

Reading Public Schools
School Committee Meeting Packet
May 13, 2021



Remote Open Meeting

7:00 p.m.



Town of Reading Meeting Posting with Agenda

Board - Committee - Commission - Council:

School Committee

Date: 2021-05-13

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.
7:05 p.m.	C.	Consent Agenda (A) - Approval of Minutes (3-29-2021) - Approval of Minutes (4-1-2021) -Approval of Minutes (4-15-2021)
7:10 p.m.	D.	Reports 1. Students 2. Director of Student Services 3. Assistant Superintendent 4. Chief Financial Officer 5. Superintendent 6. Liaison/Sub-Committee
7:20 p.m.	E.	New Business 1. Vietnam War Veteran's Recognition (A)

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

		<ol style="list-style-type: none"> 2. Appointment of Assistant Superintendent (A) 3. Joshua Eaton Principal Timeline (A) 4. Special Education Update Presentation 5. Spring Update 6. 1st Reading of Policy Updates <ul style="list-style-type: none"> • BID – School Committee Member Compensation and Expenses • DKC – Expense Reimbursements
8:40 p.m.	E.	<p>Old Business</p> <ol style="list-style-type: none"> 1. 2nd Reading of Policy Updates <ul style="list-style-type: none"> • BDD – School Committee – Superintendent Relationship • ACE – Nondiscrimination on the Basis of Disability • BBA – School Committee Powers and Duties • BBBA/BBBB – School Committee Member Qualifications / Oath of Office • BEDA – Notification of School Committee Meetings • BEDB – Agenda Format • BIA – New School Committee Member Orientation • CBD – Superintendent Contract • CE – Administrative Councils, Cabinets and Committees • CHC - Regulations Dissemination • CH – Policy Implementation • CBI – Evaluation of the Superintendent • BDE – Subcommittees of the School Committee
9:15 p.m	G.	<p>Information / Correspondence</p> <ol style="list-style-type: none"> 1. Email from Geoffrey Coram – Re: April 15 meeting comments 2. Email from Alicia Williams – Re: Meeting in person Email from Kendra Cooper – April Town Meeting – HRAC/ Equity Director/ RPL/ Open Meeting Law 3. Email from Gordon McIntosh – Re: [R-Town Meeting] April Town Meeting – HRAC/Equity Director/ RPL/ Open Meeting Law 4. Email from Linda Snow Dockser – Event Invitation: Bending the Arc Toward Housing Equity – 2021 MAHRC Convening 5. Email from Marybeth Baker – Re: Spring In Person Update 6. Email from Tara Herlihy – Re: Special Olympics 7. Email from Karen Janowski – Re: Anti- Racism in U.S. Schools Glenn Loury & John McWhorter The Glenn Show – YouTube 8. Email from Gerri Underwood-Mullin – Vietnam veteran memorial plaque

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Town of Reading Meeting Posting with Agenda

9:15 p.m	H.	Future Business
9:30 p.m.	I.	Adjourn

**Times are approximate

Reading Public Schools
School Committee Meeting Packet
May 13, 2021



Consent Agenda



Town of Reading Meeting Minutes

Board - Committee - Commission - Council:

School Committee

Date: 2021-03-29

Time: 7:00 PM

Building:

Location:

Address:

Session: Open Session

Purpose: Open Session

Version: Draft

Attendees: **Members - Present:**

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

Members - Not Present:

Others Present:

Superintendent John Doherty, CFO Gail Dowd, Director of Student Services Jen Stys, Human Resources Director Kerry Meisinger

Minutes Respectfully Submitted By: Samantha LaPierre on behalf of the Chair

Topics of Discussion:

I. Call to Order

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

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

Mr. Robinson called open session order at 7:00 p.m. and reviewed the agenda.

A. Public Input

Mr. Robinson explained that for public comment, please use the live chat feature on the Microsoft Teams link which will be posted on the Superintendent's Blog and sent out via Connect Ed 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.

B. Consent Agenda

Mr. Wise moved, seconded by Mr. Brandt, to approve the Consent Agenda as listed.

- Reading Parents Supporting Student Theater Donation for Robert Smithney
- Reading Parents Supporting Student Theater Donation for Leia Richardson

The motion carried 6-0. Mr. Parks, Mrs. Nazzaro, Mrs. Gaffen, Mr. Brandt, Mr. Wise and Mr. Robinson.

C. Reports

Student

No Report

Director of Student Services

No Report

Assistant Superintendent

No Report

Human Resources Director

No Report

Chief Financial Officer

No Report

Superintendent

No Report

School Committee

Mr. Parks – No Report

Mr. Brandt – No Report

Mrs. Gaffen – No Report

Mrs. Nazzaro – No Report

Mr. Wise – No Report

Mr. Robinson – No Report

D. New Business

Assistant Superintendent for Learning and Teaching Search Timeline

Dr. Doherty discussed the draft timeline for the Assistant Superintendent for Learning and Teaching hiring process and screening committee. Dr. Doherty thanked Assistant Superintendent Chris Kelley for all of her work over the past three years, particularly in

the areas of curriculum instruction, assessment and professional development. Her resignation is effective June 30, 2021.

The position has been posted on a variety of diverse job sites; and application will be accepted until April 23rd. There have been 10 applicants received for the position thus far. This week we will be soliciting members for the screening committee. The first round of interviews is scheduled for April 29th, with the possibility of a second day interview based on the number of candidates. After the first round of interview, there will be a vetting process of the pre-finalists which would include an announcement of the finalists to the community and then have a public open microphone with staff and community and potential site visits to the applicants' districts.

Following this timeline, the announcement of the new Assistant Superintendent for Learning and Teaching is expected the week of May 10th.

Mr. Wise moved, seconded by Mr. Brandt, to approve the Assistant Superintendent hiring process timeline as stated in the Superintendent's memo dated March 29, 2021. The motion carried 6-0. Mrs. Nazzaro, Mrs. Gaffen, Mr. Parks, Mr. Brandt, Mr. Wise and Mrs. Robinson.

E. Old Business

Resolution Condemning Harassment and Intimidation

Dr. Doherty read a prepared statement "This evening, the Reading School Committee will be discussing and voting on two important agenda items: a resolution that condemns harassment and intimidation of Reading Public Schools administrators, teachers, and staff, and a second reading on Policy IMB, Teaching about Controversial Issues/Controversial Speakers. An affirmative vote on the resolution will send a clear message to our staff and administrators that they are respected and that harassment or intimidation will not be tolerated for the work that they have been hired to do. In addition, an affirmative vote on the policy will result in giving our staff a set of parameters on how to allow discussion of controversial issues in our classrooms and schools. Both are equally important and equally critical during a time when educators are dealing with more complex and diverse societal issues in our classrooms and are receiving less and less appreciation and respect for their expertise, efforts, and talents.

The resolution was initially proposed last week by two School Committee members because of a hurtful, threatening, and disgusting email that was sent to our High School Principal, Kate Boynton. What is important about the email is not the anonymity of the email, but the hurtful content of the email and the impact that it had on the recipient of the email. If a student received a similar email on their Reading email address, we would want that student to feel safe and follow the same investigatory procedures for that student that we have with Kate Boynton. This email, however, is the tipping point to what has been several months of harassing, unjust criticism, and intimidation of our staff and administrators. One example of this intimidation is the fixreadingschools@yahoo.com emails that were sent with my name to staff and community members in January. Another is the harassing phone calls that staff received at Birch Meadow, Killam, and Central Office. The purpose of both the phone calls and the emails were to criticize the great work that our Principals and staff are doing on equity and social justice issues. Staff were intimidated and threatened in these communications and were told to stop their work. A third issue that has emerged is the lack of support administrators have had from members of the community either in public meetings, small group meetings or in emails. Our administrators and staff are now at a point where they are physically and mentally exhausted from the ongoing criticism and from the lack of community support.

I am so proud of the work that our Principals, Administrators, Teachers, and Staff have done in equity and social justice issues over the last three years. It is work that has been embedded in our school improvement plans and our School Committee approved District Improvement Plan. This District Leadership Team of Principals and Directors have been together for three years as a group and many have been here longer. They are an amazing team and have been dedicated to this mission because it is the right thing for all students. They have supported this mission with their staff, and they have done the difficult work to make this happen in our schools. This year, they continued to focus on this important work even during the pandemic. Unfortunately, what has now happened is the loudest voices, not necessarily the majority of the voices are being the ones listened to and instead of appreciation and respect, there is constant criticism and divisiveness. Feedback is important, but it must be done respectfully and not in a condescending way. That respectful dialogue has not been the norm over the last several months. We all make mistakes, and we learn from them and that is part of the growing process. But, when the work is not recognized by the Community or the expertise of our educators is not valued, our schools and students will be impacted and suffer. Some administrators in this district have already announced their resignations from their positions because of this divisiveness, my fear is others will follow. As a Superintendent, I am disheartened to see this amazing team being disassembled one key piece at a time. Unfortunately, I can only do so much to protect and support staff. At some point, they will be so emotionally and physically drained, that they will decide to leave.

As for Policy IMB, I have done exactly what the Committee asked me to do. I worked to make the original policy that was developed 14 years ago, stronger to reflect the times that we live in and the challenges that our teachers face in the classroom. Members of the Committee asked me to reach out to those teachers and students most impacted. I did just that and took their feedback seriously and the DRAFT D that you received in this packet is reflective of that feedback. Policy IMB provides the language necessary to have those controversial issues discussed in a way that encourages all sides of the debate in a manner which respects differences. It also communicates to teachers that they cannot share their points of view, except in the cases of human rights issues, which we all agree is important.

As someone who has dedicated his career to the children of Reading, I am truly concerned about this school district and this community and the direction it is heading. This divisiveness, unjust criticism, and negative tone needs to stop and I am asking the School Committee this evening to support these two key agenda items. I ask that tonight's deliberations be respectful and follow the parameters of the proposed Policy IMB. Please model the behaviors that we want our staff and children to have.

Thank you."

Mr. Wise moved, seconded by Mr. Brandt to approve the resolution that condemns harassment and intimidation of Reading Public Schools administrators, teachers and staff. The roll call vote carried 6-0. Mr. Parks, Mr. Brandt, Mrs. Nazzaro, Mrs. Gaffen, Mr. Wise and Mr. Robinson.

Second Reading of the Policy IMB

Dr. Doherty discussed the background evolution of Policy IMB. Draft A is the current unedited policy, Draft B is the policy that was presented to you in November which contained the MASC language on the student initiative forums and requests from groups or individuals outside the schools. Those changes are strictly MASC in an update of their policy in 2016. Draft C was a version that was developed based on conversations with Mr. Brandt and Mrs. Nazzaro, which included a definition of controversial issues and made some adjustments to the section on teacher planned classroom discussions to reflect

that. Draft D is a proposed draft based on meetings with teachers at RMHS and RMHS students, plus the feedback from the March 4, 2021 School Committee meeting. The major changes include defining what a controversial is, which defines the purpose of the policy, it provides more detail, definition and guidance for the teachers under teacher plan classroom discussions, and it makes some minor revisions to the MASC changes. The policy that was included in the March 4th packet, used the terms matters of public concern which generated some confusion in the conversations. Dr. Doherty researched a term that was more appropriate and provided back up information on controversial issues within the packet and changed it back to the original title of teaching about controversial issues and controversial speakers.

Mr. Parks moved, seconded by Mr. Brandt to waive the reading of Policy IMB. The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Wise and Mr. Robinson.

Mr. Brandt stated what he believes this policy should do. He stated he thinks it should do two things, reaffirm, or affirm the role of the schools and teachers in helping students navigate some of these difficult conversations, and provide a framework so that teachers and administrators understand what the expectations are for how to approach those conversations. He stated that he intends to support Draft D as presented.

Mr. Parks thanked the students and teachers that came forward to work on this. Mr. Parks stated he supports Draft D; he thinks the language is where it needs to be for the current times.

Mrs. Nazzaro stated that she has a different opinion about Draft D. She believes that this policy is intended to protect students first amendment rights. Mrs. Nazzaro spoke with multiple MASC field agents, who stated that the policy is meant to allow for an exchange of ideas and displays all sides of an issue and it helps to ensure that students are able to express themselves. Mrs. Nazzaro made a proposal to start with Draft B and take our changes and modifications from Draft D and approve each on individually.

Mrs. Gaffen stated she would like to continue working off Draft D. She believes this is a joint policy, which protects students and provides a framework for how teachers should navigate and conduct these difficult conversations. She continued to state that she thinks Draft D is reflective of the current times we are living in, and the current real world events that our students are dealing with.

Mr. Wise does not believe that the School Committee came to an agreement of coalesced views, so he thinks the changes were suggestive and is not comfortable as they're written, as the final copy. He thinks the committee should work off Draft B and incorporate the material that are agreed upon in Draft D.

Chair Robinson suggested we start with Draft D.

Mr. Wise moved, seconded by Mr. Brandt. to strike the sentence that says it is important that students at all levels participate in these conversations in developmentally appropriate ways, from Draft D of Policy IMB.

Mr. Wise withdrew his motion.

Mr. Brandt moved, seconded by Mr. Wise to accept Dr. Coram's suggestion that we replace the word create with the word expose.

Mr. Wise then suggested we use the word demonstrate, instead of expose.

Mr. Brandt accepted the word demonstrate as the amendment. The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Wise and Mr. Robinson.

Mr. Wise moved to strike the sentence from bullet number one, which says there may be certain issues that are appropriate to teach across all classes.

After discussion, Mr. Wise recast his motion.

Mr. Wise moved to amend the words across all, to across multiple relevant. The roll call vote carried 3-3. Mrs. Gaffen, Mr. Wise and Mr. Robinson.

Mrs. Nazzaro moved, seconded by Mr. Brandt to strike appropriate and fair presentation and emphasis in classroom discussions on number four. The roll call vote carried 5-1. Mrs. Nazzaro

Mrs. Nazzaro amended her motion to change the words appropriate and fair, to balanced.

Mr. Wise moved, seconded by Mrs. Gaffen to change the words appropriate and fair to equitable. The roll call vote carried 5-1. Mrs. Gaffen, Mr. Parks, Mr. Wise, Mrs. Nazzaro and Mr. Robinson.

Mr. Parks moved, seconded by Mrs. Gaffen to reconsider changing the words appropriate and fair to equitable. The roll call vote carried 5-1. Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Brandt and Mr. Robinson.

Mr. Wise moved, seconded by Mr. Parks to add the sentence “teachers will actively encourage students to participate and share their viewpoint in class discussions by creating supportive and respectful environments” to the end of number four. The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mr. Parks, Mrs. Nazzaro, Mr. Wise and Mr. Robinson.

Mr. Wise withdrew his original motion.

Mr. Wise moved, seconded by Mr. Parks to approve the second reading of Policy IMB as amended. The roll call vote carried 5-1. Mrs. Gaffen, Mr. Parks, Mr. Brandt, Mr. Wise and Mr. Robinson.

