

OLD ROCHESTER REGIONAL SCHOOL COMMITTEE

September 9, 2020 at 6:30 p.m.

Marion – Mattapoisett – Rochester, Massachusetts

MINUTES

Members Present: Cary Humphrey, Chairperson, Heather Burke, Vice-Chairperson, Tina Rood, Joseph Pires, Margaret McSweeney, Michelle Smith, Frances Kearns, James Muse, Suzanne Tseki.

Members Absent: NONE

Others Present: Michael S. Nelson, Superintendent of Schools, Jannell Pearson-Campbell, Asst. Supt. of Teaching & Learning, Howard Barber, Asst. Supt. of Finance & Operations, Craig Davidson, Director of Student Services, Lori Walsh, Recording Secretary, Michael Devoll, Principal, ORR High School, Silas Coellner, ORR Jr. High School, Kelly Chouinard, Asst. Principal, ORR Jr. High School, Vanessa Harvey, Asst. Principal, ORR High School, William Tilden, Athletic Director, Justin Shay, President of the ORR Booster Club, Edward Gonet, Member of Student Council, teachers, parents and members of the press.

Meeting was called to order at 6:33 p.m. by Chairperson Humphrey. Mr. Humphrey stated that this is the first official meeting of the school year and also Mr. Nelson's first official meeting of the school year as superintendent. At this time Mr. Humphrey asked for a moment of silence for Nolan Gibbons, an ORR student who passed away unexpectedly, he expressed it was a great loss to the school and to the community, he expressed Nolan was a very talented person.

Mr. Humphrey announced that he was moving item G under general up for discussion and asked if Mr. William Tilden and Justin Shay were present.

G. Announcement of Publicly Names Area Per Policy

Mr. Humphrey stated that Mr. Shay, President of the Booster Club sent a letter to him and Mr. Nelson asking for the ORR Press Box to be named after someone from the community. Mr. Humphrey expressed that per ORR Policy FF of the Policy Manual, the school committee needs to make a public announcement of this and then come back 45 days after and have an official vote. At this time Mr. Humphrey read the letter that was sent to him from the Booster Club:

Dear Mr. Humphrey:

The ORR Athletic Booster Club respectfully requests that the Old Rochester Regional District School Committee approve our naming recommendation for the new Press Box at the Old Rochester main athletic field.

Specifically, the Athletic Booster Club requests that the Press Box be officially named the "HOWARD STILLMAN BATES MEMORIAL PRESS BOX" after long-time Mattapoisett resident Howard "Howie" Stillman Bates. The generosity of the Howard Stillman Bates Foundation has made this project a reality. In fact, without the multiple generous donations from the Foundation, the Athletic Boosters would not have been able to undertake the long overdue planning and rebuilding of the facility.

During his life, Howard Stillman Bates exhibited strength of character, honesty, integrity, decency, and morality. His unique work ethic commanded respect in all his endeavors. He was a Patriot, and someone who never shied away from standing up for "what was right". Upon his death in 2001, The Howard Stillman Bates Foundation was charged with the job of "doing good". He quietly shared his good fortune throughout his life. He was never seen without a smile.

While I never had the honor of meeting Howard Stillman Bates, my work with his Foundation has allowed me to "get to know him" and truly appreciate how one person can impact the lives of so

many. Howie's true impact on the Town Mattapoisett, both during his life and since his death, can be found in the attached release from the Howard Stillman Bates Foundation.

With the approval of the School Committee, Howard Stillman Bates will be recognized with lettering along the front of the new structure and with a plaque displayed inside of the Press Box.

Thank you in advance for your time and consideration of this worthy request.

Mr. Tilden added that The Howard Stillman Bates Foundation was one of the main contributors to ORR's Press Box and also to many other projects in town such as the Mattapoisett Road Race. Mr. Shay added that from what he's been told of Mr. Stillman Bates he loved Mattapoisett and he believes this project wouldn't be where it is now if it wasn't for the contributions of this foundations, he expressed the project is very close to breaking ground and he believes it's a project that will help our students and communities for decades to come.

Mr. Humphrey asked if the school committee members had any questions.

Mr. Nelson stated that school committee members were provided with the letter from Mr. Shay, as well as Policy FF and also some backup information about the Howard Stillman Bates Foundations.

Ms. Burke thanked the Howard Stillerman Bates Foundation for their generous donations for making the Press Box a reality, she expressed it was very thoughtful of the Trustees and the school committee send them their appreciation. Ms. Burke expressed that she never had the opportunity to meet Mr. Stillman Bates, and doesn't know anything about him or his family, however she does know that before the school district names something on our campus after someone that we should do our due diligence, and make sure that we as a committee are confident that such foundation and/or individual reflects the mission and values of the school district. Ms. Burke expressed she has no reason to believe it isn't, she just would like the reassurance that the school district has done its' due diligence.

