



BOARD OF SCHOOL DIRECTORS MONTHLY ACTION MEETING MINUTES

Thursday, June 18, 2020

Generated by Renai Cardillo on Wednesday, June 24, 2020

Members present: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Others present: Henry Franz, Frank Gallagher, Christopher Hey, Katie Kennedy-Reilly, Brian Pawling, Jeff Sultanik and Megan Zweiback

1. Welcome

1.1 Call to Order - Board President

Mr. Keith called the meeting called to order at 7:06 P.M.

1.2 Meeting Protocol

Mr. Keith noted that because this was a virtual meeting, public comments would be read and addressed at the end of the meeting. He also noted that regular protocol would return if live meetings were held next month.

1.3 Pledge of Allegiance

Mr. Keith led the Pledge of Allegiance.

1.4 Roll Call - Board Secretary

Mr. Pawling called the roll, nine board members were present.

2. Public Comments on Agenda Items

2.1 Public Comment

Mr. Keith noted that public comments would be addressed at the end of the meeting.

3. Report of the President

3.1 Report on Executive Session Meeting(s) held by the Board

Mr. Keith announced that an Executive Session was held on June 16, 2020 to discuss equity issues in the district as well as plans for school re-opening. The session lasted approximately two hours. He also announced that an Executive Session was held prior to tonight's meeting to discuss personnel items and the district's safe schools plan. The session lasted approximately 30 minutes.

4. Consent/Action Agenda

4.1 Consent/Action Agenda Protocol

Superintendent Gallagher made a recommendation to the Board for a motion to approve the Consent/Action item(s) listed. Board members were invited to remove items from the Consent/Action agenda if further discussion is needed.

4.2 Approve School Board Meeting Minutes from May 13 and May 28, 2020

Resolution: MOTION TO APPROVE THE MAY 13 AND MAY 28, 2020 SCHOOL BOARD MEETING MINUTES AS PRESENTED.

4.3 Approve Financial Statements and Check Listings

Resolution: MOTION TO APPROVE THE FINANCIAL STATEMENTS AND CHECK LISTINGS FOR MAY 2020.

4.4 Approve Personnel Items - Professional Staff

NEW HIRE	
LAMARCA, CLAUDIA Replacement for	School Counselor, Souderton Area High School LONG-TERM SUBSTITUTE

Laura Baranek (Childrearing)	<u>Effective</u> : Entire 2020-2021 School Year <u>Education</u> : Monmouth University (BA) 2017 Monmouth University (MEd) 2019 <u>Experience</u> : Jan. 2020-present - Souderton Area School District, LTS School Counselor, Souderton Area High School; Aug. 2019-Jan. 2020 – Souderton Area School District, School Counseling Intern, Souderton Area High School; Jan.-May 2019 – St. Rose High School, NJ, Counseling Intern; Sept.-Dec. 2019 – Joseph C. Caruso Elementary School, NJ, Counseling Intern <u>Recommended Salary</u> : \$56,642 – M (1)
WILLIAMS, ALLYSON Replacement for Kelly Jones (Childrearing)	Music Teacher, Salford Hills Elementary School LONG-TERM SUBSTITUTE <u>Effective</u> : Entire 2020-2021 School Year <u>Education</u> : West Chester (BM) 2016 <u>Experience</u> : Aug. 2018-present - Souderton Area High School, Long-Term Substitute Music Teacher; April 2018-June 2018- LTS Music Teacher, Haverford Middle School; Sept. 2017-April 2018 - Souderton Area School District, Substitute Teacher <u>Recommended Salary</u> : 48,479 - B (1)
TRANSFER	
REDMOND, SEAN Replacement for Suzanne Wright (Retired)	From: .6 Art Teacher, Souderton Area High School To: Full-Time Art Teacher, Souderton Area High School <u>Effective</u> : Start of 2020-2021 School Year <u>Salary</u> : \$50,219 - B (2)
REQUEST FOR CHILDREARING LEAVE	
ATKINSON, BETHANY	ESL Teacher, West Broad Street Elementary School Request for Childrearing Leave, following 12-weeks leave under FMLA, through the first semester of the 2020-2021 school year. Mrs. Atkinson plans to return for the second semester of the 2020-2021 school year.
REQUEST FOR EXTENSION OF CHILDREARING LEAVE	
MENSCH, ALLISON	.5 Kindergarten Teacher, Vernfield Elementary School Request to extend Childrearing Leave through the first semester of the 2020-2021 school year. Mrs. Mensch plans to return for the second semester of the 2020-2021 school year.

