

**Franklin School Committee
Minutes
March 26, 2019
Municipal Building – Council Chambers**

Meeting are recorded by Franklin TV and shown on Comcast Channel 11 and Verizon Channel 29

Chris Sterns of Franklin TV was present
No one present from the Milford Daily News

Call to order: 7:00 pm

Dr. Bergen

Attendance: Mrs. Dianne Feeley; Mrs. Cindy Douglas; Mrs. Mary Jane Scofield; Dr. Anne Bergen; Dr. Monica Linden; Mrs. Denise Schultz; Mr. Lucas Giguere; Dr. Sara Ahern; Mrs. Miriam Goodman; Dr. Joyce Edwards. The Franklin High School representatives were Siobhan Collins and Bea Bondhus .

Pledge of Allegiance

Devin Parisi is a fourth grade student at Oak Street Elementary School. This school year, Devin has worked so hard to display our core values in the areas of achieving, caring, original, respect, never give up, and safety. He has earned a 'Golden ACORN' for displaying our core values where he was recognized for going above and beyond!

Devin has participated in karate for several years where he exercises his mind and body. He also does adaptive skiing where he can enjoy the slopes at Loon Mountain. Devin also participates in adaptive sailing during the summer months at Cape Cod.

When he's not too busy, he enjoys enrichment programs though Lifelong Learning.

Moment of Silence

1. Routine Business

a. Review of Agenda - all fine

Page 1 of 20

Franklin School Committee
March 26, 2019
Final

b. Citizen's Comments

i. In the spirit of open communication, "the School Committee will hear public comment not related to an agenda item at the beginning of each regular School Committee Meeting. The Committee will listen to, but not respond to any comment made. A Committee member may add an agenda item to a future meeting as a result of a citizen comment" – from Policy BEDH

c. FHS Student Representative Comments

Bea – We just want to give you some updates that are going on at Franklin High School as March comes to an end.

Siobhan - Term 3 is ending and term 4 starts and this will be the last semester for the seniors.

Bea – Starting 4 quarter approximately 100 seniors will be leaving to start Senior projects.

Siobhan - Senior banquet is coming up this Friday which begins the prom and banquet season.

Bea – Mock Trial came in second place in the State conference.

Siobhan - MCAS has hit the building for sophomores.

Bea - Spring sports are up and running this is the beginning of the season.

Siobhan –Also Suessical the Musical will be performing this week.

Bea – National honor society has many different fundraisers going on. Girls basketball made it to the Division one semi finals.

Mrs. Scofield - Didn't someone win an All Star award?

Bea – Yes, I did. Thank you.

Siobhan - There is presenter coming on April 8, and open to all middle and high school parents and information will be sent out. It is dynamic influence on different substances especially vaping.

d. Superintendent's Report

Dr. Ahern - I have a few things. That presentation related to vaping, there is a link on the website. We have an exciting envisioning with the School Committee and sent out invites to the community regarding Portrait of a Graduate. We have some community members attending and focus group April 4 and April 8. I will send out a memo.

The last thing, I would like give a thank you to our staff member who went to leap in Kindergarten. We welcomed many families. Kelty Kelly was the host and we had a lot of staff welcome kindergarten families. We addressed all the concerns of the families. Another registration night will be April 3 and we have a link which will be on the website.

The families will go to school specific evenings at the school where there children will be attending.

2. Guests / Presentations

a. Special Guest – Ben Franklin is here with Officer Mucciarone. He is on the job for the community and is a therapy dog. He is a comfort dog and will get into the schools soon. He will be in training for two years and then will take a test. I can't believe I get to do this. It is wonderful. He does live with me.

b. Robert Seide – Art Scholarship

Robert Seide – He made a generous donation for an art scholarship. In the mid 70s my wife was awarded a scholarship was to attend an art school for being the best artist in her high school. My wife treasured the experience and has kept the clipping for four decades. He held up a painting she did. She was to go to Norton College but it never happened. She never went to art school but kept painting. We are Franklin residents. In November 2017, my wife had pancreatic cancer and continued to paint. She died on January 26 of

this year. We were married 34 years. How could we best honor her memory? We established a memorial scholarship for \$1000.00 for a senior who has been admitted to an art college. The student must submit why they want to be an artist and submit some artwork as well.

c. School Start Times Advisory Committee Presentation

Dr. Ahern - First up with the reps from the advisory committee Kit Brady and Bill Klements.

