



Town of Littleton School Committee

33 Shattuck St. * P.O. Box 1486 * Littleton, MA 01460-4486 *
Phone: (978) 540-2500 * Fax: (978) 486-9581 * Website: www.littletonps.org

MATTHEW HUNT, Vice Chair
BRAD AUSTIN, Member

MIKE FONTANELLA, Chair

TIMALYN RASSIAS, Secretary
JUSTIN MCCARTHY, Member

6:00 I. ORGANIZATION

1. Call to Order

6:05 II. EXECUTIVE SESSION

1. Motion to move into Executive Session for the purpose of contract negotiations with intention to return to Open Session.

SCHOOL COMMITTEE MEETING

December 17, 2020

7:00 p.m.

You are invited to a Zoom webinar.

When: Dec 17, 2020 07:00 PM Eastern Time (US and Canada)

Topic: School Committee meeting of Dec 17th, 7pm

Please click the link below to join the webinar:

<https://littletonma.zoom.us/j/92744786873?pwd=V1RqNTNnaG1nbkc0eFNTTTU1RlByZz09>

Passcode: 669400

Or iPhone one-tap :

US: +13126266799,,92744786873# or +19292056099,,92744786873#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 929 205 6099 or +1 301 715 8592 or +1 346 248 7799 or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 927 4478 6873

International numbers available: <https://littletonma.zoom.us/j/92744786873>

VIDEO OR CALL WILL BE MUTED UPON JOINING MEETING.

Please use the "RAISE YOUR HAND" feature in the zoom meeting to ask to speak.

PARTICIPANTS/ATTENDEES ARE REMINDED THAT BY JOINING THIS MEETING THAT YOU CONSENT TO YOUR LIKENESS AND AUDIO BEING USED AND REBROADCAST BY LCTV

This LIVE meeting can be viewed online at LCTV On-Demand at <https://littleton.vod.castus.tv/vod>

***** *A G E N D A* *****

Our mission is to foster a community of learners who strive for excellence and prepare each student to be a successful, contributing citizen in a global society.

7:00 I. ORGANIZATION

1. Consent Agenda

-Minutes – December 3, 2020

**-Oath to Bills -
and Payroll**

It is the policy of the Littleton Public Schools not to discriminate on the basis of race, gender, religion, national origin, color, homelessness, sexual orientation, gender identity age or disability in its educational programs, services, activities or employment practices. Further information may be obtained by contacting Lyn Snow,, District Equity Coordinator at 978-540-2500, lsnow@littletonps.org or 33 Shattuck Street, P.O. Box 1486, Littleton, MA 01460.

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7:05 II. INTERESTED CITIZENS

7:10 III. RECOGNITION

7:15 IV. PRESENTATION

- 1. LHS Advanced Placement (AP) May 2020 Results:** High School Assistant Principal Keith Comeau will give a presentation on the May 2020 AP Results.
- 2. Health Metrics:** Chair Mike Fontanella, Superintendent Clenchy and PPS Director Lyn Snow will give an update on the most recent Health Metrics.
- 3. School Learning Plan Updates:** Principals will provide a brief overview of how teaching and learning is going within the hybrid and remote learning models.

7:35 V. OLD BUSINESS

- 1. General discussion regarding return after winter break:** Superintendent Clenchy and School Committee will have a general discussion regarding the return after winter break.
- 2. Reminder regarding snow days and remote days for the 2020/2021 school year:** Superintendent Clenchy will discuss snow days and remote days for 2020/2021 school year.
- 3. Update on LEA Collective Bargaining Agreement:** Chair Mike Fontanella will give an update on the LEA Collective Bargaining Agreement.

7:45 VI. INTERESTED CITIZENS

8:00 VII. SUBCOMMITTEE REPORTS

- 1. PMBC**
- 2. Budget Subcommittee**
- 3. Policy Subcommittee: (see LPS website to view all policies)**
<http://www.littletonps.org/school-committee/school-committee-polices>

8:05 VIII. ADJOURNMENT/EXECUTIVE SESSION

Motion to move into Executive Session for the purpose of contract negotiations with no intention to return to Open Session.

