

**NEWBURYPORT SCHOOL COMMITTEE**

**NEWBURYPORT, MASSACHUSETTS**

**School Committee  
Business Meeting**

**Monday, October 5, 2020**

**6:30 PM**

**Senior/Community Center  
331 High Street, Newburyport, MA**

**SC Packet Checklist:**

- SC Business Meeting Agenda 10-5-2020**
- SC Meeting Agenda Notes 10-5-2020**
- SC Business Meeting Minutes 9-8-2020**
- NPS Learning Model Transition Plan**
- Code of Ethics of the MASC**
- Newburyport School Committee Norms of Interaction**
- Newburyport School Committee Principles of Operation**
- Robert's Rules of Order**
- 75<sup>TH</sup> Annual MASC Meeting information**
  - Agenda, Resolutions, Amendment form, Event flyer**

**Newburyport Public Schools**  
**Newburyport, MA**  
**School Committee Business Meeting**  
**AGENDA**  
**Monday, October 5, 2020**

**6:30 PM**

**Senior/Community Center, 331 High Street, Newburyport, MA 01950**

*The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.*

**Business Meeting Agenda:** The listing of matters is those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. **SPECIAL NOTE:** Due to COVID-19 restrictions attendance is restricted to School Committee Members & speakers only at this time. The meeting will be televised locally live on Comcast Channel 9 or via <https://ncmhub.org/share/channel-9/>.

1. Call to Order & Pledge of Allegiance
2. Public Comment – *via Zoom* Webinar ID: 867 9504 2185  
<https://us02web.zoom.us/j/86795042185?pwd=djF0S0VxUmN5Z0JjZlZjQjV5ZDdiQT09>
3. \*Consent Agenda (warrants and minutes of 9/8/2020) – *Possible Vote*
4. NPS Learning Model Transition Plan Metrics – *Vice Chair Bruce Menin & Sean Gallagher*
5. Discussion of MASC Guides to Conduct, Operation & Practices – *Vice Chair Bruce Menin*
  - Code of Ethics of the Massachusetts Association of School Committees (MASC)
  - Newburyport School Committee Norms of Interaction
  - Newburyport School Committee Principles of Operation
  - Robert’s Rules of Order
6. Proposed MASC Resolutions for 2020 – *Vice Chair Bruce Menin*
7. Registration for 75th Annual Meeting of the MASC / MASS Joint Conference – *Vice Chair Bruce Menin*
8. Superintendent’s Report:
  - Financial / Staffing Updates
  - Special Education Updates
  - School Updates
  - School Enrollments
  - Cultural Competency Initiative Update
  - Fall Sports Update
9. Sub-Committee Reports (if needed): Joint Ed; Finance; Policy; Superintendent’s Evaluation

Adjournment

\*\*The School Committee reserves the right to call **executive session**, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations collective bargaining and/or potential litigation.

**Newburyport School Committee  
Meeting Agenda Notes**

**Monday, October 5, 2020      Time: 6:30 PM**  
**Senior/Community Center, 331 High Street, Newburyport, MA 01950**

**AGENDA NOTES**

The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

**SPECIAL NOTE:** Due to COVID-19 restrictions attendance is restricted to School Committee Members & speakers only at this time. The meeting will be televised locally live on Comcast Channel 9 or via <https://ncmhub.org/share/channel-9/>.

**Agenda:**

2. Public Comment –via Zoom    Webinar ID: 867 9504 2185    Passcode: 465373  
<https://us02web.zoom.us/j/86795042185?pwd=djF0S0VxUmN5Z0JjZlZjQjV5ZDdiQT09>
3. \*Consent Agenda – (warrants and minutes of 9/8/2020) – *Possible Vote*
4. NPS Learning Model Transition Plan Metrics - *Vice Chair Bruce Menin & Superintendent Sean Gallagher*  
The enclosed transition plan will be reviewed and discussed. The following Reopening Task Force members from the District and Health teams will be attending the meeting and available for questions: Ms. Cathy Riccio – District Nurse Leader, Mr. Frank Giacalone – Director of Public Health, Dr. Jessica Su – Epidemiologist and Mr. Michael Allard – Chief Operating Officer for Home Base
5. Discussion of MASC Guides to Conduct, Operation & Practices - *Vice Chair Bruce Menin*
  - Code of Ethics of the Massachusetts Association of School Committees (MASC)
  - Newburyport School Committee Norms of Interaction
  - Newburyport School Committee Principles of Operation
  - Robert’s Rules of Order

Discussion will revolve around the Guides to Conduct, Operation and Practices policy, along with the Code of Ethics of the MASC. The October 19th School Committee meeting will focus on and discuss the Newburyport School Committee Norms of Interaction and the Newburyport School Committee Principles of Operation.
6. Proposed MASC Resolutions for 2020 - *Vice Chair Bruce Menin*  
Ten resolutions were moved forward by the MASC Resolutions Committee for consideration at the 2020 annual meeting of the MASC. Delegates to the annual meeting will vote on the incoming Board of Directors as well as ten resolutions. The resolutions will be reviewed and discussed by the School Committee at the October 19<sup>th</sup> meeting.
7. Registration for 75th Annual Meeting of the MASC / MASS Joint Conference - *Vice Chair Bruce Menin*  
The annual meeting is scheduled to take place on November 7, 2020. The location has not yet been determined. The meeting agenda is enclosed, along with a flyer containing information for an online professional development program on equity (preregistration for this program is required).
8. Superintendent’s Report – *Superintendent Sean Gallagher*
  - Financial / Staffing Updates (Nancy Lysik)
  - Special Education Updates (Nancy Koch)
  - School Updates
  - School Enrollments
  - Cultural Competency Initiative Update
  - Fall Sports Update
9. Sub-Committee Reports (if needed): Joint Ed; Finance; Policy; Superintendent’s Evaluation

Adjournment

\*Possible Vote

**FYI: Upcoming Dates:**      **SC Business meeting – Monday, October 19, 6:30pm**

**NEWBURYPORT SCHOOL COMMITTEE  
SCHOOL COMMITTEE BUSINESS MEETING  
Monday, September 8, 2020  
Senior/Community Center**

**Meeting Convened at 6:30 PM**

**Mayor Donna Holaday / Bruce Menin Presided**

**Present: Sean Reardon, David Hochheiser, Mayor Donna Holaday, Bruce Menin, Steve Cole, Brian Callahan, Sheila Spalding**

**CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE:**

**Mayor Donna Holaday** called the Business Meeting of the Newburyport School Committee to order at 6:30 PM. Roll Call found all members present. All those present stood for the pledge of allegiance to the Flag.

**Steve Cole** asked for a moment of silence for William Gurzak, NHS '61, who passed away recently. **Mr. Cole** read a list of the numerous achievements that Bill had accomplished over his lifetime. All those present paused for a moment of silence.

At this point Vice-Chairman **Bruce Menin** assumed chairmanship of the Business Meeting.

**CONSENT AGENDA:**

**Minutes:**

On a motion by **Sheila Spalding** and seconded by **Brian Callahan** it was

**VOTED:** To approve, receive and file the School Committee  
Business Meeting minutes of Monday, August 17, 2020 as amended.

**Motion Passed Unanimously**

**PUBLIC COMMENT:**

Due to technical difficulties, Public Comment was moved to a later portion of the agenda.

**SCHOOL CALENDAR:**

**Superintendent of Schools Sean Gallagher** listed the following changes to the School Calendar:

- Professional Development early release days for the first half of the year are dropped. This is to utilize more time on learning. We will hold on to those for the second half of the year. The School Committee will re-evaluate this in January.

**Bruce Menin** asked how the calendar looks for October, November and December. Are those half days there or not? Answer - No. Removal of November early release, December early release and then two full-day professional development days in the beginning of the year - we're holding off on those because those were replaced by the Commissioners 10-day Professional Development before the start.

