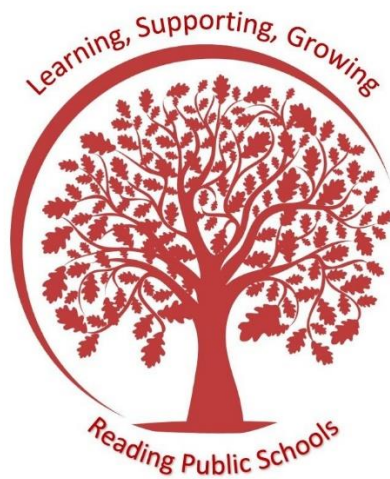


Reading Public Schools
School Committee Meeting Packet
March 29, 2021



Remote Open Meeting

7:00 p.m.



Town of Reading Meeting Posting with Agenda

2018-07-16 LAG

Board - Committee - Commission - Council:

School Committee

Date: 2021-03-29

Time: 7:00 PM

Building:

Location:

Address:

Agenda:

Purpose: Open Session

Meeting Called By: Samantha LaPierre 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. Link will be sent out separately.
7:00 p.m.	A.	Call to Order
	B.	Public Comment For public comment, please use the live chat feature on the Microsoft Teams link which will be posted on the Superintendent's Blog and send out via ConnectEd prior to the meeting. In lieu of the live chat, you may send an email in advance of the meeting to schoolcommittee@reading.k12.ma.us . This email will be included in the next packet.
7:10p.m	C.	Consent Agenda (A) <ul style="list-style-type: none">- Reading Parents Supporting Student Theater Donation for Robert Smithney- Reading Parents Supporting Student Theater Donation for Leia Richardson
7:20 p.m.	D.	Reports <ol style="list-style-type: none">1. Students2. Director of Student Services3. Assistant Superintendent4. Chief Financial Officer5. Superintendent6. Liaison/Sub-Committee

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.

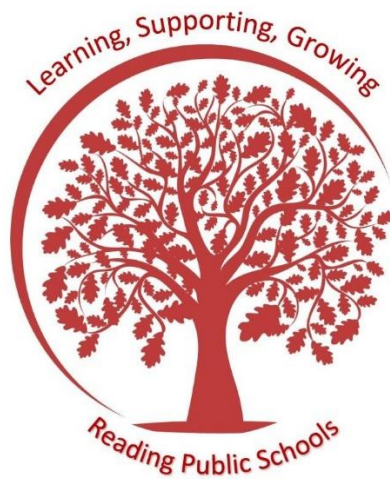


Town of Reading Meeting Posting with Agenda

7:45 p.m.	E.	New Business 1. Assistant Superintendent for Learning and Teaching Search Timeline (A)
8:30 p.m.	F.	Old Business 1. Resolution Condemning Harassment and Intimidation (A) 2. Second Reading of the Policy IMB (A)
9:15 p.m.	G.	Information / Correspondence 1. Email from Kevin Hines – Elementary School Districts 2. Email from Theresa Wiggins – Portrait of the Graduate 3. Email from Alicia Williams – Staff email SC? 4. Email from Alicia Williams Staf email SC? 5. Email from Barbara Coates - Re: Mother of 3 Children in RPS 6. Email from Etain O'Dea – Re: Supporting our teachers 7. Email from Julie Ross – Re: Discussion on resolution 8. Email from Linda Snow Dockser – Re: Letter for the next School Committee packet 9. Email from Laura Wilson – Re: Ignoring the problem wont make it go away. 10. Email from Leia Richardson – Re: Letter in Support of Resolution 11 Email from Mary Anne Lynn – Re: Letter in Support of Resolution 12. Email from Emmy Dove – Re: Resolution 13. Email from Audra Williams – Letter in Response to IMB revisions 14. Email from Geoffrey Coram – Re: Resolution of support 15. Email from Christina Brumback – Re: Support for Proclamation 16. Email from Janet and Bill Monagle – Re: School Committee Proclamation 17. Email from Linda Snow Dockser – Re: Lessons from Duxbury High: A 'never again' moment – The Boston Globe 18. Email from Pat Calley – Re: support for resolution 19. Email from Steve Peacock- Re: Tolerance 20. Email from Helena Johnson- Re: School Committee meeting 3/18/21, Anti- harassment resolution 21. Email from Jennifer Hillery- Letter Relevant to 3/29/21 School Committee Meeting
9:15 p.m.	H.	Future Business
9:30 p.m.	I.	Adjourn

**Times are approximate

Reading Public Schools
School Committee Meeting Packet
March 29, 2021



Consent Agenda



PSST

Parents Supporting Student Theatre

Drama Department
Reading Memorial High School
62 Oakland Road, Reading, MA 01867

March 19, 2021

To: Reading School Committee
c/o Ms. Anna Wentlent
Reading Memorial High School
62 Oakland St
Reading MA 01867

Dear Sirs and Madams,

Reading Parents Supporting Student Theater is pleased to make a donation of \$3,000 to the Town of Reading in support of a stipend to be paid to Robert Smithney for his respective contribution as Improv Advisor to the Reading Drama Club during the 2020/2021 season.

Please feel free to contact me or Christine Parks if there are any questions.

Sincerely,

Kate Goldlust
Co-President, PSST

cc: Christine Parks



PSST

Parents Supporting Student Theatre

Drama Department
Reading Memorial High School
62 Oakland Road, Reading, MA 01867

March 19, 2021

To: Reading School Committee
c/o Ms. Anna Wentlent
Reading Memorial High School
62 Oakland St
Reading MA 01867

Dear Sirs and Madams,

Reading Parents Supporting Student Theater is pleased to make a donation of \$1,500 to the Town of Reading in support of a stipend to be paid to Leia Richardson for her respective contribution as Playwriting Advisor to the Reading Drama Club during the 2020/2021 season.

Please feel free to contact me or Christine Parks if there are any questions.

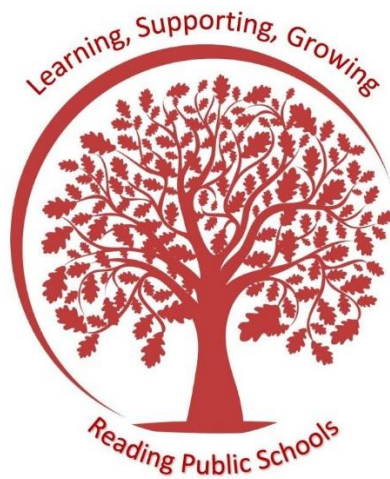
Sincerely,

Kate Goldlust
Co-President, PSST

cc: Christine Parks

OK
GPD

Reading Public Schools
School Committee Meeting Packet
March 29, 2021



New Business

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

Christine M. Kelley
Assistant Superintendent for Learning and Teaching

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



Gail S. Dowd, CPA
Chief Financial Officer

Jennifer A. Stys, Ed.D.
Assistant Superintendent for Student Services

Kerry M. Meisinger, J.D.
Human Resources Director

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: March 29, 2021
Re: Assistant Superintendent for Learning and Teaching Search Timeline

At the March 29, 2021 School Committee meeting, I will be asking the Committee to approve the Assistant Superintendent for Learning and Teaching Search Timeline to replace Christine Kelley, who submitted her resignation for personal and professional reasons last week. I want to thank Christine for the work that she has done for the students of Reading over the last three years, particularly in the areas of curriculum, instruction, and professional development. We wish her the best of luck and good health in future endeavors.

The process will follow a similar trajectory as the RMHS Principal Search with teacher, administrator, and parent representation on the Screening Committee. As designated by state law, the Superintendent of Schools recommends a candidate for this position to the School Committee who votes as a body to approve the appointment.

Superintendent-Elect Milaschewski will be very involved in this process, as he has been for the High School Principal Search.

Please contact me if you have any questions.

Reading Public Schools
Screening Committee
Assistant Superintendent for Learning and Teaching

Please note: All information and discussions by screening committee members are confidential and cannot be shared during the process or after the process is complete.

I. Screening Committee Members

- a. The Screening Committee will be facilitated by Kerry Meisinger, Human Resources Director, and will consist of the following members:
- **Gail Dowd, Chief Financial Officer**
 - **Jennifer Stys, Assistant Superintendent for Student Services**
 - **Central Office Administrative Assistant**
 - **Building Principal**
 - **Other Administrator**
 - **Teacher**
 - **Teacher**
 - **Teacher**
 - **Parent**
 - **Parent**
 - **Parent**
- b. To the extent possible, the composition of the committee will represent the many constituencies that comprise the Reading Public School Community.
- c. Superintendent will attend all interviews and deliberations as part of the decision-making process. The Superintendent-Elect will be consulted throughout the process and will be involved in the final decision.

II. Schedule

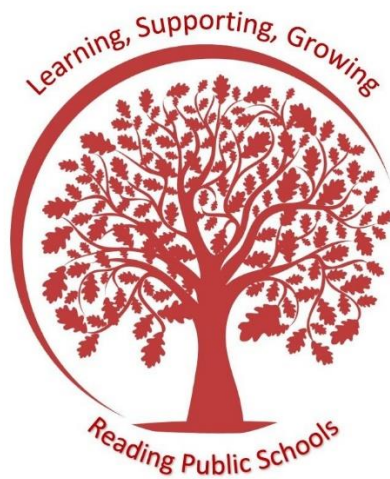
All dates, times and locations are tentative and may change during the process.