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL STAFF

4.5 Approve Personnel Items - Support Staff

RESIGNATION	
SHAFFER, THERESA	Cafeteria/Playground Aide, Vernfield Elementary School <u>Effective</u> : End of 2019-2020 School Year
TRANSFER	
GERHART, CHRISTOPHER Replacement for Dennis Beer (Retirement)	From: Custodian, Vernfield Elementary School To: Building Facilities Manager, Vernfield Elementary School <u>Effective</u> : July 1, 2020 <u>Wage</u> : \$27.37 per hour - Hours: 8 per day

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - SUPPORT STAFF

4.6 Approve Personnel Items - Additional ESY 2020 Support Staff

WEBSTER, COURTNEY	ESY Teacher; \$41 per hour
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Resolution: MOTION TO APPROVE PERSONNEL ITEMS - ESY Staff

4.7 Approve Personnel Items - Professional Contracts for Teachers Who Earned Tenure

Name	Position/School
Meagan Bartelstone	English Teacher, Indian Valley Middle School
Kenneth Cuomo	School Psychologist, Souderton Area High School
Kelsey Faehner	Family & Consumer Science Teacher, Indian Valley Middle School
Taryn Gresh	Fifth Grade Teacher, Vernfield Elementary School
Morgan Kratz	.7 Music Teacher, Indian Crest Middle School
Megan Lecrone	Emotional Support Teacher, Oak Ridge Elementary School
Carrie Mamzic	Third Grade Teacher, Vernfield Elementary School
Denise Meehl	Social Studies Teacher, Souderton Area High School
Juliana Rappo	6th Grade Math/Science Teacher, Indian Valley Middle School
Courtney Schuler	ELA/Social Studies Teacher, Indian Crest Middle School
Brendan Stanton	School Counselor, Indian Crest Middle School
Kaela Swartley	Emotional Support Teacher, E. Merton Crouthamel Elementary School

Suzanne Thomas	Science Teacher, Indian Valley Middle School
Jennifer Toby	School Counselor, Indian Valley Middle School
Joshua Wilkocz	Math Teacher, Indian Crest Middle School

Resolution: MOTION TO APPROVE PERSONNEL ITEMS - PROFESSIONAL CONTRACTS FOR TEACHERS WHO EARNED TENURE

4.8 Approve Third Reading & Final Adoption of Revised Policy No. 233 - Suspension and Expulsion

Resolution: MOTION TO APPROVE THIRD READING & FINAL ADOPTION OF REVISED POLICY NO. 233 - SUSPENSION AND EXPULSION

4.9 Approve the Appointment of School Board Treasurer

The Administration is recommending the approval of the appointment of Elisa Ball as School Board Treasurer for a one-year term concluding June 30, 2021.

Resolution: MOTION TO APPROVE THE ANNUAL APPOINTMENT OF THE SCHOOL BOARD TREASURER FOR A ONE-YEAR TERM CONCLUDING JUNE 30, 2021

4.10 Approve Appointment of Voting Delegates for the PSBA Delegate Assembly Meeting

The Administration will be seeking to approve the appointment of Nicholas Braccio, Stephen Nelson, and Janet Flisak as voting delegates for the PSBA Delegate Assembly Meeting being held on November 7, 2020 at the Middle View Mountain School in the Cumberland Valley SD or via Zoom.

Resolution: APPROVE APPOINTMENT OF VOTING DELEGATES FOR PSBA DELEGATE ASSEMBLY IN NOVEMBER 2020

4.11 Approval of the Athletic Department COVID 19 Health and Safety Plan subject to the administration modifying the current draft to limit it to conditioning and workout activities of students until August 2020.

