Lowell Public School Committee

Regular Meeting Agenda

Date: October 7, 2020
Time: 6:30PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. **SALUTE TO FLAG**

2. **ROLL CALL**

3. **SPECIAL ORDER OF BUSINESS**

3.1. Communication Remote Participation:
Members Of The Public May View The Meeting Via LTC And Those Wishing To Speak Regarding A Specific Agenda Item Shall Register To Speak In Advance Of The Meeting By Sending Email To The Superintendent Indicating The Agenda Item And A Phone Number To Call So That You May Be Tele-Conferenced in to the meeting. Email Address Is mpalazzo@Lowell.k12.Ma.us If No Access To Email You May Contact at 978-674-4324.

4. **MINUTES**

4.1. Approval Of The Minutes Of The Special Meeting Of The Lowell School Committee Of Wednesday, September 16, 2020

Documents:

LSC SPECIAL MEETING MINUTES - SEPTEMBER 16, 2020.PDF

4.2. Approval Of The Minutes Of The Regularly Scheduled School Committee Meeting Of Wednesday, September 16, 2020

Documents:

LSC MINUTES - SEPTEMBER 16, 2020.PDF

4.3. Approval Of The Minutes Of The Special Meeting/Executive Session Of The Lowell School Committee Of Wednesday, September 23, 2020

Documents:

LSC SPECIAL MEETING MINUTES - SEPTEMBER 23, 2020.PDF

4.4. Approval Of The Minutes Of The Special Meeting Of The Lowell School Committee Of Wednesday, September 23, 2020

Documents:

1- LSC SPECIAL MINUTES - SEPTEMBER 23, 2020 (2).PDF

4.5. Approval Of The Minutes Of The FY21 Budget Hearing Of Wednesday, September 29, 2020.

Documents:

LSC BUDGET HEARING MINUTES - SEPTEMBER 29, 2020.PDF

5. PERMISSION TO ENTER

5.1. Permission To Enter: October 7, 2020

Documents:

PERMISSION TO ENTER - OCTOBER 7, 2020.PDF

5.2. UTL:

- Ratification of MOA for Teachers/Paraprofessionals related to School Reopening

Documents:

FINAL SEP 25 TO UTL.PDF
COVID PARA DESCRIPTION APPENDIX A.PDF

5.3. LSAA :

- Ratification of MOA for LSAA related to School Reopening

Documents:

LSAA REOPENING MOA POST.PDF

5.4. UTL : Consideration Of MOA Related To .5 Special Education Position At Bartlett School

Documents:

MOA BARTLETT.PDF

6. MEMORIALS

6.1. Anne “Annie” Mahoney, Former Morey School Teacher

6.2. B. Douglas Townshend, A Retired LHS Choral Director

7. MOTIONS

7.1. [By Jackie Doherty]:

Request the Superintendent provide a report on the number of staff and students who have left the STEM Academy since January 2020 including those families who are on the wait list to transfer out of the school. In addition to numbers, the report should include the reasons for those departures based on information collected from confidential exit interviews. No names used in the report—simply identify person by role: parent, teacher, para etc. The report should also include an update on replacement staffing both at the time of school opening and now, indicating whether all classes currently have licensed teachers in place and when that occurred.

7.2. [By Jackie Doherty]:

Request the Superintendent develop a plan to share with the committee as to how the district will address new DESE requirement that all in-person students receive flu shots by December 30.

8. REPORTS OF THE SUPERINTENDENT

8.1. COVID-19 Plan For Fall Sports

Documents:

COPY OF COPY OF ATHLETICS PRESENTATION.PPTX.PDF

8.2. Social Emotional Learning; Addressing Our Students SEL Needs

Documents:

MEETING DISTRICT SEL NEEDS.PPTX.PDF

8.3. 2020/2021 Goals And Key Performance Indicators

Documents:

DISTRICTWIDE GOALS AND 2020-2021 KEY PERFORMANCE INDICATORS_OCT.PDF

8.4. COVID-19 Data Monitoring

Documents:

COVID DATA MONITORING - 10-7-20.PDF

8.5. Enrollment Report

Documents:

ENROLLMENT 10.2.20.PDF

8.6. Home Education

Documents:

2020-09-23 SCHOOL COMMITTEE HOME SCHOOLING REQUEST.PDF

9. NEW BUSINESS

9.1. Appointment To The Lowell Telecommunication Board

Documents:

BOARD OF DIRECTOR LTC.PDF

9.2. Vote To Accept Grant Award Of $ 7,298 From M.A.S.S And Kiss108

Documents:

GRANT AWARD OF 7,298 FROM M.A.S.S AND KISS108.PDF

10. ADJOURNMENT

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: September 16, 2020
Time: 5:30PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 5:40 p.m., members present were, namely: Ms. Clark, Mr. Descoteaux, Mr. Dillon, Ms. Doherty, Mr. Hoey, Mayor Leahy and Ms. Martin.

3. SPECIAL ORDER OF BUSINESS

3.1. An Executive Session May Be Called To Discuss Collective Bargaining, Strategies and/or Possible Litigation Under Open Meeting Law, Chapter 30A, Section 21 (A) (B), 2, 3 Of The Commonwealth Of Massachusetts General Laws. Open Meeting Discussion May Have A Detrimental Effect On The Bargaining Or Litigating Position Of The Public Body.

4. EXECUTIVE SESSION

4.1. Items: Collective Bargaining: UTL

- update on negotiations and consideration of proposals for paraprofessionals;
- update on negotiations and consideration of proposals for custodians;
- update on negotiations and consideration of proposals for cafeteria workers;
- update on negotiations and consideration of proposals for teachers

UTL: Consideration of grievance and MOA related to club advisor position related to retirement credit.
LSAA: Consideration of grievance and MOA educational credit applied for Psychologists.

Ms. Doherty made a motion to recess at 5:41 p.m. and to enter into Executive Session for the purpose of discussing Collective Bargaining, Strategies and/or Possible Litigation Under Open Meeting Law, Chapter 30A, Section 21 (A) (B), 2, 3 Of The Commonwealth Of Massachusetts General Laws related to an update and discussion in regards to Collective Bargaining – UTL update on negotiations and consideration of proposals for paraprofessionals; update on negotiations and consideration of proposals for custodians; update on negotiations and consideration of proposals for cafeteria workers and an update on negotiations and consideration of proposals for teachers, Consideration of grievance and MOA related to club advisor position related to retirement credit, LSAA: Consideration of grievance and MOA educational credit applied for Psychologists, of which Open Meeting Discussion May Have A Detrimental Effect On The Bargaining Or Litigating Position Of The Public Body, and to adjourn from Executive Session; seconded by Ms. Clark. 7 yeas APPROVED

5. ADJOURNMENT

Ms. Doherty made a motion to recess at 5:41 p.m.; seconded by Ms. Clark. 7 yeas APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: September 16, 2020
Time: 6:30PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 6:43 p.m., members present were, namely: Mr. Descoteaux, Mr. Dillon, Ms. Doherty, Mr. Hoey, Mayor Leahy, Ms. Martin and Ms. Clark

3. SPECIAL ORDER OF BUSINESS

3.1. Communication Remote Participation: Members Of The Public May View The Meeting Via LTC And Those Wishing To Speak Regarding A Specific Agenda Item Shall Register To Speak In Advance Of The Meeting By Sending Email To The Superintendent Indicating The Agenda Item And A Phone Number To Call So That You May Be Tele-Conferenced in to the meeting. Email Address Is mpalazzo@Lowell.k12.Ma.us If No Access To Email You May Contact at 978-674-4324.

4. MINUTES

4.1. Approval of the Minutes of the Special Meeting of the Lowell School Committee of Wednesday, September 2, 2020

Mr. Descoteaux made a motion to approve and place on file the Minutes of the Special Meeting of the Lowell School Committee of September 2, 2020, the Regular Scheduled Meeting Minutes of the Lowell School Committee of September 2, 2020, and two (2) Special Meeting Minutes of September 9, 2020; seconded by Ms. Martin. 7 yeas APPROVED

4.2. Approval of the Minutes of the Regularly Scheduled Lowell School Committee Meeting of Wednesday, September 2, 2020

Mr. Descoteaux made a motion to approve and place on file the Minutes of the Special Meeting of the Lowell School Committee of September 2, 2020, the Regular Scheduled Meeting Minutes of the Lowell School Committee of September 2, 2020, and two (2) Special Meeting Minutes of September 9, 2020; seconded by Ms. Martin. 7 yeas APPROVED

4.3. Approval of the Special Meeting/Executive Session of the Lowell School Committee of Wednesday, September 9, 2020

Mr. Descoteaux made a motion to approve and place on file the Minutes of the Special Meeting of the Lowell School Committee of September 2, 2020, the Regular Scheduled Meeting Minutes of the Lowell School Committee of September 2, 2020, and two (2) Special Meeting Minutes of September 9, 2020; seconded by Ms. Martin. 7 yeas APPROVED

4.4. Approval of the Special Meeting of the Lowell School Committee of Wednesday, September 9, 2020

Mr. Descoteaux made a motion to approve and place on file the Minutes of the Special Meeting of the Lowell School Committee of September 2, 2020, the Regular Scheduled Meeting Minutes of the Lowell School Committee of September 2, 2020, and two (2) Special Meeting Minutes of September 9, 2020; seconded by Ms. Martin. 7 yeas APPROVED

5. PERMISSION TO ENTER

5.1. Permission to Enter: September 16, 2020

Mr. Descoteaux made a motion to approve the Permission to Enter; seconded by Mr. Dillon. 7 yeas APPROVED

6. MOTIONS

6.1. **[By Jackie Doherty]:** Request the Superintendent provide a report on the distribution of chrome books, including updates on how many students have received them to date, how they have been distributed to families with transportation or language challenges, and the plan for those students (including the number of) who have not received them by end of day Sept. 17.

Mr. Descoteaux requested that an update be included on the report on the status of the hot spots (arrival and how they're working).

Ms. Doherty made a motion to approve; seconded by Mr. Hoey. 7 yeas APPROVED

6.2. [By Jackie Doherty]: Request the Superintendent provide a report on efforts to expand partnerships between LPS and school-age childcare providers.

Ms. Doherty made a motion to approve; seconded by Mr. Dillon. 6 yeas, 1 absent (Ms. Martin) APPROVED

7. REPORTS OF THE SUPERINTENDENT

7.1. School Reopening Update

Monica Lundberg registered and spoke on the School Reopening Update.

Dr. Guillory, Chief Schools Officer gave the Committee an update on schools reopening. The dashboard report provided was color coded with green meaning all set, yellow meaning progressing and red meaning needs more assistant. The report was updated before the meeting. The report included the following information (color coded) per school:

- Instructional Support
- Staffing
- Health & Safety
- Students
- School Buildings & Facilities
- Transportation
- Parent/Community Relations
- Miscellaneous

Mr. Dillon made a motion to accept the following Reports of the Superintendent 7.1 through 7.3 as reports of progress; seconded by Ms. Clark. 7 yeas APPROVED

7.2. Facilities Update

Dr. Hall, Chief Operating Officer and Mr. Underwood, Facilities Director spoke to the Committee about the Facilities Analysis report. The report included building capacity for in-person learning regarding facility, safety equipment, building supplies, campus seats and safety messaging (in place). It also showed all the rooms per school that will not be used. Mr. Underwood invited the Committee members to accompany him to any school in the district so he could show them the cleanliness and the readiness of the facilities.

Mr. Dillon made a motion to accept the following Reports of the Superintendent 7.1 through 7.3 as reports of progress; seconded by Ms. Clark. 7 yeas APPROVED

7.3. Budget Update

Ms. Turner gave the Committee a budge update as of September 16, 2020. The report included the following:

- FY20/21 Budget Summary
- Summary of FY21 Funding Sources (City Cash was reduced by $623K from last year resulting in $1.2 million reduction from original estimated City Cash budget. Much of the increase is restricted for COVID costs.)
- Restricted Funds
- Crosswalk
- School Budget (Line by Line)

Ms. Turner asked the Committee if they want to approve the budget on Wednesday, September 23, 2020 or go through the public hearing process again. She stated that the law does not state that we

need to redo public hearings when there are changes to a budget, however, it was recognized that this is the Committee's decision.

Ms. Doherty and Ms. Martin asked for a ruling from the City Solicitor regarding having a public hearing.

Mr. Dillon made a motion to accept the following Reports of the Superintendent 7.1 through 7.3 as reports of progress; seconded by Ms. Clark. 7 yeas APPROVED

7.4. Home Education

Superintendent Boyd recommended that the following parents/guardians be allowed to home educate their child:

Sandra and Derek Duquette
130 West Street

Timothy Bolden
56 Roberts Street

Rebecca Adams
74 Stevens Street, Apt. 1

Summer Graham
22 A Street

Katherine Gonzalez
655 Stevens Street, Apt. 1

Cynthia Stamp
28 Roper Street

Angeline Stamp
28 Roper Street

Loreana Perez
80 Whipple Street

Amy Morris
256 10th Street

Katherine Rodger
364 Hovey Street

Steven Southard
244 Hovey Street

Mr. Dillon made a motion to approve; seconded by Ms. Martin. 7 yeas APPROVED

8. NEW BUSINESS

8.1. Approval of Job Description & Permission to Post: Coordinated Family Community Engagement Early Learning Specialist

Ms. Martin made a motion to approve the Job Description & Permission to Post: Coordinated Family Community Engagement Early Learning Specialist; seconded by Mr. Hoey. 7 yeas APPROVED

8.2. Approval to Accept and Expend Allocated FY21 Awards

Ms. Turner, Chief Financial Officer requested that the Committee vote to approve and accept the list of FY21 grant allocations received to date that was provided to them. The list includes funds from the Federal and State entitlement, continuation, competitive and CARES Act awards that have been secured by the Lowell Public Schools through the Department of Secondary and Elementary Education and the Department of Education and Care.