Date	Time	Event	Location
March 25		Position posted on M.A.S.S./Talent Ed/School Spring/METCO Indeed.com/Mass Partnership for Diversity and Education/Other recruiting tools	Online
Week of March 29th		Survey Staff, Parents, Administrators Solicit Members for Screening Committee	Online Surveys
March 29	7:00 p.m.	School Committee Review of Timeline/Process	Virtual
April 8	4:00 p.m.	Organizational Meeting with Screening Committee	Virtual
April 15	4:00 p.m.	Meeting to Design Questions	Virtual
April 23		Deadline for Applications	
April 29	7:30 a.m.- 5:00 p.m.	1 st Round Candidate Interviews and selection of pre-finalists forwarded to Superintendent of Schools	Virtual

April 30- May 10	Ongoing	<ul style="list-style-type: none"> • Vetting Process of Prefinalists • Announcement of Finalists to Community • Superintendent Interviews with DLT and COLT • Open Microphone Night(s) with Community and Staff • Site Visits to District • Final Superintendent Interview 	Virtual
Week of May 10		Staff and Community Announcement of Appointment	

DRAFT

Reading Public Schools
School Committee Meeting Packet
March 29, 2021



Old Business

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

Christine M. Kelley
Assistant Superintendent for Learning and Teaching

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



Gail S. Dowd, CPA
Chief Financial Officer

Jennifer A. Stys, Ed.D.
Assistant Superintendent for Student Services

Kerry M. Meisinger, J.D.
Human Resources Director

Reading Public Schools

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

To: Reading School Committee
From: John F. Doherty, Superintendent of Schools
Date: March 18, 2021
Re: School Committee Resolution

At the March 18, 2021 School Committee meeting, the Reading Public Schools will vote on a resolution that has been proposed by Shawn Brandt and John Parks that the Reading School Committee condemns harassment and intimidation of Reading Public School administrators, teachers and staff and implores members of the community to model productive behaviors for addressing grievances.

Please contact me if you have any questions.

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

Christine M. Kelley
Assistant Superintendent for Learning and Teaching

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



Gail S. Dowd, CPA
Chief Financial Officer

Jennifer A. Stys, Ed.D.
Assistant Superintendent for Student Services

Kerry M. Meisinger, J.D.
Human Resources Director

Reading Public Schools

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

WHEREAS, it is the responsibility of Reading Public Schools to ensure we create a welcoming community for ALL students; and

WHEREAS, the School Committee applauds efforts by Reading Public Schools staff to create an inclusive environment for LGBTQ students; and

WHEREAS, the 2020-2021 school year has been a uniquely challenging period for educators; and

WHEREAS, the Reading School Committee is deeply appreciative of the incredible efforts displayed by all Reading Public Schools teachers, administrators and staff; and

WHEREAS, we recognize that public officials and public employees are not immune from criticism; and

WHEREAS, every person should be free of harassment and intimidation in their workplace; and

WHEREAS, we as the elected leaders of this district must make our views on such behavior abundantly clear;

RESOLVED: that the Reading School Committee condemns harassment and intimidation of Reading Public School administrators, teachers and staff and implores members of the community to model productive behaviors for addressing grievances.

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

Christine M. Kelley
Assistant Superintendent for Learning and Teaching

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



Gail S. Dowd, CPA
Chief Financial Officer

Jennifer A. Stys, Ed.D.
Assistant Superintendent for Student Services

Kerry M. Meisinger, J.D.
Human Resources Director

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: March 29, 2021
Re: Second Reading of Policy IMB

I have attached, for your information, the different drafts of Policy IMB, as we have gone through this process since November, 2020. Here is a breakdown of the different drafts:

Draft A-The current policy that was passed on March 26, 2007.

Draft B-The updated MASC version which includes a new section on *Student-Initiated Forums on Controversial Issues* and a revised section on *Requests from Groups or Individuals Outside the Schools*.

Draft C-A version that was developed based on conversations with Carla Nazzaro and Shawn Brandt in late November. This draft includes a definition of controversial issues and makes some adjustments to the section on *Teacher-Planned Classroom Discussions*.

Draft D-The proposed draft based on meetings with RMHS Teachers, RMHS Students, and Carla Nazzaro and Shawn Brandt and feedback received from the Reading School Committee during the first reading. The major changes in this draft include:

- Defining controversial issues.
- Defining the purpose of the policy.
- More detail and definition that provides guidance for teachers under the section of *Teacher-Planned Classroom Discussions*.
- Minor revisions to the MASC changes on the *Student-Initiated Forums* and *Requests from Groups or Individuals Outside the Schools*.

The Committee may have noticed that in the last draft that was provided, the phrase "Matters of Public Concern" was recommended over "Controversial Issues". After some additional research, I am proposing that "Controversial Issues" remain the phrase used as in the current policy. Controversial issues can be defined as: "...questions, subjects or problems which can create a difference of opinion. They can include issues which may have political, social, environmental or personal impacts on pupils and/or the wider community: locally, nationally or internationally. Often they have no easy answer, in part, because solutions may be based on an individual's personal values and beliefs."

See more information on the definition of controversial issues and the teaching of controversial issues below.

Controversial Discussions in the Classroom

ERIC Identifier: ED327453

Publication Date: 1990-09-00

Author: Harwood, Angela M. - Hahn, Carole L.

Source: ERIC Clearinghouse for Social Studies/Social Science Education Bloomington IN.

<https://www.ericdigests.org/pre-9218/issues.htm>

“A controversial issues discussion is defined as reflective dialogue among students, or between students and teachers, about an issue on which there is disagreement. Typically a discussion is sparked by a question or assertion made either by a student or teacher. The ensuing dialogue then allows for the presentation of supportive evidence, comments, and the expression of differing points of view. Discussion is therefore, by nature, an interactive endeavor, and reflective dialogue engenders listening and responding to ideas expressed by one's peers.

An idea or viewpoint may be considered an issue if a number of people disagree about statements and assertions made in connection with the proposition. Issues that deeply divide a society, that generate conflicting explanations and solutions based on alternative value systems, are considered controversial (Stradling 1984).

Given this definition, the scope of issues that might be considered controversial is quite broad. The content of issues may vary from local problems to issues on the international scene. The censoring of books in a school library, the immigration policy of the United States, and the environmental state of the world would each prove to be rich subjects for controversial issue discussions. Although each reflects a problem area at a different level of public policymaking, they are all topics that foster a wide range of sharply differing opinions.” (Harwood, Angela M., Hahn, Carole L., 1990)

Controversial Issues Definition: From Policy Futures in Education

<https://journals.sagepub.com/doi/pdf/10.2304/pfie.2011.9.2.280>

“A controversial issue is one that presents challenge and stimulates debate; it involves no universally held or fixed point of view. Almost any issue can become controversial when people hold different beliefs, views or values. Some issues are controversial because of their subject matter – for example, whether experimentation should take place on human embryos. Others present challenge because of their inclusion in the school setting – for example, whether sex education is appropriate in a primary school classroom. In each instance there will be differing and sometimes contradictory views arising from the issue or its presentation (Woolley, 2010). The Crick Report (Qualifications and Curriculum Authority, 1998) suggests that children need to address controversial issues in order for them to develop the skills necessary to deal with them knowledgeably, sensibly, tolerantly and morally. By definition, a controversial issue must be addressed through means of reasoned reflection, debate and evaluation. One may believe that the earth is flat, but this view does not stand up to reasoned scrutiny. Thus, it is not controversial – no matter how hard one may argue for it. The Education Act (1996) aims to ensure that children are not presented with just one side of a controversial issue by teachers; there should be a balanced presentation including views from opposing sides. However, in some matters – for example, those pertaining to human rights – it may not be appropriate to present an unbiased view. It is important to identify and explain the reasons for any bias so that children understand how an issue is being approached and the reasons for this. Developing reasoned arguments, based in evidence, is a key part of exploring controversial issues and provides an essential life skill for children.” (Richard Woolley, 2011)

Based on the feedback from various groups on this policy, I would recommend that the Committee approve the second reading of Policy IMB.

TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS

An important goal of the schools is to help prepare students for intelligent and conscientious participation as citizens in our democratic society. One step toward meeting this goal is to introduce students to reasoned and dispassionate approaches to the analysis of contemporary social and political issues. To insure that these issues can be examined in an atmosphere as free from emotion and prejudice as the times permit, the School Committee establishes the following guidelines for discussion of controversial issues in the schools.

Teacher-Planned Classroom Discussions

1. Controversial issues selected by teachers for classroom discussion must relate directly to the objectives and content of courses approved by the School Committee for inclusion in the curriculum.
2. The teachers' right to introduce controversial issues in classroom presentations does not include the right of advocacy. Teachers must refrain from using their positions to express partisan points of view.
3. The approach to discussion of these issues in the classroom must be objective and scholarly with minimum emphasis on opinion and maximum emphasis on intelligent analysis.
4. Teachers must ensure that the reasoned arguments of all sides of an issue are given equal presentation and emphasis in classroom discussions.
5. Teachers may invite visitors from outside the schools to give presentations on controversial issues when the visitors offer qualifications and resources not available in the schools. All visitors are to be guided by the standards of language usage that prevail in the classrooms and by the standards of scholarly inquiry set forth above. Whenever possible, teachers who invite visitors to present one side of an issue will also invite visitors to present the other side(s).
6. In all cases teachers must obtain from the appropriate Principal permission to invite visitors for classroom presentations. Permission must be requested at least 5 school days before the scheduled time of presentation.