**NEXT SCHOOL COMMITTEE MEETING
January 7, 2020**

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SCHOOL COMMITTEE MINUTES Dec. 3, 2020 7:00PM

PRESENT: Mike Fontanella
Matthew Hunt
Timalyn Rassias
Brad Austin
Justin McCarthy

ALSO PRESENT: Kelly Clenchy
Steve Mark
Dorothy Mulone
Bettina Corrow

NOT PRESENT:

CALL TO ORDER

Mike Fontanella called the meeting to order at 7:00p.m.

On a motion by Matthew Hunt, and seconded by Timalyn Rassias, it was voted to approve the Nov. 19, 2020 consent agenda as presented. (AYE: Unanimous). Motion carried. Roll Call Vote: Matthew Hunt, AYE; Brad Austin, AYE; Justin McCarthy, AYE; Timalyn Rassias, AYE; and Mike Fontanella, AYE.

INTERESTED CITIZENS

Matthew Ridge – Who or what oversees the requirements of the food that is being served to our children. They have been sent home having lots of sugary drinks and snacks.

Mike Fontanella – Please contact your building principal to discuss.

Jen Gold – Would like to propose the change so our children would be able to attend school on alternate Wednesdays. Cohort A on one Wednesday, and Cohort B the other. This would give students at least two more days a month in school. Scientifically shows that surfaces are not really an area of spreading the virus. Mike Fontanella – We will be looking into this after the holiday. We need to ensure that the buildings can be cleaned properly. The health metrics in general will also play a role if we are going to be more aggressive or less aggressive. Likely, nothing will change before the winter break.

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RECOGNITION

1. Superintendent Clenchy thanked the families and staff that filled out the attestation forms prior to the Thanksgiving break.

PRESENTATION:

1. **Winter Sports:** Athletic Director Mike Lynn gave a brief overview of the winter sports scheduled to start on Dec. 14, 2020.

State and MIAA Guidance

- All sports at the youth, interscholastic, and adult levels must follow the current EEA guidelines.
- Winter Season Dates: 12/14/20 – 2/21/21.
- Indoor Track moved to the fall 2 season.
- Sport Committees have provided guidelines and modifications for approved winter sports.
- Leagues should organize into geographic pods in order to minimize travel and limit opponents.
- No MIAA playoffs this winter.

Basketball and Ice Hockey MIAA Modifications

- Face coverings are required at all times. Facility must have a designated mask break area.
- Players and officials must arrive in uniform ready to play/officiate. No locker room access.
- Team benches must maintain social distancing.
- No handshake ceremony.
- Players provide their own water.
- Please see the MIAA basketball and ice hockey rules modifications and guidelines documents for details.

Mid-Wach League and MIAA District 2/3 Actions

- Follow all EEA, DESE, MIAA, Board of Health, and local district guidelines for athletic participation.
 - Transportation per guidelines.
 - Organized into geographic pods of schools rather than divisional alignments.
 - Shortened season competing against schools within each pod in order to reduce contact transmission.
 - Littleton's current basketball pod includes Groton-Dunstable, Lunenburg, North Middlesex, St. Bernard's, and Tyngsboro.
 - Littleton's current boys' ice hockey pod includes Fitchburg, Gardner, Groton-Dunstable, Leominster, Lunenburg, North Middlesex, Oakmont, and St. Bernard's.
 - Practices can begin on 12/14/20.
- Recommended layoff period from 12/23/20 – 1/3/21 with virtual contact only. Contests can begin on 1/8/21.
- There are no spectators allowed at winter contests.
 - Indoor Track can hold 10 practices during the winter season.
 - MS sports will not be conducted at an interscholastic level this winter.
-
- Athletics and other co-curriculars are a voluntary privilege. Parents, students, and coaches have the option to participate or opt out.
 - *Participation in athletics provides a daily social gathering for students under the supervision of a qualified adult with strict guidelines and rule modifications in place.*
 - While the physical health of our students is our top priority during this pandemic, we must also be mindful of their mental and emotional health. As we all know, athletics plays a critical role in the overall health of many of our students.
 - During a normal year, our athletic participation rate hovers in the 69% range at LHS.

More information regarding our winter teams...

