

**BROOKLINE SCHOOL BOARD
JULY 28, 2020
MEETING MINUTES**

A regular meeting of the Brookline School Board was conducted on Tuesday, July 28, 2020 at 6:00 p.m. at the Captain Samuel Douglass Academy.

Kenneth Haag, Chairman, presided:

Members of the Board Present: Erin Sarris, Vice Chairman
 Karen Jew, Secretary
 Rebecca Howie
 Alison Marsano

Members of the Board Absent:

Also in Attendance: Gina Bergskaug, Assistant Superintendent
 Bob Thompson, Assistant Superintendent of Student Services
 Daniel Molinari, Principal, Richard Maghakian Memorial School
 Patricia Bouley, Principal, Captain Samuel Douglass Academy
 Amanda Morin, School Psychologist, RMMS/CSDA

AGENDA ADJUSTMENTS

There being no objection, the agenda was adjusted by moving public input to follow the presentation.

APPROVAL OF MINUTES - None

NOMINATIONS/RESIGNATIONS/CORRESPONDENCE

Superintendent Corey informed the Board of receipt of a letter of Intent to Retire from Patricia Waller effective August 28, 2020. In her letter, Ms. Waller noted the decision was a difficult one, but the wisest one for her health at this moment in time. She spoke of how she has enjoyed teaching the children of Brookline over the past 26 years.

**MOTION BY MEMBER MARSANO TO ACCEPT THE LETTER OF INTENT TO RETIRE RECEIVED FROM PATRICIA WALLER WITH AN EFFECTIVE DATE OF AUGUST 28, 2020
MOTION SECONDED BY MEMBER HOWIE**

ON THE QUESTION

Member Marsano thanked Ms. Waller for her many years of service to the Brookline School District of which she was an invaluable member.

**MOTION CARRIED
5-0-0**

Superintendent Corey spoke of the phone calls and emails he has received over the past few days with regard to the issue of masks. The proposed changes to the reopening plan, which have not yet been accepted by the Board, are based on discussions with the work force. Staff is concerned, and has expressed the view that masks offer another layer of protection. Staff has asked that they be required.

Mask breaks will be built into the daily schedule, and flexibility will be provided to allow administration and staff to decide when they will occur based on what is taking place instructionally. We will also be increasing

our recess/outdoor learning components, which will reduce the use of masks. It is not envisioned a student would wear a mask for 7 hours/day. Students will wear their masks when they board the bus, enter school, walk through corridors, or when a teacher/administrator asks them to be worn. In the classroom, teachers will provide breaks. Students will take them off during lunch and during outdoor lessons.

The Administration will be monitoring all aspects of the plan and will evaluate any changes based on local conditions. Recent data is trending in a positive direction, and if the situation warrants, adjustments will be made prior to September 9th.

Although the words in our plan have changed, the intent, as it has always been, is to balance the use of masks. This provides an additional tool for our teachers if making the decision to return to the face-to-face environment.

DISCUSSION

- Updates to the Return to School Building Plan 2020-2021 (Plan)

Superintendent Corey noted when discussing face coverings, what is being discussed is a mask, shield, gaiters. There will be flexibility in the definition of mask; to cover the nose and face to reduce the potential of droplets going between one person and another. It is agreed when 6' apart, with the teacher's permission, students could choose to take them off. The district will have masks to distribute to those who are without.

Assistant Superintendent Bergskaug noted changes that have been made to the Plan based on input received.

Daily symptom monitoring will be required of both students and staff. Parents must complete the symptom monitoring form, through PowerSchool, prior to the designated time each school day. Parents are asked to contact the school should their child have any of the identified symptoms:

- Does your child have a fever?
- Does anyone in your family have a fever?
- Has your child been in contact with a COVID-19 infected person?
- Has anyone in your household been in contact with a COVID-19 infected person?
- Has your child had any of the following symptoms? (cough, felt unwell, respiratory symptoms, shortness of breath, difficulty breathing)
- Has anyone in your family had any of the following symptoms? (cough, felt unwell, respiratory symptoms, shortness of breath, difficulty breathing)

Another question that needs to be added to this section is the travel restriction as outlined in the DHHS guideline.

In completing the form you are simply stating yes or no to all of the questions (one button answer). A report is generated that goes directly to Administration who can then share it with the nursing staff so that we can identify any students that we would not expect to be showing up, and can contact those families and gather more information.

Assistant Superintendent Thompson commented on the guidelines released by the NH DHHS. At the time of the first presentation, the guidelines had not yet been vetted. The recommendations have been vetted and feedback received from the community advisory group and school nurses. As a result, the district is proposing full implementation of the guidelines for symptomatic students and staff. The following language will be added to the Plan:

- All DHHS Guidelines for Schools for symptomatic students and staff will be adopted. This includes:
 - Any student or staff member who is symptomatic and confirmed with COVID-19:
 - At least 10 days have passed since symptoms first appeared, AND
 - At least 24 hours have passed since last fever (off fever-reducing meds), AND
 - Symptoms have improved
 - Any student or staff member who is symptomatic but person refuses testing for COVID-19: same as if confirmed with COVID-19
 - Any student or staff member who is asymptomatic but tests positive for COVID-19: 10 days (assuming person remains asymptomatic, if person develops symptoms see above)
 - Any student or staff member who is exposed to someone suspected or confirmed to have COVID-19: 14 days (assuming person remains asymptomatic)
 - Person cannot “test-out” of 14 day quarantine
 - Any student or staff member who has traveled outside of New England: 14 days (from last day of travel)