There is another who will be presenting as well.

There are copies of the presentation for the audience to share. Back in December of 2017 the School Committee started an advisory committee to explore the study of start times. We want to thank everyone who has helped on this committee.

They followed the open meeting law and all of our information is on the website.

Framework

- Purpose and process of the committee
- Research and requirements
- The start time recommendations
- Consideration and concerns
- Implementation recommendations

Dr. Ahern -The committee was formed with 3 School Committee members, 11 staff, 6 parents and 4 non-voting members. We broke out into groups to form other committees

I was the lead on communication. The agendas are linked and I want to thank all of the members for very thoughtful work that went into this.

The sub committees are

- Research sleep in adolescents
- Impact on before school programs and childcare
- Impacts on after school programs and childcare
- Transportation and traffic
- School start time in other districts
- Implications for employees

Mr. Brady – Why did we start on this? The main reason was the research on school starts time and school performance. We have been at this for a year now. There has been a lot of input. The research really drove why we did this and how to move forward. Sleep needs are by circadian patterns. One point is that you can't make a high schooler go to bed at 10 because they are not ready to go to bed and that is because of their biology.

How would you make that happen? Teens need 8 hours, younger kids need 9 hours, and regardless the kind of standard time for teens is 8 am.

It shows us that we are kidding ourselves. We show how much middle school students sleep. The slide shows there is a disparity between what the student's report and what the parent's report

For the high school, 25% are getting 5 hours of sleep or less. The teens and parents are showing a difference in the amount of time they are getting.

The metro west survey shows the same results as the Franklin survey. The bottom line is that parents' perceptions may not be based on reality.

Sleep deprivation has impacts on school, physical activity, driving, and obesity, and can suffer from depression. We have been thinking about this for years and the American academy of Pediatrics strongly supports more sleep. They made the recommendation that schools start later. Schools are starting to adjust their start times. A couple of weeks ago that came out in Seattle, they made the change, measured the kids and then measured the kids

after the change. Grades increased, tardies dropped and absenteeism dropped.

Studies in the elementary schools have shown that there is no negative impact with earlier start times.

Mr. Klements – We have been tasked to tell the story with all the information. We wanted to look at transportation. We have middle school students riding with the high school. We have 31 busses going during the morning. We are proposing transporting middle high school and elementary at different times. Transportation will use 20 busses and will save money. We need more time between runs. We need 30 minutes to do each run.

After all this came together there were two scenarios;

Recommended time A

Elementary	7:45 am to 1:55 pm
Middle school	8:15 am to 2:45 pm
High school	8:45 am to 3:15 pm

Recommended time B

Elementary	7:55 am to 2:05 pm
Middle School	8:55 am to 3:25 pm
High School	8:25 am to 2:55 pm

Concerns

Support

Consideration

Another committee looked at what other districts are doing but we did talk to other districts and implemented changes. The changes were positively received. There are a large number of schools looking to change their start times. Done well it worked.

Communication is key trying to implement this. We align with some towns that have changed their start times.

Mr. Brady – The committee looking at before and after school programs, we went to the stakeholders about the impacts.

The parent survey; ¼ parents thought it would make the morning easier; ¼ thought it would make it challenging for middle school and elementary.

39% said the afternoon would be impacted for the middle school or elementary school.

See slide for graphs. One is for the morning and one is for the afternoon scenario.

The survey was sent out and this one had a 46% return rate. That is pretty good.

Mr. Klements – The survey for the staff was the same as presented to the community.

See slide for the graphs. One is for the morning and one is for the afternoon scenario.

We had 532 of staff respond to the surveys.

Mr. Brady – Another question was what do you think about changing the school start times? 30% support the change and 27% strongly oppose.

Mr. Klements – Of the 532 staff, nearly 29% were not sure and 39% support and 33% were not in support.