➤ Boys' & Girls' Basketball (V/JV)

➤ Boys' & Girls' Indoor Track (V): Postponed by the MIAA to the fall 2 season – Mid-Wach League voted to allow member schools to hold 10 practices (outdoors) during the winter season

➤ Boys' Ice Hockey (V/JV): Host with Bromfield (8) – Most likely no JV team this year based on projected numbers

➤ Girls' Ice Hockey (V): Guest with Westford Academy (7)

➤ Boys' & Girls' Swim/Dive (V): Guest with Bromfield and Ayer-Shirley (9) – The current plan is to practice by school and hold meets virtually

➤ Boys' & Girls' Alpine Ski (V): Guest with Lunenburg (4) – May be cancelled due to course availability

➤ Girls' Gymnastics: Guest with G-D (2) – Renewal of cooperative team

Mike Fontanella – We hear that it was a successful fall season which we need to keep in mind. But winter sports are indoor instead of being outside. But if we are going to keep schools open for in-person learning then I think we should consider keeping sports going too.

Matthew Hunt – I would certainly support it and have the students participate in sports.

Timalyn Rassias – I would support this if we can do it safely, we need to try it. Something for the students to look forward to.

Justin McCarthy – Thank you for the presentation Mr. Lynn. My concern is not what will happen during practice or at the game. My concern is if they are having “social gathering” outside of those times. I am hoping the coaches will stress to the students how fortunate they are that they get to play. This might be a senior's last chance to play. I am supporting this.

Brad Austin – I am supporting this as well. It seems we have a lot of safeguards in place. What happens if a pod school is in red? It seems it is admin's, principal and athletic department who decide if our school can play against other school teams.

Mike Lynn – In the fall we started out saying that we could not play against a school, which town was in red, but after a couple of weeks we started to look at the specific school and if they did not have any sick students, we let our students play against another school team. We keep working collaboratively with the other pod school teams.

Kelly Clenchy – We do understand that students need a chance to play. We will continue to monitor the situation but I feel comfortable starting the winter sport season.

Mike Fontanella – We were very optimistic for the fall season. But we expect a very conservative decision making as you move forward with the winter season.

Regarding Middle school youth basketball please check with Jason Everhart to see if there is interest is amongst the younger players.

2. Public Health Metrics: Katrina Wilcox Hagberg gave an update on the Public Health Metrics as of Dec. 3, 2020. Littleton is in red with 28 positive cases. Littleton falls at 20.5% with the average daily case rate per 100,000 over two weeks. Everyone knows what the right thing is to do and if we all are doing the right thing, we might be able to bend the curve.

Brad Austin – The data is troubling. Higher positive rate than before. To change the curve is to modify your behavior.

Katrina Wilcox Hagberg - Some school data is showing that some schools have had a higher case of infected students/staff, but specific data provided from the State is hard to find currently. There is not statewide guidance on providing this type of data.

Kelly Clenchy – We typically trace back two days prior to when the infected person showed any symptoms for contact tracing.

Public Input:

Matthew Ridge – Do we actual have age groups of data or is this just a lump sum? Does anyone really know if this is Covid instead of the flu?

Katrina Wilcox Hagberg – In MA, the majority are under 60 years old. Specific to Littleton we will get that data at the next Board of Health meeting. My guess is that it is families at our age group that are infected. This data is specific to Covid testing not flu tests.

Kerry Cusisk – Just curious with the infection rate over 3%, do you have a plan in place if we need to go fully remote? Are you still working hand in hand with the Board of Health on this?

Mike Fontanella – We are looking at the metric numbers constantly. But from the direction from the State, they are asking us to continue. Yes, still working with the Board of Health.

OLD BUSINESS

- 1. Surveys:** Superintendent Clenchy and Director of Teaching and Learning Elizabeth Steele provided a brief reminder that the deadline for the survey is Friday, Dec. 4th, 2020. The survey was emailed out on Nov. 18th by Panorama Education.

Family survey rate is at 28.5% return rate as of today. Staff survey is a 55.1% return rate and Student survey is a 90.7% return rate. We are looking forward to analyzing the feedback from the surveys.

Mike Fontanella – maybe it will be worth a while to extend the deadline to ensure every family received the survey. Maybe we can extend the deadline to next Wednesday, Dec. 9th?

Elizabeth Steele – Yes, we can extend the deadline. The survey was emailed out to the first caregiver listed in Aspen.

- 2. Attestation Form:** Superintendent Clenchy gave a brief follow up to the Attestation form, that families filled out and returned prior to the Thanksgiving break. On Monday, after the break we only have 12 families that we needed to process.
As of today, we have sent out a few letters of notifications to families of infected community members. As per guidelines from DESE and the State we will not be identifying whether it is students or staff that are infected at this point. This is for confidentiality reasons as well.