It is important to realize that our school nurses deal with guidelines and regulations from the DHHS on a daily basis. They will be the gatekeepers when it comes to ensuring that these guidelines are enforced. We also afford our school nurses some level of flexibility when it comes to the interpretation of any guidelines. One of the examples shared with him was if having a student who has a history of fall allergies, and is exhibiting symptoms that might be consistent with COVID and allergies, the nurses will make an evaluation and decide whether or not that student would meet the requirement for quarantine. They will be working with the Administration when it comes to deciding whether a student will be excluded from school.

Important to note, if a student is asked to quarantine for any given number of days, there is an option for them to engage in remote learning.

Noted was that New England is defined as Maine, New Hampshire, Vermont, Massachusetts, Connecticut, and Rhode Island. Anything outside of that would require the 14-day quarantine. Chairman Haag requested that distinction be put in the Plan.

Models have been created that will allow the district to move between fully remote, hybrid, and in-person. A question that continually comes up is what is the determinant factor that would result in pivoting. The answer is not as black and white as people would like. Decisions regarding the pivoting between instructional models will be made at the determination of the Superintendent in conjunction with the Department of Education and DHHS.

Provided was the example of what occurred in March when the decision was made by the Superintendent to close the schools for a single day to do a deep clean after it was suspected that a staff member may have been exposed to COVID. That day entailed a lot of conversations as a senior leadership team, with building administration, there were calls with the Department of Education, the Department of Education was consulting with the Governor, we were in contact with the DHHS. The feedback they provided was they didn't think it was necessary to close, but we had the ability to make that decision ourselves. Our Superintendent took it upon himself to close the school in an abundance of caution.

Decisions regarding pivoting from instructional models will be made after careful consideration of available data including, but not limited to, local and state infection rates, potential known exposure by students and staff, and workforce availability. We need to have a certain number of teachers in the physical school environment if we are going to be able to offer a physical model. If we have students that want to engage in learning onsite. If we don't have the teachers, we will have to pivot into a remote model.

Assistant Superintendent Bergskaug stated direct instruction will follow the in-person instruction model in regard to the schedule and expectations for learning. Session length and daily frequency are based on district-determined best-practice. Pacing will mirror in-person instruction. Class periods are more for secondary, but for elementary classes, there will be a morning meeting, which might flow directly into a math focus lesson and then ELA at a later time, specials, science and social studies. Included in that would be smaller breakout sessions. If in the classroom, the teacher will have smaller groups working independently, and they will rotate the independent practice, and through a small group with the teacher. The same will be true in remote, but independent practice means they are working independently in their home, and they will rotate into a smaller Zoom session with peers that have similar strengths and needs. It is illegal in New Hampshire to record telephonic or electronic communication without the consent of a party. If participating remotely in a Zoom session, you cannot record those lessons on phones or through Zoom.

Assistant Superintendent Thompson noted another aspect added to the Plan is a dedicated substitute for each of the two buildings. Building administration will direct the work of this individual. This may include additional support to the nurse or other work related to mitigation efforts. It is understood, if adding an auxiliary location for the nurse, we have a supervision issue if we have students in more than one location. This individual could provide coverage for classrooms as well as be utilized to support the nurse, when necessary. They may also cover lunches. If in a situation where there is a Zoom in a classroom they might be able to provide classroom supervision.

With regard to cleaning, professional development videos have been prepared for the minimum level of standards in the classrooms. In addition, there is a hydrogen peroxide based product that is on the CDC list for cleaning, to clean all surfaces with a mister. An electrostatic sprayer would be used to deliver the peroxide based product. Because it is electrostatic, it clings to all sides of the surfaces. That would be placed in all classroom spaces at the end of every instructional day. We have those already onsite.

A presentation was provided depicting what a typical school day will look like. Can be viewed [here](#) (beginning at tape counter 18:51).

Principal Molinari spoke of the focus being first on health and safety followed by social-emotional learning, and that academics will come after that. All schools in our country and worldwide are all in the same boat in regard to academics. If we are not healthy and safe, and our learners aren't emotionally and socially ready, then learning can't take place.

Amanda Morin, School Psychologist, noted the importance of taking into consideration students who may have sensory or medical needs that prevent them from being able to wear masks. Individual IEP, 504, and Individual Health Plans will consider the different needs of the different populations of students.

In regard to procedures for attendance, notes and specials, some of the things considered were instead of having student runners go down to the office with different notes, etc., they would be left outside of a classroom and an adult would come down from the office in order to retrieve them.

School lunches will be delivered to the classroom and students have the ability to eat inside or outside. There is the ability to bring some of the cafeteria tables outdoors.

When outdoors, teachers will have walkie talkies and emergency backpacks. Campus safety protocols will continue to be enforced. Being able to practice the reverse evacuation drills at the start of the year will be especially important as students will be outdoors more often.

