

MARION SCHOOL COMMITTEE MEETING
September 2, 2020 at 6:30 p.m.
Meeting Location:
Media Room @ Jr. High School
133 Marion Road
Mattapoiset, MA 02739

Members Present: Michelle Smith, Chairperson, April Rios, Vice-Chairperson, Jody Dickerson, Mary Beauregard and Nichole Daniel.

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, Marla Sirois, Principal, Sippican School, Sean Persico, Asst. Principal, Sippican School, teachers, parents and members of the press.

Meeting was called to order at 6:36 p.m. by Chairperson Smith. Chairperson Smith read the following statement:

This meeting will be conducted in a hybrid format. School Committee and Administrators will have the option of meeting in person at the ORR Jr. High School in the Media Room, located at 133 Marion Road, Mattapoisset, MA or via zoom. Please note that public access is available through zoom ONLY through the link above.

Ms. Smith stated that herself, Ms. Rios, Mr. Dickerson and Ms. Daniel were in person at ORR Jr. High School and Ms. Beauregard was joining the committee through zoom.

Ms. Smith also asked for a moment of silence for a Marion student, Nolan Gibbons who had passed away recently, Nolan was a student at the High School and had also been a student at Sippican School. Ms. Smith expressed Nolan was a talented individual and asked for a moment of silence in his memory.

Ms. Smith stated that on the agenda was listed an executive session however at this time the school committee did not need to go into executive session.

I. Approval of Minutes

A. Approval of Minutes- Regular Session:

June 3, 2020, July 23, 2020 and August 7, 2020

Motion to accept the June 3, 2020, July 23, 2020 and August 7, 2020 minutes as presented

MOTION by Mr. Dickerson

MOTION Seconded by Ms. Rios

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

IV. General

A. Updated of Reopening Plan

Superintendent Nelson thanked the school committee for their support throughout the Spring and the Summer and mostly recently for supporting the back to school reopening plan. Mr. Nelson explained that since the plan was approved they have not stopped planning on how a hybrid model plan would be implemented, Mr. Nelson explained that the hybrid plan is split into two cohorts, cohort A on Tuesdays and Thursdays and cohort B on Wednesdays and Fridays, and Mondays being

a hybrid out day for both cohorts. Mr. Nelson also expressed that there are students whose families have opted for the full remote learning, he explained that they would also have asynchronous and synchronous opportunities. Ms. Sirois and Mr. Persico are working hard on solidifying the placements and will be sharing this information with families soon. Mr. Nelson expressed that the first day of school will be September 16th. Mr. Nelson expressed that it feels great to be back in the buildings, he explained that staff started on September 1st and they are in the midst of their training until September 15th. He thanked the school committee and the joint school committee for giving them the flexibility to be able to add the 10 days of training for staff, he expressed he believes this time is invaluable. Mr. Nelson expressed that all of the school buildings (including Sippican School) have been independently evaluated in regard to HVAC and air quality and he expressed that they were given full clearance for occupancy. He expressed that the air quality reports have been shared with the teachers' association. Mr. Nelson expressed that our facilities staff has been busy setting up classrooms with the 6 feet distance, also setting up traffic patterns throughout the building, inside and outside. Mr. Nelson reported that Ms. Sirois & Mr. Persico recently held a zoom Q & A for parents, he believes it's incredibly important to keep parents/families informed, he thanked Ms. Sirois and Mr. Persico. Mr. Nelson also gave an update on the transportation, he expressed that routes are being finalized. He expressed that overall everything that we do will look a little different and it will take a little longer for everyone, (teachers, support staff) to talk about the needs of our students and coming up with plans to best serve our students. Mr. Nelson thanked everyone for their continued patience and support.

Ms. Smith reported that she had a chance to speak to some teachers and had received positive feedback.

Mr. Nelson expressed that his humble by all the support from the community.

Ms. Rios agreed and expressed that the support from all stakeholders has been amazing.

