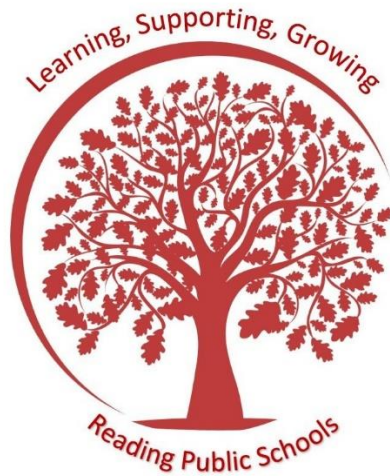


Reading Public Schools
School Committee Meeting Packet
September 8, 2022



Open Session 7:30p.m.

RMHS Schettini Library



Town of Reading Meeting Posting with Agenda

Board - Committee - Commission - Council:

School Committee

Date: 2022-09-08

Time: 7:30 PM

Building: School - Memorial High

Location: School Library

Address: 62 Oakland Road

Agenda:

Purpose: Open Session

Meeting Called By: Shawn Brandt, Chair

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.

Topics of Discussion:

7:30 p.m.	A.	Call to Order
7:35 p.m.	B.	Public Comment Reports 1. Student 2. Assistant Superintendent of Student Services 3. Assistant Superintendent of Learning & Teaching 4. Director of Finance and Operations 5. Superintendent 6. Liaison/Sub-Committee
7:45 p.m.	E.	New Business 1. Hearing for Public Input on Killam Feasibility Study Warrant Article 2. Draft Warrant Article Introduction
	F.	Information / Correspondence 1. Email from Emmy Dove RE: RPS Covid precautions 2. Email from Donna Haros RE: question [cellular service] 3. Email from Monette Verrier RE: Varsity Swim Practice times and The YMCA
9:00 p.m.		Adjourn

**Times are approximate

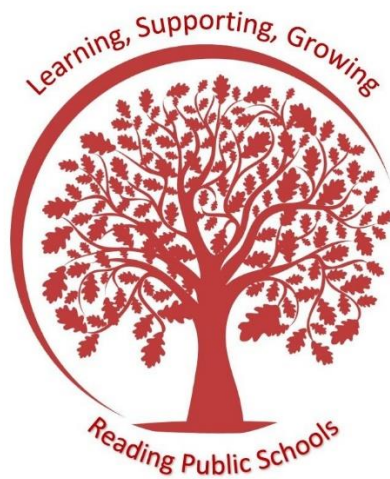
Join Zoom Meeting

<https://readingpsma.zoom.us/j/81749033302>

Meeting ID: 817 4903 3302

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.

Reading Public Schools
School Committee Meeting Packet
September 8, 2022



New Business



Administrative Offices
82 Oakland Road
Reading, MA 01867
781 944-5800

READING SCHOOL COMMITTEE

Shawn Brandt Chair
Carla Nazzaro Vice-Chair

Erin Gaffen
Sarah McLaughlin
Charles Robinson
Thomas Wise

Thomas Milaschewski, Ed.D.
Superintendent of Schools

TO: Reading School Committee
FROM: Shawn Brandt, Reading School Committee Chair
DATE: September 7, 2022
TOPIC: Killam Warrant Article Hearing

Our primary agenda topic for tomorrow's meeting will be a public hearing to gather input related to the Killam feasibility study warrant article, in advance of a vote on September 15th. This memo outlines the procedures we will follow during the hearing:

- No earlier than 7:30, I will open the hearing.
- Carla will read the public hearing notice, which was advertised at Town Hall and in the local press over the last two weeks.
- Dr. Milaschewski, Susan Bottan, Carla Nazzaro and I will give a brief presentation summarizing key elements of the much longer presentation from last week. We will summarize the impetus to address the Killam building, the MSBA building process, and the specifics of what the proposed warrant article will provide.
- We will then invite any other public officials in the audience to offer any comments. Several other boards and committees are expected to attend the hearing.
- We will then invite members of the public to provide input. We will follow the typical public comment procedures (speaker must identify themselves, max of 3 minutes per speaker). Comments during this period must be on topic. If there are many speakers, a hearing requires that they all have an opportunity to speak, so we will not employ any kind of lottery.
- As the hearing proceeds, we may entertain a motion to continue the hearing, or upon reaching the end of public input, to close the hearing. It is permissible to close the hearing but leave the record open until a date and time certain in the future to allow for additional written input.