Nurses will have a primary office as well as an auxiliary room to be able to keep students who might be exhibiting symptoms of COVID separate.

Principal Bouley remarked in the setting up of classrooms, they measured each room to ensure 6' of distance between desks both vertically and horizontally. Markings will be placed outside of the buildings. Masks will be available for those who do not have them, and nurses will have the required PPE.

Principal Molinari noted the intent for staggered arrival and dismissal times. The thought process is families with the last name of A-K will have arrival times of 8:15 a.m. (RMMS) and 8:25 a.m. (CSDA) and those with the last names of L-Z and preschool will arrive at 8:30 a.m. (RMMS) and 8:40 a.m. (CSDA). Dismissal times will be A-K 2:45 p.m. (RMMS) and 3:00 p.m. (CSDA) and L-Z and preschool 3:00 p.m. (RMMS) and 3:15 p.m. (CSDA).

The Administration will work with the police department to ensure these staggered times will work with the traffic flow. There is the need to wait to see what registration looks like to understand the numbers. The Administration is working closely with the transportation company. Students will be able to be dismissed from various points in the building by their bus number.

Principal Bouley stated the intent to encourage teachers to provide breaks from face masks and expand classrooms outdoors. A rotating schedule will be provided for the use of the various outdoor locations.

A sample schedule was provided, grade 4 would begin with morning meeting, which is where teachers would talk about and encourage the social emotional learning (inside or outside) followed by academic subject areas. Teachers are encouraged to go outside as much as possible. The district is discussing the possible rental of tents, etc.

Principal Molinari spoke of consistency between RMMS and CSDA. They will be on top of safety practices, and emergency procedures. Specialists will go to the classrooms with the option of going outdoors.

Principal Bouley remarked for families choosing to remain remote, there will be remote learning pages on the website under the remote learning tab for Google Classroom and the Zoom platform. In going about the remote day, attendance will be taken consistent with what is occurring in the building so that the classes are at the same time every day. There will be dedicated time during the remote day for when specials will be provided. There will be pivot days where the district has to unexpectedly go from in-person to everyone being remote. That is why it is so important for both the in-person and remote day to be in sync. Google platform and Zoom will also be used in the in-person setting.

Principal Molinari provided an example of a schedule; remote teacher could start the day with morning meeting then have the class on a Zoom doing whole class ELA instruction followed by small group Zooms, and then signing off and letting students do ELA work independently. From there they could have an activity break and then rejoin for a whole class math Zoom lesson followed by a small group Zoom and then math independent work. Then the lunch period break, an activity break, and science and social studies followed by a specialist time and completing work.

Another option would be a morning meeting, and then doing all Zoom sessions in morning, and then in the afternoon independent work and then a check-in time at the end of the day for assignments, etc.

Superintendent Corey stated the proposed changes to be a delay in the opening of schools until September 9th, which provides two professional development days added to the schedule on September 3rd and 4th. October 9th would become a fully remote day across the SAU so we can practice running our systems off the SAU site. November 3rd is not a change to the calendar, but where we traditionally have done a SAU professional development day, that will be given back to the buildings for collaboration and items of curriculum since we know we are still identifying gaps from last year. What is new in November is the proposal that November 23rd become a remote learning practice day and the 24th would be a teacher collaboration and curriculum day. That would also give us a solid week to clean the buildings as we start to head into the colder weather. In December, the request is that the 21st and 22nd are remote days and the 23rd is a curriculum collaboration day.

The Administration would come back to the board in the October/November timeframe to discuss the second semester. As part of the updated plan, the Administration is seeking approval of the amended calendar.

The State, through the Board of Commissioner's office, approved three additional days of professional development that would count as instructional days. Were it necessary to move to full remote learning, there would be days allowed so that our students are not necessarily sitting here at the end of June because we keep pushing the calendar back. The Administration would come before the School Board in the March/April timeframe and determine the actual ending date for school.

He commented he is uncertain there will be the need for the traditional snow day given the ability for remote learning. The regular snow call would be made, and a second notification would be sent if the day were going to be a remote day. There are times when snow storms result in power outages, which would not allow for a remote learning day.

PUBLIC INPUT

Pete D'Agostino, 9 Louis Drive

Spoke of how impressed and appreciative he is with the amount of work done to get to the point of providing this Plan. What gives him the most confidence in the Administration is what was seen in the execution in March when the district moved to remote learning over the course of 3 days.

The one item that he wished to discuss was the change in the language around face coverings. Everything that has been presented spoke to flexibility. The intent of face coverings and the ability to provide flexibility to allow the teachers to do what they need to do was discussed. The issue he has is that words mean things, especially in this context in what we are doing. When looking at the proposed amendment, it says "Student and staff use of face coverings will be required at all times in grades PreK-12." That gives him concern as he is aware the teachers' union is continuing its work on what their recommendations will be. He believes for the Board to adopt such strong language at this point may be a bit premature. The original proposed language accomplished still setting all the standards by which a face mask would be required, and then said if all of these

other conditions are met then you don't have to worry about the mask. It really spoke to what he believes was presented tonight; ultimate flexibility to allow teachers to manage their classroom. What this does is create a mandate by which we created a loophole. The mandate is you have to wear a mask, and the loophole is you can get a break. Whenever we start from that purview, particularly if it involves unions, etc., it is difficult to manage, and it opens it up to interpretation, e.g., how long is a mask break, when does it happen, etc.

