

# **School Committee Meeting**

**July 9, 2020**

**7:00 P.M.**  
**Open Session**

**Remote Meeting**



## Town of Reading Meeting Posting with Agenda

### Board - Committee - Commission - Council:

#### School Committee

Date: 2020-07-09

Time: 7:00 PM

Building:

Location:

Address:

Agenda:

Purpose: Open Session

Meeting Called By: Linda Engelson on behalf of the Chair

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

**All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.**

### Topics of Discussion:

		THIS MEETING WILL BE HELD REMOTELY ON MICROSOFT TEAMS
7:00 p.m.		Call to Order
7:05 – 7:20 p.m.	C.	Public Comment For public comment please email <a href="mailto:schoolcommittee@reading.k12.ma.us">schoolcommittee@reading.k12.ma.us</a> Emails will be taken up at the meeting if they are relevant 1. Correspondence submitted in advance of meeting 2. Correspondence submitted during the meeting
7:20 – 7:25 p.m.	D.	Consent Agenda (Vote) - Approval of Minutes – June 22 & 25, 2020
7:25 – 7:50 p.m.	E.	Reports 1. Students 2. Director of Student Services 3. Assistant Superintendent 4. Chief Financial Officer 5. Superintendent 6. Liaison/Sub-Committee
7:50 – 8:20 p.m. 8:20 – 8:50 p.m. 8:50 – 9:20 p.m.	F.	Old Business 1. Retreat Planning and Date (Discussion) 2. Social Media Policy (Discussion) 3. Fall Opening Update (Continued Discussion)
9:20 – 9:40 p.m.	G.	New Business 1. Discussion on Racial Equity (Discussion)

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



## Town of Reading Meeting Posting with Agenda

9:40 – 9:50 p.m.		2. MASC Anti-Racism Resolution (Discussion & Vote)
9:50 – 10:00 p.m.		3. Reorganization (Discussion & Vote)
	H.	Information/Correspondence <ol style="list-style-type: none"> <li>1. Email from Julie Ross – Social Media Policy</li> <li>2. Email from Michele Sanphy – Social Media Policy</li> <li>3. Email from Geoffrey Coram - Social Media policy</li> <li>4. Email from Sherry VandenAkker - Seeking clarification about Policy BHEA: Use of Social Media by School Committee Members</li> <li>5. Email from Amy Cole - Social Media Policy</li> <li>6. Email from Demetra Tseckares - Racism</li> <li>7. Email from Jessica Bailey - Teachers concerned about heat/humidity in the high school</li> <li>8. Email from Eric Goldstein - RTA Feedback on DESE's Initial Guidance for Opening Schools</li> <li>9. Email from Geoff Lopatka - RE: RPS School Committee Questions</li> <li>10. Email from Brian Paulsen - 20/21 School Year</li> <li>11. Email from Theresa Wiggins - Letter for Meeting on 7/9</li> <li>12. Email from Christine Parks - Letter to the School Committee</li> <li>13. Email from Rebecca Bailey - Re: MASC resolution: "Response to Social, Economic and Racial Justice in Our Communities"</li> </ol>
	I.	Routine Matters <ol style="list-style-type: none"> <li>1. Bills &amp; Payroll Warrants</li> <li>2. Calendar</li> </ol>
	J.	Future Business
10:05 p.m.	L.	Adjourn

\*\*Times are approximate



## Town of Reading Meeting Minutes

2018-09-22 LAG

### Board - Committee - Commission - Council:

#### School Committee

Date: 2020-06-22

Time: 7:00 PM

Building:

Location:

Address:

Session: Open Session

Purpose: Open Session

Version: Draft

#### Attendees: **Members - Present:**

Chuck Robinson, John Parks, Tom Wise, Erin Gaffen, Carla Nazzaro and Shawn Brandt (arrived at 7:20 p.m.)

#### **Members - Not Present:**

#### **Others Present:**

Superintendent John Doherty, Assistant Superintendent Chris Kelley, CFO Gail Dowd, Director of Student Services Jennifer Stys, Human Resources Administrator Jenn Allard

**Minutes Respectfully Submitted By:** Linda Engelson on behalf of the Chair

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### Topics of Discussion:

#### I. Call to Order

Chair Robinson opened the meeting and announced the School Committee was meeting in a virtual setting, fully remote via Microsoft Teams, practicing social distancing and in accordance with the Governor's suspension of certain open meeting laws. The meeting was being recorded and broadcast live on RCTV. The Chair called attendance:

Mr. Parks – here	Dr. Doherty – here
Mr. Wise – here	Mrs. Dowd – here
Mrs. Nazzaro – here	Mrs. Kelley - here
Mrs. Gaffen – here	Dr. Stys – here
Mr. Brandt – arrived at 7:20 p.m.	Mrs. Allard – here
Mr. Robinson – here	

#### A. Public Input

Mr. Robinson explained that public comment would be held at the end of the meeting allowing the public time to email questions to [dgschoolcommittee@reading.k12.ma.us](mailto:dgschoolcommittee@reading.k12.ma.us)

#### B. Consent Agenda



**Mr. Wise moved, seconded by Mrs. Nazzaro, to approve the consent agenda as amended. The roll call vote carried 5-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, and Mr. Robinson.**

C. Reports

Director of Student Services

Dr. Stys began by thanking Allison Wright who is organizing the ESY program and Kelly DiCato and Leander Corman who are helping to call for transportation.

We have sent letters to families explaining we are starting remotely and then will begin in-person services with students in sub separate programs who have not accessed services remotely. We will try to increase services as the summer progresses based on the state recommendation and student/staff progress.

We are still waiting for guidance from the state before 7/6.

Mary Giuliana is doing training for the staff. However, we are waiting for DPH to train the nurses. Therefore, Mrs. Giuliana will be updating staff training when the guidance comes out.

Thank you to Joe Huggins, Gail Dowd and Mary Giuliana for partnering with us through this process.

For the first group of students doing live sessions, the first week the teachers will be teaching from the class wearing PPE to expose the students to the new process. Allison will be reaching out to the families with exact schedules.

The district is sponsoring a Training with Dr. Orkin's company Crafting Minds. This ties into the reading assessments I spoke about 2 weeks ago. Thank you for Dr. Doherty and Mrs. Dowd for helping us secure the funding. The course is called Investigating Reading Difficulties: Using Assessment to Inform Instructional Planning. There are almost 30 staff participating from general education and special education including Chris Kelley, Allison Wright, the reading specialists, the team chairs and school psychologists.

The class addresses: how the reading circuit is developed; using assessment to understand students' strengths and weaknesses in reading – this includes – cognitive contributors to reading achievement and subtypes of reading impairments – phonological, working memory, rapid naming, oral language; Essential Components of Reading Instruction: Phonological Awareness and Phonics, Fluency, and Text comprehension and vocabulary. We are working through this training to create a continuum of assessment for general education and special education in reading. The assessment battery will contain Foundational Skills, Single Words and Connected Text and the Reading Achievement Domains of Skills will include Accuracy, Automaticity and Oral language.

This training is 9 total hours.

Chief Financial Officer

No report

Assistant Superintendent

No report

## Superintendent

No report

## Liaisons

Mr. Parks reported that the Ad-Hoc Committee met and discussed plans moving forward. The next meeting will be on July 1<sup>st</sup>.

## D. New Business

### Summer Food Distribution Update

Food Service Director Danielle Collins updated the committee on the status of the meal distribution. We are currently providing a weeks' worth of breakfast and lunch free of charge to families. We receive reimbursement from the state for all meals for all participants under the age of 21. The meal distribution takes place every Tuesday.

Ms. Collins indicated that we will continue to offer meals through August 31<sup>st</sup> to families utilizing the benefit. The meal service will be fully funded at the free rate. Ms. Collins is participating in the Farm to Families Program and is able to provide boxes of fresh produce to the families participating.

The Chair thanked Ms. Collins for presenting tonight.

### Curriculum Update

Assistant Superintendent Chris Kelley introduced members of the Learning and Teaching team, Heather Leonard and Allison Straker, who will be presenting this evening. Other members of her team include the Behavioral Health Coach Lauren Sabella and Data Collection Coach Courtney Fogarty. She also works with the middle and high school curriculum leadership teams.

Mrs. Leonard and Ms. Straker provided a brief biography.

Mr. Brandt arrived at 7:20 p.m.

Mrs. Kelley said this will be the year in review with a 5,000-foot view.

The group reviewed the professional development and training held this year in math, science, humanities, ELA, and SEI. Teachers were able to attend several workshops and conferences as well. There has been curriculum work done in the areas of the elementary math and social studies, middle school math and high school history. Committees have worked on the changes to the elementary report card, professional development, diversity, mentor/induction revisions, remote learning, youth risk survey and portrait of the graduate. Work is being done on the RISE Preschool, middle and high school elective curriculum guides.

They reviewed the curriculum resources and tools available for social studies, middle school math, algebra 1, additional remote learning tools and Edulastic, an online assessment platform. Mrs. Kelley thanked Courtney Fogarty for creating a data platform dashboard for our staff to access.

As the district looks to move forward and improve the continuity of learning, Mrs. Kelley reviewed the results of a survey on remote learning sent to staff, parents and students. The Continuity of Learning team will review the data looking at what worked, what

could have worked better with focus on engagement, technology themes/tools and professional development and training needs. As we continue to move forward we will be planning for diversity & equity training with district and building leadership and professional development planning, professional development for curriculum upgrades, the completion of curriculum guides, differentiated learning professional development in partnership with the Student Services Department and prepare training for re-entry and mentor/induction.

The committee members thanked the Learning and Teaching team for presenting and went on to ask questions about remote learning, the remote learning grading system, sharing the survey results and dyslexia screening tools.

#### Surplus Property

Mrs. Dowd reviewed the list of surplus property explaining the listed items have no residual value. The items will be offered to other departments in Town, other school districts or to nonprofit schools and agencies.

**Mr. Wise moved, seconded by Mr. Brandt, to declare the items listed in the Chief Financial Officer's memorandum dated June 18, 2020 as surplus property. The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

#### E. Old Business

##### FY21 Final Budget Approval

Mrs. Dowd reviewed the memorandum outlining the Town Meeting Approved School Department budget.

**Mr. Wise moved, seconded by Mr. Brandt, to approve the final FY21 budget of \$48,322,662 as appropriated by Town Meeting, as well as approval of the individual cost center budgets. The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

##### FY21 Capital Approval

**Mr. Wise moved, seconded by Mr. Brandt, to approve the final FY21 Capital Plan as it relates to the School Department.**

Mrs. Dowd reviewed the memorandum outlining the Town Meeting Approved Capital budget.

**The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

##### FY20 Budget

**Mr. Wise moved, seconded by Mr. Brandt, to transfer up to \$10,000 from Administration to School Facilities utilizing salary savings and expense savings to be utilized to purchase additional PPE. The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

**Mr. Wise moved, seconded by Mrs. Nazzaro, to transfer up to \$500,000 out of Special Education to Regular Education (\$370,000) and Facilities (\$130,000). The funding will be utilized for curriculum, technology and PPE purchases. The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

**Mr. Wise moved, seconded by Mr. Parks, to authorize to decrease the offsets in the following accounts:**

Extended Day – decrease up to an additional \$10,000

Full Day Kindergarten – decrease up to an additional \$150,000

RISE Pre-School – decrease up to an additional \$30,000

**The roll call vote carried 6 – 0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

F. Public Comment – emails received during meeting

Mrs. Nazzaro read an email from Brian Hanley.

*“Good evening.*

*1) Was the Zoom subscription approved?*

Mrs. Dowd shared that we have sent a signed contract and purchase order to Zoom and are awaiting their response.

*2) I understand that some parts of the 2019/2020 curriculum were purchased but not yet used, therefore will not require a full purchase next year. Can this offset expense be applied to extend online learning programs (e.g. Lexia, Epic etc.) through the summer as opposed to expiring 30-Jun.*

Mrs. Kelley responded that free trials of certain tools are open for students to access through July. There are also many resources on the Learning and Teaching page of the district website. We are not planning on adding online resources at this point.