**Motion:**

On a motion by **Mayor Holaday** and seconded by **Sheila Spalding** it was

**VOTED:** To amend the School Calendar to remove the early release days in November and December.

**Brian Callahan** - unintelligible

**Superintendent Gallagher** said they're on this one because I don't think we got to that - so after the vote we will try next School Committee on the 21st - will have a new calendar.

**Sean Reardon** said the October one was taken off - are you taking off election day and then the 12th of December. Answer - correct

**Brian Callahan** said we talked a little bit about trying to put the Thursday, Friday cohorts in on the Tuesday before Thanksgiving and Christmas - cleaning of the building. You have to find out how Steve's doing - cleaning the building. **Superintendent Gallagher** said he thinks that's part of the changes and speaking with principals. They're looking to balance out days so that would be something down the road that we would take a look at.

**Brian Callahan** which is that one half misses a week of school. Answer - correct

**Brian Callahan** yes twice so.

**David Hochheiser** said the only other thing that was brought to us with regards to the calendar was people were commenting last week about the reopening plan. A couple of people said that the metrics were there that would push us from hybrid to remote. I wonder if we could have some sort of a presentation at the next meeting about what that would look like.

**Superintendent Gallagher** said he thought for us it was the focus on reopening, getting the metrics squared away, which we've done and now it's the other side of how we're going to bring more students back. We need time to do a feasibility study on what that would look like. The first piece is that Wednesday - right now that is remote - for the cleaning - but that would be an opportunity to bring more students back.

**Bruce Menin** said in terms of getting a presentation Dave's idea was to have a presentation for the School Committee - do you think we could have that conversation in one of our next meetings. Answer - absolutely

**David Hochheiser** said it doesn't have to be the worlds, just discussion about ideas - here's what we're thinking about - here's what needs to be in place - here's what we're doing now and by the following date we might be able to reassess. Answer - correct

**Sean Gallagher** Those conversations right now are in process working with the building principals, Steve Bergholm, some of the medical professionals on what that would look like. We could definitely give an overview.

**Bruce Menin** asked about return metrics. **Superintendent Gallagher** said he expects to hear from the district on that.

**Motion Passed Unanimously**

**Mayor Holaday** said she wanted to clarify - this is in December. Answer - yes

**Superintendent Gallagher** said he thought for all of us this calendar is going to be quite an ongoing conversation and adapting to what is in front of us with the virus.

**Mayor Holaday** said we have a calendar through December.

## **PUBLIC COMMENT:**

**Bruce Menin** gave the instructions for Public Comment.

**Elizabeth Gouleau:** She commented on the Resolution. One thing that is missing that was in the example resolution is the words black lives matter. She didn't like not including that; hoping for a change in curriculum.

## **RESOLUTION:**

**Bruce Menin** said they have three versions of resolutions before us. He turned the conversation over to the Committee to decide which, if any of the versions, they would like to adopt.

**Brian Callahan** said he liked the caller's comment adding the black lives matter that's in the MASC version. He said he would sign anything that's an anti-racism document. He wondered what would happen if we put anything about hiring more diverse staff and then if that didn't happen. We have no control over that aspect. He said we want it in there, but we don't want to say we are going to say we are going to do X if we are forbidden by State law to deal with hiring and firing staff.

**Bruce Menin** said that both drafts that we put together talked about making every effort to strategically recruit or to hire people, ultimately we can't guarantee that we're going to be able to hire a diverse staff, but we can guarantee we're going to try and do that strategically.

**Sheila Spalding** spoke re: MASC version. She said she presented that one hoping that we could pass a resolution. It seemed we were at an impasse with the one that was proposed, but she is hoping they could vote on one of the versions that you drafted, and she would be behind adding black lives matter into that.

**David Callahan** said the only innovation including black lives matter is that the organization itself may be bigger than he realized, funding things, involving things, doing things. He had no issue with the sentiment, but as soon as you say we're supporting the organization it takes it to another level. He doesn't know enough about the scope of the organization to say that he thinks the Newburyport Schools are behind it.

**Sean Reardon** said looking at the MASC version they're not capitalizing black lives matter they're using it as a phrase instead of an organization.

**Bruce Menin** said in the MASC version a formulation that I've seen in other resolutions is, all lives matter and we can't make all lives matter unless black lives matter. That doesn't refer to the organization; it refers to the idea but MASC has it - we can plug it into ours.

**Mayor Holaday** said so it cannot matter until black lives matter. She liked the way they wrote that.

**David Hochheiser** said it's not capitalized so it's not even standing in allegiance with right or alliance with - it's just a statement. He said he liked the simplicity of the MASC version, but he still struggled with not having the district leadership sign on to it because the places where it has the most teeth and hiring and curriculum choices, even in some ways in pedagogy in communication choices in approaches to discipline and suspension. All of these things are kind of in our purview.

**Superintendent Gallagher** said there has been a lot of work the last couple of years, especially regarding race, bias, racism. A lot of questions that we've been receiving we've been addressing even before the tragedy and of George Floyd. This resolution ties into our core values and a lot of work that we've already begun in the Newburyport Public Schools.

**Mayor Holaday** said a resolution is not an action plan per se - it's not a goal directed, it's a statement of what we believe as a School Committee for our school district. She liked the statements that we have put in bullets and didn't see a huge difference between David's and Bruce's versions.

**David Hochheiser** said it's just a lot of language and he has come to like the MASC version. He doesn't know why they can't use the word expect or insist.

**Mayor Holaday** said because we don't have that level of control.

**David Hochheiser** said that is why he wanted the Leadership Team to be part of this. I've been on the Committee only 5 years but we've always encouraged inclusive curriculum, but to expect it to take a next step because of where we are now as a country, I think it's a bigger statement, but we don't have the purview to say that.

**Mayor Holaday** said we do have authority over the Superintendent and as we said in re: working on his contract renewal we could put pieces on there that we expect you to work on components of the resolution. We could identify what those are for this year. There's a lot of things that the Superintendent is already doing with this Leadership Team. We just have to continue the dialogue and work in the next steps. Teachers have a lot on their plate right now in terms of moving forward, so come January let's talk about what's happened; what did we introduce into the schools; what type of trainings have happened; what type of training we're going to get. We just begin incrementally and if we get the teachers to sign on, then we modify the resolution and add the Leadership Team in terms of the teachers have agreed or the Leadership Team have agreed to, but there is a lot of good work and good language in this specific resolution and I don't want to go back to the simple one because I think this one is much more descriptive and prescriptive of where we are with our school district.

**David Hochheiser** said that's fine, I could support Mr. Maddox under that. The one I drafted - does it make those changes. It makes changes to include things like recommended curriculum and not recommending to the required curriculum and those sorts of things.

**Mayor Holaday** said she didn't think we can quite do that yet, but we might be able to, down the road once we get buy in from the Leadership Team, so let's start with Bruce's - that's what would be my recommendation. Let's get it passed and signed and that sentence that's so well-crafted in the MASC resolution in terms of black lives matter.

**Sean Reardon** said that could be made part of the Superintendent's' evaluation.

**Mayor Holaday** said yes, that's what you're saying. I agree, I think we could absolutely do that in terms of setting up an objective for you this year.

#### **Motion:**

On a motion by **Sheila Spalding** and seconded by **Mayor Holaday** it was

**VOTED:** To pass **Bruce Menin's** Resolution "A Resolution Supporting Racial Equality and Equity Policies and Practices in the Newburyport School District" with the amendment that is the last line of the MASC Resolution "We must ensure our own school culture and that of every district in the Commonwealth is anti-racist, that acknowledges that all lives cannot matter until black lives matter."