Ms. Smith thanked all the administrators, staff and teachers for all their countless hours.

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 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 a representative.

Motion to form the Anti-Racism Sub-Committee

MOTION by Ms. Rios

MOTION Seconded by Ms. Daniel

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

Motion to appoint Ms. Beauregard

MOTION by Ms. Daniel

MOTION Seconded by Ms. Rios

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

D. Review/Endorsement of Anti-Racism Resolution

Mr. Nelson expressed that the Policy Sub-Committee met on August 12th and reviewed an Anti-Racism Resolution. Mr. Nelson expressed that the meeting was also attended by the districts' attorneys, Attorney Paige Tobin and Attorney Peter Sumners and they updated and guided the Policy Sub-Committee on how to move forward with our policies in regards to Anti-Racism. Mr. Nelson explained that they presented the difference between a policy and a resolution, Mr. Nelson also expressed that the resolution being presented tonight is also endorsed and developed by MASC (Mass. Association of School Committees). At this point Mr. Nelson 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 provide to all district staff, including School Committee members 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 Marion 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.

Motion to approve the Anti-Racism Resolution as presented

MOTION by Ms. Daniel

MOTION Seconded by Ms. Rios

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

E. Approval of Donation

Motion to accept a donation of \$250 from the Marion Garden Club

MOTION by Mr. Dickerson

MOTION Seconded by Ms. Daniel

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

Ms. Smith thanked the Marion Garden Club for their donation.

F. MOA Update

Mr. Nelson reported that the school committee and the association have been working collaboratively on the back to school memorandum of agreement in light of the COVID-19 working conditions and they are close to completion. Mr. Nelson thanked Ms. Smith and Ms. Rios and the Association members for all their hard work and he hopes to have the memorandum ready soon. Ms. Smith also expressed that she is very pleased with how the negotiations is going and thanked everyone for their input and the countless hours everyone has been putting in on this initiative.

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 \$36,767 from the ESSA Grant as well as \$58,354 from the Remote Learning Essentials Grant, Mr. Barber also stated that he has been working directly with the Town of Marion to access some of the CARES Act funds received by Plymouth County. Mr. Barber explained that the district CARES funds went directly to the Town, therefore he has been working with Jay McGrail, Town Administrator, and Judy Mooney, Asst. Town Administrator, Mr. Barber expressed that they have both been fantastic to work with.

Mr. Barber also reported to the school committee that he is in the process of closing out the FY20 Budget, he expressed he's working with the Mr. McGrail and Ms. Mooney 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 14, 2020.

Ms. Smith thanked Mr. Barber for his detailed report.

D. Personnel

Mr. Nelson reviewed the following personnel changes with the School Committee.

Name	Position	Effect. Date
Kristen Rego	Secretary	8/18/2020
Meagan Morais	School Nurse	9/1/2020
Sean Persico	Asst. Principal	7/1/2020
Elizabeth Machado	Special Education Teacher	9/1/2020
Howard Barber	Asst. Supt. of Fin. & Operations	8/17/2020
Craig Davidson	Director of Student Services	9/15/2020
Jannell Pearson-Campbell	Asst. Supt. of Teaching & Learning	8/24/2020

The following staff resigned or retired.

Name	Position	
Kelly Kelleher	Reading Teacher	Retirement
Brenna Kelley	Special Education	Resignation

Maureen Lamoureux	School Nurse	Retirement
Kyle Letendre	Assistant Principal	One Year Position
Nicholas Mendonca	Paraprofessional	Resignation
Douglas R. White	Supt.	Retirement

The following staff changed positions

<u>Name</u>	<u>Old Position</u>	<u>New Position</u>
Stacey Riquinha	Grade 2	Reading Specialist
Michael S. Nelson	Asst. Supt.	Superintendent

