

Brookline School Board
Monday August 2, 2021
Captain Samuel Douglass Academy
6:00 PM

All Times are estimates and subject to change without notice

- 6:00 Call to Order
- 6:05 Agenda adjustments
Correspondence/Resignations/Nominations
Approval of Minutes – June, 2021
- 6:10 Public Input
- 6:30 Principal's report
- 6:45 Discussion
 - School Draft reopening plan
 - Facilities Committee update
 - DEI update
- 7:30 **Deliberations**
 - To see what action the Board will take regarding GADA: Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse), First Reading
 - To see what action the Board will take regarding JLDBB: Suicide Prevention and Response, First Reading
- 7:45 Non-public under RSA 91-A: 3II (a) Compensation and/or (c) reputation
- 8:00 Motion to adjourn

Brookline School Administrator's Report

August 2, 2021

Calendar, Events, Programs

Monday, August 30, 2021 Teachers Return
 Wednesday, September 1 Para Educators Return
 Thursday, September 2 Students Return

Brookline Administrator's Report

BSD:

- RMMS Staffing Needs: 1 MTSS Paraeducator and 3 Paraeducators
- CSDA Staffing Needs: Reading Teacher, 2 MTSS Paraeducators, and 1 Paraeducator
- Brookline School District Psychologist
- Eagle Scout Pavilion Project at RMMS has been postponed until the Fall
- RMMS Building Project: Replacing 6 Classroom Floors, Portable ADA accessible ramps have been ordered, transitioned STEM room and Reading Room into grade 1 classrooms.
- CSDA Building Projects: Completed transitioning of computer lab to Grade 4 classroom; Repaired/rewelded the ramp hallway banisters

Brookline Enrollment Projections for School Year 21-22

	PreK- 3	PreK 4	K	1	2	3	4	5	6
Projected Enrollment Total			80	81	80	81	89	83	83
Divisor according to Policy IIB			17	17	20	20	23	23	23
Sections	12	12	4.71 sections	4.76 sections	4 sections	4.05 sections	3.87 sections	3.61 sections	3.57 sections
Teacher/Class Size			5 = 16	5 = 16.2	4 = 19.75	4 = 20	5=17.8	4 = 20.75	4 = 20.50
NESDEC	8	8	97	75	77	75	95	83	83

July 27, 2021

To: Brookline School Board

From: Andrew Corey, Superintendent

Re: Reopening of School

Dear Board Members,

THE SAU continues to gather information regarding our opening for the fall of 2021. We filed the required “short form” with the State of New Hampshire to meet the funding requirements for school opening funds. Last week, we participated in a conference call with the Department of Health and Human Services for the State of New Hampshire. Dr. Chan provided an overview of where we have been and potentially what to expect. Last year, throughout the pandemic we followed Dr. Chan’s recommendations closely and expect to do so again this year. At our August 2 Brookline Board meeting we will discuss our reopening plan and seek input from the Board. We will not be asking the Board to take any votes on our recommendations until our meeting on August 17, 2021.

We will ask the Board for input regarding our opening of school plan. We expect to discuss masks, lunches, social distancing and other topics related to our opening. Our August 2, 2021 discussion will allow us to update and finalize our plan for 2021-2022 school year. This finalized plan we will be brought before the Board for your consideration on August 17th.

Hollis Board Meeting – June 2, 2021
Brookline School Board 5-26-21
Hollis Board Meeting 5-11-21
Cooperative Board 7-14-21

DEI

Brief history of how we arrived here:

SAU Board was approached via public input during a zoom meeting regarding a resolution related to Diversity, Equity and Inclusion

I recommended no action at that time as our focus was on preparing for school opening and COVID

The Coop Administration and Board received a communication from students regarding their concerns related to issues they had experienced

I informed the three Boards that I would be forming a Superintendent's committee to increase my knowledge regarding diversity, equity and inclusion. We hold a series of meeting and the committee provides me with a statement regarding diversity, equity and inclusion.

The Coop Board receives a citizen's petition warrant article related to diversity, equity and inclusion. Attendance at the annual meeting is strong and the discussion is robust.

Review of the Statement

Recommendations:

1. That the Hollis Brookline Cooperative Policy Committee conducts a review of our existing policies related to Diversity, Equity and Inclusion.
 - a. This was done on an informal basis by a member of my committee who found our policies to be well written and meet the requirements outlined by RSA.
2. That the Hollis Brookline Cooperative School District maintains its time tested curriculum while examining how we deliver instruction while making no changes to what we teach.
 - a. Social Studies is being reviewed by the State and we expect an update in the coming months – 18 months behind schedule
3. That the Hollis Brookline Cooperative School Board makes Diversity, Equity and Inclusion a strategic priority that is reviewed on an on-going basis.
4. That we continue our programs and services to help those who need assistance while allowing those with "special ability" to stretch, grow and be challenged at an appropriate level.
 - a. Accelerated math program, AP Courses are two examples
5. That we promote, where developmentally appropriate, the use of "Courageous Conversations" to teach our students to feel comfortable in expressing themselves now and in the future.
6. That we further investigate the "Choose Love" program and determine if we should expand its role in the Hollis Brookline Cooperative School District.