*Brian Hanley”*

Mrs. Gaffen read an email from Geoff Lopatka

*“Thank you for including us in public school committee tonight. Some questions are included below:*

- *What is being done over the summer to prepare teachers to deliver a consistent live-virtual learning experience across RPS in the event this is needed come September?*
- *Dr. Doherty and Miss Kelley: Are the following tenets inline with your goals for the 2020-2021 school year? If not, how do they differ?*
  - o We will strive to achieve typical learning goals despite any obstacles or challenges we may encounter related to COVID or otherwise.*
  - o We will make full-day traditional classroom available for all students without delay as soon as the Commonwealth allows.*

- o *Should virtual learning be required it will be delivered in a full-day structured synchronous online schedule that mimics the traditional classroom experience.*
- *What tools and technologies will teachers be enabled to use for live-virtual (synchronous) learning? Are these technologies in place today?*

*Thank you!*

*Geoff Lopatka  
(781) 960-3604  
glopatka@hotmail.com”*

1. Routine Matters

a. Bills and Payroll (A)

Warrant S2049	6.04.20	\$80,320.23
Warrant S2050	6.11.20	\$306,815.85
Warrant 2024	5.29.20	\$1,592,735.44
Warrant P2025	6.12.20	\$1,625,826.36

b. Calendar

2. Information/Correspondence

None

3. Future Business

None

4. Adjournment

Adjourn

**Mr. Brandt moved, seconded by Mr. Parks, to adjourn. The roll call vote carried 6-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

The meeting adjourned at 9:30 p.m.

**NOTE:** The minutes reflect the order as stated in the posted meeting agenda not the order they occurred during the meeting.

Link to meeting video: <http://www.rctv.org/2020/06/22/school-committee-6-22-20/>



## Town of Reading Meeting Minutes

2016-09-22 LAG

### Board - Committee - Commission - Council:

#### School Committee

Date: 2020-06-25

Time: 7:00 PM

Building:

Location:

Address:

Session: Open Session

Purpose: Open Session

Version: Draft

Attendees: **Members - Present:**

Chuck Robinson, John Parks, Tom Wise, Erin Gaffen, Carla Nazzaro and Shawn Brandt

**Members - Not Present:**

**Others Present:**

Superintendent John Doherty, Assistant Superintendent Chris Kelley, CFO Gail Dowd, Director of Student Services Jennifer Stys, Human Resources Administrator Jenn Allard

**Minutes Respectfully Submitted By:** Linda Engelson on behalf of the Chair

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### Topics of Discussion:

#### I. Call to Order

Chair Robinson opened the meeting and announced the School Committee was meeting in a virtual setting, fully remote via Microsoft Teams, practicing social distancing and in accordance with the Governor's suspension of certain open meeting laws. The meeting was being recorded and broadcast live on RCTV. The Chair called attendance:

Mr. Parks – here	Dr. Doherty – here
Mr. Wise – here	Mrs. Dowd – here
Mrs. Nazzaro – here	Mrs. Kelley - here
Mrs. Gaffen – here	Dr. Stys – here
Mr. Brandt – here	Mrs. Allard – here
Mr. Robinson – here	

#### A. Public Input

Mr. Robinson explained that public comment would be held at the end of the meeting allowing the public time to email questions to [dgschoolcommittee@reading.k12.ma.us](mailto:dgschoolcommittee@reading.k12.ma.us)

#### B. Consent Agenda

None

C. Reports

Director of Student Services

No report

Chief Financial Officer

No report

Assistant Superintendent

No report

Superintendent

No report

Liaisons

Mrs. Nazzaro reported that the RCTV Board met and discussed plans moving forward. They will be running the summer camps which will be 3 - half day sessions with a limit on the number of participants. They will also be live streaming the RMHS graduation on July 26<sup>th</sup>. A new board was elected.

D. New Business

Superintendent's Evaluation

Mr. Robinson reviewed the Superintendent's evaluation document saying that 4 of the 6 members provided a complete evaluation document. Two members provided comments only because of their newness to the School Committee.

Doherty's overall rating for the 2019-20 Summative Evaluation was proficient.

Professional Practice Standard #1 – Instructional Leadership

The Committee rated the Superintendent proficient in this category. They pointed out that there was significant process in the completion of curriculum guides. The Committee also noted that the agility throughout the remote learning process should be commended.

Professional Practice Standard #2 – Management and Operations

The Superintendent attained a proficient rating in this standard. The Committee commends the commitment to safety and emotional health and fiscal work. The Committee feels the Superintendent should more effectively use his administrative staff.

Professional Practice Standard #3 – Family and Community Engagement

The overall rating for this standard was proficient. The Committee feels the Superintendent has made a lot of effort with communication and always listens to feedback from committee members.

Professional Practice Standard 4 – Professional Culture

Dr. Doherty earned a proficient rating in this category. The committee would like the Superintendent to work harder to build consensus with both staff and families and should make a positive culture a top priority going forward.

**Mr. Wise moved, seconded by Mrs. Nazzaro, to approve the Superintendent's End-of-Cycle Summative Evaluation Report for the 2019-20 school year. The roll call vote carried 6-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

#### Superintendent's Contract Extension

Chair Robinson thanked the Superintendent for his 30+ years of service to the Reading Public Schools and reminded the committee that Dr. Doherty announced at an earlier meeting that he would be fulfilling his duties of the current contract.

**Mr. Wise moved, seconded by Mr. Brandt, not to exercise the School Committee option to extend the Superintendent's contract that expires in June 2021 to June 2022. The roll call vote carried 6-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

#### Superintendent Search Process

Mr. Robinson would like to begin the discussion on the upcoming search saying that the fall is the best time to conduct a search. Mr. Robinson shared that he has reached out to MASC, NESDEC and Future Systems Consulting for information on services offered for Superintendent searches.

The consensus of the committee was to conduct a full search soliciting feedback from all stakeholders regarding the qualities they would like to see in the next Superintendent.

Mr. Robinson asked if we would need to go through the procurement process. Mrs. Dowd will look into this and get back to the committee.

Questions were asked about running a virtual process. Dr. Doherty said many searches have been done virtually this spring due to the pandemic. We can have the different groups do a presentation to the School Committee. Mrs. Dowd said she will work with whomever to develop a common assessment/evaluation tool. Mrs. Gaffen and Mrs. Nazzaro volunteered to work with Mrs. Dowd to develop this tool.

#### E. Old Business

##### Social Media Assignments

Mr. Wise outlined the roles indicating they would be similar to the office hours with two people assigned. Mr. Wise asked Mrs. Gaffen to join him for month number one. She agreed.

##### Fall Opening Survey Data

Dr. Doherty felt it was important to update the committee on the guidance received from the State today.

Dr. Doherty began with a review of the survey results from staff and parents. The survey was administered from June 14 – 22 via Google forms. There was a good response from families and staff. He began with staff results. The majority of teachers responded that they would prefer to be in a full in-person model. If we had to use a hybrid model,



concerns include childcare issues, wearing PPE all day long, teaching students with disabilities and the transition will be critical with the reentry into school for staff and students and addressing social justice and equity. Themes from the comments include remote learning needs to have clear and simple expectations for staff and students, if we are in a hybrid model, have all students with disabilities, ELL and other high needs students attend school every day and have a consistent learning platform.

Mr. Parks asked about plans in place if staff takes leave under the family First Act. The Superintendent we will have to look at remote use of in-house teaching. We will have to look at staff availability and needs if we start remotely.

Themes from the family survey include that families would like their children in school full time, most agree that remote learning is not optimal and if we continue remote learning, consistency among grade levels and organization of remote learning, materials needs to improve and students on IEPs should be in school full time. Concerns about wearing masks, lost learning time and classroom ventilation were raised. The results for remote learning models was reviewed. If we do go with a hybrid model, families would like their kids on the same cycle.

Dr. Doherty went on to share some information shared by the District Leadership Team on successes of the spring and what we will do differently in the future. Successes include increased collaboration among staff, systems were put in place to address student's fundamental needs, increased collaboration and communication with special education parents, the support of the Class of 2020, virtual student celebrations and concerts and connections that have been made with students. Things that will be done differently include a better balance between virtual work and personal life, increasing the accountability of students and staff and maximizing the roles of all staff in a remote setting.

Dr. Doherty reviewed the guidance received from the State today. The guidance suggests that student will go back to brick & mortar school in the fall taking appropriate social distancing precautions. Districts will be required to develop and submit three models (in August) for the fall – brick & mortar, a hybrid model and a virtual model. Dr. Doherty cautioned that the guidance may change as more information becomes available.

Dr. Doherty reviewed what the in-school model could look like with new safety requirements. We will have to look to use spaces such as cafeterias, gymnasiums, auditoriums and libraries to accommodate more students, reduce class sizes and enable social distancing. We will also look to engage community partners to set up additional classroom spaces. We still also need to look at staffing alternatives to aid in reducing class sizes.

When planning for the hybrid model it is recommended that schools/districts use an A/B cohort model that isolates two distinct groups of students who would attend school together. It is recommended that high needs students and students with limited access to technology attend school in person full time.

As we move forward a COVID-19 response leader will be named, we will establish planning and implementation teams at the district and school levels, develop and begin implementing this summer a plan for communicating more intensively with students, families, staff and community, establish connections and a process to work with the local boards of health, develop a family survey to support reopening planning and scheduling and build in time in the calendar for training sessions.

The committee asked clarifying questions regarding the use of space, technology and PPE.

F. Public Comment – emails received during meeting

Mr. Robinson read the email from Rebecca Liberman:

*“Dear Dr. Doherty, Ms. Kelley, and members of the School Committee,*

*I was dismayed to see that the date for completion of curriculum guides has been pushed out yet again--this time until the end of the 2020 calendar year. I urge you to make completion of all curriculum and pacing guides an urgent priority that should be completed before Fall 2020.*

*Thank you.*

*Sincerely,*

*Rebecca Liberman*

*Former RMHS parent and METCO volunteer*

*50 Pratt St.”*

Mr. Robinson responded to this email stating that the date has always been December 2020. Mrs. Kelley added that they will need the fall to finish up and we have always been on target for the goal of December 2020.

1. Routine Matters

a. Bills and Payroll (A)

Warrant S2051	6.18.20	\$89,426.34
Warrant S2052	6.25.20	\$136,612.39
Warrant TLS20	6.19.20	\$856,687.04
Warrant TCLS20	6.26.20	\$93,804.75
Warrant P2026	6.26.20	\$1,326,700.28

b. Calendar

2. Information/Correspondence

None

3. Future Business

None

4. Adjournment

Adjourn

Mrs. Gaffen left the meeting.

**Move to enter into executive session to conduct a strategy session for contract negotiations with the Superintendent and to return to open session at approximately**

**10:00 p.m. The roll call vote carried 5-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mr. Brandt and Mr. Robinson.**

The open session adjourned at 9:25 p.m.

The open session was called back to order at 10:39 p.m.

**Mr. Wise moved, seconded by Mr. Brandt, to approve a 2.8511% increase, equaling a raise of \$5,350 and setting the Superintendent's annual salary to \$193,000 for the 2021 school year. The roll call vote carried 6-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

Adjourn

**Mr. Brandt moved, seconded by Mr. Parks, to adjourn. The roll call vote carried 6-0. Mr. Parks, Mr. Wise, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt and Mr. Robinson.**

The meeting adjourned at 10:42 p.m.

**NOTE:** The minutes reflect the order as stated in the posted meeting agenda not the order they occurred during the meeting.

Link to meeting video: <https://www.youtube.com/watch?v=h5R8B-9A4w4>

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



Christine M. Kelley  
Assistant Superintendent

Jennifer A. Stys, Ed.D.  
Director of Student Services

Gail Dowd, CPA  
Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Retreat Planning and Date

At our meeting on Thursday night the committee will discuss a date for the retreat as well as topics for discussion.