Requests from Groups or Individuals Outside the Schools

No permission will be granted non-school groups or individuals to make presentations in the schools during school hours. Requests for after-school or evening use will be processed in accordance with the Committee's policy on community use of school facilities.

No permission will be granted outsiders for distribution of literature to students in general or to class groups.

Adopted by the Reading School Committee March 26, 2007

File: IMB

TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS

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6. In all cases teachers must obtain from the appropriate Principal permission to invite visitors for classroom presentations. Permission must be requested at least ~~5~~48 school days ~~hours~~ before the scheduled time of presentation.

Student-Initiated Forums on Controversial Issues

Student groups may request permission to conduct forums on controversial issues in the schools. The Principal may grant such requests under the following conditions:

1. Preparation for presentation of a forum will not cause any student or teacher to miss class and will not cause cancellation of any class.
2. Adequate advance planning must be conducted for each forum. A request to hold a forum must be received by the Principal at least three weeks before the scheduled date of presentation. For each request the Principal will appoint, after consultation with the requesting student group, an adult advisory group consisting of at least two parents/guardians and two faculty members.
3. The standards for approach to discussion, style of presentation, and use of visitors as defined above will apply to student-initiated forums.

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Requests from Groups or Individuals Outside the Schools

No permission will be granted non-school groups or individuals to make presentations on controversial issues in the schools during school hours. Requests for after-school or evening use will be processed in accordance with the Committee's policy on community use of school facilities.

No permission will be granted outsiders for distribution of literature on controversial issues to students in general or to class groups.

A Principal may grant an outside group or individual permission to post one notice of a public meeting for discussion of issues if the language of that notice conforms to the standards that prevail in the community. The Principal shall determine the appropriate bulletin board for such notices.

Source: MASC

Adopted by the Reading School Committee March 26, 2007

File: IMB

TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS

An important goal of the schools is to help prepare students for intelligent and conscientious participation as citizens in our democratic society. One step toward meeting this goal is to introduce students to reasoned and dispassionate approaches to the analysis of contemporary social and political issues. These controversial issues may be questions, subjects or problems which can create a difference of opinion. They may include issues which may have political, social, environmental or personal impacts on students and/or the wider community: locally, nationally or internationally. To ensure that these issues can be examined in an atmosphere as free from emotion and prejudice as the times permit, the School Committee establishes the following guidelines for discussion of controversial issues in the schools.

Teacher-Planned Classroom Discussions

1. Controversial issues selected by teachers for classroom discussion must relate directly to the objectives and content of courses approved by the School Committee for inclusion in the curriculum. There may be controversial issues that are appropriate to teach across all classes. These discussions should be coordinated in advance with the building principal.
2. The teachers' right to introduce controversial issues in classroom presentations does not include the right of advocacy. Teachers must refrain from using their positions to express partisan points of view.
3. The approach to discussion of these issues in the classroom must be objective and scholarly with minimum emphasis on opinion and maximum emphasis on intelligent analysis and the use of facts and data.
4. Teachers must ensure that the reasoned arguments of all sides of an issue are given appropriate and fair presentation and emphasis in classroom discussions.
5. Teachers may invite visitors from outside the schools to give presentations on controversial issues when the visitors offer qualifications and resources not available in the schools. All visitors are to be guided by the standards of language usage that prevail in the classrooms and by the standards of scholarly inquiry set forth above. Whenever possible, teachers who invite visitors to present one side of an issue will also invite visitors to present the other side(s).
6. In all cases teachers must obtain from the appropriate Principal permission to invite visitors for classroom presentations. Permission must be requested at least ~~5~~48 ~~school days~~hours before the scheduled time of presentation.

Student-Initiated Forums on Controversial Issues

Student groups may request permission to conduct forums on controversial issues in the schools. The Principal may grant such requests under the following conditions:

1. Preparation for presentation of a forum will not cause any student or teacher to miss class and will not cause cancellation of any class.
2. Adequate advance planning must be conducted for each forum. A request to hold a forum must be received by the Principal at least three weeks before the scheduled date of

presentation. For each request the Principal will appoint, after consultation with the requesting student group, an adult advisory group consisting of at least two parents/guardians and two faculty members.

3. The standards for approach to discussion, style of presentation, and use of visitors as defined above will apply to student-initiated forums.

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Requests from Groups or Individuals Outside the Schools To Present on Controversial Issues

No permission will be granted to non-school groups or individuals to make presentations on controversial issues in the schools during school hours. Requests for after-school or evening use will be processed in accordance with the Committee's policy on community use of school facilities.

No permission will be granted outsiders for distribution of literature on controversial issues to students in general or to class groups.

A Principal may grant an outside group or individual permission to post one notice of a public meeting for discussion of issues if the language of that notice conforms to the standards that prevail in the community. The Principal shall determine the appropriate bulletin board for such notices.

Source: MASC

Adopted by the Reading School Committee March 26, 2007

File: IMB

TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS

An important goal of the schools is to help prepare students for intelligent and conscientious participation as citizens in our democratic society. One step toward meeting this goal is to introduce students to reasoned and dispassionate approaches to the analysis of contemporary social and political issues. These controversial issues may be questions, subjects or problems which can create a difference of opinion. It is important that students at all levels participate in these conversations in developmentally appropriate ways. They may include issues which may have political, social, environmental or personal impacts on students and/or the wider community: locally, nationally or internationally.

The purpose of this policy is to provide guidance for staff when they are teaching these topics of public concern. To ensure that these issues can be examined in a safe, objective, and scholarly atmosphere, the School Committee establishes the following guidelines for discussion of controversial issues in the schools.

To insure that these issues can be examined in an atmosphere as free from emotion and prejudice as the times permit, the School Committee establishes the following guidelines for discussion of controversial issues in the schools.

Teacher-Planned Classroom Discussions

1. 1. Controversial issues selected by teachers for classroom discussion must relate directly to the objectives and content of courses in accordance with the Massachusetts Curriculum Frameworks, approved by the School Committee for inclusion in the curriculum. There may be certain issues that are appropriate to teach across all classes. These teachable moments occur organically and at times are based on current events in our country, state, region or community. The topics introduced should be developmentally appropriate for that grade level and the resources provided by the school district should be appropriately vetted in advance. The building principal should communicate whether these teachable moments should be taught across all classes or just specific ones.

The School Committee and Reading Public Schools recognize that there may often be current events which can be controversial. Students may wish to discuss breaking news, precluding extensive coordination with the building principal. In such cases, teachers must still adhere closely to other relevant portions of Policy IMB.

2. The teachers' right to introduce controversial issues in classroom presentations does not include the right of advocacy, unless the rights of protected classes are concerned. Teachers must refrain from using their positions to express partisan points of view.
3. As with any good teaching practice, the approach to discussion of these topics issues in the classroom must be objective and scholarly with minimum emphasis on opinion and maximum emphasis on intelligent analysis and the use of facts, data, and personal experiences. These practices should include learning how to communicate opinion, recognize the difference between opinion and fact and

respectfully communicate with someone with a differing opinion.

4. Teachers must ensure that the reasoned arguments of all sides of an issue are given appropriate and fair equal presentation and emphasis in classroom discussions.
5. Teachers may invite visitors from outside the schools to give presentations on controversial issues when the visitors offer qualifications and resources not available in the schools. All visitors are to be guided by the standards of language usage that prevail in the classrooms and by the standards of scholarly inquiry set forth above. Whenever possible, teachers who invite visitors to present one side of an issue will also invite visitors to present the other side(s).
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Student-Initiated Forums on Controversial Issues

Student groups may request permission to conduct forums on controversial issues in the schools. The Principal may grant such requests under the following conditions:

1. Preparation for presentation of a forum will not cause any student or teacher to miss class and will not cause cancellation of any class.
2. Adequate advance planning must be conducted for each forum. A request to hold a forum must be received by the Principal in a reasonable amount of time before the scheduled date of presentation.
3. The standards for approach to discussion, style of presentation, and use of visitors as defined above will apply to student-initiated forums.

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Requests from Groups or Individuals Outside the Schools To Present On Controversial Issues

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No permission will be granted outsiders for distribution of literature on controversial issues to students in general or to class groups.

A Principal may grant an outside group or individual permission to post one notice of a public meeting for discussion of issues if the language of that notice conforms to the standards that prevail in the community. The Principal shall determine the appropriate bulletin board for such notices.

Adopted by the Reading School Committee March 26, 2007

Reading Public Schools
School Committee Meeting Packet
March 29, 2021



Information/ Correspondence

Lapierre, Samantha

From: Kevin Hines <kchines10@gmail.com>
Sent: Monday, March 15, 2021 4:03 PM
To: DG School Committee
Subject: Elementary School Districts

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.

Good afternoon,

We have two kids at Barrows, one in 2nd grade and one in kindergarten. We are wondering if there are rules/regulations about staying at the same elementary school after moving to a different elementary school district.

Thank you,

The Hines Family

Kevin, Erin, Leo, Oliver & Max

Lapierre, Samantha

From: Theresa Wiggins <treewiggins@yahoo.com>
Sent: Tuesday, March 16, 2021 9:17 AM
To: DG School Committee
Subject: Portrait of the Graduate

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,

I am writing today in support of the Portrait of the Graduate work that Ms. Boynton will be presenting at the next School Committee Meeting. As a member of the Portrait of the Graduate Committee, I am extremely proud of the the product you will be seeing at the meeting on March 18th.