Mr. Nelson expressed that he believes that the Policy's 45 days waiting period between the announcement and the vote gives the district the time to do that work. Mr. Nelson expressed that the district will go on a fact finding mission to essential find any information that would be useful at the time of the vote to provide to school committee.

Mr. Humphrey thanked Mr. Tilden and Mr. Shay for their proposal and expressed the committee would come together after the 45 days or shortly their after to review this request again.

Mr. Humphrey asked Mr. Devoll to introduce this school years' student leaders. Mr. Devoll introduced Payton Lord, rising senior from Mattapoisett and Eddie Gonet, rising Junior. Mr. Devoll expressed that Ms. Lord and Mr. Gonet would be representing the student body at the school committee meetings. Mr. Humphrey welcomed Mr. Gonet and Ms. Lord and expressed they look forward to working with them both.

Mr. Humphrey announced that the committee would need to go into executive session to discuss union negotiations.

Ms. Elizabeth Sylvia, Mattapoisett resident expressed that she had concerns about the new Special Education Director, Mr. Craig Davidson, she expressed that she believes he continues to work for the Town of Bourne. Mr. Humphrey asked Mr. Nelson to address the question.

Mr. Nelson expressed one of the items that would be discussed tonight would be central office administration, Mr. Nelson expressed that to his knowledge Mr. Davidson is still under contract with

Bourne Public Schools and his official start date with ORR will be September 15th. Mr. Nelson also expressed that Mr. Davidson does report to ORR after hours on some days.

Ms. Sylvia expressed that she's disappointed and stated that the Special Education Director is a full time job and the idea that one person could hold down two full time jobs is very disappointing.

Mr. Nelson explained to Ms. Sylvia that himself and building administration continue to support the office of student services at ORR during the transition period while Mr. Davidson finishes his contractual obligations in Bourne. Mr. Nelson thanked Ms. Sylvia for her feedback.

Ms. Rood expressed to the public that the time in executive session might time a while, she expressed that during the Rochester School Committee it took almost an hour to review a similar document.

MOTION: by Mr. Muse at 6:47 p.m. to enter executive session for the purpose of exception #3, to discuss union personnel and litigation.

SECOND: by Ms. Burke

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

MOTION: by Ms. Rood to go come out of Executive Session at 7:50 pm and continue their regularly scheduled meeting.

SECOND: by Ms. Smith

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

IV. General

E. MOA/Update Approval

Motion to approve the Memorandum of Agreement regarding the working conditions during COVID-19 as presented in executive session

MOTION by Mr. Muse

MOTION Seconded by Ms. McSweeney

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

Mr. Humphrey thanked Dr. Everett and his association for all their hard work and expressed that the school committee support everything they are doing to make this a successful school year.

Mr. Nelson also thanked Dr. Everett and Mr. McEvoy from the teachers' association for their collaborative nature and for putting the school district in a great spot to start the school year.

Dr. Everett expressed that the association is grateful to school committee, and grateful to start the school year with an approved agreement and focus on teaching and learning.

A. Updated of Reopening Plan

Mr. Nelson expressed that they are in the midst of the 10 additional training days for staff, which he is extremely thankful that the joint school committee was able to approve, Mr. Nelson expressed that staff is receiving a balance of system-wide, building-based and department training and planning.

Mr. Nelson made the following statements to the committee:

- We continue to work off of our Back to School 2020-2021 Plan with a starting place for a hybrid learning model.
- Our first day of school for students will be September 16th which will be a full hybrid-out day.
- We have had our buildings independently evaluated in regard to HVAC & Air Quality & have full clearance for occupancy.
- We have finalized signage and furniture set up in our buildings.
- Our principals have held Q & A sessions for parents and students.
- We are finalizing schedules/placements needs.
- We are finalizing chromebook roll-out.
- We are finalizing transportation routes.

Mr. Nelson expressed that the team at ORR is positioning themselves to have the most meaningful year possible. He thanked everyone for their patience and support as we look to offer as many learning opportunities as possible.

B. Central Office Staff Update

Mr. Nelson reported that there were 3 central office positions filled this summer, Asst. Supt. of Finance & Operations, Howard Barber who started on August 17th, Asst. Supt. of Teaching & Learning, Jannell Pearson-Campbell, she started on August 24th and Director of Student Services, Craig Davidson who is in the hybrid model and he is finishing up in Bourne and will officially start here on September 15th, however he is working after hours and on weekends to help us. Mr. Nelson expressed that all three had extensive search committees and searches and ultimately the stakeholders selected the finalists and they were appointed by the Joint School Committee on July 15th and August 12th. Mr. Nelson thanked all the stakeholders involved in the search committees. Mr. Nelson also stated that he is extremely grateful to have a full central office team and that he looks forward to getting to know them.