F. Public Comment

Geoffrey Corm, Ridge Rd.:

“Sound is working fine for me on Teams.”

Annemarie Cory, Mount Vernon St.:

“I would like to emphasize that the teachers who provided input are not part of an advocacy group. We are allies for students to facilitate open dialogue.”

Mary Anne Lynn, RMHS Teacher:

“As a teacher who works with students to navigate challenging issues, I appreciate the fact that Dr. Doherty took the time to meet with teachers and students to update the policy. I believe that Draft D is written to support all students in finding their voice and learn from their peers.”

Megan Howie, RMHS Teacher:

“The changes to the policy protect the right of students of all views to speak their mind in class including students with conservative viewpoints.”

Sherilla Lestrade, Lindsey St., Boston:

“I am a member of Reading Teaching Against Racism but more importantly, I am a parent a METCO parent to be exact. I ask you the School Committee, Why is there even a need for Policy IMB or any other that set parameters on what can be discussed, how it is discussed and the fact it needs to be approved by anyone before it occurs? What happens to the trust we claim to have in our teachers to serve in the best interest of the students? We all know there are times when time does not allow for approval. What is considered controversial conversations? THERE IS A NEED TO HUMANIZE STUDENTS!!!! Personally, I feel that it is sad that we need are spending so much time smothering the true open and honest discussions of students in an open space with teachers providing the safe space for that to happen.”

Annemarie Cory, Mount Vernon St.:

“I don’t know if I am confused, but I thought the policy’s intent was to define appropriate parameters to guide classroom discussions. I also don’t understand why this document is perceived as not supporting students. Perhaps Carla could clarify this?”

Linda Snow Docker, Beaver Rd.:

“Thank you to Shawn and John P for brining this to our attention and to John Doherty for bringing the other important voices. Impact does not always align with intent. In this case, it is important to consider the impact of saying that we make policy without consideration of our educator’s expertise, experience, and recommendations. I would recommend considering Draft D and discussing what makes folks comfortable and uncomfortable.”

Sherilla Lestrade, Lindsey St. Boston:

“I apologize why dear you compare the document that pertains to life to building a building?”

Sherilla Lestrade, Lindsey St. Boston:

“How”

Sherilla Lestrade, Lindsey St. Boston:

“Isn’t it more important to support our students”

Linda Snow Dockser, Beaver Rd.:

“Sorry for my mistake in my previous message – please read this on instead. Thank you to everyone who has worked so hard on brining this policy to where it is- supporting the students and guiding the teachers in how to support and encourage all students. Impact does not always align with intent. In this case, it is important to consider the impact of saying that we make policy without consideration of our educator’s expertise, experience, and recommendations. I would recommend considering Draft D and discussing what make folks comfortable and uncomfortable.”

Sherilla Lestrade, Lindsey St. Boston:

“What is the liability? There is a need to support our students and if having safe open conversations is a problem how we are serving the FIRST AMENDMENT right of ALL students?”

Philmore Phillip II, Silloway St, Boston:

“It seems that some of the language around the policy/ document that is being argued about is a protection of one’s self interest and not the interest of the students. If you

would listen to the students you wouldn't use the original IMB. We seem to forget why we were doing this or why people are present during the SC meeting and that's for the students and not ones own interest (We Vs I). As a former student of RPS and a METCO Student some of my peers ad the opportunity to learn about history where as I had to experience it. That is the definition of privilege."

Geoffrey Corm, Ridge Rd.:

"Reiterating a comment I think I made before, "expose a difference of opinion. Instead of "create a difference" in the 3rd sentence."

Theresa Wiggins, Terrace Park.:

"Teachers are the experts here and are able to judge what is developmentally appropriate for various ages and stages. I do not think there is a need to legislate their expertise via policy. Thank you, Erin Gaffen -climate change is a great example."

Geoffrey Corm, Ridge Rd.:

"How about "participate in such conversations" instead of "participate in these conversations"?"

Danja Mahoney, RMHS WL Dept Chair.:

"I would strongly urge the committee to keep the policy written for all grade levels. As Dr. Doherty suggested, this policy is a tool for supporting teachers and students in having difficult discussions that involve different viewpoints. It is essential to our curricula at every level that students learn how to have hard conversations that involve disagreement. By isolating this policy to only a certain age group, we are not acknowledging the need to learn the process of listening and dialogue through their time at RPS."

Sherilla Lestrade, Lindsey St. Boston:

"Again I ask, where is the trust in teachers to develop our curriculum developmentally appropriately in the best interest of our students?"

Linda Snow Dockser, Beaver Rd.:

"Children at all levels are facing difficult and and controversial topics, and our teachers are experts at deciding what is developmentally appropriate. Teachers need to keep in mind the needs of ALL children and the fact that different children have different needs. Teachers need to plan to address the emotional social development of all of their children. That is part of our curriculum and that is interdisciplinary. For instance, a child in an elementary school class has two mommies or two daddies. Children bring into the classroom what they hear at home. If a teacher overheard children's conversations, a teacher might decide to plan to include book or curriculum to help children support on another. This is probably not included in the frameworks per se, but it is important for all children to feel safe in the classroom. This could be taught in a developmentally appropriate way."

Philmore Phillip II, Silloway St, Boston:

"Philmore Phillip II (You've mispronounced my name)*

Philmore Phillip II, Silloway St, Boston:

"What is a controversial issue and what isn't a controversial issue? Who is it controversial to and why isn't it controversial for others?"

Leia Richardson, English Teacher:

"Hello, I am an RMHS teacher and parent in the district. The MA Speaking and Listening Framework for ELA grade 9-12 1D is as follows: "Respond thoughtfully to diverse perspectives, summarize points of agreement and disagreement, and, when

warranted, qualify or justify their own views and understanding and make new connections in light of the evidence and reasoning presented.”

Sherilla Lestrade, Lindsey St. Boston:

“This is not every day conversations this goes back to curriculum... this is the third time I am asking, Where is the trust in teachers and what about this document does not support all students?”

Danja Mahoney, RMHS WL Dept Chair.:

“In the most current curriculum frameworks approved by DESE and the Massachusetts commissioners of education, many “controversial” topics are deeply embedded in all of our content areas. Engaging and meaningful teaching is based on real world problems in the world that we live in. The new World Language standards, for example, cover all of these controversial topics based on students interest and current events. The controversy is not what is determined by the curriculum. It is the discussion about situations that are meaningful and directly related to students’ lives and the world that we live in. I would encourage the committee not to get distracted by identifying specific topics or controversies. The building principals and content teachers are specialist in their areas of expertise.”

Sherilla Lestrade, Lindsey St. Boston:

“Have we now come down to micromanaging teachers and curriculum? Carla What is the framework that is not being followed?”

Jessica Bailey, RMHS Teachers:

“Hello SC members, I am a teacher at RMHS and also a member of the Teachers Against Racism group. I personally do not see a problem with Mr. Wise’s suggestion to remove the phrase “There may be certain issue that are appropriate to teach across all classes” as long as any subject can address controversial issues like the ones Ms. Gaffen and MR. Parks have raised.”

Karen Janowski, Azaela Circle:

“Thank you for this discussion. I think its also important to point out that students are dependent on the teachers for their grades and they pick up non-verbal as well as verbal cues from their teachers which can stifle students willingness to share views that are in opposition to what the teacher is communication. There is a power imbalance in the classroom that needs to be acknowledged. This may be an unpopular view but it is reality. I know this from personal experience as a parent of three students who wen through the high school several year ago. Thank you.”

Sherilla Lestrade, Lindsey St. Boston:

“Children hear conversations at home, school, in public that they bring with them to class and it is through their experiences that those discussions happen based on the subject of the class. Let’s be real, not everyone’s home life is the same and not every students experience is the same so what one may bring to a subject another may not have had to face. So again, where is the trust we have for the teacher to know how to do their jobs?”

Sherilla Lestrade, Lindsey St. Boston:

“This is real life, and the real life is flexible!!”

Linda Snow Dockser, Beaver Rd.:

“Interdisciplinary teaching and learning is a very powerful tool that has been the subject of professional development in our schools. Meaningful topics are a powerful tool for lasting learning and an investment in learning. It is important to make the teaching

environment safe for students and teachers. If a teacher clears the topic with the required administrator then they need to be supported and their expertise trusted.”

Philmore Phillip II, Silloway St, Boston:

“Where were you during 9/11? What grade were you in? How were you informed of the information?”

Connie Quackenbush, Teacher:

“Societal facts given during a class will often create discussions. We should make sure to remember that we have thinking and feeling students who respond to these facts. Remember it is our job to support the whole student.”

Theresa Wiggins, Terrace Park.:

“I am concerned again about trying to legislate the expertise of teachers via this policy. I think the words are fine as they are, but “multiple classes: would also be fine. The words “indoctrination” and “overkill” in this discussion are troubling. Please respect our teachers. To Mr. Robinson’s point, you all just voted on a resolution to support our teachers.”

Allyson William, RMHS Math Dept. Head:

“I appreciate the acknowledgment that there is room to discuss controversial issues in math, business and science that are planning in advance and based on the curriculum frameworks. However, I would be disappointed if my colleagues, regardless of their content area, turned away students who approached them as trusted adults to help them navigate through trying times even if it was not a discussion germane to their particular subject.”

Philmore Phillip II, Silloway St, Boston:

“I was in 5th grade Ms. Connolly’s (Mrs. Weatherbee) class at Joshua Eaton.

Philmore Phillip II, Silloway St, Boston:

“What if you were a black student at an all white school?”

Anna Cuevas, RMHS Teacher:

“I want to point out that students of color have feared sharing their views and experiences in the classroom forever. This is not a new issue.”

Diane Naczas, Victoria Ave.:

“I believe there is a difference between “supporting a student”, discussing challenges, bringing up current events and a teacher expressing their views and expecting students to believe/ accept teacher’s views with students knowing what the teacher wants to hear.”

Linda Snow Dockser, Beaver Rd.:

“Often there are perceived slights that can be understood better and resolved by a conversation directly with the teacher. Often there are multiple sides to a story and taking a step back and having a conversation is one of the skills that our students will hopefully leave our schools with.. -If the child would feel more comfortable because of the power imbalance, then they can have their parent present.”

Jessica Bailey, RMHS Teachers:

“I think that it’s important for district leaders – as well as teachers- to recognize that students with conservative views are the only ones who don’t always feel comfortable speaking up in class. Our students of color, LGBTQ students, female students, immigrant students, non-native English speaker students, etc. have often felt this way. We as teachers are obligated to encourage a classroom environment in which all students feel respected and have space to speak up, but we can’t guarantee that any of their peers will

agree with them. I believe that this policy is meant to guide teachers in providing space for all students – whether they are conservative or liberal, or identify as any marginalized group – feel respected, valued, and encouraged to speak up in class. However, if anyone’s political opinion involves dehumanizing another person or group, teachers have an obligation to engage in that conversation as well.”

Philmore Phillip II, Silloway St, Boston:
“Impact Vs Intent is a very good point”

Connie Quackenbush, Teacher:
“Why not ask the parents to go to the teacher? I am surprised the the School Committee Members are recommending going right to the principal. Saying the principals are the reviewers say that you do not want to have open and honest discussions. Isn’t this what you are talking about all evening? By saying that there will be retributions, you are saying that you do not trust teachers to be professional.”

Sherilla Lestrade, Lindsey St. Boston:
“As a parent of a graduate of RMHS and College when my student was uncomfortable with things that happened in class I had to have have discussions several times and I had to do just that.... Follow the chain of command and once I spoke with teachers things changed. Sometimes teachers didn’t even realize how she felt because she was so quiet. The problem is that when policies are made it does not cover one person it covers all of them. Is the SC now taking on the new position in human resources?”

Jenn Baskin, RMHS Teacher:
It makes me unhappy that students feel uncomfortable in our classrooms, and I hope that all students have someone they could speak to about their concerns -- another teacher, Guidance, Administration, etc. I feel a need to point out that teachers are uncomfortable teaching lessons currently within MA frameworks in the current climate of the Reading community. We’re afraid of being fired. We’re afraid of being harassed. We’re afraid of being threatened. I have 12th grade students who love to ask me questions about controversial subjects because they want to know what I think and they want to have a conversation. It utterly disappoints them when I tell them I don’t feel comfortable even answering their questions. Stifling the curiosity of our students and not allowing teachers to demonstrate our humanity will make school a dystopic test-taking factory instead of a lively and engaging learning environment.”

Linda Snow Dockser, Beaver Rd.:
“There might be parents and students who are dealing with challenges that they are not comfortable approaching the teacher – if this is the case, then a student and parent can ask their guidance counselor to accompany them or another ally to accompany them.”

Sherilla Lestrade, Lindsey St. Boston:
“As a former student of color (mixed cultures) in a all white school and to make it worse I was on that stifled because I spend many of those days as the only student of color and certain conversations made me feel uncomfortable because I was colored on the outside but the first time I shared my multiple identified my other cultural backgrounds I was dehumanized, laughed at and then told that I am colored not what and I don’t look Indian. What would you say to me if you were the student if I came to you?”

Sherilla Lestrade, Lindsey St. Boston:
“Correction: What would you say to me if I were your student and I came to you with this problem?”

Nicole Cella, Franklin St:

“Some of these examples that are being discussed by the SC members, are they considered controversial or current events? Who and what is defining the controversial piece of it, especially when it is centered around current events?”

Mike Monahan, Bancroft Ave.:

“Math teachers should teach math. Language teachers should teach language. Science Teachers should teach science. History teachers should teach history. Parents and not teachers should be teaching values stemming from controversial issues given different families have different world views. I would like to address a potential scenario posed by another parent. If a child were to ask a teach “why they like girls instead of boys”. Why would a teacher be expected to educate a child in that areas and not instead advise the child to speak to a parent?”

Connie Quackenbush, Teacher:

“Having principals control conversations feels very uncomfortable to me.”

Jessica Bailey, RMHS Teacher:

“I respectfully disagree with Carla’s suggestion to cute out “appropriate and fair” from part #4. Not all sies of an issue deserve to be presented – a history teacher is not obligated to bring up the perspective of holocaust deniers, for example.”

Etain O’Dea, West St.:

“please say Sherill’as name correctly (I am okay if you don’t get mine right)”

Sherilla Lestrade, Lindsey St. Boston:

“I feel uncomfortable introducing any opinion in fear of being in violation and some may feel like I was advising a student to feel on way over another. So now it is ok for me to decided what is popular and not popular?”

Sherilla Lestrade, Lindsey St. Boston:

“I am confused?”

Philmore Phillip II, Silloway St, Boston:

“Instead of balanced what about equitable?”

Jessica Bailey, RMHS Teacher:

“While it may be appropriate for teachers to present multiple sides of an issue to foster critical thinking they should not all be presented equally. “Balance” and “equal” both imply that all sides should be taken at face value – a teacher should not present disproven (but still popular) perspective as equally valid. I as a history teacher will present the argument that the Civil War was a “war of Norther aggression”, but I wont give it balanced treatment because it doesn’t deserve it.”

