

CANTON PUBLIC SCHOOLS

Dr. Jennifer Fischer-Mueller
Superintendent of Schools



Derek F. Folan, M.Ed.
Assistant Superintendent

Dianna Mullen, M.Ed.
Director of Student Services

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Barry S. Nectow
School Business Administrator

To develop students who are competent and creative thinkers, curious and confident learners, and compassionate citizens.

Superintendent's Report School Committee Meeting of Thursday, October 15, 2020

**Derek F. Folan, M.Ed.
Interim Superintendent of Schools**

Superintendent Activities Highlights

Luce Interim Principal: I am pleased to announce that Dr. Michael Green joined the Dean S. Luce Community beginning Tuesday, October 13. Dr. Green has experience as a former Superintendent in Easton and a former elementary principal and teacher. As a result, the Interview Committee was confident in moving Dr. Green forward as an onsite administrator at the Luce, while Ms. Lamour continues to serve as Principal, remotely.



Remote Learning Pathway Administrator: Please join me in congratulating CHS Assistant Principal, Ms. Kelly Cavanaugh, on her newly added role as the Remote Learning Pathway (RLP) Administrator. Ms. Cavanaugh will support educators, families and students who are on the RLP this year. Joining Ms. Cavanaugh as the RLP Communications Liaison is Ms. Courtney Song. Ms. Song is currently working as a Kindergarten Educational Assistant on the RLP.

Updates

Open House Dates: All Open Houses will be held virtually. Building Principals will be sharing dates and links with families shortly.

Metrics Update: As we learned yesterday, October 14, the Town of Canton moved into the “red” based on positive cases over the course of a two-week period. A school community letter was sent home on Wednesday evening that explained the meaning of “red” and the potential impact on schools. This data is one of many metrics for determining a shift to remote learning. In following DESE guidance, we are going to examine data and other metrics for a three-week period. We will closely examine student and staff attendance and continue to consult with the Nursing Team and Health Department. **At this time, we are going to stay in the Hybrid Model.**

JFK, CHS Remote Learning: Throughout the last week, as a District and in consultation with the Health Department, we designated JFK Elementary and Canton High School as remote learning on a temporary basis. JFK is currently in remote through the end of this week, primarily for the staffing issues that resulted in quarantining and adherence to safety protocols. Thankfully, there have been no additional cases or a greater need to quarantine. We are simply awaiting more health data that may or may not allow JFK to return to Hybrid next week.

For CHS, the school was placed in remote learning on Tuesday, October 13 due to a house party over the weekend. Through an investigation, and in consultation with the Health Department, we cleared the school to open on Wednesday for SATs and then a return to the Hybrid Model today. Principal Turcotte will be addressing the deeply concerning aspects of the house party.

Close Contacts: The advent of positive cases has introduced the implementation of COVID-19 safety protocols, specifically the identification of “close contacts”. I will continue to send out specific information about what determines a close contact, through infographics, videos, and protocol language. The Health Department determines close contacts of a positive case by conducting an interview and analyzing the interaction between people. Major considerations include 6-foot distancing, a duration of 10-15 minutes, indoors or outdoors, and mask-wearing. Close contacts, when identified, need to quarantine for 14 days.

Close contacts of close contacts do not need quarantine.

Town COVID-19 Call: During a Town COVID Task Force Meeting last week, Dr. Muse reviewed data around COVID-19 and discussed the challenges of the coming months. Most importantly, he stressed repeatedly that we cannot let our guard down. Not only will we be moving indoors more often, but also, normal cold symptoms -- and the flu -- will arise with the change of seasons. More than ever, Dr. Muse stated that we need to wear masks, socially distance, continue to practice hand hygiene, and monitor ourselves through self-screening. It is a full-time commitment and a shared responsibility.

School Resource Officers (SRO): The Canton Police Department announced that SRO Officers McCourt and Taylor will be joining the detective ranks. As a result, CPS has new SRO's at the middle and elementary levels.

Officer Michael Brady will be working at the Galvin. Officer Brady has been with Canton PD since 2008. He is the father of 2 boys and attended the Canton Public School system.

At the elementary level, Officer Eric Kascavitch and Officer James Galanis will be sharing the SRO duties. Officer Eric Kascavitch has been with the Canton Police Department for five years. He is married and has a two-year-old daughter and eight-month-old son. Officer James Galanis has been with the Canton Police Department since 2014. Officer Galanis is a member of the Metro-Lec Crisis Negotiation Team. He also attended Canton Public Schools and currently resides in Canton with his wife and 2-year-old son Logan.

Flu Clinics: In collaboration with CVS Healthcare, Flu Clinics were held the first week of October in four CPS buildings for staff, students, and families. These clinics were planned to help assist families in meeting the new Massachusetts Department of Public Health's influenza vaccine requirement for all MA school students, PreK-12. Students are expected to receive the vaccine by 12/31/2020 unless a medical or religious exemption is provided. This requirement is an important step in reducing the number of respiratory illnesses during the COVID-19 pandemic.

