

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

September 24, 2020 – 6:30 p.m.

MEETING HELD REMOTELY THROUGH ZOOM

Mattapoisett, MA 02739

District Members Present: Cary Humphrey, Chairperson, Michelle Smith, James Muse, Margaret McSweeney, Frances Kearns, Heather Burke, Tina Rood, Suzanne Tseki and Joe Pires.

District Members Absent:

Union Members Present: Shannon Finning, Chairperson, Carole Clifford, Anne Fernandes, Nichole Daniel, Sharon Hartley April Rios, Robin Rounseville, Jody Dickerson and Karin Barrows.

Union Members Absent:

Other Staff Members Present: Michael S. Nelson, Superintendent of Schools, Diana Russo, Administrative Assistant to the Superintendent, administrative team, staff members, parents, community members and members of the press.

Meeting was called to order at 6:30 p.m. by Chairperson Humphrey of the ORR School Committee and Chairperson Finning of the Massachusetts School Superintendency Union #55.

CHAIRPERSON'S REPORT: Mr. Humphrey thanked the faculty and staff for all their hard work and for what seems like a smooth opening to the school year. Dr. Finning echoed Mr. Humphrey's comments and expanded by also thanking the parents and families in our districts for balancing at times their full time jobs and their children's educational needs, she expressed she's thankful to all the teachers and staff for making this new plan work and she looks forward to talking about the next phase.

SUPERINTENDENT'S REPORT:

Superintendent Nelson made the following statement:

I would like to take this opportunity at the Joint School Committee to thank the various stakeholders that have contributed to the development of the Back to School 2020-2021 plan that led to the reopening of schools on September 16, 2020.

First and foremost, our staff members have continued to be committed to all of our educational needs this past spring, summer, and fall – I am thankful to have such a dedicated staff serving our students and families. This includes all staff members – teachers, paraprofessionals, IT specialists, facilities, food services, the central office support team and main offices – everyone.

Next, I want to thank of all of the school committee members here tonight and the other members who have continuously answered the call to support our reopening efforts and drive sound decision-making. I appreciate your service and support.

To the administration that continues to put in hour after hour each day – including on weekends – thank you for helping and creating a safe return for our students and families.

Lastly, to our students and families – we appreciate your patience, support, and input as we create as many learning opportunities as possible for our students. Ultimately – we serve you and we want to provide the excellent educational opportunities during this challenging time as safely as possible.

At this time – I'd like to ask Dr. Pearson-Campbell our Asst. Sup of Teaching & Learning to discuss the professional development work we have done recently and what we will be focusing on this coming Monday.

Dr. Pearson-Campbell gave a brief overview of September 28th half day professional development, she expressed that the professional development ½ day will be virtual, she expressed that the district will partner with Dr. Clinton from UMass Dartmouth, who will be hosting a district-wide professional development webinar from 1 to 2 p.m. focusing on remote learning, Dr. Pearson-Campbell also reported that teachers would be participating in AIMSWeb Benchmarking Protocol. Dr. Pearson-Campbell also expressed that her office is now doing office hours, she is in school

buildings from 1 to 2 hours a day so that people have the opportunity to meet her on-on-one and also to help to build the relationships which she believes is the most important.

And before we move on from the Superintendent's Report – I'd like to ask Mr. Davidson our Director of Student Services to update the committees on the work that his office has been facilitating.

Mr. Davidson reported that he's enjoyed his first full week in the district, he expressed it's been outstanding. He expressed that our staff is doing an amazing job providing services to students and families, he expressed that related service providers are scheduling out services both in-person and remotely for students, Mr. Davidson expressed that he was lucky enough to tour all the Project Grow classrooms with Ms. Doreen Lopes and expressed he was excited and truly amazed to see what our teachers are doing with the younger populations. Mr. Davidson expressed that staff is currently working on providing the academic testing to students, he expressed that they are currently trying to catch up from the spring and trying to meet federal and state timelines.

I. Consent Agenda

A. Approval of Minutes

1. Regular Minutes:

Ms. Burke expressed as she was reviewing the August 12th minutes she was reminded that she had requested to add the school calendar to this agenda, however she understands that it might be too soon to be discussing the calendar, however she would like to add it to the November 19th agenda. Ms. Burke also asked that the High School and Jr. High School Principals to be prepared at the next ORR School Committee meeting to talk about what they see in terms of learning loss, and how much distance we need to make up in learning, she expressed she would like to have a discussion about what are teachers are seeing in the class and where are students are.

Mr. Nelson thanked Ms. Burke for her comment and expressed that he was going to mention the school calendar during his reopening update, Mr. Nelson expressed that since it's only the second full week of school he thought we would be better serviced to review the calendar at the next joint school committee meeting, Mr. Nelson expressed that he looks forward to reviewing the school calendar at a later date and welcomes any feedback and input.

June 11, 2020

Motion to approve the June 11, 2020 minutes as presented

District, Ms. Smith

Union, Ms. Rios

District, Mr. Muse

Union, Ms. Fernandes

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

July 15, 2020

Motion to approve the July 15, 2020 minutes as presented

District, Ms. Smith

Union, Ms. Rios

District, Mr. Muse

Union, Ms. Clifford

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

August 12, 2020

Motion to approve the August 12, 2020 minutes as presented

District, Ms. Smith

Union, Ms. Rios

District, Mr. Muse

Union, Ms. Clifford

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

V. General

A. Substitute Compensation Schedule Approval

Mr. Nelson reported to the school committee that there is a little complexity in finding substitutes this year not only for teachers, but also for paraprofessionals and nurses. Mr. Nelson expressed that he met the leadership team this afternoon and they expressed their concern for the low pool of substitutes currently available, Mr. Nelson expressed that with the hybrid model we have to be creative with the coverage opportunities. Mr. Nelson expressed that Ms. Cunningham, our Human Resources Director who does all the behind the scenes work with our substitutes reached out to our substitutes during the summer to ask who was planning to continue to do substitute work and 26 expressed interest in continuing to work, 39 substitutes reported they would not return, and 29 did not respond. Mr. Nelson expressed that the goal is to acquire a strong substitute candidate pool and possibly offer more competitive rates for this school year. Mr. Nelson asked Mr. Barber to share more information with the school committee.

Mr. Barber reported to the school committee that the last time the substitute rates were increased was September 28, 2018. Mr. Barber reported that upon evaluating the current substitute rates that our district provides, we are concerned with the ability to stay competitive over the fiscal year 2020-2021. Mr. Barber expressed that other local districts such as Fairhaven have increased their rates, we are recommending that the district accepts the new amounts indicated on the attached sheet for this current school year to ensure coverage for the current school year. Mr. Barber expressed that he will give regular updates at Joint School Committee meetings and will ask to revert back to the prior rates or if Phase 4 of the Commonwealth occurs will suggest reverting back prior to the 2021-2022 school year. Mr. Barber expressed that the increases are as follows:

Per Diem Substitutes

Instructional Assistant from \$70 to \$90 daily rate

Non-Certified Teacher from \$80 to \$120 daily rate

Certified Teacher from \$85 to \$165 daily rate

Nurse from \$120 to \$200 daily rate

Cafeteria, Clerical & Custodial from \$11 hourly to \$12.25 hourly

Ms. Rood stated that currently state minimum wage is \$12.75 and she asked Mr. Barber where he came up with \$12.25. Mr. Barber expressed that because we are a school district we only have to comply with federal minimum wages, Mr. Barber also expressed that he also looked at our own rates and salary schedules of our own bargaining units and make it as comparable as possible.

Ms. Burke asked if someone could to speak to the importance of having a certified teacher on a per diem basis, she expressed that she certainly understands the importance of it on a long term basis but wanted someone to speak to the per diem basis. Mr. Barber expressed that these are the values, but it doesn't necessarily mean that you will have a certified teacher in every assignment. Mr. Barber did express that when long term assignments are advertised we always look for certified teachers. Mr.

Nelson also expressed that often times substitutes are retired teachers and new teachers who have teacher certifications and we would hate to lose out on that candidate pool, therefore we offer them a little incentive when they have the certification.

Ms. Rood asked if this would be retroactive and also how this would impact our budgets. Mr. Barber expressed that most rates would be effective tomorrow, and that he would take a look at long term assignments and take a look at those individually. Mr. Barber expressed that when it comes to the budgets he believes that there is a little savings operating in the hybrid model, but he will continue the school committee as it pertains to the budget. Dr. Finning expressed it might be helpful for the Superintendent to report on usage of long term substitutes this current school year. Mr. Nelson agreed and expressed that long term substitutes are a huge part of our staffing this year, and he expressed he will continue to update the school committee.

Ms. Barrows asked where we are advertising for substitute positions and also expressed that it might be a good idea to advertise the new rate if it's approved. Mr. Nelson expressed that if this approved tonight the new rates will be posted on schoolspring as well as in local newspapers, Mr. Nelson also urged members to post the new rates and qualifications on facebook and social media and he's also open to any other ideas. Dr. Finning also suggested getting the new information out to Mass Dartmouth and Bridgewater State College for recent graduates and current students. Ms. Kearns also suggested advertising with the local teaching association as well as the National Association of Black Engineers which has a chapter in Boston. Mr. Nelson thanked everyone for their input.

Motion to approve the new substitute compensation schedule as presented for the current school year
District, Ms. Smith,

Union, Ms. Rios

District, Ms. Muse

Union, Ms. Daniel

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

VI. New Business

Mr. Nelson thanked all the members that have served and continue to serve on the Policy Sub-Committee,

D. Policy Review

JFABE – Education Opportunities for Military Children (new)

This policy was sent to us by MASC and DESE and was reviewed by the policy sub-committee on January 6th and February 3rd and had the first read on March 23, 2020 and is now ready for final approval.

Motion to approve JFABE – Education Opportunities for Military Children as presented

District, Ms. Burke,

Union, Ms. Rios

District, Ms. McSweeney,

Union, Mr. Dickerson

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

JFABF - Education Opportunities for Children in Foster Care (new)

This policy was sent to us by MASC and DESE and was reviewed by the policy sub-committee on January 6th and February 3rd and had the first read on March 23, 2020 and is now ready for final approval.

Motion to approve JFABF- Education Opportunities for Children in Foster Care as presented

District, Ms. Burke,

Union, Ms. Rios

District, Ms. Smith,

Union, Mr. Dickerson

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

IHBHE Remote Learning Policy & IHBHE-E Remote Learning Addendum

This policy was sent to us by MASC and was reviewed by the policy sub-committee on August 11th and the 1st read was waived, this policy is ready to be approved.

Ms. McSweeney asked Superintendent Nelson to elaborate on the bullet that states we will “provide support for student social and emotional wellbeing and address the implications of trauma experienced by students or faculty as a result of the emergency”. Ms. McSweeney asked how exactly is the district doing that and are we still in the planning stages. Mr. Nelson expressed that even back in the spring they were strategic in reaching out to the families that they already knew of as well as reaching out to new families that would be requiring social emotional support as a result of the pandemic, Mr. Nelson explained that practice was carried over through the summer on an as needed basis, he expressed that our social workers and psychologists have hit the ground running in terms of reaching out to families, and providing services regardless of what learning model they are in, hybrid or remote. Mr. Nelson also expressed that those 10 days at the beginning of the school year were critical in providing our staff the social and emotional support they needed. Mr. Nelson expressed that meetings with students are taking place in-person as well as via zoom.

Motion to approve IHBHE Remote Learning Policy & IHBHE-E Remote Learning Addendum as presented

District, Ms. Smith

Union, Mr. Dickerson,

District, Mr. Muse,

Union, Ms. Fernandes,

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

EBCFA Face Coverings Policy

This policy was sent to us by MASC and reviewed by the policy sub-committee on August 11th and the 1st read was waived, this policy is ready to be approved.

Ms. Rood has concerns about the language around the logos, where it states (any offensive logos or expressive language are prohibited), Ms. Rood asked if that was the same language that is included in the student handbook, Ms. Rood had concerns about the word “expressive”. Mr. Nelson expressed that it aligns with the student code of conduct and that this just covers the face coverings/mask as part of the dress code.

Ms. McSweeney asked why the sentence about the face shield was removed from the policy. Mr. Nelson expressed that DESE, our school physicians and nurses were all clear that face shields were not an alternative to a face covering, therefore we didn't feel it was appropriate to include it.

Ms. McSweeney asked why there's no language in the policy about the types of masks the district would require or accept as CDC guidelines suggest, she reference gaiters or ventilated masks. Mr. Nelson reported that the policy does mention accordance with CDC guidelines. Mr. Nelson expressed that the district's plan is to work with families and not to get into power struggles, but rather to adhere to the CDC guidance and DESE guidance and our own local medical staff to protect everyone.

Ms. Burke asked if it would be a good idea to review this policy annually. Mr. Nelson expressed that if it ever came a time that he didn't believe this policy was no longer needed he would bring it back to the policy sub-committee.

Ms. Rood asked if someone who was at the policy meeting could explain what "expressive" language means. Ms. Rios agreed with Ms. Rood, she doesn't believe the work "expressive" belongs in that sentence or in this policy. Ms. Rood expressed that "expressive" almost steps on freedom of speech and that's why she's concerned about it. Ms. McSweeney also agreed.

Mr. Devoll stated that the High School Handbook states the following: *obscene, profane language or pictures on clothing or jewelry, or clothing that advertises or promotes alcohol, drugs, or illegal activities should not be worn to school.*

Ms. Daniel suggested that we use the language in the student handbook.

Ms. Rounseville expressed if that language has served Mr. Devoll well and has given him what he needs then we should use it and stay consistent. Mr. Humphrey agreed.

Ms. Burke asked if this language would also fit the needs of the other principals. They all replied yes.