Public Hearing on the Killam School Building Project

September 8, 2022





Why Killam Needs to Be Addressed

- Facilities

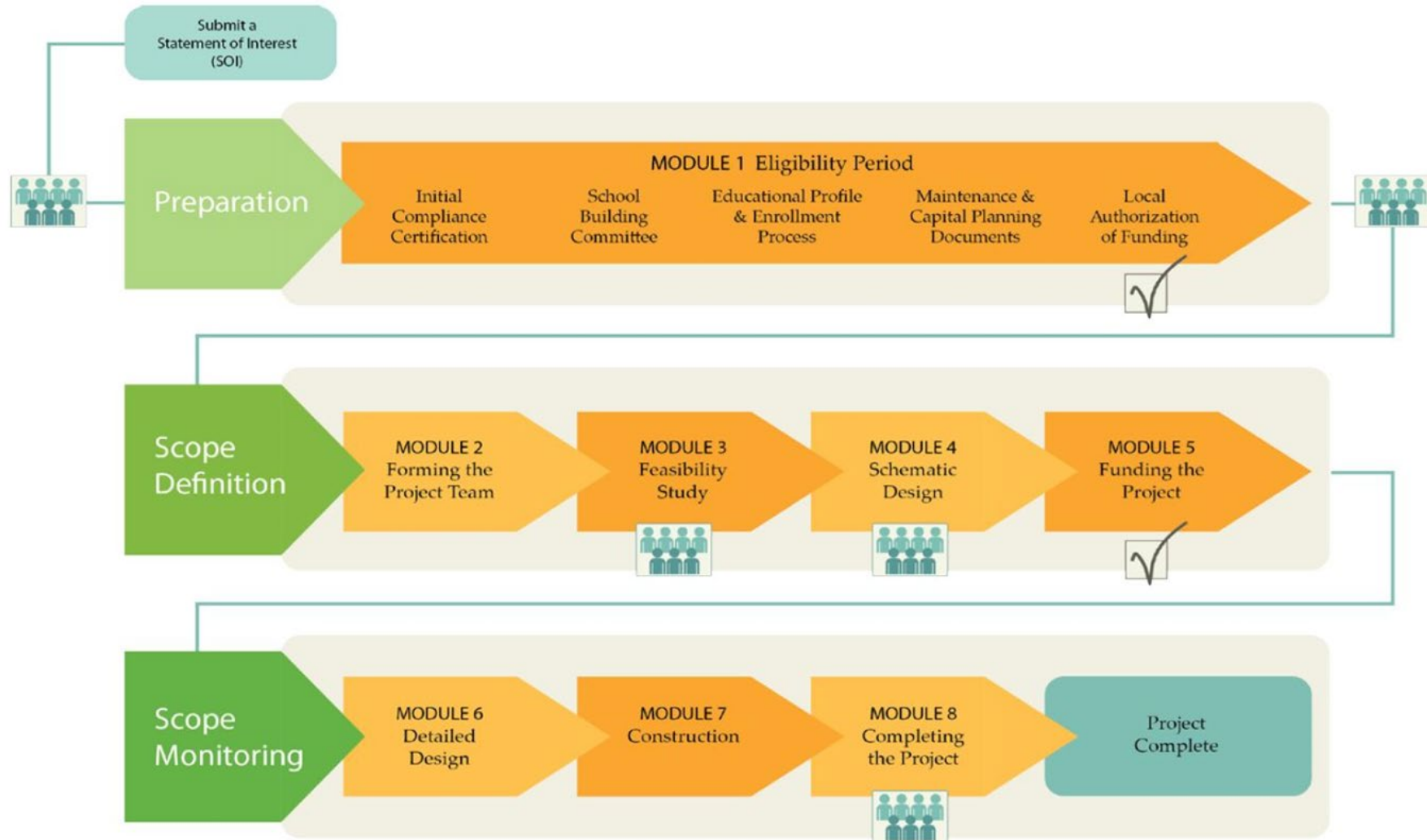
- Lead in drinking water
- Lack of ADA compliance in Hi-Def areas, student and staff bathrooms, entrances and exits, cafeteria stage
- Classroom access requires passing through other classroom
- Limited electrical and data connections
- Lack of fire sprinkler system
- Large scale door and window replacement needed
- Opportunity for increased sight lines for safety
- Water infiltration during heavy rain

- Programmatic

- Small group spacing
- EL and Special Education services
- R.I.S.E.



Overview of MSBA Process





Prospective MSBA Timeline

Eligibility Period/Preparation	270 days
June 1, 2022 through February 23, 2023	
12 Weeks Elapsed, 28 Weeks Remaining	
Project Team (OPM, Designer)	150 days
Feasibility Study	300 days
Schematic Design	75 days
Project Scope & Funding	90 days
Final Design 1 year Construction	1.5 years
	Total = 3.5 years

*The above are maximum allowed durations. Many steps will likely overlap, resulting in a shorter, 3.5-year timeframe.



Implications of November Town Meeting Vote

The \$2.2M request on the November Town Meeting warrant would pay for:

- Hiring an OPM (Owner's Project Manager) to provide the town with an objective third party to oversee future project phases
- Securing a designer to develop a specific solution that is a best fit for Reading and our needs
- Advancing our understanding of the needs and options for the Killam site by funding more detailed analyses



Why Funding the Feasibility Study is Important

- Required step to move beyond the eligibility period into Module 2
- Will provide a much stronger basis for estimating project costs before the town is asked to support funding of the full project
- Included contingencies to help ensure all required analyses may be completed within this ask
- Much of the \$2.2M is reimbursable from the MSBA should we move forward with a funding agreement



Feasibility Study - Appropriation for Modules 2-5

Designer & OPM Estimated Fees for Modules 2-5:

Designer Fees.....	\$740,000	
Reimbursable Costs.....	\$ 20,000	
Testing & Other Services:		
Geotechnical & Geo-Environmental.....	\$270,000	
Hazardous Materials.....	\$120,000	
Site Survey.....	\$ 70,000	
Wetlands.....	\$ 15,000	
Traffic Study.....	\$ 40,000	
OPM Fee.....	\$260,000	
Estimating Contingency (20%).....	\$300,000	
Feasibility Study Total (2021).....		\$2,000,000
10% Escalation	\$200,000	
Feasibility Student Total (2022).....		\$2,200,000



Administrative Offices
82 Oakland Road
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READING SCHOOL COMMITTEE

Shawn Brandt Chair
Carla Nazzaro Vice-Chair

Erin Gaffen
Sarah McLaughlin
Charles Robinson
Thomas Wise

Thomas Milaschewski, Ed.D.
Superintendent of Schools

TO: Reading School Committee
FROM: Shawn Brandt, Reading School Committee Chair
DATE: September 7, 2022
TOPIC: Draft Warrant Article Introduction

Town Manager Fidel Maltez has asked that we provide a background section to accompany the Killam feasibility study warrant article, should we vote to submit it to the Select Board in our meeting on the 15th. The warrant will close later this month, so we need to be prepared to approve the background section in parallel to the article itself. I have drafted the following for your consideration. In our meeting on September 8th, Committee members may provide input or feedback, and we will review and vote on any revisions on September 15th.

