

February 22, 2021

A regular meeting of the Westfield School Committee was held on Monday, February 22, 2021, at 7:00 pm remotely (due to COVID-19 crisis). Members present by roll call were: Ramon Diaz, Diane Mayhew, Bo Sullivan, Cindy Sullivan, Heather Sullivan, Tim O'Connor, and Chairman Humason.

At 7:01 pm Chairman Humason called the meeting to order.

1. Pledge of Allegiance

2. Public participation, excluding personnel:

Diane Mayhew read the following emails:

Matthew McElihney, East Mountain Road, Westfield, MA

I'm a resident of Westfield & my son will be attending Westfield HS this coming up fall. He plays football. Has been playing since the 3rd grade. Football is the only sport he wishes to play. This sport teaches young men & women several life skills. As an infantry officer in the army & officer in the Springfield fire department, Football taught me leadership, integrity, selfless service, duty, sportsmanship, manners & respect. By taking sports away from our youth, your vote will determine the future of our youth. Football opened doors for my future that I never would've had the opportunity. I grew up on the rough streets in Sacramento, California in the early to mid-1990s the height of gang activity. Sports was our way out, to better ourselves. Personally I had few close friends die from gang violence, they weren't gang members but living on the wrong block or street. I'm also a victim of gang violence being shot in the head twice & once in the hand during a random drive by shooting. Several young men were set on the right path due to sports. If sports were not in their lives the odds of them being a gang member or dead or in prison are great. Sports keep these impressionable young men & women off the streets & make correct life choices. Sports teams are the equivalent to an extension of a family. A family that some kids only have or trust or depend on. Being on this committee means you must care for our youths. Please do the right thing and vote yes. I would love to speak with you to hear your thoughts & reasoning. Thank you for your time on this difficult situation.

Sheila Connally, North Road, Westfield, MA

Today I am writing this email in regards to your vote this evening on whether or not Westfield High School will have a football season. Most of the players on the team have been playing football since they were 6 years old. This is not just a sport to these players but also a passion. For many of these young men, playing football with their team not only helps them physically but also mentally. In July, 2020, the University of Wisconsin conducted a survey of high school athletes across the nation which suggests "the cancellation of youth sports since the beginning of the COVID-19 pandemic has taken a significant toll on the mental health and wellbeing of adolescents. The study, completed by a team of physicians, child health experts and researchers from UW Health and the University of Wisconsin School of Medicine and Public Health, found that approximately 68 percent of the 3,243 student-athletes surveyed reported feelings of anxiety and depression at levels that would typically require medical intervention - that's up 37 percent from past

research studies. The study also reported that physical activity levels were 50 percent lower than they were for kids prior to the pandemic and that quality-of-life scores were lower than researchers had ever found in similar studies of adolescents.” It also states on the Massachusetts Interscholastic Athletic Association website: "It is important to note that COVID-19 infection related to youth sports seems to spread from outside the field play." Westfield High School has had other sports teams be successful playing their season and as a parent of a sophomore football player, I wish the same for him and his teammates. Please remember when your own children were playing youth sports and how much it helped develop them into the young adults they are now and by voting Yes to football you will be allowing our children to have the same opportunity. Thank you for your time today. I look forward to tonight's vote.