Motion to approve EBCFA Face Coverings Policy as amended

District, Mr. Muse,

Union, Mr. Dickerson,

District, Ms. Sweeney,

Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

B. Start of the School Year Update

Superintendent Nelson made the following statement: *Thank you – Chairpersons.*

As I mentioned earlier we truly appreciated the support of this committee to adjust the school calendar to allow for 10 additional days to prepare for the school year. I'd recommend that at our next joint committee we look at what has transpired during the early weeks of the school year and revisit any additional calendar changes you may want to consider.

September 16th was a monumental day for all of us – seeing students back in our schools and learning in different learning models was rewarding and motivational to see.

We feel that the first days of school have been successful as we adjust to our new safety and wellness protocols. We have certainly had some hiccups – but, overall we continue to demonstrate the power in being flexible problem solvers and adjusting to the needs in front of us.

We will continue to learn from what we are experiencing and track data to inform future decision-making. For me – I have been working on the design of a dashboard that includes key indicators for our four school committees and stakeholders to utilize in monitoring and deciding what learning model makes most sense for their schools. I have scheduled meetings with local health officials in coming days and look to report out to each school committee at their next scheduled meeting.

Our HVAC systems and air quality conditions have been assessed and meeting standards in light of COVID-19 readiness. Our facilities teams, food services, and IT teams continue to meet the supporting needs of our students and families by ensuring clean buildings, providing meals, and supporting technological needs.

The students have truly been resilient and incredibly willing to embrace how school is different and new this year. At this time, I would ask each principal to briefly discuss from their perspectives how the opening schools have gone in their buildings.

Principal Comments:

Principal Sirois reported that everyone at Sippican is extremely excited to have everyone back in school, she expressed that we spent a lot of time thinking about the what if's but once the children arrived everything just became clearer, she expressed that everything has been going extremely smooth, she reported that the children are resilient, they play, they laugh, they have fun. She expressed that the Sippican School staff has worked and continues to work tirelessly to make sure that everything is running smooth for our families, Ms. Sirois expressed she and her staff always welcome feedback from families. She wanted to thank community members, she expressed that they invited families to come and decorate the school bulletin boards, and she expressed that has been great and welcoming seeing all the bright colors and all the different ideas that we brought in, she expressed it's been a great start and she looks forward to a great school year.

Principal Medeiros started by thanking his students, he reported that they have brought a sense of calm, energy and positivity to Rochester Memorial School, and it reminded the adults why we worked so hard during the summer. Mr. Medeiros thanked the reopening Task Force for all their hard work, Mr. Medeiros also thanked the school committee and the union officials for coming together and creating an MOU in a timely fashion while thinking of our students and staff and also continuing to provide the detailed educational experience and a giant thank you to the staff and the parents for working collaboratively and being as excited as Mr. West and I welcoming our students back. Mr. Medeiros expressed that their PTO did a "Chalk to Walk" welcoming kids in as they got off the buses and walked in to school, and it was another demonstration of collaboration.

Principal Bowman expressed that the most heartwarming part of this entire practice is seeing the children arrive at school either by bus or with their parents, she expressed that they did worry and they were concerned, but she expressed that the children were so happy to be back and to see one another, she expressed that she deeply appreciates the families, she expressed that wouldn't have happen without extraordinary family support preparing them to accept that things would be different but they would still be fine. Ms. Bowman expressed that the education they will receive while being different she also sees a strength in collaboration amongst the teachers at each grade level and in each school as a whole, she expressed that we talk about collaboration a lot, but she feels this is truly implemented in every phase, she expressed when you see the families and the schools working so hard it's the children that benefit. She expressed today they had the arrival of the first full day kindergarten class, she expressed this has been a long process because it's been different than what we usually do, she expressed she was amazed by the children, she reported that they just got out of the cars and came into the school as if they had always been there, she expressed that she feels that the kindergarten experience is something that stays with a student forever, so today was a huge celebration. Ms. Bowman expressed that one of her biggest worries was parent pick up in the afternoon, being sensitive to everyone's needs and time constraints, but most importantly keeping everyone safe, she expressed that on the first day the Mattapoissett Police came by and helped out and she expressed her gratitude to them, she expressed they gave her and Mr. Tavares ideas about how to make it better, the next day we shared that with the families, and right the next day the ideas we brought forth were implemented and now it's running very smoothly, so smooth that the parents are actually suggesting that it stays like this. She expressed that when people come together we are so much stronger than we are alone.

Principal Coellner reported that it's been great to welcome kids back to school, he expressed he's been seeing a lot of smiles, pleasant surprises, it's working, he reported that it's radically different, something we've never had before, but it's been great to see everyone seeing the silver lining and positives that are coming out of this, he expressed that the resiliency, collaboration has been mind boggling, and everyone is supporting each other has made this go much smoother than any of us thought it could go. Mr. Coellner expressed that he had his zoom for help the first day and he thought he would be totally swamped and he had about 30 students looking for just basic zoom information. Mr. Coellner expressed that the 10 days of preparation made a huge difference at the Jr. High School, he expressed they had he's been seeing parents, students, staff everyone collaborating and working together, he appreciates everyone's support.

Principal Devoll reported "it's been awesome, it's been great", he expressed he could shout it from the top of the school, he expressed the kids have been amazing, he expressed that at every lunch he thanks the kids for coming back with such a positive outlook, they are grateful to be back in school, he expressed that they will never forget the class of 2020 who did not get to finish their school year, this group that is here now is very grateful, he expressed for this to work it has to feel like school, he expressed they are constantly checking in with students to get their feedback, how does it feel, do you have homework, it's going very well, he expressed his internal gratitude to the community, his staff and the kids, the kids have been amazing. He expressed that he keeps encouraging the kids to keep doing what they're doing, and show the community that it can be done safely and hopefully soon we can start to open up our schools to more opportunities.

Chairpersons – we appreciate the opportunity to have updated the committees on the reopening of schools.

Mr. Nelson also reported the remote learning numbers as of 9/24/2020

Center School – 17

OHT – 7

Sippican School – 60

Rochester Memorial School – 65

Junior High School – 44

High School – 77

Ms. Kearns expressed that she was excited to hear all the best practices from all the principals and she asked if there was a plan for them to share those with each other. Mr. Nelson expressed that in a typical year the leadership team meets every three to four weeks currently they are meeting once a week if not more, therefore we are constantly sharing whether via text messages, emails or in-person meetings, Mr. Nelson expressed that they are continuing to be a professional learning community.

Ms. Rios expressed that as a parent, her fifth grader is very excited to be back in school, she thanked the teachers for making the new lesson plans more interactive to keep the students engaged.

C. Superintendent's Goals Update

Mr. Nelson reported that the four school committees have now reorganized and that all the new members of the Superintendent's Goals Sub-Committee have been appointed, Mr. Nelson reported that the committee will hold their first meeting on October 6th to start designing goals, Mr. Nelson reminded everyone that this is the third year of the Strategic Plan, Vision 23 and he expressed that he hopes his goals will align with the Strategic Plan as well as address some of the challenges we are facing, Mr. Nelson expressed his looking forward to working with the sub-committee and reporting back out in the near future.

D. Anti-Racism Committee

Mr. Nelson reported to the Joint School Committees that the Marion, Mattapoisett, Old Rochester and Rochester School Committees have all taken action and created an Anti-Racism Sub-Committee. Mr. Nelson expressed that the first meeting of this committee is scheduled for Monday, October 5th at 5:00 p.m. Mr. Nelson reported that these meetings will be posted so that all our stakeholders are aware and are able to participate. Mr. Nelson expressed it was important to report

that each school committee also adopted and approve the MASC Anti-Racism Resolution, which will be posted on each website in the near future, Mr. Nelson expressed he believes that's also a strong message in showing the direction the district is moving in. Mr. Nelson reported that the Policy Sub-Committee met this past summer and worked with our legal team to talk about options to move forward in terms of self-examining process in regard to policy, Mr. Nelson expressed that now that the new members of the policy sub-committee have been appointed a new meeting will be scheduled soon.

Ms. Rood expressed that she had not received notification about the Anti-Racism meeting and reported that she is one of the representatives for ORR. Mr. Nelson apologized and noted that Diana would add her name to the list.

Ms. Rood also asked if Mr. Nelson had the opportunity to discuss the formation of the sub-committee with legal counsel. Ms. Rood expressed that having students especially on committees such as these brings in a very different and important perspective, therefore she asked that we look at the process of including community/students/staff, so that everyone has a voice.

Mr. Nelson expressed that he believes that will be some of the initial work at this first meeting especially in terms of goals, directions and structure, Mr. Nelson expressed that he plans to post the meeting to attract as many interested stakeholders as possible, Mr. Nelson expressed that he looks forward to working with the school committee members on the committee to come up with a plan that makes sense.

E. School Committee Meeting Format

Mr. Nelson expressed that this was added so that the school committee members could discuss format for future meetings. Mr. Nelson added that different committees have decided different formats, he believes it's important for this committee to also have that conversation and believes this decision rests solely with the two school committees. Mr. Nelson did express that if they decide to go full in-person it would mean accommodating 18 people plus himself in one room, and also having the remote access for the public. Mr. Nelson expressed that other school committees have had hybrid meetings but those committees only have 5 members, Mr. Nelson thought it was important to give them that information before different option are discussed, Mr. Nelson expressed he would be willing to problem solve any challenges that come from their decision.

Ms. Rios expressed that she is willing to meet in-person but she asked if we could also accommodate any members that were not comfortable coming to a full in-person meeting. Ms. Rios believes it's important to be able to accommodate both.

Dr. Finning expressed that in her discussions with Superintendent Nelson, she addressed the importance of recognizing people that are either at risk themselves or have family members who are in the "at risk" population, therefore she expressed if we did move forward we would do so in hybrid format. Dr. Finning expressed that she has received several emails from parents expressing that if we are expecting our students and staff in hybrid that we should expect our school committee members to do the same. Dr. Finning also agreed with Ms. Rios, she expressed that she would attend in-person but she would want to assure that we have a remote access available to members who are not able to do so.

Ms. Smith expressed that logistically she doesn't see how all 18 members can fit in the media room, she expressed that a hybrid is a great idea, however she doesn't feel like we could accommodate more than 10, she expressed that even 10 she believes is too many.

Ms. Rios expressed that she doesn't believe we all need to be on screen, she believes it's important, she believes if we are asking our teachers and our children to be in the building than we should be willing to do the same, she expressed that's her personal opinion.

Mr. Muse expressed that he's very much opposed to having any school committee meet in-person, primary because we are still in the midst of a pandemic, and every time you make a new contact or introduce a new person into an area that at some level it increases the likelihood of spreading the virus. Mr. Muse expressed that he finds it inappropriate to compare having students going into the buildings with school committees going into the buildings, Mr. Muse expressed that he does go into the school buildings, however only if it brings some benefit, and he expressed that he doesn't see how having a hybrid meeting at the school and having school committee members in the building solely for the purpose of getting on zoom, because the meeting will have to be on the zoom for the public anyway, he expressed he doesn't know what it adds, Mr. Muse expressed that he is fully committed to doing anything and everything he can to help the students and staff of these schools, however he doesn't see what he's doing for them in being in the building other than to increase the likelihood of spreading the virus.

Ms. Tseki expressed she would prefer to have in-person meetings, however she expressed that because we have asked students and staff to go back in the classroom we want to keep the environment as safe as possible, Ms. Tseki expressed that she does she both sides and she expressed she believes it might be a good idea to stay remote a little longer and revisit this again.

Ms. Kearns expressed that she was appointed to her position in June and she really hasn't had a chance to meet everyone in person, she expressed that at some point she would like to meet everyone face to face, however she reminded her colleagues that the school committees approved a hybrid and a remote plan for all their students, Ms. Kearns expressed that chose the remote plan for her family, and she agreed with Mr. Muse and Ms. Tseki that we should be minimizing the spread and minimizing the contamination of facilities, or introducing any additional risks, she expressed that we talk a lot about the plan as if it was only hybrid but it's not it's hybrid and remote.

Ms. Burke expressed that she doesn't understand the statement "that we have asked people to come into the building", she expressed that we have given the opportunity for the people need to establish the necessary relationships for learning to happen to be welcomed into the buildings if they feel comfortable, she expressed that we are not asking anyone to do anything that they are not comfortable with, she expressed that research has shown that our students have said that they want to setup those relationships with their teachers if their families are comfortable doing so, they are the ones that need to be in the building to get some benefit out of that, she agreed with Mr. Muse completely on that. She expressed that she along with a lot of other people have worked very hard to be able to offer that opportunity to students, she expressed that if we do consider having an in-person or hybrid meeting, she respectfully asked that the meeting not be held at the Jr. High or Senior High School, because the media room is used as an education space during the school day, she would ask that another location be found, she also asked "is this what we what our administration focused on, or do we want them to focus on the education of our students?"

Mr. Humphrey expressed that it's clear that there is no clear consensus, he expressed we all have a right to have our opinions and our decisions on how handle COVID and whether we have our children home or remote, however he doesn't see how an agreement can be reached at this point.

Ms. Rood expressed that she's a big advocate of meeting in person, but she hears very clearly the logistics of it, and also know how important it is for our teachers and our administrators to be able to focus on the educating of our students rather than concentrating on setting up for us, and having to

clean up after us and provide for our technology needs. She expressed she believes it needs to be revisited at some point in the future, but right now we should consider to stay remote.

Ms. Hartley expressed that she feels meetings are most productive when members are all in person are really look into each other eyes, however she expressed this is a very large committee and we only meet 4 to 5 times a year sometimes 6 times, she reported the next meeting of this committee is scheduled for November 19th, she suggested that we delay our decision for tonight and have the November 19th meeting remote and bring this up again at the meeting on the 19th. She expressed she believes the committee might have to meet a couple more times remotely and hopefully by the spring we should be able to meet in person or in a hybrid format.