Being on the Portrait of the Graduate Committee has been an honor. It has been a very collaborative, well planned process throughout. Before working on the actual product you will see, we spent time diving into why this work itself is so important. We learned about the history and evolution of education in this country. We pondered the ever changing landscape our students will face after graduation. We dove deep into the skills they might need to thrive in tomorrow's world.

The Portrait of the Graduate is a cumulative product of many iterations. Our large and committed group offered countless ideas over these several months. These ideas were collected, sorted, and revised. Then collected, sorted, and revised again. And then again. It was at times tedious, but always with the spirit and intent to think deeply about our treasured students.

What you will see on March 18th is truly a collaborative effort of so many voices from throughout our community. I look forward to this continued work for the sake of our Reading Public School graduates.

Sincerely,
Theresa Wiggins

Lapierre, Samantha

From: Alicia Williams <aw@cordelephotography.com>
Sent: Thursday, March 18, 2021 8:06 PM
To: DG School Committee
Subject: Staff email SC?

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 SC

Why on earth is School Committee taking emails like this *from staff* and getting involved?

The School Committee is there for PARENTS- not staff.

You are wasting the tax payers time and need to be talking about the kids going back to school.

Alicia Williams

Lapierre, Samantha

From: Alicia Williams <aw@cordelephotography.com>
Sent: Thursday, March 18, 2021 8:06 PM
To: DG School Committee
Subject: Staff email SC?

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 SC

Why on earth is School Committee taking emails like this *from staff* and getting involved?

The School Committee is there for PARENTS- not staff.

You are wasting the tax payers time and need to be talking about the kids going back to school.

Alicia Williams

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 20, 2021 9:35 AM
To: barbara.jean.holland@gmail.com
Cc: Lapierre, Samantha
Subject: Re: Mother of 3 children in RPS

Hi Ms. Coates:

Thank you for the email and feedback.

Chuck Robinson

From: Barbara Coates <barbara.jean.holland@gmail.com>
Sent: Friday, March 19, 2021 11:17 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Mother of 3 children in RPS

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.

Good evening School Committee members,

I support the resolution about Principal Boynton. No one should be subjected to that. She puts herself out there for the students in this town. No one regardless of anything should be threatened like that.

Barbara Coates, LPN
Mother of Michele McCue & Ashley McCue (RMHS)
Mother of Stannis Coates (Birch Meadow)

Lapierre, Samantha

From: Robinson, Charles
Sent: Sunday, March 21, 2021 8:38 PM
To: Etain O'Dea
Cc: Lapierre, Samantha
Subject: Re: Supporting our teachers

Hi Ms. O'Dea:

Thank you for your email and feedback.

Chuck Robinson

From: Etain O'Dea <etainodea@gmail.com>
Sent: Sunday, March 21, 2021 10:04 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Supporting our teachers

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 am watching the meeting from 3/18, and in addition to being horrified that such a letter was sent to a member of our school, but I also am completely confused by Committee Member Nazarro's focus on process and that the main focus is that this is an operations issue. Her outrage was that the letter was anonymous and how it was shared, not that it was written. That it was in the package and not that it was written.

How is the appropriate response to such a disgusting letter to ignore it?

Violent hatred, whether anonymous or not, must be named and stopped. We see the results when it is not. It is not simply 'an operations issue' and I find it disingenuous when Ms Nazzaro keeps focusing on how two committee members got the letter as a gotcha, and is seeking blame on that and not the letter.

I hope we do find out who wrote it and allow the appropriate people to deal with it.

We are going through a global pandemic; I have no idea whether or not Ms. Boynton has been a great principal in every single thing she has done, or even most of them. And I have empathy for the parents of High Schoolers wanting their kids in the school more. But she is a human being. I wish her well on her next steps.

On April 1st, please consider this my support to vote in favor of the resolution to support our teachers, principals and administrators, and all our students regardless of their many, varied identities, experiences and backgrounds.

And where we see hatred, we need to keep naming it and addressing it.

Etain O'Dea (she/her/hers)
526 West St

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:35 PM
To: jccjulie@gmail.com
Cc: Lapierre, Samantha
Subject: Re: Discussion on resolution

Hi Julie:

Thank you for the email and feedback.

Chuck Robinson

From: J Ross <jccjulie@gmail.com>
Sent: Tuesday, March 23, 2021 6:10 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Discussion on resolution

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,

I wanted to voice my concerns with the discussion at last week's meeting about the proposed resolution to denounce the hate-filled email sent to Mrs. Boynton. Since that evening, I've heard a lot about the optics of sharing an email sent to a staff member without permission (which was not confidential or related to the district or students) and heard not nearly enough about the optics of some school committee members appearing to care more about procedure, keeping this quiet and finding out who shared a transphobic, harassing email and bringing it into the light. This email was a threat to Mrs. Boynton and our transgender students.

Our leaders should support our marginalized students when they need it most. Everything else is secondary. Far too much time was devoted to complaining about the perceived mismanagement of this threat. It was troubling to hear Mrs. Nazzaro ask more than once about who sent the email to Mr. Parks and I feel that given the circumstances, it was uncalled for since Mrs. Boynton made it clear to all members during the meeting that she wanted this out in the open.

Please consider the message this sends to our students and if it aligns with what we aspire to be as a community. If you see something, say something, but make sure you report it the right way because you may get in trouble or "outed" for speaking up. It leaves me wondering if some will feel they have to decide if it is worth it to say anything at all. I am grateful that someone shared the email with Mr. Parks because otherwise, I'm not sure the community would believe such hate could exist in Reading. I want to thank Shawn Brandt, Erin Gaffen, John Parks and Chuck Robinson for agreeing that this is not something to be swept under the rug.

Our students need to know that we do not tolerate hate and we do not want anyone to suffer in silence. I expect that this email will be investigated to the fullest extent so that Mrs. Boynton can feel safe and supported for the remainder of the school year. I hope that our transgender students feel safe and supported and if not, we figure out immediately what our community can do to make that right.

Thank you,

Julie Ross
Kensington Ave.

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:40 PM
To: Lapierre, Samantha
Subject: Fw: Letter for the next School Committee packet

From: Robinson, Charles <Charles.Robinson@reading.k12.ma.us>
Sent: Wednesday, March 24, 2021 7:38 PM
To: Linda Snow Dockser <ldockser@verizon.net>
Subject: Re: Letter for the next School Committee packet

Hi Linda,

I hope all is well. Thank you for the email and feedback.
Chuck Robinson

From: Linda Snow Dockser <ldockser@verizon.net>
Sent: Wednesday, March 24, 2021 1:29 AM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>
Subject: Letter for the next School Committee packet

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,

Thank you to John Parks and Shawn Brandt for quickly bringing to light the hate filled email to Principal Boynton at the 3/18/21 School Committee Meeting. Many thanks also for the Resolution they wrote promising to protect our educators and students from hate and harassment. It is the job of our School Committee and Administration to support and protect our educators so that they can provide safe places for ALL students to learn and become "productive informed independent citizens in a global society."

How we respond to hate is 'high stakes' education. Our response reflects the culture of our district and impacts the safety of our staff and students. Too often people "ignore" hate while others deny its existence. This silence allows hate to plague those who are marginalized in our society – the people our schools are legally and morally obligated to protect. As Principal Boynton stated: "light is the best disinfectant."

Obscuring the reality of the hate that exists does an inservice to everyone. Ignoring it does not make hate go away, but rather allows it to fester and further hurt its targets. In this case, the problem is NOT that the message was shared with the School Committee. The problem is NOT that the School Committee is going outside of their "operational" lanes. They are NOT. **The problem is NOT about who shared the email with Mr. Parks. The latter is an intimidation tactic meant to prevent people from speaking out about injustice.**

The problem is the HATE. Principal Boynton and our educators deserve far more respect and protection than sweeping this hate under the rug. The problem would have been exacerbated by "immediately ignoring" the email as Ms. Nazarro insisted.

Just as ignoring hate does not make it go away, nor does exposing hate 'create' more. "Letting the cat out of the bag" is not the problem. The HATE is the problem. Copycats might try for a while, but if the community does not tolerate hate, they will stop. Hate was ignored in Germany. Good people did nothing to stop it. They thought it would go away. It did not. We must learn from history. We must confront hate and emphatically state that our schools and community will not tolerate it. But even that is not enough. We must continue to put action behind our words. We must continue to teach our students and staff how to recognize and deal with hate.

Students whose parents are writing such toxic letters need other role models who personify alternative points of view. All students need to learn to question what they hear and to make educated judgments so that they can choose their own path. It is a disservice to them and our community for our schools to "ignore" hate. Understanding the truth about hate and prejudice, and developing empathy is what will make the hate go away.

It is the school committee's responsibility to take a stand against hate and to protect our educators and students. I look forward to all of our School Committee members signing the resolution on or before April 1st and following their signatures up with action.

With Appreciation for your Service.

Linda

Linda Snow Dockser
110 Beaver Road, Reading

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:30 PM
To: Laura Wilson
Cc: Lapierre, Samantha
Subject: Re: Ignoring the problem won't make it go away.

Hi Laura:

Thank you for the email and feedback.

Chuck Robinson

From: Laura Wilson <laura.wilson@post.harvard.edu>
Sent: Wednesday, March 24, 2021 4:15 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Ignoring the problem won't make it go away.