When you create a mandate everyone will say what is a mask. He questioned, if permitted, if face coverings such as a shield or bandanna really provide any protections. If allowing a lower level of a mask that doesn't meet some standard then we are just requiring it to say we required it. He is supportive of the original language. The original statement also provides some expectation by the students. They know if they are at their desk, they can take their mask off.

Were he a teacher working for the district and watching this presentation he would feel confident this district is looking out for him as well as the students. He suggested the Board wait a few weeks before approving the plan, and if unable to, to enact a mandate before September 9th, but when required.

Beth Williams, 3 Nissitissit Road

Is a Family Nurse Practitioner, works mostly in urgent care, but throughout these last months has been in the nursing homes in Rockingham and Hillsborough, and has served as a member of the Covid Investigation Team at DHHS doing investigation and contact tracing. She has four students; one at the high school, one at the middle school, one at upper elementary, and one at lower elementary.

The mandatory mask component is a big change, and not consistent with the guidance from the CDC, AAP, and DHHS. Those organizations all state that coverings should be worn when not able to separate physically. She encouraged the Board to strongly consider following guidance.

Those that refuse will require an IEP/504/IHP. She questioned if the district has the staff to support that noting the amount of time that goes into the planning and meetings. She is concerned for students that can't wear a mask, if we have the means to make that happen quickly and safely. The Plan states "Ultimately, any student who refuses to wear a mask will be asked to attend school remotely." What happens when a student refuses this option? The way the language is written is concerning to her, and she questions the legality of it.

With regard to the daily screening process, she questioned if responding yes to any of the questions is intended to be an automatic result in needing to quarantine or stay home from school. The way the language is currently written; her children would not be able to attend school at all as she does work in a COVID population on a regular basis. She is certain the intention is meant to be safely, but the way it is written she questions whether it is an automatic hard rule yes or no.

She believes it to be a great start to the screening tools, but commented it is important to remember that fevers in children are not that common; should we be asking, absolutely. GI symptoms are quite common, and they are not listed in there. That should be included.

Chairman Haag acknowledged the emails received by the Board; mostly around the issue of mask guidance, both for and against.

DELIBERATIONS

- To see what action the Board will take regarding the reopening plan proposed by Administration

Chairman Haag stated agreement with the public input provided this evening. He is of the belief masks should be mandated in the schools. He suggested an amendment that would leave in the bulleted item that states: “Both students and staff will be required to wear a face-covering when physical distancing guidelines, as determined by the Center for Disease Control (CDC), are not able to be achieved.”, remove the sentence in the proposed new language, which reads “Students and staff use of face coverings will be required, at all times in grades PreK-12”, and remove the item that states “Students in grade PreK-3 are strongly recommended to wear a face-covering but will not be required.”.

After the feedback that has been received, he can appreciate why we want every building to require face coverings where physical distancing is not appropriate.

Vice Chairman Sarris spoke of the question of the last sentence in the proposed new language that states “Ultimately, any student who refuses to wear a mask will be asked to attend school remotely.” She does not believe that language is necessary as the Plan has created the ability for teachers to be able to make that call by the language; when physical distancing guidelines are not able to be achieved. Member Marsano commented if you are looking at a student who does not have a 504/IEP/IHP, it becomes a disciplinary issue. She does not believe it will be a scenario of “today you decided you are not going to wear it, now you are remote learning”. She does not see the district tossing a student into remote learning because they had a bad day. She sees it as this has been a systemic habitual issue that has gone on. Vice Chairman Sarris suggested the wording could be along the lines of teachers reserve the right to discuss any student that refuses to wear a mask going remotely.

Superintendent Corey remarked he does not disagree with the public input provided. It is a balance. The desire is to provide assurances to the teachers that masks are there for their safety, and are also trying to have a component that says masks are expected when you come to school. If we were to have a board meeting in 2 weeks and you want to attend the meeting, the expectation is you are bringing a mask. For those parents who may be coming into a building, a mask would be required. If the desire of the Board, he could take it back to the committee to identify language that is more palatable, or the Board could approve the Plan with the exception of that component until the language is revised. He noted data could shift. The last statistic he heard was that there were 7 positive cases in the State. As late as September 8th the District may need to pull the plug. This is the best plan that could be put together based on what we know today.

Superintendent Corey remarked his intent is that if everyone in the classroom is correctly socially distanced, the teacher could make the determination that masks can be taken off. If the teacher is going to get up and go child to child, then masks need to be on. The language is the guidance the workforce is looking for, which he believes can be provided.

He agrees with the comments provided by Mr. D’Agostino with regard to a mandate.

Vice Chairman Sarris stated her appreciation for the extra vigilance at the start. The reality is that we don’t know what the reaction is. The only thing we do know is there are things that we will think will be really tough for kids to adhere to that they will be great about and other things that we haven’t even considered that will be disastrous. She appreciates starting with the thing that will be the toughest to do and be able to pull back on it.