Indicators of Excellence

Educator Performance: A huge shout out to all of our educators for their ability to find creative and engaging ways for CPS students to continue to access the curriculum, learn, and thrive. Our educators have made an incredible commitment to our students, the profession of education, and overall excellence. We are in awe of their work and inspired by instructional moves, managing students in two places, designing lessons that actively engage students in learning, and creating a sense of belonging. They have made the experience special and amazing for our students and families. The weight of teaching in this mode, plus all of the safety protocols, and the news of positive cases and quarantining is extremely taxing and exhausting, yet, they carry on and demonstrate excellence. As a school community, I encourage you to thank them. Please pass along a note or email to your teachers to demonstrate your appreciation. It means so much.

The pictures here are recent GMS classes/activities: grade 6 student orientation, wellness class outdoors and a new student welcome breakfast.



I continue to be amazed by our staff and thank them for their efforts and continued support. I will continue to highlight different school activities each week in this Superintendent's Report.

Virtual Fall Coffeehouse: CHS Drama Club held a Virtual Fall Coffeehouse on Friday, October 9. There were performances from some of Canton High School's very own poets, singers, musicians, and more. This special event was live-streamed and can be viewed [here](#).

CHS Athletics Opening: CHS Bulldog Fall teams are off to an amazing start with a combined 15 wins, 1 loss, and 2 ties! The strength and conditioning program has grown this year with more students participating this year than ever before. Thanks to the efforts of Athletic Director Danny Erickson and his team, CHS is finding great, new, healthy ways to keep our Bulldogs active during these times.

Important Dates and Events

Oct. 23	One Act Plays (Virtual), 7:00 pm - 9:00 pm
Oct. 29	School Committee, 7:00 pm
Nov. 3	No School, Election Day (Staff PD)
Nov. 7	Cantonstock (Virtual), 12:00 pm – 4:00 pm
Nov. 11	No School, Veterans Day

STAFF ACCEPTABLE/STUDENT RESPONSIBLE USE POLICY

Use of the District's technology devices, including personal devices while using District online resources, internet, learning and data systems, and social media sites shall be utilized in a manner consistent with the District's educational mission; thereby, demonstrating respect for the use of a shared resource, software and intellectual property rights, ownership of information and system security. Expectations for staff or student appropriate behavior and communication apply to use of the District's technology devices, including personal devices while using District online resources, internet, learning and data systems, and social media sites. Any use of the District's technology devices, including personal devices while using District online resources, internet, learning and data systems, and social media sites that is contrary to this Policy or applicable Guidelines is unacceptable and prohibited.

Student Responsible Use Policy

Students are expected to use technology, including personal devices while using District online resources, internet, learning and data systems, and social media sites, appropriately at all times. The District has established Student Responsible Use Guidelines ("Guidelines"), which will be found on the Canton Public Schools website, that govern the responsible use of the District's technology and online resources by students. Misuse of any school technology devices, including personal devices while using District online resources, internet, learning and data systems, and social media sites may result in discipline as determined by the Principal. When the action is illegal, the Principal will refer to law enforcement authorities.

Staff Acceptable Use Policy

Staff are expected to use technology, including personal devices while using District online resources, internet, learning and data systems, and social media sites, appropriately at all times. The District has established Staff Acceptable Use Policy Guidelines ("Guidelines"), which will be found on the Canton Public Schools website, that govern the acceptable use of District technology and online resources by employees.

Each employee authorized to access district technology devices, online resources, internet, learning and data systems, and social media sites are expected to read, understand and comply with the Staff Acceptable Use Policy and applicable Guidelines. Any employee who violates the Acceptable Use Policy or the Guidelines may be subject to disciplinary action, up to and including dismissal. Illegal use of school technology devices including personal devices while using District online resources, internet, learning and data systems, and social media sites will be referred to law enforcement authorities.

CROSS REFS.: IJND, Curriculum and Instruction - Access to Electronic Media
IJNDC-R-1 Website Accessibility
Student Responsible Use Policy Guidelines
Student Acceptable Use Policy Guidelines

Approved:
Reviewed:
Revised:



Conditions for Learning

Parent/Guardian Survey Results



October 2020

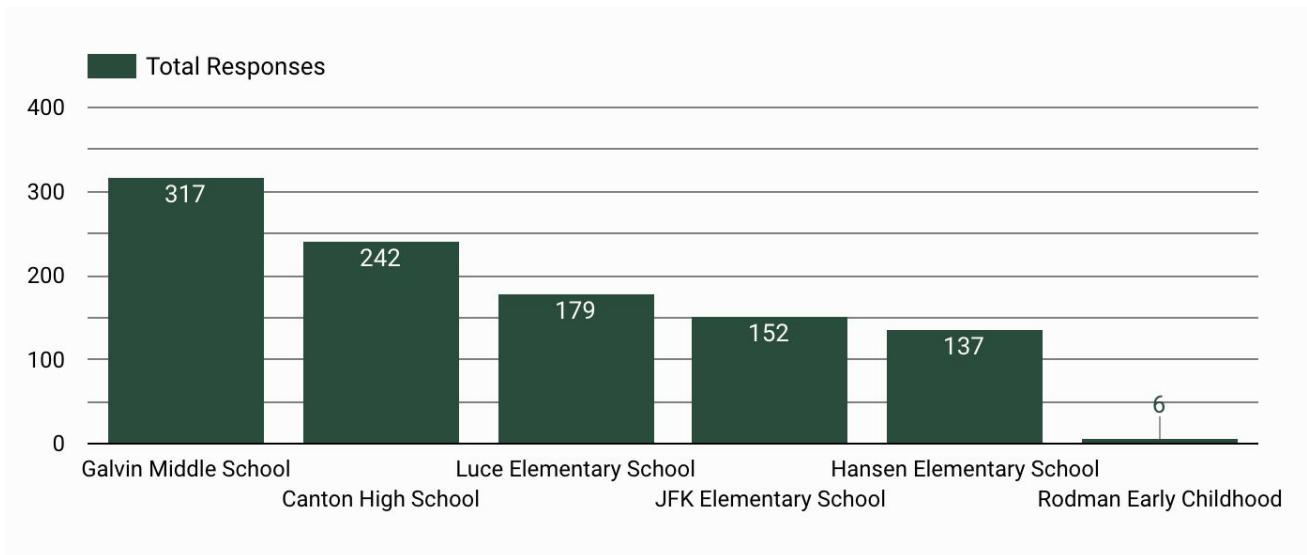


Categories

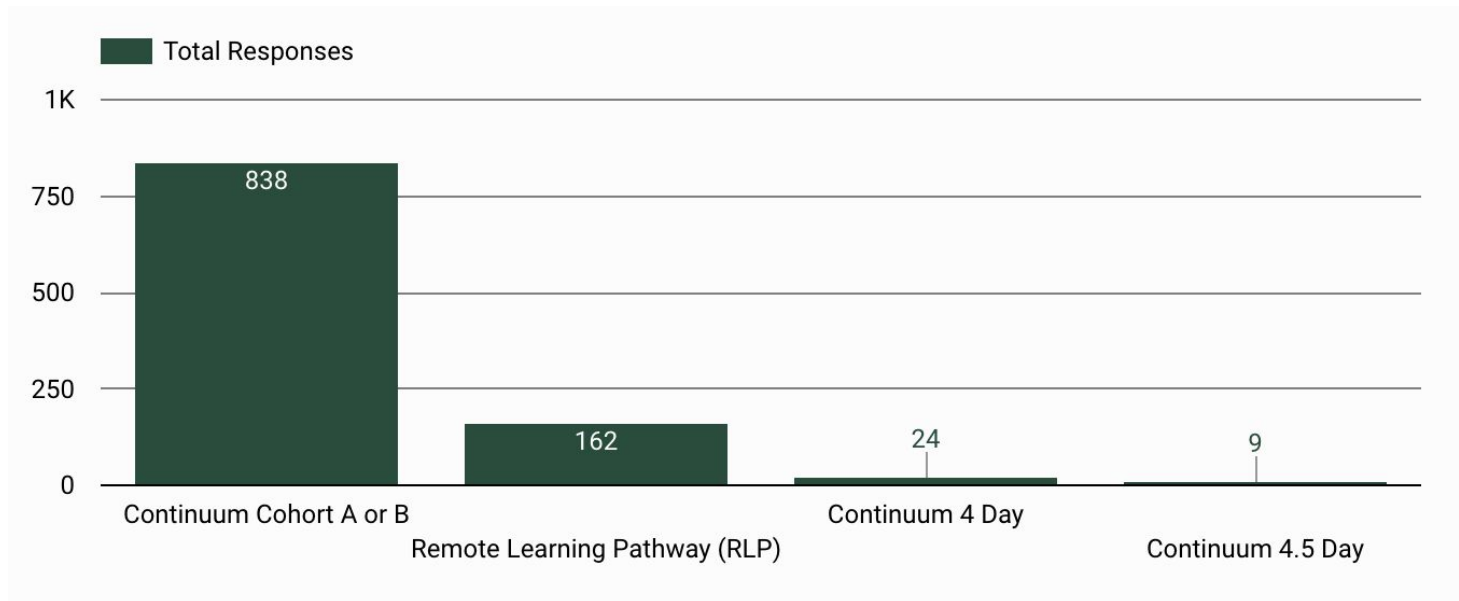
- Safety
- Teaching and Learning
- Social Emotional Learning and Well Being
- Structural Supports for Students
- Technology and Digital Learning