Melanie Cooper, Big Wood Drive, Westfield MA

Good day School Committee members,

I am writing to you to respectfully express my concerns about your decision to cancel high school football and other sports first as a parent, second as an advocate for youth and families in general. First, I would like to thank the entire group for all of the hard work you do and have done, especially this past year. I do appreciate how difficult each and every decision you have to make is and that each has impact beyond the moment. I would also like to thank those who voted to continue youth sports for your understanding of the issues currently facing our youth and I respectfully direct the rest of my message to those who voted no despite the fact that MIAA has approved high school sports to go forward including football, today. As the parent of an eighth grader about to move to high school, I know just how disappointed he would be if he did not have football. It is his outlet, his favorite pastime, his way of keeping in shape, and currently his only opportunity to learn socialization skills. Although he sees some of his friends in school, he is expected to do school work during those times and not to socialize with friends. (I know teachers recognize this as a problem and try to be a bit more lenient but they still have work to be done.) In addition, he is not in his classes with his peers of choice but the small group he was assigned to. Football makes him push himself to be a better team player, a better competitor: winning and losing with grace and learning how to be better, not only as an athlete but as a person. I have watched his self-esteem improve, he has learned empathy and compassion for teammates and competitors. I will sum it up with what my son said with a tear in his eye. "How can they do that. So my teammates from last year can't play football. It's the only thing we have left." As an advocate for youth in general, kids need an outlet. I have been on the board of several youth programs for the past six years and worked with delinquent youth and youth receiving services from the Department for many more years. Some of these kids have NOTHING else and sports is the only positive and safe place they have besides school (for those you can get there). Taking this outlet away is not only going to allow these youths to fall thru the cracks but it's also going to send many more in that direction. I've already personally witnessed young athletes who are now either so out of shape or unmotivated, they already won't be returning. We know where this path leads: health and mental health issues, delinquency, drugs, etc. Please reconsider your position on these sports. We (boards and coaches) have worked day and night to make these activities safe for all participants as we recognize the importance these sports provide. We shut down when the thinking this would help "covid" numbers. We modified when allowed to

keep numbers from going up. We are coming up on a year of no or little youth sports, numbers are reportedly moving in the right direction and the research showing this group is not the age group affected by this. Kids have returned to school safely with some of these same modifications. I don't understand the timing of shutting everything back down at this time and would urge you to reconsider allowing sports to return. Thanks in advance for your time and consideration.

Ramon Diaz, Parker Ave, Westfield, MA

I am writing this email in support of continuing sports including the football program this season. I received a lot of emails and appreciate the thoughtful and respectful manner in which some of our students and parents reached out. We, as parents, need to lead by example and understand and respect other views even if they are not the same as our own. I saw a lot of that with emails and phone calls that I had received. Most people want to understand why a vote was taken. There were some that were not as respectful and presented their views and would not listen and I ask those people to think about what we're teaching our children, we need to be able to respectfully disagree. I fully supported waiting a week so we could see where we were with the vaccinations. The governor has opened up the next wave that encompasses people ages 65 and older as well as people with medical conditions. By the time we have our first game even more people will be vaccinated thereby reducing the risk. Therefore, I fully support continuing with sports as long as the teams fully abide by the accommodations made to reduce our community's risk to COVID. I have a family emergency that prevents me from taking a vote tonight, but I wanted to be on the record as to my position.

The following people addressed the committee via zoom:

Rob Parent, Eastwood Drive, Westfield, MA

Rob reported that he was the Head Football Coach at Westfield High School. He voiced his opinion about athletes/sports and their importance.

Jim Yesu, Mountain View Street, Westfield, MA

Jim shared his support for fall sports 2 (football).

3. Approval of School Committee meeting minutes:

a. Special meeting November 19, 2020

Diane Mayhew moved, Bo Sullivan seconded to approve the November 19, 2020 special School Committee meeting minutes.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

b. Special meeting February 11, 2021

Diane Mayhew moved, Bo Sullivan seconded to approve the February 11, 2021 special School Committee meeting minutes.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

c. Regular meeting February 11, 2021

Diane Mayhew moved, Bo Sullivan seconded to approve the February 11, 2021 regular School Committee meeting minutes.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

4. Westfield Public Schools 2020-2021 Back to School Plan

a. Fall 2 Sports

Superintendent Czaporowski stated that he invited Ryan Dunphy and Joe Rouse were to the meeting. Joe Rouse reported that he was available for any questions. He stated that he was not recommending high risk activity. Currently, the contact tracing is taken care of by the health department and not the CDC. He expressed concern that if the contact tracing was turned over to the state the turn-around time would be longer – resulting in people not being contacted or notified promptly.

Ryan Dunphy reported that Fall 2 sports included: Football, Cheerleading, and Track and Field.