Mr. Descoteaux made a motion to approve and accept the Allocated FY21 Awards; seconded by Ms. Doherty. 7 yeas APPROVED

9. ADJOURNMENT

Ms. Doherty made a motion to adjourn at 8:40 p.m.; seconded by Mr. Dillon. 7 yeas APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: September 23, 2020
Time: 5:45PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 5:45 p.m., members present were, namely: Mr. Dillon, Ms. Doherty, Mr. Hoey, Mayor Leahy, Ms. Martin, Ms. Clark and Mr. Descoteaux.

3. SPECIAL ORDER OF BUSINESS

3.1. An Executive Session May Be Called To Discuss Collective Bargaining, Strategies and/or Possible Litigation Under Open Meeting Law, Chapter 30A, Section 21 (A) (B), 2, 3 Of The Commonwealth Of Massachusetts General Laws. Open Meeting Discussion May Have A Detrimental Effect On The Bargaining Or Litigating Position Of The Public Body.

4. EXECUTIVE SESSION

4.1. Items: Collective Bargaining: Update on negotiations and consideration of proposals for UTL paraprofessionals and teachers; update on negotiations and consideration of proposals for LSAA.

4.2. Negotiations In Regard To Special Education In-District Busing and General In-District Busing In Light Of COVID-19 Impacts.

4.3. Litigation Update

Ms. Martin made a motion to recess at 5:45 p.m. and to enter into Executive Session for the purpose of discussing Collective Bargaining, Strategies and/or Possible Litigation Under Open Meeting Law, Chapter 30A, Section 21 (A) (B), 2, 3 Of The Commonwealth Of Massachusetts General Laws related to an update and discussion in regards to Collective Bargaining – Update on negotiations and consideration of proposals for UTL paraprofessionals and teachers; update on negotiations and consideration of proposals for LSAA, Negotiations In Regard To Special Education In-District Busing and General In-District Busing In Light Of COVID-19 Impacts and an Litigation Update, of which Open Meeting Discussion May Have A Detrimental Effect On The Bargaining Or Litigating Position Of The Public Body, and to adjourn from Executive Session; seconded by Ms. Clark. 7 yeas APPROVED

5. ADJOURNMENT

Ms. Martin made a motion to recess at 5:45 p.m.; seconded by Ms. Clark. 7 yeas APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: September 23, 2020
Time: 6:30PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 7:02 p.m., members present were, namely: Mr. Hoey, Mayor Leahy, Ms. Martin, Ms. Clark, Mr. Descoteaux and Mr. Dillon. Ms. Doherty was absent.

3. SPECIAL ORDER OF BUSINESS

3.1. Communication Remote Participation: Members Of The Public May View The Meeting Via LTC And Those Wishing To Speak Regarding A Specific Agenda Item Shall Register To Speak In Advance Of The Meeting By Sending Email To The Superintendent Indicating The Agenda Item And A Phone Number To Call So That You May Be Tele-Conferenced in to the meeting. Email Address Is mpalazzo@Lowell.k12.Ma.us. If No Access To Email You May Contact at 978-674-4324.

4. PERMISSION TO ENTER

4.1. Permission to Enter: September 23, 2020

Ms. Martin made a motion to approve the Permission to Enter; seconded by Mr. Dillon. 5 yeas, 1 nay (Mr. Hoey), 1 absent (Ms. Doherty) APPROVED

5. MOTIONS

5.1. [By Andy Descoteaux]: Have the Superintendent to provide the School Committee sample copies of elementary, middle school, and high school schedule.

Mr. Descoteaux made a motion to approve; seconded by Mr. Hoey. 6 yeas, 1 absent (Ms. Doherty) APPROVED

5.2. [By Michael Dillon Jr.]: Request that Dr. Boyd set a firm date for teachers to return to school for in-person instruction pursuant to the current contract between the Lowell School Committee and the United Teachers of Lowell. The same date should be set for teachers to return to school for remote learning instruction.

Mr. Dillon tabled his motion.

6. REPORTS OF THE SUPERINTENDENT

6.1. School Opening Report

Superintendent Boyd and his team gave the Committee an update on facilities and the schools reopening. They provided a dashboard report which is color coded with green meaning all set, yellow meaning progressing and red meaning needs more assistant. The report was updated before the meeting. The report included the following information (color coded) per school:

- Instructional Support
- Staffing
- Health & Safety
- Students
- School Buildings & Facilities
- Transportation
- Parent/Community Relations
- Miscellaneous

Dr. Hall, Chief Operating Officer then spoke to the Committee about the facilities and reported out on building capacity for in-person learning regarding facility, safety equipment, building supplies, campus seats, safety messaging (in place) and operable and inoperable rooms in schools.

Mr. Dillon made a motion to accept the Report of the Superintendent as a report of progress; seconded by Ms. Clark. 6 yeas, 1 absent (Ms. Doherty) APPROVED

7. ADJOURNMENT

Mr. Dillon made a motion to adjourn at 9:12 p.m.; seconded by Ms. Clark. 6 yeas, 1 absent (Ms. Doherty) APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: September 29, 2020
Time: 6:00PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 6:11 p.m., members present were, namely: Mr. Hoey, Mayor Leahy, Ms. Martin, Ms. Clark, Mr. Descoteaux and Ms. Doherty. Mr. Dillon entered the meeting via zoom at 7:48 p.m.

3. SPECIAL ORDER OF BUSINESS

3.1. Communication Remote Participation: Members Of The Public May View The Meeting Via LTC And Those Wishing To Speak Regarding A Specific Agenda Item Shall Register To Speak In Advance Of The Meeting By Sending Email To The Superintendent Indicating The Agenda Item And A Phone Number To Call So That You May Be Tele-Conferenced in to the meeting. Email Address Is mpalazzo@Lowell.k12.Ma.us. If No Access To Email You May Contact at 978-674-4324.

3.2. FY21 Public Hearing Budget

Mr. Descoteaux made a motion to poll the Committee and hold a Special Education Subcommittee meeting; seconded by Ms. Doherty. 6 yeas, 1 absent (Mr. Dillon) APPROVED

4. NEW BUSINESS

The Public Hearing on the FY21 Budget was held and no spoke in favor or in opposition.

4.1. FY21 Budget Session

Ms. Turner gave the Committee a budge update as of September 29, 2020. The report included the following:

- FY20/21 Budget Summary
- General Fund Revenue
- Budget Balancing Strategies
- Details of Additions
- Details of Reductions

- Summary of FY21 Funding Sources (City Cash was reduced by $623K from last year resulting in $1.2 million reduction from original estimated City Cash budget. Much of the increase is restricted for COVID costs.)
- Summary of Staff Changes
- Recommendation

Mayor Leahy, Ms. Doherty and Ms. Martin shared their concerns with the Superintendent regarding the addition of positions and they expressed their desire to go through the budget page by page. Ms. Clark and Mr. Hoey were in support of the administration's budget as written. Mr. Descoteaux was in agreement with the administration's budget as well, but also agreed with Ms. Martin when she stated holding off on any additional positions due to possible 9C cuts as well as the possibility of all of our schools going full remote due to COVID 19.

Ms. Clark made a motion to approve the FY21 Budget as written; seconded by Mr. Hoey. 4 yeas, 3 nays (Mayor Leahy, Ms. Martin, Ms. Doherty) APPROVED

Ms. Clark made a motion to vote for the Action of Necessity, because the School Committee will be voting for their own-bottom line figure; seconded by Mr. Hoey. 4 yeas, 3 nays (Mayor Leahy, Ms. Martin, Ms. Doherty) APPROVED

4.2. FY21 Budget Adoption

Mr. Descoteaux made a motion to approve the Lowell Public Schools FY2021 final bottom-line figure at $182,690,536 and to submit the FY2021 Budget to the City Manager; seconded by Mr. Hoey. 4 yeas, 3 nays (Mayor Leahy, Ms. Martin, Ms. Doherty) APPROVED

5. ADJOURNMENT

Mr. Hoey made a motion to adjourn at 8:05 p.m.; seconded by Ms. Clark. 7 yeas APPROVED

Respectfully submitted,

Joel D. Boyd, Ed.D., Superintendent and
Secretary to the Lowell School Committee

JDB/mes

LOWELL PUBLIC SCHOOLS

Office of Finance and Operations
155 Merrimack Street
Lowell, MA 01852

Phone: (978) 674-4325
Fax: (978) 937-7620
E-mail:bturner@lowell.k12.ma.us

PERMISSION TO ENTER

To: Joel D. Boyd, Superintendent of Schools

From: Billie Jo Turner, Assistant Superintendent for Finance and Business

Date: October 2, 2020

Subject: Permission to Enter – October 7, 2020 School Committee Meeting

RECA **$ 20,000.00**
632 Alfani Street
Davenport, FL 33896

To provide 20 sessions of intensive academy site specific support for the Robinson School. This includes doing observations with feedback, modeling instructional strategies in the classroom, co-teaching, supporting lesson design and materials to review instructional strategies, facilitating data meetings, and leading PD sessions.

Funding provided by the School Redesign Grant

WESTED LEARNING INNOVATIONS **$ 34,950.00**
300 Unicorn Park Drive
Woburn, MA 01801

To provide professional learning services that build instructional capacity of teachers with high quality in-person, hybrid and/or remote instruction for the Robinson School.

Funding provided by the School Redesign Grant

IXL LEARNING **$ 10,307.00**
777 Mariners Island Blvd., Suite 600
San Mateo, CA 94404

To provide the Robinson School with site license for Math and ELA, grades 5-8.

Funding provided by the School Redesign Grant

MIDDLESEX COMMUNITY COLLEGE **$ 35,000.00**

33 Kearney Square
Lowell MA 01850

To provide Lowell High School with violence prevention peer mediation program SCORE. Under the auspices of the Middlesex Community College Law Center.

Funding provided by the School Department Budget: SCORE Peer Mediation Program

MIDDLESEX COMMUNITY COLLEGE **$ 45,000.00**
33 Kearney Square
Lowell MA 01850

To provide courses and Accuplacer Testing to qualified students from Lowell High School who will earn both high school and college credits.

Funding provided by the School Department Budget: Dual Enrollment Program

EI US LLC d/b/a LEARNWELL **$ 40,000.00**
2 Main Street, Suite 2A
Plymouth, MA 02360

To provide educational services at Walker, Italian Home for children and St. Anne's CBAT & ICBAT programs.

Funding provided by the School Department Budget: SPED Hospitalized Children

WAYSIDE YOUTH AND FAMILY SUPPORT NETWORK **$ 9,794.43**
1 Frederick Abbot Way
Framingham, MA 01701

Tuition increase for the out-of-district cost for one (1) student enrolled and receiving services as outlined in their special education IEP.

Funding provided by the School Department: SPED OOD Tuition

LABBB COLLABORATIVE PROGRAMS **$ 2,994.99**
123 Cambridge Street
Burlington, MA 01803

Tuition increase for the out-of-district cost for two (2) students enrolled and receiving services as outlined in their special education IEP.

Funding provided by the School Department: SPED OOD Tuition

VALLEY COLLABORATIVE **$ 75,611.50**

40 Linnell Circle
Billerica, MA 01821

Tuition increase for the out-of-district cost for seventeen (17) students enrolled and receiving services as outlined in their special education IEPs.

Funding provided by the School Department: SPED OOD Tuition

MELMARK NEW ENGLAND **$ 5,518.10**
461 River Road
Andover, MA 01801

To *amend* the existing contract to provide a tuition increase for four (4) students enrolled and receiving services as outlined in their special education IEPs.

Funding provided by the School Department: SPED OOD Tuition

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding (hereinafter the "MOU") is being entered into by and between the United Teachers of Lowell, Local 495, American Federation of Teachers, AFT Massachusetts, American Federation of Labor-Congress of Industrial Organizations (collectively referred as the "UNION") and the Lowell School Committee (hereinafter the "EMPLOYER") to outline changes in working conditions related to the school reopening plan for the School Year 2020-21 due to the COVID-19 pandemic.

RECITALS

A. On March 10, 2020, the Governor of the Commonwealth of Massachusetts declared a state of emergency due to growing public health concerns related to the Coronavirus COVID-19 outbreak requiring changes to the classroom and how education is delivered to students.

B. The UNION and the EMPLOYER met and negotiated over changes to working conditions which resulted from the COVID-19 outbreak's impact on the community and on the delivery of education.

AGREEMENT

In consideration of mutual promises and covenants set forth herein, the Parties, subject to ratification, hereto agree as follows, for the Teacher and Paraprofessional bargaining units:

1. TERM OF AGREEMENT. This Agreement covers the time period of August 31, 2020 to its expiration on December 1, 2020, with the exception of Paragraphs 1-3, 5, 6, 8b, 9b, 10-22, 23a, 23c, 23d, 24-48. Paragraphs 4, 7, 8a, 9a, and 23b expire on December 1, 2020 unless extended in writing by the Parties.

   If it is determined by the School Committee, after consideration of public health metrics and relevant DESE guidance, that in-person seats should be expanded beyond the initial 25% set in this initial agreement on or after December 2, 2020, such shall be negotiated prior to December 2, 2020 or by when the change occurs, whichever is later, to the extent required by law; however, paragraphs 1-3, 5, 6, 8b, 9b, 10-22, 23a, 23c, 23d, 24-28, 30-48 will continue to apply from December 2, 2020 until June 30, 2020 as they are applicable whether on-campus seats increase or decrease.

At the conclusion of the 2020-21, it is agreed that all staff will be returned to the position, grade and school they were in during SY 2019-20. It is acknowledged that the EMPLOYER still reserves their rights in regard to employee discipline processes under the law.

2. STUDENT YEAR. The EMPLOYER shall adjust the student year to 170 days in accordance with the Department of Elementary and Secondary (DESE) guidance so that the EMPLOYER can provide necessary professional development, common planning time, and safety training. September 17, 2020 is the first day of school for students in the 2020-2021 work year, but bargaining unit employees shall report to work on August 31, 2020 for 11 days of professional development.