District wide results and trends

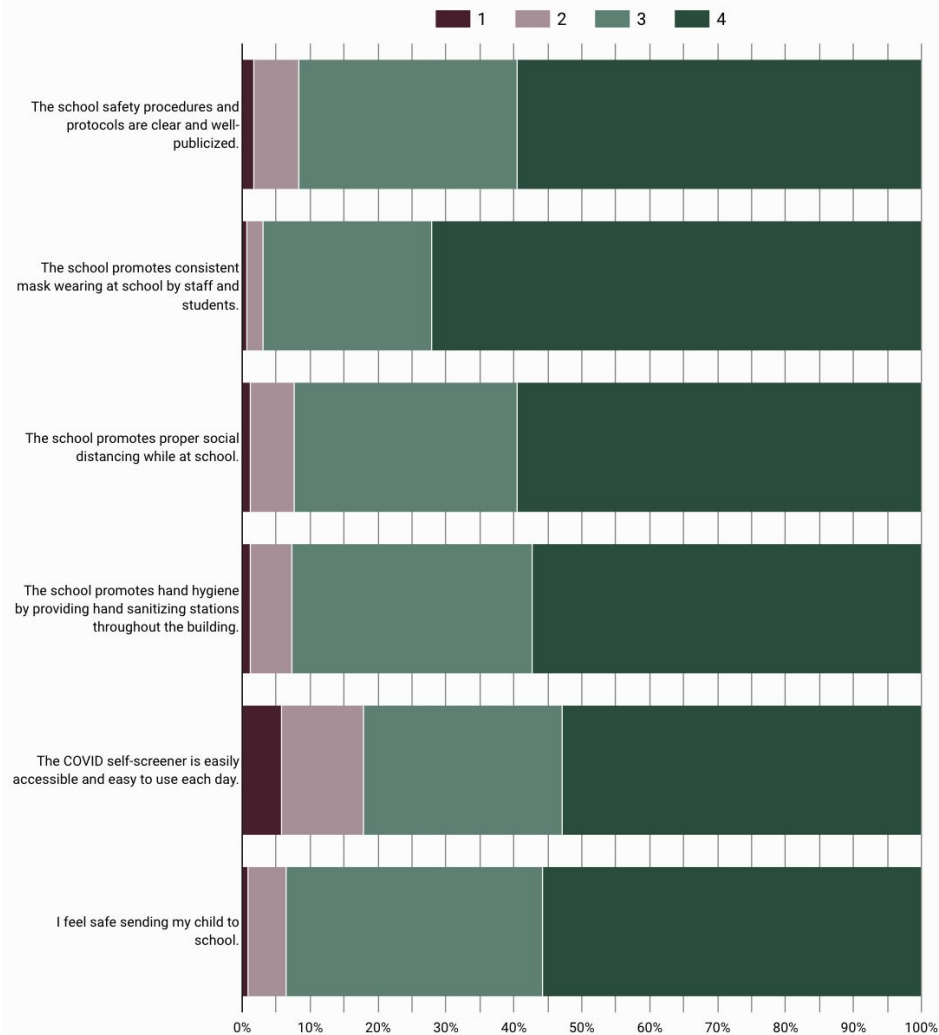
- 1030 Responses
- Distribution by school