Bo Sullivan moved, Cindy Sullivan seconded to move forward with Fall 2 Sports (Cheerleading, Football, Track & Field), to start March 1, 2021.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew		X

Bo Sullivan	X	
Cindy Sullivan	X	
Tim O'Connor		X
Chairman Humason	<u>X</u>	<u>        </u>
	4	2 motion passes

5. Retirement Enhancement Opportunity

Paula Ceglowski and Lori Lyncosky were in attendance and updated the committee regarding the retirement opportunity. Lori Lyncosky shared a presentation with the committee (enclosed).

6. Curriculum & Instruction update

Susan Dargie updated the committee on teaching and learning. She shared a presentation with the committee (enclosed).

7. Mid-year learning check-in

Stefan Czaporowski updated the committee on the survey sent to families. He shared the attached presentation with the committee (enclosed).

8. Rescind School Committee policies

a. File: IKH Homework

Tim O'Connor moved, Diane Mayhew seconded to rescind School Committee Policy File: IKH Homework.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	<u>        </u>
	6	0 motion passes

b. File: JKB Detention of Students

Tim O'Connor moved, Bo Sullivan seconded to rescind School Committee Policy File: JKB Detention of Students.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Tim O'Connor	<u>X</u>	<u>        </u>
Chairman Humason	6	0 motion passes

9. 1<sup>st</sup> reading, by title only, of School Committee Policy File: EFC Free and Reduced Price Food Services

Tim O'Connor moved, Bo Sullivan seconded a 1<sup>st</sup> reading, by title only, of School Committee Policy File: EFC Free and Reduced Price Food Services.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

10. 2<sup>nd</sup>/final reading, by title only, of School Committee Policies

- a. File: IHB Special Instructional Programs & Accommodations

Tim O'Connor moved, Bo Sullivan seconded for a 2<sup>nd</sup>/final reading, by title only, of School Committee Policy File: IHB Special Instructional Programs & Accommodations.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

- b. File: LDA Student Teaching & Internships

Tim O'Connor moved, Bo Sullivan seconded for a 2<sup>nd</sup>/final reading, by title only, of School Committee Policy File: LDA Student Teaching & Internships.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

11. Approval of Memorandum of Agreement with Westfield Education Association/Unit A (teachers)

Paula Ceglowski provided information regarding the agreement.

Diane Mayhew moved, Bo Sullivan seconded to approve the Memorandum of Agreement between the Westfield School Committee and the Westfield Education Unit A (teachers) to adjust the teachers time to comply with the January 19, 2021 Department of Elementary & Secondary Education revised student learning time and benefit time use due to COVID exposure, as presented, and authorize the Mayor to sign on behalf of the committee.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

12. Approval of Budget Transfer

Bo Sullivan moved, Diane Mayhew seconded to approve the following budget transfer:

Amount	From Account	To Account
\$84,835	50067239-511400 System Substitute	53082720-580000 Purchase of Land & Buildings/Capital Project

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

13. Building Based Substitute Rates

Tim O'Connor moved, Bo Sullivan seconded to extend the building based substitute rate until the end of the school year at \$125.009 per day.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

14. Superintendent's Reports

a. Acceptance of grant – Food Security Infrastructure Grant

Tim O'Connor moved, Bo Sullivan seconded to accept the Food Security Infrastructure Grant in the amount of \$237,418.08.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Ramon Diaz	absent	
Diane Mayhew	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

b. Other

Superintendent Czaporowski provided a brief update on MCAS testing.

15. Mayor's update

Mayor Humason reported that the City Council approved the purchase of the two properties on Franklin Street.

16. School Committee update

A discussion took place regarding MASC Resolution #1: MCAS and High Stakes Testing. This item will be on the March 1, 2021 agenda.

Diane Mayhew informed committee members that the Superintendent's evaluation tool will be sent out in March. She requested that members return the tool by the end of May. The results will be presented at the last meeting in June.