Mr. Brady – There are some concerns and we are looking at all those concerns:

- Busing, athletics, the solution program
- Homework
- Adjustments to family schedules

Mr. Klements – Staff was concerned about

- Teacher work life balance
- Middle and high school afternoon commitments
- Technology

We don't increase a transportation cost. A would involve early release from classes and B doesn't have that.

Within the realm of athletics was swimming and gymnastics. They may have accessibility issues and they may need to go to morning practices.

Mr. Brady – Life Long Learning program the early start time will have an effect on that but they may need to increase this for the middle schools. Solutions will have a longer afternoon. The Life Long Learning Director will service the families and how it will affect them.

Mr. Klements – That is everything that was taken into account.

The advisory committee recommends moving to scenario B. The vote was taken March 14, 13-2 in favor of recommending to the School Committee.

Dr. Ahern – Thank you. The last few slides talked about implementation. We had a conversation at the last meeting as to what it would look like. They agreed it would put together to navigate the process and staying close to the recommended times as possible. We may need to change some of the details but we need to stay close to the times. The committee felt they wanted to do this in 2021. We want to be transparent with the implementation. Budget impacts; busing saving of 350,000; Life Long Learning is to remain cost neutral.

Transportation details in getting the charter school buses. ECDC we will adjust internally.

The charter school if their day remains the same everything works out and if it changes they need to seek an amendment. We can transport them with the high school tier.

It would not change the length of the day for the staff. We would need to look at bargaining with the union. The last component is to measure the success of this and to look at the outcomes.

As we conclude the formal presentation, we looked at sleep research, if a shift would work here, there is a biological basis for looking at this; we know that change is hard and as a result time should be afforded for the district and families to prepare.

Dr. Bergen - We are not voting on this tonight.

Ms. Scofield – Being a part of this committee was quite the experience. My concern is any additional cost to implement any change in the start time. Can you address this? Would we need to increase athletic fees?

Dr. Ahern - Our sense is that with the busing of being a savings, we would not have a cost to the school department overall. Life Long would remain neutral, Athletics may see that increase in swimming or there may not be a pool to rent. We also might see a decrease in transportation cost in gymnastics. The cost of attorney fees for bargaining might increase.

Ms. Scofield- On the impact bargaining, what would the issues be?

Dr. Ahern - One of the questions, would be if school times move to 8:25 to 2:55 and teachers are expected to be there 15 before, there may be conversation around adjusting times they need to arrive before school and after school starts.

The 15 minutes before and after could shift.

Mrs. Feeley – I read that kids have lots of activities and want to fit all this in, they don't want to give anything up, by the time they finish everything they are not going to bed, they are on their phones and not going to sleep. How are we going to fix the technology problem? How are we going to educate parents?

Dr. Ahern – One of the big takeaways was that from recent meetings, this can have an impact and that we should look at other aspects to educate the parents.

Mrs. Feeley – What time do kids get to the high school?

Mr. Klements – I have 1,800 answers to that. At 6:30 in the morning, there are some kids. The majority arrives at 7:35; there are stragglers and earlier arrivals as well.

Mrs. Feeley - If the school times change because parents have to drive kids are they they're early? Are the teachers expected to be there?

Mr. Klements – The families will be impacted in some way. We need to look at how we will address this.

Dr. Linden – for several of us we wanted to see this happen. This has been a very thorough process. Thank you everyone for being on this committee. We found so much research there is supporting this. There were so many reasons to support this. This change will make our kids better.

Mrs. Douglas - On the middle school and high school side, they are going to get themselves to school. They may need to pay for busing. I would like a survey sent to the middle school and high school student to have a say on this. Some sports will have early release?

Mr. Klements - The most common sport for early dismissal was golf. There is limited time on courses and that was one. It is a small sport.

Mrs. Douglas - No basketball, no other sports would be dismissed early?

Mr. Klements – I don't want to guarantee that.

Dr. Ahern – We don't have certainty on that. Basketball has to run in succession.

Mrs. Douglas - There is a good possibility for that.