Jessica Bailey, RMHS Teacher:

“Can Tom please clarify how “equitable” is different from “equal”?”

Jessica Bailey, RMHS Teacher:

“Following up on Tom’s explanation, does this imply that some views need more time to be presented in class because they’re less popular and need more”

Jessica Bailey, RMHS Teacher:

“excuse me I pressed enter too soon - that it needs more attention than the more credible viewpoint?”

Philmore Phillip II, Silloway St, Boston:

“Well said Equality vs Equity.....Reading has a population of over 92.4 % white people, with that being said whose opinion do you think is being portrayed the most ?”

Sherilla Lestrade, Lindsey St. Boston:

“Again I say micromanaging! Please tell me, One minute we are telling teacherst it’s not ok judge and put our views in the next minute we are asking teach to decide what iws equal or equitable without someone using it to say we are being bias?”

Philmore Phillip II, Silloway St, Boston:

“You just don’t understand it because you’re not a minority so therefore you don’t have to acknowledge it or the things people have to experience.”

Jessica Bailey, RMHS Teacher:

“May I suggest adding “teaching will actively encourage students to participate and share their viewpoints in class discussions by creating supportive and respectful environments” instead of the term “equitable”?”

Allison Abate, Applegate Ln.:

“Can someone that was involved in drafting this version give some background as to the line that was added in to paragraph 2. It seems like there has been a lot of discussion tonight concerning the teacher’s rights to advocacy. The line that was added seems to add a broad span of topics that could be discussed outside of the curriculum.”

Philmore Phillip II, Silloway St, Boston:

“supportive and equitable?”

Allison Abate, Applegate Ln.:

“Thank you for the clarification. My question was asked to ensure that both students and teachers were protected equally.”

Philmore Phillip II, Silloway St, Boston:

“Thank you for the time!”

1. Routine Matters
 - a. Calendar
2. Information/Correspondence
3. Future Business
4. Adjournment

Adjourn

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

The meeting adjourned at 9:57 p.m.

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

Link to meeting video: [School Committee 03-29-2021 - YouTube](#)



Town of Reading Meeting Minutes

Board - Committee - Commission - Council:

School Committee

Date: 2021-04-01

Time: 7:00 PM

Building:

Location:

Address:

Session: Open Session

Purpose: Open Session

Version: Draft

Attendees: **Members - Present:**

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

Members - Not Present:

Others Present:

Superintendent John Doherty, CFO Gail Dowd, Director of Student Services Jen Stys, Human Resources Director Kerry Meisinger

Minutes Respectfully Submitted By: Samantha LaPierre on behalf of the Chair

Topics of Discussion:

I. Call to Order

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

Mr. Robinson – here

Dr. Doherty – here

Mr. Parks - here

Mrs. Dowd – here

Mr. Wise – here

Dr. Stys – here

Mrs. Nazzaro – here

Mrs. Gaffen – here

Mr. Brandt – here

Mr. Robinson called open session order at 7:00 p.m. and reviewed the agenda.

A. Public Input

Mr. Robinson explained that for public comment, please use the live chat feature on the Microsoft Teams link which will be posted on the Superintendent's Blog and sent out via Connect Ed 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.

B. Consent Agenda

Mr. Wise moved, seconded by Mrs. Nazzaro, to approve the Consent Agenda.

- Approval of Minutes 3-18-2021

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

C. Reports

Student

No Report

Director of Student Services

No Report

Assistant Superintendent

No Report

Human Resources Director

No Report

Chief Financial Officer

No Report

Superintendent

No Report

School Committee

Mr. Parks – No Report

Mr. Wise – No Report

Mr. Brandt – No Report

Mrs. Gaffen – No Report

Mrs. Nazzaro - No Report

Mr. Robinson – No Report

D. New Business

Birch Meadow Master Plan Presentation

Kevin Bohmiller and Jenna Fiorente introduced Mark Novak from Activas. Mark shared his screen and presented the Birch Meadow Master Plan. Mark explained the detailed site analysis that was conducted in order to produce this plan. Activas received community

feedback from a number of stakeholder interviews, focus groups and surveys. They determined four main focus areas the community was looking for. These areas included more lighting, both sports and pedestrian; more passive recreational opportunities ie. walking trails; restrooms/ concession buildings and more turf.

Mark explained in detail the phasing options which he described as critical, sustainable and visionary. Critical projects are necessary maintenance and safety projects, the projects that were determined as critical included central spine and restrooms, the lacrosse wall, the Imagination Station parking lot, and the stadium. Sustainable projects are strategic changes to park facilities, these projects were determined to be Higgins Farm Conservation area, Birch Meadow Drive, Castene Field, Morton Field, the adventure ropes course, basketball courts little league fields, pickleball courts and administrative/ RISE parking lot. The visionary projects are described as a complete facility renovation which would improve the experience of the overall recreation system in town.

Potential first implementation projects have been determined to be the Central Spine walkway and restrooms/ Pavilion. These two projects have been determined as priority because they will improve infrastructure and safety which are the highest priority to the Reading community.

Intermunicipal Agreement with Wakefield – POST Program

Gail Dowd explained the proposed three-year intermunicipal agreement between the Town of Reading and the Town of Wakefield to continue the Providing Opportunities for Successful Transition (POST) program, a post-secondary program for students with special education needs who are 18-22 years old. Because it is an intermunicipal agreement, the approval process includes votes by the School Committee and Select Board/Town Council from both communities.

The POST Program is housed in the Town of Wakefield and provides experiential and educational opportunities in the areas of daily living, employment, community inclusion, recreation, leisure and real-world academic skills in order to promote successful transition to adulthood. The main goal for the program is for young adults to gain the necessary skills to become confident, independent, and integrated members in the Wakefield and Reading communities. The program focuses on the development of vocational and life skills, along with community, recreation and leisure skills.

Due to the pandemic, students did not have as many opportunities to go on job sites. In past, job sites have included Lee Kimball in Reading, Melrose-Wakefield Hospital, Beebe Library, The Susan Brudnick Center for Living, Wingate in Reading, RMS Student Services and RISE preschool. Prior to this year students also take trips into their community. Trips in the past have included a tour of the State House, the McAuliffe-Shepard Discovery Center in Concord, NH and hiking at the Ipswich Wildlife Sanctuary. The goal of these community outings is to work on travel training skills, money and tying community to current events. Students are working on self-advocacy, asking for help when they cannot find an item and purchasing items when they visit stores. The students are also getting together with other 18-22 programs in the area. A highlight for the students and the staff in the past has been the annual Thanksgiving Dinner that is prepared by the students and open to current students, alumni of the program, staff and administrators from both Districts.

The program is staffed by employees of the Wakefield Public Schools. The staff includes 2 special education teachers and 4 job coach/paraprofessionals for the 12 students that are currently enrolled. During the 20-21 school year Reading had 2 students attend the program.

The proposed agreement continues to allow greater flexibility in cost share due to quarterly or annual fluctuations in enrollments (See section 4 of agreement). We are also looking at the possibility of trying to get additional communities to participate in the program, which will further reduce overall shared costs.

This intermunicipal partnership allows our students to remain local, increase their social networks and access local internships. Merrimac Heights, a comparable program located in Merrimac, MA has a tuition of \$84,761 per student for 180 days. The LABB collaborative offers a program in Lexington at a rate of \$80,254 per student (this includes the summer program). Our agreement offers a high-quality program for our students as they transition from high school to their postsecondary experience.

Mr. Wise moved, seconded by Mr. Parks, to approve the POST Program. The motion carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Wise and Mr. Robinson.

Vote on Last Day of School

Dr. Doherty asked the School Committee to vote on the last day of school based off of the two days this year and 170 student days which would change the date of the last day of school to June 21st.

Mr. Wise moved, seconded by Mrs. Nazzaro, to approve the last day of school to be June 21, 2021. The motion carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Wise and Mr. Robinson.

Birch Meadow Principal Search Process

Dr. Doherty explained the timeline for the Birch Meadow Principal search process. He stated there would be a screening committee consisting of administrators, teachers, school secretary and parents. The position has been posted on wide variety of diverse job sites by HR Director Kerry Meisinger. The deadline to submit applications for this position is April 30, 2021 and the first round of candidate interviews is expected to be on May 6, 2021.

Mr. Wise moved, seconded by Mrs. Nazzaro, to approve the Birch Meadow Principal process as stated in the Superintendents memo to the School Committee dated April 1, 2021. The motion carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Parks, Mr. Wise and Mr. Robinson.

Superintendent Evaluation

Chair Robinson discussed the Reading Public Schools Superintendent evaluation summative form which provided an overview of all of the committee members evaluations. Each individual evaluation is public record, they have been included in the packet which is available on the Reading Public Schools website. Chair Robinson provided the overall ratings for each section, and the key aspects that led to these ratings.

Mr. Wise moved, seconded by Mr. Brandt, to approve the Superintendent's evaluation. The motion carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Wise and Mr. Robinson.

E. Old Business

Spring In-Person Update

Dr. Doherty provided a spring in-person update. Dr. Doherty provided an update on the number of positive student and staff cases per day in March, as well as total cases as of April 1, 2021. He stated that 94.1% of staff are at some stage of the vaccination process. Dr. Doherty gave an update on pool testing. He stated that there have been 798 pools thus far, 10 positive pools and 2 inconclusive. DESE is funding pool testing for the remainder of the school year.

Dr. Doherty emphasized the continued mitigation strategies for in person learning. The transition plan for elementary full in person begins next Monday April 5th and secondary full in person will begin Monday April 26th.

Dr. Doherty introduced the three finalists for the RMHS principal position and provided background on each of them. He thanked the screening committee for all of their work during the interview process- there were 30 applicants and 11 were interviewed over two days. There will be a staff open microphone session on April 5th at 3:30pm and a community open microphone session on April 5th at 6:00p.m. Zoom links for these forums will be sent out tomorrow April 2, 2021. Virtual site visits will take place on Tuesday April 6, 2021 to RMHS which will include meetings with students, department chairs and district leadership. There are four additional job searches currently underway, Assistant Superintendent for Teaching and Learning; Birch Meadow Principal; METCO Director and Parker Middle School Assistant Principal.

Dr. Doherty discussed the survey sent out for Extended Day. There was not enough interest for the before school program or Friday afternoons in order to make these options financially viable. A bus survey was sent to Killam, Coolidge and RMHS families. The data is currently under review to see if we can offer additional bus services beyond mandatory bussing.

F. Public Comment

1. Routine Matters
 - a. Calendar
2. Information/Correspondence
3. Future Business
4. Adjournment

Adjourn

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

The meeting adjourned at 8:54 p.m.

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

Link to meeting video: [School Committee 04-01-2021 - YouTube](#)



Town of Reading Meeting Minutes

Board - Committee - Commission - Council:

School Committee

Date: 2021-04-15

Time: 7:00 PM

Building:

Location:

Address:

Session: Open Session

Purpose: Open Session

Version: Draft

Attendees: **Members - Present:**

Chuck Robinson, Erin Gaffen, Sarah McLaughlin, Tom Wise, Carla Nazzaro and Shawn Brandt

Members - Not Present:

Others Present:

Superintendent John Doherty, CFO Gail Dowd, Director of Student Services Jen Stys, Human Resources Director Kerry Meisinger

Minutes Respectfully Submitted By: Samantha LaPierre on behalf of the Chair

Topics of Discussion:

I. Call to Order

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

Mr. Robinson – here	Dr. Doherty – here
Mrs. Sarah McLaughlin - here	Mrs. Dowd – here
Mr. Wise – here	Dr. Stys – here
Mrs. Nazzaro – here	
Mrs. Gaffen – here	
Mr. Brandt – here	

Mr. Robinson called open session order at 7:00 p.m. and reviewed the agenda.

A. Public Input

Mr. Robinson explained that for public comment, please use the live chat feature on the Microsoft Teams link which will be posted on the Superintendent's Blog and sent out via Connect Ed 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.

B. Consent Agenda

Mr. Wise moved, seconded by Mr. Brandt, to approve the Consent Agenda as listed.

- Reading Educational Foundation Donation
- SNL University Donation
- FY'22 Grant Update
- Friends of Reading Football Donation – Coach Patrick Mahoney
- Friends of Reading Football Donation – Coach Greg Sheridan
- The RMHS Basketball Support Team Donation – Coach John Campbell
- Friends of Reading Track Donation – Kathryn Miele

The roll call vote carried 6-0. Mrs. Nazzaro, Mrs. Gaffen, Mrs. McLaughlin, Mr. Brandt, Mr. Wise and Mr. Robinson.

C. Reports

Student

Bridget Parks reported that last day for registration for spring sports was today. Saturday April 10th, the football won against Arlington High School. This Saturday April 17th, the football team will play against Lexington High School. Friday April 9th, the girls swim team won against Arlington High School and tomorrow they face off against Lexington High School.

Indoor track had a meeting today against Lexington.

Tuesday April 13 varsity volleyball won against Lexington and they will play them again on Saturday April 17th.

Opening night for the spring musical nine to five is Friday April 30th. This will be an outdoor production, at the High School with limited seating.

After April vacation, the week of April 26th RMHS will have a spirit week arranged by the welcome back committee. Monday will be red rocket pride day, Tuesday is pajama day, Wednesday is beach day, and Thursday is silly hat day.

Director of Student Services

No Report

Assistant Superintendent

No Report

Human Resources Director

No Report

Chief Financial Officer

No Report

Superintendent

No Report

School Committee

Mrs. McLaughlin – No Report

Mr. Brandt – No Report

Mrs. Gaffen – No Report

Mrs. Nazzaro - No Report

Mr. Robinson – No Report

Mr. Wise – No Report

D. New Business

1st Reading of Policy Updates

Mr. Wise moved, seconded by Mr. Brandt to accept the first reading of the following policies

- BDD
- ACE
- BBA
- BBBA/BBBB
- BEDA
- BEDB
- BIA
- BIBA
- CBD
- CE
- CHC
- CH

Mr. Wise moved, seconded by Mrs. Nazzaro to waive the first reading of the following policies

- BDD
- ACE
- BBA
- BBBA/BBBB
- BEDA
- BEDB
- BIA
- BIBA
- CBD
- CE
- CHC
- CH

The roll call vote carried 6-0. Mrs. Nazzaro, Mrs. Gaffen, Mrs. McLaughlin, Mr. Brandt, Mr. Wise and Mr. Robinson.

Mr. Wise moved, second by Mr. Brandt to waive the first reading of Policy CBI.

The roll call vote carried 6-0. Mrs. Nazzaro, Mrs. Gaffen, Mrs. McLaughlin, Mr. Brandt, Mr. Wise and Mr. Robinson.

Mr. Wise moved, seconded by Mr. Brandt to accept the first reading of Policy CBI.

The roll call vote carried 6-0. Mrs. Nazzaro, Mrs. Gaffen, Mrs. McLaughlin, Mr. Brandt, Mr. Wise and Mr. Robinson.

