to her question.

Emily Niles, 40 Coburn Avenue, Dracut: Ms. Niles addressed the Committee regarding the inequities of the elementary teacher duties compared to the secondary schools.

Jennifer Price, 13 Winslow Farm Road, Hudson, NH: Ms. Price addressed the Committee commenting on what her workday is like.

Theresa Enos, 1350 Andover Street, Tewksbury: Ms. Enos addressed the Committee commenting on what her workday is like.

Rosemary Coughlin, 35 Hillside Road, Tewksbury: Ms. Coughlin addressed the Committee commenting on what her workday is like.

Jen Barbati, 25 Harnden Way, Tewksbury: Ms. Barbati, addressed the Committee commenting on what her workday is like.

Loren Carlino, 3 Julia Lane, Pepperell: Ms. Carlino addressed the Committee commenting that teacher's testing takes away from student learning time.

Emily Noel, 97 Tallant Road, Pelham, NH: Ms. Noel addressed the Committee commenting on why the TTA moved to Work to Rule.

Kelsey Ring, 1 Wolcott Road, Stoneham: Ms. Ring addressed the Committee commenting on the teacher negotiations.

Doreen Healy, 53 Baldwin Road, Billerica: Ms. Healy addressed the Committee relative to the Citizen's Forum process.

Mr. Sullivan remarked that there will be five more minutes of citizen comments. Mr. Parson wants to allow the stakeholders to talk as according to policy. Mr. Sullivan announced that according to policy, Citizen's Forum may be limited to 20 minutes, adding that there have not been any new comments. Mr. Sullivan stated that the Committee will take a vote at 7:30 p.m. to close the Citizen's Forum.

Kelly Joyce, 4 Memorial Drive, Tewksbury: Ms. Joyce addressed the Committee commenting on the expense of the negotiation process.

Karen Torres, 6 Patriot Road, Tewksbury: Ms. Torres addressed the Committee commenting on the budget.

Mr. Sullivan asked for a motion to close the Citizens' Forum having given notice five minutes ago. Ms. Demos offered to let one more person to speak on behalf of the group, for up to ten minutes.

Jade Scarpa, 153 Plain Road, Westford: Ms. Scarpa addressed the Committee on behalf of herself, commenting on the dedication of teachers.

After Ms. Scarpa another person approached the podium to speak. Ms. Demos announced that she had intended for Ms. Scarpa to be the last speaker. Mr. Parsons motioned to let the next person proceed. The Committee discussed the motion on the floor and the time limits in the policy. There was no second to the motion.

Mr. Sullivan motioned that the individual at the podium would be the last speaker and to close Citizens' Forum. Ms. Garabedian seconded the motion to allow this person to be the final speaker. Mr. Sullivan called for a vote.

Voting Aye: Ms. Garabedian, Ms. Demos, and Mr. Sullivan. Voting Nay: Mr. Parsons. Motion carried 3-1.

Jessica Ryan, 30 Bonnie Lane, Tewksbury: Ms. Ryan addressed the Committee relative to the TTA negotiations.

Ms. Demos moved, seconded by Ms. Garabedian, to adjourn for a 10 minute recess at 7:38. Mr. Sullivan announced that if anyone returns to the microphone and proceeds to disrupt the meeting they will be escorted out of the meeting. The Committee will return at approximately 7:48 p.m. We will return for the Approval of the Minutes.

Voting Aye: Ms. Garabedian, Ms. Demos, and Mr. Sullivan. Voting Nay: Mr. Parsons. Motion carried 3-1.

Mr. Sullivan reconvened the School Committee meeting at 7:52 p.m. As Mr. Sullivan continued he was interrupted by Mr. Bourgoin who was requesting to speak. Mr. Sullivan stated that he has the floor and if Mr. Bourgoin disrupts the meeting he will have the police ask him to leave.

Mr. Parsons motioned to allow Mr. Bourgoin to speak. No one seconded the motion. The motion failed.

Mr. Sullivan reported that the School Committee has business to attend to. Mr. Bourgoin again requested to speak. Mr. Sullivan responded that he will be asked to leave the meeting if he continues to interrupt. Mr. Bourgoin continued and the police were asked to escort him out of the room. The crowd was shouting/chanting. The police were instructed by the Chair to please clear the room.