17. Items for referral to subcommittees: none

18. Old business: none

19. Subcommittee Reports/Recommendations

a. Reports: none

b. Minutes: none

20. Any other items not reasonably anticipated 48 hours prior to the meeting.

Tim O'Connor moved, Bo Sullivan seconded to have the School Committee stipend request be presented to the City Council, as previously submitted. The recommendation submitted was to set the School Committee stipend at 2/3 of the City Council stipend.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	



Heather Sullivan	X	
Ramon Diaz	absent	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

21. Next regular School Committee Meeting: March 1, 2021

At 9:35 pm Tim O'Connor moved, Cindy Sullivan seconded to adjourn the meeting.

The following roll call vote was taken:

	<u>Y</u>	<u>N</u>
Ramon Diaz	absent	
Diane Mayhew	X	
Bo Sullivan	X	
Cindy Sullivan	X	
Heather Sullivan	X	
Tim O'Connor	X	
Chairman Humason	<u>X</u>	
	6	<u>0</u> motion passes

Mr. Stefan Czaporowski, Superintendent of Schools  
Clerk – Westfield School Committee

A true copy, Attest:

\_\_\_\_\_  
Diane Mayhew, secretary  
Westfield School Committee

DM/cm

## Median Retiree Rate 21-22 School Year

	Step 13 M+60 23 yr	Step 13 B 25+ yr
Salary	84,865	69,390
Longevity	4,000	4,500
Per Diem (184)	461	377
Sick Time 250	115,306	94,280
HMO Family Employed	15,408	15,408
Total Salary	88,865	73,890
Salary + Health	104,273	89,298
Total Expense (Salary + Health + Unfunded Liability)	219,579	183,578

Median Retirement Value (Salary + Health)

96,786

Median Retirement Value (Salary + Health + unfunded liability)

201,578

## Median New Hire Rate 21-22 School Year

	Step 2 Bachelor's	Step 7 Master's +45
Salary	42,837	63,551
Longevity	0	0
Per Diem (184)	233	345
Sick Time 15	3,492	5,181
HMO Family Employed	15,408	15,408
Total Salary	42,837	63,551
Salary + Health	58,245	78,959
Additional cost of retiree insurance	14,484	14,484
New employee salary + retiree health	72,729	93,443
Total Expense (Salary + Health + Retiree Health + Unfunded Liability)	76,221	98,624

Median New Hire Value (Salary + Health)

83,086

Median New Hire Value (Salary + Health + unfunded liability)

87,422

## One Median Retiree for One Median New Hire

Net value of retirees (salary + health + unfunded liability)	201,578
Net value of retirees (salary + health)	96,786
Median New Hire Value (Salary + Health + unfunded liability)	87,422
Median New Hire Value (Salary + Health)	83,086
<b>Savings</b>	
1:1 Exchange Median Retiree for Median New Hire (Salary + Health + Unfunded Liability)	114,156
1:1 Exchange Median Retiree for Median New Hire (Salary + Health)	13,700

## One Median Retiree for One Step 2 B New Hire

Net value of retirees (salary + health + unfunded liability)	201,578
Net value of retirees (salary + health)	96,786
Step 2 B New Hire Value (Salary + Health + retiree health + unfunded liability)	76,221
Step 2 B New Hire Value (Salary + Health)	72,729
<b>Savings</b>	
1:1 Exchange Median Retiree for Step 2 B New Hire (Salary + Health + Retiree Health + Unfunded Liability)	125,357
1:1 Exchange Median Retiree for Step 2 B New Hire (Salary + Health)	24,057

# One Step 13 M +60 Retiree for One Step 2 B New Hire

Net value of retiree (salary + health + unfunded liability)

219,579

Net value of retiree (salary + health)

104,273

Step 2 B New Hire Value (Salary + Health + retiree health + unfunded liability)

76,221

Step 2 B New Hire Value (Salary + Health)

72,729

Savings

1:1 Exchange Median Retiree for Step 2 B New Hire (Salary + Health + Retiree Health + Unfunded Liability)

143,358

1:1 Exchange Median Retiree for Step 2 B New Hire (Salary + Health)