Ms. Barrows agreed with Ms. Hartley.

Dr. Finning asked that this be put on the agenda for the next meeting.

VI. New Business

B. Business

Mr. Nelson asked Mr. Barber to give a brief update on the fiscal and business aspect of the districts. Mr. Barber expressed that he's been working diligently with town administrators to close out Fiscal Year 2020 both individually and as a team, he also expressed that they are also looking at plans for Fiscal Year 2021. Mr. Barber expressed he has been working with Mr. Gene Jones, Facilities Director going over Capital Plans FY22 to FY31, therefore working on the 10-year Capital Plan with each of the Towns. Mr. Barber expressed that he's been working with Ms. Bednarczyk with respect to the website, he expressed they will be working on both the building websites as well as the district websites. Mr. Barber also reported to the school committee that all allocation grants have been completed and submitted to DESE.

VII. School Committee

A. Reorganization (Union #55 Only)

Superintendent Nelson asked for nominations for chairperson for the Massachusetts Superintendency Union #55 School Committee. Ms. Daniel Nominated Ms. Rios and Mr. Dickerson Seconded the motion. Ms. Rios accepted the nomination. Mr. Nelson asked if there were any other nominations, Ms. Fernandes Nominated Dr. Finning and Ms. Barrows Seconded the motion, Dr. Finning accepted the nomination. The roll call voting was as follows:

Mr. Dickerson – Ms. Rios
Ms. Daniel – Ms. Rios
Ms. Rios – Ms. Rios
Ms. Clifford – Ms. Rios
Ms. Barrows – Dr. Finning
Dr. Finning – Dr. Finning
Ms. Fernandes – Dr. Finning
Ms. Hartley – Dr. Finning
Ms. Rounseville – Dr. Finning

Dr. Finning was appointed the Chairperson to the Massachusetts Superintendency Union #55.

Dr. Finning asked for nominations for Vice- Chairperson.

Ms. Daniel Nominated Ms. Rios, Ms. Clifford Seconded the motion, Ms. Rios accepted. Dr. Finning asked if there were any other nominations, Ms. Rounseville Nominated Ms. Hartley, Ms. Fernandes Seconded the motion, Ms. Hartley accepted the motion. The roll call voting was as follows:
Mr. Dickerson – Ms. Rios

Ms. Daniel – Ms. Rios
Ms. Rios – Ms. Rios
Ms. Clifford – Ms. Rios
Ms. Barrows – Ms. Rios
Dr. Finning – Ms. Hartley
Ms. Fernandes – Ms. Hartley
Ms. Hartley – Ms. Hartley
Ms. Rounseville – Ms. Hartley

Ms. Rios was appointed the Vice-Chairperson to the Massachusetts Superintendency Union #55.

OPEN COMMENTS: Ms. Kearns acknowledged the updates to the websites, one being Frequently Asked Questions, and two very helpful resources regarding mental health tools as well as a tool for educational guidance for remote schooling. Ms. Kearns wanted to thank Mr. Nelson and Ms. Bednarczyk for their work on website.

Ms. McSweeney wanted to go back to the conversation about learning gaps, and asked that the administration also address the learning gaps in AP classes. She expressed these students will have ½ the learning time but yet they will be taking the same test.

XI. Executive Session

Motion to go into executive session at 8:30 for reason number seven,

District, Mr. Muse,

Union, Ms. Daniel

District, Ms. Smith

Union, Ms. Fernandes

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

Motion to come out of executive session at 8:40 only to adjourn

District, Ms. Smith,

Union, Ms. Clifford

District, Mr. Muse

Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

Motion to adjourn meeting at 8:41 p.m.

District, Mr. Muse

Union, Ms. Daniel

District, Ms. Smith

Union, Ms. Rios

Motion Passed

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

September 24, 2020 – 6:30 p.m.

Zoom link:

<https://oldrochester-org.zoom.us/j/93270414543?pwd=cDhXRGZVRXZsdEZVdHBwaGtMK2xXZz09>

TIME: 6:30 p.m.

MEETING TO ORDER

RECOGNITION

CHAIRPERSON’S REPORTS

SUPERINTENDENT’S REPORT

I. Consent Agenda

A. Approval of Minutes

1. Regular Minutes: June 11, July 15, August 12, 2020

2. Executive Session Minutes: July 15, August 12, 2020

II. Old Business

III. Agenda Items Pending

IV. Special Topic Report

V. General

A. Substitute Compensation Schedule Approval

B. Reopening Update

C. Supt’s Goals Update

D. Anti-Racism Committee

E. School Committee Meeting Format

VI. New Business

A. Curriculum

B. Business

C. Personnel

D. Policy Review

VII. School Committee

A. Reorganization (Union #55 Only)

VIII. Future Business

A. Timeline

B. Future Agenda Items

IX. Open Comments

X. Information

XI. Executive Session

ADJOURNMENT

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

TO: Old Rochester Regional District School Committee and Massachusetts School Superintendency Union #55

FROM: Michael S. Nelson, Superintendent of Schools

DATE: September 18, 2020

SUBJECT: Agenda Items

The following items are on the agenda of September 24, 2020

I. Consent Agenda

A.1. Approval of Minutes- Regular Minutes – June 11, June 15, July 15, August 12, 2020
Recommendation

That the School Committees review and approve the minutes of June 4, 2019 & August 28, 2019. Please refer to “JSC 09242020 June 11th Minutes”, “JSC 09242020 July 15th Minutes” and “JSC 09242020 August Minutes”.

A.2. Approval of Minutes- Executive Minutes – July 15, August 12, 2020
Recommendation

That the School Committees review and approve the minutes of July 15th and August 12th.

V. General

A. Substitute Compensation Schedule Approval
Recommendation:

That the school committee review, discuss and approve the new substitute compensation schedule. Please refer to “JSC 09242020 Substitute Schedule”.

B. Reopening Update
Recommendation

That the School Committees hear an update from Administration regarding the start of the school year.

C. Supt’s Goals Update
Recommendation

That the School Committees hear an update from Superintendent Nelson.

C. Anti-Racism Committee
Recommendation

That the School Committees hear from administration regarding the new Anti-Racism Committee.

E. School Committee Meeting Format
Recommendation

That the School Committees discuss the format for future meetings of the Joint School Committee.

VI. New Business

B. Business
Recommendation:

That the school committee hear an update from Asst. Supt. Howard Barber.

D. Policy Review

Recommendation:

That the school committee review and approve the following policies:

JFABE – Education Opportunities for Military Children (new)

This policy was sent to us by MASC and DESE and was reviewed by the policy sub-committee on January 6th and February 3rd and had the first read on March 23, 2020 and is now ready for final approval.

JFABF - Education Opportunities for Children in Foster Care (new)

This policy was sent to us by MASC and DESE and was reviewed by the policy sub-committee on January 6th and February 3rd and had the first read on March 23, 2020 and is now ready for final approval.

IHBHE Remote Learning Policy & IHBHE-E Remote Learning Addendum

This policy was sent to us by MASC and was reviewed by the policy sub-committee on August 11th and the 1st read was waived, this policy is ready to be approved.

EBCFA Face Coverings Policy

This policy was sent to us by MASC and reviewed by the policy sub-committee on August 11th and the 1st read was waived, this policy is ready to be approved.

VII. School Committee

A. Reorganization (Union #55 Only)

Recommendation

That the School Committees reorganize and appoint a Chairperson and a Vice Chairperson for the 2020-2021 school year.

VIII. Future Business

B. Timeline

The next meeting of the Joint School Committee will be held as follows:

Joint School Committee

November 19, 2020

- ❖ Reorganization (September/October)
- ❖ Budget Update (December)
- ❖ School Calendar (March)
- ❖ Budget Update (March)
- ❖ Approval of School Committee Dates (March)
- ❖ Professional Development Plan Approval (March)
- ❖ Superintendent's Mid-Cycle Evaluation (June 2021)

XI. Executive Session

Recommendation

That the School Committees go into executive session for reason number seven (7) to comply with the provisions of any general or special law or federal grant-in-aid requirements.

If you have any questions regarding any of these recommendations please feel free to call me.

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

**June 11, 2020 – 6:30 p.m.
MEETING HELD REMOTELY THROUGH ZOOM
Mattapoisett, MA 02739**

District Members Present: Cary Humphrey, Chairperson, Michelle Smith, James Muse, Stefan Gabriel, Heather Burke, Suzanne Tseki and Joe Pires.

District Members Absent: Tina Rood and Paul Goulet

Union Members Present: Shannon Finning, Chairperson, Carole Clifford, Anne Fernandes, Nichole Daniel, Sharon Hartley April Rios, Robin Rounseville and Karin Barrows.

Union Members Absent: Ronald Gerhart.

Other Staff Members Present: Douglas R. White, Superintendent of Schools, Michael Nelson, Asst. Superintendent and administrative team, members of the staff, community and press.

Meeting was called to order at 6:30 p.m. by Chairperson Humphrey of the ORR School Committee and Chairperson Finning of the Massachusetts School Superintendency Union #55.

RECOGNITION:

Chairperson Humphrey and Chairperson Finning recognized Dr. Douglas White for his ten years of service as Superintendent of Schools to the Old Rochester Regional School District and Massachusetts Superintendency Union #55. Mr. Humphrey and Dr. Finning thanked Dr. White for his service to the district and to the school committee, he thanked him for his leadership and wished him well in his retirement and congratulated him on his retirement.

Rose Bowman, Principal of Mattapoisett Public Schools read the following statement on behalf of The Leadership Council.

This evening it is my privilege to represent all of the administrators, past and present, as we recognize and honor Dr. Douglas R. White as he retires from his position as the Superintendent of Schools for the Old Rochester Regional School District and Superintendency Union #55.

Over the last ten years Doug has been the educational leader in communities where collaboration between home and school and school committees and town municipalities have been a primary focus. The continual goal of all of the stakeholders was to provide the optimum educational opportunities for all students.

In his initial year as Superintendent Doug focused on the value and importance of Professional Learning Communities – PLCs. The importance of working together to plan and implement the best practices in the educational community was the mission of each PLC. As part of this initiative Doug attended conferences with the administration team and together, in our role as educators, we increased our knowledge of the best methods to educate each child in our schools. A primary tool in the elementary schools is the use of the flex block where guidance and support were provided to enhance student understanding of the work done in the classroom. Advisory blocks in the JHS and HS provided social and emotional support for every student. Throughout the years the academic and social emotional well-being of all students in all schools has been a primary focus in Doug's leadership role.

A special highlight of Doug's career at ORR has been the collaboration among all educators in the development and implementation of two Strategic Plans. The use of technology in each school district has grown to provide students the optimum learning opportunities in an ever-changing world. The use of Chromebooks for our students has proven to be an invaluable gift. High

achievement as measured by MCAS and the high graduation rate truly acknowledge the fact that hard work, dedication and strong support from families and communities impacts the lives children and their future success. What a wonderful reflection for a person who has dedicated the last ten years of his life to our children and their well-being as citizens of the world's community. Thank you, Doug, for your leadership.

On July 1 a new chapter in your life will begin. We want to share our appreciation with you for being a dedicated educational leader for our district over the last decade. We extend our appreciation to your wife Kathy and all of your family members for their continued support over the last ten years. May love and happiness light your way as you continue on your journey. Congratulations on a job well done!

CHAIRPERSON'S REPORT:

Dr. Finning read the following statement:

I'm struck that tonight is a night of celebration and congratulations for Dr. White but it's also a night of introspections and reflections for many around our community and well beyond our community are hurting. I've been heartened by the response and engagement of our Central Office, The Leadership Council as well as teachers, paras and many of our school committee members at last Friday's Black Lives Matter march in Mattapoisett, last Monday in Marion and I hope engagement in tomorrow's march in Rochester. I applaud the voices that have been raised on Facebook for members of our community who have felt like they heard, seen like they matter, and I know all members of our committees take that very seriously. Many of you know that when I ran for school committee as a write in Mattapoisett, I ran because I wanted to make sure that all of our students, particularly our students from unrepresented populations (low income, low social economical and students of color) felt supported, welcomed and included in our environment, that equity mattered. I was heartened when I joined the committee and we joined with the members of the community to hear their experiences, I'm proud of the work (and it's not down and it never will be done) that's been done and in terms of our commitment to ant-racism, the work needs to continue with professional development, the task force, my one regret is that we did not share as much as we should have with the community the work that was happening. I look at forward to the conversation that we will have on Monday, I have no doubt it will be challenging, difficult and moving, but I'm confident that working together that we will be able to ensure that all of our children and all of our families joined together, this is not just a school issue, it's a community issue, but together I think we can make a difference and ensure the very best outcomes for all members of our communities.

I. Consent Agenda

A. Approval of Minutes

Motion to approve the March 23, 2020 minutes as presented

District, Mr. Muse

Union, Ms. Daniel

District, Mr. Gabriel

Union, Ms. Fernandes

Motion Passed

V. General

A. Cultural Proficiency

Asst. Supt. Nelson gave an overview on the Cultural Proficiency Teams in each building and the work that has been taking place this year.

2019-2020 School Year Cultural Proficiency Efforts Overview

PLANNING & COLLABORATION

- Since the summer of 2019 each school within the Old Rochester Regional School District & Massachusetts Union #55 have formed and maintained Cultural Proficiency TEAMS. All six teams are comprised of volunteer teachers, paraprofessionals, and/or administrators. Each TEAM has 5-10 members who regularly attend system-wide cultural proficiency meetings to discuss needs, efforts, and action steps. These individuals embrace the role of teacher leaders in regard to cultural proficiency school-based efforts.