Resolution: MOTION TO APPROVE THE ATHLETIC DEPARTMENT COVID 19 HEALTH AND SAFETY PLAN SUBJECT TO THE ADMINISTRATION MODIFYING THE CURRENT DRAFT TO LIMIT CONDITIONING AND WORKOUT ACTIVITIES OF STUDENTS UNTIL AUGUST 2020

4.12 Approve Cooperative Purchasing Groups for 2020-2021

The Administration recommends approval of the following list of Cooperative Purchasing Groups for the 2020-2021 school year:

BuyBoard Cooperative Purchasing
 Central Susquehanna Intermediate Unit:
 PEPPM (Technology)
 Keystone Purchasing Network (KPN)
 Chester County IU % Discount Catalog Bids
 COSTARS (PA's Cooperative Purchasing Program)
 Lancaster-Lebanon IU 13 Collaborative Purchasing
 Montgomery County IU: Paper Bid & Fixed Discount Bid
 Omnia Partners - includes U.S. Communities and National Intergovernmental Purchasing Alliance
 Sourcewell - previously National Joint Powers Alliance
 Southeastern Pennsylvania Buying Group (Food Service)
 United States General Services Administration Schedule 70

Resolution: MOTION TO APPROVE COOPERATIVE PURCHASING GROUPS FOR 2020-2021

4.13 Approve 2019-2020 Budget Transfers through 6/18/20

The Administration recommends approval of the 2019-2020 Budget Transfers through June 18, 2020.

Resolution: MOTION TO APPROVE 2019-2020 BUDGETARY TRANSFERS THROUGH 6/18/20

Action (Consent): 4.14 Approve 2020-2021 Food Service Bids

The Administration recommends approval of bids for 2020-21 Food Service Department food and supply purchases.

Resolution: MOTION TO APPROVE THE 2020-2020 BIDS FOR FOOD SERVICE PURCHASES

4.15 APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED

Resolution: MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

MOTION TO APPROVE ALL CONSENT/ACTION AGENDA ITEMS AS PRESENTED.

Motion by Courtney Barbieri, second by Nicholas Braccio.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5. Discussion/Action Agenda

5.1 Approve the 2020-2021 Final General Fund Budget

The Proposed Final Budget has been available for public inspection on the District Website since 5/1/20.

It is recommended that the Board adopt the 2020-2021 Final Budget in the amount of \$132,996,595 and local taxes to support this budget are established as listed:

The REAL ESTATE TAX of 30.32 mills and a PER CAPITA TAX of \$5.00 under Section 679 be levied, and,

The following Act 511 taxes are continued for the 2020-2021 fiscal year:

REAL ESTATE TRANSFER TAX	1%
EARNED INCOME TAX	1%
PER CAPITA TAX	\$5.00

The Real Estate Transfer Tax, Earned Income Tax on residents and the Per Capita Taxes under Act 511 are shared equally with participating municipalities.

Finance Committee Chairperson Mrs. Scheuren read the following statement:

The budget cycle is always a difficult time of year, but in my 9 years of service on the board, this one has been the most difficult by far. Souderton started the year by overcoming a cyber-attack, followed by a national pandemic. We are fortunate to live in Montgomery County, but that also puts us in one of the more densely populated parts of the state.

As a board and as a community, we endured daily mandates by Harrisburg. We are still under those mandates and are forced to speculate whether they will be less restrictive for the start of school in the fall. The position of this board and administration is to return to on-site schooling as normally as possible. But just as any business or township or county govt must be prepared to function efficiently, so must they prepare for a curve ball to be thrown their way disrupting their daily operations. The Souderton School District is no different.

Covid did cause some initial expenses to go down, but at the same time, so did our revenues. We worked quickly to recover savings, but Harrisburg then launched Act 13 which included mandates for payment to vendors and all employees. We were informed that next year's budget would be flat funded, which means we'd get the same amount of money from Harrisburg as the 2019 school year. Although that was somewhat decent news under these dire financial circumstances, that also meant we would get no increase to compensate for our continued climb in cyber and charter school tuition, special education and transportation costs, the increased costs to possibly run both a virtual academy and on-site schooling simultaneously, the variable cost that now exists and gets coded as PPE expense, as well as the mandate to cover the % increase to pension contributions for 2021. We regrouped and applied for grant money throughout the state. We were recently told however, that even those funds would not be a onetime payment, but spread throughout the year at the state's discretion.

Keeping the plight of every family in our district in the forefront of our minds, as well as the need to ensure the school district does not suffer and has what it needs to weather any storm, we worked as hard as possible to make our tax decision this year a fair one for all.