**Motion Passed Unanimously**

## **SUPERINTENDENT'S REPORT:**

**Superintendent Gallagher** said he sent a communication out to our district which contained the following information: Over the weekend we were made aware of a High School staff member that developed COVID, which was traced back to a social gathering. In accordance with our EDC our DPH guidelines and then also all the work we've done this summer with the district health and safety protocols, the employee is going to remain quarantined for the full 14 days. Also as a result of our contact tracing there was another school employee that has been identified as the only close contact at the High School. At this time, we have testing set up for staff ahead of time, and that's the antigen test and that staff member has tested negative. For us it is encouraging that the safety protocols that we have in place with Mass., the distancing, and washing hands was very beneficial. The other piece is with the new guidelines: if a staff member is negative or positive they still have to quarantine for the 14 days, so that was the new revision. On August 20th that came out.

**Bruce Menin** asked if that would be the same for students. Answer - right

**Superintendent Gallagher** said if you had a cohort of students they would be quarantined for the 14 days. He thanked Cathy Riccio, Andy Wulf and Steve Bergholm - it was the holiday weekend - we were working around these circumstances. The custodial staff went in on a holiday weekend, and did a thorough cleaning of the building, the High School and all areas. They used the electromagnet sprayers and with that new cleaning product - the hypochlorous acid and sprayed all the High School and overabundance of caution. They also went into the Nock Auditorium and sprayed all the Molin/Nock entryways. The other precaution that we did this weekend is for both schools; Steve Bergholm put the ventilation system in full capacity for over 48 hours once we were alerted to the positive case. Staff returned today in a safe building and we had work going on as usual. He thanked everyone in this response. This is something that is really important and is something we will probably be dealing with throughout the school year. I'm hoping this is the only scenario but if we have to deal with a positive case, we have the protocols in place to deal with it.

**Reopening of Schools** - Our teachers have been working within the grade level teams as we spoke at our last meeting, and all the principals are working on what the plans are going to look like. There's obviously a lot of specifics now, including details with specific time that the teachers will be communicating to their families, along with the building principals tc. There'll be a lot of information going out in the next 2 days to give parents and families and students a true overview of what their daily schedule is going to look like; a lot of communication on meet and greets, technology pickups at each building and what the first week is going to look like for all the schools. Wednesday for students will look like - the morning is going to be a lot of the live synchronous learning for the classes and then for the second half there's going to be the asynchronous and the follow up. Students will have a full day of work throughout the day which will be a follow-up from the live lessons in the morning.

The other piece that I'm really proud of is Lisa Alexander, Liz Kinsley and Assistant Superintendent Bik is the remote academy. This was based on numbers and interests and we really didn't have a lot of information until families made that decision. For our families they're having the same type of meet and greet. The first week there's an information newsletter that's going to be going out and it's very detailed. He thanked Ms. Alexander for putting this together. He said he will send it out to the School Committee. It is detailed on what grade level, what



supplies, what the curriculum is going to look like. They've done a great job with that and are still in process of ironing out the details especially the Special Education side of it. Nancy Koch has been working really hard with her team making sure we're providing the services for all the different learning modules that are out there.

The other piece of our administration is the ongoing hiring and filling in. Sean complimented Nancy Lysik because for every person we hire, every person that leaves for FMLA or the daycare, she does all that paperwork and all that processing. He said he would provide the Committee by the end of the week with the accurate numbers of the staffing for every building. Right now we're in a good position for all the principals with all the replacements and all the staffing needs throughout the district. At each building level they've done a great job. We have a lot of new staff here, but he felt by the end of the week he would put this as part of the Friday Memo to give the Committee a staffing update. Right now we are in good shape to reopen schools.

**Bruce Menin** asked if in the Friday Memo could he also give the Committee the numbers of staff who have taken FMLA? Answer - yes

**Superintendent Gallagher** said he couldn't thank our Councils enough - Cathy Riccio and our Councils throughout the district put together the staff support for emotional health - he will put that in the Friday Memo. This is an opportunity for our professional staff that may be dealing with the stress of coming back to work, or stress of families. It gives teachers and support staff extra support to reach out. Maggie Flaherty created a flyer that has been distributed to staff for people during the school year that might need to talk to people during the school year about a lot of the changes that are happening.

**School Choice** - The full 10 slots we offered are full. We have 2 families on our waiting list and one of the families was in our system but moved over the summer. In talking to Principal Furlong, we have 162 sixth graders currently enrolled, and we only have 2 on the waiting list. He said his recommendation would be that we have enough room in grade 6 to allow those 2 on the waiting list to enter and then we'll just freeze the school choice for grade 6. He wanted to bring it to the Committee before he made a decision with that.

**Bruce Menin** asked if they needed a motion.

**Motion:**

On a motion by **Mayor Holaday** and seconded by **Brian Callahan** it was

**VOTED:** To approve two additional seats in grade six.

**Motion Passed Unanimously**

**Superintendent Gallagher** said you just made two families very happy.

**Bruce Menin** said it's very powerful that even in the middle of the pandemic, knowing that we are going to be toggling back and forth, that families still want to make the choice - it's great.

**Superintendent Gallagher** said we've all been challenged here. As everyone says, it's uncharted waters. I think for the most part people have strong opinions, but I think eventually we're all coming back together, and once our staff and students are in school we'll unite, and then we'll continue to work on the metrics of bringing more students back if the data shows that we can.

**Mayor Holaday** thanked **Superintendent Gallagher** and Ms. Lysik - you were grilled for four hours on Thursday night on the school budget and I can't thank you enough. You did an

excellent job in terms of both of you working through a multitude of questions and scenarios and concerns and in terms of representing the school district through a difficult budget workshop.

**SUB-COMMITTEE REPORTS:**

**David Hochheiser** said we will get back to that this month.

**Mayor Holaday** said Joint Ed is scheduled for the next School Committee meeting before September 21st.

**David Hochheiser** asked about scheduling for that.

**Sean Reardon** said he would check.

**Mayor Holaday** questioned the Superintendent's Evaluation. She asked if other Superintendents were using the State form that has been used before - is that what people have been doing still in this environment. Answer - yes. She said it seems that given everything that has happened that an abbreviated evaluation form might be in the best interest of all of us, as we go forward as opposed to the 18-page evaluation that we had previously used.

**Superintendent Gallagher** said what he will do for the Committee, because you have the Friday Memos - that's a lot of information, but what he would do is develop a Google classroom where he can archive different types of evidence that ties directly to the Superintendent Evaluation so you're not having to look through a lot of information; you'll have it systematically right there for you.

**Mayor Holaday** said that would be very helpful.

**David Hochheiser** said because something we had set up as a goal wasn't so much about getting this: years done which obviously is important, but coming with the system to start tracking that information as the year goes on so nobody is stuck looking for it in June.

**Mayor Holaday** said she thought that could be very helpful because as we start going forward with this year, and we identify some of the goals and objectives things come out in your Friday Memo, then if you have a place where you can put that piece of data, then it becomes easier for us as we get to June to get this evaluation completed before the end of the school year which would be really nice this year.

**ADJOURNMENT:**

On a motion by **Mayor Holaday** and seconded by **Sheila Spalding** it was

**VOTED:** To adjourn the School Committee Business Meeting at 7:28 PM.

**Motion Passed Unanimously**

# Newburyport Public Schools

## Learning Model Transition Plans

September 28, 2020

### I. Current NPS Hybrid Models of Learning

- **Full Remote Learning**
  - The Remote Academy is a full-remote option for students in grades K-8.
- **Current NPS Hybrid Models**
  - **Preschool:** Students will attend either an AM (8:30-11:15) or PM (12:15-3:00) session on Monday, Tuesday, Wednesday and Thursday. No classes will be held on Fridays. No remote learning will be required. Some high needs students meet the state criteria to attend in-person school for extended hours beyond the half day model (Cohort C).
  - **Kindergarten:** Students will attend either an AM (8:20-11:05) or PM (12:05-2:50) session on Monday, Tuesday, Thursday and Friday. On Wednesdays there will be no in-person instruction. Remote learning will not be a component of the hybrid plan with the exception of specialist activities. Some high needs students meet the state criteria to attend in-person school for extended hours beyond the half day model (Cohort C).
  - **Grades 1 to grade 8:** Students are in two cohorts (A/B). Each cohort attends in-person school for two days and are remote for two days. All students are remote on Wednesdays.
  - **Newburyport High School**
    - **Phase One:** September 15-18<sup>th</sup> students attended by grade, in-person orientations. September 21-October 2, all students participate in remote instruction with in-person advisory by grade level. Some high needs students meet the state criteria and attend in-person school four days.
    - **Phase Two:** Beginning Monday, October 5<sup>th</sup> 25% of the student population will attend two full days every two weeks in a cohort model.
      - Cohorts allow less congestion in the hallways, restrooms, and meet physical distancing guidelines in the classrooms.
      - The cohorts pair students in grades 9 and 11 together with half of the grades attending Monday and Tuesday and the other half of the grades attending Thursday and Friday. The second week

provides for in-person learning for grades 10 and 12 split into two cohorts. When high school students are not in-person, they will be connected with live, synchronous, scheduled digital instruction.

