

ROCHESTER SCHOOL COMMITTEE
ROCHESTER SCHOOL COMMITTEE MEETING
September 3, 2020 at 6:30 p.m.
Rochester, MA 02770

Members Present: Sharon Hartley, Chairperson, Anne Fernandes, Vice-Chairperson, Robin Rounseville, Kate Duggan and Tina Rood.

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, Derek Medeiros, Principal, Rochester Memorial School, Charles West, Asst. Principal, Rochester Memorial School, teachers, parents and members of the press.

Meeting was called to order at 6:36 p.m. by Chairperson Hartley. Ms. Hartley thanked everyone joining the school committee via zoom, she expressed gratitude to the technology department for helping the school committee set up the room to facilitate a hybrid meeting. Ms. Hartley read the following statement which is also posted on the agenda:

This meeting will be conducted in a hybrid format. School Committee and Administrators will have the option of meeting in person at Rochester Memorial School, 16 Pine Street, Rochester, MA 02770 or via zoom. Please note that public access is available through zoom ONLY through the link above.

Ms. Hartley also informed everyone joining the meeting through zoom that the following school committee members were present at Rochester Memorial School to take part in the meeting: Robin Rounseville, Tina Rood, Kate Duggan, Anne Fernandes, and herself, she also stated that Superintendent Nelson was also present.

Ms. Hartley expressed that this is the first meeting of the school year and she thought it was important to mention how amazing she believes it is that we have been able to fill all three central office positions (asst. supt. of finance & operations, asst. supt. of teaching & learning and director of student services), and she expressed that on top of that we also had the challenge of reopening schools and re-envisioning what classrooms k-12 would look like, what learning would like and at first sometimes it seemed discouraging and overwhelming, however the more we talked about it over the summer the more exciting it seemed. She expressed how happy the school committee is that everyone was able to pull all this together and that we will be able to start student instruction on September 16th. Ms. Hartley thanked everyone who was involved in the process.

MOTION: by Ms. Rounseville at 6:41 p.m. to enter executive session for the purpose of exception #3, to discuss union personnel.

SECOND: by Ms. Fernandes

ROLL CALL VOTE:

5:0 (Hartley; yes - Rood; yes - Fernandes; yes – Rounseville; yes- Duggan; yes)

MOTION: by Ms. Rood to go come out of Executive Session at 7:45 pm and continue their regularly scheduled meeting.

SECOND: by Ms. Fernandes

ROLL CALL VOTE:

5:0 (Hartley; yes - Rood; yes - Fernandes; yes – Rounseville; yes- Duggan; yes)

I. Approval of Minutes

A. Approval of Minutes- Regular Session: June 2, 2020, August 6, 2020

MOTION: by Ms. Rood to table all minutes to next meeting

SECOND: by Ms. Fernandes

Motion Approved

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. Mr. Nelson expressed that at this time all families have let them know which model they are interested in and that Mr. Medeiros and Mr. West 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 RMS) 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 Mr. Medeiros recently held a zoom Q & A for parents, he believes it's incredibly important to keep parents/families informed, he thanked Mr. Medeiros. 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. Rounseville asked about technology and what the district is offering for families. Mr. Nelson expressed that 450-500 were issued this Spring, he expressed that most of those have come back. Mr. Nelson expressed that they will be able to offer chromebooks to families who need it, he expressed that data has been collected from families, he expressed that there will be chromebooks as well as hotspots available for families who will need it. Mr. Nelson expressed that Asst. Supt. Barber would be speaking later in the meeting about grand funding that was secured for this purpose.

Ms. Rounseville asked what platform the school was using. Mr. Nelson expressed that the school will be using google classroom, screen castify, zoom and google hangout platforms.

Ms. Hartley expressed gratitude to everyone who was involved in the planning process, she expressed that she was on the Reopening Task Force and she knows that everyone worked collaboratively and put in a lot of hours to get the plan completed.

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.

Ms. Hartley welcomed everyone and expressed the school committee is looking forward to working with 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. Rounseville

MOTION Seconded by Ms. Rood

Motion passed

Ms. Duggan volunteered to serve on the committee. Ms. Rood asked that everyone be informed of the meeting.

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 Rochester 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. Duggan

MOTION Seconded by Ms. Rood

Motion Passed

Ms. Hartley expressed she believes it's a great document and it should be showcased on the website. Ms. Fernandes expressed that it should also be in our handbook.

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 Ms. Fernandes

MOTION Seconded by Ms. Rounseville

Motion Passed

Ms. Rood thanked Ms. Hartley, Mr. Nelson and the members of the teachers' union for all their work in creating this document.

Mr. Nelson also thanked Mr. Della Cioppa and Mrs. Bacchiocchi from the teachers' association for working collaboratively with the school district, he also thanked Sharon Hartley for all her work and hours spent working with the negotiating team.