3. PROFESSIONAL DEVELOPMENT. During the professional development period prior to the arrival of students, the EMPLOYER shall dedicate time to review safety protocols, guidelines, and expectations. The EMPLOYER shall dedicate time to providing professional development/training related to the utilization and implementation of curriculum and the purchased LMS system. All professional development shall be conducted remotely. Teachers shall have the option to come into their schools on a volunteer basis during this 11 day professional development period.

4. TEACHING MODEL ASSIGNMENT. Teachers will have either an in-person teaching position or a remote-teaching position but not both unless there is written consent by the UNION which shall not be unreasonably denied.

5. CONTINUED APPLICABILITY OF CBA. The provisions of the current CBA will apply to both in-person and remote assigned teachers, unless agreed otherwise within this agreement, including but not limited to length of workday and meeting requirements.

6. CURRICULUM. The EMPLOYER will purchase curriculum through the Florida Virtual School (FLVS) for grades K-12 with the following stipulations:

    a. FLVS is to be utilized as a tool/resource for teachers. Teachers can create and use their own instructional materials to supplement FLVS curriculum, if they elect to do so. The curriculum delivered by the teachers shall be in compliance with Massachusetts State Standards and the LPSD Curriculum Map.

    b. Teachers whose courses are not included in the curriculum that is provided by FLVS, for example, French 3, may create their own curriculum, and these courses will be offered to students in remote learning and taught by the respective teachers.

    c. The role of the remote/virtual teacher is the same as that of a teacher in face-to-face instruction.

7. INITIAL STAFFING. Instruction for students will begin on September 17, 2020, with remote instruction as the default for teachers. LPS will create in-person seats for up to 25% of the LPS student population from SY2019-2020 which families can opt into, with priority given to special education students, English learners, and other high-need student populations.

    a. TEACHERS. All in-person teaching positions shall be filled on a voluntary, opt-in basis. Teachers shall be allowed to make their decisions on their own, free from any administrative pressure or coercion. As in-person positions are posted for each school, preference will be given to teachers already in the school, but teachers can apply for and be considered for positions in other schools. If teachers accept in-person positions in a different school, they will return to their original school at the start of the 2021-22 school year. If there are not enough applicants for in-person vacancies, the district may hire long-term substitutes for open positions or post positions externally.

    b. PARAPROFESSIONALS. Paraprofessional positions will be "in-person" except under the following circumstances: 1) paraprofessionals have medical justification for a remote only assignment in accordance with paragraph 23a; 2) It is determined by LPS that additional paraprofessional are needed to support remote learning; and/or 3) a school or the entire district shifts to full-remote learning.

    c. PARAPROFESSIONAL DIFFERENTIALS. Paraprofessionals who serve as substitute teachers will be compensated pursuant to the contract. Additionally, Paraprofessionals who serve in split classroom roles with a teacher, who are in a classroom with students who are streaming remote teaching or are otherwise assigned to be the only adult physically in a classroom with students will also receive the contractual substitute teacher pay. Paraprofessionals who report for on-campus duties, but who are not working in a capacity to earn the substitute rate of pay as outlined above, will receive an additional $25/day up to and including October 31, as a transportation bonus, as compensation for additional duties called for in the revised job description.

    d. The parties have negotiated changes to the paraprofessional job description for SY2020-2021. It is attached to and part of this agreement as Appendix A.

    e. No teachers or paraprofessionals will be laid off to start the school year.

8. SIZE OF IN-PERSON AND REMOTE CLASSES. a) Classroom sizes for in-person slots shall be set based on 6-feet of social distancing applied to the assigned classroom's square footage. b) The parties understand that a split classroom model may be utilized by the school district. Under this model, no more than two rooms shall be utilized, and the total number of students shall not exceed the average class size for the grade level from the

2019/20 school year. Class size for grades K-4 teachers who are teaching remotely should be limited to no more than thirty (30) students. Class size for grades 5-12 teachers who are teaching remotely should be limited to no more than thirty-five (35) students. All reasonable attempts will be made by LPS to be abide by these caps. If the caps are exceeded, LPS will notify the UTL, and the parties shall work to resolve the issue in a timely manner. Paraprofessionals may be utilized in remote learning settings, consistent with their job description, to help reduce the adult-to-student ratio and to maximize student engagement but should not be used as a justification to increase class sizes beyond the mutually desired caps of 30 and 35. If more students and staff are shifted to remote learning/teaching than originally planned for, every effort will be made by LPS to make class sizes equitable for teachers and paraprofessionals who are teaching remotely while minimizing disruption to the academic learning of students. This may necessitate moving some students from over-enrolled classes into under-enrolled classes to achieve better class-size balance for students and staff. The parties agree to address these issues as they arise.

9. REMOTE TEACHING. a) Any remote work for teachers and paraprofessionals shall be done off campus (e.g. at home or another professionally suitable location); b) Teachers assigned to remote teaching positions will work on connections with students on a daily basis during the work week following their assigned course/class schedule. The parties agree that these connections include both synchronous and asynchronous instruction. Such synchronous instructional time may include whole class instruction, small group instructions and /or individual instruction. The parties shall continue to meet to discuss and resolve implementation concerns.

10. HOURS OF WORK FOR REMOTE TEACHERS. The current work rules in the CBA, including the hours of the school day, shall be followed by remote employees. However, teacher and student screen time will be determined by grade level teams consistent with recommendations mutually agreed to by LPS and the UTL for what is appropriate for students' ages and consistent with any DESE guidance on this topic. Teachers will still be compensated, per the CBA, for training after school hours.

11. COMMUNICATION WITH STUDENTS AND PARENTS. Teachers will also continue to regularly correspond with students/parents during the school day through an appropriate communication mode. Teachers will also ensure that all student and parent inquiries are answered in a reasonable timeframe and during school hours. Paraprofessionals may assist teachers in reaching out to parents and students.

12. STAFF MEALS. All staff will still get a paid duty-free meal break, whether working from home or in-person.

13. GRADE BOOKS AND STUDENT RECORDS. Teachers will ensure that grade books and student records are current as to correctly document credits and/or grades for advancement to the next grade level and/or graduation. Teachers will also complete remote

assessments which are required by remote learning, including but not limited to reading assessments.

14. BELL SCHEDULE. Instruction will operate as close to the bell schedule as is practical.

15. OPENING AND DISMISSAL. The EMPLOYER shall assign different entry/exit doors to students to prevent bottleneck and overcrowding.

16. TEACHER AUTONOMY. Teachers may create lessons with resources of their choice as long as they are in compliance with the Massachusetts State Standards and the LPSD Curriculum Map.

17. INTELLECTUAL PROPERTY. Any content created (video or written material) by bargaining unit employees shall not be shared outside of the school department, distributed, or sold without the express written consent of the employee.

18. WORK-FROM-HOME TECHNOLOGY. The EMPLOYER shall attempt provide reasonable access to technology to all employees after consideration of the budget. Teachers will be allowed to use their LPS issued in-class technology at home, when it would be in support of their instruction to students. This includes, but is not limited to their school issued laptop, portable printer, and document camera. Teachers will be responsible for returning them back to school at the end of remote learning.

19. MEETINGS. The EMPLOYER shall conduct all staff meetings, assemblies, and/or common planning time sessions virtually (zoom, etc.) during the school day. The EMPLOYER recognizes that these meetings shall be held in accordance with the CBA. All special education meetings including IEP, 504, and TAT meetings shall be held remotely and during the school day.

20. CO-CURRICULAR ACTIVITIES. The parties agree to meet and negotiate safe conditions in the event that co-curricular activities resume. If co-curricular activities resume, stipends for advisors and coaches will be paid on a pro-rata basis for days worked in relation to a typical season.

21. SPECIAL EDUCATION. The Employer and Union will discuss specifics regarding Special Education, but such education shall resume on September 17, 2020.

22. EVALUATIONS. For teachers, evaluators shall consider the special circumstances related to the COVID-19 pandemic, including, but not limited to, teaching outside one's area of certification, adjusting to the challenges of remote teaching, larger than usual class size, and extended absences related to the pandemic.

23. VULNERABLE EMPLOYEES.

a. All Teachers and Paraprofessionals, who are in the highest tier of risk under the published CDC guidelines (e.g., due to being 75 years old or older, or due to the underlying conditions below) shall be provided work-from-home assignments upon request. In order to qualify for remote work under this section, the employee must submit a certification from his/her physician (or his/her household member's physician) specifying such specific qualifying condition as defined by the CDC, or if the employee is pregnant. Currently, these qualifying conditions are: cancer, chronic kidney disease, COPD, Immunocompromised state from solid organ transplant, obesity with BMI of 30 or higher, Serious Heart Conditions such as heart failure, coronary artery disease, or cadiomypathies, sickle cell disease, or Type 2 diabetes mellitus. The Parties acknowledge that this list may be amended by the CDC.

b. All Teachers and Paraprofessionals with household members, who are in the highest tier of risk under the published CDC guidelines (e.g., due to being 75 years old or older, or due to the underlying conditions below) shall be provided work-from-home assignments upon request. In order to qualify for remote work under this section, the employee must submit a certification from his/her physician (or his/her household member's physician) specifying such specific qualifying condition as defined by the CDC, or if the employee is pregnant. Currently, these qualifying conditions are: cancer, chronic kidney disease, COPD, Immunocompromised state from solid organ transplant, obesity with BMI of 30 or higher, Serious Heart Conditions such as heart failure, coronary artery disease, or cadiomypathies, sickle cell disease, or Type 2 diabetes mellitus. The Parties acknowledge that this list may be amended by the CDC.

c. Teachers and Paraprofessionals who have a health condition that is in the second tier of risk as defined by the CDC or who have a household member who falls in the second tier of risk, shall be considered for a remote working assignment, to the extent that they are available, after priority has been given to those employees with qualifying highest tier medical condition. In order to be considered for remote work under this section, the employee must submit a certification from his/her physician (or household member's physician) specifying the specific condition that is in the second tier of risk category as defined by the CDC. Such assignments will be granted sparingly at the discretion of the employer.

d. Employees may need to be assigned to another school if they are assigned to remote work, including, but not limited to, situations where a 1:1 has a remote assignment but the student attends school in person. In these cases, a paraprofessional may need to serve in another paraprofessional capacity in her or his school, or in another school.

24. EMPLOYEES WITH CHILDCARE CONFLICTS. Teachers and paraprofessionals who have child care conflicts will be considered for remote positions, to the extent they are available, after priority has been given to those employees with qualifying medical conditions as listed in paragraph 23. Such assignments will be granted sparingly at the discretion of the employer. The employee may take leave, as allowed under the law, and may use accumulated sick time to supplement their pay during this leave.

25. NURSING PARENTS. The EMPLOYER shall provide dedicated time and space that is private for nursing parents in need.

26. SOCIAL DISTANCING.

    a. All employees and students are expected to adhere to six foot social distancing requirements. In the event of social distancing noncompliance, building management shall be solely responsible for remedying violations immediately.

    b. The EMPLOYER may assign different entry doors to bargaining unit employees to minimize contact across workers and reduce congestion at entry points.

    c. The EMPLOYER shall assign office equipment and technology, such as pens and staplers, to bargaining unit employees to limit cross contamination.

    d. The EMPLOYER may limit areas of the building or assign restrooms to employees to limit overcrowding.

27. HYGIENE AND CLEANING PROTOCOLS.

    a. The EMPLOYER shall ensure access to handwashing facilities on site, including soap and running hot water, and encourage frequent handwashing and use of alcohol-based hand sanitizers and pumps shall be placed in all classrooms.

    b. The EMPLOYER shall post visible signage throughout the site to remind workers of hygiene and safety protocols.

    c. Bargaining unit employees shall not be expected to clean or disinfect in any capacity, except if it is within their normal work duties.

    d. In the event of a positive case of anyone in a school building, the EMPLOYER shall follow the law, and DESE And Lowell Health Department protocols. The workplace will be deep cleaned and disinfected in accordance with current CDC guidance. Unit employees shall be held harmless during any shutdown. During any school shutdown, in person instruction will be converted to remote instruction.

    e. The EMPLOYER shall keep and post cleaning logs of all bathrooms and commonly

used areas.

f. The parties will continue to meet and discuss health, safety, and cleaning concerns that may arise.

28. STAFF CROSS CONTAMINATION. All staff (including but not limited to paraprofessionals, specialists, crisis teams, and special education employees) shall be given assignments to prevent cross contamination. This includes reviewing modifying assignments that would normally require employees to go into multiple classrooms and/or buildings.

29. WORKING WINDOWS. Bargaining unit employees shall only be assigned to classrooms that have an operational window and an air purifier. If a bug screen is not emplaced, the Employee shall report that to Facilities, who will work to emplace a bug screen within a reasonable period of time. On or after December 2, 2020, if on-campus seats are expanded beyond the initial 25%, interior classrooms may be used if the classroom has an air purifier, or if the CDC changes its recommendations on the use of air purifiers for "Community, Work, and School."

30. SELF-SCREENING. Bargaining unit employees shall be responsible for self-screening and reporting whether they have COVID-19 symptoms to the human resources department. Employees shall not come into work if exhibiting COVID symptoms. The employees and the District shall follow DESE guidance for getting tested, quarantining, and returning to work. Employees may be able to work from home during these circumstances, use accumulated sick leave, or use other paid time off, to the extent allowable under the law.

31. STAFF WHO TEST POSITIVE FOR COVID-19. The District will follow DESE guidance and the law in regard to infections and quarantining. Bargaining unit employees who test positive for COVID-19 shall self-isolate in accordance with DESE guidance and local Health Department protocols and shall only return to work after satisfying the conditions established by DESE and the Lowell Health Department. Employees who test positive for COVID-19 shall report that information to LPS Human Resources and are encouraged to assist the local Health Department in contact tracing. Bargaining unit employees who test positive shall be placed on a paid leave of absence through the duration of their quarantine or their illness, whichever is longer. Bargaining unit employees are encouraged to work from home during these circumstances, if they are able. The District shall provide notifications, consistent with the law, to school staff and the UTL if there is a positive Covid-19 case in a school building.