## **II. Transition from Hybrid/In-Person Learning to a Remote Learning Model**

Since June, Newburyport has had metrics that indicate the schools are able to open in a hybrid capacity safely. These include the following:

- 1) low test positive rate;
- 2) cases per 100,000;
- 3) flattened trend in the positive test rate, indicating that the town is maintaining low disease prevalence; and
- 4) low hospitalization rate.

Important metrics such as these will form the foundation of our decision to transition between hybrid and remote models throughout the year. While the exact metric recommendations for transitioning to/from a hybrid model to a remote model vary by state and organization, we will use the guidelines of multiple reliable resources with forming the specified metrics for transition including DESE, the MA Department of Health, and the CDC.

These guidelines are subject to change under the evolving guidance of expert recommendations from formidable sources (e.g. CDC, NIH, WHO, and prominent academic institutions such as the Harvard Global Health Institute).

### **Hybrid to Remote Model Transition Criteria**

- A 7-day average test positive rate of 4.0% in Newburyport or specified surrounding towns on the North Shore.
- Towns to be included in Essex county: Salisbury, Amesbury, West Newbury, Newbury, Rowley, Georgetown, Groveland, Merrimac, Ipswich, Topsfield, Boxford, Hamilton, Essex, Wenham, Woburn, Beverly, Peabody, Lynnfield, Middleton, North Andover, Haverhill, Gloucester, and Manchester by the Sea. Towns in Essex county that are excluded because of their distance away from Newburyport: Salem, Marblehead, Nahant, Lynn, Saugus, Andover, Lawrence, and Methuen. Upon available data, we will also consider towns in New Hampshire in close proximity to Newburyport (e.g. Seabrook, Hampton, Kingston, etc.).
- 3 week upward COVID-19 positive trend in Newburyport or specified surrounding towns on the North Shore.
- >8 cases per 100,000

*Evaluation of the above criteria will be ongoing.*

### III. Transition Steps to More In-person Learning

Below is outlined a phased in approach to increasing in-person learning. There are three Transitional Steps. Each Step includes (1) a short description of the learning model and (2) transition criteria.

In creating these guidelines, we have utilized the guidelines of multiple reliable resources to form the specified metrics for transition including DESE, the MA Department of Health, and the CDC. (These guidelines are subject to change under the evolving guidance of expert recommendations from formidable sources, as well as the development of new COVID-19 treatments and an efficacious vaccine.)

#### Transition Step One--Increased In-person Hybrid

##### Learning Model

- **Bresnahan, Molin, and Rupert A. Nock Schools:** In this phase, the remote day on Wednesday will be removed. On alternating weeks cohorts A or B will attend school in person (the alternate cohort will remain remote). With this transition, the children at these schools in grades 1-8 will be in-person 50% of the time.
- **High School:** In this phase, all of cohort A will attend school in person on Mondays/Tuesdays and all of cohort B will attend school in person on Thursdays/Fridays.

##### Transition Criteria

Specific metrics utilized to transition to Step One of more in-person learning:

- Newburyport is <4 cases per 100,000 for the past 2 weeks (this refers to the green and grey zones specified by DESE)
- No notable upward COVID-19 positive trend in Newburyport or specified surrounding towns on the North Shore (see towns on page 1).
- A 7-day average test positive rate of 2.0% or below in Newburyport
- COVID positive cases within the Newburyport School district remain manageable and have not resulted in local clusters

**Note:** As of September 25, 2020, Newburyport was identified as a yellow zone by DESE (>4 cases per 100,000). With the parameters above, the school district does not meet the criteria to transition to the next step of in-person learning. If the cases per 100,000 decrease to under 4 by October 19<sup>th</sup> and the seven-day test positive rate remains at 2.0% or below, the District will transition to Step One on Monday, November 2, 2020.

*The evaluation period for Transition Step One will take place for four weeks (September 28-October 26<sup>th</sup>). All criteria must be met to move from our current Hybrid\* into Transition Step One.*

### **Consideration of Holidays**

In the event that Transition Step One occurs on Monday, November 2<sup>nd</sup>, the Thanksgiving and Winter breaks will also be considered. There is rational concern that we are at increased risk of a local surge in COVID positive cases during the holiday season due to travel outside the state and increased family gatherings and the return of college students to homes. We will, therefore, proceed during the time period between Thanksgiving and winter break with caution.

We will make substantial attempts to reinforce the State of Massachusetts' requirements for travel that are summarized below:

*For any holidays or any travel outside of the state, students must follow the state guidelines for returning to school. As this will be updated, please refer to the Mass.gov website for any updates on these requirements. Below are the current guidelines:*

*The rule requires that you MUST quarantine for 14 days unless you:*

- *are coming from a lower-risk state or*
- *can produce, on request, proof of negative test results for COVID-19 from a test administered on a sample taken no longer than 72 hours before your arrival in Massachusetts, or meet the exemption criteria*
- *MUST quarantine until you receive the negative result. You may obtain a test at your own expense after your arrival in Massachusetts but you MUST quarantine until you obtain a negative result. Individuals who fail to quarantine are subject to a \$500 fine per day.*

Detailed information about the quarantine requirement and a list of exceptions can be found at [mass.gov](https://www.mass.gov).

Further reopening will not be considered until two weeks after Thanksgiving break (Monday, December 14<sup>th</sup>). At this time, if all other parameters are maintained, Transition Step Two of reopening will be considered. If all criteria are not met, no transitions will be considered until two weeks after the last day of winter break (January 19<sup>th</sup>).

## **Transition Step Two--Continuation of PK-8 Hybrid, Expansion of NHS Hybrid**

### **Learning Model**

- **Bresnahan, Molin, and Rupert A. Nock schools:** No change
- **High School:** In this phase, the remote day on Wednesday will be removed. On alternating weeks cohorts A or B will have an in-person day while the alternate cohort will remain remote. With this transition, all grades throughout the district will be in-person 50% of the time.
- This transition will result in all schools within the Newburyport school system being on the same hybrid schedule.

### **Transition Criteria**

Specific metrics utilized to transition to Step Two of more in-person learning:

- Newburyport is <4 cases per 100,000 for the past 2 weeks (this refers to the green and grey zones specified by DESE)
- No notable upward COVID-19 positive trend in Newburyport or specified surrounding towns on the North Shore (see towns on page 1).
- A 7-day average test positive rate of 2.0% or below in Newburyport
- COVID positive cases within the Newburyport School district remain manageable and have not resulted in local clusters

*The evaluation period for Transition Step Two will take place for four weeks. See below for criteria to be met to allow for Transition Step Three.*

## **Transition Step Three—Full In-Person Learning**

### **Full In-person Learning Model**

Each school will have all students in school full time. (Depending on the school preparedness and medical guidance, full in-person learning may be phased.)