At 7:57 p.m., Mr. Parsons walked out of the meeting. The room was cleared of an audience at 7:59 p.m.

At the request of the Committee, Mr. Sullivan asked for a motion to move the New Business item, Program of Studies, up on the agenda. Ms. Garabedian moved, seconded by Ms. Demos, to move the 2022-2023 Program of Studies up to this portion of the meeting. All Aye. Unanimous Vote. Motion carried 3-0.

Ms. Regan presented the change memo for the Program of Studies relating that students will use the Program of Studies during the February break to choose their schedule. Ms. Baker O'Brien responded to questions and comments from the Committee.

APPROVAL OF MINUTES

Ms. Garabedian moved, seconded by Ms. Demos, to approve the January 12, 2022, Regular School Committee meeting minutes. All Aye. Motion carried 3-0

SUBMISSION OF PAYMENT OF BILLS

Ms. Garabedian moved to approve the payroll period ending January 20, 2022, to be approved and certified in the amount and categories as shown \$1,447,178.77, seconded by Ms. Demos. All Aye. Unanimous Vote. Motion carried 3-0.

Ms. Garabedian moved to approve the payroll period ending, February 3, 2022, to be approved and certified in the amount and categories as shown \$1,460,360.39, seconded by Ms. Demos. All Aye. Unanimous Vote. Motion carried 3-0.

SUPERINTENDENT & STAFF REPORTS

Mr. Malone, Superintendent

Mr. Malone reported that there was good news from our Special Education Department. We were notified by DESE that our Special Education Department under Part B of the Disability Act that Tewksbury Public Schools district *Meets Requirements*. That is the highest standard you may receive. Mr. Malone related that the district received a thank you letter from the US Veterans Administration to Patrick Galligan and his students at the high school for sending puzzles to the Bedford VA last November and to the elementary schools for sending cards. He reported that February 7th through February 11th is National Counselor Week. He reported there have been updates to the district's response to COVID. The mask requirement will be lifted as of February 28th, pointing out that it does not apply to transportation or when in the nurses' office in schools. He commented that the district continues to monitor vaccination rates town-wide for children. Students and staff that have opt-in for the testing program will receive a test kit every two weeks. Currently, we have 920 students and over 300 staff participating. The district is still doing pooled testing giving people the opportunity to be tested twice a week. The district COVID cases are in the single digits today.

Mr. Malone reported that the masks were required for a 60-day period. We are beyond the 60 day element that the School Committee had voted on. The district does not have a mask policy; we have been following DESE guidelines; requirements to be lifted on February 28th. Mr. Malone recommends that the School Committee vote to follow DESE guidelines and lift the mask requirement on February 28, 2022.

Mr. Sullivan addressed the Committee members stating that the mask item is not on the agenda as the information came from DESE this morning. The Committee discussed the lifting of the mask mandate. Ms. Demos wants the district to support staff and students who choose to wear a mask and to make sure we have masks available in the building.

At the recommendation of the Superintendent, Ms. Garabedian, Ms. Demos, and Mr. Sullivan will follow DESE's guidance to lift the mask mandate on February 28th and to message the information out to TPS families and staff.

Ms. Theriault-Regan, Assistant Superintendent

Ms. Regan reported that the second quarter and first semester of school has concluded. Report cards were to be posted today however due to the inclement weather they will be posted tomorrow. She reported that the MA Department of Elementary and Secondary Education (DESE) has published the District and School reports cards on the DESE website. A copy of the district report card is on the Consent Agenda; we have messaged the information out to families and it has been posted on the website. She pointed out that the district outperformed the state in all categories.

Ms. Regan reported that kindergarten registration is beginning, pointing out that there is a flyer on the Consent Agenda. For more information contact Karen Baker O'Brien or Maura Rauseo in the Student & Family Support office.

Ms. Regan reports that the Wynn Middle School grade 8 students and physics teacher will pilot a new MCAS testing project. She stated that participation will be optional.