Mr. Wise moved, seconded by Mrs. Nazzaro to waive the first reading of Policy BDE.

Mr. Wise moved, seconded by Mr. Brandt, to accept the first reading of Policy BDE.

The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. McLaughlin, Mr. Wise, Mrs. Nazzaro and Mr. Robinson.

E. Old Business

District Space Discussion

Mr. Wise moved, seconded by Mrs. Nazzaro, to direct the Superintendent to submit a Statement of Interest for the MSBA core program to replace the Killam School to solve the programmatic, space and enrollment issues, at the preschools and elementary level and infrastructure issues at Killam.

Dr. Doherty gave an introduction and asked the committee to provide some direction on submitting a statement of interest under the MSBA process.

The window to submit a statement of interest starts is April 20th to June 25th. Dr. Doherty turned it over to Dale Gienapp of Gienapp Architects.

Dale shared his screen and presented the Town of Reading Elementary Schools Master Planning Report which was included in the packet. Dale began by explaining the MSBA regulation for elementary school space standards. Dale discussed the two preliminary advantageous options that were determined to be most viable for the town. The most practical needs to address were determined to be Killam and Birch Meadow schools, which would increase space by 35%.

Dr. Doherty stated that on April 20th, MSBA will open up the State of Interest (SOI) Process for school districts. Reading could participate in this process. The SOI closing date for districts submitting for consideration under the Accelerated Repair Program (ARP), which is primarily for the repair and/ or replacement of roads, windows/ doors, and/ or boilers in an otherwise structurally sound facility, is Tuesday June 1, 2021. The SOI closing date for districts submitting for consideration under the Core Program, which is primarily for projects beyond the scope of ARP, including extensive repairs, renovations, addition/ renovations, and new school construction, is Friday June 25, 2021.

Dr. Doherty explain the implementation plan and next steps. On April 20th, MSBA will open up the Statement Of Interest Process- Application due by June 25th. Next the School Committee, Select Board and Town Manager will select and approve the option for which to pursue MSBA funding. Following these steps, the Town will be in the MSBA “pipeline” to be considered for a project, before beginning the first MSBA module.

The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. McLaughlin, Mr. Wise, Mrs. Nazzaro and Mr. Robinson.

Spring In-Person Update

Dr. Doherty provided a spring in-person update. Dr. Doherty provided an update on the number of positive student and staff cases per day in March and April, as well as total cases as of April 15th. Dr. Doherty provided an update on pool testing. He stated that support for testing is provided by the state. There is a team of clinicians from Medix Staffing who will be working with RPS to provide testing. They had the opportunity to work with the school nurses this week, and orient to each school. DESE is funding pool testing for the remainder of the school year and through the summer programs.

Dr. Doherty provided an update on the return to full in person learning. The transition plan for Elementary Schools began on April 5th, and Secondary full in person will begin on April 26th.

Dr. Doherty announced that Kevin Tracey was chosen as the new RMHS Principal. Kevin Tracey is currently the Principal at John Glenn Middle School in Bedford. Over the last 4 weeks, the candidates have gone through a very rigorous interview process, two screening committees then a public process of staff open microphone session and community open microphone session. This week the finalists completed a round of in person interviews with Dr. Doherty, Dr. Milaschewski, Dr. Stys, Gail Dowd and a student from RMHS. Lastly, site visits to the different schools of the three finalists. Kevin Tracey stood out as the candidate as the best match for RMHS, with his skill set and his vision of what a high school should look like and the work he has done with social justice and equity at John Glenn Middle School and in Bedford. Dr. Doherty congratulated Kevin Tracey and welcomed him to the Reading community.

HR Director Kerry Meisinger discussed the other searches that are currently underway which include the Assistant Superintendent for Learning and Teaching, Birch Meadow Principal, METCO Director and Parker Assistant Principal. The screening committee for the Parker Assistant Principal completed interviews for that position last Friday and Principal Shankland will be making a recommendation to the Superintendent shortly. The screening committee for the Assistant Superintendent for Learning and Teaching had its second meeting early this afternoon, where they met to develop some questions for the upcoming interviews which are scheduled to take place on April 29th. The Birch Meadow Elementary School Principal screening committee had its first meeting this week. Interviews are scheduled for May 6th. The METCO Director screening committee is being led by Principal Ippolito and Principal Hendrix. Surveys have been sent out to community and staff and the first meeting for the screening committee is scheduled for April 26th and the interviews will occur on May 14th.

Quarterly HR Report

Kerry Meisinger provided a personnel quarterly report for 3rd quarter FY' 21. Included in the packet is a summary of personnel actions and other human resources initiative during the 3rd Quarter of Fiscal Year 2021. Mrs. Meisinger discussed how we are moving forward with the diversity recruitment initiatives. She attended a virtual job fair on March 31st, which was sponsored by the Massachusetts Partnership for Diversity and Education. Mrs. Meisinger will continue working with the MPDE in the upcoming monthly meetings to discuss additional strategies for diversity recruitment and best practices. In addition, we have also partnered with Diveristyjobs.com in order to create a greater advertising presence and attract more candidates with diverse backgrounds. This is an online recruitment tool which will allow for unlimited postings on their website over the next 12 months. Any postings that appear on their website will also appear on their partner

websites- for example blackcareers.org. We continue to partner with METCO, who has also been posting the job openings on their website as well. RPS has taken steps over the last couple of months to market ourselves as an employer that values diversity in our staff.

FY' 21 Budget Update

Gail Dowd provided an update on the Fiscal 2021 budget. Within the packet is a table that reflects an unencumbered balance of \$332,458 in the School Department Budget which represents approximately 0.7% of the Fiscal 2021 budget.

When the Fiscal 2021 budget was developed in October 2019, the pandemic was not an issue factored in the budget planning. The fiscal 2021 budget had three adjustments since the School Committee approved it initially in January 2020 due to the pandemic. In addition, the landscape of the schools has continued to change and shift throughout the current year as we have migrated from remote to hybrid to in-person learning models. These shifts have resulted in various savings across each cost center, but there have also been some additional expenses incurred and we continue to see impacts to several of our Revolving Accounts. In addition to these items, we have also had staff turnover throughout the district that have resulted in savings in some instances and additional expenses in other instances.

Mr. Wise moved, seconded by Mr. Brandt that the School Committee vote to authorize the following cost center transfers to cover the projected deficits:

- **Transfer \$50,000 to the Administration Cost Center from the Special Education Cost Center**
- **Transfer \$500,000 to the Regular Education Cost Center from the Special Education Cost Center**
- **Transfer \$120,000 to the Facilities Cost Center from the Special Education Cost Center**

The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. McLaughlin, Mr. Wise, Mrs. Nazzaro and Mr. Robinson.

Mr. Wise moved, seconded by Mrs. Nazzaro, that the School Committee vote to authorize the following changes in the Revolving Account Offsets:

- **Reduce the offset from the Extended Day Revolving account by \$150,000**
- **Reduce the offset from the Use of School Property Revolving Account by \$80,000**
- **Reduce the budgeted offset from the RMHS Extra Curricular Revolving account by \$10,000 and the Coolidge Drama and Parker Drama Revolving Accounts each by \$4,500**
- **Reduce the budgeted offset from the Athletics Revolving account by \$114,900**

The roll call vote carried 6-0. Mr. Brandt, Mrs. Gaffen, Mrs. McLaughlin, Mr. Wise, Mrs. Nazzaro and Mr. Robinson.

F. Public Comment

Ed Ross, Kensington Ave:

“Does the date of the MSBA application between 4/20 and June? If we apply earlier does it matter? Second set for Dale: Clarification: there isn't a Killam replacement that will solve a pre-k movement from HS?”

Ed Ross, Kensington Ave:

“What % on average could be expected from MSBA? Note needed of SC asks before reading.”

Geoffrey Coram, Ridge Rd:

“I’m concerned about the purple pie wedge: teachers who have not been able schedule a vaccination. Can you comment more?”

Geoffrey Coram, Ridge Rd:

“Scheme A has a higher total capacity, but does not address pre-K; what are those extra students?”

Rebecca Liberman, 50 Pratt St:

“I urge you to restore some of the opportunities that have been taken away from our students in recent years, including Virtual High School courses and a pathway for non-top track math students to gain access to middle school algebra and high school calculus. I am a former RMHS parent and a current METCO host parent, and I have seen firsthand some of the opportunities that my oldest child’s class had, which are now gone, I am also a college interviewer for a competitive school, and I get to see what learning opportunities students in other schools and districts have that Reading does not. Just one example is that Reading only offer 1 AP computer science course, when there use to be many more. And most districts provide access to middle school algebra for a much higher percentage of students than Reading does. I also think should be an urgent priority to create opportunities for summer learning for all students, such as online or in-person learning opportunities, summer work packets and lists of educational resources to help our students catch up on some of the learning they have missed during the pandemic. I also think that there should be more summer reading required, ideally associated with a writing assignment or town. We can’t let our students fall any further behind.”

Geoffrey Coram, Ridge Rd:

“All school Committee discussion and deliberation related to the Superintendent performance evaluation shall be conducted in open session in accordance with the open meeting law.” Should “School” be capitalized? Also “opening meeting law” is capitalized in other policies.”

Geoffrey Coram, Ridge Rd:

“I think the SC should reauthorize subcommittees at the annual organizational meeting. Multi-year durations should not be allowed”

Geoffrey Coram, Ridge Rd:

“I emailed in several questions on the policies. How will those comments be addressed?”

1. Routine Matters
 - a. Calendar
2. Information/Correspondence
3. Future Business
4. Adjournment

Adjourn

Mrs. McLaughlin moved, seconded by Mrs. Nazzaro, to adjourn. The roll call vote

carried 6-0. Mrs. McLaughlin, Mr. Brandt, Mrs. Gaffen, Mrs. Nazzaro, Mr. Wise and Mr. Robinson.

The meeting adjourned at 9:28 p.m.

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

Link to meeting video: [School Committee 04-15-2021 - YouTube](#)

Reading Public Schools
School Committee Meeting Packet
May 13, 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.
Director of 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: Gail S. Dowd
Date: May 11, 2021
Re: Vietnam Veteran Memorial Proposal

I have attached, for your information, a request from Kevin Bohmiller, Reading Veterans Service' Officer and Brigadier General Jack Hammond, to place a Vietnam Veteran Memorial on RMHS property to honor all those from Reading who served during the Vietnam War. Mr. Bohmiller and Brigadier General Hammond will present their proposal to the Committee on Thursday evening.

Mr. Bohmiller will work directly with Director of Facilities, Joe Huggins, on the plan once approval is obtained from School Committee. The project and ongoing maintenance will be funded by The Reading Veterans Memorial Trust Fund along with donations.

I recommend that the Committee support this request.

Please contact me if you have any questions.

Vietnam Veteran Memorial To ALL those who served!

Kevin Bohmiller

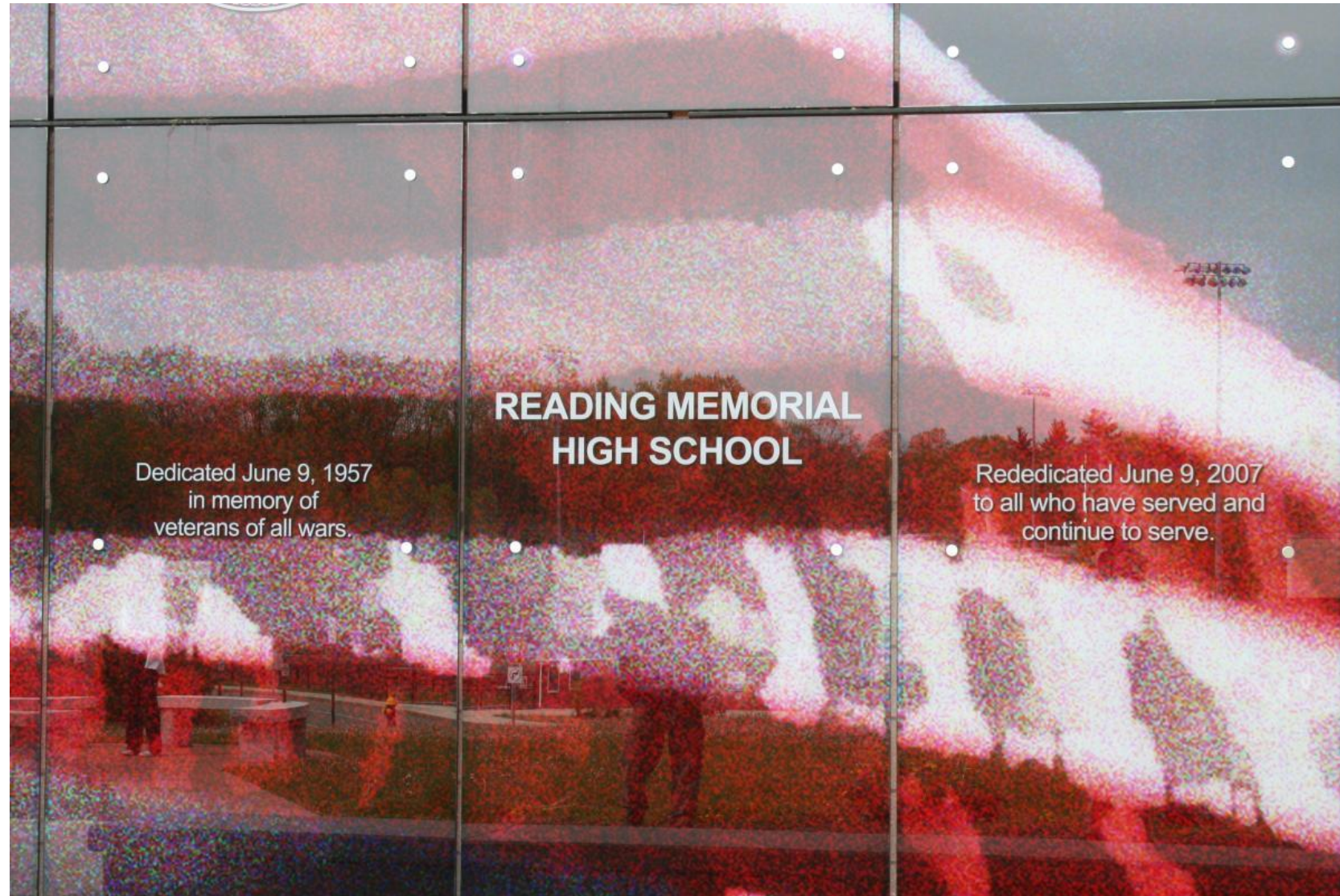
Reading Veterans Services' Officer

Community Services Director

Brigadier General Jack Hammond

R.M.H.S. class of 1979

Executive Director of Home Base Program, a Red Sox Foundation and Massachusetts General Hospital Program dedicated to healing the invisible wounds for Veterans of all eras.



This American Life Project 2017



Honoring

-Service

-Valor

-Sacrifice



Join the Nation ... Thank a Vietnam Veteran!