C. Creation of New Sub-Committee

Mr. Nelson explained that recently the policy sub-committee met and one of the agenda items was to review the work and policies around anti-racism as well as school culture, Mr. Nelson expressed that after conversations with the policy sub-committee as well as the five chairs and it was believed that it's very important to create a districtwide Anti-Racism Sub-Committee. Mr. Nelson asked that Ms. Burke also speak to this agenda item since she chaired the Policy meeting on August 11th. Ms. Burke expressed that the Policy Sub-Committee felt there wasn't a one-point solution, and felt that some of the concerns and issues will come up as new cohorts of students come through and we need to constantly be addressing it and observant, but also that we will continue to learn more through self-reflection and improvements we make, so that this is long-range work, dedicated work, therefore we felt it merited the work of a sub-committee that was focused on these particular areas to make sure we were fulfilling what we feel. Ms. Tseki concurred with Ms. Burke's summary.

Mr. Nelson stated that the school committee would need to make a decision whether they would want to create this new committee and if so he would also ask them to appoint representatives.

Ms. Rood expressed that this is very important work and she suggested that we should consider having student representation on this committee. She expressed that having student representation on other committees such as the Supt. Search and the Strategic Planning committees have offered very interesting perspectives in terms of what's happening in the schools and what types of initiatives they would like to see and are interested in and she believes they are an important voice. She also expressed that making The Tri-Town Against Racism group aware of the meetings and part of the discussion would be important. Ms. Rood also expressed that it's important that whoever the leader of that group is has to make sure that norms are established and make it a safe place for

everyone to share their ideas. Ms. Rood expressed that as we look to create this committee she encouraged the school committee to look for community partners to include them in the work that we do.

Ms. Burke thanked Ms. Rood for her ideas and expressed that sub-committee is different than a task force or working group where it's easier to include members of the public. She expressed that all these meetings would be open meetings and therefore the public would be able to attend, Ms. Burke expressed that if the school committees wanted to include community members we would have to look at the process and protocols for the voting. She expressed she doesn't know the details but she does know other discussions have been had on this subject.

Ms. Rood expressed that she believes it's important to have a variety of voices on each committee and expressed that any vote would ultimately be taken by the 9 school committee members and not the sub-committee. She expressed that in her mind the sub-committee is an advisory committee.

Mr. Pires expressed that he also believes it's crucial to hear student feedback, Mr. Pires expressed he doesn't know the legalities behind the sub-committee creation and protocols, but maybe they could serve as a resource or as an advisory, Mr. Pires also expressed that we could learn a lot from listening to them.

Mr. Muse expressed he believes it's very important to have student and community feedback, however it's equally important to adhere to open meeting laws. Mr. Muse expressed he believes it's possible to have individuals offer feedback and information however he believes the sub-committee itself should be made up of only school committee members.

Mr. Humphrey expressed that this issue came up with the Facilities Sub-Committee and the voting rights, and he agreed with Mr. Muse. Mr. Humphrey also expressed that he believes the community has the right to be part of the message, but that ultimately the sub-committee has a responsibility to the school committee.

Mr. Gonet expressed that he reached to Mr. Nelson and Mr. Devoll earlier in the year about a similar experience he had in Fairhaven, in Fairhaven it was called a "Civil Rights Task Force", he expressed that the objectives seem similar but just in a different forum, they had student representatives, as well as representatives from each level of the district, Mr. Gonet expressed that the students didn't have any voting privileges, he expressed it functioned really well to hear the different perspectives, Mr. Gonet expressed it's a great group to have.

Ms. Lord expressed that she knows a lot of students are looking forward to having these discussions and students that would like to make our school a lot more accepting and she expressed that there would be a lot of interest from the student body on speaking at a group of such nature. She agreed with Ms. Rood that student voices are very important.

Ms. McSweeney explained that for legal purposes the sub-committee could only have school committee members, however they could receive public comment and advice from students and community members.

Mr. Nelson expressed that the Early Childhood Council operates on a similar fashion.