Background: The Killam Elementary School opened in 1969, and has not undergone any significant renovations since opening. While the facility has been well-maintained, it is now 53 years old and has a number of deficiencies. The building is not fully ADA-compliant, including bathrooms and entry points to some classrooms and common areas. The water fountains have been unusable for years due to lead levels, requiring the district to provide drinking water through expensive and wasteful water bottles. Many of the windows and doors are original to the school, so they are not energy efficient and create challenges with maintaining comfort levels. There is a fire alarm system, but no fire suppression system. Sightlines to the main doors are poor, presenting a security concern. Due to the age of the foundation, there have been some issues with water infiltration.

Programmatically, the building's configuration also presents many challenges. Some classrooms and common spaces are only accessible through other classrooms. The library / media center is an open space located at the "crossroads" of the building, which makes it difficult to maintain a quiet environment or use the space for special education or other services that may call for a degree of privacy. The needs of students and our understanding of how to provide appropriate interventions have changed over the many decades since Killam was built, and the building doesn't adequately support the space requirements for these needs. Tier 2 supports (such as small reading groups) are taking place in open settings, including hallways. Spaces originally intended for storage have been converted to offices and even learning spaces in some cases. The accessibility challenges of many of the building's spaces significantly limit the staff's ability to creatively use the building's footprint.

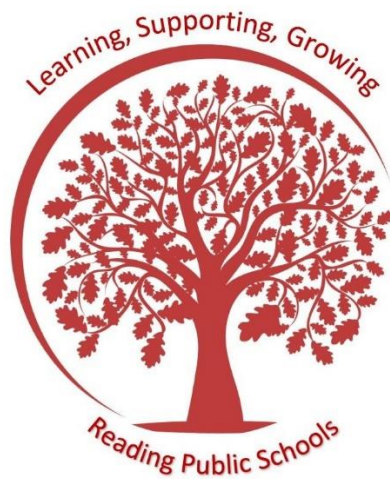
It could be possible to address some of these deficiencies through smaller renovation projects, but given the scope of the needs, it is likely that any significant renovations would reach a threshold of 20% of the building's assessed value. This would trigger a number of compliance requirements that are currently grandfathered in (including ADA

compliance). As a result, while renovations are a possible outcome of the MSBA process, a new building may be the more likely outcome.

In March, Reading was fortunate to be invited by the Massachusetts School Building Authority (MSBA) to the Eligibility Period, opening the door to significant MSBA financial support for a renovation or rebuild of Killam. While the precise figures are to be determined, this program may provide reimbursement to the town for nearly half of the cost of any project. RPS and town staff have been working diligently over the last several months to meet the numerous requirements to graduate from the Eligibility Period into Modules 2-5, which will allow us to form a project team, conduct a feasibility study, develop a schematic design, and pursue town and MSBA approval to enter into an agreement around project scoping and funding.

This warrant article is among the final requirements for advancing beyond the Eligibility Period – specifically the “community authorization” requirement. It a) provides an affirmative vote from Town Meeting as an indication to the MSBA that the town is likely to support a project that emerges from the design phase, and b) provides the funding required to proceed through Modules 2-5, including hiring an Owner’s Project Manager (OPM), a designer, and paying for a number of analyses and studies related to the site that may be required.

Reading Public Schools
School Committee Meeting Packet
September 8, 2022



Information/ Correspondence

Email From Emmy Dove: RE: RPS Covid precautions

From: Emmy Dove <elbdove@gmail.com>
Sent: Monday, August 15, 2022 4:36 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Cc: Solarin, Adetokunbo <asolarin@ci.reading.ma.us>; Milaschewski, Thomas <Thomas.Milaschewski@reading.k12.ma.us>; Giuliana, Mary <MARY.GIULIANA@reading.k12.ma.us>
Subject: RPS Covid precautions

To the School Committee members:

As we approach the 2022/23 academic year, I would like to know how the district plans to mitigate Covid transmission. My motivation is two-fold:

1. To **minimize disruptions** to in-person learning, and
2. To **reduce risk** to higher risk members of the school community (students, staff, and their household members)

(Higher-risk, as defined by CDC ([link](#)), includes children and adults with obesity, diabetes, or asthma, or who are immunocompromised, and adults over the age of 50 or who are pregnant.)

The recently updated CDC guidance ([link](#)) set a floor for minimum recommendations with suggestions for increased mitigations (including masks and/or testing) as needed. With respect to mask use, the CDC recommends universal masking when the Community Level is **High**. Additionally, they recommend high-risk individuals, or those who have significant contact with **high-risk individuals**, wear masks when the Community Level is **Medium**. The following two statements from the above guidance should be taken into consideration when setting policy:

“Schools with students at risk for getting very sick with COVID-19 must make reasonable modifications when necessary to ensure that all students, including [those with disabilities](#), are able to access in-person learning. Schools might need to require masking in settings such as classrooms or during activities to protect students with immunocompromising conditions or other conditions that increase their risk for getting very sick with COVID-19 in accordance with applicable federal, state, or local laws and policies. For more information and support, visit the [U.S. Department of Education’s Disability Rights](#) webpage. Students with immunocompromising conditions or other conditions or disabilities that increase risk for getting very sick with COVID-19 should not be placed into separate classrooms or otherwise segregated from other students.”

“Schools and ECE programs should also consider the needs of [people who are at risk for getting very sick with COVID-19](#) or who have family members at risk for getting very sick with COVID-19. Some students and staff may need additional protections to ensure they can remain safely in the classroom. In addition, people who spend time indoors with individuals at risk for getting very sick with COVID-19 should consider taking extra precautions (for example, wearing a mask) even when the COVID-19 Community Level is not high. School districts, schools, ECE programs, and classrooms may choose to implement masking requirements at any COVID-19 Community Level depending on their community’s needs – and especially keeping in mind those for whom these prevention strategies provide critical protection for in-person learning.”