32. STAFF WHO ARE POTENTIALLY EXPOSED TO COVID POSITIVE INDIVIDUALS. The District will follow DESE and Health Department guidance regarding individuals identified as close contacts of a COVID-positive individual. If an employee identified as a close contact subsequently tests positive for COVID-19, the language in paragraph 31 shall apply. Employees identified as close contacts who must quarantine according to the

Health Department shall be given a work-from-home assignment during the quarantine period if: 1) such an assignment is feasible; AND 2) the bargaining unit member is feeling well enough to work. If a work-from-home assignment is not feasible or if a bargaining unit member is too sick to work from home, the employee shall be placed on paid administrative leave through the quarantine period or illness, whichever is longer. If a bargaining unit member is recommended by their doctor to quarantine but not the Health Department, they are allowed to quarantine but they will need to use accumulated sick leave to receive pay during the quarantine, or use other paid time off, to the extent allowed under the law.

33. PANDEMIC METRICS TO CANCEL IN-PERSON LEARNING. The superintendent will make decisions to close in-person learning entirely, district-wide, after consideration of DESE guidance published on September 14, 2020 on how to review the Department of Public Health's Weekly Covid-19 Health Report, and after consultation with the Health Department. The parties acknowledge that this guidance from DESE may change and the Superintendent will consider any new guidance in making such decisions.

34. NO HARM. If bargaining unit employees are not required to work their full schedule, they shall suffer no economic harm during this period.

35. PERSONAL PROTECTIVE EQUIPMENT. The EMPLOYER shall provide at no cost to bargaining unit employees all personal protective equipment and safety precautions including but not limited to high quality masks, one clear face shields, other protective equipment to assist with special education populations, alcohol based hand sanitizer, disinfectant wipes, gloves, and hand soap. The parties will continue to work together to identify where sneeze guards/plexiglass might be necessary, such as in high traffic areas or where students and employees might need to be in close proximity.

36. FACE MASKS. Face masks are required by all employees and all students at all times except during specially designated mask breaks, including meal breaks. The parties will negotiate the protocols for mask and meal breaks. In the event of face mask noncompliance, after reasonable interventions from classroom teachers, administrators will follow protocols in enforcing appropriate mask guidelines.

37. JOINT LABOR-MANAGEMENT COVID-19 HEALTH AND SAFETY COMMITTEE. The parties are committed to creating the safest possible work and learning conditions for students and staff. Toward that end, the parties agree to immediately establish a joint labor-management COVID-19 Health and Safety Committee, which shall be comprised of no less than three (3) and no more than five (5) UTL members selected by the UTL president and no less than three (3) and no more than five (5) LPS employees selected by the Superintendent. The committee shall meet weekly to assess health and safety conditions and address other concerns or issues, including but not limited to reviewing and assessing public health data, accessibility of COVID-19 testing, building/classroom inspections, indoor air quality and circulation, student/staff

access to PPE, and compliance with health and safety protocols (e.g., mask wearing, movement through the buildings, etc.). Employees with workplace health and safety concerns are encouraged to bring their concerns to the attention of the committee for discussion.

38. FILLING OF VACANCIES. In the event the EMPLOYER does not fill a vacancy that they otherwise would, the UNION does not waive any rights or privileges to bargain the impact once the emergency coronavirus working conditions terminate.

39. NO OUTSOURCING. The EMPLOYER shall not outsource or subcontract any bargaining unit work. Paraprofessionals shall not be used to reduce the number of teaching positions that would have existed under normal circumstances.

40. VOLUNTARY LEAVE OF ABSENCE. Teachers and Paraprofessionals may opt to take an unpaid leave of absence for the remainder of the school year up until September 16, 2020. After the first quarter, Teachers and Paraprofessional may again opt to take an unpaid leave of absence for the remainder of the school year and the employee shall retain all employment rights and privileges for SY 2021-22 and will be returned to their position from the end of SY2019-20. For these employees, the District will give the employee the opportunity to return before the end of the school year, if a position becomes available for which the employee is qualified. If an employee has a qualifying medical condition in accordance with paragraph 23a and elects to take a voluntary leave of absence because there are no remote positions available, they may use their accumulated sick time.

41. STAFFING. The EMPLOYER shall provide adequate staffing to meet the educational and safety needs of all students and staff. Additional staffing includes but not limited to:

    a. Properly Covid-19 trained custodians;

    b. Special educator staff to meet the demands of IEP testing.

42. WORK LIFE BALANCE. As a result of the global coronavirus pandemic, workers have been digitally connected to the workplace without limitation. It is unreasonable to expect staff to continue to provide that unprecedented level of remote access. As such, the EMPLOYER shall support educators by limiting management communication (email, phone calls, text messages, etc.) to only during the work day. The EMPLOYER shall not require bargaining unit employees to respond to parent communications except during the normal workday.

43. ENFORCEABILITY. This agreement and the terms and conditions found herein can be enforced through the parties' grievance and arbitration procedures outlined in the collective bargaining agreement.

44. REMOTE LEARNING SUBCOMMITTEE. The parties shall form a joint

labor/management committee to discuss improvements to remote learning and its working conditions.

45. STATE TRAVEL RULES. Employees who travel out of state shall adhere to any COVID-related travel rules established by the State. Employees are encouraged to avoid leisure travel that would require a quarantine. If employees travel to restricted states for leisure purposes, they shall assume responsibility for any quarantining that results from the trip and would not be eligible for paid administrative leave during the quarantine period, unless allowable under the law, but could use accumulated sick leave.

46. NO PRACTICE OR PRECEDENT. Except where otherwise noted, this agreement shall neither establish a practice nor set a precedent to any modified working condition herein. Furthermore, during the term of this agreement, there shall be no other changes to working conditions, policies, rules, and/or benefits.

47. SAVINGS CLAUSE. If any Article, section or provision of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article, section or provision should be restrained by such tribunal, the remainder of this Agreement will not be affected and will remain in full force and effect, and any substitute action shall be subject to appropriate consultation and negotiation with the Union.

48. TERM. This agreement shall be effective upon execution through and including December 1, 2020, with the exceptions of paragraphs 1-3, 5, 6, 8b, 9b, 10-22, 23a, 23c, 23d, 24-48, which shall be in effect until June 30, 2021. If guidance is amended by DESE or there are regulatory changes by the Commonwealth of Massachusetts, the parties agree to meet and negotiate any changes to this agreement. This agreement may be extended beyond June 30, 2021 by mutual agreement of the parties in writing.

Signed in the City of Lowell on this ___ day of _____, 2020.

LOWELL SCHOOL COMMITTEE,

_____

Joel D. Boyd, Ed.D., Superintendent
As authorized by vote of the
Lowell School Committee

UNITED TEACHERS OF LOWELL,
LOCAL 495, AMERICAN
FEDERATION OF TEACHERS,
AFT MASSACHUSETTS,

_____

Paul Georges, President

APPENDIX A

Unit D Expectations for Supporting Learning during the 2020-2021 School Year

Paraprofessionals perform a very important role within the School District and for the 2020-2021 school year, the job description will be modified in order to initially utilize all currently employed paraprofessionals to further support teachers and students in this COVID-19 environment where instruction is occurring both remotely and in-person.

During this period when both remote learning and in-person learning is occurring, the Parties have the following expectations:

1. All Paraprofessionals will be assigned to on-campus positions unless an exception is justified by the MOA executed between the District and the UTL effective September 23, 2020;
2. All Paraprofessionals will work under the supervision of the Principal of the school to which they are assigned.
3. All Paraprofessionals shall receive adequate training for any new job duty that they are expected to do during this school year. This training may include, but is not limited to, administrative assistant training, basic computer training, online platform training, (i.e. Seesaw, Google Classroom, Zoom) and in-classroom technology training.
4. The Parties acknowledge that if Paraprofessionals are expected to participate in remote meetings or check email, they will be provided with a laptop to complete those tasks, if they presently do not have access to a computer;
5. All Paraprofessionals will be provided a regular and consistent schedule to the extent possible, but also with the understanding that paraprofessionals will be flexible in order to best enhance education for a time when both remote and in-person instruction is occurring.
6. Paraprofessionals assigned to work in-person will be assigned to support in-person classrooms and also teachers who are remotely working and projecting instruction into on-campus classrooms.
7. Paraprofessionals assigned to support a remote classroom may be assigned to a supervising teacher and the cohort of students at the same scheduled time every remote school day for the purpose of check-in and attendance.
8. Efforts will be made to assign every Paraprofessional to one group of students.
9. All Paraprofessionals will be included in, to the extent possible, consultation, collaboration and planning time with the teacher(s) providing remote instruction to their cohort of students. Principals will ensure there are no conflicts within a Paraprofessional's schedule. Principals will attempt to schedule Paraprofessionals for one planning period per week with each teacher they are assigned to work with to the extent such is possible after consideration of the needs of the school.
10. All Paraprofessionals will participate in remote faculty meetings.
11. All Paraprofessionals will monitor their emails daily and respond in a timely fashion if a response is required.
12. All Paraprofessionals will email any student concern to their Principal and maintain their obligations as a mandated reporter pursuant to Massachusetts law.
13. All Paraprofessionals will participate in all contractually required professional development during the 2020-2021 school year.
14. If a teacher providing remote instruction or in-person instruction to their cohort of students request communication between the Paraprofessional and a specific student/family member, the teacher should direct the subject of the communication. All communication should be followed up by an email to the teacher with a summary of the communication. If there is an immediate concern the Principal should be immediately notified.

15. Paraprofessional positions will be "building based", except under the following circumstances: 1) paraprofessionals have medical justification for a remote only assignment in accordance with paragraph #23 Vulnerable Employees of the MOA; 2) it is determined by LPS that additional paraprofessionals are needed to support remote learning; and/or 3) the entire district shifts to full-remote learning.
16. Principals may assign paraprofessionals to be utilized in additional reasonable duties outside their job description, without a change in compensation, unless otherwise specified, including but not limited to: substitute teacher (with additional compensation, per the contract), administrative assistant, family/parent outreach liaison, small group instructor, providing instructional materials to families on campus, and in-school meal deliverer.
17. Under the direction of a principal or teacher, paraprofessionals may also assist in verifying that student work is being completed, in contacting families, and in ensuring that assignments are getting to students, amongst other work which will be beneficial in maximizing the delivery of education during this challenging and unique school year in which flexibility will be needed.
18. Those paraprofessionals assigned to remote positions will be provided a desktop computer or laptop, as available, if they do not have access to a home computer. LPS will make every reasonable effort to provide all other paraprofessionals with laptops or devices based on need and availability.
19. Paraprofessionals may also be assigned as building-based substitutes in classrooms which they are not typically assigned to.
20. Paraprofessionals who serve as substitute teachers will be compensated pursuant to the contract. Additionally, Paraprofessionals who serve in split classroom roles with a teacher, who are in a classroom with students who are streaming remote teaching or are otherwise assigned to be the only adult physically in a classroom with students will also receive the contractual substitute teacher pay in accordance with the MOA. Paraprofessionals who report for on-campus duties, but who are not working in a capacity to earn the substitute rate of pay as outlined above, will receive an additional $25/day up to and including October 31, as a transportation bonus, in consideration of the additional duties contained in this revised, temporary COVID-19 job description.
21. Paraprofessionals will not be expected to use their home or cell phones to call families. The District will provide a Google phone number, or some other appropriate substitute, for Paraprofessionals to make calls to families.

MEMORANDUM OF AGREEMENT
BETWEEN THE
LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
AND THE
LOWELL SCHOOL COMMITTEE
SCHOOL REOPENING 2020-2021

WHEREAS, the Lowell School Administrators Association ("the LSAA") and the Lowell School Committee ("the School Committee") are parties to a Collective Bargaining Agreement covering the time period from July 1, 2017 – June 30, 2020 ("the Contract");

WHEREAS, on March 10, 2020, the Governor of the Commonwealth of Massachusetts declared a state of emergency due to growing public health concerns related to the COVID-19 Pandemic which resulted in the closure of public schools in the Commonwealth, including the Lowell Public Schools;

WHEREAS, in the immediate time succeeding the state of emergency declaration through the present, concerns about the transmittal of COVID-19 have continued to increase;

WHEREAS, in an effort to be abundantly cautious for the safety and well-being of all students and staff, the LSAA and the School Committee have agreed that a multi-phased reopening plan will help to limit the transmittal of COVID-19 to the greatest extent possible;

WHEREAS, the LSAA and the School Committee have bargained collectively pursuant to Chapter 150E regarding the terms and conditions of the reopening of school for the 2020 – 2021 school year;

NOW, THEREFORE, the LSAA and the School Committee hereby agree to the following terms and conditions:

Section I
General Provisions

1. A Joint Labor-Management Committee consisting of four (4) Members appointed by the Superintendent and four (4) Members appointed by the LSAA President

shall be formed in order to monitor COVID-19 data to discuss when full in-person learning can resume, with or without a phased-in approach. This Committee shall also monitor when it is no longer safe for LSAA Members to physically report to work and shall address any concerns that may arise regarding the working conditions of LSAA Members. Recommendations of this Joint Labor-Management Committee as they pertain to the LSAA are subject to the approval of the School Committee and the LSAA Negotiating Committee prior to implementation to the extent required by law. The School Committee retains its discretion to determine the appropriate time for changes to its learning model, including but not limited to the timing of and changes to the percentages of staff/students in-person learning model versus remote learning. The LSAA reserves all rights to bargain over the impacts of the School Committee's decision pursuant to Chapter 150E.

2. In the event that the Governor issues an Order closing public schools, or if the Superintendent decides to do so in the absence of an Order from the Governor, all LSAA Members shall work remotely.

3. This Agreement and the terms and conditions found herein may be enforced through the Grievance and Arbitration Procedure that is contained in the Contract.

4. This Agreement shall neither establish a practice nor set a precedent to any modified working condition set forth herein. Furthermore, during the term of this Agreement, there shall be no other changes to working conditions, policies, rules, and/or benefits unless mutually agreed upon by the LSAA and the School Committee.