### **Transition Criteria**

Specific metrics utilized to transition from Transition Step Two to Transition Step Three:

- Newburyport is <4 cases per 100,000 for the past 2 weeks (this refers to the green and grey zones specified by DESE)
- No notable upward COVID-19 positive trend in Newburyport or specified surrounding towns on the North Shore (see towns on page 1).
- A 7-day average test positive rate of 2.0% or below in Newburyport
- COVID positive cases within the Newburyport School district remain manageable and have not resulted in local clusters

- Massachusetts bus transportation guidelines can be met while bringing the necessarily children to and from school
- Minimum social distancing guideline by Massachusetts of 3 feet is reduced to enable days where all students are in the school simultaneously
- Adequate space for meeting the Massachusetts recommendation of 6 feet spacing during lunch can be obtained or the recommendation of 6 feet is reduced by the State to a viable distance for all students to be in school simultaneously.
- Efficacious treatments and therapeutic vaccines are available; widespread dissemination is achieved

Opening in this phase is dependent upon the ability of the schools to meet Massachusetts COVID-19 safety guidelines. The specific guidelines that would be need to be modified to allow for the full return of all students in all buildings are as follows:

- Massachusetts bus transportation guidelines: to provide full transportation for all required students, the guidelines would need to allow for full bus capacity.
- Minimum Massachusetts social distancing guideline for classrooms of three feet would need to be reduced to allow space for all students and staff
- Minimum Massachusetts social distance guidance for lunch of six feet is reduced to a viable distance for all students to be in school simultaneously

Transition Step Three will be considered when there are changes to the State safety guidance. It will be presumed that if State guidelines are reduced to enable Transition Step Three, then the overall threat of COVID-19 has been reduced (either through efficacious treatments, vaccines, or prevalence reduction).

We will rely on the recommendations of the State of Massachusetts and subsequent DESE Guidance. Changes in this guidance may facilitate a rapid transition to complete full time in-person learning. In the absence of the specific details of such a recommendation or changes in the current safety guidance, we will recommend staying in Transition Step One or Transition Step Two (based on the criteria outlined above).



# **MASSACHUSETTS ASSOCIATION OF SCHOOL COMMITTEES, INC.**

## **CODE OF ETHICS**

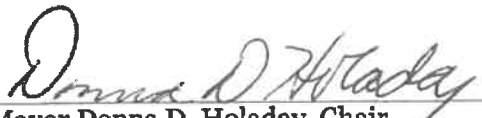
The acceptance of a Code of Ethics implies the understanding of the basic organization of School Committees under the Laws of the Commonwealth of Massachusetts. The oath of office of a School Committee member binds the individual member to adherence to those State Laws which apply to School Committees since School Committees are Agencies of the State.

This Code of Ethics delineates three areas of responsibility of school committee

1. community responsibility;
2. responsibility to school administration; and,
3. relationship to fellow committee members.

1. A School Committee member in his/her relations with his/her community should:
  - a) Realize that his/her primary responsibility is to the children.
  - b) Recognize that his/her basic function is to the policy-making and not administrative.
  - c) Remember that he/she is one of a team and must abide by, and carry out, all committee decisions once they are made.
  - d) Be well informed concerning the duties of a committee member on both a local and state level.
  - e) Remember that he/she represents the entire community at all times.
  - f) Accept the office as a committee member as a means of unselfish service with no intent to "play politics," in any sense of the word, or to benefit personally from his/her committee activities.
2. A School Committee member in his/her relations with his/her school administration should:
  - a) Endeavor to establish sound, clearly-defined policies which will direct and support administration.
  - b) Recognize and support the administrative chain of command and refuse to act on complaints as an individual outside the administration.
  - c) Act only on the recommendations of the chief administrator in all matters of employment or dismissal of school personnel.
  - d) Give the chief administrator full responsibility for discharging his professional duties and hold him/her responsible for acceptable results.
  - e) Refer all complaints to the administrative staff for solution and only discuss them at committee meetings if such solutions fail.
3. A School Committee member in his/her relations to his/her fellow committee members should:
  - a) Recognize that action at official meetings is binding and that he/she alone cannot bind the committee outside of such meetings.
  - b) Realize that statements or promises should not be made regarding how they will vote on matters that will come before the committee.
  - c) Uphold the intent of Executive Sessions and respect the privileged communication that exists in executive sessions.
  - d) Not withhold pertinent information on school matters or personnel problems, either from members of his/her own committee or from members of other committees who may be seeking help and information on school problems.
  - e) Make decisions only after all facts on a question have been presented and discussed.

**Code of Ethics accepted at Organizational School Committee meeting of  
January 21, 2020**

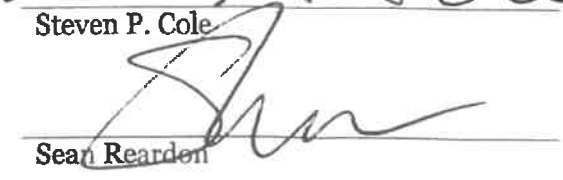
  
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Mayor Donna D. Holaday, Chair

  
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Bruce Menin, Vice Chair

  
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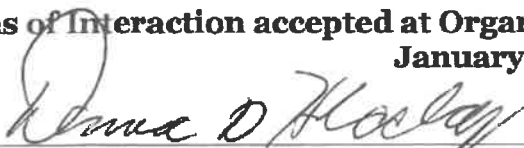
  
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Sean Rearden

  
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Sheila Spalding

## Newburyport School Committee Norms of Interaction


- We will speak with one voice, once a vote is taken.
- We will recognize a single official “voice” of the school committee.
- We will be clear about, and stay true to, the role of the school committee.
- We will build trusting relationships.
- We will be on time and prepared for meetings.
- We will respect all persons presenting to the school committee.
- We will advocate for Newburyport Public Schools and public education. We readily accept our roles promoting support for public education and spreading the news of our success.
- We will communicate positively about other school committee members, staff, and the system.
- We will strive to represent common interests rather than factions. We will make decisions that are best for students in all cases: *all means all*.

**Norms of Interaction accepted at Organizational School Committee meeting of  
January 21, 2020**


  
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Mayor Donna D. Holaday, Chair

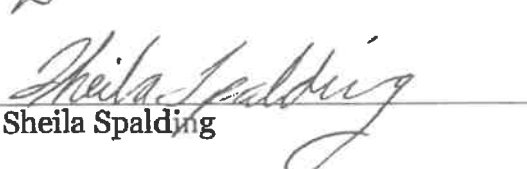
  
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Bruce Menin, Vice Chair

  
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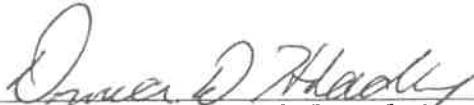
  
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Sheila Spalding

## **Newburyport School Committee Operating Principles**


The School Committee will:

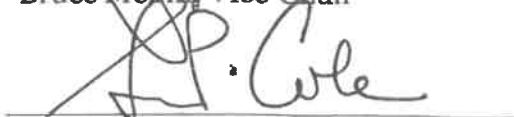
1. Represent the needs and interests of all students in the district.
2. Exercise leadership in vision, planning, policy making, evaluation, and advocacy on behalf of the students and district, not in managing the day-to-day operations of the district.
3. Provide continuing education opportunities and support to each other.
4. Conduct its business through a set agenda. Emerging items will be addressed in subsequent meetings through agenda items, with the exception of items that are time sensitive or require urgent attention.
5. Provide full disclosure. Each member will provide input, encouragement, express concerns and positions rather than withhold information from other members. When a school committee member feels that there has not been full disclosure, an objective process for revisiting the issue will be used.
6. Maintain an open environment where each member is empowered to freely express opinions, concerns, and ideas. School committee members will engage in active listening to clarify and restate discussions in order to strive for full understanding.
7. Keep an open mind and accept that they can change their opinions by recognizing that they are not locked into their initial stated positions.
8. Make decisions on information and not on personalities. School committee members will act with the best information available at the time considering data, the superintendent's recommendations, proposals, and suggestions. School committee members will strive to make the best decisions at the time, without waiting for the perfect decision.
9. Debate the issues, not one another. The school committee will engage in critical and creative thinking, expecting all school committee members to freely offer differing points of view as part of the discussion, prior to making a school committee decision.
10. Not take unilateral action. A committee member's authority is derived through the majority of the school committee acting as a whole during an open public meeting.
11. Attend meetings well prepared to discuss issues on the agenda, and will be prepared to make decisions, striving for efficient decision making
12. Strive to have no surprises for the committee or superintendent. Surprises will be the exception. All members will provide and receive the same information in a timely manner.
13. Reach decisions by consensus, and individual members will publicly abide by those decisions.
14. Follow the chain of command and direct others to do the same. Personnel complaints and concerns will be directed to the superintendent.
15. Review and revise operating principles, as needed, as part of the school committee's self-evaluation.