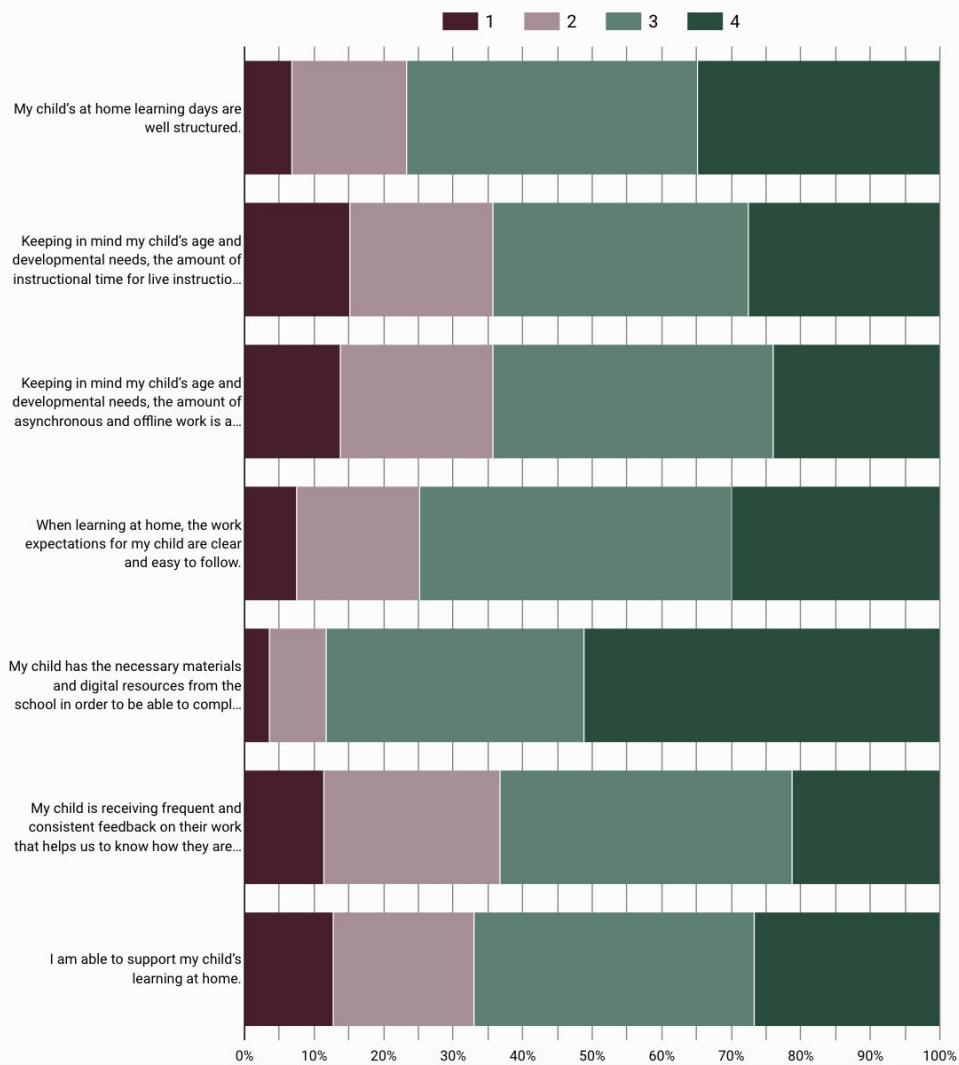
Distribution by learning model



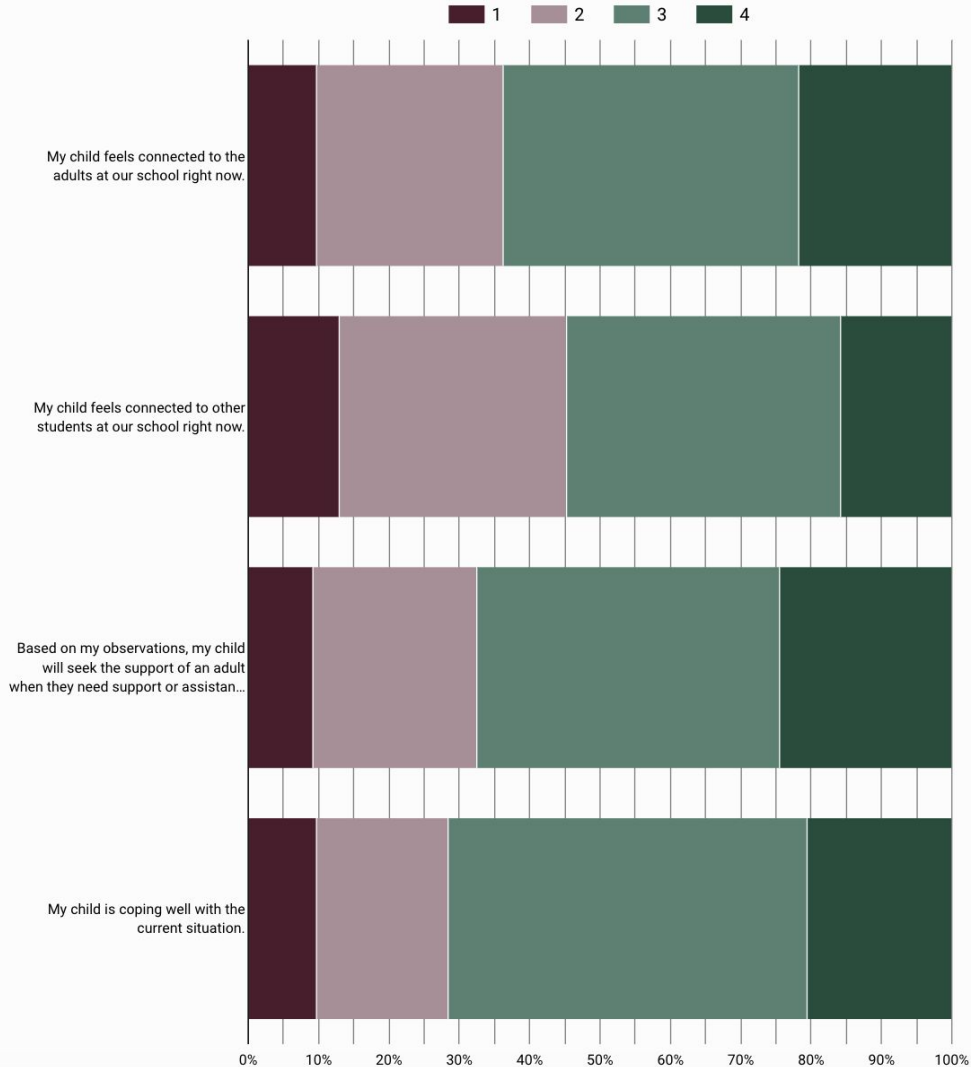
Safety



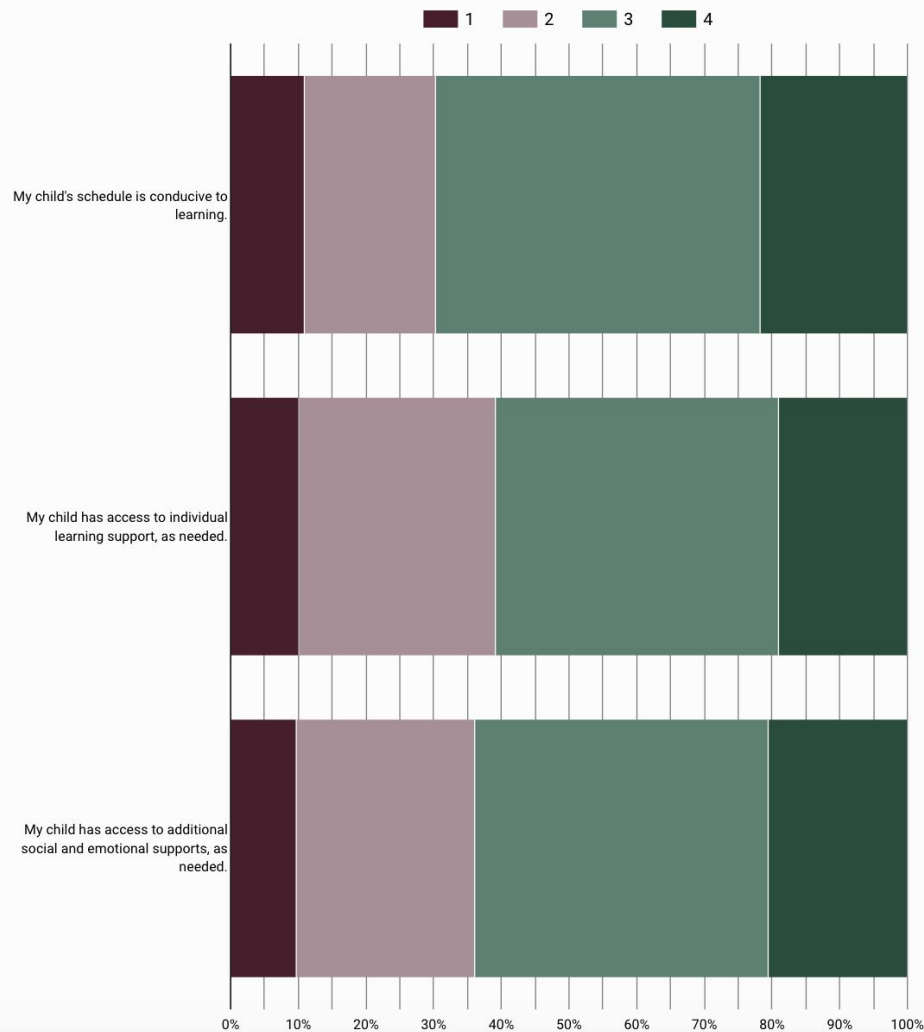
Teaching and Learning



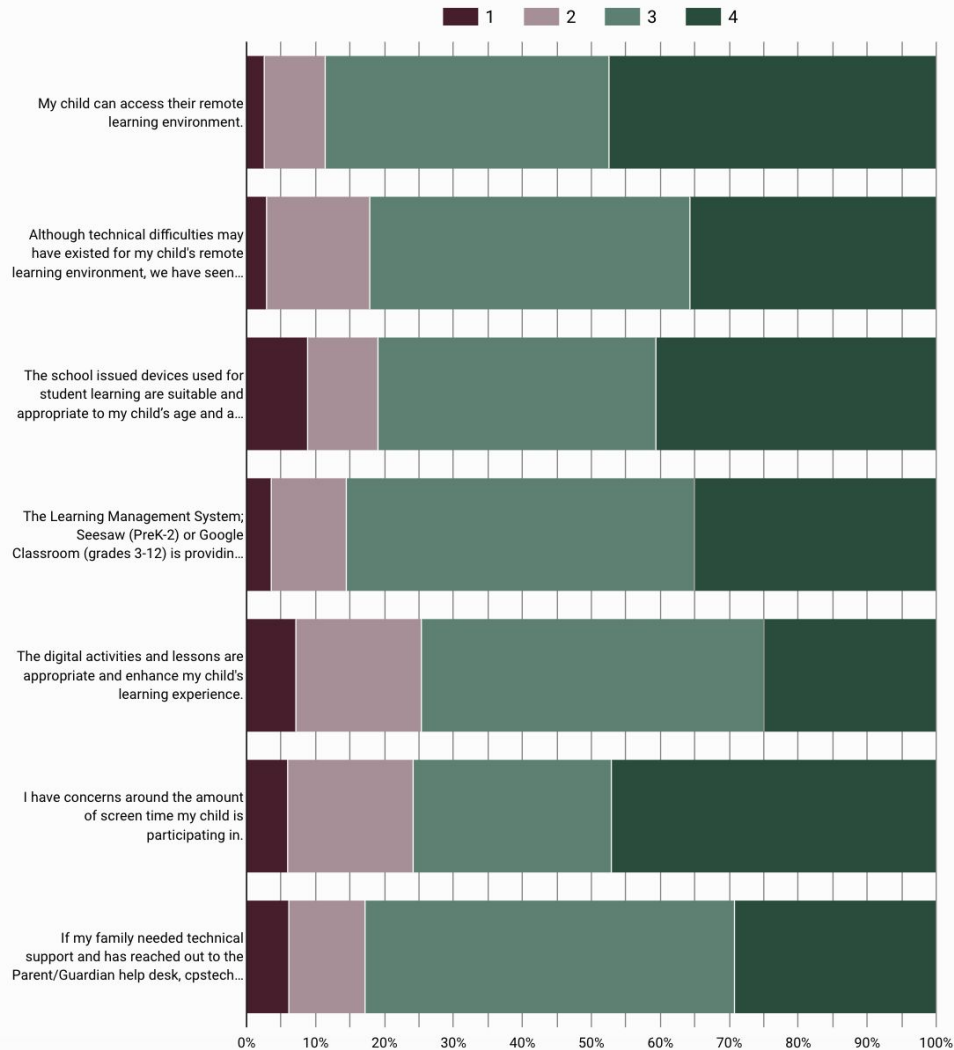
Social Emotion Learning and Well being



Structural Supports For Students



Technology and Digital Learning



Patterns and Trends

- Concerns about screen time
- Focus on Teaching and Learning as we continue Hybrid -- from both the student and staff perspective
- Continued emphasis on safety measures
- Focus on social and emotional wellness and connections

Next steps

- Student surveys
- Staff survey analysis
- School-level analysis and school-based survey, if needed (GMS, for example)
- Adjustments based on feedback and data from parents/guardians, staff and students

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Barry S. Nectow
School Business Administrator

TO: Canton School Committee
FROM: Barry S. Nectow, School Business Administrator
SUBJECT: Proposal to Reduce Transportation Contracts for 2020/2021 School Year
DATE: October 7, 2020
CC: Derek Folan, Interim Superintendent of Schools

We have been working with our two largest transportation vendors to address pricing adjustments as a result of our current operating model.