Motion to form the Anti-Racism Sub-Committee

MOTION by Mr. Muse

MOTION Seconded by Ms. Kearns

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

It was agreed by the school committee to appoint Mr. Pires, Ms. Rood, Ms. McSweeney and Ms. Kearns to the Anti-Racism Sub-Committee

D. Review/Endorsement of Anti-Racism Resolution

Mr. Nelson asked Ms. Burke to report on behalf of the Policy Sub-Committee. Ms. Burke expressed that the Policy Sub Committee met on August 11th due to a request from the Joint School Committee to craft and adopt a policy on anti-racism, Ms. Burke reported that the Policy Sub Committee met and also asked the school district counsel, Attorney Paige Tobin and Attorney Peter Sumners to attend. At the meeting they explained that difference between a policy and a resolution and advised the committee on how to move forward with their policies in regards to Anti-Racism. She explained that they recommended an anti-racism resolution which is an endorsement or pledge around a districts' core values around a specific topic, she explained that talking as a committee we wanted a resolution as well as a deep audit of all of our policies, the committee decided this would be a multi-step process, but that we wanted to make sure that our position was stated by endorsing this resolution and make our pledge to our stakeholders. Ms. Burke proposed that the ORR School Committee endorse this resolution and also audit the policy manual and the student handbook. Ms. Burke expressed that the district is discussing hiring an external professional to help facilitate the audit because we would want feedback from all stakeholders.

Ms. Burke proposed that the following resolution as presented by MASC and also endorsed by our legal team. At this point Ms. Burke read the resolution:

SCHOOL COMMITTEE ANTI-RACISM RESOLUTION

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS, it is the responsibility that every district provides to all district staff, including School Committee member's annual professional development on diversity, anti-racism, equity and inclusion; and

WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by diverse authors and works from diverse perspectives; and

WHEREAS, we as school district leaders can no longer remain silent to the issues of racism and hate that continue to impact our public and private institutions;

RESOLVED: that Old Rochester Regional School District and all the school districts in the Commonwealth must guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

We must ensure our own school culture and that of every district in the Commonwealth is actively anti-racist.

Mr. Nelson expressed that it was also important to note the in recent days the Rochester School Committee and the Marion School Committee have adopted and endorsed this same resolution.

Mr. Humphrey expressed his gratitude to the Policy Sub Committee and commended them on a job well done and asked for any discussion/feedback or a motion.

Mr. Pires expressed that he was very pleased that the district was getting the help of a professional to review the policies, Mr. Pires asked Ms. Burke to elaborate on the difference between a policy and a resolution. Ms. Burke expressed she didn't remember the correct terminology used by our legal team but that basically policy were the rules in which a district runs and operates and a resolution is an endorsement or a pledge on a stance on a specific issue. Mr. Nelson expressed that the policies help guide the day to day work in the school buildings, he expressed the resolution is more of a commitment and endorsement to drive this work moving forward.

Motion to approve the Anti-Racism Resolution as presented for endorsement and adoption

MOTION by Ms. Tseki

MOTION Seconded by Ms. Burke

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeny; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

Ms. McSweeny expressed that the resolution is a great start, but the policy work has to be done, she believes the policy work is what's going to make a difference for our students.

E. School Committee Format

Mr. Humphrey expressed that this is to discuss on how to conduct future school committee meetings. He expressed that a few weeks back they had a 5 chairs meeting and they had it in hybrid format, so himself Dr. Finning, Ms. Hartley and Mr. Nelson were in person and Mr. Muse and Ms. Smith were on zoom, Mr. Humphrey expressed it was a little challenging, he expressed he is a big proponent to come back in person, however it will be very challenging due to the size of our group. Ms. Smith explained that the Marion School Committee did have a hybrid meeting in the media room of the Jr. High School and while it was very challenging it was doable however she explained that group is smaller, almost half of the members, therefore she believes that having the ORR School Committee meet in person would be difficult. Ms. Rood explained that the Rochester School Committee also had a full in-person meeting with all the administrators and public coming in through zoom and she expressed she had a wonderful experience, she really enjoyed having the interaction with her own committee members and actually sitting in the same room. Ms. Burke expressed that they have worked really hard to get students back into the buildings and they are the ones that have to be there, and she would encourage to keep anyone who doesn't need to be there out of the buildings. Mr. Pires expressed he believes people should be given the option of in-person or zoom and even when we do come back full in-person the zoom option should remain so that people can still check in with the school committee. Mr. Nelson expressed that the main difference between the ORR and the Joint and the local committees is the number of members, the locals only have 5 members each where ORR has 9 and the Joint School Committee is a total of 18 members, he expressed it's not impossible however it would be challenging. Mr. Muse expressed that he believes the school committee should continue to meet remotely, he reminded his colleagues that one of the items in the MOA with the union was to keep as many meetings as possible remote to minimize the risk, he expressed that we are still in a pandemic and need to have consideration for everyone involved and take responsibility in stopping the spread. Mr. Muse strongly believes the committee should continue to operate remotely. Mr. Muse doesn't feel that the technology department should be using their time to try to figure out a format for the school committee meetings when there are such important things they need to be doing for our students and staff. Mr. Pires expressed that he respects the Mr. Muse's views, however he believes that because they are asking students, staff and administration to come into the school buildings they should be comfortable to do the same. Mr. Muse stated that in no way, shape or form is there any equivalency in asking students to go to school and the school committee going into the school once a month to have a meeting, Mr. Muse expressed that because of the respect he has for the students, staff and administration he chooses not to go into the school buildings and he shouldn't use any resources that would take away from resources for students and staff. Ms. Burke explained that it's not about them wanted to go in, it's about minimizing the risk for the students. Ms. Kearns asked if an additional cleaning cycle would be needed if we decided to