If you have any questions, please contact the Chair or me.

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



Christine M. Kelley  
Assistant Superintendent

Jennifer A. Stys, Ed.D.  
Director of Student Services

Gail Dowd, CPA  
Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Social Media Policy Discussion

At our meeting on Thursday night the committee will discuss the Social Media Policy in response to several emails received from community members expressing concerns to a response that was posted. I have attached a copy of the policies and protocols for your information.

If you have any questions, please contact the Chair or me.

### **USE OF ELECTRONIC MESSAGING BY SCHOOL COMMITTEE MEMBERS**

As elected public officials, School Committee members shall exercise caution when communicating between and among themselves via electronic messaging services including but not limited to electronic mail (e-mail), text messages, social media postings, internet web forums, and internet chat rooms. School Committee members should use electronic messaging between and among members only for housekeeping purposes such as requesting or communicating agenda items, meeting times, or meeting dates. Electronic messaging should not be used to discuss Committee matters that require public discussion under the Open Meeting Law.

Under the Open Meeting Law, deliberation by a quorum of members constitutes a meeting. Deliberation is defined as movement toward a decision including but not limited to the sharing of an opinion regarding business over which the Committee has supervision, control, or jurisdiction. A quorum may be arrived at sequentially using electronic messaging without knowledge and intent by the author.

Under the Public Records Law electronic messages between public officials may be considered public records. Therefore, in order to ensure compliance, members will use their Reading Public Schools email address for Committee correspondence as these emails are maintained on the Reading Public Schools email server in accordance with the Commonwealth of Massachusetts' retention schedule for public records.

Adopted by the Reading School Committee on March 26, 2007  
Revised by Reading School Committee on June 11, 2020

LEGAL REFS.: M.G.L 4:7; 30A:18-25; 66:10

### **USE OF SOCIAL MEDIA BY SCHOOL COMMITTEE MEMBERS**

While the School Committee believes that communication via Open Meetings, inclusive of the Public Comment period as outlined in Policy BEDH, is the most effective means of giving and receiving feedback, it acknowledges many members of the public engage in communication via various Social Media platforms. As such, to align with the Goals outlined in Policy KA, the School Committee endeavors to engage in “effective, accurate, and meaningful communications that facilitate dialogue, encourage involvement in District programs, and create community advocacy for its public schools” via Social Media platforms.

The Committee notes that all communication by members of the Committee will be in accordance with the Open Meeting Law and will avoid any communication via Social Media that can be considered or have the appearance of deliberation under the Open Meeting Law. All communication via Social Media will be conducted in accordance with this policy and the underlying School Committee’s procedures.

Adopted by the Reading School Committee on June 11, 2020

#### **CROSS REFS:**

- BEDH – Public Comment at School Committee Meetings
- BHE – Use of Electronic Messaging by School Committee Members
- KA – School/Community Relations Goals

#### **LEGAL REFS:**

- Open Meeting Law and Regulations: MGL 30A:18; 940 CMR 29<sup>1</sup>

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<sup>1</sup> <https://www.mass.gov/regulations/940-CMR-2900-open-meetings>

## PROCEDURES FOR USE OF SOCIAL MEDIA BY SCHOOL COMMITTEE MEMBERS

### **Procedure Specific Definitions**

Social Media – forms of electronic communication (such as websites for social networking and microblogging) through which users create online communities to share information, ideas, personal messages, and other content (such as videos).<sup>1</sup> Examples include, but are not limited to Facebook, Twitter, Instagram, Reddit, LinkedIn and interactive Blogs.

Blog – a website that contains online personal reflections, comments, and often hyperlinks, videos, and photographs provided by the writer.<sup>2</sup>

Tagging – a Social Media functionality commonly used on Facebook, Instagram and Twitter that allows users to create a link back to the profile of the person shown in the picture or targeted by the update.<sup>3</sup>

Like – A Like is an action that can be made by a Facebook or Instagram user. Instead of writing a comment or sharing a post, a user can click the Like button as a quick way to show approval.<sup>3</sup>

### **Expectations of the School Committee Members when using social media:**

1. The intent of the Open Meeting Law was to avoid private, back room deliberation and deal making. As such, the phrase “between or among” is important in the deliberation definition within the law.
2. A quorum of public body members should not discuss topics under their jurisdiction between or among themselves in any electronic form, including Social Media platforms, whether open or closed. School Committee members should also refrain from acting in any way that gives the appearance of deliberation by School Committee members in any online forum.
3. School Committee members should generally avoid posting policy positions or opinions concerning topics under their jurisdiction, but rather stick to factual information sharing.
4. School Committee members shall refrain from commenting on Social Media pages of other School Committee members when the topic of the original post may be a topic under the jurisdiction of the School Committee.
5. School Committee members may respond to posts within a private or public Social Media group or website so long as the intent is communicating with the Public, not other members of the School Committee.
6. When posting or replying on topics under the jurisdiction of the School Committee, School Committee members should avoid the perception of communicating to other members of the School Committee when posting to Social Media platforms by:
  - a. Avoiding directing commentary to them.
  - b. Avoiding Tagging them in the post or response.
  - c. Avoiding reacting to posts from them via Like or other such reaction options.

---

<sup>1</sup> <https://www.merriam-webster.com/dictionary/social%20media>

<sup>2</sup> <https://www.merriam-webster.com/dictionary/blog>

<sup>3</sup> <https://blog.hubspot.com/marketing/social-media-terms>



### **Method of Execution / Engagement with the Public via Social Media Platforms**

As such, the method by which the School Committee will engage via Social Media is as following:

1. Members of the School Committee, via an opt-in model, will rotate the role of Social Media Coordinator on a monthly basis. Two members of the School Committee will be Coordinators per month. This allows for the following:
  - a. Members of the School Committee that do not wish to participate do not have to.
  - b. Maintaining a maximum of two members as coordinators per month will greatly reduce the possibility of accidental deliberation as it will be two members less than a quorum of the Committee.
  - c. The rotation will enable Committee Members to avoid burn out and feeling as though they are always on duty.
  - d. The rotation will prevent the monopolization of information sharing by a one or more members of the Committee.
  - e. The rotation will mimic the currently existing practice of two Committee Members holding office hours prior to an Open Meeting.
2. The School Committee will establish a Facebook page and Twitter profile with the intent of using them to distribute meeting information, documentation and links to School Committee materials (i.e. meeting agendas, meeting packets, links to recorded meetings, etc.).
  - a. Regarding the Facebook page:
    - i. The Chair and Vice Chair of the School Committee will be Page Administrators.
    - ii. All other willing School Committee Members will be Page Editors.
    - iii. To avoid duplicative means of communication with the Committee, Facebook Page comments and messaging will be turned off.
    - iv. Instead, the Facebook Page will refer members of the public to the School Committee's e-mail distribution list.
  - b. Regarding the Twitter profile:
    - i. All willing members of the School Committee will be Team Members as permissible via Tweetdeck.
    - ii. Team Members will turn on the 'Confirmation step' option in order to avoid accidentally posting.
3. Members of the School Committee in the role of Social Media Coordinator will ensure that the Chair of the Committee is kept abreast of all communications with the public via Social Media platforms. The Chair will keep the Administration apprised of the same.
4. When responding to posts in public or private Facebook groups or on Twitter posts:
  - a. Social Media Coordinators should carefully review Social Media threads for other members of the School Committee before responding to the thread. The intent of this clause is to avoid serial communication and potential accidental tripping of the deliberation definition.
  - b. Social Media Coordinators should refrain from being drawn into back and forth arguments with the public and should be mindful of the role they are fulfilling for the School Committee.

- c. Social Media Coordinators should refer the public to previous materials (Meeting Packets, YouTube links, Policy documents, etc.) already posted where possible or otherwise post factual information.
- 5. If a School Committee Member is unable to fulfill their obligation as Social Media Coordinator, they shall discuss the conflict with the Chair so a suitable substitute can be appointed, as and when necessary.
- 6. Members of the School Committee up for reelection will be exempt/excluded from participation in this Procedure as they run their campaign. This will shorten the roster of Committee Members to officially respond but will also remove conflict of interest concerns during an election period. For the avoidance of doubt, the period covered for this clause will run from the date the candidate's nomination papers are officially certified by the Office of the Town Clerk to the day of the Election, inclusive.
- 7. For the avoidance of doubt, nothing in this Procedure prohibits a School Committee member from creating their own official School Committee Member Facebook Page or Twitter Account.
- 8. For the avoidance of doubt, nothing in this Procedure restricts the ability of a School Committee member from posting to their personal Social Media pages or engaging in Social Media discussions not related to topics under the jurisdiction of the School Committee as an individual member of the public.

CROSS REFS:

- BHEA – Social Media Policy

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



Christine M. Kelley  
Assistant Superintendent

Jennifer A. Stys, Ed.D.  
Director of Student Services

Gail Dowd, CPA  
Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Fall Opening Update

At our meeting on Thursday night I will update the committee on the fall opening plans.

If you have any questions, please contact the Chair or me.

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



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Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Discussion on Racial Equity

At our meeting on Thursday night the committee will discuss how they can become an engaged and informed group as it relates to racial equity.

If you have any questions, please contact the Chair or me.

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



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Gail Dowd, CPA  
Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: MASC Anti-Racism Resolution

At our meeting on Thursday night the committee will discuss whether to or not to vote to support an Anti-Racism Resolution from MASC. I have attached a copy of the proclamation for your information.

If you have any questions, please contact the Chair or me.



Administrative Offices  
82 Oakland Road  
Reading, MA 01867  
781 944-5800

## READING SCHOOL COMMITTEE

Charles Robinson Chair  
Thomas Wise, Vice-Chair

Shawn Brandt  
Erin Gaffen  
Carla Nazzaro  
John Parks

John F. Doherty, Ed.D.  
Superintendent of Schools

### **SCHOOL COMMITTEE ANTI-RACISM RESOLUTION**

DATE: July 9, 2020

TO: MA Governor Charlie Baker  
MA Secretary of Education James Peyser  
MA Commissioner of Education Jeffrey Riley  
MA Senate President Karen Spilka  
MA House Speaker Robert DeLeo

CC: Senator Jason Lewis  
State Representative Brad Jones  
State Representative Richard Haggerty  
Town of Reading Select Board

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, 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 black 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 plague our public and private institutions;

RESOLVED: that [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 anti-racist, that acknowledges that all lives cannot matter until black lives matter.

John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



Christine M. Kelley  
Assistant Superintendent

Jennifer A. Stys, Ed.D.  
Director of Student Services

Gail Dowd, CPA  
Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Reorganization

At our meeting on Thursday night the School Committee will be electing a Chair and Vice-Chair for the upcoming year. I have attached a copy of the policy for your information.

If you have any questions, please contact me.

## **SCHOOL COMMITTEE ORGANIZATIONAL MEETING**

For the purpose of organizing, the School Committee annually will elect from its membership a chairperson and a vice-chairperson, who will hold their respective offices for a term of one year or until a successor is elected. The Superintendent of Schools shall preside over the process of election of the chairperson. In the event the committee is unable to elect a chairperson the presiding officer shall be the first available of the following individuals: immediate past chairperson, immediate past vice chairperson, or most senior member. This person shall serve until such time as the committee shall elect a regular chairperson.

A majority of the members of the School Committee will constitute a quorum. The election will proceed as follows:

1. Nominations for the office of chairperson will be made from the floor. The chairperson will be elected by a majority roll-call vote of the members present and voting. If no nominee receives a majority vote, the election will be declared null and void and nominations will be reopened.
2. Upon election, the new chairperson will preside, calling for the election of a vice-chairperson. The procedure used for their election will be the same as that for electing the chairperson.

Any vacancy among the officers occurring between organizational meetings will be filled by a member elected by the School Committee. The election will be conducted as described above.

Following election of officers at its organizational meeting, the School Committee may proceed into such regular or special business as scheduled on the agenda.