Member Jew questioned if it is understood if the district would loose staff if this language is not strongly worded. Superintendent Corey responded in his discussion with the union, they feel this is a significant item. He also believes what they are looking for an individual teacher who may be vulnerable, to require that masks

be worn. At the same time, he can assure you they will likely get 20 people who will want their kids in masks the vast majority of the day. It is also believed that can be made an accommodation for that teacher. Most teachers are anxious, concerned, don't know what this looks like, etc. The Administration is in constant discussion with the union. They are working with us. This is one of those pieces they are asking about because we do have some staff who have concerns. Some staff will have plexiglass on their desk as part of their ADA component. Some staff, because of working with the special education population, will wear a face shield, not a mask, because they are doing speech and language and the child needs to see their faces.

The district is still looking for critical volunteers. One of the pieces that cause concern is the 14-day quarantine. There won't be advance notice for that staff member who is going to be quarantined. If they are simply quarantined, the thought would be to allow that staff member to remote into that classroom so that those students continue with the same instructor.

Member Howie questioned if discussion/guidance should be sought of the advisory committee about the change in language around the wearing of masks. Superintendent Corey stated that could be done. The reason he recommended a language change in the absence of a recommendation from the advisory committee was because if he cannot get a workforce then we are back into remote. There are so many families that cannot financially afford to do that. As much as possible, he is trying to get the workforce to be able to come in. As far as adjusting the wording, he is happy to go back to the advisory committee.

Chairman Haag asked for clarification if answering yes to the symptom monitoring form are you immediately in the exempt list. He commented on the amount of essential workers that reside in the community and the difficulty with the proposed language. The CDC exempts them.

Assistant Superintendent Bergskaug stated that does not automatically trigger a 14-day quarantine, it does automatically trigger the name on the list so that we are checking in with the family to gather more information. Chairman Haag responded a yes gets you on a list to discuss with a nurse? Assistant Superintendent Bergskaug stated the District is looking to see who is coming to school that we don't expect to come to school, and then we will check in with them and get more information. Those questions have been what has been utilized for daily symptom monitoring with students who have been attending. As guidance changes, including the travel piece, they need to be updated.

Chairman Haag reiterated concern with the question that asks "Has anyone in your household been in contact with a COVID-19 infected person?" as that would impact healthcare workers, and with the language around travel restrictions. It could be that a family member works for the airline industry, which have strict precautions in place. He believes those should be exempt noting the CDC makes that exemption as well.

Vice Chairman Sarris questioned the calendar; specifically whether providing September 3rd and 4th is enough time for teachers and other staff to prepare for the 1st day being on the 9th. A lot of the questions have been around how we do this, to such detail that only teachers would know, e.g., the idea of having to totally revamp the way they teach. Aside from the personal safety support, they need a lot of professional development support. She also believes a large part of the anxiety is the opportunity to provide support to one another.

Is there something that can be done to prepare families and students to the return to school? She suggested making the 1st day in school the 10th and using the 9th for a transition day where there is a little bit of professional development and perhaps some staggered opportunities for students to meet their teachers in person so that the teachers can say here is what it is going to look like tomorrow.

Assistant Superintendent Bergskaug spoke of discussion around using either the 3rd or 4th having all classroom teachers Zoom with their class. They could show, via Zoom, what the classroom looks like, etc. In terms of

professional development, there would be 6 professional development days prior to students arriving. That is double what there typically is. Superintendent Corey noted it was the request of the teachers that instruction begin on the 9th.

The other scenario being considered is the sooner we can get back in and create a face-to-face relationship, if things went in a negative direction, at least we will have started a relationship that isn't 100% remote.

Vice Chairman Sarris questioned the days designed around long weekends to have an opportunity for remote/cleaning, she believes it to be important to reinforce the travel restriction. Communication is important in that regard.

Asked if the travel aspect would apply to family members who have to travel for business, e.g., would those students have to stay home. Assistant Superintendent Thompson stated the guidance is for students and staff. You can have a family member who is traveling for business. It is not included in that.

Chairman Haag stated appreciation for the change around Columbus Day, Thanksgiving and Christmas, but is concerned that lines up a long period of time for families to travel. He worries about that a bit. That could extend a lot of absences.

Member Jew spoke of the need to understand the number of students and staff that will look to return in-person. Superintendent Corey stated the parent survey is going out for registration on August 1st. That will provide the indication. Through email communications he has received, he believes people are confident in the plan. He believes it will be closer to 70/30. A question he gets a lot from the community is in regard to hybrid. A number of districts are going to hybrid because they face overcrowding in their buildings. Our buildings have plenty of space. The Board has worked extremely hard over the past 5 years on class sizes. The educational specification for K and 1st grade is 17 students. Grades 2 and 3 are 20 students and grades 4-6 are 23. If all of a sudden we get just 20%, our Kindergarten and 1st grade numbers are at 14, 2nd and 3rd grade are at 16 and 4th through 6th grades are 18 and 19. Most other districts work off the State standards for classroom sizes, which is 25-30. If you have 28-30 students in a class you get down to the numbers we have by going to a hybrid scenario. The hybrid, in his opinion, doesn't reduce the rate of exposure; teachers are still there the 4 days.