The 2008 National Defense Authorization Act (Public Law 110-181 § 598) empowers the Secretary of Defense to conduct a program on behalf of the Nation that commemorates the 50th anniversary of the Vietnam War. This law also authorizes the Secretary to coordinate, support and facilitate federal, state and local government commemorative programs and activities. To that end, "The United States of America Vietnam War Commemoration" was formed.

By presidential proclamations on May 25, 2012, and November 20, 2017, the Commemoration extends from Memorial Day 2012 through Veterans Day 2025. Congress articulated five objectives for this Commemoration:

1. To thank and honor veterans of the Vietnam War, including personnel who were held as prisoners of war, or listed as missing in action, for their service and sacrifice on behalf of the United States and to thank and honor the families of these veterans.
2. To highlight the service of the Armed Forces during the Vietnam War and the contributions of federal agencies and governmental and non-governmental organizations that served with, or in support of, the Armed Forces.
3. To pay tribute to the contributions made on the home front by the people of the United States during the Vietnam War.
4. To highlight the advances in technology, science, and medicine related to military research conducted during the Vietnam War.
5. To recognize the contributions and sacrifices made by the allies of the United States during the Vietnam War.

According to the Department of Veterans Affairs, 9 million Americans served on active duty in the U.S. Armed Forces during the period of the Vietnam War; approximately 6.2 million are living in America and abroad today. To reach these large numbers, the Commemoration has enlisted the assistance of many thousands of Commemorative Partner organizations at the local, state and national levels to conduct hometown-centric events and activities that thank and honor Vietnam veterans and their families in their local communities.

Join us in this noble mission! Your organization can apply online to become a Commemorative Partner. Visit www.vietnamwar50th.com for more information and access to Vietnam veteran oral histories, photos, event videos and other compelling Commemoration material.

Published: November 2020

Join the Nation ... thank a Vietnam veteran!

vietnamwar50th.com

What: A Memorial at the Reading Memorial High School to honor ALL those from Reading who served during the Vietnam War.

When: Veterans Day timeframe unveiling 2021.

Why now: They are still with us but we have lost many since their return. This is an opportunity to again welcome them home and to honor them along with their families.

How: Funding from The Reading Veterans Memorial Trust Fund along with a GoFundMe campaign in which many have shown interest in making a contribution.

With your approval of the concept we will move forward with a design and return the School Committee for approval. Thank you!

Recommended
location for
School
Committee
approval



A few samples...





VIETNAM VETERANS

This memorial is dedicated
to the Veterans
of the Town of
NORTH STONINGTON
who served their country
for the cause of freedom

In Memory of

STEPHEN D. WILKINSON

PFC-USMC DIED IN VIETNAM, 1969



IN MEMORY OF ALL VIETNAM VETERANS

This memorial was erected in memory of the young individuals who went to war as kids and lost their youthful dreams, and some their lives, for a cause - freedom and honor - and came back as men with the horrors of war instilled in every fiber of their being and were never given the respect and honor they so dearly deserved from the public or United States government.

God will one day judge our actions. Until then, He will shine on the lives of each veteran now and forever more because He was with each of them in Vietnam. He is the only One that truly knows what they went through and are living with every day.

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: May 13, 2021
Re: Assistant Superintendent Recommendation

At the May 13, 2021 School Committee Meeting, I will be making a recommendation with Dr. Milaschewski's approval, for the next Assistant Superintendent for Learning and Teaching for the Reading Public Schools. This process began several weeks ago and will culminate with a recommendation on Thursday night. During this process, we received 43 applicants, of which, 9 were interviewed by the Screening Committee. As a result of those first round interviews, four finalists were announced and went through in person interviews with Superintendent-Elect Tom Milaschewski, CFO Gail Dowd, Assistant Superintendent for Student Services Jennifer Stys, and myself. In addition, there was an open microphone session with staff and an open microphone session with the community. Reference checks were also conducted through our networks.

Once the School Committee approves the recommendation, we will engage in contract negotiations with a start date of July 1, 2021.

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
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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: May 13, 2021
Re: Joshua Eaton Principal Timeline

At the May 13, 2021 School Committee Meeting, I will be asking the School Committee to approve the hiring process for the next Principal of Joshua Eaton. I would like to recognize and thank current Principal LisaMarie Ippolito for the amazing job that she has done over the last four years as Principal of the Joshua Eaton Elementary School. We wish her the best of luck as the next Assistant Superintendent for the Newburyport Public Schools.

I have attached the timeline and the members of the Screening Committee for your review and approval.

Please contact me if you have any questions.

Reading Public Schools
Screening Committee
Joshua Eaton Elementary School Principal

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:
 - **Joanne King, Wood End Principal**
 - **Richele Shankland, Parker Middle School Principal**
 - **Dr. Jennifer Stys, Assistant Superintendent for Student Services**
 - **Gail Dowd, Chief Financial Officer**
 - **Matthew Vatcher, School Resource Officer**
 - **Stacy Kress, Teacher**
 - **Liz McGevna, Teacher**
 - **Victoria Ryan, Teacher**
 - **Bethany Nazzaro, Teacher**
 - **Amy Greco, School Secretary**
 - **Emily James, Parent**
 - **Natalie Cusato, Parent**
 - **Brian Berg, Parent**
 - **Lara Durgavich, 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 and times are tentative and may change during the process.

Date	Time	Event	Location
Week of April 26		Position posted on M.A.S.S./Talent Ed/School Spring/METCO Indeed.com/Mass Partnership for Diversity and Education/Other recruiting tools	Online
May 13	7:00 p.m.	School Committee Review of Timeline/Process	Virtual
Week of May 2		Survey Staff, Parents, Administrators Solicit Members for Screening Committee	Online Surveys
May 12	4:00 p.m.	Organizational Meeting with Screening Committee	Virtual
May 19	4:00 p.m.	Meeting to Design Questions	Virtual
May 21		Deadline for Applications	
May 27	7:30 a.m.-5:00 p.m.	1 st Round Candidate Interviews and selection of pre-finalists forwarded to Superintendent of Schools	Virtual

May 28	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 31		Staff and Community Announcement of Appointment	

DRAFT

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
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Director of 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: Jennifer A. Stys
Date: May 11, 2021
Re: Massachusetts Dyslexia Guidelines

Allison Straker, Humanities Coordinator, Allison Wright, Director of Special Education, and I will be presenting a brief overview of the Massachusetts Dyslexia Guidelines that were just released in April 2021. The presentation will also include specifics of the work Reading has already completed regarding this guidance, as well as, upcoming initiatives in this area.

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
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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: May 13, 2021
Re: 1st Readings of School Committee Policies BID and DKC

At the May 13, 2021 School Committee Meeting, I will be asking the Committee to approve first readings on two School Committee policies that are currently not in your handbook. Those policies are designated as follows:

- BID – School Committee Member Compensation and Expenses
- DKC – Expense Reimbursements

Policy BID is the current MASC recommended policy. Policy DKC has some adjustments from the MASC recommended policy based on Town of Reading procedures.

Both policies are attached. Please contact me if you have any questions.

File: BID

SCHOOL COMMITTEE MEMBER COMPENSATION AND EXPENSES

The School Committee shall serve without compensation, except that a member of a School Committee of a city, town, regional school district or superintendency union may be compensated for their services by a majority vote of the city council in a city having a Plan D or Plan E charter; in a city not having a Plan D or Plan E charter by vote of the city council, subject to the provisions of the charter of such a city; in a town by a majority vote at a town meeting; and in a regional school district or school superintendency by a majority vote of the voting member towns authorized at their respective town meetings, the amount of such compensation, in each case, to be set by the respective cities, towns or groups of towns. No member of a School Committee in any town shall be eligible to the position of teacher, or Superintendent of public schools therein, or in any union school or superintendency union or district in which their town participates.

Upon submitting vouchers and supporting bills for expenses incurred in carrying out specific services previously authorized by the Committee, members may be reimbursed from school funds.

Reimbursable expenses may include the cost of attendance at conferences of School Committee associations and other professional meetings or visitations when such attendance and expense payment has had prior School Committee approval.

SOURCE: MASC

LEGAL REFS.: M.G.L. [40:5](#); [71:52](#)

CROSS REF.: [BIBA](#), School Committee Conferences, Conventions, and Workshops

EXPENSE REIMBURSEMENTS

Personnel and school department officials who incur expenses in carrying out their authorized duties will be reimbursed by the school department upon timely (within 30 days of activity) submission of a properly completed and approved voucher and any supporting receipts required by the Superintendent.

When official travel by a personally owned vehicle is authorized, mileage payment will be reimbursed at the IRS rate. generally be made at the rate currently approved by the Committee. All staff travel needs to be preapproved by the Superintendent of Schools.

To the extent budgeted for such purposes in the school budget, approval of travel requests by School Committee members must have prior approval of the School Committee. Staff travel requests within budgetary limits may be approved by the Superintendent. Staff travel requests that exceed budgetary limits (i.e. requiring cost center transfer) will require the approval of the School Committee and the identification of funding sources by administration. Each request will be judged on the basis of its benefit to the school district.

SOURCE: MASC August 2016

LEGAL REF.: M.G.L. [40:5](#); [44:58](#)

Reading Public Schools
School Committee Meeting Packet
May 13, 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
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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: May 13, 2021
Re: 2nd Reading of School Committee Policies

At the May 13, 2021 School Committee Meeting, the School Committee will be conducting and approving a second reading of several policies that had a first reading at our last meeting.

The policies are included in this packet and are as follows:

- BDD – School Committee – Superintendent Relationship
- ACE – Nondiscrimination on the Basis of Disability
- BBA – School Committee Powers and Duties
- BBBA/BBBB – School Committee Member Qualifications / Oath of Office
- BEDA – Notification of School Committee Meetings
- BEDB – Agenda Format
- BIA – New School Committee Member Orientation
- CBD – Superintendent Contract
- CE – Administrative Councils, Cabinets and Committees
- CHC - Regulations Dissemination
- CH – Policy Implementation
- CBI – Evaluation of the Superintendent (Changes made since last meeting)
- BDE – Subcommittees of the School Committee

The second reading of Policy BIBA, School Committee Conferences, Conventions and Workshops, will be reviewed and approved once the two cross reference policies, BID – School Committee Member Compensation and Expenses and DKC – Expense Reimbursements go through a first reading at this meeting.

Please contact me if you have any questions.

SCHOOL COMMITTEE-SUPERINTENDENT RELATIONSHIP

The Committee will leave to the Superintendent all matters of decision and administration that come within their scope as executive officer or as professional leader of the school district. While the Committee reserves to itself the ultimate decision of all matters concerning general policy or expenditures of funds, it will normally proceed in these areas after receiving recommendations from its executive officer. Further:

1. The Superintendent ~~will have the privilege of asking~~ may seek guidance from the Committee with respect to matters of operation whenever appropriate. If it is necessary to make exceptions to an established policy, ~~he~~ they will submit the matter to the Committee for advice and direction.
2. The Superintendent will assist the Committee in reaching sound judgments and establishing policies, and will place before the Committee all relevant facts, information, and reports necessary to keep the Committee adequately informed of situations or business at hand.

SOURCE MASC July 2016

NONDISCRIMINATION ON THE BASIS OF DISABILITY

Title II of the Americans With Disabilities Act of 1992 requires that no qualified individual with a disability shall, because the district's facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, and activities of the district or be subject to discrimination. Nor shall the district exclude or otherwise deny services, programs, or activities to an individual because of the known disability of a person with whom the individual is known to have a relationship or association.

Definition

A "qualified individual with a disability" is an individual with a disability who, with or without reasonable modification to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the district.

Reasonable Modification

The district shall make reasonable modification in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the district can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity.

Communications

The district shall take the appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others. To this end, the district shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in, and enjoy benefits of, a service, program, or activity conducted by the district. In determining what type of auxiliary aid or service is necessary, the district shall give primary consideration to the requests of the individuals with disabilities.

Auxiliary Aids and Services

"Auxiliary aids and services" includes (1) qualified interpreters, note takers, transcription services, written materials, assisted listening systems, and other effective methods for making aurally delivered materials available to individuals with hearing impairments; (2) qualified readers, taped texts, audio recordings, Braille materials, large print materials, or other effective methods for making visually delivered materials available to individuals with visual impairments; (3) acquisition or modification of equipment or devices and (4) other similar services and actions.

Limits of Required Modification

The district is not required to take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens. Any decision that, in compliance with its responsibility to provide effective communication for individuals with disabilities, would fundamentally alter the service, program, or activity or unduly burden the district shall be made by the School Committee after considering all resources available for use in funding and operating the program, service, or activity. ~~The decision shall be accompanied by a written statement of the reasons for reaching that conclusion.~~ A written statement of the reasons for reaching that conclusion shall accompany the decision.

Notice

The district shall make available to applicants, participants, beneficiaries, and other interested persons information regarding the provisions of Title II of the American with Disabilities Act (ADA) and its applicability to the services, programs, or activities of the district. The information shall be made available in such a manner as the School Committee and Superintendent find necessary to apprise such persons of the ~~projections~~ protections against discrimination assured them by the ADA.

Compliance Coordinator

The district shall designate at least one employee to coordinate its efforts to comply with and carry out its responsibilities under Title II of ADA, including any investigation of any complaint communicated to it alleging its noncompliance or alleging any actions that would be prohibited under ADA. The district shall make available to all interested individuals the name, office address, and telephone number of the employee(s) so designated and shall adopt and publish procedures for the prompt and equitable resolution of complaints alleging any action that would be prohibited under the ADA. The school system receives federal financial assistance and must comply with the above requirements. Additionally, the School Committee is of the general view that:

1. Discrimination against a qualified handicapped disabled person solely on the basis of handicap is unfair; and
2. To the extent possible, qualified handicapped persons should be in the mainstream of life in school community. Accordingly, employees of the school system will comply with the above requirements of the law and policy statements of this Committee to ensure nondiscrimination on the basis of handicap disability.

Re-Adopted by the Reading School Committee on August 24, 2006

LEGAL REFS: Rehabilitation Act of 1973, Section 504

Education for All Disabled Handicapped Children Act of 1975

M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)

Title II, Americans with Disabilities Act of 1992, as amended

Board of Education Chapter 766 Regulations, adopted 10/74, as amended through 3/28/78

CROSS REFS: IGB, Special Instructional Programs and Accommodations Support Services Programs

IGBA, Programs for Handicapped Disabled Students

SCHOOL COMMITTEE POWERS AND DUTIES

The School Committee has all the powers conferred upon it by state law and must perform those duties mandated by the state. These include the responsibility and right to determine policies and practices and to employ a staff to implement its directions for the proper education of the children of the community.