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 \$20,000 from the ESSA Grant as well as \$52,751 from the Remote Learning Essentials Grant, Mr. Barber also stated that he has been working directly with the Town of Rochester 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 Suzanne Szyndlar, Town Administrator in Rochester, Mr. Barber expressed that Ms. Szyndlar has 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 Town Administrator 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 1, 2020.

D. Personnel

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

Central Office Personnel Position

Name	Position	Effect. Date
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 members retired/resigned/non-renewal during the 2019-2020 school year

Name	Position	
Christine Westgate	Paraprofessional	Retirement
Douglas R. White	Superintendent	Retirement

The following staff changed positions

Name	Old Position	New Position
Michael S. Nelson	Asst. Supt.	Superintendent
Carmen Souza	Lunch Para	Paraprofessional

CHAIRPERSON'S REPORT- Ms. Hartley thanked all our leaders, teachers, and staff for all their dedication and she's looking forward to a wonderful school 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 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- Mr. Medeiros thanked Mr. Nelson, Mr. Della Cioppa, Ms. Bacchiocchi and Ms. Hartley for all their hard work on the Memorandum of Agreement. Mr. Medeiros also thanked Mr. Brian Ouellette and the entire custodial team for all their hard work this summer maintaining our beautiful school. They not only went above and beyond from a cleaning standpoint, they worked diligently moving furniture, spacing desks and marking our hallways and other spaces with signage. Without their hard work and dedication our staff and students would not be able to return to school safely and I am grateful for their efforts.

Mr. Medeiros informed the school committee that he held a parent information zoom session on September 2nd from 6 to 7 p.m. to inform the school community of the changes and what to expect this fall. The meeting also provided time for parents/guardians to ask questions regarding protocols, safety measures and routines. Mr. Medeiros expressed he received a lot of positive feedback during this meeting and that parents have been very understand and patient. Mr. Medeiros reported that placement letters did go out on Wednesday, he thanked Ms. Amato and Mrs. Abaray for their hard work.

Mr. Medeiros also reported that emails and placement letters were sent to the kindergarten families about the plans and processes for screenings, families have been asked to sign up for a screening slot and were given a schedule of events that includes orientation as well as the first full day of school for both cohort A and cohort B students.

Mr. Medeiros expressed it's very exciting to have staff in the building and he is looking forward to welcoming students on September 16th.

Ms. Rounseville asked for an update on cohort sizes. Mr. Medeiros stated that he will be happy to report on that once the school year starts.

For more information please refer to "RSC 09032020 Principal Report"

VIII. School Committee

B. Committee Reports

1. **Budget Subcommittee -NONE**
2. **ORR District School Committee- NONE**
3. **SMEC -Mr. Fernandes** reported that they met on August 19th to approve reopening plan and will meet again on September 30th.
4. **READS- NONE**
5. **Tri-Town Foundation -NONE**
6. **Early Childhood Council-NONE**
7. **Policy Sub-Committee** – Ms. Duggan 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.

C. School Committee Re-organization

Mr. Nelson asked for nominations for a Chairperson.

Ms. Fernandes nominated Ms. Hartley, nomination was seconded by Ms. Rounseville, nomination accepted by Ms. Hartley, no other nominations. Motion Passed.

Ms. Hartley asked for nominations for a Vice Chairperson.

Ms. Rood nominated Ms. Fernandes, nomination was seconded by Mr. Rounseville, nomination accepted by Ms. Fernandes, no other nominations. Motion Passed.

Secretary	HOLD Nomination
ORR District School Committee	Tina Rood
Mass. School Supt. Union No. 55	Anne Fernandes Robin Rounseville Sharon Hartley
READS	Michael Nelson
Sick Leave Bank	Robin Rounseville Anne Fernandes
SMEC	Anne Fernandes
Early Childhood Advisory Council	Kate Duggan
Sole Signatory	Sharon Hartley Anne Fernandes
MASC Delegate/Legislative Liaison	Tina Rood
School Physician	Dr. Reynolds
Health & Safety Committee	Robin Rounseville Kate Duggan
Collective Bargaining (Board of Selectmen)	
Grievance Subcommittee	(Committee as a whole)
Capital Planning Committee	Tina Rood
Policy Subcommittee	Kate Duggan (appointed at another meeting)

Warrant Review Committee	Committee as a whole
Tri-Town Education Foundation Committee	Robin Rounseville
Budget Subcommittee	Committee as a whole
Town Liaison	Sharon Hartley
Superintendent's Goals Sub-Committee	Sharon Hartley Anne Fernandes
Healthy Tri-Town	Sharon Hartley
Anti-Racism Sub-Committee	Kate Duggan

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

MOTION by Ms. Rood

MOTION Seconded by Ms. Rounseville

Motion passed

Ms. Hartley reviewed future timeline and stated the next meeting is scheduled for October 1st at 6:30 p.m. and the next Joint School Committee is scheduled for September 24th.

Motion to adjourn at 9:15 p.m.

MOTION by Ms. Rood

MOTION Seconded by Ms. Rounseville

Motion passed

Submitted by Diana Russo