

Hermon School Committee
Minutes – Regular Meeting
Monday, March 18, 2020 – 6:00 p.m.
Hermon High School Library

Providing Leadership to Enhance the Aspirations of our Children

Present

Ted Harris, Chair
Debora Farnham, Vice Chair
Scott Hatch
Jesse Keith
Deborah Langille

Absent

Debbie CoWallis
Mackenzie Stepp, Student Representative
Liana Shaw, Student Representative

Staff: Melissa Davis, Gary Gonyar, Micah Grant, Jesse Hargrove and Brian Walsh
Attending remotely: Cindy Badger and Jenny Perry
Guests: None

Item I: Mr. Harris, Chair, called the meeting to order at 6:00 p.m. followed by the Pledge of Allegiance.

Item II: Agenda Adjustments: None

Item III: Proclamations and Presentation

- A. Public Comments: Jesse Hargrove thanked administration for allowing the voice of the HEA in the plans and asked to keep support staff in mind.

Item IV: Old Business

- A. Excused Absence of School Committee Member/s: Debbie CoWallis

Ms. Langille motioned, seconded by Ms. Farnham, to excuse the absence of Mrs. CoWallis.

Unanimous (5)

Excused Absence of School Committee Student Representatives, as Mr. Gonyar did not invite them to the meeting, since school has been closed: Mackenzie Stepp and Liana Shaw

Ms. Langille motioned, seconded by Mr. Keith, to excuse the absence of the two Student Representative.

Unanimous (5)

Item V: New Business

- A. Update on COVID-19

Superintendent Gonyar continues to follow the CDC, Commissioner of Education, and Governor Mills recommendations. He is exercising all of the cautions that are scientifically proven to slow down the spread of the disease, as well as social distancing and closing down the schools until next Friday.

- B. Approval of School Calendar Changes

Superintendent Gonyar called a "Snow Day" for March 16, 2020 due to health concerns around the COVID-19. This was the 5th snow day of the year, moving the last student day to Thursday, June 18th. All Hermon Schools will be closed through Friday, March 27, 2020.

Superintendent Gonyar recommends moving the Friday, March 20th In-service Day to Tuesday, March 17th. The regional speaker scheduled for Friday was canceled. Tuesday was a workday for all teachers and staff to prepare for the continuation of learning at all grade levels.

Mr. Harris to moved, seconded by Ms. Langille, to move the In-service day from Friday March 20th to Tuesday March 17th.

Unanimous (5)

Superintendent Gonyar asked the School Committee to establish a definitive end date for the 2019-20 School Year. The suggested date would be Friday, June 26, 2020.

Mr. Harris motioned, seconded by Ms. Langille to approve that the last day of the 2019-20 School Year would be no later than Friday, June 26, 2020.

Vote: 4 to 1

Voting for: Harris, Farnham, Hatch and Langille

Voting opposed: Keith

C. Approval of 2-week programming change

Melissa Davis, Curriculum/Assessment Coordinator gave an overview of the 2-week plans. The middle and high schools will be using Google Classroom, the elementary school will be using See Saw. T they are only asking of parents to maintain skills, not to teach new content. We cannot expect parents to replicate the school day from home. No more than 2 hours of course content is expected at the high school, and no more than an hour at the elementary level.

Superintendent Gonyar determined that Wednesday, March 18th would be the first "on-line" student day. The goal for the day is to establish connectivity with all students and/or their parents.

Mr. Harris to moved, seconded by Ms. Langille, to accept the online learning plan designed by teachers and administrators at each school as an alternative to the traditional face to face classes. The plans are to be followed until the Superintendent reopens schools.

Unanimous (5)

D. First Draft of New Positions for 2020-21

Staffing (Proposal cost estimated at \$400,000)

a. New positions

- PADS Assistant Principal (replaces Teacher Leader position)
- Grade 2 Teacher@ PADS (enrollment increase)
- SPED Assistant Director (replaces BCBA)
- Self-contained Teacher@ PADS {enrollment increase}
- Educational Technicians @ PADS (enrollment increase)
- % Art Teacher@ HMS (enrollment increase)
- Math Teacher@ HHS (replaces Ed Tech Interventionist)
- IT Technician for the HSD (fills open position from 2018)

b. Positions increased due to enrollment

- Music @ PADS from .8 to 1.0
- Art @ PADS from .8 to 1.0
- Library Ed Tech @ HMS from .8 to 1.0
- Guidance Counselor from .6 to 1.0

Mr. Harris motioned, seconded by Ms. Langille to approve the proposed new positions and positions increased due to enrollment, pending budget approval.

Unanimous (5)

E. First Draft of 2020-21 Proposed Budget for School Admin Cost Centers

Superintendent Gonyar presented the Systems Administration cost center which includes the superintendent's office, business manager, finance assistant and the school committee expenses throughout the year. Everything stayed pretty much the same. The exception is the increase in salary for the business manager, which is a competitive salary

to get someone with the qualifications that we did. There is also a health insurance change there, too, but that is the bulk of those changes: a \$31,000 increase, which is 7.46%.

School Administration is the 2nd cost center. The biggest change is for the addition of an assistant principal at the Patricia A. Duran School, estimating that salary to be about \$70,000 with health insurance of about \$15,000. There will no longer be a need for the Teacher Leader position, so that position will come from the Instruction cost center to school administration because it will be full administrative duties. Superintendent Gonyar also estimated a 7% increase in health insurance, depending on how that comes in, that may change.

No reports

Mr. Walsh stated that our teachers have done a great job. He has some teachers that have already planned through April break at this point. That is for instruction, not just maintenance of skills. They will be ready.

Mr. Grants echoed the same sentiment.

Mrs. Davis stated she was proud of the staff.

Mrs. Perry, responding remotely, mimicked what the others stated. She said the staff has really stepped up. It has been very eye-opening and overwhelming to see the outpouring of community and staff support.

Mrs. Badger, responding remotely, stated that she thought the school committee would be proud of the work and the amazing things that are happening, and at the speed at which staff are learning new technology. People are working together and supporting each other.

School Committee Follow-up

Mr. Hatch asked about staff. Mr. Gonyar explained that at that time, all staff are working and earning their paycheck. They all have plans and are doing what needs to be done. If anyone is sick, they can take sick time. They can be working in the building or remotely. Staff may come into the buildings, as long as they maintain social distancing. If the buildings are closed to everything and everyone has to stay home, that will be another question.

Ms. Langille thanked all to get this up and running and she knows it was challenging.

Item VI: Adjournment

Mr. Harris motioned, seconded by Ms. Langille to adjourn the meeting at 7:20 p.m.

Unanimous (5)

Respectfully submitted,
Gary J. Gonyar
Superintendent of Schools