Ms. Regan reported that February 15th is School Resource Officer (SRO) Appreciation Day. She urged students and parents/guardians to thank the SROs when you see them.

Ms. Regan responded to comments and questions from the School Committee.

Mr. Libby, Business Manager

Nothing additional, my report stands.

CONSENT AGENDA

Mr. Sullivan asked if any member had questions and/or comments on any item on the Consent Agenda. Mr. Sullivan asked what is the pleasure of the Board, asking for a motion to approve the Consent Agenda. Ms. Demos moved, seconded by Ms. Garabedian, to approve the Consent Agenda as presented. All Aye. Unanimous Vote. Motion carried 3-0.

Correspondence:

- a. Learn More About Massachusetts Schools! 5 Quick Facts About the School Report Card
- b. District & School Report Card Release
- c. TPS 2022-2023 Kindergarten Registration

Enrollment Update:

None

PERSONNEL ITEMS: None

New Hires: None

Transfers: None

Reappointment: None

Retirement: None

***Appendix B: Athletics:** None
Tewksbury Memorial High School

***Appendix B: Co-Curricular:** None

*APPENDIX B POSITIONS ARE PENDING CONTRACT NEGOTIATIONS

Acceptance of Donations/Gifts: None

Fundraisers/Raffles: None

COMMITTEE REPORTS

Elementary School Building Committee

Ms. Demos reported that the project is running smoothly and meeting the benchmarks. The ESBC members are discussing moving the Center School staff to another location; once finalized we will message out the decision. Their next meeting is tomorrow night.

Tewksbury SEPAC

No report.

Wellness Advisory Committee

Ms. Garabedian reported that the next Wellness Advisory Committee has two upcoming meetings, one will be held on March 23, 2022 and the following on May 18, 2022.

Policy Sub-Committee

Mr. Sullivan said that Mr. Stadtman will have an update at the next meeting.

POLICY CHANGES, PROPOSALS, AND ADOPTIONS

None

OLD BUSINESS

TMHS Principal Search Update

Ms. Regan presented an update on the Principal Search for Tewksbury Memorial High School, reporting that the District contracted with NESDEC to lead us through the process. The Search Committee has representatives from all stakeholder groups including Ms. Demos for the School Committee and a high school student. The Committee received 24 applications and chose 8 candidates to interview. We deliberated last night and moved four candidates forward to the second round; we hope to get to one or two finalists. If needed we will visit the home school of the finalists. The new principal will be announced in mid to late March and will begin on July 1, 2022.

Ms. Garabedian thanked Ms. Regan for her hard work and Ms. Demos for representing the School Committee. Mr. Sullivan remarked that he is looking forward to knowing the candidates and the new principal.

Request For Proposal (RFP) - Consultant Services Update

Mr. Libby reported that at the January meeting, the School Committee asked for the district to conduct a search for a company to lead us in a search for a superintendent. We produced a Request For Quote, sent to six companies, and received four quotes in return. Massachusetts Association of School Committees (MASC) was the lowest responsive and responsible bidder. He recommended for the Committee to enter into a contract with MASC for a Superintendent Search.

Ms. Demos, Mr. Sullivan, and Ms. Garabedian supported Mr. Libby's proposal to engage in a contract with the MASC for the Superintendent Search.

Ms. Garabedian motioned to authorize Mr. Libby to move forward and engage in a contract with the MASC on behalf of the School Committee for the purpose of conducting a Superintendent Search for the Tewksbury Public School. Ms. Demos seconded.

Roll Call Vote - Voting Yes: Ms. Garabedian; Ms. Demos; Mr. Sullivan. No opposed. Unanimous Vote. Motion carried 3-0.

In response to a request from Mr. Sullivan, Mr. Libby commented that MASC will be able to start tomorrow.

NEW BUSINESS

2022-2023 TMHS Program of Studies

Moved up on the agenda.

2022-2023 School Calendar Draft

Ms. Regan presented the 2022-2023 School Calendar relating that she engaged with the TTA representatives to give input on the professional development time during the December break. She reported that December 22nd and 23rd are early release days for students and will be two full days for teachers in order to prepare their classrooms for the move to the new elementary school. She hopes that during that time we may be able to have orientation for students and families to come in and see the new classrooms. January 2nd and January 3rd will be staff orientation days at the new elementary school. Students will start back on January 5, 2022. Ms. Regan requested that the School Committee vote to approve the 2022-2023 school calendar.