- 3. MOA presentation and Vote** – Chair, Mike Fontanella gave a brief overview on the MOA agreement between the Littleton School Committee and the Littleton Educator Association, which is included in the packet.

General

1. The Littleton School Committee and the Littleton Educators Association are currently party to a Collective Bargaining Agreement (CBA). Unless explicitly outlined in this Memorandum of Agreement, all provisions of the CBA shall remain in full force and effect.
2. The District will promptly share with staff all parent communications related to COVID-19, including communications related to the District's response to the COVID-19 pandemic. District communications will be shared with all staff and building communications will be shared with building staff.
3. Labor Management Committee: If at any time the LEA becomes aware of working conditions or conditions on or within the school premises that could affect the health or safety of students or staff, or if issues relating to educators' job functions, working conditions, hours, or wages arise due to the Coronavirus (COVID-19), the parties agree to convene the labor management committee if a request to do so is made by either party. Both parties agree to promptly address safety concerns, resolve issues, and negotiate any changes in, or impacts on, job functions, working conditions, hours, or wages.
4. This agreement shall not be modified except for in writing and by mutual agreement and consent of both parties. Nothing in this Memorandum of Agreement shall be considered precedent setting after the 2020-2021 academic year, unless both parties agree that COVID-19 remains a significant threat to public health.
5. The parties acknowledge that circumstances relating to COVID-19 are in flux, including the availability of guidance from federal and state agencies as well as legislative initiatives undertaken by federal and state lawmakers. Both parties will consider any necessary adjustments to this agreement as circumstances develop.

Brad Austin – Thank you to Mike Fontanella and Matthew Hunt for all the work with this.

On a motion by Matthew Hunt, and seconded by Timalyn Rassias, it was voted to approve the MOA as agreed upon with the negotiation team. Motion carried. Roll Call Vote: Matthew Hunt, AYE; Brad Austin, AYE; Justin McCarthy, AYE; Timalyn Rassias, AYE; and Mike Fontanella, AYE.

INTERESTED CITIZENS

None

SUB-COMMITTEE

1. **PMBC** – No update

2. **Budget** – We met with week and we gave the go-ahead to present the numbers to the finance director.

3. **Policy** – Planning on meeting next week.

4. Dr. Kelly Clenchy and Elizabeth Steele told the School Committee back on Sept. 10 and that we would be working on equity and racial equity. We have hired a consultant Dr. Wonum, who has been very informative, and she has been providing virtual meets with faculty and administration. We are moving forward with this work and hopefully we can form a panel with the community sooner than later. Elizabeth Steele – the whole staff has been provided with a common vocabulary.

ADJOURNMENT

On a motion by Matthew Hunt, and seconded by Justin McCarthy, it was voted to adjourn at 8:42PM. Roll Call Vote: Matthew Hunt, AYE; Brad Austin, AYE; Justine McCarthy, AYE; Timalyn Rassias, AYE; and Mike Fontanella, AYE

NEXT MEETING DATE

School Committee

Dec. 17, 2020

7:00PM

Zoom Meeting

231	
232	
233	<u>DOCUMENTS AS PART OF MEETING</u>
234	Winter Sport overview
235	Public Health Metrics for Covid-19
236	MOA

Littleton High School

Advanced Placement (AP)

May 2020 Results

AP Courses at LHS

1. AP Psychology
2. AP English Literature & Composition
3. AP United States History
4. AP Calculus AB
5. AP Statistics
6. AP Biology
7. AP Physics C: Mechanics
8. AP Computer Science Principles
9. AP French
10. AP Spanish (Not running this year)
11. AP Art History (Not running this year)

Subjects where students took 2020 AP Exams

1. Computer Science A
2. Studio Art : Drawing
3. Studio Art: 2D Art Design
4. English Language & Composition
5. English Literature & Composition
6. United States History
7. Spanish Language and Culture
8. Psychology
9. French Language and Culture
10. Latin
11. Physics C: Electricity and Magnet.
12. Biology
13. Calculus AB
14. Calculus BC
15. Statistics
16. Computer Science Principles
17. Physics C: Mechanics
18. Art History
19. Chemistry
20. Environmental Science
21. Macroeconomics