meet in person. Mr. Nelson stated that the media room would need to be cleaned after the use of the school committee. Mr. Humphrey expressed that since there's no consensus, he suggested that this be tabled until the next meeting.

H. Disposal of Furniture & Equipment Approval

Mr. Barber asked for permission to dispose the following items that are no longer repairable. They are the following:

10 soft chairs from library (torn, ripped and faded)

12 old wooden cabinets (cracked, split or broken sides)

5 old cash registers (food service) obsolete not supported

various old texts books (faded pages, written on, bidding gone and out of date by in some instances a decade

10 old overhead projectors

17 cassette players

38 inoperable headphones

Motion to approve the disposal list as presented

MOTION by Ms. Burke

MOTION Seconded by Mr. Muse

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeny; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

I. GPA & Class Rank Discussion

Mr. Devoll expressed that he wanted to bring to the attention to the school committee that we have two very different learning environments, hybrid and remote learning in place for the fall, Mr. Devoll explained that the hybrid plan will be as traditional classes run, however the remote learning model calls for grad point courses, which without action from the school committee, per our student handbook are not incorporated into the GPA and class rank, currently the language in the student handbook pulls grad point classes, dual enrollment classes and other courses not taught at ORR High School from the GPA and class rank, Mr. Devoll expressed that in a normal school year we use such courses for credit recovery or courses not offered by ORR or summer school courses, as well as students in enrichment, he explained that the courses appear on the transcript, however they are not counted in the GPA or class rank, Mr. Devoll wanted to bring that to the attention of the school committee because this year we have about 70 students taking grad point classes not for enrichment or recovery but for their grade level course work. Mr. Devoll expressed that his Standing Committee on graduation requirements does not feel it's equitable for this particular school year, therefore he's looking for action from the school committee, Mr. Devoll recommended that the GPA and Class Rank be the same for both learning environments hybrid and remote.

Mr. Muse expressed that he was going to make a request during the open comments session but feels this is a good time during the meeting to make this request, Mr. Muse requested some information about graduation requirements as well as graduation rates. Mr. Muse expressed he's very interested in getting more information about how many students did not graduate and finding out why they did not graduate, he believes it's something very important that could affect them for the rest of their lives, Mr. Muse expressed we should take a hard look at the graduation requirements and he requested that it go on the next agenda with some preparation about statistical information on graduation percentages.

Mr. Devoll respectfully asked that the GPA discussion and vote take place tonight because families are in the process of making choices for their families, however Mr. Devoll expressed that he's open

to talking about the graduation requirements and the graduation rates. Mr. Devoll did report that all seniors did graduate in 2020.

Ms. Rood expressed that for seniors this fall GPA is going to be very important for college applications, she expressed it's a big consideration for our students.

Mr. Muse expressed he is not opposed to approving Mr. Devoll's request.

Ms. Lord also expressed that she believes that class rank is very important. She encouraged the school committee to approve Mr. Devoll's request so that the students who did pick the remote option would not be at a disadvantage.

Ms. Burke expressed that it will also motivate students to get good grades if they know it will be considered into their GPA.

Motion to include all grad point courses in GPA and Class Rank for the 2020-2021 school year.

MOTION by Ms. Burke

MOTION Seconded by Ms. Smith

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

J. Parking Fee Reductions

Mr. Devoll asked the committee to consider reducing the parking fee for the 2020-2021 school year because students will not be using the parking lot full time. Mr. Devoll made the recommendation to reduce the parking fee from \$50 to \$25 for the school year. Mr. Devoll expressed the fee would be collected starting October 1st.

Motion to reduce the parking fee from \$50 to \$25 for the 2020-2021 school year.

MOTION by Ms. Smith

MOTION Seconded by Ms. McSweeney

ROLL CALL VOTE:

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

V. New Business

C. Business

1. Financial

Mr. Nelson introduced Mr. Barber again and stated he officially began his employment on August 17th and asked Mr. Barber to give a brief financial update, Mr. Nelson expressed that he has shared with Mr. Barber what has typically been shared with school committee in past meetings as far as financial reports and hopes that he will be able to share something similar next month.