Adopted by the Reading School Committee on March 26, 2007



John F. Doherty, Ed. D.  
Superintendent of Schools

82 Oakland Road  
Reading, MA 01867  
Phone: 781-944-5800  
Fax: 781-942-9149



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Chief Financial Officer

# Reading Public Schools

*Instilling a joy of learning and inspiring the innovative leaders of tomorrow*

TO: Reading School Committee

FROM: John F. Doherty, Ed.D.  
Superintendent of Schools

DATE: July 7, 2020

TOPIC: Email Correspondence and Other Information

Please find attached for your information, copies of email correspondence and information received by School Committee members and Central Office Administrators from community members as well as other pertinent information. We have included our responses, if applicable, as well.

If you have any questions, please contact me.

## Engelson, Linda

---

**From:** Robinson, Charles  
**Sent:** Thursday, July 2, 2020 10:21 AM  
**To:** J Ross  
**Cc:** Engelson, Linda  
**Subject:** Re: Social Media Policy

Hi Julie:

Thank you for the email. The policy will be discussed further at our next meeting.  
Chuck Robinson

---

**From:** J Ross <jccjulie@gmail.com>  
**Sent:** Wednesday, July 1, 2020 7:38 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Social Media Policy

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear Members of the School Committee,

I am seeking clarification on your social media policy. I was under the impression that the purpose of adopting such a policy would be for the board to get information out to residents rather than express personal views of individual members. My concern is that if this happens, as it did today on the Residents Supporting Reading Public Schools Facebook page, members of the School Committee who were represented by one member could be limited in their ability to respond due to Open Meeting Law which seems like a potentially unfair use of the policy. Please see attachments for reference.

Thank you,  
Julie Ross  
16 Kensington Ave.

**Thomas Wise** \*\* Replying as one of two Social Media Coordinators of the School Committee for the next month \*\*

First, let me apologize for the delayed response from the Committee. Clearly, **Sherilla Lestrade**, you are hurt by the discussion we had as a School Committee and a few votes taken lately. A person in my position can only try to listen, ask questions and build understanding. My hope is that real dialogue can evolve from these rallies and discussions that can lead to positive change within our district. As I expressed during the meeting, reading the letter from Latoya was heartbreaking and demonstrates that we have progress to make as a school system and community.

It was unfortunate that you were having difficulty fully entering the meeting. Those technical difficulties were emblematic of some of the challenges our students and teachers experienced throughout the remote learning period. I believe we are all thankful that the perspective of the Rally Organizers could at least be proxied by Ms. Blackmon in the meeting. Please understand that we, as a Committee, in concert with the administration are pushing to enable a more user-friendly experience as we head into the next school year – for students, teachers and families alike.

Where I must disagree with your post is the implication that the “no” votes either during the School Committee meeting or during the Instructional Motion mean somebody is a racist. They simply mean the voter did not agree with at least one portion of the motion’s content, planning or otherwise had a concern. As one who has been the “no” vote on other issues, I know it can be difficult to stand alone, but stand on principle. Those votes also do not rise to the level of asking for somebody to resign, especially when one considers the context of the conversation. A couple of quotes from the School Committee member in question during the meeting on June 11th, 2020 (<https://youtu.be/m7lb-NllgZA>) are:

- “The topic of racial justice now needs real attention and change.”
- “Personally, with what my views are, I agree with this movement and I think change needs to happen, but when I put my School Committee hat on, I am struggling because ... I don’t think it falls within the community ... within the guidelines of what the State is allowing now.”
- “I value this event. I wish ... I have been thinking about it a lot. I wish it could be done in terms of how two senior events were done this year. We all gathered in our cars at Jordan’s furniture. There was a presentation made and we all watched it. Then there was a parade. To me that would be a great alternative. I feel like this is going to happen no matter what I say.”
- “It breaks my heart because I think this education needs to happen ... and these talks need to happen ... and these speeches need to happen.”

Clearly, she has expressed support for the greater cause of racial equality and the denial of racism, systematic or otherwise. She even went so far as to propose an alternate means for the event to successfully happen. Further, as I understand it, that School Committee member has touched base with you to coordinate a face-to-face meeting and you have accepted. I am encouraged by that from both perspectives. It is when we truly listen to each other that real change can happen.

In closing, I hope this is the beginning of real dialogue, not the end. We need to have the difficult conversations, listen to each other, challenge each other and work for a better Reading Public Schools and by extension, a better Reading.

## Engelson, Linda

---

**From:** Robinson, Charles  
**Sent:** Thursday, July 2, 2020 10:19 AM  
**To:** michele sanphy  
**Cc:** Engelson, Linda  
**Subject:** Re: Social Media Policy

Hi Michele,

Thank you for your email. Discussion will be on our next agenda. Thanks.  
Chuck Robinson

---

**From:** michele sanphy <michelesanphy@yahoo.com>  
**Sent:** Thursday, July 2, 2020 12:36 AM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Social Media Policy

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear Members of the School Committee,

First, I would like to thank you all for volunteering your time to serve. I hope each of you and your loved ones are healthy.

The response of one of the Social Media Coordinators to a woman's post on FB did not seem to be in alignment with the committee's social media policy. The woman was publicly sharing her personal reaction to a vote one of the members of the committee made. The woman's post was accurate because the committee member did vote no. it isn't often we have the opportunity to hear the perspective and feelings of a person of color in Reading and as uncomfortable as it must have been to read publicly how the vote impacted this woman I believe it is important as a community we listen.

The Social Media Coordinator that decided to respond was speaking on behalf on the entire School Committee and I do not understand how that could be? The social media policy is in its' infancy and that is why I am requesting as a committee you have more discussion before you continue with the implementation of the new policy.

Thank you for your consideration.

Sincerely,  
Michele Sanphy



## Engelson, Linda

---

**From:** Robinson, Charles  
**Sent:** Tuesday, July 7, 2020 8:58 AM  
**To:** Engelson, Linda  
**Subject:** Fw: Social Media policy

---

**From:** Robinson, Charles <Charles.Robinson@reading.k12.ma.us>  
**Sent:** Tuesday, July 7, 2020 11:56 AM  
**To:** Geoffrey Coram <gjcoram@yahoo.com>  
**Subject:** Re: Social Media policy

Hi Geoffrey,

I hope all is well. We will be discussing our social media policy at our 7/9 meeting. Thank you.  
Chuck Robinson

---

**From:** Geoffrey Coram <gjcoram@yahoo.com>  
**Sent:** Friday, July 3, 2020 2:06 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Social Media policy

CAUTION: This email originated from outside of Reading Public Schools. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear School Committee:

I would like to recommend that the Committee consider creating a regular agenda item to review the social media posts made by the "social media coordinators" to ensure that the posts are complying with what the Committee expected when they created the positions.

In reviewing the packet from May 28, I found this sentence:

3.School Committee members should generally avoid posting policy positions or opinions concerning topics under their jurisdiction, but rather stick to factual information sharing.

However, I don't see a corresponding clause in Policy BHEA, as posted. Perhaps this is because the sentence above is merely a "procedure" or "expectation" and not official policy. In glancing quickly through the School Committee section of the district web site, I did not find "procedures," only "Policy Manual," "Key School Committee Policies," and "School Committee Operating Protocols." Is the sentence above part of School Committee procedure, and if so, where is that documented?

While I appreciate the coordinator's attempts to mediate a complaint posted on Facebook against a fellow School Committee member, I struggle with whether his post abides by the expectation above, particularly when he attempts to speak for the other member: "Clearly, she has expressed support for the greater cause of racial equality and the denial of racism, systematic or otherwise." Clearly, the person who originally posted the complaint felt that this member did not support the cause. I also question how this post should be viewed in light of School Committee policy BBAA, clause 7:

7.To accept the will of the majority vote in all cases, and to remember that he is one of a team and must abide by, and carry out, all Committee decisions once they are made.

Since the School Committee took a vote in support of the rally, it seems that the social media coordinator's posts should be made to explain and support the Committee decisions, rather than attempting to explain the thinking of any member who voted against the rally.

-Geoffrey Coram  
Ridge Rd.

## Engelson, Linda

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**From:** Robinson, Charles  
**Sent:** Tuesday, July 7, 2020 8:59 AM  
**To:** svandena@mtholyoke.edu  
**Cc:** Engelson, Linda  
**Subject:** Re: Seeking clarification about Policy BHEA: Use of Social Media by School Committee Members

Hi Sherri,

I hope all is well. Thank you for your email. We will be discussing the social media policy at our 7/9 meeting. Thank you.

Chuck Robinson

---

**From:** Sherri VandenAkker <svandena@mtholyoke.edu>  
**Sent:** Thursday, July 2, 2020 4:31 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Seeking clarification about Policy BHEA: Use of Social Media by School Committee Members

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear School Committee Members:

On July 1<sup>st</sup>, Thomas Wise made the following reply to a post on the Residents Supporting Reading Public Schools Facebook page. As you will note, Mr. Wise made this post “as one of two Social Media Coordinators for the next month” rather than as an individual.

**Thomas Wise** \*\* Replying as one of two Social Media Coordinators of the School Committee for the next month \*\*

First, let me apologize for the delayed response from the Committee. Clearly, Sherilla Lestrade, you are hurt by the discussion we had as a School Committee and a few votes taken lately. A person in my position can only try to listen, ask questions and build understanding. My hope is that real dialogue can evolve from these rallies and discussions that can lead to positive change within our district. As I expressed during the meeting, reading the letter from Latoya was heartbreaking and demonstrates that we have progress to make as a school system and community.

It was unfortunate that you were having difficulty fully entering the meeting. Those technical difficulties were emblematic of some of the challenges our students and teachers experienced throughout the remote learning period. I believe we are all thankful that the perspective of the Rally Organizers could at least be proxied by Ms. Blackmon in the meeting. Please understand that we, as a Committee, in concert with the administration are pushing to enable a more user-friendly experience as we head into the next school year – for students, teachers and families alike.

Where I must disagree with your post is the implication that the “no” votes either during the School Committee meeting or during the Instructional Motion mean somebody is a racist. They simply mean the voter did not agree with at least one portion of the motion’s content, planning or otherwise had a concern. As one who has been the “no” vote on other issues, I know it can be difficult to stand alone, but stand on principle. Those votes also do not rise to the level of asking for somebody to resign, especially when one considers the context of the conversation. A couple of quotes from the School Committee member in question during the meeting on June 11th, 2020 (<https://youtu.be/m7lb-NIIgZA>) are:

- “The topic of racial justice now needs real attention and change.”

- “Personally, with what my views are, I agree with this movement and I think change needs to happen, but when I put my School Committee hat on, I am struggling because ... I don’t think it falls within the community ... within the guidelines of what the State is allowing now.”



- "I value this event. I wish ... I have been thinking about it a lot. I wish it could be done in terms of how two senior events were done this year. We all gathered in our cars at Jordan's furniture. There was a presentation made and we all watched it. Then there was a parade. To me that would be a great alternative. I feel like this is going to happen no matter what I say."  
- "It breaks my heart because I think this education needs to happen ... and these talks need to happen ... and these speeches need to happen."

Clearly, she has expressed support for the greater cause of racial equality and the denial of racism, systematic or otherwise. She even went so far as to propose an alternate means for the event to successfully happen. Further, as I understand it, that School Committee member has touched base with you to coordinate a face-to-face meeting and you have accepted. I am encouraged by that from both perspectives. It is when we truly listen to each other that real change can happen.

In closing, I hope this is the beginning of real dialogue, not the end. We need to have the difficult conversations, listen to each other, challenge each other and work for a better Reading Public Schools and by extension, a better Reading.

I am seeking clarification about whether or not this post conforms with the role of Social Media Coordinator, as it does not simply share factual information but offers interpretation that could well be considered deliberative and personal opinion. Specifically, Mr. Wise's post seems to me to violate the following aspects of Policy BHEA on the "Use of Social Media by School Committee Members":

2. . . . School Committee members should also refrain from acting in any way that gives the appearance of deliberation by School Committee members in any online forum.