Number of students taking AP exams

Year	# of Students taking AP Exams	# of AP Exams Taken
2020	98	185
2019	101	208
2018	98	182
2017	105	198
2016	97	212
2015	97	182
2014	74	141
2013	80	154
2012	89	170
2011	87	136

Number and Percentage of Exams at each AP Score Level, May 2020

*Results include students who took multiple exams

AP Score Level	# of Student exams	% of Student exams
5	52	28%
4	60	32%
3	46	25%
2	24	13%
1	3	2%
≥ 3	158	85%

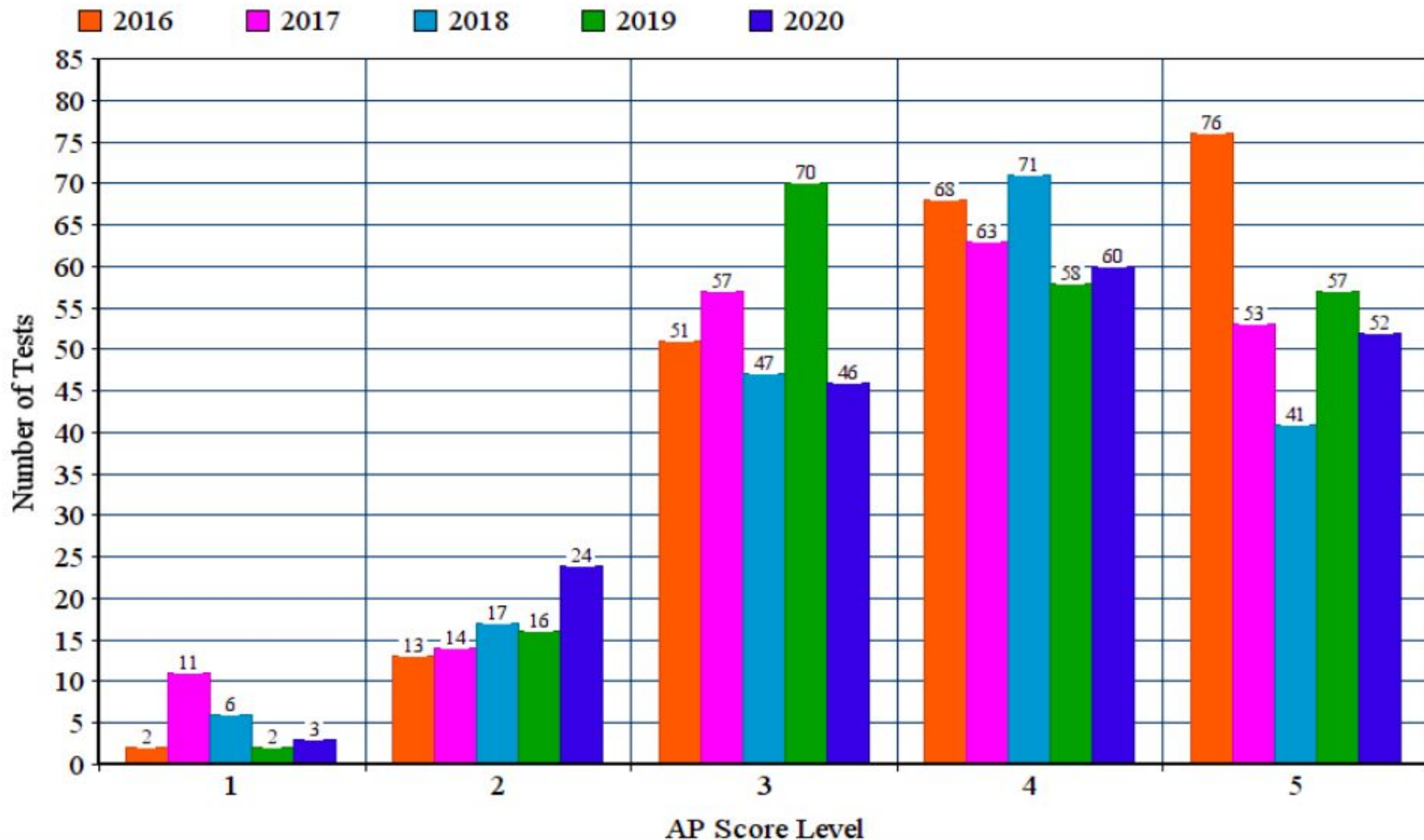
The number and percentage of exams at each AP Score Level