He believes what will probably happen, and what they saw overseas, is students who started out as remote quickly transitioning back in as a comfort level is created. He is looking for another meeting to be conducted in the middle of August. The data will have come in August 1st – 6th, and we will know more about staffing. A number of staff are requesting accommodations. The Human Resources department is coordinating all of those pieces. Just from the special education standpoint, which is more intimate contact with children, Assistant Superintendent Thompson knows person by person what has been requested and already delivered to us. Superintendent Corey stated he would be meeting with the entire teacher's union the following day via Zoom to go over all of these.

Vice Chairman Sarris spoke of the need to be able to provide those assurances to the teachers. Asked if there are updates with regard to air filtration, Superintendent Corey responded he is speaking with John Penney, the engineer, who has been working with him and the Hollis School District on the entirety of their energy project. Mr. Penney has finished his last 2 evaluations of buildings. The biggest thing being looked at is air flow and turning that air over. We are dealing with older buildings (20 and 30+ years of age). There will definitely be some issues, and may be some rooms that he advises not to use. With specials going to the classrooms, those rooms will be freed up and could be used for instruction, if needed. Mr. Penney is working off the ASHRAE standards. He attended training with that organization 6 weeks ago to update himself. As soon as written reports are received they will be included in a Board packet and put online for the community. There will be areas of concern.

Vice Chairman Sarris questioned the availability of equipment that might be recommended.

She questioned if there is a possibility for remote students to participate in or opt-into specials that are conducted outdoors. She has heard from parents that feel strongly about doing remote and missing out on the social piece.

Assistant Superintendent Bergskaug commented on that being challenging. She spoke of homeschool students who attend just for various specials. The difference is they become part of our roster and every Monday at 10:00 a.m. they are here. Once you throw in the weather dependent, then it becomes difficult for tracking students e.g., were there an emergency where is the student, was he/she here.

Chairman Haag stated his belief it may be that something identified in the Capital Improvement Plan may have to be postponed allowing funding to be put towards other expenses. Superintendent Corey stated the normal procedure would be followed. If a safety item requiring addressing, he could simply get the item fixed. The budget will likely be very tight because of PPE expenditures. During the school year he may come before the Board with a request to move particular items into the Maintenance Trust. What the District has always tried to do is survive using the operating budget knowing things have to be moved around. He noted the very realistic possibility the Administration could come before the Board with expenditure requests from the Special Education Trust given unplanned services to meet the needs of students or expenses of those students.

The Administration is in the midst of completing the FY20 audit. While that is going on, they've opened the FY21 budget and are buying for the pandemic. He believes an update will be available next month and will identify how the district finished out the prior year, what savings exist, and where we are with current spending.

Chairman Haag commented the State has a lot of opportunities for PPE, there are opportunities at the different DMVs, and potential stimulus funds. He questioned opportunities to take advantage of that. Noted was that the Brookline School District qualified for \$9,143 from the CARES Act. The second stimulus is believed to have the same formula for distribution, which is based on the free and reduced population. Across the SAU, funding received was approximately \$35,000. The hope is if there is another stimulus and it is dedicated to schools that they will perhaps start to look at a cost per child basis for distribution.

Chairman Haag spoke of being startled by the 1:20 p.m. end of day for remote learners on the 2nd example provided. He suggested that might be a lot on a parent if at home. Assistant Superintendent Bergskaug stated the likelihood a plan would be available to students once they are placed with a teacher. The idea is some families liked more of a back to back direct instruction and you are balancing that with independent work, so you are not on Zoom and then you go back into another session. Some working families expressed a concern about some of our younger learners logging on to multiple sessions. The 2nd option was simply that independent work was taking place at that time. Whatever it ends up being, it would be a consistent schedule that families can accept. The examples for remote learning are just two possible examples. They will work with the teachers to develop that remote plan.

Superintendent Corey noted they are working on the issue of what to do with the masks when going out to recess, etc. They are considering either a glad bag type system or solo cups because they are quick and easy.

Member Marsano brought forward the question of whether the district can staff a full contingency of classrooms with the number of staff members willing to be in-person, and how many remote classrooms there might be. She acknowledged that information is not yet known. Assistant Superintendent Bergskaug stated the data would begin to be collected next week. For staff, the district is receiving feedback. At some point, there will be a cut-off date to allow for planning. That date would be in alignment with when we have the student numbers.

Asked how many teachers have been lost to retirements or resignations this summer, Assistant Superintendent Bergskaug asked for clarification whether it is this summer or this summer post the Plan. Member Marsano clarified in addition to those that were anticipated. She commented she could think of 4 or 5 off the top of her head that she was not expecting, Three in the last 2 weeks, one she didn't hear about, but signed off in the manifest.

Superintendent Corey remarked there are people that are leaving unrelated to the pandemic. Member Marsano questioned how the Board is notified. Superintendent Corey noted permission granted the Superintendent to accept retirements, etc. during the summer months, and of how the Board is typically made aware of all changes in the fall. Superintendent Corey noted the number of retirements, etc., this summer is a little more than typical (1 or 2 related to COVID).