67,544



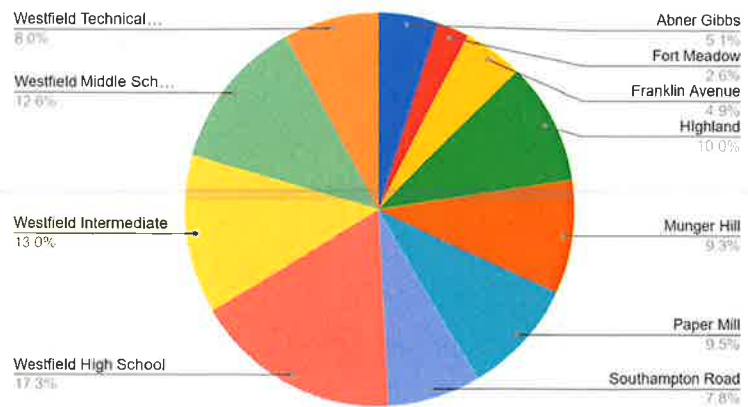
# Learning Check Survey

February 2021

Schools  
Represented in  
Survey Results

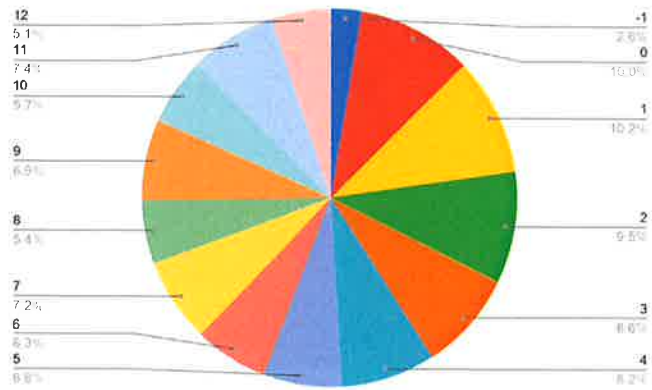
1,438 Responses

## Westfield Public Schools - District

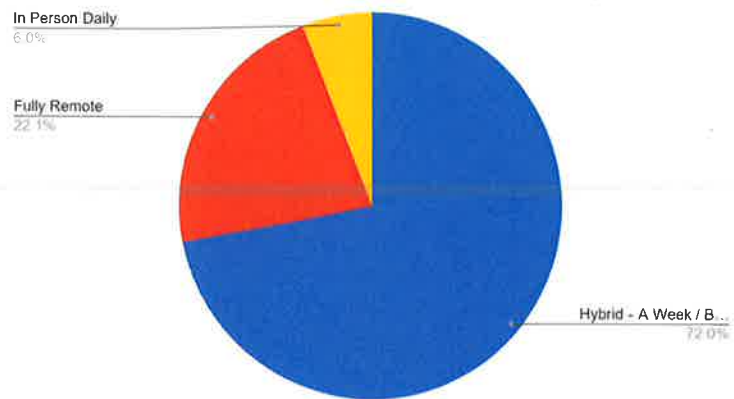


## Grades

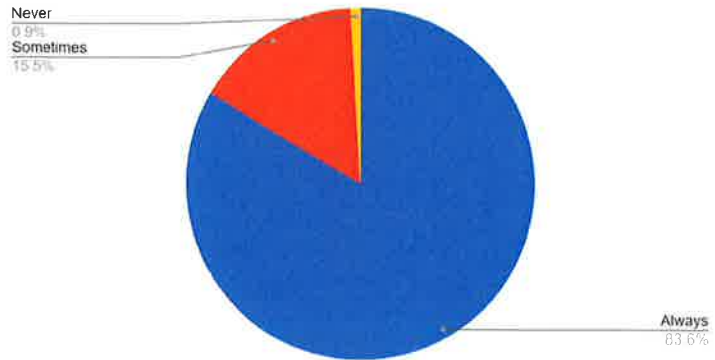
## Westfield Public Schools - District



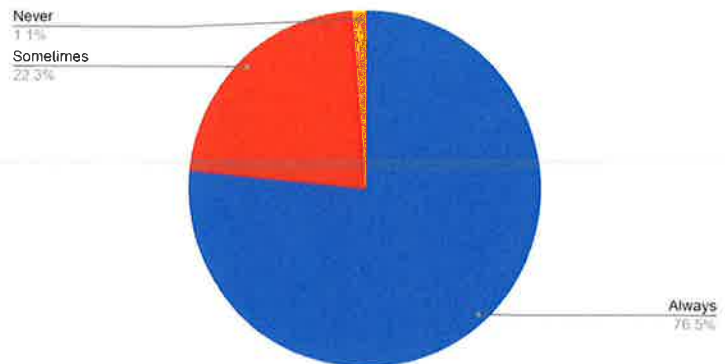