**Operating Principles accepted at Organizational School Committee meeting of  
January 21, 2020**

  
Mayor Donna D. Holaday, Chair

  
Bruce Menin, Vice Chair

  
Brian Callahan

  
Steven P. Cole

  
David Hochheiser

  
Sean Reardon

  
Sheila Spalding

# ROBERT'S RULES OF ORDER CHEAT SHEET

Robert's Rules of Order is a manual of parliamentary procedures that governs most organizations with boards of directors. Robert's Rules of Order are a provision of each of the SMPS chapter's bylaws normally stated as the following:

*"The rules contained in the most recent edition of Robert's Rules of Order shall provide the rules of procedure for the Chapter where they are not inconsistent with the provisions of the Articles of Incorporation or these bylaws."*

## TYPES OF MOTIONS

- **Main Motion:** Introduce a new item
- **Subsidiary Motion:** Change or affect how to handle a main motion (vote on this before main motion)
- **Privileged Motion:** Urgent or important matter unrelated to pending business
- **Incidental Motion:** Questions procedure of other motions (must consider before the other motion)
- **Motion to Table:** Kills a motion
- **Motion to Postpone:** Delays a vote (can reopen debate on the main motion)

## EVERY MOTION HAS 6 STEPS

1. **Motion:** A member rises or raises a hand to signal the chairperson.
2. **Second:** Another member seconds the motion.
3. **Restate motion:** The chairperson restates the motion.
4. **Debate:** The members debate the motion.
5. **Vote:** The chairperson restates the motion, and then first asks for affirmative votes, and then negative votes.
6. **Announce the vote:** The chairperson announces the result of the vote and any instructions.

TIP! If the board is in obvious agreement, the chairperson may save time by stating, "If there is no objection, we will adopt the motion to..." Then wait for any objections. Then say, "Hearing no objections, (state the motion) is adopted." And then state any instructions. If a member objects, first ask for debate, then vote and then announce the vote.

## REQUESTING POINTS OF SOMETHING

Certain situations need attention during the meeting, but they don't require a motion, second, debate or voting. It's permissible to state a point during a meeting where the chairperson needs to handle a situation right away. Board members can declare a Point of Order, Point of Information, Point of Inquiry, or Point of Personal Privilege.

- **Point of Order:** Draws attention to a breach of rules, improper procedure, breaching of established practices, etc.
- **Point of Information:** A member may need to bring up an additional point or additional information (in the form of a nondebatable statement) so that the other members can make fully informed votes.

- **Point of Inquiry:** A member may use point of inquiry to ask for clarification in a report to make better voting decisions.
- **Point of Personal Privilege:** A member may use point of personal privilege to address the physical comfort of the setting such as temperature or noise. Members may also use it to address the accuracy of published reports or the accuracy of a member's conduct.

## TIPS AND REMINDERS FOR CHAIRPERSONS

Robert's Rules of Order, which is also widely known as parliamentary procedure, was developed to ensure that meetings are fair, efficient, democratic and orderly. A skilled chairperson allows all members to voice their opinions in an orderly manner so that everyone in the meeting can hear and be heard. The following tips and reminders will help chairpersons to run a successful and productive meeting without being run over or running over others.

- Follow the agenda to keep the group moving toward its goals.
- Let the group do its own work; don't overcommand.
- Control the flow of the meeting by recognizing members who ask to speak.
- Let all members speak once before allowing anyone to speak a second time.
- When discussions get off-track, gently guide the group back to the agenda.
- Model courtesy and respect, and insist that others do the same.
- Help to develop the board's skills in parliamentary procedure by properly using motions and points of order.
- Give each speaker your undivided attention.
- Keep an emotional pulse on the discussions.
- Allow a consensus to have the final authority of the group.

Action	What to say	Can speaker be interrupted?	Need a second?	Can this be debated?	Can this be amended?	Votes needed
Introduce main motion	"I move to..."	No	Yes	Yes	Yes	Majority
Amend a motion	"I move to amend the motion by..."	No	Yes	Yes	Yes	Majority
Move item to committee	"I move that we refer the matter to committee."	No	Yes	Yes	No	Majority
Postpone item	"I move to postpone the matter until..."	No	Yes	Yes	No	Majority
End debate	"I move the previous question."	No	Yes	Yes	No	Majority
Object to procedure	"Point of order."	Yes	No	No	No	Chair's decision
Recess the meeting	"I move that we recess until..."	No	Yes	No	No	Majority
Adjourn the meeting	"I move to adjourn the meeting."	No	Yes	No	No	Majority
Request information	"Point of information."	No	Yes	No	No	No vote
Overrule the chair's ruling	"I move to overrule the chair's ruling."	Yes	Yes	Yes	No	Majority
Extend the allotted time	"I move to extend the time by _____ minutes."	No	Yes	No	Yes	2/3
Enforce the rules or point out incorrect procedure	"Point of order."	Yes	No	No	No	No vote
Table a motion	"I move to table..."	No	Yes	No	No	Majority
Verity voice vote with count	"I call for a division."	No	No	No	No	No vote
Object to considering some undiplomatic matter	"I object to consideration of this matter..."	Yes	No	No	No	2/3
Take up a previously tabled item	"I move to take from the table..."	No	Yes	No	No	Majority
* Reconsider something already disposed of	"I move to reconsider our action to..."	Yes	Yes	Yes	Yes	Majority
Consider something out of it scheduled order	"I move to suspend the rules and consider..."	No	Yes	No	No	2/3
Close the meeting for executive session	"I move to go into executive session."	No	Yes	No	No	Majority

\*A member may make a motion to reconsider something that was already disposed; however, the reconsidered motion may not be subsequently reconsidered. A motion to reconsider must be made during the same meeting and can extend to a meeting that lasts for more than one day.

November 7, 2020



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75th ANNUAL MEETING  
DELEGATE MANUAL  
and 2020 Annual Report

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massachusetts association of school committees  
one mckinley square, boston, ma 02109  
[www.masc.org](http://www.masc.org)



# procedures and rules As adopted October 15, 1970

Each member board is entitled to one duly certified delegate or alternate having one vote on each item of business. In order to qualify as a voting delegate, each delegate must be seated in the designated area.

The annual meeting will operate under Robert's Rules of Order, Revised, with the following additional rules:

**Rule 1:** A maximum of ten minutes will be allotted to each proponent of a resolution.

**Rule 2:** In speaking to a motion, a member will be limited to three minutes. A member must speak from a microphone, must state his full name, and must state the name of his school district.

**Rule 3:** When a member has once spoken on a question, he will not be recognized again for the same question until others who wish to speak have spoken.

**Rule 4:** Motions and amendments must be presented to the chair in writing.

**Rule 5:** All voting shall be by a show of hands unless a secret written ballot be voted by a majority of the voting members.

Parliamentary Ruling, October 19, 1973: Any member who is the fully appointed delegate of more than one school district is hereby entitled to as many votes as school districts for which he is accredited.