So far, I've done nothing but review the obstacles the district has faced since Sept 2019, I believe its time for me to switch gears and focus on the positive.

- We came very close to seeing real cyber charter school reform this year, and now that we know specifically what it costs to instruct through the internet, we can challenge our legislators even more to reduce the overinflated, unfunded mandate we are forced to pay to private institutions.
- We've secured over \$1.4 million dollars in grant money to apply to next year's budget in various areas including trauma, communications, safety, security and technology.
- We've managed to hold our fund balance at the state required level of 8% throughout this Covid crisis, even coming in with a tax proposal far below the Act 1 increase.
- We've been upgraded by S&P to a higher A+ bond rating which provides new opportunities for us to make money and/or borrow money at much lower rates.
- Despite having to put off some planned expenditures, our buildings are already extremely well-maintained and highly secured; a statement that many districts in our county cannot make.
- This year's graduating class had a number of disappointments, but we managed to create a graduation parade that was exciting and enjoyed by the students, parents, teachers and the community as a whole.

It's no secret that Souderton doesn't have the industrial tax base that so many of our neighboring school district do; we therefore don't have their highly inflated fund balances either. It would be easy for me to say, "well each district is different and so are the circumstances they face", but that would be a cop out. I do know the decisions they face, each and every one of them. I just spelled them all out for all of you. It's clear to me however, that Souderton is just better at making those decisions and streamlining efficiency for the community's benefit.

As I study the proposed tax increases of other districts during these difficult times, I'm relieved and grateful to see that I serve with such hardworking professionals. It would have been easy to go to the Act 1 index of 2.6% -- the state's cap for a tax increase this year. I see proposals of Act 1 from Abington, Cheltenham, Methacton and North Penn. I see proposals of 3% in Norristown, even 3.48% in Upper Perk – I sincerely hope they can get that down. Boyertown passed 3.2%, Wissahickon passed 2.58%, Upper Moreland 2.6%, Lower Moreland 2.41%, Springford 2.58%, Springfield 2.25%, Upper Merion 2.06%. Hat's off to Perk Valley getting their increase down to 1.5%, that's admirable and I'm sure your residents appreciate your due diligence as well.

Souderton is passing a .9 increase because we can. We can maintain our educational programs, our extra-curricular activities, our financial commitments and contracts, our fund balance and be fair to all the residents that trust us to govern efficiently. We have an incredibly diverse community that spans from Souderton Borough to Lower Salford Township with all income levels in between. Some will therefore say the tax increase is not enough, while others will say it's too much. But one thing's for sure, we're still in a class all by ourselves when compared to other districts and the tax hikes they have proposed or have already passed. Souderton never stops challenging itself and works harder in my opinion, than other districts to ensure our number is fair and just.

We received an email stating that a neighboring school district took questions and remarks from the public whereby it was stated "Souderton is often considered the "gold standard". What an honor. It is a title we've earned, but its one that we'll never take for granted.

I congratulate the administration on the progress made during such a difficult and challenging year, and I applaud my fellow board members for working alongside me to deliver a mileage rate far below what anyone believed we could achieve during a national crisis. Thank you, Mr. Keith.

Mr. Keith thanked Mrs. Scheuren for her leadership as the Finance Committee Chairperson, noting the unprecedented times in which to develop a budget.

MOTION TO APPROVE THE 2020-2021 FINAL GENERAL FUND BUDGET

Motion by Courtney Barbieri, second by Nicholas Braccio.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5.2 Approve the 2020-2021 Homestead/Farmstead Resolution

Dr. Gallagher announced that the Board will need to approve the Homestead/Farmstead Resolution in conjunction with the adoption of the Final Budget. This action will certify that gambling funds received from the Commonwealth will be used for property tax relief to eligible homeowners.

MOTION TO APPROVE THE 2020-2021 HOMESTEAD/FARMSTEAD RESOLUTION

Motion by Courtney Barbieri, second by Nicholas Braccio.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

5.3 Approve District Depositories for 2020-2021

The Administration recommends the approval of the depository listing for 2020-21.

Mr. Holliday noting his abstention of this vote, as an employee of Univest.