Hollis-Brookline Diversity, Equity and Inclusion Initiative

SAU41 is committed to nondiscrimination and strives to be an inclusive community. The district recognizes that issues of diversity, equity, and inclusion affect all members of the Hollis-Brookline community regardless of their background.

NH Senate Bill 263 came into effect in September 2019 including:

Section 193:39 Discrimination Prevention Policy Required. Each school district and chartered public school shall develop a policy that guides the development and implementation of a coordinated plan to prevent, assess the presence of, intervene in, and respond to incidents of discrimination on the basis of age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, national origin or any other classes protected under RSA 354-A.

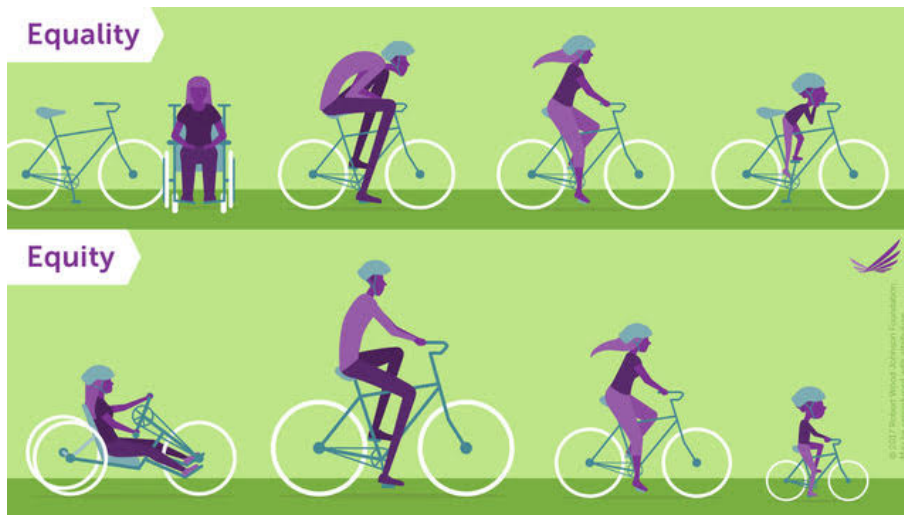
While this law is a benchmark, we are committed to create an even better environment for all students in the Hollis-Brookline community. HB Class of 2020 President, Joshua Ide, said in his graduation speech “I encourage you not just to be tolerant but seek to understand other people. It’s only then they will be willing to listen to your ideas.”

In envisioning the Hollis Brookline graduates of the future, it is the intention of the District to be explicit in the cultivation of a culture that values, respects and encourages our students to engage in difficult conversations with the goal of understanding each other and the world around them. We affirm freedom of speech, logic, reason, debate, and civil discourse and aim to graduate young adults who value those qualities and seek to be known for the content of their character.

For SAU #41, Diversity, Equity and Inclusion are defined as:

Diversity: We commit to honoring diversity, which is expressed in many forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, physical appearance, cultural and personal experience, and political perspective. While group identity is important, we affirm the centrality of the individual student who is ultimately responsible for his or her own thoughts and actions.

Equity: Our vision of equity is best displayed in a visual.



Equity provides fairness in resources and opportunities so that all individual students get what they need. As a district, we seek to provide equality of opportunity (not outcomes) to each of our students, helping them access their education in the best way possible for their individual needs and allowing our students to excel to the best of their abilities going forward to prepare to enter a competitive world. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, (dis)ability, religion, height, weight, or medical condition. Whether our students experience safe, nurturing home environments or are impacted by physical, economic or developmental challenges, our community recognizes that our schools can play an integral role in the facilitation of a student's experience by modeling positive interactions. We understand that creating a culture of mutual respect and value of perspectives can plant seeds of positive change in a child's life.

Inclusion: We commit to pursuing deliberate efforts to ensure that our school community is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of value, belonging, and inclusion. We know that by creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

Therefore, may it be resolved that:

1. The SAU #41 school districts will make diversity, equity, and inclusion a strategic priority by actively supporting such efforts.
2. SAU #41 will review its policies and procedures relative to diversity, equity, and inclusion and release a plan to address its findings as a part of SAU #41's strategic five year plan to be developed and voted on by the school boards in 2021.

Category: *Priority/Required by Law*

Related Policies: [GBCD](#)

**EMPLOYMENT REFERENCES AND VERIFICATION
(PROHIBITING AIDING AND ABETTING OF SEXUAL ABUSE)**

The District shall act in good faith when providing employment references and verification of employment for current and former employees.