The Committee takes a broad view of its functions. It sees them as:

1. Legislative or policy making. The Committee is responsible for the development of policy as guides for administrative action and for employing a Superintendent who will implement its policies.
2. Appraisal. The Committee is responsible for evaluating the effectiveness of its policies and their implementation.
3. Provision of financial resources. The Committee is responsible for adoption of a budget that will enable the school system to carry out the Committee's policies.
4. Public relations. The Committee is responsible for providing adequate and direct means for keeping the local citizenry informed about the schools and for keeping itself and the school staff informed about the needs and wishes of the public.
5. Educational planning and evaluation. The Committee is responsible for establishing educational goals and policies that will guide the Committee and staff for the administration and continuing improvement of the educational programs provided by the school district.

Personnel Matters

The Superintendent shall be appointed by vote of the Committee and shall directly report to the Committee as provided by law and perform all the duties that are prescribed by law and such other duties, not inconsistent there to, as a majority of the Committee may direct.

The School Committee shall appoint, upon the recommendation of the Superintendent, Assistant/Associate/Deputy Superintendent(s), School Business Administrator, Special Education Administrator, School Physician, School Nurses, and Supervisor of Attendance. Such positions shall not report directly to the School Committee.

SOURCE: MASC July 2016

LEGAL REF.: M.G.L. [71:37](#) specifically, but powers and duties of School Committees are established throughout the Massachusetts General Laws.

CROSS REF.: [BB](#), School Committee Legal Status

[BDG](#), School Attorney

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SCHOOL COMMITTEE MEMBER QUALIFICATIONS/OATH OF OFFICE

In order to serve on the School Committee, an individual must be a registered voter in the town from which ~~he/she~~ they are elected or appointed and must take an oath of office as required by law.

Each new member will present to the Committee secretary official certification of having sworn the oath before an officer duly qualified to administer oaths prior to entering on ~~his/her~~ their official duties as a member of the Committee.

From the town clerk, newly qualified Committee members by law receive, and sign a receipt for, a copy of the Massachusetts open meeting law governing the conduct of Committee meetings in general and executive sessions in particular.

Newly qualified Committee members shall, by law, receive and sign a receipt for, within 30 days of taking office, a copy of the Massachusetts Ethics Commission's Summary of the Conflict of Interest laws. As municipal employees, all School Committee members shall receive a copy of said summary annually. All School Committee members shall, within 30 days of taking office, and every 2 years thereafter, complete the Massachusetts Ethics Commission's online training program. Upon completion of the online training program, members shall provide notice of such completion to be retained for 6 years by the Municipal or District Clerk.

Membership on a School Committee is not limited to race, color, sex, religion, national origin, gender identity or sexual orientation.

~~Membership on a School Committee is not limited to race, color, sex, gender identity, religion, national origin, or sexual orientation.~~

Adopted by the Reading School Committee on March 26, 2007
Revised and Adopted by the Reading School Committee on April 8, 2013
SOURCE: MASC July 2016

LEGAL REFS.: ~~M.G.L. 39:23B; 41:1; 41:107~~
~~M.G.L. 76:5 Amended 1993~~ LEGAL REFS.: M.G.L. 30A:20; 41:1; 41:107; 76:5; 268A:27-28;

NOTIFICATION OF SCHOOL COMMITTEE MEETINGS

As required by law, a minimum of 48 hours' advance notice (excluding Saturdays, Sundays and legal holidays) will be given for any meeting of the School Committee, including all subcommittee meetings. The only exception permitted is in case of emergency, which the law defines as "a sudden, generally unexpected occurrence or set of circumstances demanding immediate action."

Notification of the dates, times, and places of regular meetings will may be accomplished by periodic publication of the schedule for the ensuing months. However, a minimum of 48 hours prior to each meeting the Committee shall cause to be posted a listing of each subject the Chair reasonably anticipates will be discussed at the meeting (the agenda). Notification of a change in a regular meeting time or place or agenda and notification, including agenda, of a special meeting will be filed with the town clerk at least 48 hours in advance, as required by law.

Adopted by the Reading School Committee on March 26, 2007

SOURCE: MASC July 2016

LEGAL REFS.: M.G.L. 39:23A; 39:23B 30A:18-25

CROSS REF.: BE, School Committee Meetings

AGENDA FORMAT

The Superintendent, conferring with the Chair of the School Committee, will arrange the order of items on meetings agendas so that the Committee can accomplish its business as expeditiously as possible. The particular order may vary from meeting to meeting in keeping with the business at hand.

The Committee will follow the order of business established by the agenda except as it votes to rearrange the order for the convenience of visitors, individuals appearing before the Committee, or to expedite Committee business.

Any School Committee member, staff member, or citizen may suggest items of business. The inclusion of such items, however, will be at the discretion of the Chair of the Committee. A staff member who wishes to have a topic scheduled on the agenda should submit the request through the Superintendent.

~~Items of business may be suggested by any School Committee member, staff member, or citizen.~~

The agenda will also provide for time when any citizen who wishes may speak briefly before the School Committee.

The agenda, together with supporting materials, will generally be distributed to School Committee members three days prior to the meeting to permit adequate time to prepare for the meeting.

Agendas will be posted and made available to the press.

SOURCE: MASC July 2016

CROSS REFS: BEDH, Public Comment at School Committee Meetings

Adopted by the Reading School Committee on March 26, 2007

NEW SCHOOL COMMITTEE MEMBER ORIENTATION

In accordance with the requirements of [Massachusetts General Law Chapter 71, Section 36A](#), each new School Committee member elected to the Reading School Committee is required to complete, within 1 year of their election or appointment, at least 8 hours of orientation training. This orientation shall include, but is not limited to, a review of School Finance, the Open Meeting Law, Public Records Law, Conflict of Interest Law, Special Education Law, Collective Bargaining, School Leadership Standards and Evaluations, and the Roles and Responsibilities of School Committee Members.

The School Committee Chair and the Superintendent shall assist each new member to understand the [Committee's functions](#), policies and procedures of the Committee as soon after election as possible. Each new member shall be given [or provided direct online access to](#) the following materials:

- A. A copy of the School Committee policy manual
- B. A copy of the Open Meeting Law
- C. A copy of the Conflict of Interest Regulations
- D. A copy of the district's budget
- E. Collective bargaining agreements and contracts
- F. Student and/or staff handbooks

Each new member shall also receive any other materials the Chair and/or the Superintendent determines to be necessary.

The Chair and/or Superintendent shall also clarify policy:

- A. arranging visits to schools or administrative offices
- B. requesting information regarding school district operations
- C. responding to community requests/complaints concerning staff or programs
- D. handling confidential information

Whether appointed or elected, new members should be advised that they are also members of the Massachusetts Association of School Committees, Inc. and should be encouraged to utilize the services and resources MASC provide by attending meetings or workshops specifically designed for new Committee members. Their expenses at these meetings or workshops will be reimbursed in accordance with established Committee policy.

Adopted by the Reading School Committee on March 26, 2007

[SOURCE: MASC July 2016](#)

[CROSS REF: BBBA/BBBB School Committee Member Qualifications/Oath of Office](#)

LEGAL REF.: M.G.L. 71:36A

SUPERINTENDENT'S CONTRACT

The Committee, upon the election of a candidate to be Superintendent or upon reelection of the incumbent Superintendent will enter into a written contract with the Superintendent, which will meet the requirements of law and will protect the rights of both the Committee and the Superintendent. In accordance with said contract or, in the absence of specific contract language, by vote of the members, the Committee may choose to negotiate a successor contract with an incumbent Superintendent.

Adopted by the Reading School Committee on March 26, 2007

SOURCE: MASC July 2016

LEGAL REFS.: M.G.L. 71:41; 71:42

NOTE: Under the laws of the Commonwealth, the School Committee may award a contract to a Superintendent of schools for a period not to exceed six years.

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ADMINISTRATIVE COUNCILS, CABINETS, AND COMMITTEES

The Superintendent may establish such permanent or temporary councils, cabinets, and committees as [he/she they deem](#) necessary for assuring staff participation in decision making, for implementing policies and ~~procedures regulations and~~ for the improvement of the educational program.

Functioning in an advisory capacity all councils, cabinets, and committees created by the Superintendent may make recommendations for submission to the School Committee through the Superintendent. Such groups will exercise no inherent authority. Authority for establishing policy remains with the School Committee and authority for implementing policy remains with the Superintendent.

The membership, composition, and responsibilities of administrative councils, cabinets, and committees will be defined by the Superintendent and may be changed at [their his/her](#) discretion. However, the School Committee wishes to be kept informed of the establishment and dissolution of these groups as well as their membership and their purpose.

Expenses incurred by such groups for consultative services, materials, and any investigative travel will be paid by the school system, but only within budgetary allotments and when approved in advance by the Superintendent.

Adopted by the Reading School Committee on March 26, 2007

[SOURCE: MASC July 2016](#)

REGULATIONS DISSEMINATION

It will be the responsibility of the Superintendent to see that the regulations developed to implement Committee policies and administer the school system are appropriately coded and included as [procedures regulations](#) in the School Committee's policy manual.

A [regulation procedure](#) concerning a particular group or groups in the schools will be distributed to the group(s) prior to the effective date of the regulation.

Adopted by the Reading School Committee on March 26, 2007

SOURCE: [MASC July 2016](#)

POLICY IMPLEMENTATION

The Superintendent has responsibility for carrying out, through procedures regulations, the policies established by the School Committee.

The policies developed by the Committee and the procedures regulations developed to implement policy are designed to increase the effectiveness and efficiency of the school system. Consequently, it is expected that all School Committee employees and students will carry them out.

Administrators and supervisors are responsible for informing staff members in their schools, departments, or divisions of existing policies and procedures regulations and for seeing that they are implemented in the spirit intended.

Adopted by the Reading School Committee on March 26, 2007

SOURCE: MASC July 2016

EVALUATION OF THE SUPERINTENDENT

Evaluation can serve the purpose of helping educators and educational leaders continually improve their practice.

Through evaluation of the Superintendent, the School Committee will strive to accomplish the following:

1. Ensure the efforts of the Superintendent are focused on district goals and the standards of professional practice established by state regulation are met by the Superintendent.
2. Ensure all Committee members and the Superintendent are in agreement and clear on the role of the Superintendent and the immediate priorities among their responsibilities.
3. Provide excellence in administrative leadership of the school district.
4. Develop a respectful and productive working relationship between the School Committee and Superintendent.

The School Committee and Superintendent will periodically develop a set of performance objectives based on the needs of the school district and in keeping with state regulations for evaluation of the Superintendent. The Superintendent's performance will be reviewed in accordance with specified goals and standards. Additional objectives will be established according to the evaluation cycle agreed upon with the Superintendent.

All School Committee discussion and deliberation related to the Superintendent's performance evaluation shall be conducted in open session in accordance with the open meeting law.

SOURCE: MASC July 2016

LEGAL REF: M.G.L. [30A:18-25](#)

603 CMR [35.00](#)

SUBCOMMITTEES OF THE SCHOOL COMMITTEE

The School Committee ~~shall appoint members to subcommittees as necessary at their annual organizational meeting for a period of one year. These subcommittees may be created for a specific purpose and to make recommendations for Committee action, may authorize the establishment of special subcommittees for special assignments and to make recommendations for committee action. For purposes of definition: a subcommittee is a small group (less than a quorum of the full committee) made up of School Committee members only. An ad hoc committee/ advisory committee is a group of broader membership (parents, teachers, administrators) whose charge may be to bring a recommendation back to the full committee for review and adoption/rejection.~~

1. The subcommittee will be established through action of the School Committee.
2. The ~~subC~~committee chairperson, ~~subject to approval by the Committee, and its members will be appointed by the School C~~subcommittee chairperson ~~and its members~~.
3. The subcommittee will be provided with a list of its functions and duties.
4. The subcommittee may make recommendations for ~~School~~Committee action, but it may not act for the School Committee.
5. ~~The School Committee Chairperson and Superintendent or designee will be ex officio members of all special subcommittees. All subcommittees of the School Committee are subject to the provisions of the Open Meeting Law.~~
6. A subcommittee will be dissolved by the School Committee upon completion of its assignment, or it may be dissolved by a vote of the School Committee at any time.
-
7. ~~Individual subcommittee chairs will decide if they wish to have input from students and citizens.~~
-

~~Ad hoc committees may be formed by the School Committee and shall be disbanded upon completion of their responsibilities. No reports purporting to be the regular actions of said committees shall be presented to the School Committee unless acted upon by a majority of those present at the subcommittee meetings at which such actions were taken.~~

~~All subcommittees of the School Committee, as well as Ad hoc committees or advisory committees established by the School Committee will conform to the requirements set forth in the Open Meeting Law (Massachusetts General Law Chapter 39, section 23A, 23B, and 23C).~~

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Formatted: Indent: Left: 0", Hanging: 0.51"

Source: MASC

Legal Ref.: M.G.L. 30A:18-25

Cros Ref.: BEC, Executive Session

Adopted by the Reading School Committee on March 26, 2007

Reading Public Schools
School Committee Meeting Packet
May 13, 2021



Information/ Correspondence

Select Board Liaison Assignments

effective April 14, 2020

Select Board ad hoc Committee	#	
Human Rights - sunset 12/31/20	2	Anne & Carlo
Select Board Subcommittees	#	
Communications	2	Anne & Vanessa

Administrative Services	#	SB Member(s)
Select Board VASC	2	Carlo & Karen
School Committee	2	Mark & Vanessa
Regional School District	1	
RMLD Commissioners	2	Karen & Vanessa
RMLD CAB		Vanessa
Bylaw Committee	1	Anne
Finance Committee	2	Karen
RCTV Board of Directors	2	Mark
Cultural Council	1	Vanessa
Climate Advisory	1	Karen & Vanessa
Reading Ice Arena Authority	1	Carlo
Walkable Reading	1	
Celebration Committee	1	Karen
Animal Controls Appeal Comm.	1	Karen
Moderator & TM Rules Committee	1	
Board of Registrars	1	Anne
Constables	1	Carlo

Finance		
Audit Committee	1	Mark
Board of Assessors		Vanessa
Retirement Board	1	
Commissioners of Trust Funds	1	Mark
Veterans Memorial Trust Fund Comm.	1	

Public Services	#	
<u>Community Services</u>		
Council on Aging & MVES	2	Mark
Board of Health	2	Anne
Recreation Committee	2	Carlo
Cust. of Soldiers&Sailors Graves	1	
<u>Community Development</u>		Mark
Economic Development		Karen & Mark
MAPC		Karen
CPDC	2	Carlo
Zoning Board of Appeals	2	Carlo & Vanessa
Historical & Historic District Commissions	2	Carlo
Conservation Commission	2	Carlo & Karen
Reading Housing Authority	1	
Public Safety		
ICS Command		Mark
Public Safety department	2	Anne
HRAC		Anne
The Coalition	1	Mark
Facilities		
Permanent Building Committee	2	Mark
Public Library		
Library Trustees	1	Anne

Public Works		
Public Works department	1	Carlo
Board of Cemetery Trustees	1	Carlo
MWRA Advisory Board	1	Vanessa
Trails Committee	1	Karen
Town Forest Committee	1	Karen

Lapierre, Samantha

From: Robinson, Charles
Sent: Thursday, April 15, 2021 5:10 PM
To: Geoffrey Coram
Cc: Lapierre, Samantha
Subject: Re: April 15 meeting comments

Hi Geoffrey:

Thank you for the email and feedback.