3. School Committee Public body members should generally avoid posting policy positions or opinions concerning topics under their jurisdiction, but rather stick to factual information sharing.

If an interpretive, opinion-oriented post like Mr. Wise's is considered in keeping with policy BHEA, I am also wondering what process is used before such a post is made, as the process is not explained in the policy. Before posting, do the Coordinators share the replies that they have drafted on behalf of the Committee with the Chair? Do they share them with other members to ensure that they are comfortable with the content that is meant to represent the whole committee's interpretation or opinion? Or do the Coordinators simply assume the right to select and interpret information, to offer opinion, and to post that interpretation and opinion on behalf of the Committee? As a member of the voting public, I want to know where individual members stand in regard to such posts so that I can make informed decisions at election time.

Thank you.

Sherri VandenAkker

## Engelson, Linda

---

**From:** Robinson, Charles  
**Sent:** Tuesday, July 7, 2020 8:52 AM  
**To:** acole27@comcast.net  
**Cc:** Engelson, Linda  
**Subject:** Re: Social Media Policy

Hi Amy:

The policy will be discussed further at our meeting on 7/9. Thank you for your thoughts.

Chuck Robinson

---

**From:** AMY COLE <acole27@comcast.net>  
**Sent:** Tuesday, July 7, 2020 12:33 AM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Social Media Policy

CAUTION: This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Hello.

I have been very concerned lately about any and all elected officials who have not taken every opportunity to condemn systemic racism and support our neighbors and students of color in Reading.

I was also concerned about a social media post by a school committee member which served to try and explain another member's vote at a meeting and to describe what transpired during that meeting instead of just providing a link. I would appreciate some clarification of the school committee's social media policy. Was this post in accordance with school committee policy, and does the policy require such a post to be approved by all members before it is made public?

Finally, I was disappointed to see another post in which a school committee member attempted to describe a meeting with a parent, not just from her own perspective, but from the parent's perspective as well. Again, this doesn't seem as if it should be in accordance with any school committee policy covering social media.

I hope that all of these events, including the votes, provide an opportunity for discussion on how we can do more to actively work against systemic racism in our schools and our town. And I further hope that either some policy changes, or agreements to adhere to existing policy, can help the school committee avoid letting individual members represent the thoughts and opinions of others.

Thank you.

Amy Cole  
Bartlett Circle

## Engelson, Linda

---

**From:** Robinson, Charles  
**Sent:** Tuesday, July 7, 2020 8:55 AM  
**To:** Engelson, Linda  
**Subject:** Fw: Racism

---

**From:** Robinson, Charles <Charles.Robinson@reading.k12.ma.us>  
**Sent:** Tuesday, July 7, 2020 11:54 AM  
**To:** Demetra Tseckares-Restuccia <demetra@restuccia.com>  
**Subject:** Re: Racism

Hi Demetra:

Thank you for your email and concerns. While we will not be reporting to support the event that has already taken place the committee will have a discussion on racism at our 7/9 meeting.

Chuck Robinson

---

**From:** Demetra Tseckares-Restuccia <demetra@restuccia.com>  
**Sent:** Tuesday, July 7, 2020 12:32 AM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Racism

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear Members of the School Committee,

I am dismayed that one of the members of the school committee actually voted NO on an anti-racism motion brought to town meeting that was voted in the affirmative with an overwhelming majority.

I don't understand the thought process. How can one actually suggest that one supports all students in the school system if one votes no on what was quite simply a statement saying Racism isn't tolerated here?

Was it a notion that Town Meeting overstepped its bounds? Town Meeting joined our Police Force, our Library, our Schools in making that statement.

Was the anti racism statement from the School Committee also overstepping its bounds? Was there a vote on that? Was this not unanimous? Did this errant member vote no on that as well?

I simply cannot fathom why anyone would choose to vote No on this very basic motion. I hope I receive a satisfactory explanation of this mistake or a legitimate justification of this thought process. Frankly, were I her, I would request to formally change my vote and apologize to the entire community for a cruel act.

I also hope the entire board is actively engaged in learning about systemic racism. It's really really important that the board, and particularly this particular member of it, gets up to speed.

Sincerely,  
Demetra Tseckares  
106 Oak Street

Demetra Tseckares



phone: 781.315.6060

website: [gardensbydemetra.com](http://gardensbydemetra.com)

email: [demetra@gardensbydemetra.com](mailto:demetra@gardensbydemetra.com)

## Engelson, Linda

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**From:** Doherty, John  
**Sent:** Wednesday, July 8, 2020 9:01 AM  
**To:** Bailey, Jessica; DG School Committee; Boynton, Kathleen; Kelley, Christine; Goldstein, Eric  
**Cc:** Albright, Raymond; Allard, Mary; Allison, Caroline; Baskin, Jennifer; Blanchard, David; Bosco, Angelo; Cambra, Jennifer; Cate, Gregory; Cestrone, Sarah; Correa, Maura; Cory, Annemarie; Cunningham, Jane; Dailey, Patrick; Debenedictis, James; Dentremont, Gary; Fedele, Amy; Hatton, Kent; Hopkinson, Michelle; Howie, Megan; Lacasse, Julie; Lombardo, Heather; Lynch, Shelley; Lynn, Mary Anne; Mahoney, Danja; Mahoney, Paul; McIntire, Timothy; McSorley, Tanya; Mcsweeney, Michael; Mooney, Andrea; Morrissey, Paul; Murphy, Andrew; Murphy, Beatriz; Murphy, Karen; O'Neill, Laurie; Pennacchio, Carla; Pray, Courtney; Richardson, Leia; Schuette, Fiona; Shea, Jane; Williams, Audra  
**Subject:** RE: Teachers concerned about heat/humidity in the high school  
  
**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Good Morning, Jessica,

Thank you for the email and expressing your concerns. We are currently doing a room by room analysis of each of our schools to assess our physical space in accordance with the latest medical research provided by DESE. We understand the challenges of hot weather in the early and late part of the school year, which is compounded with the mask requirements. We are working closely with our Principals and facilities department to assess the situation and provide a safe working and learning environment for staff and students.

Please contact me if you have any further questions.

Thanks.

John F. Doherty  
Superintendent  
Reading Public Schools  
82 Oakland Road  
Reading, MA 01867  
781-944-5800

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**From:** Bailey, Jessica <Jessica.Bailey@reading.k12.ma.us>  
**Sent:** Wednesday, July 1, 2020 6:04 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>; Boynton, Kathleen <Kathleen.Boynton@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>; Kelley, Christine <Christine.Kelley@reading.k12.ma.us>; Goldstein, Eric <Eric.Goldstein@reading.k12.ma.us>  
**Cc:** Albright, Raymond <Raymond.Albright@reading.k12.ma.us>; Allard, Mary <Mary.Allard@reading.k12.ma.us>; Allison, Caroline <Caroline.Allison@reading.k12.ma.us>; Baskin, Jennifer <Jennifer.Baskin@reading.k12.ma.us>; Blanchard, David <David.Blanchard@reading.k12.ma.us>; Bosco, Angelo <Angelo.Bosco@reading.k12.ma.us>; Cambra, Jennifer <Jennifer.Cambra@reading.k12.ma.us>; Cate, Gregory <Gregory.Cate@reading.k12.ma.us>; Cestrone, Sarah <Sarah.Cestrone@reading.k12.ma.us>; Correa, Maura <Maura.Correra@reading.k12.ma.us>; Cory, Annemarie <Annemarie.Cory@reading.k12.ma.us>; Cunningham, Jane <Jane.Cunningham@reading.k12.ma.us>; Dailey, Patrick <Patrick.Dailey@reading.k12.ma.us>; Debenedictis, James <James.DeBenedictis@reading.k12.ma.us>; Dentremont,

Gary <Gary.DEntremont@reading.k12.ma.us>; Fedele, Amy <Amy.Fedele@reading.k12.ma.us>; Hatton, Kent <KENT.HATTON@reading.k12.ma.us>; Hopkinson, Michelle <Michelle.Hopkinson@reading.k12.ma.us>; Howie, Megan <Megan.Howie@reading.k12.ma.us>; Lacasse, Julie <Julie.LaCasse@reading.k12.ma.us>; Lombardo, Heather <Heather.Lombardo@reading.k12.ma.us>; Lynch, Shelley <Shelley.Lynch@reading.k12.ma.us>; Lynn, Mary Anne <MaryAnne.Lynn@reading.k12.ma.us>; Mahoney, Danja <Danja.Mahoney@reading.k12.ma.us>; Mahoney, Paul <Paul.Mahoney@reading.k12.ma.us>; McIntire, Timothy <Timothy.McIntire@reading.k12.ma.us>; McSorley, Tanya <Tanya.McSorley@reading.k12.ma.us>; Mcsweeney, Michael <Michael.McSweeney@reading.k12.ma.us>; Mooney, Andrea <Andrea.Mooney@reading.k12.ma.us>; Morrissey, Paul <Paul.Morrissey@reading.k12.ma.us>; Murphy, Andrew <Andrew.Murphy@reading.k12.ma.us>; Murphy, Beatriz <Beatriz.Murphy@reading.k12.ma.us>; Murphy, Karen <Karen.Murphy@reading.k12.ma.us>; O'Neill, Laurie <Laurie.O'Neill@reading.k12.ma.us>; Pennacchio, Carla <Carla.Pennacchio@reading.k12.ma.us>; Pray, Courtney <Courtney.Pray@reading.k12.ma.us>; Richardson, Leia <LEIA.RICHARDSON@reading.k12.ma.us>; Schuette, Fiona <Fiona.Schuette@reading.k12.ma.us>; Shea, Jane <Jane.Shea@reading.k12.ma.us>; Williams, Audra <Audra.Williams@reading.k12.ma.us>

**Subject:** Teachers concerned about heat/humidity in the high school

Hello Kate, John, Chris and members of the RPS School Committee,

I am sending this note on behalf of the teachers listed below, who are also copied on the email.

Thank you,  
Jess Bailey  
RTA Vice President for RMHS

Dear RMHS and Reading District Administration,

We are writing to express our concern over the heat, humidity, and air circulation in RMHS. As the District moves forward with planning to return to school, the heat and humidity in many rooms at RMHS can be debilitating to students and faculty during August, September and late spring. We are concerned that the heat and humidity in the building, combined with poor or nonexistent air flow and the important mandate that staff and students wear masks at all times in the classroom poses a threat to the physical and mental health of students and teachers, and jeopardizes learning at a time when it's already very fragile. Health issues caused by the high heat levels have forced several students and staff to be sent home in the past under normal circumstances, and this is likely only to be made worse because of the necessity of wearing masks.

We are asking you to ensure that safe spaces are planned for our classes this fall. As the District plans for the return to school, this issue must be addressed before assigning students and teachers to rooms that historically overheat and effectively become dead zones for student learning. Teachers and students need rooms with adequate airflow, reasonable temperatures, and sufficient space for mandated social distancing. We encourage you to explore all available spaces in the building, including offices, meeting rooms, the cafeteria, the library, etc.. We also hope that you will take this opportunity to assess the ventilation and air circulation in the building and institute needed improvements to ensure that the temperature and air quality are safe and conducive to a learning environment.

Many of us teach in parts of the building that are seriously affected by the lack of proper airflow in the building, including rooms with no external windows, no ceiling fans for airflow, windows that don't open more than a couple of inches, or are in parts of the building where heat builds up as the day goes on, and doesn't dissipate overnight. If you would like to know more about our experiences with the temperature conditions in the building, please feel free to reach out and we would be happy to provide more information.

Thank you for taking into consideration the impact that these factors have on student learning, teacher morale, and most importantly, the health and safety of everyone in the building as you plan for the fall.