5. Except as may be modified herein, the Contract shall remain in full force and effect.

6. This Agreement shall be effective upon execution and shall remain in effect through December 1, 2020. If guidance is issued or amended by the Department of Elementary and Secondary Education ("the DESE") or there are regulatory or other legal changes by the Commonwealth of Massachusetts, the LSAA and the School Committee agree to meet and negotiate in good faith over any such matters. This Agreement may be amended or extended beyond December 1, 2020 by mutual agreement of the LSAA and the School Committee in writing.

Section II
Instruction

1. The Lowell Public Schools is reopening with a model consisting of both in-person and remote learning for students.

2. During the 2020-2021 school year, LSAA Members who visit homes as part of their normal duties and responsibilities shall continue to do so unless they have a medical exception. In the event that an LSAA Member visits a student's home, the Member shall not be required to enter the home.

3. The School Committee shall designate a single synchronous platform (e.g. Zoom, Google Classroom, Go to Meeting, and like products) to be used for Remote Learning based on which platform offers the broadest array of opportunities for student participation and engagement within the platform. The School Committee will provide professional development on the platform chosen. The School Committee agrees to indemnify the LSAA Member if the designated platform is hacked, "zoom-bombed", or in any way disrupted by an individual/group outside of the assigned class.

4. LSAA Members will enjoy the same level of professional autonomy and discretion for determining the proper curriculum within established frameworks as during normal school operation.

5. LSAA Members who are at the highest risk for COVID-19 complications as defined by the CDC, who live with household members who are at such high risk, as well as LSAA Members who are pregnant, shall be provided with the reasonable accommodation of working remotely. In order to qualify for remote work under this section, the Member must submit a certification from his/her physician (or his/her household member's physician) specifying such specific qualifying condition as defined by the CDC, or is pregnant. Currently, these qualifying conditions are:

    - Cancer
    - Chronic kidney disease
    - COPD (chronic obstructive pulmonary disease)

- Immunocompromised state (weakened immune system) from solid organ transplant
- Obesity (body mass index [BMI] of 30 or higher)
- Serious heart conditions, such as heart failure, coronary artery disease, or cardiomyopathies
- Sickle cell disease
- Type 2 diabetes mellitus

The Parties acknowledge that this list may be amended by the CDC.

6. LSAA Members who have a health condition that is in the second tier of risk as defined by the CDC or who have a household member who falls in the second tier of risk, shall be considered for a remote working assignment. In order to qualify for remote work under this section, the Member must submit a certification from his/her physician (or his/her household member's physician) specifying (or his/her household member) the specific condition that is in the second tier of risk category as defined by the CDC. These requests will be granted at the discretion of the Superintendent after weighing the relevant factors. It is anticipated that these requests will be granted sparingly.

7. All meetings required of LSAA Members including, but not limited to, common planning time, cluster, department and building meetings, shall be limited to no more than eight (8) people in-person provided that social distancing and mask wearing can be maintained and shall also have a remote option for those Members who are not comfortable attending an in-person meeting.

8. LSAA Members shall not be required to attend in person Open house/parent/community events until full in-person school resumes.

9. The preferred method for special education meetings will be virtual. If meetings need to be held in-person, social distancing and safety protocols shall be followed.

10. During the initial learning period, access to buildings by the public shall be limited. Any outside individual who requests and is granted access to the building out of necessity (such as a vendor) shall be asked to provide their name and contact information for contact tracing and shall be denied access if such information is not provided.

11. No employee will be disciplined, reprimanded, reduced in rank, or deprived of professional advantage for any challenges they may have with technology as long as they make every effort to seek support and training if needed. The School Committee will make necessary supports available.

Section III
Evaluation

Evaluations shall be conducted during the 2020-2021 school year. The Joint Labor-Management Committee referred to in Section I of this Agreement may agree to changes to the Evaluation Procedure and shall consider any DESE Guidance that is issued relative to Evaluations subject to the approval of the LSAA and the School Committee.

Section IV
Facilities and PPE

1. If an employee is aware of any scenario that they, in their good faith judgment deem to be dangerous, they will immediately notify their supervisor. There will be no reprisals for exercise of this provision or any other contained in this agreement.

2. The School Committee shall provide at no cost to LSAA Members all personal protective equipment ("PPE") and safety precautions including but not limited to, masks, face shields, other protective equipment to assist with special education populations, hand sanitizer, cleaning material, gloves, and hand soap.

3. The School Committee shall make available to all employees and students a list of available COVID-19 testing sites in the region from the Health Department.

4. Appropriate and satisfactory training on the proper use of all (PPE) will occur for all LSAA Members and other staff during the professional development days prior to the start of the student school year.

Section V
Protocols

1. Quarantining.

   A. The Superintendent, in consultation with local Health Department officials, shall make the determination to close a classroom or a building and advise LSAA Members, staff and students to quarantine, consistent with applicable guidance from the CDC and DESE.

   B. LSAA Members who are authorized to quarantine due to COVID-19 exposure, in accordance with guidelines from public health officials and DESE, but are able to continue working, shall work remotely while they quarantine. This Paragraph shall apply to Members who are authorized to quarantine by the Superintendent or any Health Department or Board of Health which has conducted a contact tracing investigation and has determined that such quarantine is appropriate.

   C. LSAA Members who have not been authorized to quarantine pursuant to Paragraphs A and B above but have obtained a recommendation from their physician to quarantine shall be permitted to utilize paid leave pursuant to the FFCRA and, if such leave is exhausted, their sick or personal leave.

   D. The Governor's July 24, 2020 Travel Order. LSAA Members are encouraged to avoid leisure travel that would require a quarantine. Those LSAA Members subject to a quarantine may take a COVID-19 test within seventy-two (72) hours of their return to Massachusetts and can stop quarantine upon receipt of a negative result. Those members on quarantine shall use personal or sick leave days in this scenario if they leisure traveled requiring a quarantine.

2. LSAA Members who contract COVID-19 and are unable to work will be placed on a paid medical leave of absence with no loss of sick or other leave.

3. Social Distancing. LSAA Members shall maintain a distance of not less than six (6) feet from one another at all times and wear facial coverings when in hallways, common areas, elevators and restrooms.

4. The Principal may assign different entry doors to bargaining unit employees to minimize contact and reduce congestion at entry points.

5. Students shall follow DESE and Lowell Public School Guidelines concerning the wearing of masks. LSAA Members shall support the application of the aforesaid Guidelines.

6. LSAA Members and other staff Members who intentionally do not adhere to the safety protocols outlined in this Section shall be subject to discipline.

7. In the event that either the LSAA or the School Committee believe that the provisions of this Agreement are frequently not being adhered to such that staff or students are at risk, a meeting will immediately be convened for the purpose of discussing the issue. The parties agree to maintain constant contact for the purposes of ensuring that the safety practices outlined herein are followed as a matter of routine.

8. The School Committee shall follow the applicable DESE Guidance regarding the enrollment of students in the Lowell Public Schools from outside the City of Lowell.

9. Clear Guidelines and Communications.

    A. Any positive result of any staff member shall be reported to the appropriate authorities for contact tracing and accounting purposes.

    B. The School Committee shall, as quickly as possible, and to the extent allowable by law, inform the appropriate LSAA Members and the LSAA of any confirmed COVID-19 cases in the District. The individual who tested positive shall not be specifically identified but the building and/or department shall be identified so that LSAA Members may seek whatever medical advice or treatment they deem appropriate.

    C. Employees will report a positive test to the employee's supervisor, HR, and the Health Department. HR and/or the Health Department will inform employees if they are determined to be a "close contact."

D. The School Committee shall, as quickly as possible, inform the LSAA and LSAA Members of any worksite closures due to COVID-19.

Section VI
Child Care

The School Committee shall consider accommodating a child care issue by, including, but not limited to, utilization of FFCRA Leave for up to eight (8) hours per week and by allowing an LSAA Member to work remotely. These requests shall be considered on a case by case basis and will be granted sparingly.

Section VII
Remote Work

If approved for remote work, an LSAA member shall:

-Work the same schedule as their normal work day.
-Have an adequate internet connection and appropriate work materials.
-Have a private work space in order to hold live instruction/meetings.
-Ability for director supervisor to drop into live meetings.
-Attend school functions, PD sessions, and staff meetings.
-At end of remote work day, provide a summary each day to supervisor listing the tasks or area which the employee was working on that day.

Signed in the City of Lowell on this __ day of September, 2020.

LOWELL SCHOOL COMMITTEE	LOWELL SCHOOL ADMINISTRATORS ASSOCIATION
_____	_____
Joel D. Boyd, Ed.D., Superintendent	Shelby Boisvert, President

MEMORANDUM OF AGREEMENT

This AGREEMENT (hereinafter "the Agreement") is being entered into by and between the United Teachers of Lowell, Local 495, American Federation of Teachers, AFT Massachusetts, American Federation of Labor-Congress of Industrial Organizations (collectively referred as the "UNION") and the Lowell School Committee (hereinafter the "EMPLOYER")

WHEREAS, on March 10, 2020, the Governor of the Commonwealth of Massachusetts declared a state of emergency due to growing public health concerns related to the Coronavirus COVID-19 outbreak requiring changes to the classroom and how education is delivered to students.

WHEREAS, EMPLOYER and UNION are parties to a Collective Bargaining Agreement and the Parties wish to make the following negotiated amendment, just for this school year in light of the impacts of COVID-19 on the delivery of education.

WHEREAS, UNION and EMPLOYER met and negotiated over changes to working conditions which resulted from the COVID-19 outbreak's impact on the community and on the delivery of education.

WHEREAS, the Principal of the Bartlett Community Partnership School has decided that it would be advantageous to the delivery of special education services and for students at the Bartlett Community Partnership to convert a 1.0 Special Education Teacher position into two .5 Special Education teacher positions.

NOW, THEREFORE, the UTL and EMPLOYER agree to the following terms and conditions pertaining to these .5 teaching positions:

1. These positions will begin on October 13, 2020;
2. Only one of these positions shall be afforded health insurance benefits and said employee may apply for benefits with the City of Lowell. Any policies and delays in insurance, if any, after this employee's start date, pursuant to City policies and procedures, shall be complied with;
3. Sick leave and personal days shall be pro-rated from the start date of employment for the .5 employees;
4. If a currently employed teacher is employeed within this .5 position, the Reopening MOA shall be complied with in regard to restoring said teacher to her/his previous position at the start of the 2021/2022 school year. If a new person is employed in one of these positions, that person shall be a "long-term substitute" and said employee will not have any priority for this position or another position in FY20.
5. These positions will only exist until the end of the 2020/2021 school year.
6. If both .5 positions are vacant before the end of the school year, Principal shall have option to hire a full-time (1.0) teacher to fill both .5 positions.
7. This Agreement is without precedent or prejudice.

Signed in the City of Lowell on this ____ day of October, 2020.

LOWELL SCHOOL COMMITTEE,

_____

Dr. Joel D. Boyd, Superintendent
As authorized by vote of the
Lowell School Committee

UNITED TEACHERS OF LOWELL,
LOCAL 495, AMERICAN FEDERATION
OF TEACHERS,
AFT MASSACHUSETTS,

_____

Paul Georges, President

Lowell Public Schools Department of Athletics

COVID-19 Plan for Fall Sports

Agenda

- Schedule of High School Sports for 2020-2021
- COVID-19 Plan for Sports
- COVID-19 Data & Impact on Fall Sports Season
- Merrimack Valley Conference Contest Day Operations
  - Screening Procedures
  - Face Masks/Coverings
  - Venue Restrictions / Spectator Guidelines
- Transportation

ATHLETICS

Schedule of High School Sports for 20-21

The MIAA COVID-19 Task Force recommended and the MIAA Board of Directors endorsed the following season structure for the 2020-2021 academic year:

- **Sept 18th – Nov. 20th:** *Fall Sports I* - B/G Cross Country, and Golf will play. B/G Soccer, Field Hockey and Girls Volleyball is currently scheduled for Fall I, but may be moved to Fall II. Fall Crew will not be offered due to the COVID-related closure of the Bellegarde Boathouse. Football is allowed to practice per MIAA rules.

- **Nov. 30th - Feb. 21st:** *Winter Sports* - B/G Basketball, B/G Hockey, Wrestling, B/G Gymnastics, B/G Indoor Track, Winter Cheer and Boys Swim/Dive (MIAA Meeting in early November)

- **Feb. 22nd - April 25th:** *Fall Sports II* - Football, Competitive Cheer, Girls Swim/Dive, Unified Basketball and ***sports not played in Fall Season I***

- **April 26th - July 3rd:** *Spring Sports* - Baseball, Softball, B/G Lacrosse, B/G Tennis, B/G Track, Boys Volleyball and B/G Crew

ATHLETICS

COVID-19 Plan for Sports

- The health and safety of our school communities must remain the top priority, and we recognize that any plans for athletic opportunities must adapt to evolving public health metrics.
- Our goal is to keep student-athletes safely participating in their sport throughout the season.
- We will be following health and safety guidelines from several organizations:
  - Massachusetts Executive Office of Energy and Environmental Affairs (EEA)
  - Massachusetts Department of Elementary and Secondary Education(DESE)
  - Massachusetts Interscholastic Athletic Association (MIAA)
  - Merrimack Valley Conference (MVC)

ATHLETICS

COVID Data & Impact on Fall Sports Season

- The state provides a weekly COVID update on Wednesdays, and codes each city in Massachusetts as **green**, **yellow** or **red** based on the average daily case rate per 100,000 residents.

- As part of the most recent update on September 30, Lowell was elevated to "**red**," which means our city has an average daily case rate of more than 8 per 100,000 residents. According to today's update, Lowell's average daily case rate per 100,000 is 10.9.

- Including Lowell, five Merrimack Valley Conference (MVC) communities were identified on 9/30/2020 as "**red**" on the state's community-level data map, bringing the total to six MVC communities as "**red**" (representing 7 of the 11 MVC schools).

ATHLETICS

COVID Data & Impact on Fall Sports Season

- While DESE guidance indicates that we should not make decisions about educational learning models until we examine multiple weeks of data, this recent increase of cases gives us pause for concern in regard to interscholastic competitions as they mix cohorts of students from multiple communities.

