

**FAYETTE SCHOOL COMMITTEE**  
**Special Meeting**  
**Thursday, November 18, 2020 - 6:30 P.M. Zoom**

**Meeting Minutes**

1. **Call To Order** – Chairman Charland called the meeting to order at 6:31 p.m.

1.1 Pledge of Allegiance

1.2 Roll Call – M. Charland, R. Holland, N. Cronin, T. Harrington

2. **Additions/Changes to the Agenda**

3. **Old Business**

7.1 **Guidelines for Staff Holiday Travel** – Discussion ensued around the State Family Response Act. Supt. Morin reported that, to date, no one has used the program at FCS. We are responsible for implementing this program and it has no bearing on their sick leave through employment at Fayette. Supt. Morin offered that she spoke with Supt. Hodgkin who has one employee doing this intermittently, as in one day per week, so is receiving 2/3 pay for that day. At Fayette we have one staff member who has a child attending school in Boston and one in Canada. After reviewing the document, the staff is asking for one change in the notification change in terms of time.

Points of Discussion:

- Since Thanksgiving break is upon us, we could do away with the “two week notice” for this time period. It was suggested to add, “as soon as possible” as of 11/30, 2020 and after 11/30, “two weeks notice”.
- The two-week notice requirement would be in effect after Thanksgiving break. This plan is in effect through 12/31/20.
- Staff would notify the Supt. regarding planned travel and gain approval beforehand.
- Staff would contact C. Rose to engage the Families First Response Act upon approval.
- May need to revisit this in the spring depending on the status of the pandemic.
- The implications of this (staff on leave), could be massive if there were two teachers out simultaneously. It is helpful to have guidelines. Since COVID may have lasting affects, this process could also help with planning ahead for absences and may be helpful even after COVID.
- R. Holland offered that staff in RSU 38 can choose if they want to take the additional 20-30% of their pay with their sick leave time. That would be the employee’s choice. This addendum is being considered by the RSU 38 School Board this evening. (The Families First Coronavirus Response Act allows for 100% pay for 80 hours for employees with COVID 19 and 80% pay for employees with covered COVID 19 related absence).
- Supt. Morin noted that she believes parents will comply with the guidelines set forth for students (families), especially because parents are happy that FCS is full, in-person school.
- N. Cronin asked is there are other arrangements that could be made if Kennebec County should turn yellow shortly. Supt. Morin offered that we could keep students within their cohorts. We could tweak the Green Plan by having students stay in their classrooms for all activities, including lunch, and go to recess separately. N. Cronin asked that Supt. Morin provide more details about how this might work at the next FCS Sch. Comm. meeting in December.

Motion: To approve the Guidelines for Staff Holiday Travel as presented.

Motion T. Harrington

Second N. Cronin

Vote 4/0

4. **Adjournment**

Without objection, Chairman Charland declared the meeting adjourned at 7:03 p.m.

Next regular monthly School Comm. meeting, **Thursday, December 10, 2020 at 6:30 p.m.**, FCS gym.

Respectfully submitted,

Tara Morin, Superintendent