Thank you,

- Ray Albright, Science
- Mary Allard, Special Education
- Caroline Allison, Social Studies
- Jess Bailey, Social Studies
- Jenn Baskin, English
- Dave Blanchard, Social Studies
- Angelo Bosco, Foreign Language
- Jenn Cambra, Science
- Greg Cate, Math
- Sarah Cestroni, Special Education
- Maura Correa, English
- Annemarie Cory, English & Special Education
- Jane Cunningham, English
- Pat Dailey, Social Studies
- Jim DeBenedictis, Social Studies
- Gary d'Entremont, Social Studies
- Amy Fedele, Social Studies
- Kent Hatton, Science
- Michelle Hopkinson, Wellness
- Megan Howie, Social Studies
- Julie LaCasse, Math
- Heather Lombardo, English
- Shelley Lynch, Business
- Mary Anne Lynn, Science
- Danja Mahoney, Foreign Language
- Paul Mahoney, Wellness
- Tim McIntire, Science
- Tanya McSorley, Foreign Language
- Michael McSweeney, English
- Andrea Mooney, English
- Paul Morrissey, Social Studies
- Andrew Murphy, Special Education
- Betty Murphy, Foreign Language
- Karen Murphy, Special Education
- Laurie O'Neill, Foreign Language
- Carla Pennacchio, ELL
- Courtney Pray, Foreign Language
- Leia Richardson, English
- Fiona Schuette, Science
- Jane Shea, Math
- Audra Williams, English

**Jessica Bailey**

RMHS Social Studies Teacher

Class of 2021 Adviser

## Engelson, Linda

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**From:** Doherty, John  
**Sent:** Wednesday, July 8, 2020 8:54 AM  
**To:** Goldstein, Eric; Kelley, Christine; Dowd, Gail; Stys, Jennifer; Allard, Jennifer; DG School Committee  
**Subject:** RE: RTA Feedback on DESE's Initial Guidance for Opening Schools  
  
**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Good Morning, Eric,

Thank you for the email and the information. As you know, we have set up several working groups which have several members of the RTA on those groups. We are using the initial guidance provided by the state in our goals for each group and as we receive further guidance, we will continue to solidify our plans.

Several of the points that you have mentioned in your document are being worked on for each of the three models that we are preparing for DESE.

We look forward to the continued conversation. As you know, I am holding virtual office hours all summer, which a few teachers have already accessed. In addition, we have been sending out regular communication to staff and the community. Please encourage teachers to reach out if they have any questions.

Thanks.

John F. Doherty  
Superintendent  
Reading Public Schools  
82 Oakland Road  
Reading, MA 01867  
781-944-5800

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**From:** Goldstein, Eric <Eric.Goldstein@reading.k12.ma.us>  
**Sent:** Wednesday, July 1, 2020 10:07 AM  
**To:** Doherty, John <John.Doherty@reading.k12.ma.us>; Kelley, Christine <Christine.Kelley@reading.k12.ma.us>; Dowd, Gail <Gail.Dowd@reading.k12.ma.us>; Stys, Jennifer <Jennifer.Stys@reading.k12.ma.us>; Allard, Jennifer <Jennifer.Allard@reading.k12.ma.us>; DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** RTA Feedback on DESE's Initial Guidance for Opening Schools

Good morning District Leadership and Reading School Committee,

The RTA has collected feedback from members on the initial guidance on opening schools from DESE. I have attached it to this email in order to share it with you. We look forward to collaborating with the administration and school committee to create an opening plan for Reading.

Take care,

Eric



Eric Goldstein  
Social Studies, Grade 6  
Parker Middle School  
(781) 944-1236 ext. 221

Feedback on DESE Initial Guidelines for Opening School  
Reading Teachers Association  
June 30, 2020

We want to open schools with the right health and safety measures and equipment to keep students and staff healthy and safe. This will likely require additional funds from the state to cover new expenses and make up for the local cut of \$270,000 Reading has already experienced.

Members of the Reading Teachers Association have concerns and questions related to these areas of the initial guidelines .

- Wearing masks in classrooms in early fall:
  - Heat, humidity and air quality in classrooms will make wearing masks for most of the school day a significant challenge. Expanding or adding air conditioning in schools is needed.
  - Younger children may experience more face touching while wearing a mask.

<a href="#"><u>Children and coronavirus Is it safe to send kids back to school?</u></a>
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- Ventilation and air flow in classrooms:
  - Are the current systems in place adequate to keep people safe? How do we know?
  - How will classrooms with few or no windows be addressed?
- Lunch in classrooms:
  - How will we be able to adequately clean the classroom space after eating?
  - Allergies are a significant health concern for some students and staff.
  - Teachers currently have a duty free lunch period of 30 minutes

<a href="#"><u>'Our kids shouldn't be lab rats': Amherst, Pelham school officials air concerns over reopening guidelines</u></a>
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- Social distancing (3 feet or 6 feet):
  - All of the guidelines during the last 3 months have said 6 feet of distance is required. For all other aspects of life (shopping at stores, workplaces, etc.) the guidelines still require 6 feet of distance.
  - DESE guidance asks students, parents and staff to take a leap of faith and accept relaxing standards on physical distancing.
  - The evidence for this relaxed distance provided by DESE isn't sufficient.
  - We will need adequate staffing to enable physical distancing. How can this happen without more funding?
  - The guidelines do not adequately address staff safety, especially those at greater risk.
  - Adult contact will need to be addressed. This includes adjusting meetings and events with parents.

[After Reopening Schools, Israel Orders Them To Shut If COVID-19 Cases Are Discovered](#)

- Protective equipment:
  - Disposable masks, hand sanitizer and cleaning materials will need to be available to students and staff.
  
- Choice of remote or in-person learning:
  - Some families want to continue remote learning until it is safer to return to school.
  - Some educators, such as those with coronavirus risk factors, or who live with someone who has such risk factors, will need to continue working remotely.
  - Teachers need the opportunity to choose to work remotely or in person. It is not feasible for teachers to plan and manage for both remote learning and in person teaching.

[How do children spread the coronavirus? The science still isn't clear](#)

- Children's ability to contract and transmit the virus:
  - The information available for this claim is untested and incomplete at best.

## Engelson, Linda

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**From:** Doherty, John  
**Sent:** Wednesday, July 8, 2020 8:46 AM  
**To:** Geoff Lopatka; DG School Committee  
**Cc:** Aurianne Lopatka (auriannelopatka@yahoo.com)  
**Subject:** RE: RPS School Committee Questions

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Good Morning, Mr. and Mrs. Lopatka,

Thank you for attending the virtual office hour yesterday. As we discussed, we will be communicating more information as to what the school year will look like in the upcoming weeks. Our plan is to create three models, as required by DESE, an in person model with appropriate safety measures, a hybrid model, and a completely virtual model. Any virtual education will be more structured with more daily synchronous opportunities than this past spring. We are also streamlining our tools and making them more consistent across grade levels.

Feel free to reach out with additional questions.

Thanks.

John F. Doherty  
Superintendent  
Reading Public Schools  
82 Oakland Road  
Reading, MA 01867  
781-944-5800

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**From:** Geoff Lopatka <glopatka@hotmail.com>  
**Sent:** Tuesday, June 30, 2020 9:39 AM  
**To:** Doherty, John <John.Doherty@reading.k12.ma.us>; DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Cc:** Aurianne Lopatka (auriannelopatka@yahoo.com) <auriannelopatka@yahoo.com>  
**Subject:** RE: RPS School Committee Questions

Hello Dr. Doherty, Thank you for your timely response.

With the 2 School Committee meetings this past week and updated guidance from DESE released I wanted to take some time to review and digest these inputs before responding to your email.

It appears that a vast majority of all key stakeholders agree that having our children return to a full-time traditional classroom environment as quickly as possible is in everyone's best interests. I am glad to hear this is your intent for our District so long as health experts continue to support this!

We would like to see more a more concrete articulated vision from you in the following areas:

- **Learning Standards:** I see in your most recent email sent Sunday June 28<sup>th</sup> at ~2:00pm RPS will follow MA Curriculum Framework standards with no adjustments if we are able to return to an "in person model" in the

fall. Could our District also set a goal to hold to these Standards if hybrid or virtual models are required at times during the school year irrespective of what DESE may guide as a minimum threshold? We have the staff and leadership to be able to do this I'm certain, so can we not set goals to be a District that leads MA in this way and has plans to mitigate potential risks heading into the fall?

- **Rigorous Remote Learning Daily Schedule:** The attached is a sample email from Middle School Principal in a nearby school District on the plan they were able to implement on April 6<sup>th</sup>. It's my understanding they plan to take the best of what worked into September, and that this schedule was challenging for students but helped them to progress in their learnings and academic achievement, as well as allowing them to stay more connected to their teachers and classmates. Could we set a vision for the community stakeholders and subcommittees NOW that shows we will have a full-day remote learning plan, and alleviate concerns for parents and students alike of it falling short come the fall?
- **Expanded Use of Synchronous Learning:** I've heard examples from other districts at middle school and high-school ages of everything from a full-day synchronous class schedule, down to MINIMUM of 2-3 classes per day of synchronous learning. Our District fell well short of what I would consider to be "best practice" for use of Synchronous learning for K-12 Age level. I understand we may have been caught less prepared than some other districts with readiness and procured platforms to more seamlessly move into a robust and consistent synchronous learning cadence. With 4 months of experience within RPS finishing out this school year, and only 2 months before kicking off the fall now, it is my hope that you would be able to articulate a minimum goal/threshold for daily synchronous learning time for Elementary, Middle, and High School levels. A learning approach that places too much emphasis on Asynchronous format, like we implemented this Spring, places too much stress on the Learners, Teachers, and Parents and is sub-optimal for all stakeholders. In fact, with asynchronous learning taking 2x-3x the time to prepare in comparison to synchronous learning, I expect this would be a heavy contributor to burnout of teachers who find greatest passion in interacting with students rather than building and administering asynchronous activities for students to complete on their own with support of parents. Would you be able and willing to communicate a minimum threshold of synchronous learning *per day* that would apply to any remote learning plan at the Elementary, Middle, and High School levels?

I appreciate you considering and weighing my suggestions and requests above. I know I am not alone and have spoken with many other parents in the district with similar concerns and anxiety about what will come for the fall given limited concrete goals conveyed to date on points above. Providing this type of vision to parents, subcommittees, and teachers, will reduce the building anxiety and help in narrowing focus of planning and preparations for a successful return to school in the fall. Based on guidance that has come from DESE to date, it is unlikely any of these high-level goals would fall outside their guideline parameters.

Although I hold nothing near the academic pedigree and experience of you and many of your staff in the K-12 Education arena, I'd be happy to help where I can in volunteering my time if it may improve our readiness and learner experience in 2020-2021 for RPS. I spent 13-years in the Talent Development and Corporate Learning industry through the transitional period from predominantly traditional learning approaches to a wide array of virtual learning approaches (Asynch, Synch, Social). Please let me know if I may be helpful in any way.

My wife and I are passionate about the importance of academics and education, and the part it plays in social emotional wellbeing. Our sole goal in this outreach is to ensure better outcomes for our learners and RPS constituents this next learning year, optimizing our tremendous assets and resources in the district.

We look forward to continuing to track updates over the coming days and weeks and to your response on actions. If I may be of service please let me know as well.

Sincerely,

Geoff Lopatka, 781-960-3604

Aurianne Lopatka, 781-718-7360

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**From:** Doherty, John <[John.Doherty@reading.k12.ma.us](mailto:John.Doherty@reading.k12.ma.us)>  
**Sent:** Wednesday, June 24, 2020 4:15 PM  
**To:** Geoff Lopatka <[glopatka@hotmail.com](mailto:glopatka@hotmail.com)>; DG School Committee <[SchoolCommittee@reading.k12.ma.us](mailto:SchoolCommittee@reading.k12.ma.us)>  
**Cc:** Aurianne Lopatka ([aurianne Lopatka@yahoo.com](mailto:aurianne Lopatka@yahoo.com)) <[aurianne Lopatka@yahoo.com](mailto:aurianne Lopatka@yahoo.com)>  
**Subject:** RE: RPS School Committee Questions

Good Afternoon, Geoff,

Thank you for the email and your questions. I will be responding on behalf of the School Committee and Central Office Administration regarding your questions. If you have any additional questions, please do not hesitate to reach out to me.