CHAIRPERSON’S REPORT- 39:45 Chairperson Smith thanked Superintendent Nelson for getting the school district where we are currently, she expressed he has spent countless hours making sure our families, students and teachers are safe and come back to a robust learning experience, she expressed that he has ensured that all stakeholders had a voice, as well as keeping everyone up to date with COVID-19 guidelines. Chairperson Smith also thanked the teachers for looking at the school year through a different lense, for being part of the process and also for all their hard work over the summer months, you work over the last few days and all you continue to do to make Sippican safe, continue for making learning vigorous, she also thanked Nicole Boussy, Marion Teachers Association President for working with the School Committee, she expressed she’s heard some excellent ideas of how learning can be creative in this new learning model and she expressed she can’t wait to hear and see all the new things that will happen at Sippican this year. She also thanked Ms. Sirois and Mr. Persico for their leadership, for the long days, endless meetings, for running the taskforce and for getting Sippican ready over the summer. Chairperson Smith also welcomed Mr. Dickerson and Ms. Beauregard the two new members of the school committee, she expressed she looks forward to working with them and looks forward to the new perspectives they can bring to their group. Chairperson Smith also thanked Ms. Rios and Ms. Daniel for all their hard work, their dedication, passion and their humor. She also thanked the Town of Marion for working with Marion Public Schools in regards to PPE and keeping our students and staff safe in the best possible way. She also thanked the families of Marion for their patience during this stressful time, she expressed that the school committee understands there is no easy answer, and thanked the families for their understanding. She expressed that the way instruction is being delivered right now is different however it doesn’t change the expectation, she expressed that the school district still expects a robust curriculum, high expectations, challenging lessons, and we expect our students to meet those challenges. And I know it’s going to be a great year.

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 be 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 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.

Mr. Nelson asked Dr. Pearson-Campbell to speak briefly about the New Teacher Induction Program. 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

PRINCIPAL'S REPORT-

Ms. Sirois reviewed the 10-day professional development opportunities at Sippican School and she invited the school committee to participate. Ms. Sirois commended the Sippican School teachers for their dedication and expressed they have been involved in every aspect of the return to school plan, she expressed that they have rallied, they are collaborating, they are supporting each other as well as her and Mr. Persico and she's thankful for each of them. Ms. Sirois reported that she's in the process of getting out the Questions & Answers session available to families, she expressed the session went well. She also reported that placement letters went out that day. Ms. Sirois thanked all stakeholders for their support. She expressed that she's very proud of the work being done by the teachers and by the team. For more information please refer to "MSC 09022020 Principal Report"

VIII. School Committee

B. Committee Reports

1. **Budget Subcommittee -NONE**
2. **Building Committee** – Mr. Dickerson reported that he has been working with Mr. Gene Jones and the Marion Department of Public Works on cleaning and removal of trees and bushes around the playground and the 1957 portion of the building.
3. **ORR District School Committee- NONE**
4. **SMEC-** reported that they met on August 19th to approve reopening plan and will meet again on September 30th.
5. **Early Childhood Council - NONE**
6. **READS- NONE**
7. **Tri-Town Foundation -NONE**

8. **Policy Sub-Committee** – Ms. Beauregard reported that they met in August and discussed the Anti-Racism Resolution discussed previously. Mr. Nelson also informed the school committee that the Policy Sub-Committee reviewed a Face Coverings and Remote Learning Policies which will be brought to the Joint School for approval on September 24th.
9. **School Council - NONE**

Ms. Smith reviewed future timeline and stated the next meeting is scheduled for October 14th at 6:30 p.m. and the next Joint School Committee is scheduled for September 24th.

OPEN COMMENTS: NONE

Motion to adjourn at 7:45 p.m.

MOTION by Ms. Daniel

MOTION Seconded by Ms. Rios

ROLL CALL: 5:0 (Dickerson: yes, Rios: yes, Beauregard: yes, Daniel: yes, Smith: yes)

Submitted by Diana Russo