OPENING DAY MESSAGING

- To start the school year off – on August 26, 2020 the opening day keynote speaker selected to address the faculty of our schools was Mr. Steve Pemberton. Among many other accomplishments, Mr. Pemberton is the author of the book titled “A Chance in the World”. During his personal keynote presentation, Mr. Pemberton focused on the importance of educators and their roles in all students’ lives. Specifically, Pemberton stressed the importance for being an advocate for those students who may have been left in the “shadows”. He has been a champion for equality, access, and opportunity both in his professional and personal life. Staff members left this meeting with a clear message that the impact they can have on a student’s life is immeasurable.

CULTURAL PROFICIENCY TEAM TRAINING (ChangeWorks Consulting Organization)

- Ms. Patti DeRosa a cultural proficiency training facilitator with decades of experience working with both private and public agencies, provided in-depth professional development for our Cultural Proficiency Teams on October 31, 2019. The title of the workshop was titled “Unpacking Equity and Cultural Proficiency in Schools”. The workshop objectives for the participants were:
 1. Engaging in self-exploration and reflection of personal attitudes, beliefs, and assumptions regarding equity, cultural proficiency, and anti-bias education.
 2. Become familiar with the principles, elements, and tools of, and barriers to, equity and cultural proficiency in schools.
 3. Begin to develop awareness, knowledge, and skills for interrupting bias, and creating policies and practices that support educational equity.

CULTURAL PROFICIENCY ADMINISTRATOR TRAINING (ChangeWorks Consulting Organization)

- All building and central administrators participated in the same in-depth workshop facilitated by Ms. Patti DeRosa on November 1, 2019. The title of the workshop was titled “Unpacking Equity and Cultural Proficiency in Schools”. The workshop objectives for the participants were:
 1. Engaging in self-exploration and reflection of personal attitudes, beliefs, and assumptions regarding equity, cultural proficiency, and anti-bias education.
 2. Become familiar with the principles, elements, and tools of, and barriers to, equity and cultural proficiency in schools.
 3. Begin to develop awareness, knowledge, and skills for interrupting bias, and creating policies and practices that support educational equity.

DIVERSITY TALKS KEYNOTE PRESENTATION TO FACULTY

- On January 17, 2020 three high school students from Diversity Talks led an hour long presentation for our entire faculty. Diversity Talks specializes in providing student-led professional development grounded in diversity, equity, and inclusion. Their student leaders aim to increase the cultural competence of adults by fostering a healing space for adults and youth to have culturally relevant and responsive conversations. This presentation focused on inclusion, student voice, and the role of power in schools.

BUILDING-BASED TRAINING LED BY CULTURAL PROFICIENCY TEAMS

- During our January, 2020 professional development day our Cultural Proficiency Teams led building-based cultural proficiency training. Our teams worked with their colleagues to explore their on implicit bias, positionality, and the ideology of white privilege. Ultimately, each team aimed to help their colleagues understand that we all have an invisible backpack that we carry with us – and that as educators we must embrace this thinking and support all of our students.

DR. ADOLPH BROWN KEY NOTE PRESENTATION TO FACULTY

- All staff members within our schools also listened to the message of Dr. Adolph Brown. Dr. Brown describes himself as a servant-leader at heart and a life-long social justice advocate. His message to our staff encouraged the idea of “real talk” around the topics of unconscious bias, equity, diversity, and inclusion. He encouraged our faculty to understand structural inequities, but more importantly start the work of dismantling the foundations from which these structures are built.

DIVERSITY TALKS KEYNOTE PRESENTATION TO JUNIOR HIGH AND HIGH SCHOOL STUDENTS

- On May 26th an evening presentation led by a student speaker from Diversity Talks a webinar for our Junior High and High School students. Over 700 students participated; many with their families by listening to our guest presenter speak about her experiences as a high school student. As she shared her experience – she focused on topics of staff support, the demographics of staff members, and her views of micro aggressions and staff interventions. During the presentation three polls were conducted with the audience to gauge student perspective. Ultimately, this presentation highlighted the need for student voice and empowerment within our schools.

POSSIBLE FUTURE ACTION ITEMS

- Partner with cultural proficiency consultant and/or hire internal position
- Surveying students (grades 6-12) and stakeholders on the topic of equity and inclusion
- Provide cultural proficiency anti-racism learning opportunities for students
- Start comprehensive review of curriculum to ensure culturally proficient teaching and learning
- Policy/procedure review in relation to anti-racism, cultural proficiency, and social media
- Review of hiring practices and recruitment efforts
- Social media training for students

Mr. Humphrey thanked Mr. Nelson for his very thorough presentation and expressed how important it was to continue this work around cultural proficiency.

Dr. White urged the school committees to revisit our policies and practices and make sure we are giving direction and support for our educators, Dr. White also urged the school committees to look at the curriculum and make sure it is embedded to help our students as they address these difficult times not only in the Tri-Town but also nationally and globally.

Dr. Finning thanked Dr. White for his comment and also expressed it's also important to working on bringing diversity to our hiring process and our staff and educators, she also stated that we as a committee know that representation matters.

Ms. Hartley also thanked Dr. White for his comments and the list of priorities that he outlined, policy and curriculum, Ms. Hartley expressed that she had planned to address these two items tonight and make a suggestion to the that the school committee should also add individual introspection and commitment for teachers, staff school committee members, students and community members. Ms. Hartley expressed that as she thought about what was going on locally and nationally she went to review our policies online and could not find an anti-racism policy, and she expressed when she started doing research she could only find two nationwide. Ms. Hartley made a suggestion and urged that the policy sub-committee to place such a policy on their agenda for their next meeting.

Ms. Burke thanked Ms. Hartley for all her research on the policy and asked her to forward the policies to the Diana so that the Policy Sub Committee could review at their next meeting. Mr. Burke expressed that while an anti-racism is not policy she knows that at ORR it's embedded in the Mission Statement of the School, where there is language about respect, values and integrity, however she stated we should still take a look at this policy.

Ms. Tseki also agreed that the Policy Sub-Committee should review this policy. Ms. Tseki also expressed that she believes that there is some language in the student handbook around civil rights, hate crimes and harassment. Mr. Devoll did confirm what Ms. Tseki said however expressed that he is interested in having a policy addressing, restorative and social change.

Ms. Burke asked that all the chairpersons check in with their school committees to make sure that the policy sub-committee has a member from each of the school committees.

B. Approval of Professional Development Plan

Asst. Superintendent Nelson presented the Professional Development Plan for the 2020-2021 school year. (please see attachment A)

Comments/Feedback:

Ms. Fernandes asked about more information about the Dyslexia Professional Development and what it could possibly look like. Mr. Nelson expressed that once the professional development plan is approved the administrative team will work on more specific information for the professional development.

Ms. Burke expressed she was excited to see that the professional development in Equity, Diversity and Inclusion continues for next year, she expressed there has been a lot of investment in this area in the last 18 months and she expressed she's glad the work is continuing, however she's concerned that it needs to be done sooner than October, 2020 and she expressed she believes it needs to be baked into every professional development opportunity. Mr. Nelson thanked Ms. Burke for her feedback and expressed he would take into advisement, he expressed that Equity, Diversity and Inclusion is very important to the Leadership Team as well as our staff.

Ms. Hartley expressed that she believes it's critically important to make sure that each individual educator process, reflect and reinforce what is learned at each professional development.

Motion to approve the professional development plan as presented

District, Ms. Smith

Union, Ms. Barrows

District, Mr. Muse

Union, Ms. Rios

Motion Passed

C. 2020-2021 School Committee Dates

Superintendent White reviewed the school committee dates for the following year with the school committee, pointing out that additional meetings might need to be added during the summer months to appoint central office staff positions that are currently vacant.

Ms. Smith expressed that she believes it's important to think about having a school committee retreat or training soon to review duties and responsibilities, especially this year because we will have a few new members.

Motion to approve the school committee dates for the 2020-2021 school year

District, Ms. Smith

Union, Ms. Hartley

District, Mr. Muse (Mr. Gabriel abstained)

Union, Ms. Rios

Motion Passed

D. Superintendent's Final Thoughts

Dr. White expressed his gratitude to the leadership council for the last ten years and more importantly for this past school year. At this time Dr. White asked Mr. Nelson to share his presentation around curriculum and all the work that's been done this year. Mr. Nelson and members of the leadership council presented a "curriculum documentation presentation" (please see attachment B)

Superintendent White read the following statement:

Back in the Fall of 2009, I received a phone call from Chairperson Hartley and Chairperson Bangs telling me I had been selected as the next Superintendent of Schools for the Old Rochester Regional School District and Superintendency Union #55. After ten great years, I sit with you in my last joint meeting and with over 400 school committee meeting to our credit. It has been an honor and a privilege to serve in this role. I can tell you that I am very proud of the effort and the work of everyone involved in these three amazing towns. Although it has not always been easy, we have all worked to make decisions and take actions that would ensure that all of our children received the best education we could possibly provide them.

After being notified that I would be the new superintendent in the tri-towns, I traveled to Rochester on the day of the vote for the new addition and renovation to their building. I remember the excitement and anticipation that the citizens of Rochester showed as they would be getting a new facility that would better serve their children. No more overcrowded classrooms and band classes in the hallways. So my first 18 months were a blur as I worked closely with school committee, staff, town representatives and contractors as we added on and renovated Rochester Memorial School. That renovation and addition, to this day has served the child of Rochester well. School committees have continued to work with their towns to make updates and changes to educational spaces to address the ever changing educational need. As a result of these interactions, I learned quickly that these towns cherish their schools.

I want to thank the parents and guardians in the tri-towns for sharing their children with us every day. I have worked in multiple school districts, and I can say the families in the tri-towns are the best. Family engagement is the highest I have seen anywhere. Parental support is outstanding at any school event, open houses, teacher conferences, concerts, plays, sporting events, class presentations etc. No matter the cause, there is always support; I hope that will always be the case. The research says the stronger the relationship between the school and the home the better outcome for the students.

I would like to take this opportunity to thank the educators and support staffs in all of the buildings. As a result of your commitment and dedication to all students, we have witnessed many great accomplishments, such as academic excellence awards, national, state, and local recognition in athletics, music and drama. Our graduation rate is among the top in the state, the number of students looking to go on to college is a testament to how we prepare our students for the future. I am very proud that we find ways to educate every student to meet their potential; we have created programming that meets the needs of our most complex students, the low number of students that receive services outside the district is a tribute to our special education staff. In the ten years I have been here, we have transitioned through No Child Left Behind, Race to the Top, Student Opportunity Acts, DDMS, MCAS, PARCC, MCAS 2.0, paper and pencil tests, computerized tests, Next Generation Science, new educators evaluation and most recently remote learning to name a few. Over the years we have been able to align curriculum with state standards in our districts, creating district wide grade level and content teams to guarantee similar experiences across all three districts, making the transition to the junior high equitable for all. Throughout the many initiatives that came with these changes the staff has remained committed to doing what is best for students. In my tenure, I have been privileged to work with talented administrators that remained intact until last summer. The team developed into a strong professional learning community whose work was embedded in the following: What do we want kids to know, how do we know they know, what do we do when they don't, what do we do when they do. As a result of being together for almost ten years, we were able to develop two strategic plans with the help of stakeholders that have helped shape the work for the last decade. I tapped into the expertise of administrators to help with different aspects of each plan, which has assisted us in meeting the expectations of the plans. The areas we have focused on and I feel have made gains are: rigorous curriculum, 21st century learning, social and emotional learning, technology, global awareness, multiculturalism, relationship with the towns, and organizational restructuring.

I want to give a shout out to Gene Jones for his efforts to make sure all of our buildings are in top shape. Under his guidance, we have been able to update HVAC systems, install high quality cameras, improve classroom spaces, build security vestibules in all of our buildings, upgrade lighting, while reducing energy costs, and reduce personnel overhead costs. He secured alternative revenue sources, such as wind turbines, rental accounts, and utility rebates. As a result of his efforts and the support of the school committees, our buildings, despite aging are in very good shape and provide learning environments that are conducive to learning. The work has got tougher as we prepare our building to reopen in the fall we will need to follow the new CDC guidelines, but I can tell you we are in good shape as we have already started the process by purchasing the necessary safety equipment to ensure the health and wellbeing of our students and staff.

When I arrived our food service program was losing money, the equipment was breaking down and there was a strong push to outsource. Under the leadership of Jill Hennessey, food service director, the food service program has made a great comeback. We have improved our menu choices, we have installed online payment systems, and we have repaired and purchased new kitchen equipment. We have offered in-house training for staff. For the past three months the food services staff has been heroes providing over 30,000 breakfast and lunches for our students in the tri-towns. The food services program is in the black and has received several accolades from the Department of Nutrition.

When I arrived we had computer labs, projectors and Elmo's in our classrooms. I want to thank the school committee for supporting the strategic plan to infuse more technology into the lives of our students. I want to extend a thank you to the tech department for helping see the vision of a device for every student. I know that we still need to find balance as to what is the right amount of technology needed in a child's day, but our districts are in a far better place today. All of our buildings have the necessary infrastructure to support every person having multiple devices. We have gone from students visiting labs to get onto the internet, to almost every student having direct access at their desk. Most of our teachers have an interactive whiteboard in their classroom. We have not only improved access, we have increased the opportunities through curriculum to use the device to expand and explore 21st century learning. The number of technology offerings at the high school has expanded tenfold. As a result of the pandemic, we are learning to interact across multiple platforms. In person meetings may never be the same. In the coming months our phone systems across all districts will be upgraded. Although technology has become a way of life, I still believe it is the job of education to teach our students to use it in a productive and respectful manner.