Ms. Garabedian was in favor of the calendar. Ms. Demos inquired as to what would happen if the new elementary school project was "pushed-out". Ms. Regan responded that the district would let the Committee and families know if the opening changed.

Ms. Garabedian moved to approve the 2022-2023 Calendar draft as presented. The 22/23 calendar has been approved as a draft until closer to the move into the new elementary school. All Aye. Unanimous Vote. Motion carried 3-0.

Center School Relocation Directory

Ms. Regan pointed out that a copy of the Center School Relocation Directory is in the packet. Mr. Libby is working with the town on when we may take possession of the Center Firehouse. The district is unclear when we will be able to start renovations for the move from the Center School to the firehouse. We are hoping to relocate some Center School departments to school owned properties during the February vacation. We are working together so we can meet the April 1st date for the demolition of Center School.

SCHOOL COMMITTEE MATTERS OF INTEREST

Ms. Garabedian congratulated TMHS Theater Company for a great performance of *Forbidden Broadway*. Ms. Demos took a moment to thank Mr. Malone for being a steadfast leader, relating that his professionalism and dedication to students and staff is second to none. Mr. Sullivan added that it has been challenging times letting Mr. Malone know how grateful we are to have had you as a leader. He added that not a lot of people lead; we appreciate how you presented yourself and led, your improvements will be here forever. He invited Mr. Malone to the opening of the new elementary school. On behalf of the School Committee, Mr. Sullivan presented Mr. Malone with a gift for his years of service. Mr. Malone thanked the Committee, the previous Committee members he had the opportunity to work with, Ann Marie Stronach, Chief Columbus, Chief Kearns, members of the Select Board, and the Town Manager. He also extended his thanks and appreciation to the district staff, students, and parents. He thanked the Committee members for their support and stated that it is a good feeling the district is in good hands moving forward.

FUTURE SCHOOL COMMITTEE & FUTURE SUB-COMMITTEE & ADVISORY MEETING DATES

Mr. Sullivan announced the upcoming dates for future School Committee meetings, Sub-Committee meetings and Advisory Committee meetings:

- School Committee: March 9, 2022 (Public Hearing & Regular Meeting); April 13, 2022 (Reorganization Meeting & Regular Meeting)
- *Elementary School Building Committee*: March 10, 2022
- *Tewksbury SEPAC Board Meeting*: February 17, 2022; March 17, 2022; April 28, 2022; May 19, 2022 (Elections); June 16, 2022.
- *Tewksbury SEPAC School Safety Sub-committee*: TBD
- *Wellness Advisory Committee*: March 23, 2022; May 18, 2022
- *Policy Sub-Committee*: TBD

FUTURE AGENDA ITEMS

March 9, 2022:

- Presentations: Officer Waffles & Officer Hanley
- Superintendent Search Update

ADJOURNMENT

At 9:00 p.m., Mr. Sullivan adjourned the February 9, 2022 Regular School Committee meeting with a motion from Ms. Demos, seconded by Ms. Garabedian. All Aye. Unanimous vote. Motion carried 3-0.

Respectfully Submitted,
 Gail Johnson, Recording Secretary

List of documents and exhibits used (GL c.30A, sect 22(a))

| AGENDA ITEM # | DOCUMENT |
|----------------------|---|
| 1 | School Committee Meeting Agenda |
| 2 | Executive Session Agenda |
| 3 | Public Hearing on the Budget |
| 11 | Minutes 1/12/2022 |
| 12 | Submission Of Payment Of Bills: Payroll period ending: 1/20/2022 & 2/3/2022 |
| 13 | Consent Agenda Items: Correspondence: DESE Quick Facts / District Report Card, Kindergarten Registration |
| 16 | Old Business: Request For Proposal - Consultant Services Update |
| 17 | New Business: 22/23 TMHS Program of Studies 22/23 School Calendar Draft Center School Relocation Directory |