MOTION TO APPROVE DISTRICT DEPOSITORIES FOR 2020-21

Motion by Courtney Barbieri, second by Nicholas Braccio.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Abstain: Matt Holliday

6. Future Meetings

6.1 Future Meetings

Mr. Keith read the list of the following meetings:

DATE	ORGANIZATION	TIME	LOCATION
Wednesday July 8 2020	SASD Board Committee Meetings	6:30 PM	TBD

Thursday July 23 2020	SASD Board Action Meeting	7:00 PM	TBD
Wednesday August 13 2020	SASD Board Committee Meetings	6:30 PM	TBD
Thursday August 27 2020	SASD Board Action Meeting	7:00 PM	TBD

7. Report of the Solicitor

7.1 Report of the Solicitor

There was no report.

8. Unfinished/New Business of the Board

8.1 Unfinished/New Business from the Board

There was no unfinished or new business from the Board.

9. Public Comments

9.1 Public Comments

Assistant Superintendent Dr. Hey noted that there were two public comments submitted this evening. He read the following:

The first public comment was submitted by Mr. Ray Graboski of Lower Salford Township:

Good evening. Please accept the following two questions for discussion at the upcoming virtual Board Action Meeting:

1. In the most recent Superintendent's Corner, Dr. Gallagher stated that "SASD's current plan for school re-opening does not include a requirement for students to wear masks." What is the supporting data and rationale for taking this position as it runs counter to the most current CDC guidance for students in the "highest risk" settings such as high school students (<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/schools.html>)? This position also runs counter to several studies published last week touting the effectiveness of masks in reducing disease transmission from sources such as Cambridge University, Mayo Clinic and others which have been cited in nearly every news outlet in the country. Why make and communicate this decision at this time rather than waiting to make a final decision on masks nearer to the start date at which time refined guidance from the CDC and other medical experts could potentially be available?

2. The Philadelphia School District and many other districts around the country are sending out surveys so that parents and students can have a voice in ensuring the safe return to school for students, their families and the broader community. Will SASD be sending a survey to parents and students to include their thoughts and concerns in the development of the new reopening policies?

Thank you for your consideration of these questions. Will a link to the Zoom meeting be put on the website, or do you need to formally request the link? Thank You.

Mr. Keith asked Dr. Gallagher to respond to the questions.

Dr. Gallagher responded that the school district is currently reviewing all guidance for opening schools. The information that is being received is often conflicting and seems to change daily. Dr. Gallagher noted that it is the school district's desire to open school with as much normalcy as possible. Dr. Gallagher also noted that the district is putting together its plan for re-opening of schools and it will be made public in mid July.

Dr. Hey read the second public comment from Veronica Moeller of Souderton Borough:

First, I want to thank Dr. Gallagher and Dr. Hey for taking the time to respond to my emails. I also want to thank Dr. Gallagher, again for releasing a statement yesterday, this is the first step in building trust with your Black and Brown community. For the rest of the board members, I would just like to express my disappointment that none of you thought it was important enough to respond to my email regarding my questions about diversity and equity within this District.

Since some of you did not respond to my email, or my questions, I brought them here today, and they read as follows:

- 1) How are SASD teachers engaging in culturally responsive teaching?
- 2) What kind of training/in-service have teachers received in the last five years that was not just a webinar, on being culturally responsive?
- 3) What is the district doing to recruit teachers of color to the district?
- 4) How does the current curriculum honor various cultures and life experiences?
- 5) How is Black History taught and represented in the current curriculum (not just in February)?
- 6) Are teachers receiving training on micro-aggressions and the power of their words in the classroom?

As I stated in my email and during my opening remarks at the Souderton protest, I understand that conversations about race are difficult, but they are necessary. Talking about racism is not a political issue. It is a humanitarian issue. I understand that the District is very proud of its Character Counts Coalition and curriculum, however; anti-racism needs to be explicitly taught in our schools. Currently, fourth grade students, in SASD, receive direct explicit instruction on sexual harassment. Why? It is taught because it is an important issue that needs to be addressed directly with students. This is also true of teaching anti-racism. It is no longer appropriate to "hope" that students pick up the skills through the teaching of character traits. These skills MUST be taught in EVERY classroom within the school district.