Asked if it is expected those positions will be able to be easily filled, Superintendent Corey stated his belief Principal Molinari has forwarded the two recommendations for his classroom positions and Principal Bouley has posted the Librarian position.

Principal Bouley spoke of having interviewed earlier in the day for the replacement for the art teacher who left a while back. That individual left because he acquired a full-time job.

Member Marsano commented on appreciating that the remote learning schedules will be better flushed out than they were in the spring. There is some ambiguity in the language, but seeing the actual product, she is much more comfortable.

She asked, if a teacher has to quarantine, but isn't necessarily ill and can Zoom in, would the intent be for paraprofessionals or a substitute to manage a classroom and have the teacher teach via Zoom. Assistant Superintendent Bergskaug responded that is still being discussed, but is one of the reasons behind the request for a permanent substitute. Superintendent Corey noted the Administration has intentionally not yet filled the open science specialist position understanding there may be a need for another position.

Member Marsano commented she has been emailing/talking with DHHS about the feasibility of having staff batch testing for virus exposure on a regular basis. She questioned if that is something the union is considering for their teachers. Superintendent Corey stated it has not been discussed. He does not believe, as an employer, you can say it is a mandatory thing.

Asked about the option of moving between remote and in-person at some point. She questioned if the opportunity would come at a semester break point, etc. Superintendent Corey responded, for a student who wants to move from remote to in-person, he believes a set schedule could be established, but for a child who has no control over the need to be quarantined, we have to have the flexibility to provide remote learning.

Assistant Superintendent Bergskaug added the District would look to analyze the natural breaks, but in order to bring an entire cohort of students back to in-person we need a corresponding teacher to transition from remote to in-person.

Member Marsano commented a lot of kids did not do fantastically well with remote learning. She has an at-risk person living at her home who cannot leave the country. If she keeps her children on remote learning because of that risk, and that person manages to return to her home, her kids could then transition into in-person, which is where they need to be. She questioned if there is a point at which she could try and transition them. Superintendent Corey remarked that would be dealt with on a case-by-case basis. Were that to happen, it could be that there is room for in-person in a particular classroom.

Member Marsano noted financial questions she has about the impact of PPE costs, cleaning supplies, and whether the district will have to hire additional staff for cleaning. Superintendent Corey stated when looking at a budget, you can safely say our cleaning costs (product end) will double each month.

Member Marsano asked, based upon last year's substitute costs, how much will the additional change in substitute pay, including the additional permanent sub position, add to the budget. Assistant Superintendent Thompson stated there to be an allotted amount of money for substitutes. It typically goes unspent. They project based upon the number of days of absences the previous year, but the issue is we haven't been able to secure substitutes. The money goes unspent. The Leadership Team sat down with the Business Administrator and ran the numbers. The numbers they came up with are reflective with a pretty competitive substitute rate for teachers and nurses compared to other schools in the area, but what we believe, at this time, we will be able to keep within the budget constraints that were set for FY21.

Chairman Haag questioned if there is an opportunity for all of those universities, colleges, etc. to come on and act as paras for a full year and do all of those credit hours. Assistant Superintendent Thompson responded there are opportunities. They recently attended the Rotary meeting where the draft Plan was presented, and were put in touch with someone who works at Saint Anselm. We are able to advertise through a college board that goes out to several universities in the area that will enable us to get people who could potentially student teach, substitute, and get valuable experience.

Member Marsano questioned if there would be a need to increase the number of school buses to accommodate the social distancing on buses, and what the financial impact would be. Assistant Superintendent Bergskaug responded we only have the buses we have. We are at 8 buses for Brookline elementary as opposed to the 9 we had at the start of last year. That provides a cost savings compared to what the contract states. If all 50 kids on the bus run require transportation they will be sitting closer together than might be preferred.

Questioned what the cost might be associated with the leasing of tents, Superintendent Corey responded Principal Barnes, Hollis-Brookline High School, has obtained quotes. More will be known in the coming days. The district typically rents from the Brookline Tent Rental. We're looking to lease X number of tents from September until the Thanksgiving break and then we would like to commit to April to June. Hopefully, we won't need them until June, but it is believed the district could commit to the expense and still put them into our curriculum.

Vice Chairman Sarris commented on mention made of teachers bringing in their own tents, and there are probably parents that would be willing to donate as well. Superintendent Corey stated they would not be opposed to those parents who want to aid. One thing that would be looked at is being able to account for airflow. Member Marsano suggested it might be a project for the PTO to look into.

Member Marsano commented on towels and other items that could be used during outdoor time (delineate social distancing), and questioned if they would be supplied by the students or the school. Principal Molinari stated the teachers are working on back-to-school supply lists, and that is one of the items that will be put on each grade level list.

Member Marsano commented back in the '80s they would use stacks of newspaper and duct tape, and as a craft project would be creating sitting mats. The wonderful thing about those is they can be wiped down and sanitized really well, and if you are sitting on them on wet grass, etc., you are not getting wet. You are not collecting debris on them, and every kid can decorate them as their own.