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 know there is to be a discussion about how to best support teachers and transgender students after a hateful email was sent to the principal at the high school. It should be investigated and our School Committee should spend more time making our staff and transgender students feel safe and supported rather than trying to sweep the whole thing under the rug.

We can't deal with the root of the problem without facing the ugliness.

Ms. Boynton, the recipient of the email, has come out in favor of making this public for this very reason.

Thank you.

Laura Wilson

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:39 PM
To: Lapierre, Samantha
Subject: Fw: Letter in Support of Resolution

From: Robinson, Charles <Charles.Robinson@reading.k12.ma.us>
Sent: Wednesday, March 24, 2021 7:36 PM
To: Richardson, Leia <LEIA.RICHARDSON@reading.k12.ma.us>
Subject: Re: Letter in Support of Resolution

Hi Leia:

Thank you for your email, feedback and letter. Thank you.

Chuck Robinson

From: Richardson, Leia <LEIA.RICHARDSON@reading.k12.ma.us>
Sent: Wednesday, March 24, 2021 11:11 AM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>
Cc: RMHSTAR <rmhstar@reading.k12.ma.us>
Subject: Letter in Support of Resolution

Dear Dr. Doherty and School Committee Members,

On behalf of one hundred teachers in the district, please accept this letter in support of the Resolution Against Harassment

Thank you,

Leia Richardson

--

Leia Richardson (she/her/hers)
English Department
Reading Memorial High School
781-944-8200 x332
leia.richardson@reading.k12.ma.us

"There is always light if only we're brave enough to see it. If only we're brave enough to be it." - Amanda Gorman

Dear Dr. Doherty and School Committee Members,

This letter is in response to the discussions that took place during the March 18, 2021 School Committee meeting regarding a resolution to condemn harassment and intimidation of administrators, teachers, and staff.

First of all, thank you to Shawn Brandt and John Parks for proposing this resolution and Erin Gaffen for her resounding support of said resolution. When hateful and threatening letters are sent to individuals of Reading Public Schools it is an attack on all employees and students, as well as the community at large. This should be the focus; anything else detracts from the urgency of this matter.

Additionally, any silence on matters of harassment and intimidation speaks volumes. It was disappointing that immediate action to pass the resolution was not taken.

It is clear that there is an escalating pattern of anonymous, harassing communication directed at our RPS staff. Here is a recap of the incidents that have been reported to administration since January 2021:

1. Two RMHS teachers who are also town residents received anonymous, harassing emails.
2. Killam received anonymous, harassing phone calls after hours. As a result, teachers in the building after hours chose to leave the school together and escort each other to their cars.
3. The Killam principal received threatening and intimidating communications from known and unknown persons.
4. Birch Meadow received anonymous, harassing phone calls.
5. The Birch Meadow principal received threatening and intimidating communications from known persons.
6. The RMHS principal received an anonymous, harassing email that denigrated her pronouns. Additionally, the email address referenced The Egyptian God of murder and death as well as white nationalism.

It is time to take a stance and create a united front. As administrators, teachers, staff, and school committee members we have a duty to protect and educate the youth. We are in this together. We need to work together and stand up for each other when attacked.

Please support and protect those who spend countless hours educating and caring for the youth of the community. Treat us with dignity and respect; publicly condemn those who harass and intimidate us and spread hate.

This resolution not only needs to be passed, but all members of the School Committee should in fact applaud the work administrators, teachers, and staff are doing to create a school that is welcoming to ALL students, promotes equity and justice, gives students a safe space to ask questions, examine previously held beliefs, and learn from their classmates' lived experiences.

Megan Howie RMHS

Leia Richardson RMHS

Michelle Hopkinson RMHS

Beth Dalby

Jennifer Zurcher

Julie Gilchrist

RMHS

Birch Meadow

Barrows

Paul Mahoney	RMHS	Allyson Williams	RMHS
Audra Williams	RMHS	Jane Stewart-Cunningham	RMHS
Anne Korwan	Barrows	Gregory Cate	RMHS
Kate Crosby	RMHS	Tim McIntire	RMHS
Raymond E. Albright	RMHS	Sharon Burke	RMHS
Vanessa Yavorski	RMHS	Sarah Cestrone	RMHS
Kylie Kane	RMHS	Christina Clawson	RMHS
Jessica Bailey	RMHS	HollyBeth Murphy	RMHS
Katherine Fiorello	RMHS	Eric Goldstein	Parker
Caroline Allison	RMHS	Frank Buono	RMHS
Bristol Leiper	RMHS	Danja Mahoney	RMHS
Stacy Kress	Joshua Eaton	Jane Roberts	Wood End
Jenn Cambra	RMHS	Elena Raffa	Wood End
Heather Lombardo	RMHS	Julie Merrill	Parker
Kent Hatton	RMHS	Jennifer Blackmon	Parker
Jenna Glazier	RMHS	Eric Hiltz	Parker
Lynna Williams	RMHS	Amy Swenbeck-Fedele	RMHS
Kelly Bedingfield	RMHS	Derrick Ryan	RMHS
Maura Correa	RMHS	Kerriann Zahoruiko	Birch Meadow
Jennifer Baskin	RMHS	Auriana Musselman	Parker
Ayesha Khan	RMHS	Amy Gelineau	Coolidge
Courtney Pray	RMHS	Robyn Ferrazzani	Parker
Laurie O'Neill	RMHS	Ryan Sacco	RMHS
Sarah Gilbert	Parker	Sherilla Lestrade	RMHS
Patrick McCracken	Birch Meadow	Patrick Dailey	RMHS
Mary Anne Lynn	RMHS	Colleen Griffin-Roland	RMHS
Annemarie Cory	RMHS	Jennifer DeCoff	RMHS
Andrea Mooney	RMHS	Erin Tierney	Joshua Eaton
Michael McSweeney	RMHS	Karen Murphy	RMHS
Jim DeBenedictis	RMHS	Ariana Esdra	Parker
Suzanne Buchholz	Birch Meadow	Katherine Miele	RMHS
Jessica Dougherty	Parker	Victoria Lydon Ruelos	Wood End
Amy Bettencourt	Parker	Shannon Turner	Coolidge
Caitlin Carter	Parker	Jane Roberts	Wood End
Lauren Iannacci	Parker	Stephen DiPietro	RMHS
Katrina Cole	Killam	Alison Matthews	Killam
Laura Warren	Coolidge	Erica LeBow	Coolidge

Lindsay St Germain	Killam	Lauren Meader	RMHS
Sarah Doane	Coolidge	Mollie Pelletier	Coolidge
Cheryl Webster	Coolidge	Paul Guidetti	Coolidge
Anne Nelson	RMHS	Margaret Moloney	Coolidge
Maura Keefe	RMHS	Lucille Kaloyanides	Killam
Alison Matthews	Killam	Julie LaCasse	RMHS
Erica Boran	Killam	Ann Jacobsmeier	Coolidge
Alison Matthews	Killam	Natalie Cuhna	RMHS
Sean Keough	Birch Meadow	Alexander Pancic	RMHS
Megan Kiser	Parker	Michelle Callan	Joshua Eaton
Helen Palmieri	Killam	Denise Conry	Coolidge

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:33 PM
To: Lapierre, Samantha
Subject: Fw: Letter in Support of Resolution

From: Robinson, Charles <Charles.Robinson@reading.k12.ma.us>
Sent: Wednesday, March 24, 2021 7:33 PM
To: Lynn, Mary Anne <MaryAnne.Lynn@reading.k12.ma.us>
Subject: Re: Letter in Support of Resolution

Hi Ms. Lynn:

Thank you for the email and feedback.

Chuck Robinson

From: Lynn, Mary Anne <MaryAnne.Lynn@reading.k12.ma.us>
Sent: Wednesday, March 24, 2021 2:11 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>
Cc: Wentlent, Anna <Anna.Wentlent@reading.k12.ma.us>; Mahoney, Danja <Danja.Mahoney@reading.k12.ma.us>;
Mcsweeney, Michael <Michael.McSweeney@reading.k12.ma.us>; Osgood, Timothy
<Timothy.Osgood@reading.k12.ma.us>; Williams, Lynna <Lynna.Williams@reading.k12.ma.us>; Fiorello, Katherine
<Katherine.Fiorello@reading.k12.ma.us>; Williams, Allyson <Allyson.Williams@reading.k12.ma.us>
Subject: Letter in Support of Resolution

Dear Dr. Doherty and School Committee Members,

On behalf of the department heads at Reading Memorial HS, please accept this letter in support of the Resolution Against Harassment

Thank you,
Mary Anne Lynn

Mary Anne Lynn
Science Department Chairperson
Reading Memorial High School
781-944-8200x202
preferred pronouns: she, hers, her

"There is always light, if only we're brave enough to see it-If only we're brave enough to be it."
Amanda Gorman

March 24, 2021

Dear Members of the School Committee,

This letter is written in response to a discussion that took place during the March 18, 2021, school committee meeting regarding a resolution proposed by Shawn Brandt in response to a hateful and harassing anonymous email received by Principal Kate Boynton. The Department Heads of Reading Memorial High School urge school committee members to stand united in approving this resolution that condemns the harassment and intimidation of school administrators, teachers, and staff and implores community members to model productive behaviors for addressing grievances. Such action will send a clear, unified message to our community that hate has no home in the Reading Public Schools and that threatening, harassing emails targeted at school administrators, teachers, staff, and students will not be tolerated.