While I feel the Community Level metric alone is not ideal due to its lagging nature (no inclusion of wastewater data), it is a consistent metric that does reflect current severity of disease, and as such, would be a **reasonable bare minimum** trigger for mask policy. Last spring, the district did not follow this CDC guidance so I’d like to know if there are plans to do that this academic year.

I’d also like to ask the district to consider how to better adhere to CDC guidance regarding post-isolation. Last year, the district recommended, but did not require, testing out of isolation. This is in keeping with CDC guidance. It is worth noting that it is relatively common for individuals to remain infectious for 9+ days. **My concern is that students who were likely still infectious were co-mingling with uninfected individuals indoors during mask-free times such as lunch.** This is not in keeping with CDC guidance as individuals who leave isolation at day 6 without a negative test should remain masked at all times in public. I ask the district to come up with a solution to this loophole (e.g. requiring testing to return, separate or outdoor dining, etc.).

Lastly, I’d like to refer you to **2 useful resources** with policy suggestions. The first is a preprint **article** ([link](#)) by Kathryn Hall et al. (BWH/HMS and Boston Public Health Commission, in collaboration with BU and Harvard) analyzing the impact of lifting school universal masking requirements in the Greater Boston area last spring. The conclusion is that the **lifting of universal mask requirements was associated with an excess of Covid cases** (33% in students and 40% in staff), thereby increasing absenteeism and the associated economic and educational impacts, in addition to disease burden. It is important to note that mask use will not eliminate surges, particularly around the holidays when social gatherings are common, but it will reduce the magnitude of those surges (even more so outside of holiday-associated surges). The second resource is the **Equity Policy Plan** ([link](#)), drafted by public health officials and researchers. It contains **tangible and moderate** suggestions for policy. I’d encourage you to review both.

As always, I thank you for your time and efforts. I do hope you will consider communicating with the local health department and/or Board of Health when setting policies.

Emmy Dove
Charles St.

From: Giuliana, Mary <MARY.GIULIANA@reading.k12.ma.us>

Sent: Thursday, August 18, 2022 3:07 PM

To: Emmy Dove <elbdove@gmail.com>

Subject: RE: RPS Covid precautions

Hi Emmy,

I hope you are well and enjoying the summer!

Thank you for your input, your thoughtful perspective as both a scientist and a parent are always very much appreciated.

As we begin our third year of the COVID-19 pandemic, we are currently reviewing the recent CDC and DPH guidance updates, and planning our response protocols for the upcoming year in collaboration with our public health department and school leadership.

We have continued to provide a monthly vaccine clinic held at one of our schools, which provide both our school community and greater Reading community access to. This summer, in addition to our regular clinics, we were able to provide two vaccination clinics for our students and are happy that many families took advantage of this.

Although masking is no longer mandated, we support and encourage any students or staff who would like to mask to

continue to do so, especially those considered high risk for COVID-19. We have high quality masks available in all of our schools and will continue to encourage masking as a mitigation strategy.

Thank you for sharing the resources, they provide very useful information.

I would be happy to discuss in more detail with you at a time that is convenient.

Take care,

Mary

From: Brandt, Shawn <Shawn.Brandt@reading.k12.ma.us>

Sent: Tuesday, August 16, 2022 10:02 AM

To: Emmy Dove <elbdove@gmail.com>; Milaschewski, Thomas <Thomas.Milaschewski@reading.k12.ma.us>; Giuliana, Mary <MARY.GIULIANA@reading.k12.ma.us>

Cc: Brown, Susan <Susan.Brown@reading.k12.ma.us>; asolarin@ci.reading.ma.us

Subject: Re: RPS Covid precautions

Hi Emmy,

Hope you're doing well!

Thanks for your message and for the resources you shared. I'm writing to confirm that the committee received your message.

The SC currently does not have any policy discussions planned around implementing a masking policy for the upcoming school year, but I know that Tom and Mary are meeting on this topic and fully intend to engage with Ade as well (if they haven't already). I'm anticipating an update as part of our "back to school update" agenda topic during our next meeting on 8/29.

I did want to also share that DESE issued new guidance just yesterday, which I'm sure we're all still digesting: <https://www.doe.mass.edu/covid19/on-desktop.html>

Thanks,
Shawn Brandt

Email From Donna Haros: RE: question [cellular Service]

From: Donna Haros <harosshindelman@gmail.com>
Sent: Saturday, September 3, 2022 7:15:23 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: question

Good Evening.

I hope everyone on the school committee enjoyed their summer and look forward to an eventful, successful school year.

I am writing to you at this time to inquire if the school committee can have any effect on the lack of cellular service near the High School, Birch Meadow, YMCA and Coolidge area. Specifically with regards to Verizon. I sarcastically refer to this as the Bermuda Triangle in Reading.

It has come to my attention that there was a cellular tower near the water tower, which is no longer, making the cellular service for Verizon customers more difficult. While I can request from Verizon a tower be put up, it is my hope that if it comes from the school and their many, many students, staff and parents, we may be able to convince them to do something.

Many kids rely on their cell phones to reach out to parents in regards to cancelled practices. Or perhaps a change in location for an activity. I can appeal to Verizon myself as a customer, but this would certainly benefit the greater mass of people if the school could get behind this.

I realize this has **nothing** to do with academics, but request that you consider this or at least refer this request to the appropriate person(s).

Thank you for taking time to read this email.

--
Sincerely,

Donna Haros
(she/her)
(Formerly Donna Haros-Shindelman)

From: Brandt, Shawn <Shawn.Brandt@reading.k12.ma.us>
Sent: Sunday, September 4, 2022 6:18 PM
To: Donna Haros <harosshindelman@gmail.com>
Cc: Milaschewski, Thomas <Thomas.Milaschewski@reading.k12.ma.us>; Brown, Susan <Susan.Brown@reading.k12.ma.us>
Subject: Re: question

Thank you for your message, Ms. Haros. I wanted to let you know that the Committee received your message.

