

**LINCOLN-SUDBURY REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MEETING
MINUTES
SEPTEMBER 3, 2021**

Present

Cara Endyke-Doran, Chair; Candace Miller, Vice-Chair; Heather Cowap; Harold Engstrom; Kevin Matthews; Mary Warzynski

Also Present

Bella Wong, Superintendent/Principal

Call to Order

The meeting was called to order at 12:02 pm.

Move to Executive Session

Heather Cowap offered a motion to move the meeting into Executive Session. Kevin Matthews seconded the motion. There was no discussion. All were in favor via a roll call vote.

Return to Open Session

The meeting returned to Open Session at 12:21 pm.

Public Comment

Dr. Paolo Andre, Sudbury

I am a neurologist with a daughter at LS. I respectfully request the School Committee mandate that all staff and faculty at LS be vaccinated to keep all students and staff safe. Like the Newton School Committee, we should mandate this. In the United States, 2 million students have entered the hospital because of COVID and 300 have died. 600,000 Americans have died from the virus. Just yesterday, over 1500 Americans died from COVID. Recently, there was a story that a teacher in California removed her mask to read a story to children. From this event, half of the class was infected, 26 people got sick because the students infected their parents and other family members. Right now we have vaccines approved by the FDA, they are safe and they work. Over 4 billion vaccines have been given in the entire world. In the same way that we don't allow people to drive impaired on our roads because of safety concerns, we should not allow that people not vaccinated to be around our children for safety concerns. I respectfully ask that there be a mandate that all faculty and staff working at LS be vaccinated. Thank you very much.

Information and Discussion

Teachers' Association Memorandum of Agreement to Mandate Staff Vaccination by November 1.

This agreement mandates that all LS staff members be vaccinated by November 1st at the latest. Anyone not fully vaccinated would be required to wear a mask through that time. The agreement applies to all teachers, even those not members of the Teachers' Association. Ms. Miller requested that the consequences for not vaccinating be delineated. Ms. Wong stated

that two reasons only were reasons not to vaccinate: religious beliefs or medical considerations. Any school staff or faculty not vaccinated nor excused by religious or medical reasons would not be able to continue working at LS. Ms. Wong explained that the Memorandum of Understanding was between the LS Teachers' Association and the LS School Committee. She continued that there are approximately 120 people employed by the district. Ms. Wong suggested that if the LS School Committee approves the LS Teachers' Association Memorandum of Understanding, that they also approve having the provisions of the Memorandum of Understanding applied to all LS Staff Employees.

Action Items

VOTE: Harold Enstrom made a motion to approve and sign the Memorandum of Agreement presented the LS Teachers' Association that mandates masking and vaccination for all LS teachers unless religious or health concerns are valid. Mary Warzynski seconded the motion. There was no discussion and all were in favor via roll call vote.

Vote: Harold Enstrom moved that the LS School Committee require the same conditions delineated in the LS Teachers' Association Memorandum of Agreement be adopted as conditions of employment for all Lincoln-Sudbury Regional School District employees. Cara Endyke-Doran seconded the motion. There was no further discussion. All were in favor via a roll call vote.

Letter to LS Community read by Cara Endyke-Doran

Dear L-S School Community:

The Lincoln Sudbury School Committee (LSSC) is pleased to welcome our students and families to Lincoln Sudbury High School for the 2021-2022 school year. We are excited to bring everyone back to full in-person learning this school year.

With the number of COVID-19 cases rising in the country, including in Massachusetts, LS has updated its COVID-19 precautions. While we will continue to make adjustments to our safety protocols as the pandemic evolves, LS will be opening with multiple layered prevention measures in place to ensure we stay open safely throughout the year. The details were released by Superintendent Wong on August 27th.

We are pleased to share that COVID-19 vaccinations will be a condition of employment at L-S, with exemptions permitted for those with medical or religious conditions. [As per the CDC](#), vaccination is the leading public health prevention strategy to end the COVID-19 pandemic. This is an important part of our strategy to keep students and staff healthy and safe and meet our goal of educating our students in-person. We would like to acknowledge and thank our LS administration, teachers, and staff for working in partnership with the LSSC to make this happen, further showcasing their dedication and commitment to the education and well-being of our students. We would like to thank the families who are eligible to be vaccinated and have gotten themselves vaccinated for their effort to keep our community safe and encourage those who have not yet done so

to get fully vaccinated. The LSSC is committed to working in partnership with our families for a safe and successful year.

Warm regards,

[Cara Endyke Doran](#)

On behalf of the Lincoln-Sudbury School Committee

Future Agenda Items

Candace Miller suggested that there should be further discussion regarding vaccinations for students involved in extra-curricular activities. Mr. Engstrom added that the further data should be discussed by the School Committee members regarding in school transmission. Ms. Miller recognized that collecting this data would take some time as local Boards of Health were not equipped to provide it and LS does not have the staff to collect and analyze such data. Ninth grade families have been reminded to submit their vaccination data and reminders will be similarly sent to students in other grades.

Public Comment

Dr. Paolo Andre, Sudbury

Thank you very much for approving the mandate for staff and faculty. I imagine that all students will be required to become vaccinated as a means for keeping all students safe. Of course, my daughter is vaccinated. Unvaccinated students should not be allowed to come to school.

Adjourn

Ms. Miller offered a motion to adjourn which was seconded by Kevin Matthews. There was no discussion. The meeting was adjourned via roll call vote at 12:37 pm.

Respectfully submitted,
Francy Zingale

To view video of the meeting, please go to: <https://sudbury.vod.cstus.tv/vod>