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## 2020 masc annual meeting agenda

Saturday, November 7, 2020 • Location to be announced

### 1:00pm — Annual Meeting

- Procedures and Rules
- Minutes of the 2019 Annual Meeting
- Annual Reports of the Officers and Committees not Requiring Action by the Delegate Assembly
  - Report on 2020 Legislative Action
  - Annual Report of the President
  - Annual Report of the Executive Director
  - Annual Report of the Auditor
  - 2020-2021 Budget
  - Regional Schools Committee Report
  - Special Education Committee Report
  - Division Reports
- Committee Reports Requiring Action by the Delegate Assembly
  - Recommendations for Life Membership
    - Nominating Committee Report
    - Resolutions Committee Report
  - Other Business
  - Adjournment

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Presiding: Deborah Davis, President  
Parliamentarian: Stephen Finnegan, Legal Counsel

# report of the resolutions committee

The members of the Resolutions Committee met virtually on June 25, 2020 to consider resolutions proposed by member districts and the MASC Board of Directors for consideration at the 2020 Annual Meeting of the Association. Members present were: Ellen Holmes, Chair, Ex-Officio, Ashburnham-Westminster Regional; Deborah Davis, Northeast Metropolitan Voc. Tech.; Barbara Davis, Holbrook; Margaret Hughes, Narragansett Regional; Laura Fallon, Northampton; Irene Feliciano-Sims, Holyoke; William Fonseca, East Longmeadow; Jason Fraser, Silver Lake Regional; Beverly Hugo, Framingham; Mildred Lefebvre, Holyoke; Stacey Rizzo, Revere; Wendy Rua, Agawam; Lynn Ryan Assabet Voc. Tech.; Paul Schlichtman, Arlington; and Robert Swartz, Gardner.

The following resolutions were moved forward by the Resolutions Committee and approved by the Board of Directors.

## **RESOLUTION 1: MCAS AND HIGH STAKES TESTING**

*(Submitted by the MASC Board of Directors)*

WHEREAS the MASC Membership and MASC Board of Directors have previously and repeatedly taken the position of opposing high stakes testing including the MCAS; and

WHEREAS the COVID-19 Remote Learning Model has negatively and disproportionately affected students with learning disabilities, students of lower socioeconomic status, ELL students and students who identify as minorities; and

WHEREAS the social and emotional trauma both individually and collectively has yet to be truly realized in the students who have experienced the shutdown of their local school buildings and separations from their peers and supportive adults; and

WHEREAS the students of the Commonwealth have already missed valuable face to face instructional opportunities with their teachers and would benefit from focusing on those important instructional opportunities and social emotional supports;

THEREFORE BE IT RESOLVED that MASC rejects the calls for the students of 2022 who missed their tenth grade MCAS testing to be required to make it up during the 2020-2021 school year or ever. We demand those students be held harmless for not taking the MCAS and that their graduation requirements shall be determined by locally controlled voices of the School Committee and School Administration within the remaining graduation requirements of the Commonwealth of Massachusetts.

Additionally, we reiterate our call for a moratorium on all high stakes testing for the 2020-2021 school year so all students can benefit from their time being focused on direct instruction and we urge the legislature to enact a moratorium on high stakes testing of three years.

## **RESOLUTION 2: COVID-19 STATE FUNDING**

*(Submitted by the MASC Board of Directors)*

WHEREAS if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

WHEREAS the state cannot expect mandatory COVID-19 safety guidelines to be followed without also ensuring that each school district has the funds required to implement these guidelines;

THEREFORE BE IT RESOLVED that the state must guarantee every school district full reimbursement for whatever COVID-19 expenses are required to follow state mandates. We must ensure a statewide school re-opening that is safe, responsible and equitable. There can be no unfunded mandates for COVID-19.

## **RESOLUTION 3: SCHOOL COMMITTEE ANTI-RACISM RESOLUTION**

*(Submitted by the MASC Board of Directors)*

WHEREAS as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS it is the responsibility that every district provide to all district staff, including School Committee members, annual professional development on diversity, equity and inclusion; and

WHEREAS every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

THEREFORE BE IT RESOLVED that all the school districts in the Commonwealth should guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

School Committee members should ensure our that school culture and that of every district in the Commonwealth is anti-racist, and that acknowledges that all lives cannot matter until black lives matter.

#### **RESOLUTION 4: LOWERING THE VOTING AGE FOR MUNICIPAL ELECTIONS**

*(Submitted by the MASC Board of Directors)*

WHEREAS the right to vote is elemental to democracy and that right should be protected and guaranteed to all qualified citizen; and

WHEREAS sixteen and seventeen-year-olds possess the same critical analytic intelligence as eighteen-year-olds; and

WHEREAS in Massachusetts, sixteen-year-olds have been deemed able to consent to sexual intercourse, obtain a learner's permit and driver's license, get married with parental consent, work a full-time job and pay taxes, and be tried as an adult in a court of law; and

WHEREAS the 2018 Act to Promote Civics Engagement mandated an increased emphasis on civics education in Massachusetts Public Schools; and

WHEREAS studies conducted in places with a voting age of 16 have demonstrated that, when partnered with a strong civics education, a lowered voting age results in higher overall civic engagement and voter turnout and higher propensity to develop a lifelong voting habit; and

WHEREAS early voter engagement increases civic participation later in life, which is vital to a democracy; and

WHEREAS turnout among all voters in the United States is decreasing, and a push to vote is much needed for younger citizens; and

WHEREAS 16-year-olds may now pre-register to vote in Massachusetts, which may provide a logistical framework for their local participation; and

WHEREAS the rules of local voting should be a local issue; and

WHEREAS Representative Andy Vargas and Senator Harriet Chandler have introduced the EMPOWER Act (H.720/S.389), which would give municipalities the ability to lower their municipal voting age on local authority;

THEREFORE BE IT RESOLVED that the sponsors call upon the Massachusetts Legislature to pass the EMPOWER Act and take other means necessary to allow cities and towns to establish a minimum voting age of sixteen years for all municipal elections.

#### **RESOLUTION 5: SUPPORTING INCREASED FEDERAL SUPPORT AND STIMULUS FUNDING FOR PUBLIC K-12 EDUCATION**

*(Submitted by the MASC Board of Directors)*

WHEREAS the COVID-19 pandemic is a monumental and unprecedented challenge, emerging quickly and demanding an immediate overhaul of the instructional plans and strategies of school systems across the country; and

WHEREAS the nation's public schools remain committed to delivering high-quality instruction while ensuring the health and safety of our students and staff; and

WHEREAS to date, the employees of the Massachusetts Public Schools have worked around the clock to continue to provide our students and families with access to educational needs such as Chromebooks; and

WHEREAS the Massachusetts Public Schools has maintained payroll for full and part-time district employees, providing stability to our community during economic uncertainty; and

WHEREAS Massachusetts Public Schools have continued to provide daily lunches to students despite a projected shortfall of revenue from the Federal Meals Program; and

WHEREAS these challenges will persist and likely grow as COVID-19 affects our economy and destabilizes funding for public school; and

WHEREAS revenue shortfalls may result in budget cuts and personnel reductions; and

WHEREAS federal legislation has been approved to provide urgently needed funding to underwrite the recovery of the American economy and to support critical public programs, including public education with such examples as American Recovery and Reinvestment Act (ARRA) of 2009, additional funding for the Education Jobs Fund to help school districts retain existing employees, recall former employees, and hire new ones, and the recent Coronavirus Aid, Relief, and Economic Security (CARES) and other measures to stabilize public education and other public programs; and

WHEREAS public education is one of the largest employment bases of any field or industry; and

WHEREAS research has repeatedly found a strong causal relationship between levels of schooling and wages that individuals earn over a lifetime; and

WHEREAS for public schools to thrive and for our students to realize a bright and productive future, the federal government needs to make a substantial new investment in our well-being; and

WHEREAS it is likely that further emergency legislation will be required to underwrite the cost of public safety supplies, technology, and personnel to maintain the status of public schools; and

WHEREAS this level of funding is the minimum needed by the nation's public schools to sustain and accelerate their academic achievement trends over the past decade, including gains in reading and math achievement that outpace the national average; and

WHEREAS the governor and General Court may be able to access additional state revenues through use of accumulated reserves or through the implementation of progressive tax legislation;

THEREFORE BE IT RESOLVED that MASC align with state superintendents of schools and urge the Massachusetts Congressional Delegation and state legislators to advocate for and approve additional education funding for our nation's public schools through the enactment of progressive tax legislation.