* Results include students who took multiple exams

AP Score Level	2016		2017		2018		2019		2020	
5	76	36%	53	27%	41	23%	57	27%	52	28%
4	68	32%	63	32%	71	39%	58	28%	60	32%
3	51	24%	57	29%	47	26%	70	34%	46	25%
2	13	6%	14	7%	17	9%	16	8%	24	13%
1	4	2%	11	6%	6	3%	2	3%	3	2%
≥ 3	195	92%	173	88%	159	88%	187	90%	158	85%

Number of Exams at each AP Score Level

Number of Exams at Each AP Score Level



* Results include students who took multiple exams

Number & Percentage of students with one or more scores of 3 or higher

Year	# of AP Students with scores ≥ 3	% of AP Students with scores ≥ 3
2020	89	91%
2019	91	90%
2018	87	89%
2017	92	88%
2016	92	94%
2015	88	91%
2014	70	95%
2013	71	89%

AP Scholars

- **AP Scholar**

Granted to students who receive grades of 3 or higher on three or more AP Exams.

- **AP Scholar with Honor**

Granted to students who receive an average grade of at least 3.25 on all AP exams taken, **and** grades of 3 or higher on four or more of these exams.

- **AP Scholar with Distinction**

Granted to students who receive an average grade of at least 3.5 on all AP Exams taken, **and** grades of 3 or higher on five or more of these exams.

- **National AP Scholar**

Granted to students who receive an average score of at least 4 on all AP Exams taken, and scores of 4 or higher on eight or more of these exams.

AP Scholars for last 8 years

	2013	2014	2015	2016	2017	2018	2019	2020
AP Scholars	17	7	13	17	10	18	20	13
With Honor	5	7	6	9	9	4	8	10
With Distinction	10	9	11	16	14	9	12	9
National AP Scholar			1	1			2	2
Total AP Scholars	32	23	30	42	33	31	42	34

Special Notes

- Abbreviated test in 2020
 - 45 minutes as compared to 3 ½ hours
- Content standards on tests modified to include only content covered before school closure
 - Students and staff were notified of changes to test format and content to be covered on April 3, 2020
- Remote learning made test preparation more difficult
- College Board published instructions for test administration protocols
 - Guidance condensed to a more student friendly version
 - LHS students experienced comparatively few technical problems during test

Summary Notes

- **89/98 (91%) Students scored at least a 3 on one AP Exam**
 - **47.9% of Graduating class scored a 3 or higher on an exam at least once**
- AP Statistics has two sections this year
- AP Psychology has two sections this year
- Current students have expressed interest in taking AP Economics, Chemistry, and Computer Science A in the future

Confirmed Covid-19 Cases Among Hybrid Students and Staff	
Pre-Thanksgiving	4
Post-Thanksgiving	14
Total	18
Monday 11/30	3
Tuesday 12/01	0
Wednesday 12/02	0
Thursday 12/03	1
Friday 12/04	2
Monday 12/07	4
Tuesday 12/08	1
Wednesday 12/09	0
Thursday 12/10	1
Friday 12/11	0
Monday 12/14	0
Tuesday 12/15	1
Wednesday 12/16	0
Thursday 12/17	1
	14

Summary

NEW CONTRACT
BETWEEN THE LITTLETON SCHOOL COMMITTEE
AND THE LITTLETON EDUCATORS ASSOCIATION

- The School Committee and Littleton Educator's Association began negotiations on a new contract in February 2020
- Negotiations suspended soon after by mutual agreement
- Prior to suspension, both sides had brought multiple proposals to the table
- Negotiations resumed in November
- Tentative agreement reached in December

- Three year agreement retroactive to September 2020 covers school years 20-21, 21-22 and 22-23
- 2% salary increase for 2020-2021 school year, retroactive to September
- Some language changes from proposals from both sides
- Many proposals from both sides removed from negotiation without prejudice and with no rights or privileges waived

- Negotiations to resume in Spring of 2021 solely regarding salaries for 2021-2022 and 2022-2023
- Allows for more information regarding local and state budgets in FY22 and FY23
- No negotiations for additional language changes until Fall of 2022/Winter 2023 (as new contract term reaches end)
- Allows both sides a respite and a chance to get back to a “normal” negotiating environment