- **What is being done over the summer to prepare teachers to deliver a consistent live-virtual learning experience across RPS in the event this is needed come September?**

We have several subcommittees working on different aspects of our return to school plan, including a continuity of learning subcommittee and a learning platform research committee. These subcommittees consist of teachers and administrators to review the survey data from staff, students, and families, as well as review what worked and what we need to improve. At tomorrow night's School Committee meeting, we will be giving an update on the survey data that was administered to parents and staff regarding the return to fall. As part of her presentation last week, Mrs. Kelley presented the remote learning survey information.

We have also been doing a significant amount of research as to what the fall could look like and how we will plan for it as a school district. Once we receive more guidance from the state (hopefully in the next few days), we will have a better understanding of what are next steps are. As part of those next steps, we will be providing training to staff in a variety of areas pertaining to the opening of school.

- **Dr. Doherty and Miss Kelley: Are the following tenets inline with your goals for the 2020-2021 school year? If not, how do they differ?**
  - **We will strive to achieve typical learning goals despite any obstacles or challenges we may encounter related to COVID or otherwise.**

One of the goals of the Continuity of Learning subcommittee is to identify what the goals and objectives will be by grade level for the fall. These will be communicated to teachers and staff as part of their training for fall.

- **We will make full-day traditional classroom available for all students without delay as soon as the Commonwealth allows.**

We will follow state and DESE guidance as to what the opening of school will look like. We have been told that the guidance will be prescriptive and will be based on the latest medical data and common sense.

- **Should virtual learning be required it will be delivered in a full-day structured synchronous online schedule that mimics the traditional classroom experience.**

We will be following state recommendations in this area as well. It is not possible to completely transform a traditional classroom experience into a virtual or remote setting. The tools are different, the instructional methodology is different, and social and emotional needs of the students need to be addressed as part of any virtual classroom environment. We know that the expectations need to change

this fall and we are preparing our staff for that change in expectations. We also know that there needs to be more consistency across grade levels and in learning platforms and tools used.

- **What tools and technologies will teachers be enabled to use for live-virtual (synchronous) learning? Are these technologies in place today?**

As part of our subcommittee work, we are currently assessing what tools are most effective and we are making several purchases in those areas. We are also looking at what additional hardware we need to purchase for a more robust remote learning environment. We will report out that information to families later in the summer.

John F. Doherty  
Superintendent  
Reading Public Schools  
82 Oakland Road  
Reading, MA 01867  
781-944-5800

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**From:** Geoff Lopatka <[glopatka@hotmail.com](mailto:glopatka@hotmail.com)>  
**Sent:** Monday, June 22, 2020 7:54 PM  
**To:** DG School Committee <[SchoolCommittee@reading.k12.ma.us](mailto:SchoolCommittee@reading.k12.ma.us)>  
**Cc:** Aurianne Lopatka ([aurianne Lopatka@yahoo.com](mailto:aurianne Lopatka@yahoo.com)) <[aurianne Lopatka@yahoo.com](mailto:aurianne Lopatka@yahoo.com)>  
**Subject:** RPS School Committee Questions

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Thank you for including us in public school committee tonight. Some questions are included below:

- What is being done over the summer to prepare teachers to deliver a consistent live-virtual learning experience across RPS in the event this is needed come September?
- Dr. Doherty and Miss Kelley: Are the following tenets inline with your goals for the 2020-2021 school year? If not, how do they differ?
  - We will strive to achieve typical learning goals despite any obstacles or challenges we may encounter related to COVID or otherwise.
  - We will make full-day traditional classroom available for all students without delay as soon as the Commonwealth allows.
  - Should virtual learning be required it will be delivered in a full-day structured synchronous online schedule that mimics the traditional classroom experience.
- What tools and technologies will teachers be enabled to use for live-virtual (synchronous) learning? Are these technologies in place today?

Thank you!

Geoff Lopatka  
(781) 960-3604  
[glopatka@hotmail.com](mailto:glopatka@hotmail.com)

***April 2, 2020- Schedule and approach implemented by nearby public school District from the start. This was iterated and improved through June based on what was working best per my understanding. For Middle School ages there was 2-3 Synchronous learning sessions PER DAY, and for Elementary 1+ Synchronous Learning session per day. This information as conveyed to me by a parent in the district supporting emails.***

At 9:00 a.m. on Monday morning, April 6, middle school students should begin their first official remote learning day by following their day 1 schedule with the abbreviated times below. If your child does not remember their schedule, they can find a copy on the grading portal by logging in and following the steps explained in the documents attached to this email.

Students will work in their “A” block class from 9:00-9:35 and then move onto their “B” block class from 9:35-10:10. They will proceed through the rest of their remote learning school day in this way. Monday will always be a day 1. Tuesday will always be a day 2. Thursday will always be a day 3 and Friday will always be a day 4. The blocks will NOT rotate. The blocks will always go in this order: A, B,C,D,E,F,G/(7th grade Extension).

With very few exceptions, middle school teachers will use a Google Classroom Website for each of their classes. Your child should log into their teacher’s Google Classroom for the block they are in to determine the work they need to complete for that class. Please have your child check their school email daily as important Google Classroom and Teacher announcements will be shared through email. They can also correspond with their teacher through Google Classroom and through their school email.

There may be times when your child’s teacher chooses to hold a “live” or synchronous class. This would be a time when they might use Google Hangouts to invite students to a “live” lesson. When teachers decide to do this they will provide students with advanced notice so that they do not miss the live lesson.

It is important that your child participates in this remote learning plan. If your child is struggling to access their classes please reach out to your child’s teacher or guidance counselor as soon as possible. Special education teachers, guidance counselors and service providers will continue to reach out to students and parents to support them during this remote learning time. Teachers will provide feedback to students on the work they complete.

Please see the sample grid schedules below for each grade level. Students should continue to follow a structured schedule on Wednesdays. Each of their teachers will identify activities/assignments that students should complete on Wednesdays. If your child is a part of the 7th or 8th grade band, these classes will rehearse in the afternoon. Please be on the lookout for communication from Mr. Owens about 7th and 8th grade band.

**7th grade band will rehearse from 1:55-2:25; 8th grade band will rehearse from 2:30-3:00**  
**Grade 6**



<b>TIME/BLOCK</b>	<b>Monday Day 1</b>	<b>Tuesday Day 2</b>	<b>Wednesday (Independent work day)</b>	<b>Thursday Day 3</b>	<b>Friday Day 4</b>
1 9:00-9:35	A	A	A	A	A
2 9:35-10:10	B	B	B	B	B
3 10:10-10:45	C	C	C	C	C
4 10:45-11:20	D	D	D	D	D
11:20-12:00 Lunch/Break					
5 12:00-12:35	E	E	E	E	E
6 12:35- 1:10	F	F	F	F	F
7 1:10-1:45	G	G	G	G	G

#### **Grade 7**

<b>TIME/BLOCK</b>	<b>Monday Day 1</b>	<b>Tuesday Day 2</b>	<b>Wednesday (Independent work day)</b>	<b>Thursday Day 3</b>	<b>Friday Day 4</b>
1 9:00-9:35	A	A	A	A	A
2 9:35-10:10	B	B	B	B	B
3 10:10- 10:45	C	C	C	C	C
4 10:45- 11:20	D	D	D	D	D
11:20-12:00 Lunch/Break					
5 12:00- 12:35	E	E	E	E	E
6 12:35- 1:10	F	F	F	F	F
7 1:10-1:45	*EXT Block Math	*EXT Block ELA	*EXT Block	*EXT Block Science	*EXT Block Social Studies

**\*EXT stands for extension block. Students should work on the subject that is listed in the extension block for each day. During extension block on Wednesday, students can choose the subject or subjects they work on during extension block including general arts classes.**

### **Grade 8**

<b>TIME/BLOCK</b>	<b>Monday Day 1</b>	<b>Tuesday Day 2</b>	<b>Wednesday (Independent work day)</b>	<b>Thursday Day 3</b>	<b>Friday Day 4</b>
1 9:00-9:35	A	A	A	A	A
2 9:35-10:10	B	B	B	B	B
3 10:10-10:45	C	C	C	C	C
4 10:45-11:20	D	D	D	D	D
11:20-12:00 Lunch/Break					
5 12:00-12:35	E	E	E	E	E
6 12:35- 1:10	F	F	F	F	F
7 1:10-1:45	G	G	G	G	G

### **Student schedule for Wednesdays**

Students will be expected to complete work in each of their core academic and general arts classes. They will be expected to work for approximately 3 hours on core academic assignments and for approximately 1 hour on general arts assignments.

## Engelson, Linda

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**From:** Robinson, Charles  
**Sent:** Wednesday, July 8, 2020 9:25 AM  
**To:** bp94960@yahoo.com  
**Cc:** Engelson, Linda  
**Subject:** Re: 20/21 School Year

Hi Mr. Paulsen:

Thank you for your email and the video message. The administration is working very hard to devise a fall school situation that is in the best interest of kids at all levels while at the same time adhering to the guidelines set by the state.

As a parent I hear your concerns and I can assure you that the committee is very active in vetting all of the recommendations put forth by the administration and staff and always have the students best interests in mind. Thank you.

Chuck Robinson

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**From:** Brian Paulsen <bp94960@yahoo.com>  
**Sent:** Wednesday, July 8, 2020 10:53 AM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** 20/21 School Year

**CAUTION: This email originated from outside of Reading Public Schools. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.**

Members of the School Committee and Dr. Doherty,

I am a parent of 3 Reading School students (entering 6th, 4th, and 1st grade) and I am deeply concerned about their mental health going into the 20/21 school year. I've watched them all lose a little piece of themselves over the past 4 months and it's getting worse by the day. Sure we do as much as we can as parents, but what the 20/21 school year will look like is on everyone's mind. My two daughters are already having panic attacks just thinking of having to wear a masks all day in school.

Although their teachers did the very best they could, they all struggled with remote learning. It was near impossible to keep my son (K) engaged for more than 30 minutes and my 3rd grader also lost interest and motivation real quick. My wife and I are not equipped to be teachers for 3 different grade levels in the upcoming year and work at the same time.

I do realize that there isn't a one solution for all (parents or staff) but I urge you to have an option to get the kids back to school full time. To put it bluntly I think our kids (not just mine but all kids) are slowly dying inside.

Teachers see the kids on Zoom meetings trying to keep it together, but it's what they don't see that's troubling. Please take the time to watch this short, but very powerful video made by a High School student. I've witnessed my girls do this exact thing multiple times and it breaks my heart.

<https://youtu.be/iSkbd6hRkXo>

Thank you for your time and hard work for our students, teachers, staff, community, and parents.

Brian Paulsen

## Engelson, Linda

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**From:** Robinson, Charles  
**Sent:** Wednesday, July 8, 2020 9:19 AM  
**To:** treewiggins@yahoo.com  
**Cc:** Engelson, Linda  
**Subject:** Re: Letter for Meeting on 7/9

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Ms. Wiggins:

Thank you for your letter. The committee will have a discussion regarding this at our 7/9 meeting.

Chuck Robinson

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**From:** Theresa Wiggins <treewiggins@yahoo.com>  
**Sent:** Wednesday, July 8, 2020 1:28 AM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Letter for Meeting on 7/9

CAUTION: This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Hello,

Please find my attached letter for the school committee meeting on 7/9.

Thank you!  
Theresa Wiggins

July 7, 2020

Dear Reading School Committee Members,

I am writing to express my concern regarding events of the last few weeks as well as my desire to see this committee pursue anti-racism education for yourselves as elected officials.

Over the last few weeks, our town of Reading has had multiple opportunities to stand against racism and stand in solidarity with our students and residents of color. One of these was the opportunity for you, the school committee, to endorse the Rally against Racial Injustice and another was the opportunity for Reading Town Meeting to join many other town entities in condemning racism.