Sincerely,

Mary Anne Lynn, Science Department Head

Anna Wentlent, PK-12 Fine and Performing Arts Department Head

Allyson Williams, Math & Business Department Head

Katherine Fiorello, PK-12 Health and Wellness Department Head

Danja Mahoney, World Language Department Head

Lynna Williams, Guidance Department Head

Mike McSweeney, English Department Head

Tim Osgood, Social Studies Department Head

Lapierre, Samantha

From: Robinson, Charles
Sent: Wednesday, March 24, 2021 5:32 PM
To: Emmy Dove
Cc: Lapierre, Samantha
Subject: Re: Resolution

Hi Ms. Dove:

Thank you for the email and feedback. We are revisiting the Resolution at our next meeting. Thank you.
Chuck Robinson

From: Emmy Dove <elbdove@gmail.com>
Sent: Wednesday, March 24, 2021 4:00 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Resolution

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,

I am appalled that 2 committee members were quite clearly primarily angry about the process over the content of the staff harassment. It is reasonable that you may have disagreements regarding the treatment of this issue as an urgent emergency, however it was very odd that this point became the entirety of your focus. Further, the assertion that the school committee policy regarding anonymous emails should also apply to anonymous harassment of staff is an overreach.

It also bears noting that if the last few years have taught us nothing else, it's that ignoring expressions of hate and harassment does not yield positive societal dividends. It's this silence that has led to inequities and violence. It emboldens attackers and silences their targets. We've seen this play out with respect to workplace sexual harassment, the gender pay-gap, religiously or racially motivated homicide, and a poorly calibrated justice system.

I have seen that others are comparing this to the swastika graffiti incidents, suggesting they only occurred due to the acknowledgement of their existence. I strongly believe that there is a difference between reporting and discussing each individual incident and reporting and discussing one incident as an example of the type of harassment experienced by our RPS staff. Just as it would have been awful not to acknowledge and condemn the swastika graffiti at all, it would be awful not to acknowledge and condemn this. Just as our Jewish community needed to know they were supported, our staff needs to know they are supported.

We would all expect our teachers to immediately address an incident of harassment in the schools. We would expect them to do this in a visible manner. We would expect them to provide support to the victim. I expect you to do the same.

I urge you to support this resolution without hesitation or reservation.

Emmy Dove
Charles St.

Lapierre, Samantha

From: Williams, Audra
Sent: Wednesday, March 24, 2021 8:26 AM
To: DG School Committee; Doherty, John
Cc: RMHSTAR
Subject: Letter in Response to IMB revisions
Attachments: SC letter IMB 3_18 (1).pdf

Dear Dr. Doherty and School Committee Members,

Attached is a letter from RMHS Teachers Against Racism.

Sincerely,
Audra Williams
(she/her)
English Teacher
Reading Memorial High School
"Justice is what love looks like in public." ~Dr. Cornel West

Dear School Committee Members,

This letter is in response to the postponement of voting on the proposed revisions to the IMB (“Teaching About Matters of Public Concern,” formerly “Teaching About Controversial Subjects/Controversial Speakers”) and comments made by school committee members at the March 18th meeting.

First, we wholeheartedly agree that teachers should not endorse political candidates in the classroom, if that is the impetus behind taking up this policy revision.

However, we do not agree that creating an atmosphere focused on social justice is equivalent to stepping out of our role as educators and into parenting, as was stated at the meeting. It takes a village, but the Reading village is divided. Are the citizens’ voices you are hearing aiming to protect students of color, who loudly, bravely, and continuously tell us in open letters, in community rallies, and on social media they feel unseen, unsafe, and unwelcome in our schools? Is there consideration in this policy revision to support those who have been targeted by the many rashes of anti-Semitic incidents in our schools? These students know controversial subjects first-hand. Marginalized and targeted groups are left vulnerable in the original policy. One only needs to google “RMHS” or “Reading Public Schools” to uncover its history and continuing struggles with racism and bigotry. How does a community battle against such evils? The answer is education. Revising this policy with the intent of curbing the voices of teachers who support students in processing personal, local, and national events sends a disturbing and conflicting message. Teachers and administrators have a duty to facilitate courageous conversations with students. We shouldn’t be under attack in this community by members of this community--but we are. We have been threatened and harassed. As an all-white School Committee in a predominantly white school district, we ask you to consider a more empathetic approach, one that necessitates the same perspective-taking and nuanced thinking we try to foster in our youth.

In regards to the proposed revisions to the policy, we seek clarification on Mr. Wise’s comment that “[The School Committee] shouldn’t be accepting it this way when it came out of a ‘caucus’ in a completely unagreed format.” Our feedback was directly solicited based on our legitimate concerns and collective experience with students. RMHSTAR is over 20+ teachers strong. We are growing school- and district-wide--including many teachers who are Reading residents. We are not just a small group of “social justice teachers.” We offered informed opinions on the policy as trusted educators and trained professionals. When the discussion comes down to defining human rights, we are on a slippery slope as a district. The remark that “Ground zero has to be the IMB as it was written before all these changes” ignores our genuine concerns, invested time, and thoughtful feedback based on our daily experience with students of ALL backgrounds and identities. The language of policy matters. We implore you all to trust the teachers of this district.

Furthermore, the equity goals stated by the district seem to contradict the motives behind this policy. How do these goals align with your motives to take up this policy revision, this year of all years? What work is the school committee doing in regards to district-wide equity and inclusion goals? Please present a united front and declare your stance on this issue, as we have requested in a previous letter to you on February 1st (“United Front: Letter to the School Committee”).

The suggestion of waiting until July 1st to revisit this policy & vote is disingenuous and counterproductive. We urge you to vote and pass it as soon as possible with the proposed revisions.

Sincerely,

RMHSTAR, including:

Audra Williams, English
Leia Richardson, English
Megan Howie, Social Studies
Jessica Bailey, Social Studies
Colleen Griffin-Roland, Math
Tim McIntire, Science
Mary Anne Lynn, Science
Bristol Leiper, Science
Courtney Pray, World Language
Paul Mahoney, Health & Wellness
Michelle Hopkinson, Health & Wellness
Anna Cuevas, TV Production
Sharon Burke, Library & Media Specialist
Sherilla Lestrade, Special Education
Annemarie Cory, Special Education
Ryan Sacco, Guidance

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:49 PM
To: Geoffrey Coram
Cc: Lapierre, Samantha
Subject: Re: Resolution of support

Hi Geoffrey:

Thank you for the email and feedback.

Chuck Robinson

From: Geoffrey Coram <gjcoram@yahoo.com>
Sent: Friday, March 26, 2021 11:31 AM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Resolution of support

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 strongly support the resolution proposed by Mr. Parks and Mr. Brandt, condemning harassment and intimidation of Reading Public Schools staff, opposing the mockery of LGBTQ concerns, and encouraging our community to model positive behaviors.

I do not share Ms. Nazzaro's concerns about how Mr. Parks received the email. I can think of a few scenarios in which he could have obtained the email under the allowances for a School Committee member as "a parent of a child who attends the school." If there was a policy violation, it was a mistake made by a staff member, which would clearly be an operational issue, and thus not in the School Committee's purview. If it was a mistake, I believe it was well-intentioned, as the School Committee should be aware of such attacks on the staff, and I discourage the Committee from any action that might discourage other staff members from sharing such concerns.

I am ambivalent about whether the email should be included in the packet. Personally, I dislike profanity and would prefer it never appear in a School Committee packet. Additionally, those making comments at School Committee meetings are required to provide their name and address, which were missing from this email. However, when Policy KEB says, "Anonymous complaints will be disregarded," this is regarding whether the School Committee will take action to investigate the staff member. This should not be taken to mean that the staff or School Committee are required to ignore the message and pretend it was not received. I believe the community should be aware of this assault, and I am not sure a dispassionate summary of the email would adequately convey how rude and inappropriate it was.

As a staff member commented during the meeting, a resolution will not prevent other anonymous complainants from sending rude messages, but it will provide a show of public support for staff. While Dr. Doherty indicated it would be ineffective to block the particular anonymous server used to send this message, I think it might be effective to block the most popular anonymous servers or any message containing profanity, and announce "unspecified measures" to prevent such emails from being received. Even if such measures do not block all anonymous messages, they might discourage a sender who is unsure whether the message would be received. It is important to discourage such messages – and crucial to offer strong support for our educators.

Geoffrey Coram
Ridge Road

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:39 PM
To: Christina Brumbach
Cc: Lapierre, Samantha
Subject: Re: Support the Proclamation

Hi Ms. Brumbach:

Thank you for the email and feedback.

Chuck Robinson

From: Christina Brumbach <christina.brumbach@gmail.com>
Sent: Saturday, March 27, 2021 10:03 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Support the Proclamation

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Dear School Committee Members,

I am writing to express my support for the proclamation discussed at the March 18th School Committee meeting. I find the anonymous email sent to Principal Boynton to be a disgusting display of attempted intimidation. We need to not bury this but instead we need to stand united against these bullying tactics. I implore you all to vote in favor of this proclamation, and to stand against the bullying of our educational staff and the mocking of our transgender students. There is always space to include all individuals. Please stand with transgender students and show that they matter here in Reading. This type of behavior is unacceptable.