## Cohort Information



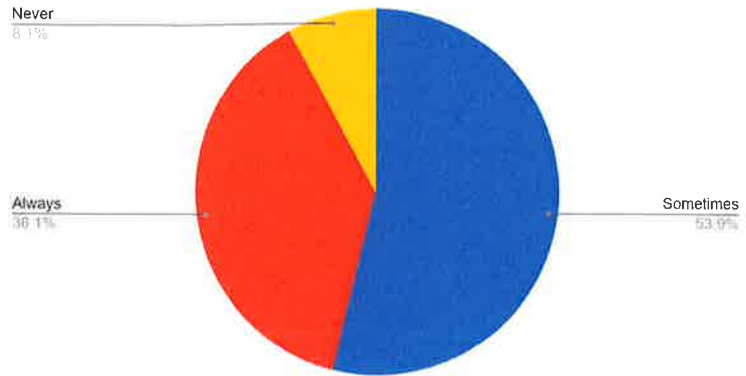
My child has been able to access the necessary technology for remote learning



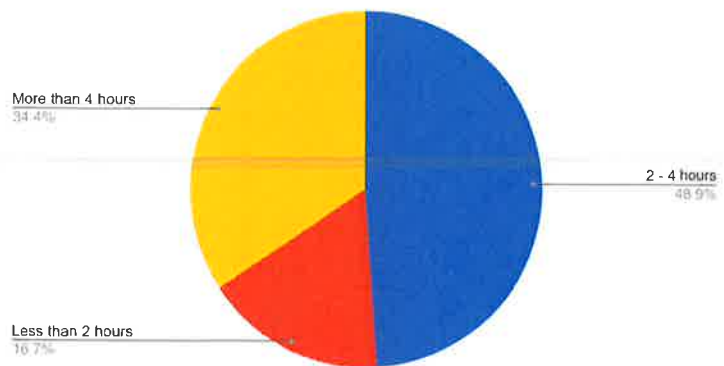
My child has been actively participating in remote learning



My child has experienced success with remote learning

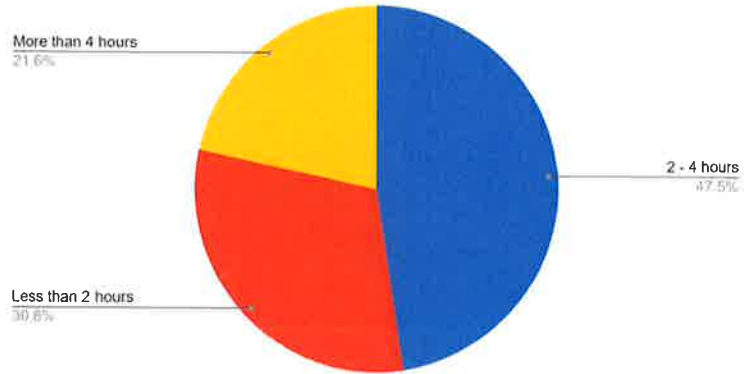


How much time has your child been engaged daily in synchronous learning during remote learning?