- Simply put, we want to proceed cautiously in order to not put our students, their families, or our communities at higher risk until we know more about the trajectory of the virus in this area.

ATHLETICS

MVC
MERRIMACK VALLEY CONFERENCE

COVID Data & Impact on Fall Sports Season

- MVC member schools have jointly agreed to take the following actions:
  - For sports designated as low risk by DESE and MIAA, where students from opposing schools do not physically interact, interscholastic competitions can currently proceed as scheduled.
    - This includes **cross country** and **golf**

ATHLETICS

MVC
MERRIMACK VALLEY CONFERENCE

COVID Data & Impact on Fall Sports Season

- MVC member schools have jointly agreed to take the following actions:
  - For sports designated as moderate risk by DESE and MIAA, all interscholastic competitions scheduled for this week will be postponed until later in the fall season, and will be reassessed after the 10/7/2020 report is published.
    - This includes **field hockey**, **soccer**, and **volleyball**
    - Options include moving forward with a season with modified schedules, or postponing at this time until the "Fall II" season (Feb. 22 - Apr. 25)

ATHLETICS

MVC
MERRIMACK VALLEY CONFERENCE

COVID Data & Impact on Fall Sports Season

- MVC member schools have jointly agreed to take the following actions:
  - For sports designated as high risk, the seasons have been moved to the "Fall II" season later in the year (Feb. 22 - Apr. 25)
    - This includes **competitive cheer**, **football**, and **unified basketball**
    - **Girls Swimming/diving** was also moved to Fall II

ATHLETICS

MVC
MERRIMACK VALLEY CONFERENCE

Fall Sports I Season

- LHS teams participating in the Fall I season started practice on September 18.

- First Game/Match
  - Golf - September 30th
  - Cross Country - October 2nd
  - B/G Soccer, Field Hockey, Girls Volleyball - TBD

- High School Schedule
  - Only scheduled to play games vs. schools in the MVC.

- Practice
  - B/G Soccer, Field Hockey, Girls Volleyball will continue to practice while the season is on “pause”.

ATHLETICS

ATHLETICS

LHS Teams in Action

ATHLETICS

LHS Teams in Action

LHS Teams in Action

ATHLETICS

Merrimack Valley Conference Contest Day Operations

MVC
MERRIMACK VALLEY CONFERENCE

Contest Day Screening Procedures

- Working with the MVC, we have COVID-19 contest day screening procedures for student-athletes, staff and game officials.
- Athletics Directors, Coaches and Athletic Trainers have all taken the NFHS COVID-19 course and are prepared to handle any situation that may arise.

ATHLETICS

Merrimack Valley Conference Contest Day Operations

MVC
MERRIMACK VALLEY CONFERENCE

Game Day Face Masks / Coverings

- We will be following guidelines set forth by DESE and the MIAA, and student-athletes will be wearing masks, while participating in their sport.
- This includes wearing a mask on the bus to and from the game, on the sideline, during practice, and even while on the field during a game/match.
- Coaches and Athletic Trainers will also be wearing masks.
- Exception: Masks do not need to be worn if athletes or staff can safely socially distance (at least 6 feet) while outdoors.

ATHLETICS

Merrimack Valley Conference Contest Day Operations

MVC
MERRIMACK VALLEY CONFERENCE

Spectator Guidelines

- As part of COVID-19 protocols there are several venue-related restrictions.
  - No auxiliary personnel at games including cheerleaders or band members, for example.
- Outdoor Spectator Guidelines
  - Crowds are limited to 50 people - 25 for the home team and 25 for the away team.
  - Check-in will be required at each LHS game site.
  - Spectators must socially distance and wear face coverings at all times.
  - Unfortunately, student spectators are not allowed unless they are attending in place of a student's family member.
- There will be no spectators for indoor sports.

ATHLETICS

Transportation

Guidelines for transporting our student-athletes to and from contests:

- Social distancing rules apply on the bus
- Players will have assigned seats on the bus
- Transportation will be provided to and from the event
- Any student-athlete going home with a parent after a game instead of riding the team bus needs a note

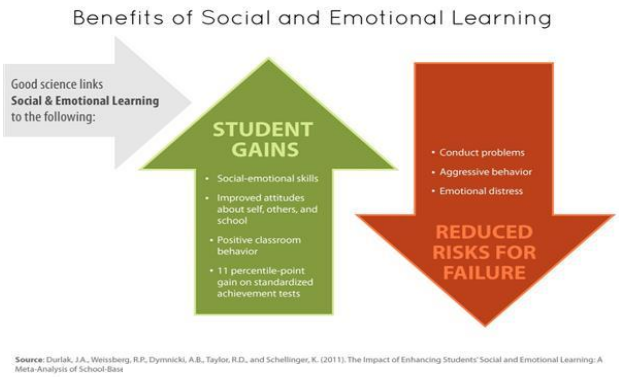
ATHLETICS

Lowell Public Schools

Social Emotional Learning: Addressing our Students SEL Needs

LOWELL
PUBLIC SCHOOLS

SY20/21 SEL Initiatives



- *SEL Task Force*
- *DESSA Assessment Tool*
- *Enhanced Social Emotional Learning Curriculum*
- *Restorative Justice Practices*

Social Emotional Task Force 2020-2021

- Many members of the TaskForce were involved in the Return to School cohort over the summer months to assist with determining recommendations for SY20/21 SEL needs.
- The SEL Task Force focus is to examine feasible remote and hybrid SEL curriculum options and implementation for K-12.
- Task Force members divided into 3 cohorts: Elementary, Middle and High School/District.
- 10 member team was accepted to three year SEL/Mental Health Academy to provide PD and create district roadmap
- Each cohort representative will provide communication amongst assigned schools in order to create better communication and consistency throughout the entire district.
-

What is the DESSA SEL Assessment?

The Devereux Students Strengths Assessment (DESSA), originally developed by the Devereux Center for Resilient Children, is the flagship social emotional learning assessment of Aperture Education's DESSA System. It is a standardized, strength-based behavior rating scale completed in 5 to 8 minutes and used by educators and parents to measure the social-emotional competence for children in grades K-8 (the DESSA-High School Edition is available for students grades 9-12).

Grounded in resilience theory and directly aligned to the CASEL framework, the DESSA is a user-friendly, practical social emotional learning assessment that meets the highest professional standards. The DESSA is commonly used to inform the delivery of SEL at tier 1 or tier 2 as well as measuring the results of that delivery.

Lowell Public Schools

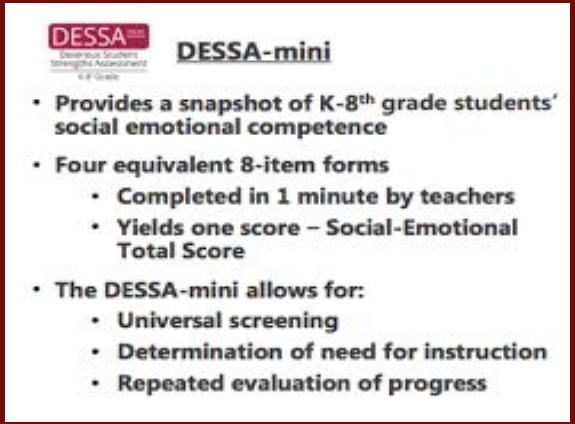
Identifying Student Strengths Using DESSA's 8 Social & Emotional Competencies

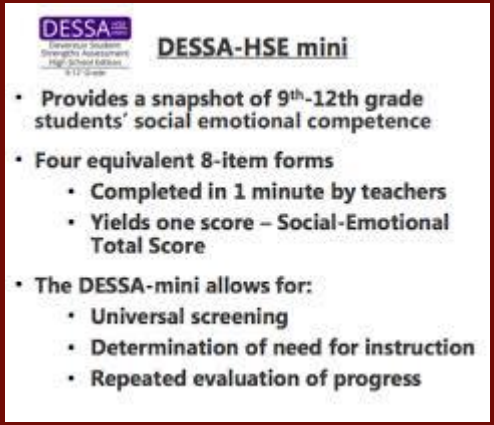
Why the DESSA Social Emotional Learning Assessment Tool?

Research-Based: The DESSA is both nationally standardized and norm-referenced, with a standardization sample of n=2494. In addition, it exceeds the recommended standard for rater reliability. For more specific information, visit our DESSA 101 page.

Progress Monitoring: In addition to the full, 72-item DESSA and 43-item DESSA-HSE, the DESSA-mini (a shorter, 8-item social emotional learning assessment) can be used to monitor your students' social and emotional development throughout the school year, providing actionable data to steer quality SEL intervention.

CASEL Aligned: Aperture Education's 8 social and emotional learning (SEL) competencies are directly aligned to the Collaborative for Academic, Social and Emotional Learning (CASEL) highly-regarded five SEL competency framework.





Why Choose the DESSA contd:

Multi-lingual: The DESSA is provided in both English and Spanish, serving all raters – including families – who may not speak English as a first language.

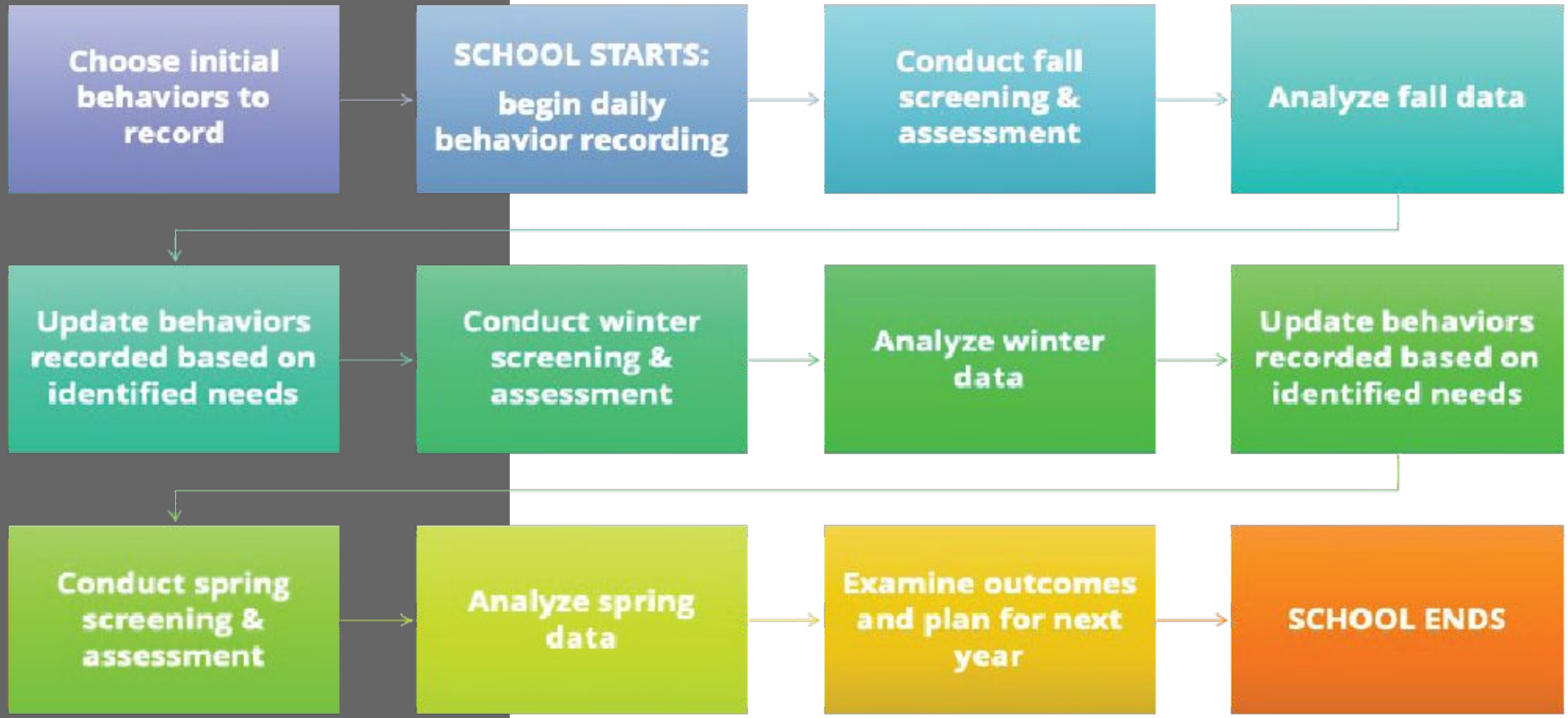
Personalized Use: Along with access to the DESSA, DESSA-HSE, and DESSA-mini, users also have access to the full suite of growth strategies and foundational practices, as well as 24/7 system support and a team of dedicated personnel. This ensures that each users experience is efficient, yet personalized.

Alignment: The DESSA adheres to CASEL's model, Second Step and other evidence based curriculum.

Steps for District Wide Implementation:

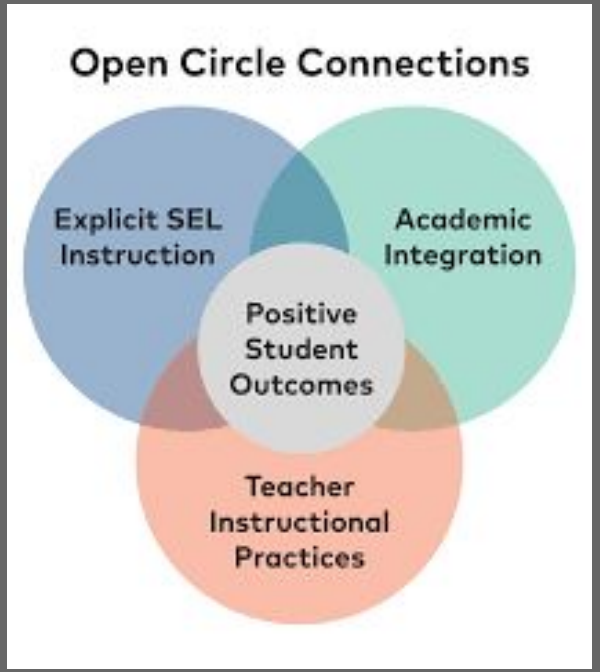
- Building Administration Teams will be trained via 90 minute webinar based by cohort, offered Sept 9th.
- All Teachers will be trained in 40 minute webinar before students return and then again in the winter/spring.
- Classroom teacher will assess students through the DESSA Mini (1 minute per student)
- If student rating is found to be below T-score of 40, teacher then would complete full DESSA assessment (5 minutes per student)
- Multiple staff members as well as parent can also complete.
- Data can be utilized to alert support staff of at risk students, assist with identifying needs for accommodations & additional resources, providing objectives for classroom SEL lessons.