Thank you,

Christina Brumbach

241 Pearl Street

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:41 PM
To: Janet Monagle
Cc: Lapierre, Samantha
Subject: Re: School Committee Proclamation

Hi Ms. Monagle:

Thank you for the email and feedback.

Chuck Robinson

From: Janet Monagle <jmmonagle@icloud.com>
Sent: Saturday, March 27, 2021 12:24 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: School Committee Proclamation

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Hello school committee,

I write this email to give my strong opinion in favor of the proclamation. Elected officials have an obligation to respect and support our teachers and administrators. To say this should be ignored is not only wrong but unethical. My husband joins me in this effort to encourage you to vote in favor of the proclamation.

Thank you,

Janet and Bill Monagle
24a Carnation Circle
Reading, Ma. 01867

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:42 PM
To: Linda Snow Dockser
Cc: Lapierre, Samantha
Subject: Re: Lessons from Duxbury High: A 'never again' moment - The Boston Globe

Hi Linda:

Thank you for the email, feedback and information.

Chuck Robinson

From: Linda Snow Dockser <ldockser@verizon.net>
Sent: Saturday, March 27, 2021 12:10 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>
Subject: Lessons from Duxbury High: A 'never again' moment - The Boston Globe

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.

Please read this article and know that we are not the only community dealing with ignorance and hate. It is our schools job to ensure that our students are educated about hate and that it is called out and connected to history when it happens. That means that we can't let manifestations go by even when the intent is not mean, and even when it is anonymous as many hate acts are. Whether intentional or anonymous their impact is still devastating and needs to be confronted and dealt with, NOT kept a secret or denied, as it has in a past. Please consider this when establishing your IMB policy which will enable teachers and students to discuss difficult but real and essential topics. There is not always time to plan for these discussions but they are vital to have, as is the training and support to guide them.

It is our schools responsibility to educate in a safe space and empower students to recognize hate and treat others fairly. Our community and world depend upon this. Please recognize this in your policies and Resolution.

Thank you,
Linda Snow Dockser, Ph. D.
Beaver Rd
Reading

https://edition.pagesuite.com/popovers/dynamic_article_popover.aspx?artguid=fbf6fbd4-4e45-48f0-bc9b-001d1e1434aa&appid=1165

Sent from my iPhone

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:44 PM
To: Pat Calley
Cc: Lapierre, Samantha
Subject: Re: support for resolution

Hi Pat:

Thank you for the email and feedback.

Chuck Robinson

From: Pat Calley <mrscaleyslp@gmail.com>
Sent: Friday, March 26, 2021 6:43 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: support for resolution

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March 26, 2021

To the Members of the Reading School Committee:

I am writing to express my support for the resolution proposed by Shawn Brandt on March 18, condemning the hateful email that was sent to Principal Boynton.

Discovering and confronting ugliness within the community where you live is upsetting, and I understand why some members of the School Committee have expressed concerns about giving this email any further attention. However, now that it has come to light, I hope that the committee will respond with a strong and unanimous message, that such abhorrent personal attacks have no value, and no place in our community.

Sincerely,

Pat Calley

54 Audubon Road

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:45 PM
To: steve peacock
Cc: Lapierre, Samantha
Subject: Re: Tolerance

Hi Steve:

Thank you for the email and feedback.

Chuck Robinson

From: steve peacock <stevepeacock@me.com>
Sent: Friday, March 26, 2021 6:20 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; Doherty, John <John.Doherty@reading.k12.ma.us>
Subject: Tolerance

<p>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.</p>

Dear School Committee,

I am writing today in full support of the recent actions by the Committee to bring to light intolerance, demonstrate public support for RMHS Principal Boynton and introduce a thoughtful and prompt Resolution concerning harassment of our administrators and teachers in response. While each individual hateful email, case of racial profiling, swastika, act of discrimination may seem isolated and tempting to ignore, the cumulative impact of such patterns cannot be. Violence, intimidation and intolerance go hand in hand, as we witnessed yet again just last week with the tragic targeted slayings of eight people, including six Asian women, in Atlanta.

The offending email was not just an affront to decency, personally hurtful and unacceptable, it was also illustrative of a well-documented pattern in our country's history of faceless tactics of intimidation and threatening sentiment to thwart and silence those who courageously challenge social norms by promoting equal rights and acceptance for groups of people exposed to the physical and emotional violence of hate and ignorance, marginalized in their very own communities. It is even more disturbing and deserving of the town's attention and a forceful response because it was directed, anonymously, to a leader in our educational system. What we teach in our schools remains one of our greatest hopes for curing the fractious divide that may very well, if unchecked, destroy the great American experience from within.

I believe strongly that it is critically important to expose such instances of hate that so often pass with little public attention, in addition to revisiting our curriculum to highlight the hidden forms of intolerance which have been woven into the American fabric. When we teach it, we will see it, and when we see it, we can confront it.

I once again thank the Committee for shedding light on insidious intolerance which is often unseen by many and wholeheartedly support the approval and implementation of the Anti-harassment resolution this coming week.

Thank you,

Steve Peacock (he, him, his)

39 Longfellow Road, Reading

Lapierre, Samantha

From: Robinson, Charles
Sent: Saturday, March 27, 2021 10:47 PM
To: helenamjohnson18@gmail.com
Cc: Lapierre, Samantha
Subject: Re: School Committee meeting 3/18/21, Anti-harassment resolution

Hi Ms. Johnson:

Thank you for the email and feedback

Chuck Robinson

From: Helena Johnson <helenamjohnson18@gmail.com>
Sent: Friday, March 26, 2021 4:47 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: School Committee meeting 3/18/21, Anti-harassment resolution

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I am deeply disheartened with the tone, and the focus of the last School Committee meeting on 3/18/21.

I understand that anonymous emails are generally not allowed in our School Committee meeting packet. This was rectified. It was removed at Mrs. Nazzaro's request. Mrs. Nazzaro also stated that she and other School Committee members were not told about this email before the meeting. However, if Shawn Brandt and John Parks had told other School Committee members beforehand, it would have violated Open Meeting law. Clearly, there was a philosophical difference of opinion in both the process and approach of how some School Committee members handled this disgusting email sent to Principal Boynton by an anonymous sender.

Many points failed to be acknowledged by all committee members during the 3/18 meeting. I would like to acknowledge them, and ask that all SC members acknowledge them as well. I would like to acknowledge the good intentions of John Parks and Shawn Brandt. I would like to acknowledge that they directly answered questions and explained their reasoning and arguments for their approach. In particular, I would like to acknowledge that Principal Boynton gave committee members both permission and encouragement to share the email publicly. I would like to acknowledge that the vile nature of the email and the direct threat to Principal Boynton was unprecedented, because it was part of a larger pattern of harassment and hate in our town, it was imperative that the School Committee act quickly and decisively.

Finally, I would like to acknowledge that the mockery of pronoun usage in the email was a direct attack on the transgendered community, particularly transgendered students. I am disappointed that Mrs. Nazzaro focused on the process missteps and perceived violations of policy, and made no mention of the mockery of pronoun usage, which was hate speech directed at transgendered people. As a member of the LGBTQ community myself, this feels like a clear dismissal. By failing to acknowledge this, and rigidly focusing on process and policy, she was failing to put any focus on the importance of standing up to hate speech, as well as, threats and harassment in our schools, places of work, and community as a whole. The focus should be protecting and standing up for staff, students, and residents, including LGBTQ community.

In addition, I would like to address how we appropriately talk to and about the victim, in this case, Ms. Boynton. No one should be making assumptions or statements about how the victim felt. Only the victim can do that. I find this not only

presumptuous, but inappropriate. It also places blame on Shawn and John for causing this imagined embarrassment. I will also say, as a psychology major and daughter of a family therapist, I understand that when you tell a victim that they feel embarrassed, it puts the victim in a place of shame, instead of empowerment. I am sure this was not anyone's intention, however I felt this was important for all to be aware of. I think we can all agree that the person who should feel shame, is the author of the anonymous email.

Finally, I would also like to address the argument that showing this email will empower the author. Personally, I am happy this email was brought to the attention of our community. While it may provide the author with some short lived attention, it has also led to community discussions about harassment, and hopefully, an anti-harassment resolution. Considering there have been other incidents of harassment in our town, I assume the outrage felt about this email was "the straw that broke the camel's back", in terms of this resolution finally being written by Shawn Brandt and John Parks.

My question now is, how many times will instances like this be kept secret, before we are told what is happening in our town? 10? 20? 50? or 100??? We, as a community, need to know when things like this happen, especially when it is a growing trend. We need to know what our problems and issues are, if we don't, then how can we fix them? Harassment is happening all over the country, and it is happening in Reading too. Pretending it doesn't happen here, will not help anyone. Illumination leads to understanding, understanding leads to problem solving, and positive change.

The focus should be on the anti-harassment resolution, which I fully support. I do thank John Parks and Shawn Brandt for writing it. I hope we all can understand its importance and support it.

Helena Johnson
Orchard Park Drive

Lapierre, Samantha

From: Jennifer Hillery <jenniferchillery@gmail.com>
Sent: Sunday, March 28, 2021 11:30 PM
To: DG School Committee
Subject: Letter Relevant to 3/29/21 School Committee Meeting

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 Whom It May Concern:

I apologize for the lateness of this email/letter, but I hope that it can be distributed to all School Committee Members so that they have a chance to read it prior to the meeting tomorrow night. If that could be confirmed I would appreciate it.