Dr. Ahern - There is a rotating schedule at the high school so the impact would be minimal.

Mrs. Douglas - Would you drop the swim team?

Dr. Ahern – Yes, there is a possibility.

Mrs. Douglas - Will these be addressed before we vote?

Dr. Ahern - We can only get so far until we work on the nuts and bolts pieces. We are trying to get the best information.

Dr. Bergen - The hockey team has to get early times

Mrs. Schultz - If the other towns changed their times, would that impact us with less impact

Dr. Ahern - It would make it easier for us.

Mrs. Schultz - It is possible though. The swim team might be an issue either way?

Dr. Ahern – Right, that is it not an issue. There is not flexibility with the YMCA

Mr. Brady – On the athletic impact, it would be a relatively small number of students leaving days on the whole. They would still benefit the later start times.

Mrs. Douglas - Some could just leave, they can leave, why should I stay if others can leave? Only 46% answered the survey.

Mr. Brady - That is a good response.

Mrs. Schultz – Implementation consideration, would Life Long Learning have to do cost calculations and figure that out?

Dr. Ahern - It depends on the morning program. It would be a 4% to 14% increase in tuition. We learned that you have to reach out to parents about this when the scenarios are considered.

We did create a draft survey for the students, but it was clumsy and we wanted to not send it out. We wanted to send out a meaningful survey. We do

value student voice and wanted to bring it in but it did not work out. We did have four students on the committee meeting.

Mrs. Zub - At the end of the day, for the majority of the students if this helps them at the end of the day, are we not doing them a service? I feel this really helps our children.

Mrs. Feeley – I am worried about the elementary school, all the support they need, counselors, teachers, I am not comfortable with this change. It is not sitting well with me.

Dr. Bergen – Can I follow up on that? It struck me that elementary kids are up early and they are exhausted at the end of the day because it is a long day. They are losing education due to being tired.

Mrs. Feeley - The kids going to solutions what about them? That is a long day.

Mrs. Schultz - It is the same as being in daycare.

Dr. Linden - There is sleep research for the elementary students and they will get their sleep. My daughter goes to Solutions and she plays outside more. They are not doing work; they have a lot of play.

Dr. Bergen – We have to make a decision, the sleep research states that there is no easy solution for this. We have a planned forum in October. We will address the technology and how it impacts students.

Anyone in the audience would like to ask questions?

Mrs. Grady - President of FEA. I would like to extend my appreciation for this. Franklin is the only one that asked staff and faculty about this. It is challenging for all. There are many split feelings both pros and cons. We have to weigh this for all. I am here for the voice of concern. I will tell you that there are more and more children that can't get up because they are over scheduled. The association is divided. Franklin has looked at this for one year and other districts looked at this for more years. It is a short amount of time. Middle and high school students think they are getting a shorter day. A big concern is that elementary students will wait in the dark for transportation. We worry about the supervision of the students. What

happens to ECDC? The nurses have expressed their length of time. There are a number of concerns presented by the FEA.

There are so many impactful issues that need to be addressed. How do we choose between our family needs and the children's needs?

Ms. Fanueli – Town resident and teach at FHS, can I talk as a teacher and resident? I don't know whether to support this change or not. I am very conflicted. I appreciate the time and research that has been done. A year is not quite long enough for the impact this might have. I believe that parents and students will adjust. We are adaptable. I do like the idea of 11 less buses for a carbon footprint. There is a 20-minute warm up time for all athletes. The reality is that teachers and how important a second job is, that I think from a high school prospective it will limit of us getting a second job. I am nervous for those who need to work a second job. I think teachers will provide extra help without extra pay. I do understand the research and it is beneficial to the students. I think it doesn't outweigh the second job aspect.

Mr. Barrett – Music Educator – I have two children, one in middle school and one in elementary. My question is, elementary students, were they considered? Where is the research for them? What is the impact on them? In my 20 years, the elementary students have received cuts after cuts. We are taking a lot of cuts to the young students in Franklin. I am speaking for the children.