Mr. Barber reported to the school committee that his office has been working on the following for the last two weeks: classroom health/safety guidelines & protocols as they pertain to COVID-19; transportation routes & seating plans for students; working with the technology department to establish the 1:1 initiative; working with human resources; working with food service department.

Mr. Barber expressed that he's been able to access approximately \$90,000 from the ESSA Grant and the Remote Learning Essentials Grant, Mr. Barber also stated that he has been working directly with each Town to secure CARES funding through the Plymouth County.

Mr. Barber also reported to the school committee that he is in the process of closing out the FY20 Budget and hopes to have that closed out soon. Mr. Barber also reported that he has also started looking at FY 21 Budget and looking at new grant opportunities as well as program needs and maximize our budget and looking at all resources. Mr. Barber expressed that he hopes to give the school committee reports at the next meeting on October 21, 2020.

D. Personnel

Mr. Nelson reviewed the following personnel changes with the School Committee. The following personnel changes were shared with the ORR School Committee:

Central Office Personnel Position

NEW STAFF – 20-21

Quin Bourgeois	Paraprofessional
Joanna Buckley	Special Education Teacher
Stephanie Cabral	Math Teacher
Dianne Cozier	Paraprofessional
Gilbert Leonardo	Lead Night Custodian
Morgan Matthews	Paraprofessional
Colleen Morehouse	English Language Arts Teacher
Nicole Sadeck	School Nurse
Aaron Strothers	Paraprofessional
Rubab Rashid	Special Education Teacher
Jaden Teixeira	Paraprofessional
Howard Barber	Asst. Supt. of Fin. & Operations
Craig Davidson	Director of Student Services
Jannell Pearson-Campbell,	Asst. Supt. of Teaching & Learning

STAFF RETIREMENTS & RESIGNATIONS

Margaret Benson	Family Consumer Science Teacher
Margaret Boling	Paraprofessional
Kim Corazzini	School Nurse
Catherine Dumas	Paraprofessional
Susan Duncan	Paraprofessional
Noreen Erklauer	English Language Arts Teacher
Frances Guilbert	Math Teacher
James Martin	Paraprofessional
Carol Olsen	Lead Nigh Custodian
Marie Regonini	Special Education Teacher
Douglas White	Superintendent
Julie Wright	Lead Cook

STAFF INCREASES & TRANSFERS

<u>Name</u>	<u>Old Position</u>	<u>New Position</u>
Jeanne Arruda	Cook	Lead Cook
Rachel Lynch	Cook (5 hours)	Cook (6 hours)
Michael S. Nelson	Asst. Supt.	Superintendent

SCHOOL COUNCIL: Ms. Lord reported that she's pleased and supports all the items recently reviewed and approved by the school committee and she expressed that herself and Mr. Gonet look forward to working with the school committee and also bring forward items forward that would make the school better for the student body. Mr. Gonet agreed with all the points that Ms. Lord expressed, he also expressed that he agreed with the vote regarding the grad point courses, he believes it will motivate students to do better, Mr. Gonet expressed the student body is ready to make the best of the school year, and he's interested to see what the school year brings.

CHAIRPERSON'S REPORT- Mr. Humphrey thanked Mr. Nelson and his team for all their hard work during these past few months, he's appreciative of his leadership.

CENTRAL OFFICE ADMINISTRATORS REPORT - Mr. Nelson thanked all the stakeholders: school committee, association members as well as parents/guardians for participating in the numerous surveys that have been sent out in the past couple of months. Mr. Nelson also thanked everyone that was part of the; Reopening Task Force (Planning Teams); the custodial/facilities staff; the food service staff; the technology department; support staff; and our students for being as flexible as they possibly can and for understanding that school will look different when they come back on September 16th. Mr. Nelson expressed how humble he feels to serve a school district with such committed families and students.