#### **RESOLUTION 6: RETENTION OF MEDICAID REVENUE**

*(Submitted by the MASC Board of Directors)*

WHEREAS the Affordable Care Act expanded access for health care to millions of Americans, including thousands of Massachusetts families who have been without health insurance; and

WHEREAS through the expansion of the Medicaid program, more families in economic distress gained access to health insurance and, subsequently, affordable health care; and

WHEREAS the Medicaid program reimburses public school districts for certain clinical services provided to students who may be clients of special education or who experience disabilities, and this revenue provides critical support to the districts and municipalities where they are based; and

WHEREAS the restriction of Medicaid eligibility and reduction of funding would require the Commonwealth to choose between extraordinary state budget increases to fill the gap or absorb the cost of caring for families who could lose health insurance;

THEREFORE BE IT RESOLVED that MASC urges the General Court to require that 100% of Medicaid reimbursements to cities and towns be provided in full amount to the public schools of each municipality, through a school district revolving account, to underwrite the cost of providing an adequate education.

#### **RESOLUTION 7: ATTEMPTS BY US DOE TO DIRECT FUNDING TO PRIVATE SCHOOLS**

*(Submitted by the MASC Board of Directors)*

WHEREAS a recent "advisory" issued by the United States Secretary of Education has inappropriately interpreted language in the recently enacted COVID-19 relief legislation to benefit private schools disproportionately in the distribution of federal funding for economically disadvantaged students; and

WHEREAS in recognition of this executive branch attempt to overreach in the interpretation of a federal statute in devising a formula for the distribution of funds under Title I and other provisions of the Elementary and Secondary Education Act as revised and reauthorized; and

WHEREAS the commissioner of Education in Connecticut, in citing the Secretary for such a misrepresentation of the law, has advised officials of that state to follow the language of the law rather than the interpretation issued in the "advisory," and thus save thousands of dollars for economically disadvantaged students in the public schools of that state

THEREFORE BE IT RESOLVED that MASC petition the Attorney General of Massachusetts to review and recommend to the Executive Office of Education and the MA Department of Elementary Education to review the formal language of such statutes that determine the distribution of federal funds to benefit economically disadvantaged students and, further that the Attorney General provide legal guidance to state agencies in Massachusetts to implement such formulas based on the actual language and legislative intent of the statute should that be in variance with any "advisory" issued by the United States Secretary of Education.

#### **RESOLUTION 8: MEMBERSHIP OF A SCHOOL COMMITTEE MEMBER ON THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION**

*(Submitted by the MASC Board of Directors)*

WHEREAS the Massachusetts Board of Elementary and Secondary Education (BESE) is established to oversee and implement policy related to public education; and

WHEREAS most boards and commissions in Massachusetts appropriately include representatives of constituent groups subject to the jurisdiction of those boards and commission; and

WHEREAS a glaring omission among members of the BESE is a representative of the people elected to oversee public policy making among the many city, town and regional school district school committees;

THEREFORE BE IT RESOLVED that MASC submit to the General Court proposed legislation that MGL Chapter 15, Section 1E be revised as follows:

Section 1E. There shall be in the department a board of elementary and secondary education, in this chapter called the board, which shall consist of the chairman of the student advisory council established under this section, the secretary of education, in this chapter called the secretary, or her designee, and 9 members appointed by the governor. The 9 members appointed by the governor shall consist of 1 representative of a labor organization selected by the governor from a list of 3 nominees provided by the Massachusetts State Labor Council, AFL-CIO; 1 representative of business or industry selected by the governor with a demonstrated

commitment to education; 1 representative of parents of school children selected by the governor from a list of 3 nominees provided by the Massachusetts Parent Teachers Association; 1 representative from a school committee from a list of three nominees provided by the Massachusetts Association of School Committees and 5 additional members.

**RESOLUTION 9: PROVIDING EQUITY FOR SEXUAL ORIENTATION - LGBTQ+ STUDENTS, TEACHERS AND STAFF**

*(Submitted by the MASC Board of Directors)*

WHEREAS gender identity is not listed as a protected class in federal laws; and

WHEREAS LGBTQ+ students, teachers and staff are victims of discrimination, harassment, and at-risk behaviors at rates alarmingly higher than non-LGBTQ+ persons;

WHEREAS the social and emotional wellness of our students has a direct relationship with their academic and future success and that schools have the moral and ethical responsibility to address the whole child so that they may experience success in school and in society; and

WHEREAS school districts that respect and support their teachers and staff by providing an inclusive culture where all can thrive, irrespective of gender identity, are more successful and in turn, are supporting a thriving school climate; and

WHEREAS the Commonwealth of Massachusetts currently recognizes in state law LGBTQ+ as a protected class;

THEREFORE BE IT RESOLVED that MASC file legislation and petition our federal legislative delegation to also file legislation which would have the effect of adding sexual orientation and gender identity to the list of protected classes in order to provide equity and support to our LGBTQ+ students, teachers and staff and petition our legislative delegation.

**RESOLUTION 10: RELATIVE TO THE MONITORING OF ATTENDANCE OF STUDENTS DURING THE PANDEMIC**

*(Submitted by the MASC Board of Directors)*

WHEREAS districts are required to have special but comprehensive plans for educating students during the pandemic crisis; and

WHEREAS student attendance is an important element of a district plan for returning-to-school, and school committees apply local policies for student attendance; and

WHEREAS the emergency nature of the pandemic requires that students may need to be educated in such venues as schools, home, institutions or other remote locations; and

WHEREAS circumstances may require that students be absent from school for reasons that may include extended illness, exposure to illness including COVID-19, or the judgment of parents or guardians determining that it is not safe for their children to return to a school building or other learning venue;

THEREFORE BE IT RESOLVED that MASC advocate for legislation and regulation that protect the rights of parents to withhold their children from school for reasons of their health status or health risk and, further,

- That MASC advocate for regulations that hold districts accountable for the attendance of students provide appropriate exemptions for students who experience or require extended absences from school due to health-related issues or concerns due to the COVID-19 pandemic, and further,
- That MASC petition the Board of Elementary and Secondary Education to waive all accountability requirements regarding attendance for the 2020-2021 school year, and
- That such regulations exempt districts from sanction status on the basis of attendance when such absences are related to a public health crisis, including COVID-19.



**Join your colleagues at this special online program!**

10:00-11:30am

Saturday, November 7, 2020

## **UNDERSTANDING THE CONNECTION BETWEEN CULTURAL PROFICIENCY AND EQUITY**

**Presented by:** Kalise Wornum, Ed.D, Senior Director of Educational Equity,  
Brookline Public Schools/Cultural Proficiency Coach

This session, which Dr. Wornum had presented in various formats in school districts across the state, will give attendees a clear understanding of the definition and theory of cultural proficiency and how that theory plays out in the classroom. Participants will also gain an understanding of the connection between cultural proficiency and developing an equitable school system, as well as what it means to be a culturally proficient school committee member.

### **Opening remarks by:**

**Anna Maria Chaves, Executive Director**  
**National School Boards Association**

**Charles Wilson, President**  
**National School Boards Association**

**Deborah Davis, President**  
**MA Association of School Committees**

**The MASC Delegate Assembly will be held at 1:00pm this same day, Saturday, November 7. The format in which the Assembly will be held is still under consideration.**

**REGISTER NOW!** [www.masc.org](http://www.masc.org)

There is no charge to attend, but we ask that you register so that we can send you the link to the event and materials.