Chuck Robinson

From: Geoffrey Coram <gjcoram@yahoo.com>
Sent: Thursday, April 15, 2021 3:59 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Re: April 15 meeting comments

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 sent in some comments earlier today, but the packet was subsequently revised, so the page numbers in my email no longer match the packet. I have revised the page numbers below.

On Thursday, April 15, 2021, 09:31:21 AM EDT, Geoffrey Coram <gjcoram@yahoo.com> wrote:

Dear School Committee:

I have a few comments on the packet for the April 15 meeting.

1. (page 19) Enrollment numbers: I don't understand the columns. The chart appears to show that all the students repeated a grade in the 20-21 school year, since the "net change" is computed by subtracting the students in the same grade each year (grade 1 net change of 2 = 316-214). I would have expected the students to go up a grade, but there is a jump of +32 between the 281 students in grade 4 in the 19-20 school year and the 313 student in grade 5 in the 20-21 school year.

So, maybe the grade in the first row is the grade they were in for the 19-20 school year only.

But then I wonder if the K numbers show the actual enrollment for that grade in both years, or did 83 K students in 19-20 not come back for grade 1?

(Also note that the net change numbers for grades 1-5 are missing the minus signs.)

2. Are slides 20 and 23 identical?

3. (pages 33 & 34) I don't understand how Scheme A has a "capacity total" of 2020 but does not address pre-K, whereas Scheme B has a lower "capacity total" of 2000 yet does address pre-K.

4. (page 34) It also looks like Scheme B eliminates all paved outdoor space that used to be available for recess at Birch Meadow. The modular classrooms already take a significant part of it. When my children were at Birch Meadow, they

were restricted to the hardtop area in snowy weather; if there is no hardtop area, will outside recess be eliminated?

5. (page 60) "Most likely construction would happen without reimbursement" Is this already reflected in the difference in total project costs shown on slides 33 and 34 (\$78M for A, \$102M for B)? Or would we see an even larger difference in the "net cost" to the town, after MSBA reimbursement?

6. (page 72) Policy BDD: While I support the replacement of the gender-specific "he" in the second sentence, I think "they" is confusing, as I initially thought it referred to the Committee members. I suggest not using a pronoun in this case:

"The Superintendent may seek guidance from the Committee with respect to matters of operation whenever appropriate. If it is necessary to make exceptions to an established policy, the Superintendent will submit the matter to the Committee for advice and direction."

7. (page 75) Policy BBA: Does RPS have a "Supervisor of Attendance"?

8. (page 76) Policy BBBA/BBBB The wording of this sentence is odd:

"Membership on a School Committee is not limited to race, color, sex, religion, national origin, gender identity or sexual orientation."

(which makes it sound like one's race is the member, as opposed to the whole person with all characteristics of identity).

I think what is intended is

"Membership on a School Committee is not limited by race, color, sex, religion, national origin, gender identity or sexual orientation."

or perhaps

"Membership on a School Committee is not limited to those persons of any particular race, color, sex, religion, national origin, gender identity or sexual orientation."

9. (page 77) Policy BEDA: The revision mentions "Saturdays, Sundays, and legal holidays"; however, is a further modification necessary to address the fact that Reading's Town Hall is closed on Fridays? Or do we take "filed with the town clerk" to require that the town clerk's office is open, such that one cannot file notices on Fridays?

10. (page 78) Policy BEDB: "The inclusion of such items, however, will be at the discretion of the Chair of the Committee." Is there a provision for some number of School Committee members to force inclusion of an item, overruling the Chair? I don't see it in this policy.

11. (page 79) Policy BIA: It's redundant to have "Committee's" and "of the Committee" in the second half of this sentence:

"The School Committee Chair and the Superintendent shall assist each new member to understand the Committee's functions, policies and procedures of the Committee as soon after election as possible."

12. (page 82) Policy BIBA: I'm concerned that the revision does not make it clear who is responsible for making the SC aware of conferences, etc. The existing policy clearly states this calendar will be maintained by the School Committee secretary.

13. (page 82) Policy BIBA: A new cross-reference is added for BID, School Committee Member Compensation and Expenses; however, no such section exists in the current policy manual, and no corresponding addition appears in this packet. Thus, paragraph 3 of BIBA is unclear when it says "the travel expense reimbursement policy" because there is no such policy.

14. (page 85) Policy CHC: Why are only some of the instances of "regulation" replaced by "procedure"? Specifically, in

the last sentence, the second word is changed from "regulation" to "procedure" but the last word remains "regulation":

A procedure concerning a particular group or groups in the schools will be distributed to the group(s) prior to the effective date of the regulation.

Regards,
Geoffrey Coram
Ridge Rd.

Lapierre, Samantha

From: Geoffrey Coram <gjcoram@yahoo.com>
Sent: Thursday, April 15, 2021 9:40 PM
To: Robinson, Charles; DG School Committee
Cc: Lapierre, Samantha
Subject: Re: April 15 meeting comments

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.

I spoke too soon: Mr. Brandt read my comments, but he said they had all been addressed. I do not feel this was the case: specifically, points 9, 11 and 12; more generally, I had asked how my e-mailed comments would be addressed. I tried to follow up, after Mr. Brandt read my comments, but the committee moved to adjourn before anyone noticed.

In previous meetings, Mr. Wise did a great job of staying on top of the questions in the chat window. Tonight, he missed all of my comments until after the discussion had moved on. If we were meeting in person, I could have stood up or raised my hand. I don't know if Teams was being particularly slow about showing the comments, but perhaps there needs to be some double-check of the chat window or extra time to allow for network delays.

Regards,
Geoffrey Coram
Ridge Rd.

On Thursday, April 15, 2021, 09:29:45 PM EDT, Geoffrey Coram <gjcoram@yahoo.com> wrote:

Hi, Chuck -

My point 10 was brought up by Ms Gaffen during the meeting, and my point 13 was brought up by Mr. Wise. I asked in the chat about these points, but Mr. Wise did not notice them; Mr. Brandt did, 20 minutes later.

-Geoffrey

On Thursday, April 15, 2021, 05:10:11 PM EDT, Robinson, Charles <charles.robinson@reading.k12.ma.us> wrote:

Hi Geoffrey:

Thank you for the email and feedback.

Chuck Robinson

From: Geoffrey Coram <gjcoram@yahoo.com>
Sent: Thursday, April 15, 2021 3:59 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Re: April 15 meeting comments

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Regards,
Geoffrey Coram
Ridge Rd.

Lapierre, Samantha

From: Robinson, Charles
Sent: Thursday, April 15, 2021 5:09 PM
To: aw@cordelephotography.com
Cc: Lapierre, Samantha
Subject: Re: Meeting in person

Hi Alicia,

Thank you for the email and feedback. Other issues being discussed before returning to in person meeting but again appreciate your thoughts.

Chuck Robinson

From: aw@cordelephotography.com <aw@cordelephotography.com>
Sent: Thursday, April 15, 2021 6:31 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>; selectboard@ci.reading.ma.us <selectboard@ci.reading.ma.us>
Subject: Meeting in person

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.

(I apologize if this is a duplicate message, the town server keeps bouncing back my emails.)

Dear School Committee and Select Board

There are 58 active cases in Reading with Covid.

This comes out to roughly 0.21% of the population of Reading (based on 27K Residents - Based on 26K its .22%).

The time to start meeting in person for meetings and open up Town Hall and the library is here.

If the public coming to meetings is a problem, meet outside! Meet in the Field house. There are solutions to these problems.

Can someone PLEASE address this.

Respectfully,
Alicia Williams

Lapierre, Samantha

From: Kendra Cooper <coveyhill@aol.com>
Sent: Thursday, April 22, 2021 3:55 PM
To: rpltrustee@noblenet.org; selectboard@ci.reading.ma.us; DG School Committee;
townmanager@ci.reading.ma.us; ReadingTownMeetingMembers@googlegroups.com
Subject: April Town Meeting - HRAC/Equity Director/RPL/ Open Meeting Law
Attachments: 2021 - 042221 - OML Letter to Library Select Board LeLacheur School Committee
v1.1.pdf

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 find attached a letter from Kendra Cooper, TMM Prec 8, Open Meeting Law concerns vs. the proposed creation of Director of Equity and Social Justice position and new Division of Equity and Social Justice all under the public library.

April 22, 2021

Reading Library Board of Trustees
Reading Select Board
Reading School Committee
Robert LeLacheur, Reading Town Manager

Dear Committee and Town Meeting Members and Town Manager LeLacheur,

Nearly 60 years ago, my mother testified at the Massachusetts State House in favor of the state's first Open Meeting Laws (OML). As a news reporter, she knew the dangers inherent in public business conducted in secret.

Now, some in Reading propose to evade Open Meeting Law requirements by creating and funding a new Director of Equity and Social Justice position under the library and placing the Reading Human Relations Advisory Committee (HRAC - established in 2001 by the Board of Selectmen) under a new library Division of Equity and Social Justice.

Apparently, to some, Open Meeting law requirements are simply a nuisance and unnecessary obstacles. Requirements such as the HRAC's need to post meetings 48 hours in advance, allowing the public to attend, see and hear their deliberations, keeping and releasing accurate minutes of their proceedings in a timely manner, in their eyes, appear unreasonable.

However, like the Privacy and Public Records laws that dovetail with OML requirements, Massachusetts Open Meeting laws protect our rights, provide transparency and enable us to hold our local government accountable. These rights should not be dismissed and negated because some believe they are inconvenient to those in power.

I urge you not to support the library placement of this Director of Equity and Justice position and the new Division of Equity and Social Justice. The public's "right to know" should prevail over those who wish to conduct town and local business in the dark.

Sincerely,

Kendra Cooper, TMM - Prec. 8
20 Covey Hill Rd.

Lapierre, Samantha

From: Gordon McIntosh <gordon.mcintosh@verizon.net>
Sent: Friday, April 23, 2021 6:48 AM
To: ReadingTownMeetingMembers@googlegroups.com; rpltrustee@noblenet.org; selectboard@ci.reading.ma.us; DG School Committee; townmanager@ci.reading.ma.us
Subject: Re: [R-TownMeeting] April Town Meeting - HRAC/Equity Director/RPL/ Open Meeting Law

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.

Someone has to explain to me how creating a new town position evades the open meeting law no matter which town department it falls under. I don't understand the argument.

2021 - 042221 - OML Letter to ...pdf (32 KB)

Please find attached a letter from Kendra

-----Original Message-----

From: 'Kendra Cooper' via ReadingTownMeetingMembers <ReadingTownMeetingMembers@googlegroups.com>
To: rpltrustee@noblenet.org <rpltrustee@noblenet.org>; selectboard@ci.reading.ma.us <selectboard@ci.reading.ma.us>; dgschoolcommittee@reading.k12.ma.us <dgschoolcommittee@reading.k12.ma.us>; townmanager@ci.reading.ma.us <townmanager@ci.reading.ma.us>; ReadingTownMeetingMembers@googlegroups.com <ReadingTownMeetingMembers@googlegroups.com>
Sent: Thu, Apr 22, 2021 3:55 pm
Subject: [R-TownMeeting] April Town Meeting - HRAC/Equity Director/RPL/ Open Meeting Law

Please find attached a letter from Kendra Cooper, TMM Prec 8, Open Meeting Law concerns vs. the proposed creation of Director of Equity and Social Justice position and new Division of Equity and Social Justice all under the public library.

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Unofficial group for Town Meeting members & friends of Reading, Mass. USA
Not sponsored by the town. Note archives are public.
Managed by Bruce Mackenzie: BMackenzie@alum.mit.edu 781-249-5437

To send to Members: ReadingTownMeetingMembers@googlegroups.com

For archive & delivery options:

<http://groups.google.com/group/ReadingTownMeetingMembers>

To remove yourself, send any message to:

ReadingTownMeetingMembers+UNsubscribe@googlegroups.com

You received this message because you are subscribed to the Google Groups "ReadingTownMeetingMembers" group.

To unsubscribe from this group and stop receiving emails from it, send an email to

ReadingTownMeetingMembers+unsubscribe@googlegroups.com.

To view this discussion on the web visit

<https://groups.google.com/d/msgid/ReadingTownMeetingMembers/923966951.2885226.1619121302046%40mail.yahoo.com>.

Lapierre, Samantha

From: Linda Snow Dockser <ldockser@verizon.net>
Sent: Wednesday, April 28, 2021 6:26 PM
To: McNamara, Erica; Salkin, Sammy; David Clark; Christine Amendola; Doherty, John; Kevin Bohmiller; Kristen O'Shaughnessy; Julieann Thurlow; Barbara Heinemann; selectboard@ci.reading.ma.us; DG School Committee; jmercier@ci.reading.ma.us; Bob LeLacheur; kgallant@readinghousing.org; Jean Delios; Matt Kraunelis
Subject: Event Invitation: Bending the Arc Toward Housing Equity - 2021 MAHRC Convening

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.

Hi,

I wanted to pass on an invitation to the MA Human Rights Coalition's free Convening on Zoom, Friday, May 7th from 8:45 am - 12 (networking may continue later if desired).

The topic this year is Bending the Arc Towards Housing Equity with a great line up of speakers, please see below or click this link: <https://www.eventbrite.com/e/bending-the-arc-toward-housing-equity-2021-mahrc-convening-tickets-151498188159?fbclid=IwAR3evDDZPdI42tZZPLIbwEQ5qNTaqRmxOQTvogzdbtOA4Lm63m1ImQf1R-w>

Thank you to all of you for all you have done to keep our community safe throughout these trying times. Please do not hesitate to share this opportunity and link, or to contact me with any questions!