I need to send out my deepest appreciation to the central office staff. They are the backbone of the day-to-day operations of our districts. They have been a wonderful team and have provided the outstanding support which has allowed me, as Bill Belichick would say, to do my job. I personally want to thank Diana Russo for keeping me on track every day. Mike, she is a key to a superintendent's success. She is organized, has great communications skills, and is able to solve most of the district issues before they will ever get to you. I wish the central office staff the very best as they transition to a new administrative team.

I had the pleasure of working with a number of school committee members during my time, of those three of them have been with me the entire time and I want to personally thank them for their belief in me and their willingness to continue to do this important work for children (Sharon Hartley, Tina Rood and Robin Rounseville). I want to thank every school committee member for taking time out of your very busy lives to help guide the work of the schools. You have created policies, developed budgets, created governance that have helped me and the administrators lead the district. I have seen your passion, frustration, and determination to make sure that our students and educators have the resources to do their jobs. I have gotten to know many of you not only as school committee members, but also as parents, grandparents, citizens, and friends. We have spent hours together discussing a variety of educational topics and I feel that as a result of your great work you have made my job easier. Thank you from the bottom of my heart. It has been a pleasure to work with all of you.

Over the years I have been able to work with school committee members to develop good relationships with the towns. For the last ten years we have been able to develop budgets that have met the needs of our students. Although at times we had our moments, in the end I always felt the town officials and the citizens supported education and our children's future. I feel that the timing for this transition to new leadership is perfect since two of the three towns have new town managers as well and I think all of the new leaders can work together to move the schools forward. I think the district is positioned well to continue to meet the needs of all students. I feel Mike has the skills and institutional knowledge to keep the strategic plan a focal point. I think the TLC members are committed to the plan, their buildings and their students. I believe the three areas of the plan align the district to meet the challenges ahead for educating children in the new normal. As the district transitions back to school, I would recommend you keep your focus on 21st Century learning, multiculturalism and global awareness and most importantly our students are going to need social emotional learning support. The hiring of central office administration is going to be key. I still believe there is a lack of middle management which at some point will need to be addressed to meet the changes in education. I think you are going to need to watch Chapter 70 funding and the impact it might have on future budgets. And lastly, I think remote learning is here to stay, so you are going to need to look for ways to improve how we train the staff and teach the children.

Finally, I want to take this moment publicly to thank my wife Kathy, my daughters Shawna, Jessica and Ashley and their families for always supporting, and being understanding when I could not be at one of their events or support them when they needed me because I was helping others and give my all to the students I have served. I thank my family for letting me chase my passion, dreams and being there for me. It is time for me to go home and give them a 100% of me and I can't wait to get to know my grandchildren better and share in their lives like I have the many students I have served for the last 35 years.

Thank you for this opportunity and I wish you all success going forward.

FUTURE BUSINESS: Mr. Humphrey reminded everyone that there is a Special Joint meeting on June 15th with the Tri-Town Against Racism Association. Mr. Humphrey expressed that the association asked to meet with the ORR School Committee however after further discussion it was thought that the association would be better served if they met with the Joint School Committee. Mr. Humphrey expressed that the school committee has also invited the town selectmen and the police chiefs. Mr. Humphrey expressed that at the end of the meeting his hope is that we are walking in the same direction with the same goal in mind.

Dr. Finning share with the committee members that herself and Mr. Humphrey will be meeting with Mr. Nelson to go over the strategy and approach for the meeting and details will be shared with the school committee members.

Dr. Finning thanked Mr. Gabriel for his service to the school committee.

OPEN COMMENTS: NONE

Motion for meeting to adjourn at 8:50 p.m.

District, Mr. Muse,

Union, Ms. Daniel

District, Ms. Tseki

Union, Ms. Hartley

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

**August 12, 2020 – 5:00 p.m.
MEETING HELD REMOTELY THROUGH ZOOM
Mattapoisett, MA 02739**

District Members Present: Cary Humphrey, Chairperson, Michelle Smith, James Muse, Margaret McSweeney, Frances Kearns, Heather Burke, Tina Rood, Suzanne Tseki and Joe Pires.

District Members Absent:

Union Members Present: Shannon Finning, Chairperson, Carole Clifford, Anne Fernandes, Nichole Daniel, Sharon Hartley April Rios, Robin Rounseville, Jody Dickerson and Karin Barrows.

Union Members Absent:

Other Staff Members Present: Michael S. Nelson, Superintendent of Schools, Diana Russo, Administrative Assistant to the Superintendent, administrative team, staff members, parents, community members and members of the press.

Meeting was called to order at 5:05 p.m. by Chairperson Humphrey of the ORR School Committee and Chairperson Finning of the Massachusetts School Superintendency Union #55.

XI. Executive Session

Motion to go into executive session at 5:05 for reason number three,

District, Mr. Muse,

Union, Ms. Rios

District, Ms. Smith

Union, Ms. Daniel

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

Motion to come out of executive session at 6:15 and resume the regular meeting

District, Ms. Smith,

Union, Ms. Clifford

District, Mr. Muse

Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

CHAIRPERSON'S REPORT: Chairperson Humphrey reminded everyone that this meeting is being recorded and that it will be aired on ORCTV.

V. General

A. Approval of Proposed School Calendar for the 2020-2021 School Year

Superintendent Nelson explained to the Joint School Committee that the Department of Elementary and Secondary Education and Commissioner Riley have executed a memorandum of understanding with the teacher unions around Massachusetts to add 10 staff training days to the school calendar for the 2020-2021 school year and reduce the number of days for students from 180 to 170. Mr. Nelson explained that these 10 training days would need to be at the beginning of the year to provide COVID-19 related training, Mr. Nelson explained that these ten days are crucial to provide training to teachers and staff regarding the three possible learning models that might be used throughout the school year. Mr. Nelson explained that the ten days would be used for the following: COVID-19 Readiness Training, Classroom Preparation, COVID-19 Safety & Precautions Training, Remote Learning Technical Training, Remote Learning Best Practice Training, Hybrid Learning Model Training, Connecting with Students & Families, Providing Common Planning w/ Grade Levels & Departments, Identifying Individual or Curriculum Needs Gaps based off of school closure in the spring. Mr. Nelson reminded everyone that our staff members have not been in the buildings since Governor Baker closed schools all over Massachusetts on March 13, Mr. Nelson explained that these days would help staff make sure that we are offering the most robust and rigorous learning models to our students. Mr. Nelson explained that the COVID-19 training days would be from September 1st to September 15th and then students would begin on September 16th. Mr. Nelson also explained that the full day in-service would be moved from September 1st to March 22, 2021 to allow flexibility and give us the opportunity to look at other needs down the line. Mr. Nelson also recommended that all professional development days be moved from Wednesdays to Mondays to allow the professional development to take place during the hybrid out day, which is Monday, this would allow more time for teachers to spend time with their students.

Mr. Humphrey expressed that he believes this situation is fluid and he believes that it's very important to support Mr. Nelson's recommendation, Mr. Humphrey expressed that the educators need this extra time to prepare to receive our students.

Ms. Burke expressed that while she appreciates the need for these 10 days of training for the educators, her role is to advocate for the students and to make sure that instruction is rigorous and that we have positive learning outcomes, she believes the school committee has a responsibility to the students of the tri-town. Ms. Burke stated she realizes it's a difficult year, however she asked for Mr. Nelson and administration to make the commitment to strive not only to meet the requirements for our students but to exceed them.

Mr. Nelson expressed that these 10 days will be extremely valuable to make sure we know what best practices are and how we apply them to our students. Mr. Nelson made a commitment to maintain instruction at ORR rigorous.

Dr. Finning expressed that is supportive of the 10 days for staff training, however she does not want to be locked into the hybrid model just because of the calendar, she asked that Mr. Nelson commit looking at the full in-person model. Dr. Finning expressed that school committee members and parents need commitment that #1 we will have an in-person model and that #2 we will look at the possibility of returning full in-person minimally by January if not before.

Mr. Nelson explained that he commits to looking at full in person regularly, and also developing all models with more details, Mr. Nelson expressed that he listens and takes all comments and feedback very seriously. He expressed while he's grateful to have approved plans to move forward and start the school year he knows this is not for the long term.

Ms. Kearns asked if the school district did go back to a full in person model would the staff need additional training or would the 10 days at the beginning be used for that as well.

Mr. Nelson explained that Commissioner Riley has intended these days to be used at the beginning of the school year and these days would make the teachers ready to utilize all three learning models when and if that time comes.

Mr. Pires highly recommended that we vote on the ten additional days for teachers, he commended all teachers for adapting the way they did in the spring, Mr. Pires expressed that he believes this training will allow us to have consistency in the way remote learning is taught and consistency in the outcome and the way our students learn, he believes it's critical for everyone to be on the same page when it comes to instruction and the information they need to be consistent. Mr. Pires also seconded Dr. Finning's point, he believes we need to revisit all aspects of the plan and see how quickly we can get back to normalcy and still abide by the guidelines.

Ms. Rood stated that she was on the reopening task force committee and she reminded everyone that there were long discussions around coming back full in person, she expressed it's important for the community to know that all plans were discussed. However, Ms. Rood did state that she agrees with everyone when they say that everything needs to be revisited as we know more.

Mr. Nelson expressed that he is committed to updating the document in all three areas, full in-person, remote learning and hybrid.

Ms. McSweeney stated that as an educator herself she believes that the more time you give to teachers to train and learn the better the student learning will be.

Ms. Burke requested that the calendar be revisited again on September 24th and then again on October 19th as we move forward with the school year. Ms. Burke believes that looking at the February vacation week might be a good way to make up for student learning time lost at the beginning of the year.

Ms. Hartley expressed that the days at the beginning of the calendar are essential, secondly I feel confident we will we must work together and change as the information comes to us, Ms. Hartley stated that the work being done is more collaborative with our communities than any other work she's ever done, she believes the school committee as a team needs to be accountable and make sure we work together and to have a safe place for our children and have the ability to educate them well. Ms. Hartley expressed as more data is collective we will have more information to make more informed decisions, she expressed their main concerns should be the safety of students and staff and the ability to educate our children well. Ms. Hartley also urged parents to take the next survey very seriously and to consider every answer, she expressed it's very important.

Ms. Rounseville stated that she believes as it is important to train and teach educators about technology and support she also believes it will very important to provide support to families around technology leading up to the first days of school.

Mr. Nelson expressed that technology is one of the planning committees not only for staff but also for students and families and how to best serve our students and families.

Motion to approve the school calendar for the 2020-2021 school with 10 additional training days.
District, Ms. Smith,
Union, Ms. Daniel,
District, Ms. Sweeney,
Union, Mr. Dickerson

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)
ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

B. Appointment of Asst. Supt. of Teaching & Learning

Mr. Nelson explained to the school committee that there was an extensive search for an Asst. Supt. of Teaching and Learning, he stated there were over 40 applicants, the search committee interviewed 10 and 2 finalists came to ORR to do a day long virtual and in person site visit. Mr. Nelson stated that he is recommending Dr. Jannell Pearson-Campbell as the final candidate, Dr. Pearson-Campbell, she has over 20 years in education, assistant principal and principal experience and most recently experience as a director of special education for the Waltham Public Schools. Mr. Nelson expressed that everyone who interact with Dr. Pearson-Campbell walked away wowed and feeling like they had known her for so much longer, Mr. Nelson stated that her inter-personal skills really impressed him, him also stated that Dr. Pearson-Campbell always aspired to be an Asst. Supt. and even someday a Supt., in closing Mr. Nelson stated it is his great pleasure to nominate Dr. Pearson-Campbell as the new Asst. Supt. of Teaching and Learning for the ORR & Mass. Supt. Union #55.

Motion to appoint Dr. Jannell Pearson-Campbell as Asst. Supt. of Teaching & Learning
District, Ms. Smith,
Union, Mr. Dickerson
District, Ms. McSweeney
Union, Ms. Daniel

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)
ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

Dr. Pearson-Campbell expressed that everyone was very welcoming when she visited the school, Dr. Pearson-Campbell thanked the school committee and the community for their support and expressed she was looking forward for the opportunity.

C. Appointment of Director of Student Services

Mr. Nelson expressed this search was done concurrently and very similar to the Asst. Supt. search and also very well representative with members representing all stakeholders. Mr. Nelson recommended Mr. Craig Davidson to be appointed as the Director of Student Services, Mr. Nelson expressed that Mr. Davidson has worked for a number of years for the Bourne Public Schools, he has worked in Special Education in many different capacities, he articulates a student-centered approach to decision-making, seeks constant professional development on his own skillset and for others, special education chairperson experience, and most recently Mr. Davidson for the last two years has served as Bourne's Director of Special Education. When Mr. Davidson visited the district people loved his passion and commitment to inclusive practices not only for students but families as well, Mr. Nelson expressed it's his great pleasure to recommend Mr. Davidson as the Director of Student Services.

Motion to appoint Mr. Craig Davidson as Director of Student Services
District, Ms. Smith,
Union, Mr. Dickerson
District, Mr. Muse
Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

Ms. Davidson congratulated Dr. Pearson-Campbell for her appointment and thanked the search committee and everyone that took part in the visit, he said the site visit was outstanding and he thanked the school committee and the community for their support and expressed he was looking forward to working at ORR.

At this point in the meeting Chairperson Humphrey and Chairperson Finning asked if there were any open comments. Chairperson Humphrey reminded everyone that the meeting is being recorded and that everyone speaking should be treated and should treat everyone respectfully.