Mr. Nelson thanked Dr. Pearson-Campbell for putting together the New Teacher Induction Program and asked her to report to the School Committee. Dr. Pearson-Campbell reported to the school committee that she recently held the New Teacher Orientation on August 27th. She expressed that on her third day herself and Mr. Davidson designed the New Teacher Orientation for 6 new educators and 2 nurses, she reported they created a google classroom and a powerpoint presentation to model our hybrid in/out model. Dr. Pearson-Campbell also reported that she met with the Leadership Team (TLC) and focused on the back to school plan, and the fall remote learning plan, she expressed that they came up with three focus areas for the next 10 days: COVID-19, Remote Learning and Social Emotional. She reported that during the morning time each building will have time with their staff and to address individual needs of each building and then in the afternoon from 1:00 p.m. to 2:00 p.m. there will be 10 different webinars that will be districtwide: Below is a detailed list:

- **September 1st - Welcoming Staff Back to School**, *Michael Nelson, Superintendent*
- **September 2nd - COVID Training**, Howie Barber, Asst. Supt. of Finance & Operations
- **September 3rd - G-Suite for Education**, Silas Coellner, Principal, ORR Jr. High School
- **September 4th - How to Navigate the New World using a Practical Tool in Educational Settings Focusing on Social Justice and Equity**, Dr. Jannell Pearson- Campbell, Asst. Supt. of Teaching & Learning
- **September 8th- Responsive Classroom Webinar**, Charles West, Assistant Principal, RMS
- **September 8th- CPI during COVID**, **Charles West**, Assistant Principal, RMS and Kyle Letendre, Grade 6 Teacher , OHT
- **September 8th - Preparing for Preschool**, Doreen Lopes, Early Childhood Coordinator
- **September 9th - Teaching All students in a Hybrid Setting using assistive technology**, Kristine Lincoln , Teaching of the Visually Impaired/ Assistive Technology
- **September 10th - Teaching in a Hybrid setting through synchronous/ asynchronous learning**, Dr. Jannell Pearson-Campbell, Asst. Supt. of Teaching & Learning
- **September 11th - Coping in Changing World**, Phil Alessi, School Psychologist
- **September 14th - Supporting Students in a Changing World**, Dr. Alex Hirschberg, PSY.D.
- **September 15th - Closing Remarks and Acknowledging Staff**, Michael Nelson, Superintendent

Mr. Nelson also asked Mr. Davidson to report to the school committee on what he's been working on. Mr. Davidson expressed he's excited to be a member of this Administrative Team and he looks forward to working with everyone. Mr. Davidson expressed that he will officially start with the district on September 15th but as Mr. Nelson reported has been working nights and weekends. He expressed he's been spending a lot of time learning about each building and the services they offer, and how to deliver services in all three models of instruction, remote, hybrid and full in-person. Mr.

Davidson expressed that he's currently working with building Administration and Liaisons to identify students who require many of the services as possible in person and he stated they will be communicating with families on how that will be done early next week.

PRINCIPAL'S REPORT-

High School- Please refer to "ORRSC 09092020 Principal Report"

Jr. High School- Please refer to "ORRSC 09092020 Principal Report"

VIII. School Committee

A. School Committee Re-organization

Mr. Nelson asked for nominations for a Chairperson. Ms. Smith made a nomination to appoint Mr. Humphrey, nomination was seconded by Ms. Tseki, nomination accepted by Mr. Humphrey, no other nominations.

9:0 (Humphrey; abstain, Burke; yes, Rood; yes, Pires; yes, McSweeny; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

Mr. Humphrey thanked everyone for their support.

Mr. Humphrey asked for nominations for a Vice Chairperson.

Ms. Tseki nominated Ms. Burke, nomination was seconded by Mr. Pires, nomination accepted by Ms. Burke, no other nominations. Motion Passed.

9:0 (Humphrey; yes, Burke; abstain, Rood; yes, Pires; yes, McSweeny; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

Treasurer	Patrick Meagher
Budget Subcommittee	Tina Rood James Muse Heather Burke Cary Humphrey
Educational Council	Frances Kearns Michelle Smith Joseph Pires
Sole Signatory	James Muse Tina Rood
SMEC	Suzanne Tseki
Sick Leave Bank	Suzanne Tseki Heather Burke Cary Humphrey
School Physician	Dr. Reynolds/Dr. Mendes
PCC	Michael S. Nelson
Sick Leave Bank (Dist. Wide Non-Union Employees)	Tina Rood
Standing Committee on Graduation Requirements	Entire Committee
Policy Review (new ORR policies)	Joseph Pires Frances Kearns Margaret McSweeny
MASC Delegate/Legislative Liaison	Cary Humphrey
Tri-Town Educational Foundation	Suzanne Tseki

Town Relations	James Muse Michelle Smith Joseph Pires
Communication Committee	Heather Burke Joseph Pires Suzanne Tseki
Superintendent's Goals Sub Committee	Cary Humphrey Michelle Smith Heather Burke (alternate)
Facilities Sub Committee	Tina Rood Frances Kearns Joe Pires
Anti-Racism Sub-Committee	Frances Kearns Margaret McSweeney Joe Pires Tina Rood

Motion to approve the 2020-2021 sub-committee list as nominated

MOTION by Mr. Muse

MOTION Seconded by Ms. Kearns

ROLL CALL

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeney; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