Example of DESSA School Timeline



Social Emotional Learning Curriculum Offering throughout the District

- **Second Step** is a social skills program K-8 rooted in social-emotional learning (SEL) that helps transform schools into supportive, successful learning environments uniquely equipped to encourage children to thrive. It offers curriculum that aim to reduce impulsive and aggressive behaviors while increasing social competence and empathy. It offers content in empathy, emotion management, impulse control, problem solving and anger management and are all aligned with CASEL.
- Second Step recently introduced remote and hybrid offerings for their Middle School package. Many of the LPS middle schools have signed on to not only use this resource but have used this opportunity to build the 25 lessons into the school day upon students return to school whether in person or virtually.



Open Circle

- ***Open Circle*** provides a unique, evidence-based social and emotional learning program for grades K-5. Open Circle aims to: proactively develop children's skills for recognizing and managing emotions, empathy, positive relationships and problem solving. The consistent teaching and practice of these skills in the curriculum and Open Circle's whole-school approach to social and emotional learning are critical parts of a school's bullying prevention effort.
- Open Circle is currently already being utilized in some schools and with grant funding through the DESE will be expanding throughout the district (20 new teachers will be trained this school year). The Open Circle model can be tailored to be used in virtual classroom setting with teachers and their students.

Restorative Justice Model

"Restorative Justice (RJ) is a theory of justice that focuses on mediation and agreement rather than punishment. Offenders must accept responsibility for harm and make restitution with victims."

- Restorative Justice Programs and initiatives have been utilized in several ways throughout the district prior to COVID (after school, circles during the school day and after school programs).
- With grant funding opportunities for this school year we are helping the district to grow further initiatives (coaching and staff professional development) under the RJP umbrella to address social injustices as well as transfer RJP offerings to additional schools through partnerships with Suffolk University Center for Restorative Justice.

M e m o r a n d u m

To: Honorable Mayor John Leahy and Members of the Lowell School Committee
From: Dr. Joel D. Boyd, Superintendent of Schools
Date: October 2, 2020
RE: Districtwide Goals and 2020-2021 Key Performance Indicators

Below, please find the district's organizational goals and recommended key performance indicators for the current school year, SY2020-2021. I am also including a brief summary of progress achieved during the prior year, SY2019-2020, in relation to the year 1 goals that were presented to the School Committee in August 2019. The districtwide goals for this current academic year build on last year's work and are outlined within the District's overarching strategic plan, which was formally adopted by the School Committee in May 2020. The District's strategic plan was adapted, prior to adoption, into a 1+4 year strategic plan with organizational focus areas for 2020-2021 that account for the unprecedented academic, operational and financial challenges and uncertainty of the COVID-19 global health crisis.

Progress on Year 1 Goals – July 2019 to July 2020

The 2019-2020 school year was a year marked by two distinct periods, including (1) a period of significant change and progress that generated important momentum in favor of large-scale and long-term improvement across the system from July through March and (2) a rapid redesign of every aspect of the district's core and ancillary services in the spring in response to the statewide COVID-19 shutdown of in-person learning for the remainder of the academic year.

SY2019-2020 Goals (originally presented to the School Committee on August 21, 2019)

1. **Improve academics and student achievement at every school site.** From the outset of the 2019-2020 school year, we defined teaching and learning as the core of our work and organized all of the District's resources around supporting the interaction between teachers and students in the classroom. We developed a model of differentiated autonomy to provide schools with the support they needed when they needed it while recognizing that the people closest to our students – teachers, parents, principals and support staff – were best positioned to make school-based decisions on behalf of our students. As part of this systemic redesign, we implemented the district's first comprehensive approach to turning around seven chronically underperforming schools through a model of targeted, on-site support and progress monitoring (*Renaissance Network*). At the secondary level, we launched the District's first ever Early College in partnership with Middlesex Community College and Project Learn, enabling Lowell High School students to earn a full year of college credits prior to graduation (*Lowell Early College*). For early learners, we were actively progressing toward the launch of a feasibility study for increasing the number of high quality preK seats in collaboration with our community partners at the time of the sudden school closure. Overall, from September to March prior to the closure, we were tracking important progress in the engagement levels of our students when compared to the same time period of the prior year with districtwide increases in average daily attendance (93% to 95%) and reductions in student suspensions (3,636 to 2,237). During the statewide stay-at-home orders, we shifted the focus of our academic services and completely redesigned our academic programming to include a combination of online, virtual learning, and teacher-directed remote learning based on centrally-designed, grade-appropriate weekly work packets. LPS distributed over 5,000 chromebooks to families in need in the spring and established drive through "tech tents" to provide outdoor, COVID compliant tech support to families through the duration of the state-required remote learning period. And through our scenario-based budgeting process, we readied the district for the likelihood of continued districtwide remote learning by improving the ratio of mobile devices to students from 1:3 in SY19/20 to 1:1 in SY20/21.

2. **Improve operational efficiency across the system.** In 2019, we achieved significant progress in laying the operational groundwork on our agenda to improve racial and class equity across the system. We reorganized the district's central administration to more optimally align our centralized service delivery model with the support needs of schools and families, and appointed the most diverse executive leadership team in recent district history. Through the fall and winter prior to the COVID closure, we overhauled the school budgeting process to increase equity and transparency in resource allocation through a Fair Student Funding model, a first-of-its-kind redesign for Lowell based on nationwide best practices. In addition, overall staff recruitment and districtwide hiring practices were improved through a concerted effort to identify and eliminate race-based employment barriers, resulting in 63% of all central office hires in FY20 identifying as people of color. And our newly-created Office of Educational Equity and Community Empowerment led the development of a locally-based, teacher recruitment and retention program to increase the number of teachers of color in district schools and cultivate leadership opportunities for current diverse teaching staff (*Diversifying Teacher Leaders Initiative*). Moving into the closure, as the fiscal impact on the state began to mount, we engaged in a scenario-based budgeting process that enabled the District to navigate the uncertainty of the state's economic environment, including an unprecedented requirement to plan for month-to-month budgets and the need to account for significant increased costs facing the District, while still maintaining a $2 million increase in school-based budgets for the next fiscal year.

3. **Ensure that every school is safe and welcoming to every student and every family, every day.** Our focus during the prior academic year within goal number 3 related to both the physical safety of our facilities and ensuring that the climate within our schools supported and leveraged the diversity of our student body. The security and emergency preparedness of each facility was improved through an internally-developed district-wide school safety audit protocol. And to prioritize addressing the social emotional needs of our students, the district established a new position of Social-Emotional Learning Coordinator to focus explicitly on developing and implementing an SEL curriculum and training district-wide. We also began the process of elevating student voice by setting the foundation for the district's first Student Advisory Council with representation from a diverse, cross-section of secondary students. The *Lowell Student Advisory Council/LSAC*, which will be facilitated centrally, will begin informing district-level decision-making starting in SY20/21. To further support inclusivity within our schools, the District established a team of centralized, bilingual family liaisons, with representation from each of the District's high frequency language populations and developed a language access plan which included an expansion of the language line and translation and interpretation services. As we shifted into the districtwide response to the COVID-19 pandemic, the goal of ensuring safety at every school site was redefined as we closed our physical buildings and shifted nearly the entire workforce to remote work. As one important example of this required and significant shift, in March, to ensure food security for the District's vulnerable populations during the statewide shutdown, we completely redesigned our cafeteria services around grab-and-go meal sites, serving over 500,000 meals to families in need during just the first three months of school closure.

4. **Increase community engagement and empower families as partners in the educational process.** As a public school system, the district's long-term success is dependent on public support, community engagement and parental involvement. The District's overarching strategic plan was developed during the 2019-2020 academic year with input that was accumulated through hundreds of stakeholder meetings, including nearly 60 listening sessions with staff, over 40 gatherings with external partners and community representatives, and 100 school visits in the first 100 school days. Prior to the closure, we implemented the District's first ever School Site Council summit with over 100 participants, and expanded parental involvement in school-based budgeting with more families than ever before participating in the spring budget process. And to increase access to district information for families and community partners across the city, we expanded our social media presence, increasing the frequency of new posts to the district's accounts on Facebook, Instagram and Twitter from less than 10 per month to more than 50 per month and

increasing the number of total followers across platforms by 43% from SY18/19 to SY19/20. In January, the district embarked on a community-led process to strengthen our understanding of each community's expectations, hopes, dreams and definition of "success" for our students, which ultimately will result in a co-created vision for how our public education system can develop the skills, mindsets and competencies of our students through their educational experience (*Portrait of a Graduate*). The COVID-19 pandemic and resulting shift to remote learning necessitated an even greater focus on community engagement as the home-school partnership, like everything else, took on a new meaning. Leading up to and through our announced closure, regular updates were provided to families via phone, email and social media. We designed a dedicated webpage to house COVID-specific resources for families and launched an online registration process to facilitate the enrollment of over 2,000 new students to the district during MA's stay-at-home orders in the spring. While there is much work to do as we continue to adapt to and support the needs of families through this shift, as an organization, we are committed to reflecting on our approach and evolving our systems to further increase the levels of community engagement.

2020-2021 Districtwide Goals and Key Performance Indicators

In accordance with the School Committee's adopted 5-year (4+1) strategic plan, the above four goals as well as the defined COVID-19 focus areas - *Physical Safety, Mental Health, Fiscal Prudence and Organizational Flexibility* - will continue to guide our work in SY2020-2021. As a reference, I am attaching relevant pull-outs from the strategic plan, which highlight the relationship of these goals and focus areas to our long-term strategy for district-wide improvement (see figures 1 and 2). Below, please also find recommended key performance indicators for the Committee's review and feedback which will be utilized throughout the course of the year to monitor progress and determine support needs at the district and school level in each goal area (see figure 3).

Figure 1: 5-year District Strategy and Priorities

Core Beliefs: • A high-quality education is a fundamental civil right of every child. • Teaching and Learning is the core of our work. • Parents are our partners. • Sustainable school improvement requires hard and steady work over time. • Every adult in the system is accountable for the success of all students; the entire community is responsible for their success.	**Fundamental Commitments:** • Eliminate the racial, ethnic and linguistic achievement and opportunity gaps among all students. • Provide equitable funding and resources among the district's diverse schools. • Engage all families with courtesy, dignity, respect and cultural understanding.
Strategy: • Employing differentiated levels of autonomy. • Implementing systemic and instructional alignment. • Empowering students and families through choice. • Ensuring reciprocal accountability by all stakeholders.	**Strategic Priorities:** • Increasing access to early learning opportunities. • Increasing access to high-performing seats. • Aligning secondary programming with post-secondary opportunities. • Leveraging the rich diversity of the Lowell community to serve the interests of LPS students.

Figure 2: 2020-2021 COVID-19 Organizational Focus Areas

Physical Health: LPS facilities will undergo robust disinfectant sanitation and other enhanced cleaning tactics. Strict hygiene requirements will be imposed at all grade levels. Logistical modifications with be made to account for any physical distancing strategies advised by public health officials.	**Mental Wellness:** LPS will prioritize trauma informed practices in anticipation of students' mental health challenges precipitated by or exacerbated by the crisis. School leaders will be advised on practices to support both staff and families experiencing anxiety related to the crisis. SEL support systems will continue to be emphasized for the purpose of ensuring students' educational needs continue to be met in the wake of the 2020 closure and amid ongoing uncertainty.
Fiscal Prudence: LPS will conduct itself with heightened cautiousness due to revenue uncertainties at both the state and municipal level. All investments will be scrutinized for implications regarding long-term goals and any basis for immediate urgency.	**Maintaining Flexibility:** LPS will employ strategies to maintain programmatic and organizational flexibility both to meet the needs of students in the wake of the 2020 closures and to ensure maximum adaptability to logistical challenges and/or additional disruptions during the 2020 - 2021 school year.