We've heard that many folks have similar concerns, but I unfortunately don't see anything we can do as a committee within our purview.

I would recommend that you and other neighbors concerned about the cellular service contact the Select Board. They have been involved in oversight of the development of the new water tower and negotiations with the cellular providers. My understanding, though, is that the providers are generally motivated more by hearing from their customers directly in cases like these.

Hope you are well and had a wonderful summer!

-Shawn Brandt, SC Chair

Email from Monette Verrier: Re: RMHS Varsity Swim practice times and The YMCA

From: Monette Verrier <monette.verrier@gmail.com>

Sent: Wednesday, August 24, 2022 10:29 PM

To: Milaschewski, Thomas <Thomas.Milaschewski@reading.k12.ma.us>; Hardy, Sarah <Sarah.Hardy@reading.k12.ma.us>; Tracey, Kevin <Kevin.Tracey@reading.k12.ma.us>; Zaya, Thomas <Thomas.Zaya@reading.k12.ma.us>; DG School Committee <SchoolCommittee@reading.k12.ma.us>; Brandt, Shawn <Shawn.Brandt@reading.k12.ma.us>; Wise, Thomas <Thomas.Wise@reading.k12.ma.us>; John Feudo <jfeudo@ymcaboston.org>; jamesmorton@ymcaboston.org; jarrettroyster@ymcaboston.org; icollins@ymcaboston.org; selectboard@ci.reading.ma.us; alennon@kb-law.com; cflaherty@berkshirebank.com; Deshanthiperera@gmail.com; gryanboston@gmail.com; jmurphy@memberspluscu.org; johnm@stonehamford.com; kbriere@jhancock.com; kevinbariel@barilefuneral.com; mark@tarpeyinsurance.com; Dan Thadeio <dthadeio@gmail.com>

Cc: The Boemer Family <smasonboemer@partners.org>; Eric Boemer <e.boemer@comcast.net>; audrahart@me.com; Kevin Cashin <kgcashin@gmail.com>; jenhensk@gmail.com; tesoro922@yahoo.com; christymagoon@me.com; Shawn Green <sgreen226@gmail.com>; Peter Verrier <peter.verrier@sap.com>

Subject: RMHS Varsity Swim practice times and The YMCA

As parents of the captains for the boys and girls RMHS swim team, we are writing to share our extreme dissatisfaction with the pool/practice times for the '22/'23 season. We implore the leadership of the school system and YMCA to hold an urgent meeting and change the proposed schedule for the upcoming Fall and Winter seasons. Despite a long-standing practice that is documented in a legal agreement for the construction of the Burbank pool (attachment 1, page 8), the YMCA has chosen to deprioritize high school swimming and renege on its historic commitment to provide preferential swim times to RHMS (see Attachment 2 for timeline). The school and its athletic department appear to be a mere conduit to communicate the suboptimal options being offered by the YMCA and have not satisfactorily addressed the concerns raised at the November 22, 2021 meeting with Assistant Superintendent, Sarah Hardy and Athletic Director, Tom Zaya. At that meeting, parents expressed specific concerns about the safety and wellbeing of swimmers associated with the 5:30 am/8:00 pm practice slots for the '21/'22 season as well as broader notions that an increasingly fragmented relationship between the YMCA and RMHS will be determinantal to the future of high school swimming.

For an organization committed to "individuals and families in our communities", it is striking how the Burbank YMCA has segmented its constituents to achieve short-term economic gain from lessons, the BYB swim team, and members advocating for open lane times while failing to recognize the long-term and synergistic relationship that high school swim families have as members, donors, and a source of student volunteers, lifeguards, and instructors. The YMCA embraces its special connection with the Town of Reading and is requesting ARPA funding to advance exciting new programming and yet, at the same time, they are unwilling to partner with our school system to sustain the schedule that enabled students to walk from RMHS to the pool for 3:15-4:45 practice. That schedule was not just a convenience but an important part of creating a swim community in Reading and reducing barriers to entry into this sport for any RMHS student who might have economic, transportation, or other impediments to evening participation.

As parents, we have been caught in a communication bureaucracy that continues to focus on minor improvements in scheduling (7:00-8:30 pm) and fails to answer the fundamental question about why the afternoon high school swimming lane spots were given away to other pool constituent groups? We've heard the excuses of COVID disruption and delayed school start but fundamentally neither the YMCA nor high school has sat down to truly advocate and negotiate on behalf of these student-athletes. The RHMS swim team appears to be just another rental arrangement so if paying a higher rate for preferred pool time is the solution, then that should be discussed. Otherwise, the YMCA is sending a message about its programming priorities and there will be a wide social network of parents expressing frustration that this is not an organization invested in the swimming community of Reading.

We would appreciate your immediate thoughts and reactions to this letter as we continue to manage a broader group of parents seeking to escalate these concerns to media sites. Please work with us in the spirit and generosity of Nelson Burbank who helped create this pool as a community asset and restore the RMHS swim times to afternoons.