Thank you very much!
Jennifer Hillery

March 28, 2021

Dear School Committee Members,

I want to start this letter by thanking you for all your hard work and commitment to our schools during this challenging year.

I am writing to express my **support** for the resolution proposed by School Committee Member Shawn Brandt that ends with: "the Reading School Committee condemns harassment and intimidation of Reading Public School administrators, teachers and staff and implores members of the community to model productive behaviors for addressing grievances."

The disturbing and egregious email that Mrs. Boynton received shows that the School Committee needs a renewed public commitment to the School Committee's "Non-discrimination and Harassment" policy, which applies to students, parents, **employees** and the general public. (See Section "AC" of the School Committee Policy). This resolution does just that.

Making public the horrific nature of the email was important for several reasons. First, our community needs to continue to build empathy for the difficulties faced by staff, teachers, and administrators in our district. Second, our community needs to understand why allyship with the LGBTQ community is necessary given the contents of the email attacked our principal for her efforts to show her allyship. Finally, a public stance, in the form of the resolution proposed, condemning this type of email sends a strong and clear message to our community.

I appreciated School Committee Chair Chuck Robinson's statement at the 3/18 meeting that "everybody's heart was in the right place to support Kate Boynton." It did not appear in the School Committee meeting that anyone was trying to subvert policy and procedure, but rather they were trying to react in a timely fashion to something so deeply upsetting to a leader in our community.

As a lawyer, I understand policies are important. However, if policies prevent our School Committee and community from talking about critical matters - such as those at issue here - we need to re-examine our policies. Our School Committee's policies need to make room for our teachers, staff and administrators to contact our School Committee

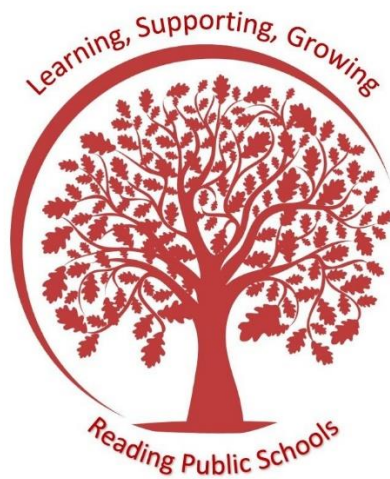
about issues of harassment and discrimination in a timely fashion. I therefore query whether the "School Committee-Staff Communications" policy, which was established in 2006 (15 years ago) needs to be reviewed. (See Section "GBD" of the School Committee Policy).

Thank you for taking time to read this letter and for your attention to this important matter.

Sincerely,

Jennifer Hillery
High Street

Reading Public Schools
School Committee Meeting Packet
March 29, 2021



Calendar

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
July 9*	Discuss Elementary Space Plan Reorganization	Administration School Committee
July 26	RMHS Class of 2020 Graduation	
July 29 Remote	Back to School Plans Superintendent Search Process	Administration School Committee
August 6 Remote	Preliminary School Reopening Plan Vote	Administration
August 20 Remote	First Reading Policy EBCFA — Face Coverings First Reading Policy IHBHE Remote Learning Executive Session	School Committee School Committee
August 27 Remote	Executive Session School Reopening Plan Second Reading Policy EBCFA — Face Coverings Second Reading Policy IHBHE Remote Learning	Administration Administration School Committee School Committee
September 1	Primary Election	
Sept. 10 Remote	Book Discussion Reopening Plan — Athletics & Extra-Curricular	School Committee Administration
September 23	Financial Forum	Finance Committee
September 24	Fall Reopening Update Equity Book Discussion FY20 End of Year Summary Preliminary Discussion of District Improvement Plan	School Committee
October 1 Remote	Superintendent Search — Interviews of Selected Proposers	School Committee
October 7	Financial Forum II	Finance Committee
October 15 Remote	Appointment of Superintendent to Collaborative Boards First Reading of Policy ECAF First Reading of JLCB First Reading of Policy AC Approval of RMHS Student Handbook	Administration School Committee School Committee School Committee Administration
October 21	Financial Forum III	Finance Committee
October 29 Remote	Fall Reopening Update Second Reading of Policy ECAF Second Reading of JLCB Second Reading of Policy AC Enrollment Update	Administration School Committee School Committee School Committee Administration
November 2 Remote	Superintendent Search Process	School Committee

5:00 p.m.		
November 5 Remote Social Media Coordinators Gaffen Nazzaro	Elementary Space Refresher District and Superintendent's Goals Introduction Second Reading of Tabled Policy JLCB Second Reading of Tabled Policy AC	Administration Administration School Committee School Committee
November 19 Remote	Curriculum Update District and Superintendent's Goals—Vote First Reading Policy II First Reading of Policy IMB FY21 Budget Update	Administration Administration School Committee School Committee CFO
November 23 Remote	Superintendent Search Process	School Committee
Week of November 30	Superintendent Search—Advertising Finalized Position Posted	School Committee
December	Finance Committee/Select Board FY22 Budget	
December 3 Remote Social Media Coordinators Wise Parks	Introduce New HR Director School Calendar Superintendent Search—Appoint Preliminary Screening Committee Second Reading Policy II Continued First Reading of Policy IMB First Reading of BDF—Advisory Committees to the School Committee	Administration Administration School Committee School Committee School Committee School Committee
December 7 Remote	Permanent Building Committee Meeting	
December 17 Remote	FY22 Prebudget Presentation RMHS Student Handbook Update & Review/Guidance Update Student Opportunity Act Second Reading of Policy BDF—Advisory Committees to the School Committee	Finance RMHS Administration School Committee
January 5 4:00 p.m. Remote	Superintendent Search—Screening Committee Orientation	School Committee
January 6	Superintendent Search—Application Deadline	School Committee
January 7 Remote Social Media Coordinators Robinson Brandt	FY22 Budget Discussion FY21 Capital Plan	Administration
January 11 Remote	Superintendent Search—Screening Committee meets to Select Semi-Finalists to be Interviewed	School Committee
January 14	FY22 Budget Discussion—Regular Day & Special Education	Administration
January 19 & 20	Superintendent Search—Screening Committee Interviews Semi-Finalists	School Committee
January 21	FY22 Budget Discussion Public Hearing on FY22 Budget Questions	Administration School Committee Administration
January 23	Superintendent Screening Committee Semi-Finalist Interviews	School Committee
January 25	FY22 Budget Discussion Final Vote	Administration School Committee

January 26	Superintendent Search—Interviews of Semi-Finalists	School Committee
January 27	Superintendent Search—Concludes Interviews of Semi-Finalists and Finalist Selection	School Committee
January 28	Presentation of Finalists to School Committee Second Reading of Policy IMB	
Week of February 4—10 Social Media Coordinators Robinson Nazzaro	Superintendent Search—Site Visits	School Committee
February 9th	Superintendent of Schools Candidate Interview—Tom Milachewski 7:15 p.m.—9:00 p.m.	School Committee
February 10th	Superintendent of Schools Candidate Interview—Matthew Janger Superintendent of Schools Candidate Interview—Stephen Zdravec 7:00 p.m.—10:00 p.m.	School Committee
February 11	Superintendent of Schools Candidate Deliberation and Decision	School Committee
February 24	Finance Committee	FY22 Budget Presentation
March 4 Social Media Coordinators Nazzaro/Wise	Citizen's Proposal for Park Bench Superintendent's Evaluation Process and District Improvement Plan Update Kindergarten Enrollment Update Special Education and Student Services High School Principal Search Process 2 nd Reading of Policy IMB Winter Hybrid Update Superintendent's Contract (Executive Session)	Administration Superintendent Superintendent Superintendent Superintendent School Committee Superintendent School Committee
March 10	Finance Committee	Town Core and Capital Plan Presentation
March 17	Finance Committee	Vote on TM Articles
March 18	Portrait of Graduate Update Dissolution of Superintendent Screening Advisory Committee Spring In Person Update	RMHS Administration School Committee Superintendent
March 29	Approval of Resolution 2 nd Reading of Policy IMB Approval of Assistant Superintendent Search Timeline	School Committee School Committee School Committee
April 1 Social Media Coordinators Robinson/Gaffen	Intermunicipal Agreement with Wakefield – POST Program Superintendent Evaluation Vote on Last Day of School	Administration School Committee School Committee
April 6	Town Election	
April 15	FY21 Quarterly Budget Update FY21 Quarterly Personnel Update 1 st Reading of Policy Updates District Space Discussion	Finance Human Resources School Committee Administration
April 26, 29, May 3, 6	Town Meeting	
May 13 Social Media Coordinators TBD	School Choice-Public Hearing Special Education/SEPAC Presentation Regular Day and Athletic Bus Transportation Contract Approval (Tentative) 2 nd Reading of Policy Updates	School Committee Administration/SEPAC Finance and Operations School Committee
May 27	RMHS Handbook Update NEASC Accreditation Report	Administration RMHS Administration
June 6 (RMHS Field House or Field)	Graduation	School Committee
June 10*	Reorganization	School Committee

Social Media Coordinators Gaffen/Wise	Liaison Assignments FY21 Quarterly Budget Update FY21 Quarterly Personnel Update SC Final Vote on FY22 Budget FY 21 Budget Transfers (if needed) Declare Surplus Equipment	School Committee Administration Administration School Committee School Committee Finance
June 17	Teacher/Staff Recognition Curriculum Update	Administration Learning and Teaching Team

DRAFT