Figure 3: 2020-2021 Organizational Goals and Key Performance Indicators
[All KPIs will be monitored for continuous progress overall as well as progress in narrowing gaps among LPS' diverse populations in accordance with the District's fundamental commitments to equity]

Academics and Student Achievement: 1. ***On-Track to Graduation.*** Credit attainment monitored quarterly through Aspen 2. ***Course Grades.*** Monitored quarterly through Aspen 3. ***Math and ELA Proficiency.*** Monitored three times through the IREADY assessment 4. ***Early Literacy.*** Monitored three times through the Fountas and Pinnell assessment 5. ***Student Discipline***. Monitored monthly through Aspen	**Operational Efficiency:** 1. ***Diversity Hiring.*** Monitored quarterly through internal tracking 2. ***Teacher Attendance***. Monitored monthly through Aspen 3. ***Substitute Fill Rate***. Monitored daily through AESOP 4. ***In-Person/Virtual Enrollment.*** Monitored quarterly through Aspen 5. ***PPE Stockpile.*** Monitored monthly through internal inventory tracking
Safe and Welcoming Environment: 1. ***Social Emotional Learning***. Monitored three times through the *Devereux Students Strengths Assessment* 2. ***Student Attendance.*** Monitored daily through Aspen 3. ***Chronic Absenteeism***. Monitored monthly through Aspen 4. ***Facility Safety***. Monitored semi-annually through an internal audit protocol 5. ***Meal Distribution.*** Monitored weekly through internal tracking	**Family and Community Engagement:** 1. ***Community Satisfaction.*** Monitored semi-annually through an internally designed survey 2. ***Language Access.*** Monitored semi-annually through an internally designed survey 3. ***School-Site Council Participation.*** Monitored quarterly through internal tracking 4. ***Parent/Teacher Conference Participation.*** Monitored semi-annually through internal tracking

Lowell Public Schools

COVID-19 Data Monitoring

School Committee Presentation - October 7, 2020

LOWELL
PUBLIC SCHOOLS

COVID-19 Data

Percent Positivity Rate	
Lowell -August 5, 2020 - Percent Positivity (Last 14 days)	1.13
Lowell - August 12, 2020 - Percent Positivity (Last 14 days)	1.18
Lowell - August 19, 2020 - Percent Positivity (Last 14 days)	1.34
Lowell - August 26, 2020 - Percent Positivity (Last 14 days)	1.18
Lowell - September 2, 2020 - Percent Positivity (Last 14 days)	1.5
Lowell - September 9, 2020 - Percent Positivity (Last 14 days)	1.74
Lowell - September 16, 2020 - Percent Positivity (Last 14 days)	1.98
Lowell - September 23, 2020 - Percent Positivity (Last 14 days)	2.24
Lowell - September 30, 2020 - Percent Positivity (Last 14 days)	2.71

Average Daily Incidence Rate per 100,000		
12-Aug-20	2.24	green
19-Aug-20	2.9	green
26-Aug-20	2.4	green
2-Sep-20	4.2	yellow
9-Sep-20	5.9	yellow
16-Sep-20	6.4	yellow
23-Sep-20	7.9	yellow
30-Sep-20	10.9	red

**Revised as of 10/2/20*

Building Capacity for In-Person Learning

STAFFING CONSIDERATIONS	
positive/negative impact on seats (10AUG)	negative
positive/negative impact on seats (17AUG)	negative
positive/negative impact on seats (24AUG)	negative
positive/negative impact on seats (2SEP)	positive
positive/negative impact on seats (4SEP)	very positive
positive/negative impact on seats (11SEP)	positive
positive/negative impact on seats (18SEP)	very positive
positive/negative impact on seats (23SEP)	very positive
positive/negative impact on seats (30SEP)	very positive
positive/negative impact on seats (7OCT)	very positive

**Revised as of 10/2/20*

Building Capacity for In-Person Learning

	Bailey	Cardinal	Greenhalge	Laura Lee	Lincoln	Adie Day	McAuliffe	McAvinnue	Moody	Morey	Murkland	Paw. Memorial	Reilly	Shaughnessy	Washington	Bartlett	Pyne/Arts	Stem	Butler	Daley	Leblanc	Riverside/ BRIDGE	Robinson	Stoklosa	Sullivan	Wang	Career Academy	Lowell High & FA
CAMPUS SEATS																		1 student per 72sqft minimum										
Campus Seats Available Per Square Footage (Conventional)	267	58	294	24	340	x	300	375	165	312	303	387	297	285	231	352	352	531	272	370	105	56	483	384	377	380	77	2158
Possible Additional campus seats available w/ UnConv	60	2	60	0	60	x	60	60	60	60	60	60	60	60	60	60	60	60	60	60	0	0	9	60	60	60	10	250
2019/2020 Enrollment	481	119	496	26	504	55	505	488	237	507	496	504	494	486	254	486	519	845	566	690	30	46	665	670	682	710	62	3003
Current seats available (all above considered- 8/10/2020)	120	30	120	20	120	x	120	120	60	140	125	125	125	125	100	140	150	200	150	150	25*	40	150	150	150	150	40	500
Current seats available (all above considered- 8/17/2020)	140	45	120	20	120	x	120	120	100	140	125	140	125	125	120	140	150	200	150	150	40	40	160	160	150	180	40	500
Current seats available (all above considered-8/24/2020)	130	45	140	25	130	x	150	130	120	150	140	140	125	125	120	140	165	200	150	150	40	40	160	160	150	180	50	500
Current seats available (all above considered-8/28/2020)	130	45	140	25	130	x	150	130	120	150	140	140	125	125	120	150	165	200	150	150	40	40	160	160	150	180	50	500
Current seats available (all above considered-9/4/2020)	130	45	140	25	130	40	150	120	120	130	140	140	125	125	120	130	130	160	150	150	40	50	160	160	120	180	50	450
Current seats available (all above considered- 9/11/2020)	140	50	130	25	130	60	150	150	160	150	140	150	140	140	140	150	160	160	155	175	40	50	180	160	150	180	50	500
Current seats available (all above considered- 9/16/2020)	140	50	130	25	130	60	150	150	160	150	140	150	140	140	140	150	160	160	155	175	40	50	180	160	150	180	50	500
Current seats available (all above considered- 9/23/2020)	150	50	150	30	150	60	160	160	160	160	140	160	150	150	150	160	175	200	155	200	45	50	190	175	170	185	50	550
GOAL- approximate campus seats for start of school	132	45	120	20	120	55	120	146	156	140	125	140	125	130	135	147	150	200	131	175	40	27	176	160	150	180	50	500
Current seats available (all above considered-10/7/2020)	150	50	150	30	150	60	160	160	160	160	140	160	150	150	150	160	175	200	155	200	45	50	190	175	170	185	50	550

**Revised as of 10/2/20*

District Enrollment

October 2, 2020

School	School Name	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Other	Total
0001	Cardinal O'Connell Early	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	71
0002	Bailey Elementary School	19	72	88	96	91	90	0	0	0	0	0	0	0	0	0	1	457
0005	Rogers STEM Academy	0	78	86	98	87	91	92	110	111	111	0	0	0	0	0	0	864
0010	McAvinnue Elementary School	22	62	88	88	85	87	0	0	0	0	0	0	0	0	0	2	434
0015	Greenhalge Elementary	32	82	85	94	78	90	0	0	0	0	0	0	0	0	0	1	462
0018	Pyne Arts Magnet School	14	50	46	50	45	46	45	59	58	55	0	0	0	0	0	5	473
0020	Lincoln Elementary School	23	75	81	97	91	90	0	0	0	0	0	0	0	0	0	5	462
0027	Moody Elementary School	0	47	44	48	49	43	0	0	0	0	0	0	0	0	0	0	231
0030	Morey Elementary School	41	85	81	94	88	88	0	0	0	0	0	0	0	0	0	3	480
0036	Pawtucketville Memorial	26	79	88	88	90	90	0	0	0	0	0	0	0	0	0	3	464
0040	Reilly Elementary School	22	68	88	95	88	90	0	0	0	0	0	0	0	0	0	8	459
0050	Shaughnessy Elementary	16	83	86	96	80	92	0	0	0	0	0	0	0	0	0	4	457
0055	Washington Elementary	21	38	46	47	43	46	0	0	0	0	0	0	0	0	0	2	243
0075	McAuliffe Elementary School	39	90	89	95	83	90	0	0	0	0	0	0	0	0	0	4	490
0080	Murkland Elementary School	35	89	85	94	90	89	0	0	0	0	0	0	0	0	0	5	487
0085	Laura Lee Therapeutic Day	0	0	0	0	0	3	2	1	7	10	0	0	0	0	0	0	23
0090	Bartlett Community	38	46	44	47	46	43	45	59	57	52	0	0	0	0	0	3	480
0100	Head Start - Community	5	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8
0110	Lowell Collaborative Preschool	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	38
0310	Butler Middle School	0	0	0	0	0	0	130	141	137	138	0	0	0	0	0	0	546
0315	Daley Middle School	0	0	0	0	0	0	174	180	169	167	0	0	0	0	0	0	690
0320	Leblanc Therapeutic Day	0	0	0	0	0	0	0	0	0	0	9	8	11	10	0	0	38
0330	Robinson Middle School	0	0	0	0	0	0	165	180	165	169	0	0	0	0	0	0	679
0340	Sullivan Middle School	0	0	0	0	0	0	148	169	163	166	0	0	0	0	0	0	646
0345	Wang Middle School	0	0	0	0	0	0	167	164	169	168	0	0	0	0	0	0	668
0360	Stoklosa Middle School	0	0	0	0	0	0	151	170	169	166	0	0	0	0	0	0	656
0450	Home Schooled	0	0	0	0	1	2	1	0	1	0	0	0	0	0	0	0	5

District Enrollment

October 2, 2020

School	School Name	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Other	Total
0505	Lowell High School	0	0	0	0	0	0	0	0	0	0	913	671	743	754	20	0	3101
0515	The Career Academy	0	0	0	0	0	0	0	0	0	0	13	21	19	17	0	2	72
0605	Adie Day School	1	2	5	6	5	11	7	3	1	5	3	0	1	0	0	1	51
0828	Greater Lowell VTHS	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
0907	Community Teamwork Inc	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	6
0930	Family Resource Center	142	44	11	9	9	5	7	7	9	10	3	2	8	5	0	1	272
0962	Special Education Office	68	28	24	29	17	17	6	9	10	3	7	3	2	3	2	208	436
1004	BRIDGE Program	0	0	0	0	0	0	0	1	13	14	0	0	0	0	0	0	28
1007	The Engagement Center	0	0	0	0	0	0	0	0	0	0	0	0	1	20	0	0	21
OOD	Out of District	1	0	1	2	6	0	2	7	8	14	15	6	11	32	13	3	121
	Totals	662	1121	1166	1273	1172	1203	1142	1260	1247	1248	964	711	796	841	35	279	15120

LOWELL PUBLIC SCHOOLS

Henry J. Mroz Administration Offices
155 Merrimack Street
Lowell, Massachusetts 01852

Robin Desmond
Chief Academic Officer
Office of Teaching and Learning

Tel: (978) 674-4323
rdesmond@lowell.k12.ma.us

TO: Dr. Joel Boyd, Superintendent

FROM: Robin Desmond, Chief Academic Officer

DATE: October 1, 2020

RE: Request for Home Education

The following parents/guardians seek permission to home educate their children:

Mary Jane Flynn
58 13th St

Misty Cheney 460
Beacon Street

Lieba Golden-Koulendros
212 Westford Street

Danielle and Gary Tatro
109 Van Greenby Road

Kerri Sullivan
2 Wachusett St #4A

Patricia Robbins
38 Emery St.

Daniel and April Rourke
15 Bridget Lane

Tonia Johnson
181 Moore St Unit 9

Shawna Morel
72 Athens Drive

Raelynn Mayberry
100 Massmill Drive Apt G11

Zulmarie Ortiz
1215 Pawtucket Blvd.

Taina Sanchez
430 Rosewood Lane

Amanda and Steven Rondeau
2310 Skyline Drive unit 9

Jamie Dudley
58 Epping St.

Yolanda Munoz
170 Crawford St.

Under MA General Laws Chapter 76, Section 1, home education is constitutionally permissible. Therefore, I recommend approval of this request.

If granted, the number of families approved by the Lowell School Committee to home school will total **73** and the total number of children will be **109.**

LOWELL PUBLIC SCHOOLS

Office of Superintendent
155 Merrimack Street
Lowell, Massachusetts 01852

Phone: **(978) 674-4324**
Fax: **(978) 937-7609**
E-mail: **superintendent@lowell.k12.ma.us**

LTC Board of Directors

To: School Committee Members

From: Joel D. Boyd, Ed.D., Superintendent

Date: October 2, 2020

Re: Appointment to Lowell Telecommunications Board

The members of the School Committee need to vote to appoint a representative to the Board of Directors of the Lowell Telecommunications Corporation to represent the School Committee. Jeffrey Pickette has been invited to be on the Board of Directors of the Lowell Telecommunications Corporation. Jeffrey is the Community Outreach Strategist for the district, handling a variety of communications duties, including outreach to families through email, phone, website and social media updates. Prior to joining LPS, Jeffrey worked in local access cable for six years as a program director at Stoughton Media Access Corporation in Stoughton, MA, gaining experience in all aspects of PEG (public, educational, government) operations, including filming, editing, directing productions, and scheduling the three local channels. At LPS, Jeffrey has also helped to run many of the district-wide back to school forums and video updates on Zoom. His knowledge and continued service to our district and community would be a great benefit to LTC. I present this request to the Committee for a consideration to appoint Jeffrey Pickette as their representative.

LOWELL PUBLIC SCHOOLS
Henry J. Mroz Administration Office
155 Merrimack Street
Lowell, Massachusetts 01852

Kerry Kearns
Deputy Chief Financial Officer

Tel: (978) 674-2017
Fax: (978) 937-7620
E-Mail: kkearns@lowell.k12.ma.us

TO: Dr. Joel Boyd, Superintendent

FROM: Kerry Kearns, Deputy Chief Financial Officer

DATE: September 18, 2020

RE: Donation from M.A.S.S and KISS108 "Chromebooks for Kids"

Lowell Public Schools is in receipt of a donation from Massachusetts Association of School Superintendents (M.A.S.S) and KISS 108 in the amount of $7,298. KISS108 partnered with M.A.S.S to help fill the technology gap in local schools. As a result of the contributions received by KISS 108 listeners, M.A.S.S and KISS108 are rewarding Lowell Public Schools funds for the district to purchase student technology. We request that the Lowell Public School Committee vote to accept this donation.

September 11, 2020

Dear Superintendent,

You may know that M.A.S.S. has partnered with KISS108 since late June in its initiative to raise money for "Chromebooks for Kids." The following promotional piece has been circulating over the past few months.

Kiss 108 is partnering with the Massachusetts Association of School Superintendents to help fill the technology gap in our local schools. Chromebooks enable teachers and students to collaborate from any place, at any time, with the flexibility to learn at each child's own pace, on a platform that prioritizes a secure and safe learning environment. Our communities are facing an overwhelming need for these vital learning tools. **That's why Kiss 108 needs your help to put a Chromebook in the hand of every child in our community.**

As a result of the contributions received by KISS108 listeners, M.A.S.S. and KISS108 are happy to reward funds to your district for purchasing student technology in the amount of $7,298. Please fill out the below information to let us know where funds should be distributed to. We hope to mail out checks next week.

DISTRICT NAME: Lowell PS

CONTACT PERSON: Kerry Kearns

CONTACT EMAIL: KKearns@lowell.k12.ma.us

MAILING ADDRESS: 155 Merrimack Street
Lowell, MA 01850