Member Marsano questioned if the cafeteria or gym would be used at all. Superintendent Corey stated the first goal would be to use the classrooms so that children would get their lunch, go back to their classroom, and lunch would be proctored by the paraprofessional.

Principal Molinari stated they are exploring in class and out of class for lunches, but also the option to look at the gymnasium and cafeteria spaces. We will have a storage issue in the classrooms so one of the thoughts could be if we are moving all of these rectangular tables out of the classrooms, in the RMMS gym alone he could be put 30 tables spaced 6' apart and put two kids at either end allowing for a very physically distanced lunch room. That is something being looked at. Also looked at is during lunches, if we can't be in the cafeteria or gymnasium, for the monitoring piece, they may have a paraprofessional or some other monitor at the adjoining door between two classes.

Member Jew commented on speaking with people in the community regarding whether they are comfortable sending their kids and then she asks do you think the teachers are comfortable to be there to receive them. Very few people stop to consider anything but what they are comfortable with. We all need to be a little uncomfortable and ask those questions and think about everybody involved. If the teachers need you to wear a mask for them to be comfortable, wear a mask. Work over the summer to try different styles, find things that work for your child. Get comfortable with this because we all have to sacrifice a little bit to make this happen.

MOTION BY MEMBER MARSANO TO APPROVE THE RETURN TO SCHOOL BUILDING PLAN 2020-2021, ABSENT THE MASK REQUIREMENT SECTION, WHICH WILL BE REVIEWED AND/OR REFINED AT THE BOARD'S AUGUST MEETING

MOTION SECONDED BY MEMBER HOWIE

MOTION CARRIED

5-0-0

- To see what action the Board will take regarding the approval of a permanent substitute for each school building at a rate of \$100 per day.

MOTION BY MEMBER MARSANO TO APPROVE A PERMANENT SUBSTITUTE FOR EACH SCHOOL BUILDING, FOR THE 2020-2021 SCHOOL YEAR, AT A RATE OF ONE HUNDRED DOLLARS (\$100.00) PER DAY

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Member Marsano stated her assumption it would be a certified teacher substitute. Superintendent Corey responded that would be the ultimate goal, but it is a sub. Not all of their duties will be in the classroom. The skillset doesn't necessarily have to be an educator because we are looking for that second person for the extra nurse's location, etc. It doesn't necessarily have to be a certified teacher although ideally that would provide the most flexibility across the board.

Chairman Haag commented this is a proactive approach to ensuring we maintain the physical learning. He supports the motion.

MOTION CARRIED

5-0-0

- To see what action the Board will take regarding the approval of an increase in the daily rate for a substitute to a rate of \$85 per day (non-certified), a rate of \$100 per day (NH Teacher Certification held), and a rate of \$150 per day for a nurse substitute for the 2020-2021 school year.

MOTION BY MEMBER MARSANO TO APPROVE AN INCREASE IN THE DAILY RATE FOR A SUBSTITUTE TO EIGHTY FIVE DOLLARS (\$85.00) PER DAY FOR NON-CERTIFIED, ONE HUNDRED DOLLARS (\$100.00) PER DAY FOR AN INDIVIDUAL HOLDING A NEW HAMPSHIRE TEACHER CERTIFICATION, AND A RATE OF ONE HUNDRED FIFTY DOLLARS PER DAY FOR A NURSE SUBSTITUTE, FOR THE 2020-2021 SCHOOL YEAR

MOTION SECONDED BY MEMBER HOWIE

ON THE QUESTION

Member Marsano stated her support of the motion and her appreciation that the amounts cited are well within the budgetary means.

Chairman Haag spoke of an existing opening for a nurse in addition to what is being discussed in the motion, and was told that is the case. Assistant Superintendent Thompson noted an interview is scheduled for the nurse substitute position that was in the budget.

MOTION CARRIED

5-0-0

Superintendent Corey informed the Board and viewing audience that the COOP School Board will meet Friday night via Zoom due to the inability to coordinate a physical quorum.

MOTION BY MEMBER SARRIS TO APPROVE THE SUPERINTENDENT'S RECOMMENDED ADJUSTMENTS TO THE 2020-2021 SCHOOL CALENDAR

MOTION SECONDED BY MEMBER MARSANO

ON THE QUESTION

Asked if the motion would lock the calendar in as presented, Superintendent Corey stated the calendar is potentially going to be adjusted on a need basis, but this is what we would like to get out to families to give them as much time as possible to plan.

Chairman Haag reiterated his concerns around the length of the Thanksgiving and Christmas breaks. Superintendent Corey noted the December timeframe has a lot to do with the flu. When before the Board in October/November, the Administration could be talking about extending February vacation (maybe as long as a

week of remote) depending on the data. Just trying to get through the balancing act of flu season and COVID season is going to be difficult on staff, families, nurses.

MOTION CARRIED

4-0-1

Member Haag Abstained

ADJOURNMENT

MOTION BY MEMBER MARSANO TO ADJOURN

SECONDED BY MEMBER SARRIS

MOTION CARRIED

5-0-0

The July 28, 2020 meeting of the Brookline School Board was adjourned at 8:04 p.m.

Date _____ Signed _____