With Appreciation,
Linda

Linda Snow Dockser, Ph.D.
ldockser@verizon.net

Begin forwarded message:

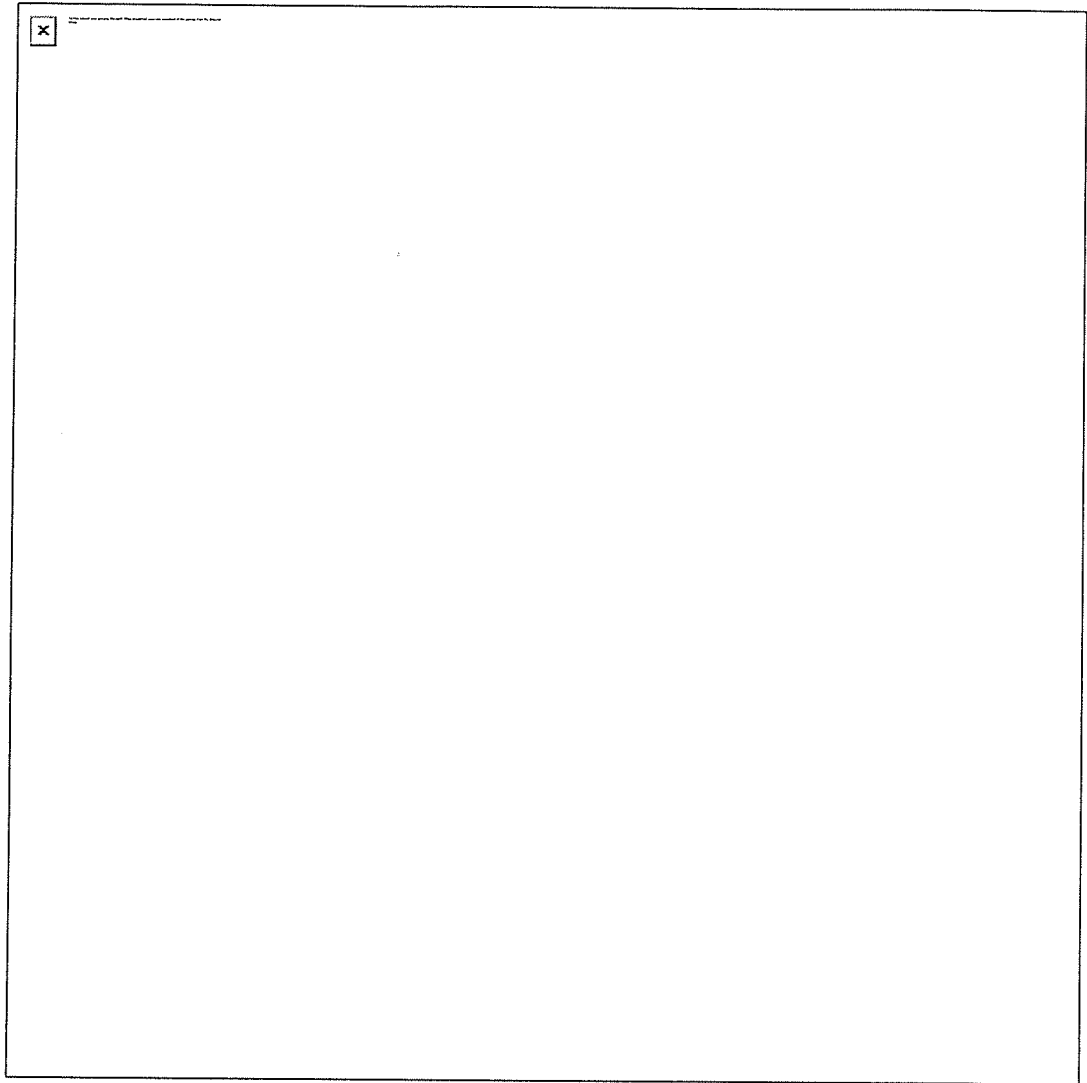
From: "Facebook" <notification@facebookmail.com>
Subject: Event Invitation: Bending the Arc Toward Housing Equity - 2021 MAHRC Convening
Date: April 27, 2021 at 8:59:32 AM EDT
To: Linda Snow Dockser <ldockser@verizon.net>
Reply-To: noreply <noreply@facebookmail.com>



Adam C. LaFrance invited you to **Bending
the Arc Toward Housing Equity - 2021
MAHRC Convening**

Let Adam know if you can make it.

Tell him you're going



Bending the Arc Toward Housing Equity - 2021 MAHRC Convening

The Massachusetts Human Rights Coalition (MAHRC), members and representatives of local human rights oriented nonprofits and municipal commissions and committees from around the Commonwealth will come together to learn and share for advancing human rights at the local level with a focus on housing equity.

** Register at the Eventbrite [bit.ly](#) link above. The virtual meeting link will be sent to registrants just prior to the May 7th event. **

...



Friday, May 7, 2021 at 8:45 AM



Online



See invite list

Going	Maybe	Not Going
-------	-------	-----------

This message was sent to ldockser@verizon.net. If you wish to block invites from Adam please [click here](#). If you don't want to receive these emails for this event in the future, please **unsubscribe**.

Facebook, Inc., Attention: Community Support, 1 Facebook Way, Menlo Park, CA 94025

Lapierre, Samantha

From: Robinson, Charles
Sent: Monday, May 3, 2021 12:47 PM
To: Baker, Marybeth M.
Cc: Lapierre, Samantha
Subject: Re: Spring In Person Update 6

Hi Ms. Baker:

Thank you for the email and feedback.

Chuck Robinson

From: Baker, Marybeth M. <MBAKER6@PARTNERS.ORG>
Sent: Monday, May 3, 2021 9:37 AM
To: Doherty, John <John.Doherty@reading.k12.ma.us>; DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: RE: Spring In Person Update 6

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.

John Doherty and School Committee Members,

Several valid reasons led DESE to change the definition of close contact for students this Spring. It is incredibly frustrating that Reading Public Schools has not progressed along with DESE and continues quarantining entire elementary school classes if an infected individual is identified. This is particularly harmful to students who are often confused and upset when forced to stay out of school, miss their extracurricular activities, and isolate from friends and extended family despite feeling well. It is also challenging to parents who have to miss work, direct remote learning, schedule and get the child to COVID testing and process the results. The practice of quarantining full elementary school classrooms needs to stop immediately! It hurts students and places an undue burden on parents. I am going to recommend that parents remove their children from pooled testing until Reading Public Schools complies with DESE and adopts a more thoughtful approach to selecting students who truly meet the definition of close contact.

Thanks for your time,
Molly Baker

From: READING SCHOOL DISTRICT <email@blackboard.com>
Sent: Sunday, April 25, 2021 1:03 PM
To: Baker, Marybeth M. <MBAKER6@PARTNERS.ORG>
Subject: Spring In Person Update 6

External Email - Use Caution

The following is an important message from the Reading Public Schools.

Good Afternoon, Reading Public School Staff and Families,

I hope that you have had an amazing vacation! We are now entering the final stretch of the school year and we will be transition to full in person for all levels. Here is the Spring In Person Update #6.

- **Full In Person Learning Begins for Middle School and High School Tomorrow**-Beginning tomorrow, students (except those families who have chosen fully remote) will begin full in person learning at our middle and high schools. We are very excited to be welcoming back Grades 6-12! For the first time since March 13, 2020, all of our students will now be in person full time.
- **Travel Advisory from the State**-For those of you who travelled during April Vacation, we request that families and staff follow the [state travel advisory](#). Anyone who has traveled and is not fully vaccinated should get a test within 72 hours of return, or quarantine until receiving a negative test. A PCR or Abbott BinaxNOW rapid antigen test is acceptable. Children under 10 are exempt from testing but should quarantine if the adults in the family are in quarantine, or until adults have received a negative test. Thank you in advance for your cooperation. <https://www.mass.gov/info-details/covid-19-travel-advisory>
- **Health Data for this Week**-Below is the positive cases for this week.
 - 1 Killam student, no close contacts
 - 1 Birch student, no close contacts
 - 1 RMHS student who tested positive after there was an inconclusive pool test for football. Contact tracing was complete.
 - 1 RMHS student, no close contacts
 - 1 Barrows student, no close contacts
 - 1 Wood End student, no close contacts
 - 1 Wood End staff member, no close contacts
- **DESE changes definition of close contact for classrooms and busses**-The following update to the quarantine guidance for close contacts was approved by the Executive Office of Health and Human Services after consultation with the Governor's Medical Advisory Board on COVID-19 and other medical advisors. This updated guidance is effective immediately!

Close contacts who were exposed to a COVID-19 positive individual **in the classroom or on the bus while both individuals were masked** do not have to quarantine unless they were within 3 feet of distance of the COVID-19 positive individual for a total of 15 minutes during a 24-hour period. This does not apply if someone was identified as a close contact outside of the classroom or bus (e.g., in sports, extra-curriculars, lunch, etc.) or if masks are not worn by both persons at the time of the exposure. All other close contacts must follow the standard protocol for when a close contact may return to school.

Because it is difficult for elementary students to stay within the 3 foot distancing, we will continue to maintain the practice of quarantining an entire elementary class if there is a positive case identified in the classroom.

The full guidance is posted on the [COVID-19 guidance page](#) and [available for download](#).

As a reminder, DPH defines [close contact](#) as:

- Being within 6 feet of a COVID-19 case (someone who has tested positive) for a total of 15 minutes during a 24-hour period. Multiple brief or transitory interactions (less than a minute) throughout the day are unlikely to result in 15 minutes of cumulative contact and do not meet the definition of close contact. Being in the

same room as an individual if you are consistently separated by 6 feet of distance does not meet the definition of a close contact.

- Close contact can occur while being with, caring for, living with, visiting, or sharing a healthcare waiting area or room with a COVID-19 case, OR
- Having direct physical contact with the person (e.g. hugging or kissing), OR
- Sharing eating or drinking utensils, OR

Having direct contact with infectious secretions of a COVID-19 case (e.g., being coughed on) while not wearing recommended personal protective equipment.

- **Pool Testing continues for the rest of the school year**-We are pleased to announce that we will continue making pool testing available for all staff and students for the remainder of the school year. This is an additional mitigation step that is critical to maintain a safe and healthy classroom environment. If you have not signed up your child (ren) for pool testing and you would like to, here is the link to give consent <https://bit.ly/3oXiiSa>. If families who are currently in pool testing want to remove their consent, please contact Julian Carr at Julian.Carr@reading.k12.ma.us. Please note that any changes in consent made over the weekend may not be able to be addressed until the following week.
- **Early Release Days moved to Fridays Next Year**-For planning purposes, all early release days at all levels will be moved from Wednesdays to Fridays next year. The survey that was sent out last month to staff and families was overwhelmingly in favor of this change. Elementary dismissal for next year on Fridays will be at 12:45 p.m. When there is a scheduled early release day at the middle school it will be at 1:00 p.m. and when there is a scheduled early release day at the high school, the dismissal will be at 1:30 p.m.
- **RMHS Spring Sports begins tomorrow**-This is a reminder that all RMHS spring sports begins tomorrow. This includes, baseball, softball, boys track, girls track, boys swim, girls lacrosse, boys lacrosse, wrestling, boys tennis, and girls tennis. For the health and safety of our students and staff, pool testing will continue to be required for all students who participate in athletics and extra-curricular activities.

John Doherty

Superintendent

Reading Public Schools

82 Oakland Road

Reading, Massachusetts 01867

781-944-5800

John.doherty@reading.k12.ma.us

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Lapierre, Samantha

From: Robinson, Charles
Sent: Friday, May 7, 2021 10:42 AM
To: Herlihy, Tara
Cc: Lapierre, Samantha
Subject: Re: Special Olympics

Hi Tara:

Thank you for the email and sharing of this information. We are proud of this event and the individuals who make it happen.

Chuck Robinson

From: Herlihy, Tara <Tara.Herlihy@reading.k12.ma.us>
Sent: Friday, May 7, 2021 12:20 PM
To: DG School Committee <SchoolCommittee@reading.k12.ma.us>
Subject: Special Olympics

Hello School Committee-

I just shared a document with you outlining plans for a Special Olympics event in Reading on 6/11.

Thought you may like to know about the fun plans for our kids. We are so happy to have this opportunity so supported.

Happy weekend.

Tara Herlihy

Lapierre, Samantha

From: Karen Janowski <karen.janowski@gmail.com>
Sent: Tuesday, May 11, 2021 4:46 PM
To: DG School Committee
Subject: Re: Anti-Anti-Racism in U.S. Schools | Glenn Loury & John McWhorter | The Glenn Show - YouTube

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.

One caveat, there is some colorful language.

Karen

On Tue, May 11, 2021 at 4:29 PM Karen Janowski <karen.janowski@gmail.com> wrote:

Hello,

I recommend you watch this video entitled Anti-Anti-Racism in our Schools, an outstanding, far-reaching conversation from two professors and intellectuals from Brown and Columbia Universities whose voices need to be heard, in addition to Ibram Kendi's. Are our students hearing a balance of perspectives in our middle and high schools? Are our educators aware of Thomas Sowell, Glenn Loury, Thomas McWhorter, Booker T. Washington, etc? It is vital that our students and educators hear from all points of view. It is essential that you, as School Committee members, are also informed about various perspectives so that we help every learner reach their fullest potential and not succumb to the "bigotry of low expectations," something that is discussed in the video.

<https://www.youtube.com/watch?v=Jo1wRg38pB4>

I welcome a follow-up phone call for discussion. Thank you for all you do for the students in our schools.

Karen Janowski
30 Azalea Circle

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Karen Janowski, MS Ed, President
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Lapierre, Samantha

From: Gerri <gerriunder@gmail.com>
Sent: Wednesday, May 12, 2021 8:19 AM
To: DG School Committee
Subject: Vietnam veteran memorial plaque

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, my name is Gerri Underwood-Mullin, a resident of Reading for the past 45 years, graduate of RMHS, and mother of 4 children who have attended Reading schools. I am also the daughter of the late Lt. Colonel Jerome Underwood, a decorated Vietnam veteran, who expressed to me his sadness about the lack of recognition and appreciation that soldiers from his era of service received when they returned from the War.

My cousin, Ret. Brigadier General Jack Hammond, RMHS '79, has proposed to have a plaque placed at the high school to honor Reading's Vietnam veterans, and I respectfully request that the School Committee approve this effort to commentate these heroes while they are still here to see it. My father would have been so happy to see this and proud to know that his nephew helped to facilitate this well deserved recognition.

Thank you for your consideration,

Gerri Underwood-Mullin
92 Prescott Street
RMHS '87

Sent from my iPhone

Reading Public Schools
School Committee Meeting Packet
May 13, 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 JI 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 JI 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 9 th	Superintendent of Schools Candidate Interview—Tom Milachewski 7:15 p.m.—9:00 p.m.	School Committee
February 10 th	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 Birch Meadow Master Plan Presentation	Administration School Committee School Committee Recreation Department
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, 10	Town Meeting	
May 13 Social Media Coordinators Brandt/Nazzaro	Vietnam War Veteran's Recognition Appointment of Assistant Superintendent Joshua Eaton Principal Special Education Presentation 2 nd Reading of Policy Updates	Veteran Services Officer Superintendent Superintendent Administration School Committee
May 27	School Choice-Public Hearing Regular Day and Athletic Bus Transportation Contact Approval (Tentative) Recognition	School Committee Finance and Operations TBD

	RMHS Handbook Update NEASC Accreditation Report Approval of MSBA SOI 2 nd Reading of Policy Updates	Administration RMHS Administration Superintendent School Committee
June 1	Select Board Meeting for Approval of POST, MSBA SOI, and Green Communities Vehicle Presentation	Select Board
June 6 (RMHS Turf 1)	Graduation	School Committee
June 10* Social Media Coordinators Gaffen/Wise	Reorganization 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 School Committee Administration Administration School Committee School Committee Finance
June 17	Teacher/Staff Recognition Curriculum Update SEPAC Presentation	Administration Learning and Teaching SEPACE

DRAFT