During my conversation with Dr. Hey, he asked me about my personal experience as a Black student in Souderton. And to keep it simple, I was one of the lucky ones that didn't have too many experiences with blatant racism. In fact, my mom had to remind me of a time when I was going into 7th grade, that I received a letter from a boy in which he called me a "nigger". The solution: switch my entire team and schedule. Not only was I embarrassed, I was punished. Like I said, I was lucky enough that I could block this experience out of my memory for 11 years. However, I am sure that this is NOT the norm for many of the students of color currently attending your schools. I have listened to some of their stories, and they bring tears to my eyes. Some of YOUR students have been told to go back to their country or have had to listen to chants from students and a teacher of "Build the Wall". These experiences highlight the need for an anti-racism curriculum and environment.

Dr. Hey paused to note that as he read the above statement, he stated the above content as "n-word", although Ms. Moeller's content will appear in the minutes verbatim. Dr. Hey also noted that the district does not have any independent way to verify the students statements, therefore they will stand-alone as Ms. Moeller's statements, alone.

From Dr. Hey's own words "it is a goal" of the district to be more inclusive, but I want to know HOW. No short term task forces (or committees) or talking about Black History just in February. WHAT steps will the District take to be more inclusive, culturally responsive and to be more accountable?

The formation of an Equity Committee is a start. However, I think there are some actions the District can take immediately:

1. Survey your students and listen to their stories. They will tell you everything you need to know about what it is like to be a student of color in SASD.
2. Ban the Confederate flag from being displayed on school grounds. This is a symbol of hate and should be treated as such. It is impossible to have a safe and inclusive environment when this symbol is seen on t-shirts and cars in the parking lot.
3. Develop a long-term plan for teaching anti-racism in every grade,

This is a remarkable moment in history and the time to act is NOW.

Mr. Keith thanked Ms. Moeller for her statement and asked Dr. Gallagher to respond.

Dr. Gallagher read the following statement:

As I stated in the message we released last night, promoting diversity and inclusiveness has always been important here in our district. At the start of each school year, I welcome the staff and remind that it is our mission to educate the whole child. I ask our employees to consider each child's background, culture, and experiences and to meet them where they are. As I reflect on Veronica's message, I can say that over the past several years we have taken a number of steps towards eliminating bias and promoting diversity.

I have led our administrative team in multiple trainings on racial bias and fostering an inclusive atmosphere. In our teaching and learning we value diversity and appreciate the differences among and between groups. Through our work with Responsive Classroom, we embrace the principles to create an environment where all students have a sense of belonging and significance. How we teach is as important as what we teach. What we know and believe about our students, individually, culturally, and developmentally informs our instructional practices and relationships with our students. Our curriculum is built on the idea that knowledge is socially constructed and concepts, issues and events are viewed from multiple perspectives. Our high school has also instituted a Cultural Awareness Alliance which brings students together to have challenging conversations around prejudice and equity. In Human Resources, we partner with other districts in our area to actively recruit minority candidates to our workforce.

We do acknowledge, however, that there is more work to be done. Responding appropriately and effectively to the issues that arise in a diverse environment and changing and adopting new policies and practices that support diversity and inclusion is continuous. The Equity Committee will be charged with evaluating our policies, systems, and curricula to ensure they are culturally responsive. We also intend to proactively identify and transform any structures or behaviors in our school community which may perpetuate racism. I expect the committee will develop recommendations for staff training and curricular enhancements for approval by our board.

Again, I know that important work lies ahead to ensure that all students and staff members feel safe, valued, and accepted in our school community. I want to thank Veronica and other members of our community who have shared similar concerns with us and reassure them that their voices are heard.

Mr. Keith thanked Dr. Gallagher for his response and encouraged additional communication from others. Mr. Keith also noted that inquiries regarding policies and practices of the district are always directed to school administration for response.

10. Adjournment

10.1 Adjournment of the Meeting

The meeting was adjourned at 7:37 P.M.

MOTION TO ADJOURN THE BOARD OF SCHOOL DIRECTORS' MEETING.

Motion by Courtney Barbieri, second by Nicholas Braccio.

Final Resolution: Motion Carries

Aye: Nicholas Braccio, William Brong, Janet Flisak, Matt Holliday, Ken Keith, Thomas Kwiatkowski, Stephen Nelson, Donna Scheuren, Courtney Barbieri

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Brian Pawling". The signature is fluid and cursive, with the first name "Brian" and last name "Pawling" clearly distinguishable.

Brian R. Pawling
Board Secretary/Director of Business Affairs