Sincerely

Parents of the RMHS Girls and Boys Swim Team Captains

Eric and Sally Boemer

Shawn and Lihn Greene

Kevin and Audra Cashin

Scott and Christy Magoon

Peter and Monette Verrier

Sean and Jen Tesoro

BENEFITS SCHEDULE

The following defined benefits are available for residents of Reading during such time as such person is a resident of Reading:

1. **Summer Open Swim:** During July and August there will be swim times available for the public. Summer Open Swim fees for Reading residents will remain the same as the 1998 Grant Municipal Pool fees for the first year of operation under this agreement. Fees will increase by one dollar (\$1.00) for each of years two and three of operation under this agreement. Under this arrangement, the fee schedule for the first three years of operation under this agreement is as follows:

<u>User</u>	<u>First Year</u>	<u>Second Year</u>	<u>Third Year</u>
• Children under 16 years old	\$1.00	\$2.00	\$2.00
• Adults (over 16 years old)	\$3.00	\$4.00	\$4.00
• Family	\$5.00	\$6.00	\$6.00

Daily user fees include use of the entire PROVIDER facility. Seasonal passes will be available and the monetary value of a seasonal pass can be applied to PROVIDER membership. After the first three years of operation, the PROVIDER shall set fees.

2. **Summer Swim Program:** During the months of July and August there will be a seven week Summer Swim Program at the PROVIDER pool in conjunction with the Reading Recreation Department Camp Program. Swim time will be Monday through Friday from noon to 2:30 p.m. Such time may be modified by mutual agreement between the PROVIDER and the Reading Recreation Department Director. Four lanes of the big pool and access to the teaching pool will be available for that program. During the first year of operation the Reading Recreation Department (RRD), acting as an agency of the Town, will pay the PROVIDER an annual staffing fee of three thousand dollars (\$3,000). That staffing fee imposed by the PROVIDER will not increase in the second and third years of operation by more than 5% per year. After the first three years of operation, the PROVIDER shall set fees.
3. **Swim Lesson Fees:** For three years, the Summer swim lesson fees charged to Reading residents by the PROVIDER will be comparable to the 1998 fee schedule as charged by the RRD at the Grant Pool. A copy of such schedule is attached hereto. After the first three years of operation, the PROVIDER shall set fees.
4. **RMHS Interscholastic Swimming:** There will be preferential swim times available for Reading Memorial High School (RMHS) boys and girls swim teams. Four lanes would be available for practice sessions, 2 hours per day for a maximum of 6 days per week during the applicable varsity swim season. All lanes in the big pool would be available for home swim meets. RMHS will pay the same fee as the 1997 rental fees (\$35.00 per hour for practice and \$100.00 per hour for swim meets) for year one of the agreement. For the second and third years of operation, RMHS will pay 50% of the normal rental rate as determined by the PROVIDER after

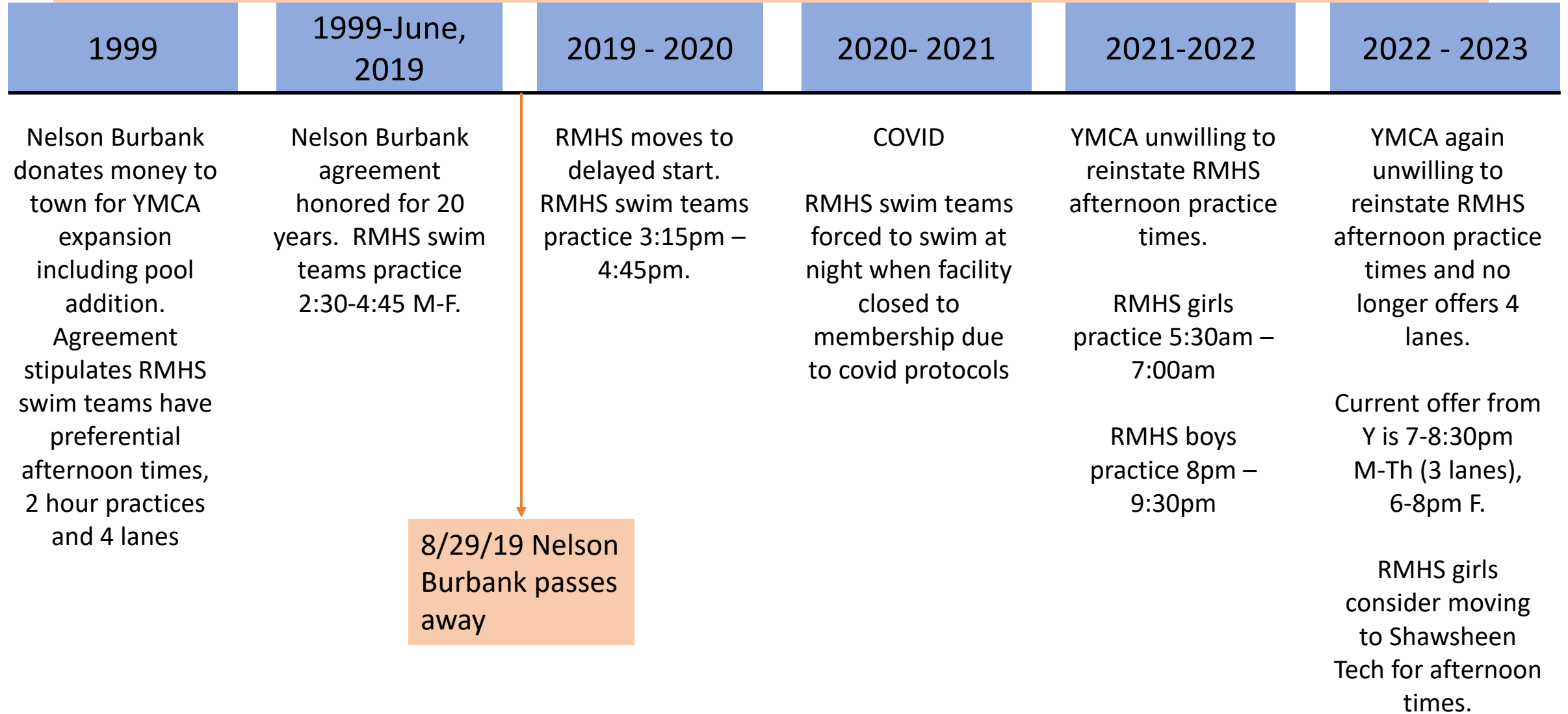
surveying rates for comparable facilities in the area. After the first three years of operation, the PROVIDER shall set fees.