OPEN COMMENTS:

During the open comments Mr. Nelson took the opportunity to inform the public and the community that recently a Policy Sub-Committee was held on August 11th and the meeting was well attended by school committee members and a lot of work and discussion was had around anti-racism policies and resolutions, Mr. Nelson expressed that committee members would be going back to their own committees with recommendations. Mr. Nelson thought it was important to note that the work continues and that the district is committed to making sure our policies are updated to reflect that. Mr. Nelson also thanked all the school committees for their support of the reopening plan and expressed that he is committed to developing all three models, full in person, hybrid and remote learning.

Carly Lavin, Mattapoisett School Committee, asked Mr. Nelson to update the committee about the newest guidance just released by the Governor and she also asked when the plan is updated and expanded will there be trigger points to go from hybrid to full remote and also hybrid to full in person.

Mr. Nelson expressed that the guidance of metrics from Governor Baker is fairly new and he is still familiarizing himself with it completely, however he does believe it will serve as a very good data point for all communities, as well as all the other state and local guidance. Mr. Nelson expressed that even before the metric system was released the district was planning for all three models, Mr. Nelson also expressed that the plans were approved knowing that they could be changed anytime. Mr. Nelson expressed stated that he will continue to update the plan and work with all stakeholders, as well as state and local officials to make any changes that need to be made at the appropriate time.

Ms. Burke asked if the state has removed the social distancing requirement with the new metric system, and if they are maintaining the social distancing she would hope that the state would financially help the school districts with resources to hire extra staff. Mr. Nelson expressed that he does not believe the social distancing guideline was removed, students would still need to be 6 feet apart. Mr. Nelson also gave an update on grants that have been received by each district and he expressed that he would be doing a press release with more details.

Ms. Elizabeth Milde, Mattapoisett Resident and Marion Educator spoke about a matrix and that it would be helpful for everyone if the school committee created a matrix with clear indicators.

Dr. Finning asked Mr. Nelson when it would be possible to have a matrix ready for the school committee to review.

Mr. Nelson expressed that its' important to remember that while the school committee makes decisions locally the school district still has to abide by state regulations, Mr. Nelson expressed it's important to continue to work with the local board of health, town nurses and the school

physicians. Mr. Nelson expressed that those have been the key players in the decision making to make sure that the decisions being made are sound. Mr. Nelson also expressed that he believes this should be bigger process and it should include school committee representation.

Mr. Muse expressed that while a matrix sounds simple that it's almost impossible in this particular scenario, he expressed that the school committee and the administration are constantly being injected with new information and factors to consider, and he expressed it's extremely difficult to pin down these pivot points. Mr. Muse expressed he understands everyone being concerned, however it has to be understood that when one factor changes it changes four others.

Dr. Finning asked Supt. Nelson to schedule a 5 chairs meeting within the next two weeks to talk about a path forward a timeline and membership. Mr. Nelson agreed.

Ms. Rood expressed that the hybrid plan was just recently approved by the school committees, and she stated that now is the starting point to start to gather other information and putting considerations in place for our students and families.

Ms. Kearns asked for an update on Dr. Everett's (ORPEA President) of the Healthy and Safety Plan at ORR, Ms. Kearns expressed she was particularly interested in the HVAC system and the process it's going to go through to evaluate the air quality and air circulation.

Mr. Nelson expressed that he has been working with Mr. Jones, Facilities Director as well as with the Teacher Associations to address those concerns, Mr. Nelson also expressed that Mr. Barber will officially start on Monday but he has been working remotely and he will be driving and finalizing the work around those concerns. Mr. Nelson expressed he would have updates for the school committee soon.

Mr. Humphrey reminded everyone that this is a fluid situation and also reminded everyone that not only does Mr. Nelson have to work with 5 school committees he will now also have to negotiate working conditions with each of the 4 teachers' union.

Motion to adjourn meeting at 7:15 p.m.

District, Mr. Muse

Union, Ms. Daniel

District, Ms. Smith

Union, Ms. Rios

Motion Passed

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rounseville: yes, Barrows: yes, Dickerson: yes)

FACE COVERINGS

The ~~Old Rochester Regional School~~ District and the Massachusetts School Superintendency Union No. 55 is committed to providing a safe environment as schools reopen during the COVID-19 pandemic. According to public health experts, one of the best ways to stop the spread of coronavirus and to keep members of our school community safe is the use of face masks or face coverings. Therefore, in accordance with guidance from the Center for Disease Control (CDC), the Department of Elementary and Secondary Education (DESE) and the Massachusetts Department of Public Health (DPH), the following requirements are in place until further notice.

A face covering that covers the nose and mouth must be worn by all individuals in school buildings, on school grounds and on school transportation, even when social distancing is observed. Students in grades 1 and below are exempt from this policy although they are encouraged to wear face coverings when possible. ~~Exempted from this policy are students in Grade 1 and below.~~

Individuals may be excused from the requirement for the following list of reasons, per CDC guidance:

The individual:

- has trouble breathing;
- is unconscious;
- ~~isn~~ incapacitated;
- cannot remove the mask or face covering without assistance.

In addition, masks or face coverings will not be required for anyone who has a medical, behavioral or other challenge making it unsafe to wear a face mask or face covering. A written note from a physician is required for a requested exemption. Parents may not excuse their child from the face mask requirement by signing a waiver.

Additionally, face masks or face coverings will not be required when appropriate social distancing is enforced as directed by staff members:

- during mask breaks;
- while eating or drinking;
- during physical education classes;
- while outside.

Exceptions to this policy under certain circumstances, such as for students with medical, behavioral or other challenges who are unable to wear masks, must be approved by the building principal in consultation with the school nurse or local Board of Health. ~~Face shields or physical barriers may provide an alternative in some instances.~~

A student's mask or face covering is to be provided by the student's family. Staff members are responsible for providing their own face coverings. However, the district will supply disposable face coverings for

individuals who arrive at a building, or board school transportation, without one. Student face coverings must align with building dress codes (any offensive logos or expressive language are prohibited).

If students are in violation of this policy, the building principal will consult with the parent/guardians to determine whether an exception is appropriate, or the student may be ~~removed from the school building for in-person learning~~ referred to the remote learning model, until such time as they can comply with the requirement or the requirement is lifted.

Violations of this policy by staff will be handled in the same manner as other violations of School Committee policy.

Visitors in violation of this policy will be denied entry to the school/district facility.

This policy will remain in place until rescinded by the School Committee.

LEGAL REF.: Commonwealth of Massachusetts, COVID-19 Order No. 31 - <https://www.mass.gov/doc/may-1-2020-masks-and-face-coverings/download>

REFS.: Center for Disease Control and Prevention – Considerations for Wearing Masks - <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/cloth-face-cover-guidance.html>
Massachusetts Department of Elementary and Secondary Education – Reopening Guidelines - <http://www.doe.mass.edu/covid19/>
Commonwealth of Massachusetts – Mask Up MA! – <https://www.mass.gov/news/mask-up-ma>

SOURCE: MASC – August 2020

REMOTE LEARNING

In the event of a district-specific emergency requiring the use of remote learning, the superintendent of schools may declare such emergency and shall, as soon as possible, obtain the approval of the school committee. The remote learning plan below will be applicable in cases of disease, weather emergencies, destruction or damage to schools rendering them inaccessible, or other extraordinary circumstances, including emergencies declared by government officials, the school committee, or the superintendent.

When it becomes necessary for the school district to provide support to students who are unable to attend classes or access appropriate services due to an extended closure, the superintendent shall establish a plan and procedures to ensure that such services are provided. The provision of educational services may include the use of technology and devices, and strategies designed to support student learning away from school.

The remote learning plan will, to the extent possible:

- Ensure the safety of all students and faculty in coordination with appropriate local and state departments and agencies;
- Provide support for student social and emotional wellbeing and address the implications of trauma experienced by students or faculty as a result of the emergency;
- Identify goals and strategies for maintaining standards of student achievement and school improvement plans;
- Ensure instruction and services are delivered by district educators and personnel as much as practicable;
- Utilize the most effective tools and resources available for students and faculty, including the skills and talents of district personnel, in the delivery of instruction and services and share resources as needed;
- Provide resources and services equitably to meet the needs and circumstances of all students;
- Identify remedial strategies necessary after the emergency to advance student achievement (i.e. after-school, extended day, summer school, and contingency scheduling to cancel vacations.);
- Gather information both during and after the period of emergency regarding the most effective means of remote learning to implement as appropriate.

In developing a remote learning plan, the superintendent will:

- Identify and prepare effective means for communicating with faculty, students, parents and community stakeholders.
- Collaborate with municipal agencies that support the schools and community.
- Consult with the school committee to identify any extraordinary actions necessary or authority required to administer emergency and remote learning plans. This includes any changes to district policies on the school calendar, grading, promotions and retentions, local graduation requirements, testing, and standards and accountability.
- Consult with administrators and principals to ensure the continuing education of students at all levels, including:
 - use of the most appropriate resources, tools and strategies to deliver the curricula given

- local circumstances and conditions;
 - equitable access to appropriate content for all students;
 - specific accommodations for students at high risk, including clients of special education, students with disabilities, English learners, students at economic disadvantage, homeless students, students in foster care and students of military families.
- Utilize available technological resources suitable for serving students at all levels. This inventory will be prepared in advance in anticipation of an emergency.
- Ensure the privacy rights of students, faculty and families are protected, including assessing the security of district technology.
- Consult with bargaining units to determine if modifications to collective bargaining agreements need to be established for the period of the emergency.
- Identify the financial implications of the emergency plan and recommend transfer of funds as may be necessary.

LEGAL REFS.: 20 U.S.C. §1232g Family Education Rights and Privacy Act (FERPA)
 15 U.S.C. §§ 6501–6506 Children’s Online Privacy Protection Act (COPPA)

CROSS REFS.: EBCD – Emergency Closings
 IGA – Curriculum Development
 IGB – Support Services Programs
 IHBEA – English Learner Education
 IJND – Access to Digital Resources
 IJNDB – Empowered Digital Use
 IJNDC – Internet Publication
 IJNDD – Policy on Social Media
 IHBEA – English Language Learners
 JB – Equal Educational Opportunities
 JBB – Educational Equity

SOURCE: MASC – May 2020

REMOTE LEARNING ADDENDUM

Issues to consider when developing remote learning plans:

- Which of these issues requires policy or policy changes?
- What are the policy implications and what should school committees delegate to the superintendent for operating protocols?
- Do we learn anything from earlier experiences in emergencies?
- What can we learn from our current services to students who are unable to attend school because of illness or other disability or for disciplinary reasons?

Specific items to consider in developing a plan:

- When is remote learning appropriate?
- Designating a remote learning point person
- Reviewing the various models for remote learning
- Equity – how to ensure that students have access to tools to learn remotely.
- Internal vs. external resources.
- Collective bargaining implications
- Responsibilities of remote educators
 - Evaluating remote educators and programs
 - Who may observe remote instruction
 - Teacher professional development to incorporate various elements of remote learning
 - Common planning time
- Identifying cost implications and approving spending
- Special constituencies:
 - Special education students
 - English Language Learners
 - Physically challenged students
 - Homeless students
 - Students in foster care
 - Students of military families
 - Pregnant and parenting students
- Facilitating collaboration/removing barriers to collaboration.
- Protecting privacy rights of students and parents
 - FERPA (Federal Educational Rights and Privacy Act and COPPA (Children's On Line Privacy Protection Act)
 - What privacy protections do vendors and districts/schools have in place.
- Health and nutrition issues that may impact student wellness and/or privacy
- Internet security for students and faculty.
- Protecting educators and others who identify threats to student wellbeing via remote learning.
- Engaging district partners including companies, consultants, media (i.e., public television).
- Impact on decisions to retain or grant professional status educators.
- Academic implications (testing, grading, educator accountability, curriculum adaptations)
- Parental rights (opting in or opting out)

- Data gathered remotely or on-line (who gathers, aggregates, or analyzes).

SOURCE: MASC – May 2020

File: JFABE - EDUCATIONAL OPPORTUNITIES FOR MILITARY CHILDREN

To facilitate the placement, enrollment, graduation, data collection, and provision of special services for students transferring into or out of the District because of their parents or guardians being on active duty in the U.S. Armed Services, the District supports and will implement its responsibilities as outlined in the Interstate Compact on Educational Opportunity for Military Children. The district believes it is appropriate to remove barriers to educational success imposed on children of military families resulting from frequent moves required by parents' or guardians' military deployment.

Definitions

Children of military families: School aged children, enrolled in kindergarten through 12th grade, in the household of an active duty member of the uniformed service of the United States, including members of the National Guard and Reserve serving on active duty.

Deployment: The period one month before the service members' departure from their home station on military orders through six months after return to their home station.

Education(al) records: Official records, files, and data directly related to a student and maintained by the school including, but not limited to, records encompassing all the material kept in the student's cumulative folder.

Eligible students are children of military families as well as the children of veterans who have been severely injured and medically discharged, and children of active duty personnel who died on active duty. Children of retired active duty personnel are also eligible to receive services for one year following the discharge due to severe injury, or the retirement or death of an active military parent. The Compact does not apply to children of inactive Guard or Reserves, veterans and retired personnel not included above, or U.S. Department of Defense personnel and other federal civil service employees and contract employees.

The District's responsibilities to eligible students include the following:

- Sending schools must send either official or unofficial records with the moving students and District receiving schools must use those records for immediate enrollment and educational placement.
- Upon enrollment of an eligible student, the receiving school must request official records and the sending schools shall respond within 10 days with the records.
- Immunization requirements of the District may be met within 30 days from the date of enrollment (or be in progress).
- Receiving schools must initially honor placement of students in all courses from the sending school. These include, but are not limited to, Honors, International Baccalaureate, Advanced Placement, vocational-technical, and career pathway courses if those courses are offered in the receiving school and space is available. The receiving schools must also initially honor placement of like programs to those of the student in the sending state, including, but not limited to, Gifted and Talented programs, and English as

a Second Language programs. Receiving schools are not precluded from performing subsequent evaluation to ensure the appropriate placement and continued enrollment of the student in courses and programs.