Thankfully, the rally was endorsed by school committee and the Town Meeting Instructional Motion passed overwhelmingly. However, a school committee member, Ms. Nazzaro, voted against both of these measures. This is troubling to me. While every elected official has the right to vote how they see fit, after watching the school committee meeting, being present at the Town Meeting, and reading Ms. Nazzaro's posts on social media, as a parent and citizen I am still unclear as to her reasoning for her votes. I trust Ms. Nazzaro's friends and neighbors who affirmed her kindness and good intent through social media posts. I don't doubt Ms. Nazzaro possesses these traits – but intention does not equal impact. My heart breaks for the students and residents of color in Reading who now know that a school committee and town meeting member did not endorse a Rally for Racial Equity and voted against an instructional motion condemning racism. However, these no votes are only a symptom of a much larger problem. We collectively *must* do better to affirm that Black lives matter.

In addition, an official statement posted on your behalf by school committee member Mr. Wise on Facebook was also troubling. It reinforces the need for anti-racism education as well as a review of your social media policy.

We have a lot of work to do towards becoming anti-racist in Reading. In fact, speaking for myself, as a citizen of Reading, parent, small business owner, and Town Meeting member I have a lot of work to do towards unlearning my own racist conditioning and towards becoming anti-racist. We need to be in this work together.

I ask you, the members of The Reading School Committee to publicly commit to substantial anti-racism education. There are many resources available including books and online courses. I urge you to pursue this, and would ask that you set aside time at School Committee meetings to discuss the education you are receiving and how it translates into the work you have been elected to do.

All of this work requires humility and a readiness to unlearn our conditioning as White people. The very lives and wellbeing of our Black students and residents depend on us all doing our part.

Thank you,

Theresa Wiggins

61 Terrace Park

Precinct 8

## Engelson, Linda

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**From:** Robinson, Charles  
**Sent:** Wednesday, July 8, 2020 9:32 AM  
**To:** parks\_family5@comcast.net  
**Cc:** Engelson, Linda  
**Subject:** Re: Letter to the School Committee

Hi Christine,

Thank you for your email and you have every right as a citizen to express your opinions. The committee will be discussing the Social Media policy as our meeting on 7/9 with the goal to detail protocol that will hopefully satisfy any concerns with posting going forward.

Additionally, we will discuss educating ourselves further regarding racism and inequality in our community and what we can do better as a School Committee.

Thank you.  
Chuck Robinson

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**From:** John & Christine Parks <parks\_family5@comcast.net>  
**Sent:** Tuesday, July 7, 2020 7:51 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** Letter to the School Committee

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

To the School Committee,

I have struggled with this letter. Being the wife of one of your committee members I have often remained quiet on issues. However, my husband's position on your committee should not be cause to silence my voice. So, I hope the committee will view my letter for what it is, a member of the Reading community who has some real concerns about some recent events and who, like every other member of our community, has a right and an obligation to voice those concerns.

I am deeply disappointed that the vote taken in the June 11th meeting to endorse the Rally for Social Justice was not a unanimous vote. Ms. Nazaro expressed multiple concerns about the process for organizing the rally. All of these concerns were thoroughly addressed by committee organizers. It is unfortunate that Ms. Lestrade, who was scheduled to speak for the group, was not able to be heard due to technology issues. Although Ms. Nazzaro made some statements in support of the cause of Social Justice, ultimately her actions did not support this cause. She stated, "I would love to see this event happen, I would just love for it to happen the **right way**". Whether intentional or not, the "right way" is often used to silence those with less power, so the people with power can hold onto control of the situation. Since the organizers worked with the Town Manager and the Reading Police Department from the very beginning and had their support, I am confused by Ms. Nazzaro's statement. Does she believe that the Town Manager and the Reading Police Department were not doing things in the right way? Social Justice requires challenging the "right way". Otherwise,

segregation would still be the law of the land. Women would not be able to vote or hold elected office. Fighting for and supporting Social Justice means moving out of our comfort zone and reexamining things such as the “right way”.

I would also differ with Ms. Nazzaro on an example of how she thought the Rally should happen. She stated that she would feel better if it was modeled after the Senior Parade, an event with a very different purpose. Being an attendee of both the Parade to support our seniors and the Rally to support our students and community members of color, I will say that I felt much safer at the Rally. The safety measures being taken for the Rally were all clearly explained at the June 11<sup>th</sup> meeting. At the Rally masks were provided for those that did not have them, social distancing was in place and supported by signs and volunteers. State guidance was followed. At the parade, there were many people without masks who were not socially distancing or following state guidance and there were no volunteers or signs, that I could see, trying to support the attendees in following state guidance.

I also find it very concerning that Mr. Wise, a big proponent of the social media policy for the school committee, violated this policy on his very first post. At the start of Mr. Wise’s Facebook post in response to Ms. Lestrade’s post he states; *“\*\* Replying as one of two Social Media Coordinators of the School Committee for the next month \*\* First, let me apologize for the delayed response from the Committee.”* Clearly setting the stage that he was speaking for the entire committee, but was he? From there he makes statements such as “as I expressed...”, “I believe...”, “I must disagree...” and “I know...”. So, is he speaking for the committee or himself?

Additional questions I have regarding Mr. Wise’s post include, why is he commenting as a representative of the school committee on town meeting votes and why people may have voted no? Does he know for a fact why someone voted a certain way? Why did Mr. Wise post about a private meeting between another school committee member and a member of our community? How did he know about this meeting? Did he have permission from both participants to publicly share this information? Why did he frame this meeting as Ms. Nazzaro taking the initiative to have a meeting when Ms. Lestrade stated in her post that she was willing to meet with Ms. Nazzaro, as she has in the past?

I respectfully request that this post be taken down or amended to indicate that it reflects the personal opinion of Mr. Wise and is not a statement from the school committee. I also respectfully request that you suspend your social media policy until you are able to review and clarify it so that committee members are not able to post their personal opinions as committee positions.

In closing, I found the following questions on a Facebook post and I hope the committee will take the time to read and reflect on them.

- Is everyone in this conversation operating off of the same understanding, experience, and definition of racism?
- Can people cause harm to people of color whether they intend to or not?
- Does racism exist on a spectrum where there are extreme examples and more subtle forms of racism?
- Can you be both a good person and someone who has racist or bias thoughts and/or contributes to racist systems?
- Can people have Black friends and do nice things for people of color and still have various levels of racism or bias?

- Whether you are on Town Meeting or not, would you have voted “no” to condemning the Boston Bombers’ actions when asked to support Boston Strong? If this answer is different than how you would vote to condemn racism (or not), why do you think that is?
- Should white people tell Black people how to perceive racism?
- How should we personally and as a community respond to a Black person in a predominately white town when they say they are hurt?

Respectfully yours,  
Christine Parks  
Hancock St.  
Reading, MA



## Engelson, Linda

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**From:** Robinson, Charles  
**Sent:** Wednesday, July 8, 2020 10:57 AM  
**To:** Rebecca Bailey  
**Cc:** Engelson, Linda  
**Subject:** Re: MASC resolution: "Response to Social, Economic and Racial Justice in Our Communities"

Hi Rebecca:

The committee will be discussing at our 7/9 meeting. Thank you for the email.  
Chuck Robinson

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**From:** Rebecca Bailey <merzrl@yahoo.com>  
**Sent:** Tuesday, July 7, 2020 4:42 PM  
**To:** DG School Committee <SchoolCommittee@reading.k12.ma.us>  
**Subject:** MASC resolution: "Response to Social, Economic and Racial Justice in Our Communities"

**CAUTION:** This email originated from **outside of Reading Public Schools**. Do not click links or open attachments unless you recognize the sender email address and know the content is safe.

Dear School Committee members,

As a Town Meeting member, I was proud to vote in favor of the recent instructional motion on anti-racism. I was then very pleased to learn recently of the recommendation by the Massachusetts Association of School Committees (MASC) that School Committees around the Commonwealth adopt a resolution as a "response to issues of racism, equity, and diversity that have moved to center stage as the result of the events across the country during the past few weeks." (This quotation is from this page: <https://www.masc.org/member-resources-3/news/1104-resolutions-on-covid-19-expenses-and-response-to-social-economic-racial-justice-in-our-communities> where the text of the resolution may be downloaded.) It was also heartening to see nearby School Committees adopting this resolution, including our neighbors in Wilmington, as reported here (article also contains full text of the resolution): <https://wilmingtonapple.com/2020/07/01/wilmington-school-committee-all-lives-cannot-matter-until-black-lives-matter-adopts-anti-racism-resolution/>

I would love to see Reading's School Committee take this up and unanimously adopt the MASC resolution, which would go a long way toward demonstrating our town's commitment to supporting our students of color and their families. This would be especially helpful in light of recent concerning votes by a member of the School Committee that could be seen to cast doubt on this commitment.

Thank you for your attention to this matter and I hope to see discussion and adoption of the resolution at your upcoming meeting.

Sincerely,  
-Rebecca Bailey  
Forest Glen Road  
Town Meeting member, Precinct 1

## 2020-21 School Committee Calendar Topics

*Please note that this calendar may change depending on the status of the current health crisis and/or availability of presenters and topic material in consultation with the Chair*

*An Asterik\* indicates office half hour for this session at 6:30 p.m. All meetings will be in the RMHS Schettini Library unless noted.*

Date	Topic	Group
<del>July 9*</del>	Discuss Elementary Space Plan Reorganization	Administration School Committee
July 26	RMHS Class of 2020 Graduation	
August 13*	Approval of RMHS Handbook SOA Plan Presentation & Discussion	School Committee Administration
September 1	Primary Election	
Sept. 3 6:00 p.m.	New Teacher Introductions Summer Update Capital Plan Update	New Teachers Administration Finance
September	Financial Forum	Finance Committee
September 10*		
September 24	Appointment of Superintendent to Collaborative Boards	School Committee
October	Financial Forum	Finance Committee
October 15*	Middle School Math/Social Studies Update	Administration
October 29	District and Superintendent's Goals	Administration
November 5*	Elementary Space Update	Administration
December	Finance Committee/Select Board FY21 Budget	
December 3 6:00 p.m.	RMHS Guidance Presentation and Update School Calendar School Improvement Plan review	RMHS Administration Administration
December 17*	Quarterly Personnel Report Quarterly Financial Report FY22 Prebudget Presentation Superintendent's Evaluation Process	Human Resources Finance Finance Administration
January 7*	Public Hearing FY22 Budget FY22 Budget Discussion FY21 Capital Plan	Administration
January 14	FY22 Budget Discussion – Regular Day & Special Education	Administration
January 21	FY22 Budget Discussion Public Hearing on FY22 Budget	Administration School Committee

	Questions	Administration
<b>January 25</b>	FY22 Budget Discussion Final Vote	Administration School Committee
<b>February 11*</b>	Kindergarten Update Portrait of Graduate Update	Administration Administration
<b>February</b>	Finance Committee	FY22 Budget Presentation
<b>March</b>	Finance Committee Town Hall – 7:30 p.m.	FY22 Budget Meeting Vote TM Articles
<b>April 8</b>	Superintendent Evaluation Cycle	School Committee
<b>April 29</b>	Superintendent Evaluation Process School Choice SOA Plan Presentation and Discussion	Superintendent Superintendent Superintendent
<b>May</b>	Finance Committee Meeting	Finance Committee
<b>May 13</b>	Capital Update	Finance
<b>May 27</b>	SEPAC Presentation Quarterly Personnel Update Quarterly Financial Update	SEPAC Human Resources Finance
<b>June 6 (RMHS Field House)</b>	Graduation	School Committee
<b>June 10*</b>	FY 21 and 22 Budget Superintendent Evaluation	Administration School Committee
<b>June 17</b>	Teacher Recognition Declare Surplus Equipment Curriculum	Teachers Finance Administration
<b>July 1</b>	Reorganization Discuss Elementary Space Plan	School Committee School Committee