Ms. Melkits - I have a son in middle school and elementary school. They go to Charter School. The survey was in depth. I wish we asked more of the students. My son is gifted, he has ADHD and OCD. The doctor's tell him to get some more sleep. It is holistic. We need to take responsibility to show the kids not to touch their devices. I stopped my daughter to five times a week of doing activities. We need to take control. I travel all the time. I will do anything for them. This is something we can do. We will all get through the challenges together. I would spend more money to help the kids. We need less homework and more recess. Thank you very much and I will be glad to help. Let's put our kids brain and mind first.

Mr. d'Entremont – I am a resident and teacher. The number of hours of sleep you are working from, it said 8.5 as opposed to 8, why are you working with that number? Why not take the 9.5 hours and build off that number?

Mrs. Zub - We got the 8 hours by working with the minimum amount.

Dr. Ahern - We had to make some compromises.

Dr. Bergen – I wanted to follow up on Jamie’s comments, that we lost a lot of stuff at the elementary level and middle school level. We need to address a lot of these things. On May 8, they will be appearing before the Town Council. If we need more information before we take a vote, we will do that. We wanted to make sure that come in with no preconceived notion. We wanted a balanced committee. We want to keep our eye on the mission.

Dr. Ahern - Precision matters to me that 8 hours was recommended by the CDC and APA recommended 8.5.

Dr. Bergen - Thank you everyone for coming and sharing your opinions.

d. Technology Presentation

Mr. Rapoza – Director of Technology – I would like to give you a brief overview. We are a merged department, covering the Town as well as the schools. We provide support areas in:

- End user support
- Device support
- Software support
- Network support
- Server resources support
- Cloud services
- Security & Disaster Recovery
- Facilities support

- State Reporting
- Evaluation and purchasing of all technology

Any questions?

Mrs. Schultz – On the State reporting side, where does the school budget?

Mr. Rapoza - The entire technology staff budget is taken from the school side.

Mrs. Goodman – The change was in 2009. The entire technology department is paid by the school budget. There is an agreement on what is spent. When they work on town issues that is subtracted from the budget.

Dr. Linden– How much data do we collect from students?

Mr. Rapoza – We are very diligent to keep this secure. Do we have other student data on desktops? We have usernames and passwords to help with that. We do all the best practices to protect our data.

We had some recent successes over the past few years both school wide and town wide.

Our ongoing challenges are security, staff retention and sustainability of technology infrastructure. I sell the lifestyle of working for a public school, no long hours, no weekend work and nice lifestyle. Our funding model doesn't support the replacement life cycle.

Dr. Bergen – Looking ahead, we need to look at technology.

Mrs. Schultz -Are you at the place you would like to be? Are we current?

Mr. Rapoza – Every year we slip. We needed to replace laptops and that took a lot of money.

Mrs. Schultz - What is the daily impact?

Mr. Rapoza – That is a good question. It is perception. We buy a lot of parts and super glue to keep it together. WE are thinking of putting together a plan of buying 100 screens for each type of chromebooks.

Mrs. Zub – We replace our laptops every 2 years. We get frustrated with the slow machines.

Mr. Rapoza – What do you do with your old ones? I would like to replace the chromebooks more often. We will never get there. We spent 2.7 million for the high school.

Dr. Bergen – Thank you.

3. Discussion / Action Items

a. Policy – 2nd Reading/Adoption

I recommend adoption of Policy IJOAB – Extended Field Trips as discussed.

Motion: Ms. Scofield
Approve: 7

Second: Mrs. Schultz
Oppose: 0

4. Discussion Only Items - None

5. Information Matters

a. School Committee Sub-Committee Reports (e.g. Budget; Community Relations; Policy; Transportation; Public Schools Advocacy; Ad Hoc Superintendent's Evaluation)

b. School Committee Liaison Reports (e.g. Joint PCC; Substance Abuse Task Force; School Wellness Advisory Council [SWAC]; School Start Times Advisory Committee [SSTAC], MASC)

BUDGET Dr Bergen - We will meet on March 27.

COMMUNITY RELATIONS Mrs. Zub - No meeting scheduled.

PUBLIC SCHOOL ADVOCACY Mrs. Schultz - There was a hearing at the State House and there were eight hours of testimony given. The next meeting is 3/27.