Gate receipts from championship meets in which RMHS participates or is host shall be divided equally between the PROVIDER and the RMHS Athletic Department after any added expenses incurred by the PROVIDER in holding such meet have been paid to the PROVIDER out of the gross gate receipts.

5. **Fees:** Reading Residents will receive 10% off all PROVIDER membership fees and aquatic program fees for the first ten years of operation, unless this agreement is terminated sooner pursuant to its terms.

6. **Learn to Swim:** The PROVIDER will offer an eight week "Learn to Swim" program to the Reading School District at no cost to the Town or students. This program would be available for one school grade of students per year. The program will be offered during the school year and during times as determined mutually by the Superintendent of the School District and the PROVIDER. The School District will select the appropriate grade for this program. The PROVIDER commits to this program for a term of ten years from the date the pool opens, unless this agreement is terminated sooner pursuant to its terms. The AAB may give non binding recommendations as to the such program.

RMHS swimming and the Burbank YMCA



Response from Kevin Tracey
Re: RMHS Varsity Swim practice times and The YMCA

On Aug 25, 2022, at 8:19 AM, Tracey, Kevin <Kevin.Tracey@reading.k12.ma.us> wrote:

Good morning Everyone,

My initial reaction to the email is how sad and disappointing it is that the once very positive relationship with the YMCA and the Reading swim team has now appeared to devolve into one that is so contentious. As many of you know, this is only my second year as principal of RMHS and the pool times have been an issue since I walked into the door. While I have no interest in getting involved in town politics, nor do I work for the YMCA, which is a private, membership based business, I do feel the need to respond with just the specifics of what transpired over the summer to get us to this point.

In July, Tom Zaya, John Feudo and myself met to discuss the options for the upcoming year given the rightful concerns last year with the morning practice slot. We were presented 5 options and discussed the pros and cons of each with a focus on what is best for the students and team and what is necessary for the YMCA to continue to operate. We then presented the options to the coaches who had the final say and we negotiated in good faith to ensure that we had the appropriate number of lanes needed for whatever slot was eventually chosen. RMHS was given the right of first refusal for any of the slots that were offered.

We all would like to have the swim team swim from 3:30 to 5:00. This was not an option given. John can speak much better to reasons behind why the time slot is not available. My understanding is that the Burbank YMCA relies heavily on their one pool as the main revenue source to keep the place open. The afterschool time is the most popular slot for families to pay for swim lessons and for the membership swim. Therefore, we are not able to get the lanes we would need in the afternoon. I would be happy to have a conversation with anyone about this issue, but I am not sure there are any better solutions having spoken to both John Feudo and Tom. We went through what was a thoughtful process to try and figure this issue out.

In the end, we have pool time, which is something that many high schools do not have available to them. It is at our "home" YMCA and we have the number of lanes we need to run an effective practice. I wish I/we could simply snap our fingers and make the 3:30 to 5:00 slot open across the street. It would be great for our kids and convenient for everyone. Again, this is not an option from the perspective of the community's YMCA. And, as a now ceremonial member of the Reading community, I do believe we need to respect that the local YMCA is a private business struggling to stay afloat and they ultimately have the right to schedule their pool to maximize their profits, keep their membership happy and also accommodate our needs as a high school swim team.

Best,

Kevin

Response from Eric Boemer

Re: RMHS Varsity Swim practice times and The YMCA

From: Comcast <e.boemer@comcast.net>
Sent: Friday, August 26, 2022 3:15 PM
To: Tracey, Kevin
Cc: Monette Verrier; Milaschewski, Thomas; Hardy, Sarah; Zaya, Thomas; DG School Committee; Brandt, Shawn; Wise, Thomas; jamesmorton@ymcaboston.org; jarrettroyster@ymcaboston.org; icollins@ymcaboston.org; selectboard@ci.reading.ma.us; alennon@kb-law.com; cflaherty@berkshirebank.com; Deshanthiperera@gmail.com; gryanboston@gmail.com; jmurphy@memberspluscu.org; johnm@stonehamford.com; kbriere@jhancock.com; kevinbariel@barilefuneral.com; mark@tarpeyinsurance.com; The Boemer Family; audrahart@me.com; Kevin Cashin; jehenask@gmail.com; tesoro922@yahoo.com; christymagoon@me.com; Shawn Green; Peter Verrier

Subject: Re: RMHS Varsity Swim practice times and The YMCA

Thank you Principal Tracey for the response and clarifying the efforts made to solicit better options for our student-athletes. Last year was quite challenging for our students whose swim experience in the wee morning or late-night hours at the YMCA was dark and isolating, so apologies that emotions seem to be running high. We were hopeful for this year and without nitpicking the process, it is relevant to note that our perception is that there seemed to be fewer options offered and the coach's preferred option for the Fall season was provided in error and not actually available. We understand the concept that the YMCA should have control over use of their facility (if in fact the agreement we attached is no longer valid) and welcome the chance to keep the dialogue going about how parents in our swim community can remain their advocates and supporters. We still want the opportunity to sit down and talk directly with the YMCA leadership, from both Reading and Boston, on mutually beneficial ways to coordinate on growing their membership, creating pathways from lessons to competitive swimming, aligning the BYB and high school swim team programs, and raising funds to ensure all have access to this amazing pool resource. Many of us have been loyal members and supporters for years and just want the chance to advocate on behalf of the high school team that was historically quite integrated with the Burbank YMCA.

I attempted to reach out directly to John Feudo and understand that he is unavailable for personal reasons that are very important for us all to support so have excluded him for this communication. We can follow-up at a more sensitive point in time.