- In compliance with federal law, the district will assume financial and programmatic responsibility for the special education programs of students with existing IEPs drafted in other states.
- As appropriate, the District will exercise the right to waive prerequisites for all courses and programs, while also maintaining its right to re-evaluate the student to ensure continued enrollment, also as deemed appropriate.
- Students of active duty personnel shall have additional excused absences, as necessary, for visitations relative to leave or deployment.
- An eligible student living with a noncustodial parent or other person standing in loco parentis shall be permitted to continue to attend the school in which he or she was enrolled while living with the custodial parent or guardian, without any tuition fee imposed.
- The District high school will accept exit or end-of-year exams required from the sending state, national norm-referenced tests, or alternate testing instead of testing requirements for graduation in the District (receiving state.) If this is not possible, the alternative provision of the Interstate Compact shall be followed to facilitate the on-time graduation of the student in accordance with Compact provisions.

LEGAL REFS: M.G. L. [15E](#);

SOURCE: MASC October 2019

File: JFABF - EDUCATIONAL OPPORTUNITIES FOR CHILDREN IN FOSTER CARE

The purpose of this policy is to ensure the educational stability of students in foster care. Educational stability has a lasting impact on students' academic achievement and wellbeing, and the School Committee is committed to supporting all efforts to ensure that students in foster care have equal access to high-quality, stable educational experiences from preschool (if offered) through high school graduation.

Irrespective of the location of a foster care placement, students in foster care will continue to attend their school of origin, unless after a collaborative decision-making process, it is determined to be in the student's best interest to enroll in and attend school in the district in which the student resides in foster care. Enrollment of students in the district where they reside in foster care will take place immediately upon such a determination.

The district has designated a point of contact for students in foster care. The district and the point of contact will collaborate with DCF to ensure that students can access transportation and the other services to which they may be entitled.

Best Interest Determination

Decisions about whether a student in foster care should continue to attend the school of origin should be made collaboratively by DCF, the student (as appropriate), the student's family and/or foster family (or, if different, the person authorized to make educational decisions on behalf of the student), the school and district of origin, and (when appropriate) the local district where the student is placed. Best interest determinations should focus on the needs of each individual student and account for unique factors about the student and his or her foster care placement. Every effort should be made to reach agreement regarding the appropriate school placement of a student in foster care; however, DCF will finalize the best interest determination if the relevant parties cannot agree on the best school for the student to attend.

The district can seek review of DCF's decision by utilizing a Foster Care School Selection Dispute Resolution Process established by DESE and DCF. Decisions made through this process are not subject to review. To the extent feasible and appropriate, the district will ensure that a child remains in his or her school of origin while the disputes are being resolved to minimize disruptions and reduce the number of moves between schools.

Transportation

The district of origin must collaborate with DCF on how transportation will be arranged and provided to ensure that students in foster care who need transportation to remain in their school of origin will receive such transportation while they are in foster care.

Transportation options may include using Title I funds, establishing regional collaborations among districts, coordinating with existing routes for transportation, seeking help from foster parent(s), etc. Absent other agreements between the district and DCF, the district of origin is responsible for providing transportation to and from the school of origin.

Immediate Enrollment

If it is in the best interest of a student in foster care to leave the school of origin, the student must be immediately enrolled in the district in which he or she resides in foster care. During enrollment of students in foster care, DCF representatives will present the district with a form indicating that the student is in foster care, along with a state-agency identification badge.

If the student does not have immediate access to immunization records, the student shall be permitted to enroll under a personal exception. Students and families should be encouraged to obtain current immunization records or immunizations as soon as possible, and the district liaison is directed to assist. Emergency contact information is required at the time of enrollment consistent with district policies, including compliance with the state's address confidentiality program when necessary. After enrollment, the district will immediately request available records from the student's previous school.

Attendance rights by living in attendance areas, other student assignment policies, or intra and inter-district choice options are available to students in foster care (homeless families) on the same terms as families who reside in the district. Accordingly, the district will provide transportation services to school in a manner comparable to the transportation provided for all other students in the district.

LEGAL REFS: Every Student Succeeds Act (ESSA);

Fostering Connections to Success and Increasing Adoptions Act of 2008 (Fostering Connections Act)

SOURCE: MASC October 2019

**JOINT SCHOOL COMMITTEE MEETING
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55
July 15, 2020 – 5:00 p.m.
MEETING HELD REMOTELY THROUGH ZOOM
Mattapoisett, MA 02739**

District Members Present: Cary Humphrey, Chairperson, Michelle Smith, James Muse, Margaret McSweeney, Frances Kearns, Heather Burke, Tina Rood, Suzanne Tseki and Joe Pires.

District Members Absent:

Union Members Present: Shannon Finning, Chairperson, Carole Clifford, Anne Fernandes, Nichole Daniel, Sharon Hartley April Rios, Robin Rounseville and Karin Barrows.

Union Members Absent:

Other Staff Members Present: Michael S. Nelson, Superintendent of Schools, Diana Russo, Administrative Assistant to the Superintendent, administrative team, staff members, parents, community members and members of the press.

Meeting was called to order at 5:02 p.m. by Chairperson Finning, of the Massachusetts School Superintendency Union #55 and by Chairperson Humphrey of the ORR School Committee. Mr. Humphrey also welcome Margaret McSweeney and Frances Kearns the two newest school committee members.

XI. Executive Session

Motion to go into executive session at 5:02 for reason number three,

District, Ms. Smith,

Union, Ms. Clifford

District, Mr. Muse

Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Rood: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union – (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rios: yes, Rounseville: yes, Barrows: yes)

Motion to come out of executive session at 5:45 p.m. and resume the regular meeting

District, Ms. Smith,

Union, Ms. Clifford

District, Mr. Muse

Union, Ms. Rios

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeney: yes, Kearns: yes, Burke: yes, Rood: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union – (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rios: yes, Rounseville: yes, Barrows: yes)

CHAIRPERSON’S REPORT: Chairperson Humphrey reminded everyone that this meeting is being recorded and that it will be aired on ORCTV.

SUPERINTENDENT’S REPORT:

V. General

B. Appointment of Asst. Supt. of Finance & Operations

Motion to appoint Mr. Howard Barber as the Assistant Superintendent of Finance & Operations

District, Mr. Muse

Union, Ms. Daniel

District, Ms. Smith

Union, Ms. Hartley

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeny: yes, Kearns: yes, Burke: yes, Rood: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union – (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rios: yes, Rounseville: yes, Barrows: yes)

Superintendent Nelson thanked the committee for their support and introduced Mr. Howard Barber as the new Asst. Supt. of Finance & Operations. Superintendent Nelson stated that Mr. Barber has 12.5 years of business administrator experience, experience as a town, city and regional business administrator, budget development, budget monitoring, excess and deficiency management, end of year reporting, grant management experience, facilities oversight experience, human resources oversight experience, food services oversight experience, technology oversight experience, internal/external audit experience, collective bargaining and negotiations experience, credentialed Massachusetts Certified Public Purchasing Official/procurement management experience, Certified Public Accountant, State of Massachusetts experience, well-connected with state agencies (Massachusetts Association of School Business Officials 2020-2021 President), strong communication style and last but not least he is a life-long learner attitude and demonstrated commitment (teaches and trains aspiring school business administrators),

Mr. Barber thanked the committee and Supt. Nelson for their support and expressed that he is extremely excited for this opportunity and looks forward to building relationships with school committee member as well as school administration and school community.

Superintendent Nelson thanked the following individuals who were on the hiring committee:

Rose Bowman, Mattapoisett Principal

Silas Coellner, Old Rochester Junior High School Principal

Susana Cunningham, Director of Human Resources

Nichole Daniel, Marion School Committee Member

Gene Jones, Director of Facilities

Carly Lavin, Mattapoisett School Committee Member

Michael Lorenzo – Mattapoisett Town Administrator

Judy Mooney – Marion Asst. Town Administrator

Suzanne Szyndlar – Rochester Town Administrator

Tina Rood, Rochester & Old Rochester School Committee Member

Mr. Nelson also thanked everyone that was part of the meet and greet, school committee members, town officials, union presidents and everyone else who take part in the process.

Chairperson Finning thanked Mr. Nelson for his leadership and stated that this is Mr. Nelson's first official meeting as superintendent, she expressed that herself and Chairperson Humphrey are grateful for his leadership and are excited about the team he is building to support our staff and students.

A. Approval of Donation

Superintendent Nelson explained that Embrace Loan has made a donation of a 1,000 masks to the school district, he expressed that the school district is very thankful to Embrace Loans and Mr. Cary Humphrey and asked that the school committee formally accept the donation.

Motion to approve a donation of masks from Embrace Loans to ORR

District, Mr. Muse

Union, Ms. Rios

District, Ms. Smith

Union, Ms. Daniel

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeny: yes, Kearns: yes, Burke: yes, Rood: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union – (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rios: yes, Rounseville: yes, Barrows: yes)

Mr. Humphrey also expressed his gratitude to the owner of Embrace Loans for making this donation.

OPEN COMMENTS:

Ms. Rood stated that she attended the Reopening Task Force meeting at ORR and that the team has created two teams, one for the high school and one for the jr. high school, she expressed if anyone else on the ORR committee is interested in helping her to let her or Mr. Humphrey know. Ms. Burke asked about meeting times and frequency. Ms. Kearns offered her services, she expressed that she has a background in biomedical engineering and facilities risk assessment and she believes she would be able to contribute to the group.

Mr. Nelson gave an update on the Reopening Guidance and all the planning that has taken place during the summer months. Mr. Nelson expressed that DESE is asking that each district submit a full in person model, a hybrid model and a full remote learning model. Mr. Nelson expressed that DESE is encouraging districts not to make a decision on what plan they will select until early August.

Mr. Nelson also gave an update about communication with the Tri-Town Against Racism Association, Mr. Nelson expressed that he has recently met with the members of the Association in an informal zoom meeting and he reported that the meeting was attended by some school committee members and he thought it was a great start to what he believes will be a great relationship.

Mr. Nelson also stated that the Policy Sub-Committee has set a meeting for August 11th, Mr. Nelson expressed that an anti-racism policy or resolution will be reviewed and discussed and he also indicated that he has invited the school district legal counsel to be part of that meeting.

Motion to adjourn meeting at 6:25 p.m.

District, Mr. Muse,

Union, Ms. Daniel

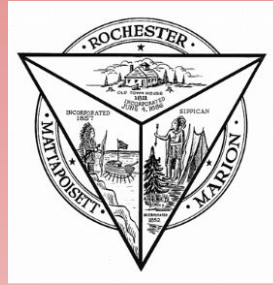
District, Ms. Smith

Union, Ms. Rios

Motion Passed

ROLL CALL-District (Humphrey: yes, Smith: yes, Muse: yes, McSweeny: yes, Kearns: yes, Burke: yes, Rood: yes, Tseki: yes, Pires: yes)

ROLL CALL-Union – (Finning: yes, Clifford: yes, Fernandes: yes, Daniel: yes, Hartley: yes, Rios: yes, Rounseville: yes, Barrows: yes)



2020-2021

Old Rochester Regional School District Professional Development Plan Proposal



Michael S. Nelson, M.Ed.
Assistant Superintendent
June 2020

Reviewing 2019/2020 Professional Development

2019/2020 Professional Development Plan					
Dates/Schools	High School	Junior High School	Mattapoisett	Rochester	Marion
September 18, 2019 Half PD Day	Safety & Security; ALICE & Situational Safety (Building Based Teams)				
October 11, 2019 Full Day PD	21st Century Innovative Curriculum for the 4 C's Embedding PBL in every subject (AM) Literacy & Math PBL (AM) Department work in (PM) Building Based Follow Up (PM)				
January 17, 2020 Full Day PD	Social & Emotional Learning for Cultural Proficiency & Global Understanding Presentations (AM) Grade Level, Department Follow Up (PM)				
February 5, 2020 Half Day PD	PBL and/or Cultural Proficiency/SEL Follow up by Department (Vertical Teaming)	PBL and/or Cultural Proficiency/SEL Follow up by Department (Vertical Teaming)	PBL and/or Grade Level Curriculum Development by Grade (Vertical Teaming)	PBL and/or Grade Level Curriculum Development by Grade (Vertical Teaming)	PBL and/or Grade Level Curriculum Development by Grade (Vertical Teaming)
March 4, 2020 Half Day PD	Cultural Proficiency/SEL Follow up by Department	Cultural Proficiency/SEL Follow up by Department	Grade Level Curriculum Development by Grade	Grade Level Curriculum Development by Grade	Grade Level Curriculum Development by Grade
June 10, 2020 Half Day PD	Transition Meetings	Transition Meetings	Transition Meetings	Transition Meetings	Transition Meetings



Epic Project-Based Learning with Trevor Muir

October 11, 2019

Full Professional Development Day





Cultural Proficiency: Starting Conversations
Diversity Talks, Morning Keynote
January 18, 2020
Full Professional Development Day



Building Based Cultural Proficiency Discussion Groups

January 18, 2020

Full Professional Development Day





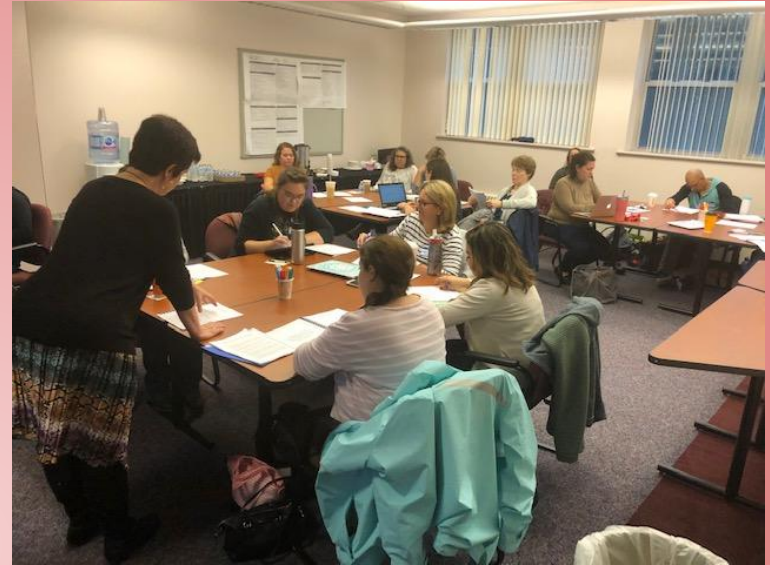
Cultural Proficiency: Starting Conversations
Dr. Adolph Brown, Afternoon Keynote
 January 18, 2020
 Full Professional Development Day



2019/2020 Professional Development



Mentoring Past the First Year



Unpacking Equity & Cultural Proficiency in Schools



Grade Level Curriculum Meetings



What Students with ASD Wish you KNEW...