Both vendors, Connolly Bus Company and Vanpool, made similar adjustments while we were operating in full remote from March to June 2020.

The proposals are as follows:

Vanpool

1. September 1, 2020 – September 15, 2020 – Reduce the daily van rate by 50%
2. Non-transportation due to COVID related closures or abbreviated school schedules – Reduce the rate on non-school days by 22% of the daily van rate

Connolly Bus

1. September 1, 2020 – September 15, 2020 – Reduce the daily bus rate by 47%
2. Non-transportation due to COVID related closures or abbreviated school schedules – Reduce the rate on non-school days by 4.6% of the daily van rate
3. If school is in full remote for 10 days or more, the daily rate will be reduced by 46.4%

If the changes proposed are approved, the district will save \$45,041 from the Connolly Bus contract and \$41,466 from the Vanpool contract. This assumes we stay in hybrid through the end of the school year.

I recommend reducing the rates as proposed herein.

Thank you.

	A	B	C	D	E	F	G	H	I	J	K
30	Connolly Bus										
31	Projected Bus Costs - 2020-2021										
32						\$393.00	\$207.79	\$393.00	\$374.94		
33	Month	# of Days Prior to School Starting	# of Days in School	# of Days Not in School	# of Buses	Contract Cost (180 Days)	Rate Prior to School Starting	Contract Rate	Reduced Rate	Savings	Cumulative
34	September	10	5	5	18	\$141,480	\$37,402	\$35,370	\$33,745	\$34,963	
35	October		17	4	18	\$148,554		\$120,258	\$26,996	\$1,300	\$36,264
36	November		14	3	18	\$120,258		\$99,036	\$20,247	\$975	\$37,239
37	December		13	4	18	\$120,258		\$91,962	\$26,996	\$1,300	\$38,539
38	January		15	4	18	\$134,406		\$106,110	\$26,996	\$1,300	\$39,839
39	February		12	3	18	\$106,110		\$84,888	\$20,247	\$975	\$40,815
40	March		18	5	18	\$162,702		\$127,332	\$33,745	\$1,625	\$42,440
41	April		13	3	18	\$113,184		\$91,962	\$20,247	\$975	\$43,415
42	May		16	4	18	\$141,480		\$113,184	\$26,996	\$1,300	\$44,716
43	June		11	3	18	\$99,036		\$77,814	\$20,247	\$975	\$45,691
44			134	38		\$1,287,468	\$37,402	\$947,916	\$256,459	\$45,691	
45				172							

	A	B	C	D	E	F	G	H	I
19	VanPool								
20	Projected Out-of-District Transportation Costs - 2020-2021								
21				Base Daily Rate	Rate Prior to School Starting	Split Rate			
22				\$200	\$100	\$156			
23	Month	# of School Days	# of Weeks	5	4	3	2	5 Days Every Other Week	Contract Amount
24				16	3	6	3	2	30
25	September	10	3	\$64,000	\$8,604	\$16,416	\$7,812	\$5,340	\$120,000
26	October	21	4	\$64,000	\$11,472	\$21,888	\$10,416	\$7,120	\$126,000
27	November	17	4	\$64,000	\$11,472	\$21,888	\$10,416	\$7,120	\$102,000
28	December	17	3.5	\$56,000	\$10,038	\$19,152	\$9,114	\$6,230	\$102,000
29	January	19	4	\$64,000	\$11,472	\$21,888	\$10,416	\$7,120	\$114,000
30	February	15	3	\$48,000	\$8,604	\$16,416	\$7,812	\$5,340	\$90,000
31	March	23	4.5	\$72,000	\$12,906	\$24,624	\$11,718	\$8,010	\$138,000
32	April	16	3	\$48,000	\$8,604	\$16,416	\$7,812	\$5,340	\$96,000
33	May	20	4	\$64,000	\$11,472	\$21,888	\$10,416	\$7,120	\$120,000
34	June	14	3	\$48,000	\$8,604	\$16,416	\$7,812	\$5,340	\$84,000
35		172	36	\$592,221	\$103,355	\$197,157	\$93,749	\$64,082	\$1,092,030
36		Days of the Week	5					\$1,050,564	\$41,466
37		# of Days - Full Year	180						

CANTON PUBLIC SCHOOLS
Canton, Massachusetts
02021

SUBJECT:
FY21 Increase in Building Rental Rates

DATE: 10/7/2020

DEPT: Business Administrator

REASON:

PREVIOUS ITEM:

Rising Cost of Labor Rates

ENCLOSURES: 1

BACKGROUND:

All outside details worked by custodians must be paid at an overtime rate. Currently, the Collective Bargaining Agreement has set a flat rate at the mutual agreement of the Union and the School Committee. In order to set an hourly rate, we must establish the rate to accommodate all users.