The School District, and its employees, contractors, and agents, are prohibited from providing a reference of employment, and/or from otherwise assisting any school employee, contractor, or agent in obtaining a new position or other employment if he/she or the District has knowledge of, or probable cause to believe that the other employee, contractor, or agent ("alleged perpetrator") engaged in illegal sexual misconduct with a minor or student. This prohibition does not include the routine transmission of administrative and personnel files.

In addition, this prohibition does not apply if:

At least one of the following conditions applies:

- a. The matter has been officially closed;
- b. The District officials have been notified by the prosecutor or police after an investigation that there is insufficient information for them to proceed;
- c. The school employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated;
or
- d. The case or investigation remains open and there have been no charges filed against or indictment of the school employee, contractor, or agent within four years of the date on which the information was reported to a law enforcement agency.

Legal References:

20 U.S.C. 7926(a) (§8546(a) of the Elementary and Secondary Education Act/Every Student Succeeds Act

1st Reading: August 2, 2021

Category: Priority/Required by Law

The School Board is committed to protecting the health, safety and welfare of its students and school community. This policy supports federal, state and local efforts to provide education on youth suicide awareness and prevention; to establish methods of prevention, intervention, and response to suicide or suicide attempt ("postvention"); and to promote access to suicide awareness, prevention and postvention resources.

A. District Suicide Prevention Plan and Biennial Review. No later than May 31, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Suicide Prevention Plan (the "Plan") to include guidelines, protocols and procedures with the objectives of prevention, risk assessment, intervention and response to youth suicides and suicide attempts.

1. Specific Requirements for Plan Terms: The District Suicide Prevention Plan shall include terms relating to:

- a) Suicide prevention (risk factors, warning signs, protective factors, referrals);
- b) Response to in-or-out-of-school student suicides or suicide attempts (postvention, suicide contagion);
- c) Student education regarding safe and healthy choices, coping strategies, recognition of risk factors and warning signs of mental disorders and suicide; and help seeking strategies;
- d) Training of staff, designated volunteers, and contracted personnel on the issues of youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention and resources available within the school and community;
- e) Confidentiality considerations;
- f) Designation of any personnel, in addition to District Suicide Prevention Coordinator and Building Suicide Prevention Liaisons, to act as points of contact when students are believed to be at an elevated risk of suicide;
- g) Information regarding state and community resources for referral, crisis intervention, and other related information;
- h) Dissemination of the Plan or information about the Plan to students, parents, faculty, staff, and school volunteers;
- i) Promotion of cooperative efforts between the District and its schools and community suicide prevention program personnel;
- j) Such include such other provisions deemed appropriate to meet the objectives of this Policy (e.g., student handbook language, reporting processes, "postvention" strategies, memorial parameters, etc.).

2. Biennial Review: No less than once every two years, the Superintendent, in consultation with the District Suicide Prevention Coordinator with input and evidence from community health or suicide prevention organizations, and District health and guidance personnel, shall update the District Suicide Prevention Plan, and present the same to the Board for review. Such Plan updates shall be submitted to the Board in time for appropriate budget consideration.

B. Suicide Prevention Coordinator and Liaisons.

1. District Suicide Prevention Coordinator. The Superintendent shall appoint District Suicide Prevention Coordinator, who, shall be responsible for:

- a) developing and maintaining cooperative relationships with and coordination efforts between the District and community suicide prevention programs and personnel;

- b) annual updating of (i) State and community crisis or intervention referral intervention information, and (ii) names and contact information of Building Suicide Prevention Liaisons, for inclusion in student handbooks and on the District's website;
- c) developing - or assisting individual teachers with the development - of age appropriate student educational programing, such that all students receive information in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help;
- d) developing or assisting in the development of the annual staff training required under section C of this policy;
- e) Such other duties as referenced in this Policy or as assigned by the Superintendent.

2. Building Suicide Prevention Liaison. The school, or, in his/her absence, the building administrator, shall be designated as the Building Suicide Prevention Liaison, and shall serve as the in building point-of-contact person when a student is believed to be at an elevated risk for suicide. Employees who have reason to believe a student is at risk of suicide, or is exhibiting risk factors for suicide, shall report that information to the Building Liaison, who shall, immediately or as soon as possible, establish and implement a response plan with the District Suicide Prevention Coordinator.

C. Annual Staff Training. The Superintendent shall assure that beginning with the 2020-21 school year, all school building faculty and staff, designated volunteers, and any other personnel who have regular contact with students, including contracted personnel or third-party employees, receive at least two hours of training in suicide awareness and prevention. Such training may include such matters as youth suicide risk factors, warning signs, protective factors, intervention, response procedures, referrals, and postvention and local resources.

D. Dissemination. Student handbooks and the District's website will be updated each year with the contact information for the Building Suicide Prevention Liaisons, State and community crisis or intervention referral intervention resources. The District Suicide Prevention Plan will be made available on the District's, and each school's respective websites.

District Policy History:

First reading: August 2, 2021

Legal References:

RSA 193-J: Suicide Prevention Education