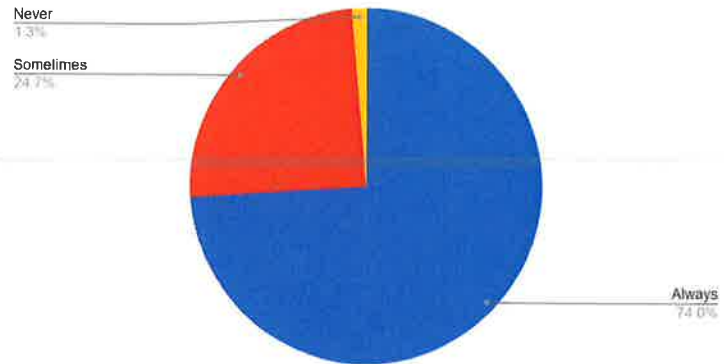




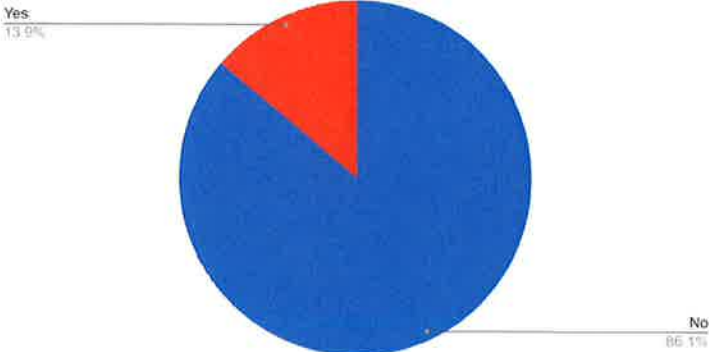
How much time has your child been engaged in daily asynchronous learning during remote learning?



My child's teachers and support staff have been attentive, available and responsive.



Would you be interested in the Remote School for your child?



# Curriculum & Instruction Update

Westfield Public Schools  
School Committee Meeting  
February 22, 2021



## English Language Arts

- Print materials (K-12)
  - Hybrid and Remote student access was impacted
- i-Ready Diagnostic Reading Assessment
  - Fall, Winter, Spring (K-12)
  - Instructional tool for teachers
  - Supplemental program that personalizes learning for students
- K-5 Literacy program retired by publisher



# Science, Technology and Engineering



- Curriculum Committee
  - 21 teachers (K-12)
  - Exploring high quality materials for purchase
- 21st Annual WPS Science Fair
  - 147 Projects / Proposals
  - Video Presentations
- Grants to support STE program development
- Expand Biomedical and Engineering Pathways

# Mathematics

- Implemented new curriculum programs with ongoing professional development for teachers and administrators.
  - Ready Classroom Math (K-6)
  - McGraw Hill Reveal (7-12)
- Whiteboards, math manipulative kits, and scientific calculators for students to use during remote instruction
- iReady Diagnostic Math Assessment
  - Fall, Winter, Spring (K-12)
  - Instructional Tool for Teachers
  - Supplemental program personalizes learning for students



## Social Studies



- Civics Project: Implementation
  - Required under Chapter 296 of the Acts of 2018
  - Grade 8 Civics
  - Grade 9 US History I
- Historical Commission Virtual Walking Tours Project
  - Historic Monuments
  - Edwin Smith Historical Museum
  - Dewey House

## Special Subject Areas

- Music teachers use SmartMusic Software which allows instrumental and vocal students to practice remotely
- Art teachers find creative ways to incorporate new materials and techniques to keep creativity flowing
- PE teachers are finding unique ways to challenge students to move more, supporting physical and mental health
- PE equipment and art supplies provided for remote students





# Professional Development

- Professional Learning Communities (PLCs)
- Explore and Reflect
  - New technologies
  - Best practices in a hybrid world
  - Current educational research
  - Collaboration and Co-planning
- Curriculum Corner Newsletter
- Ongoing PD provided virtually
  - Google PD for Tech Tools
  - Ready Math / Reveal Math
  - PBIS Topical Seminars
  - Trauma Informed Practices