Regular Custodial Rate - Maximum Overtime Rate (Excluding Sundays and Holidays) including Fair Labor Standards Act Differential Add-on	\$49.79
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Sundays & Holidays - Double Time Rate	\$67.04
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RECOMMENDATION:

A proposal to increase rental rates is recommended to the School Committee each year, so the rental rates keep up with the labor rates in the collective bargaining unit.
For FY21, to establish the outside detail rate for organizations using our buildings at \$49.79 (prior year \$48.34) per hour for regular hours; and \$67.04 (prior year \$65.09) for Sundays and Holidays; reflects COLA per contract.

ACTION NEEDED BY THE SCHOOL COMMITTEE:

10/15/2020

Vote the above recommendation.

CANTON PUBLIC SCHOOLS
SCHEDULE OF RENTAL RATES FOR SCHOOL FACILITIES
10/1/2020

FACILITY	HIGH SCHOOL BUILDING "A"		HIGH SCHOOL BUILDING "B"		GALVIN MIDDLE SCHOOL		ELEMENTARY SCHOOLS	
	<u>CAPACITY</u>	<u>FEE</u>	<u>CAPACITY</u>	<u>FEE</u>	<u>CAPACITY</u>	<u>FEE</u>	<u>CAPACITY</u>	<u>FEE</u>
Auditorium & Elementary All Purpose Room (includes one (1) rehearsal)			838	\$1,200			300	\$140
Gymnasium	300	\$95	650	\$275	240	\$125		
Cafeteria			400	\$275				
Cafeteria with Morse Auditorium				\$165				
Kitchen				\$185		\$155		\$140
Class/Music Room		\$65		\$100		\$70		\$70
Library				\$150		\$100		\$100

PERSONNEL AND OTHER FEES

Custodial (except Sundays & Holidays)	\$49.794 per hour
Sundays & Holidays	\$67.04 per hour
Administrative	10% of total cost of custodial fee
Maintenance	15% of total cost of custodial fee
Electricity Surcharge	\$10 per hour
Heating Surcharge	\$100 per four hours
Sound/lighting for Canton High School Auditorium	\$35 per hour

Cafeteria Supervision, Equipment Operator, Tables/Chairs set up/breakdown	Same as Custodial
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Approved by School Committee on:

FY21 Custodial Salary Tables					
School Custodian		09	Building Custodian		
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$20.43		\$1,634.52	\$42,497.52
02		\$21.678		\$1,734.27	\$45,091.02
03		\$22.971		\$1,837.67	\$47,779.42
04		\$24.333		\$1,946.68	\$50,613.68
05		\$25.787		\$2,062.99	\$53,637.74
06		\$27.346		\$2,187.70	\$56,880.20
School Custodian		09A	Building Custodian		
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$20.420		\$1,633.58	\$42,473.08
02		\$21.228		\$1,698.27	\$44,155.02
03		\$22.093		\$1,767.46	\$45,953.96
04		\$22.971		\$1,837.67	\$47,779.42
05		\$23.894		\$1,911.53	\$49,699.78
06		\$24.841		\$1,987.26	\$51,668.76
Building Maintenance		10			
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$21.678		\$1,734.27	\$45,091.02
02		\$22.971		\$1,837.67	\$47,779.42
03		\$24.333		\$1,946.68	\$50,613.68
04		\$25.787		\$2,062.99	\$53,637.74
05		\$27.346		\$2,187.70	\$56,880.20
06		\$28.973		\$2,317.84	\$60,263.84

FY21 Custodial Salary Tables					
Head Building Custodian		11			
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$22.971		\$1,837.67	\$47,779.42
02		\$24.333		\$1,946.68	\$50,613.68
03		\$25.787		\$2,062.99	\$53,637.74
04		\$27.346		\$2,187.70	\$56,880.20
05		\$28.973		\$2,317.84	\$60,263.84
06		\$30.693		\$2,455.47	\$63,842.22
Lead Maintenance		11A			
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$22.971		\$1,837.67	\$47,779.42
02		\$24.333		\$1,946.68	\$50,613.68
03		\$25.787		\$2,062.99	\$53,637.74
04		\$27.346		\$2,187.70	\$56,880.20
05		\$28.973		\$2,317.84	\$60,263.84
06		\$30.693		\$2,455.47	\$63,842.22
Electric & Plumb		15			
		2.00%			
	COLA	FY21			
Step/Level	Percent	Hourly Rate	Daily Rate	Period Rate	Annual Salary
00		\$0.000		\$0.00	\$0.00
01		\$28.950		\$2,315.98	\$60,215.48
02		\$30.693		\$2,455.47	\$63,842.22
03		\$32.517		\$2,601.40	\$67,636.40
04		\$34.480		\$2,758.38	\$71,717.88
05		\$36.534		\$2,922.73	\$75,990.98
06		\$38.738		\$3,099.07	\$80,575.82
Custodial Longevity		Space Differential			Space Differential
AFTER XX Years					
5	\$650	Hansen	\$650		\$1,090.00
10	\$775	Kennedy	\$650		(\$.52 per hour)
15	\$925	Luce	\$650		
20	\$1,050	Galvin	\$950		
25	\$1,200	CHS	\$2,700		