B. Committee Reports

- 1. SMEC – Ms. Tseki reported that they met and reviewed similar items such as PPE and reopening plans and they are meeting again on 9/30.**
- 2. Local School Committee- Ms. Rood reported that the Rochester School Committee met on September 3rd and reviewed and approved similar items to the ones discussed tonight. Mr. Rood commended our administrative team for all their work, she expressed they are very humble. Ms. Smith expressed that Marion School Committee met on September 2nd and reviewed and approved similar items. Mr. Muse reported that Mattapoissett has not met.**
- 3. Tri-Town Foundation- NONE**
- 4. Budget Sub-Committee- NONE**
- 5. Facilities Committee -NONE**
- 6. Communication Committee- NONE**
- 7. District Agreement Committee- Mr. Nelson reported that he just received feedback from DESE and he will schedule a meeting with Ms. Burke, Ms. Rood and Mr. Humphrey on next steps.**

Humphrey reviewed future timeline and stated the next meeting is scheduled for October 21st at 6:30 p.m. and the next Joint School Committee is scheduled for September 24th.

OPEN COMMENTS:

Mr. Pires wanted commended Mr. Nelson on his work, he expressed he's very pleased where we are right now, Mr. Pires expressed that being Cape Verdean and having three children in our schools he feels very proud of our school and the work being done here. Mr. Pires expressed gratitude to his committee members for all their work on this committee to make our schools better. Mr. Pires expressed that his parents were immigrants from Cape Verde and he was born here, he expressed that his grateful for the inclusiveness and care that his children have felt here from the teachers he expressed they are true professionals. Mr. Pires expressed that during his election process he was ridiculed, shamed and attacked even to the point that some of it was racial, I wasn't black enough to

be on the school committee, I found that alarming, I have thick skin and I let that roll off my back, but my family not so much, some of the judgement was made on my political views which I didn't appreciate, and when I started digging and peeling back I discovered that the comments were coming out of the Tri-Town Against Racism group, and it wasn't just one person there were a few, Mr. Pires expressed that he still feels like we have come a long way, just the fact that I can have a conversation in a public forum like this speaks volumes. Mr. Pires expressed that he has great hope and wants our students, teachers and administrators all to feel inclusive and have equality. Mr. Pires also mentioned a recent Instagram post in which references were made about our teachers, Mr. Pires believes we have a responsibility to our teachers and staff to have a safe environment for them to work and live. Mr. Pires expressed that he plans to be a very productive person in this new role on the new Anti-Racism Sub Committee.

Mr. Muse applauded Mr. Pires for having this honest and difficult conversation and having the courage to speak up. Mr. Humphrey expressed that he has known Mr. Pires for quite a number of years and one thing he knows is that he is not a racist, and he has a big heart. Ms. Tseki thanked Mr. Pires for sharing his thoughts with the committee and she expressed her sorrow for what happened. Ms. Smith expressed that she's very proud to call Mr. Pires a friend, and she expressed that he's very passionate and speaks from the heart especially about the school and having all children having equal access.

Mr. Pires also expressed his view on vaccinations, he expressed that he knows that the school district has very little say on the mandate. Mr. Pires expressed that while he supports vaccination, the focus should be about choice and our right to choice what goes into our children's body. Mr. Pires expressed that there a number of parents in our community struggling with this mandate, he believes we need to maintain a level of compassion and respect as some parents may have to choose between education and the right to choose what medicine/vaccination is right for their child. Mr. Pires asked Mr. Nelson to speak about the exemptions and local control.

Mr. Nelson expressed that Commissioner Riley did speak to Superintendents today during a zoom call and also shared some guidance around the flu vaccination which Diana shared with school committee members. Mr. Nelson expressed that the Commissioner spoke about the medial and religious exemptions briefly but he mostly encouraged all the districts to focus on opening schools and that the law for this mandate is December 31, 2020 and they state plans to issue more guidance in the coming weeks to help local school districts navigate this particular issue.

Mr. Pires asked if staff and administrators would be required to have the same vaccination, Mr. Nelson expressed that at this time that directive has not been issued by the state. Mr. Pires expressed that some parents are considering home school due to this immunization requirement. Ms. Burke expressed that this is a perfect example of another unfunded mandate from the state. She urged citizens to speak to their state representatives about taking schools away from their students.

Motion to adjourn at 10:20 p.m.

MOTION by Ms. Smith

MOTION Seconded by Mr. Muse

9:0 (Humphrey; yes, Burke; yes, Rood; yes, Pires; yes, McSweeny; yes, Smith; yes, Kearns; yes, Muse; yes, Tseki)

Submitted by Diana Russo