Sent from my iPhone

Response From Christopher Haley

Re: RMHS Varsity Swim practice times and The YMCA

From: Haley, Christopher <christopher.haley@ci.reading.ma.us>
Sent: Monday, August 29, 2022 3:18 PM
To: Comcast; Tracey, Kevin; Maltez, Fidel
Cc: Monette Verrier; Milaschewski, Thomas; Hardy, Sarah; Zaya, Thomas; DG School Committee; Brandt, Shawn; Wise, Thomas; jamesmorton@ymcaboston.org; jarrettroyster@ymcaboston.org; icollins@ymcaboston.org; alennon@kb-law.com; cflaherty@berkshirebank.com; Deshanthiperera@gmail.com; gryanboston@gmail.com; jmurphy@memberspluscu.org; johnm@stonehamford.com; kbriere@jhancock.com; kevinbariel@barilefuneral.com; mark@tarpeyinsurance.com; The Boemer Family; audrahart@me.com; Kevin Cashin; jehenask@gmail.com; tesoro922@yahoo.com; christymagoon@me.com; Shawn Green; Peter Verrier
Subject: RE: RMHS Varsity Swim practice times and The YMCA

Good afternoon Eric,

I hope all is well. I'm responding as the secretary of the Select Board. This confirms receipt that the board has received this message. I believe the Select Board will be having future discussions on this general topic and our Town Manager is also included.

Thank you much,

Christopher Haley

-Secretary Reading Select Board-

Office: 781.604.2539 | Cell: 781.604.2539

Christopher.Haley@ci.reading.ma.us

Please remember when writing or responding that the Massachusetts Secretary of State has determined that general email is a public record.

Response From James Morton

Re: RMHS Varsity Swim practice times and The YMCA

From: James Morton <jamesmorton@ymcaboston.org>
Sent: Wednesday, August 31, 2022 3:53 PM
To: Eric Boemer <e.boemer@comcast.net>; audrahart@me.com; Kevin Cashin <kgcashin@gmail.com>; jehenask@gmail.com; tesoro922@yahoo.com; The Boemer Family <smasonboemer@partners.org>; christymagoon@me.com; Shawn Green <sgreen226@gmail.com>; Peter Verrier <peter.verrier@sap.com>
Cc: Monette Verrier <monette.verrier@gmail.com>; Milaschewski, Thomas <Thomas.Milaschewski@reading.k12.ma.us>; Dan Thadeio <dthadeio@gmail.com>; Tracey, Kevin <Kevin.Tracey@reading.k12.ma.us>; Zaya, Thomas <Thomas.Zaya@reading.k12.ma.us>; DG School Committee <SchoolCommittee@reading.k12.ma.us>; Brandt, Shawn <Shawn.Brandt@reading.k12.ma.us>; Wise, Thomas <Thomas.Wise@reading.k12.ma.us>; John Feudo <JFeudo@ymcaboston.org>; Jarrett Royster <JRoyster@ymcaboston.org>; Irene Collins <ICollins@ymcaboston.org>; selectboard@ci.reading.ma.us; alennon@kb-law.com; cflaherty@berkshirebank.com; Deshanthiperera@gmail.com; gryanboston@gmail.com; jmurphy@memberspluscu.org; johnm@stonehamford.com; kbriere@jhancock.com; kevinbariel@barilefuneral.com; mark@tarpeyinsurance.com
Subject: RE: RMHS Varsity Swim practice times and The YMCA

Dear Swim Team Parents:

I concur with John Feudo and his assessment of what works best for the Burbank YMCA and its membership. Operating a YMCA frequently brings great joy in that our YMCA branches have the opportunity to serve the communities of greater Boston in a multitude of important and impactful ways. Needless to say, a branch executive must often make decisions requiring how to make the best use of the limited resources over which s/he has control, such as space, staff and hours of operation.

In the present situation, Mr. Feudo was faced with a number of realities. One, swim team participants are released from school during the busiest time of the day for our pool. Two, the YMCA's own swim team, serving 55-65 children, use the pool between 3:30-5:00 PM. These children are younger swimmer from area elementary schools. The YMCA's swim team is comprised of 160 total children. Three, we offer swim lessons at 3:30 and 4:00 PM each day for 12-18 children who are learning to swim. Considering the foregoing, it appears that Mr. Feudo made the appropriate decision. He has prioritized younger swimmers and new swimmers, which I fully endorse.

In order to support the RMHS team, Mr. Feudo has offering the best available option – 7:00-8:30 PM (Monday-Thursday) and 6:30-8:00 PM (Friday). High school swimmers can better accommodate the later times than younger swimmers. As a measure of good faith, Mr. Feudo had offered RMHS swimmers free teen memberships for the duration of the season. These memberships provide teens with access to the Branch's gymnasium, fitness center, and waiting/lobby area.

In light of the limited pool time available, I believe Mr. Feudo has acted in good faith and has appropriately balanced the needs of all swimmers. With respect to the expectations of Mr. Burbank, I believe the YMCA and Mr. Feudo are in compliance with both the letter and spirit of the Burbank agreement. Mr. Burbank would fully appreciate the efforts made by Mr. Feudo to serve the needs of as many swimmers as possible.

As has been previously articulated, I regret that things have become so contentious. As an organization committed to youth development, healthy living and social responsibility, we do our best to be as intentional, fair and equitable as possible. Unfortunately, we have limited resources and must make choices, and making choices is never easy because we almost always disappoint someone. We hate disappointing anyone; I offer this explanation in hopes of mitigating the consternation.

Sincerely,

James O'S. Morton

James O'S. Morton, Esq.
President/CEO
YMCA of Greater Boston
316 Huntington Avenue
Boston, MA 02115

jamesmorton@ymcaboston.org

617-927-8125 (0)

617-279-3233 (c)

The Y, in partnership with others, for youth development, healthy living and social responsibility – for a better us!