AD HOC Dr. Bergen - Nothing to report at this time.

POLICY Mrs. Scofield - We need to set our next meeting.

JOINT PCC - Dr. Bergen and Mrs. Douglas - Next meeting is April 1.

SUBSTANCE ABUSE - Met on 3/26, worked on a booklet for community and vaping diversion.

SCHOOL START TIMES Dr. Linden - See above.

6. New Business

Dr. Ahern - We will look at the Improvement plan updates from the Middle Schools as well as the District Improvement plans.

a. To discuss any future agenda items

7. Consent Agenda

a. Minutes

I recommend approval of the minutes from your March 12, 2019 School Committee Meeting as detailed.

b. Transfers

I recommend approval of the budget transfers as detailed.

c. FHS Scholarship

I recommend acceptance of a check for \$1,000.00 from Robert Seide for a FHS Scholarship as detailed.

d. FHS Donation

I recommend acceptance of the donation of a Nikon D60 Camera and 55-250mm zoom lens valued at approximately \$300.00 from Ivy Patten for FHS as detailed.

e. JFK Gifts

I recommend acceptance of two checks totaling \$1,075.00 for JF Kennedy Elementary School as follows:

- \$350.00 American Heart Association for Supplemental Supplies
- \$750.00 JFK PCC for Field Trips

f. Davis Thayer Gift

I recommend acceptance of a check for \$2,700.00 from the Davis Thayer PCC for field trips as detailed.

g. Music Dept. Gift

I recommend acceptance of a check for \$323.00 from various music parents for in-house enrichment for the Music Department.

h. Keller Gift

I recommend acceptance of a check for \$4,098.50 from the Keller PCC for field trips as detailed.

i. HMMS Recurring Trip to Save the Bay

I recommend approval of the recurring request of Rebecca Motte to take 6th Graders to Providence, RI for Save the Bay program on June 5, 6, & 7, 2019 as detailed.

Motion for all: Mrs. Schultz
Approve: 7

Second: Ms. Douglas
Oppose: 0

8. Payment of Bills Dr. Bergen - correct

9. Payroll Mrs. Douglas - correct

10. Correspondence - none

11. Executive Session

a. Pursuant to M.G.L. c. 30A, §21(a)(3) to discuss strategy with respect to collective bargaining with the FEA/RN unit as an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

A roll call vote was taken to go into Executive Session

Roll call vote: Dr. Bergen-yes; Ms. Douglas-yes; Ms. Scofield-yes; Ms. Schultz-yes; Mrs. Linden-yes; Mrs. Zub-yes; Mrs. Feeley - not present..

12. Adjournment at 9:41 pm

Mrs. Douglas made a motion to adjourn, seconded by Mrs. Schultz. All were in favor.

Adjourned by 9:41 pm.

Respectfully Submitted,

Beth Simon

SCAgenda 3-26-19.pdf

Memo re SSTAC Recommendation.pdf

FPS Faculty Start Time Survey Summary 2019_03_19.pdf

FPS Parent Start Time Survey Summary 2019_03_20.pdf

Technology Presentation 2019.pdf

Current - IJOAB - Extended Field Trips.pdf

Administrative Procedures for Student Travel.docx.pdf

Discussion ActionA - Policy.pdf

Consent ActionA - Minutes.pdf

Consent ActionB - Transfers.pdf

Consent Action C - Scholarship.pdf

Consent ActionD - FHS Donation.pdf

Consent ActionE - JFK Gifts.pdf

Consent ActionF - DT Gift.pdf

Consent ActionG - Music Gift.pdf

Page 19 of 20

Franklin School Committee

March 26, 2019

Final

Consent ActionH - Keller Gift.pdf
Consent ActionI - HMMS Trip.pdf
FPS Summary & Sign off.pdf
SCWarrant030719.pdf
SCWarrant031419.pdf
Payroll Warrant #1918 Summary.pdf
Payroll Warrant #1918.pdf
Payroll Warrant #1919 Summary.pdf
Payroll Warrant #1919.pdf
Pledge.pdf