2019/2020 Professional Development Continued...



Responsive Classroom Assessment Tool
Training



Gender Sexuality Alliance



Basic Classroom
Behavioral Strategies Training



Responsive Classroom
Leadership Seminar

Gathering Data to Drive 2020/2021 Professional Development

- *Reviewing 2019/2020 professional development progress*
- *Reviewing and referencing Vision 2023 Strategic Plan*
- *Curriculum, Instruction, Assessment PLC Team Feedback*
- *Staff Survey distributed to collect input (95% of teachers responded to survey)*
- *Parent/student survey (put on hold)*

Professional Staff Responses to PD Survey

What school do you work at?	
School	Total Responses (228)
Sippican School	34
Old Hammondtown School	20
Center School	24
High School	49
Junior High School	40
Rochester Memorial School	51
Specialist All Schools	10

Professional Learning Topics:

Respondents were asked to prioritize the following topics that would enhance instruction and their classroom environment.

21st Century Learning

- Career & Life Skills
- Learning & Innovation
- Technology
- Core Subjects



Global Citizenship

- Global Awareness
- Personal Responsibility
- Civics Literacy and Citizenship
- Empathy

Social & Emotional Learning

- Relationships
- Behavior Management
- Safety and Security



Professional Development Survey Priorities

#1: Personal Responsibility (79.4%)

#2: Relationships (75.4%)

#3: Technology (74.6%), Empathy (74.5%), Global Awareness (74.1%)

2020-2021 Professional Development Plan Teacher Survey Priorities			
	Low Priority Ratings 1-3	Medium Priority Ratings 4-7	High Priority Ratings 8-10
21st Century Learning			
Life & Career Skills	8 (3.6%)	82 (35.9%)	138 (60.5%)
Learning & Innovation	3 (1.2%)	65 (28.5%)	160 (70.1%)
Technology	2 (.8%)	56 (18.6%)	170 (74.6%)
Core Subjects	23 (10.1%)	98 (42.9%)	107 (47%)
Social & Emotional Learning			
Relationships	13 (5.7%)	43 (18.9%)	172 (75.4%)
Behavior Management	10 (4.4%)	62 (27.3%)	156 (68.4%)
Safety & Security	16 (7.1%)	57 (25%)	155 (68%)
Global Citizenship			
Global Awareness	7 (3.1%)	52 (22.8%)	169 (74.1%)
Personal Responsibility	8 (3.5%)	39 (17.1%)	181 (79.4%)
Civic Literacy & Citizenship	14 (6.2%)	77 (33.8%)	137 (60.1%)
Empathy	10 (4.4%)	48 (21%)	170 (74.5%)

Proposed 2020/2021 Professional Development Plan

Dates/Schools	High School	Junior High School	Mattapoisett	Rochester	Marion
September 23, 2020 Half PD Day	Technology & Remote Learning (Technical & Pedagogy)	Technology & Remote Learning (Technical & Pedagogy)	Technology & Remote Learning (Technical & Pedagogy)	Technology & Remote Learning (Technical & Pedagogy)	Technology & Remote Learning (Technical & Pedagogy)
November 3, 2020 Full Day PD	Social & Emotional Learning & Global Citizenship (Keynote Presentations & Grade Level/Department Development) <i>-Focus on Cultural Proficiency & Anti-Racism</i> <i>-Focus on Student/Teacher Relationships & Empathy</i> <i>-Focus on Global Awareness & Personal Responsibility</i>				
January 15, 2021 Full Day PD	21st Century Learning (Keynote Presentations & Grade Level/Department Development) -Focus on Student and Educator Technology Readiness -Focus on Project Based Learning Implementation				
February 3, 2021 Half Day PD	Cultural Proficiency & Anti-Racism Training (Building-Based)	Cultural Proficiency & Anti-Racism Training (Building-Based)	Cultural Proficiency & Anti-Racism Training (Building-Based)	Cultural Proficiency & Anti-Racism Training (Building-Based)	Cultural Proficiency & Anti-Racism Training (Building-Based)
March 3, 2021 Half Day PD	Vertical Department Level Curriculum Work (Building-Based)	Vertical Department Level Curriculum Work (Building-Based)	Vertical Grade Level Curriculum Work (Building-Based)	Vertical Grade Level Curriculum Work (Building-Based)	Vertical Grade Level Curriculum Work (Building-Based)
June 2, 2021 Half Day PD	Transition Planning and/or Curriculum Work	Transition Planning and/or Curriculum Work	Transition Planning and/or Curriculum Work	Transition Planning and/or Curriculum Work	Transition Planning and/or Curriculum Work

Additional Professional Development Opportunities

- ❑ *Responsive Classroom Offering(s)*
- ❑ *Early Education Literacy Training(s)*
- ❑ *Specific Dyslexia Training (DESE Guidelines)*
 - ❑ *New Teacher Induction Program*
 - ❑ *Mentoring Past the First Year*
 - ❑ *Team Curriculum Development*





**Old Rochester
Regional & MA
Superintendency
Union#55
Curriculum
Documentation**

6/11/2020

Curriculum Documentation

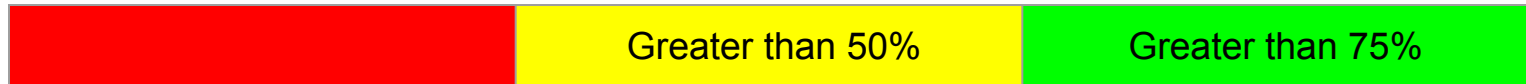
Early Education Grades PK-2	Humanities Grades 3-12	STEM Grades 3-12	Unified Arts
Rose Bowman, Mattapoisett Principal Kris Lincoln, SPED Coordinator Doreen Lopes, Early Ed. Coordinator Michael Nelson, Asst. Superintendent Marla Sirois, Marion Principal	Bob Biehl, ELA Coordinator Erich Carroll, SS Coordinator Kelly Chouinard, ORJHS Asst. Principal Michael Devoll, ORHS Principal Charley West, Rochester Asst. Principal	Silas Coellner, ORJHS Principal Colleen Foster, STE Coordinator Heidi Graser, STE Coordinator Melanie Kellum, Math Coordinator Kyle Letendre, Marion Asst. Principal Derek Medeiros, Rochester Principal Kevin Tavares, Mattapoisett Assoc. Principal	Steven Bernardo, Lan. Coordinator Vanessa Harvey, HS Asst. Principal Doug White, Superintendent

Atlas Tasks

- Document all course titles in Atlas
- Review and/or input all course descriptions in Atlas for all courses
- Review and input all unit calendars/pacing guides in Atlas for all courses
- Inventory, review and document all common assessments
- Document in Atlas the content (students will know...) and skills (students will be able to...)

Early Childhood – Second Grade

	Course Descriptions	Unit Calendar	Content	Skills
<u>ELA</u> (DL)				
<u>Social Studies</u> (DL)				
<u>Math</u> (DL)				
<u>Science & Tech</u> (DL)				



Humanities 3-12

	Course Descriptions	Unit Calendar	Content	Skills
<u>ELA</u> 3-6 (CW)				
<u>ELA</u> 7-8 (MD)				
<u>ELA</u> 9-12 (MD)				
<u>Social Studies</u> 3-6 (CW)				
<u>Social Studies</u> 7-8 (MD)				
<u>Social Studies</u> 9-12 (MD)				

	Greater than 50%	Greater than 75%
--	------------------	------------------

STEM 3-12

	Course Descriptions	Unit Calendar	Content	Skills
<u>Math</u> 3-6 (DM)				
<u>Math</u> 7-8 (SC)				
<u>Math</u> 9-12 (SC)				
<u>Science & Tech</u> 3-6 (DM)				
<u>Science & Tech</u> 7-8 (SC)				
<u>Science & Tech</u> 9-12 (SC)				

	Greater than 50%	Greater than 75%
--	------------------	------------------

Unified Arts PK-12

	Course Descriptions	Unit Calendar	Content	Skills
<u>Unified Arts</u> PK-6 (VH)				
<u>Unified Arts</u> 7-8 (VH)				
<u>Unified Arts</u> 9-12 (VH)				
<u>World Language</u> 7-8 (VH)				
<u>World Language</u> 9-12 (VH)				

	Greater than 50%	Greater than 75%
--	------------------	------------------

Common Assessments

- Each team collected common assessment information.
- This data has been reviewed and documented for future work.
- There are many common assessments being utilized district-wide and within specific school buildings.
- This information will help guide future curriculum work and common assessment decision-making during curriculum review and development work.

Next Steps

- This school year's work has created a foundation for future curriculum work to build from.
- Under the direction of the future curriculum leader and in collaboration with our educational community's stakeholders - Atlas documentation efforts will continue.
- A review of the existing curriculum is recommended and specific curriculum initiatives should be agreed upon in the future.

Questions?



Old Rochester Regional School District

Massachusetts School Superintendency Union 55

Memo

To: School Committee Members of Joint School Committee

From: Howard G. Barber, Assistant Superintendent of Finance & Operations

Cc: Michael S. Nelson, Superintendent of Schools

Date: September 21, 2020

Re: Substitute Daily Compensation Rates

Please note the last time the substitute rates were increased was September 28, 2018. Upon evaluating the current substitution rates that our District provides, we are concerned with ability to stay competitive over the Fiscal Year 2020-2021.

As other local districts have increased their rates, we are recommending that the District accepts the new amounts indicated on the attached letter for one year, Fiscal Year 2020-2021. These amounts relate to our per-diem and long-term substitute rates. We feel this is necessary to ensure coverage for the current school year.

Updates on these recommended per-diem and long-term substitute rates will be provided by the Assistant Superintendent of Finance & Operations at each Joint School Committee meeting. This will be to determine if actions are necessary to revert back to the prior rates, or if Phase 4 of the Commonwealth occurs that will suggest reverting back prior to Fiscal Year 2021-2022.



**OLD ROCHESTER REGIONAL SCHOOL DISTRICT
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

Marion - Mattapoisett - Rochester

135 Marion Road
Mattapoisett, MA 02739

www.oldrochester.org

Phone: 508-758-2772
Fax: 508-758-2802

Michael S. Nelson, M.Ed.
Superintendent of Schools

Jannell Pearson-Campbell, Ed.D
Assistant Superintendent of Teaching & Learning

Howard Barber, CPA, MCPPO
Assistant Superintendent of Finance & Operations

Craig J. Davidson, M.Ed.
Director of Student Services

Substitute Eligibility Requirements and Compensation Schedule FY 2020-2021

Eligibility:

Only applicants meeting the following criteria will be considered for substitute teaching positions:

- Have acquired a Bachelor's Degree from an accredited college or university or completed two full years of study at an accredited college or university.
- Pass CORI & National Fingerprint background checks.

Compensation:

- Per-diem Substitute:

Instructional Assistant	\$90(70)/daily rate
Non-Certified Teacher	\$120(80)/daily rate
Certified Teacher	\$165(85)/daily rate
Nurse	\$200(120)/daily rate
Cafeteria, Clerical & Custodial	\$12.25(11)/hourly rate

- Long-Term Substitute:

	First 20 days	Remaining days in contract
Instructional Assistant	\$90(70)/daily rate	Step 1
Non-Certified Teacher	\$120(80)/daily rate	Bachelors Step 1
Certified Teacher	\$165(85)/daily rate	Bachelors Step 1
Cafeteria, Clerical & Custodial	\$12.25(11)/hourly rate	\$12.25(12)/hourly rate

- If an applicant has worked as a long term sub in the district they may be eligible to start their current contract at the Bachelor's Step 1 rate as a long term sub with the Superintendent's approval.
- Long-term substitutes, working in the regional school district will be eligible for full benefits after 60 consecutive days, as stated in the current Educator's agreement between ORR School Committee and ORR Educators Association.
- The new amounts indicated are for one year, Fiscal Year 2020-2021 only. These amounts relating to our per-diem and long-term substitute rates will be reviewed at each Joint School Committee meeting to determine if actions are necessary to revert back to the prior rates, if Phase 4 of the Commonwealth occurs prior to Fiscal Year 2021-2022.

The mission of our school system is to inspire all students to think, to learn and to care. The Old Rochester Regional School District does not discriminate on the basis of race, color, national origin, age, sex, religion, gender identity, sexual orientation, homelessness or disability in admission to, access to, treatment in or employment in its programs and activities.