

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, October 17, 2022 - Regular Meeting

7:00 p.m. – Zoom

Members present: Ms. Krepchin, Dr. Ackman, Ms. Barish, Ms. Dion, Mr. Green, Ms. Pitone, Dr. Phillips and President McLaughlin.

Members Absent: Mayor Ballantyne.

I. CALL TO ORDER

The meeting was called to order at 7:00 with a moment of silence dedicated to former student, Henry Augustin, who passed away in a car accident the week prior, followed by a salute to the flag of the United States of America.

Chair Green asked Dr. Curley, Interim Superintendent of Schools, to call the roll, results of which were as follows:

PRESENT – 8 – Dr. Phillips, Ms. Krepchin, Mr. McLaughlin, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms.

Dion. ABSENT – 1 - Mayor Ballantyne.

Chair Green asked interpreters to introduce themselves:

Mercedes Escorihuela - Spanish

Gina Miranda - Haitian Creole

There was no Portuguese interpreter present.

II. REPORT OF STUDENT REPRESENTATIVES

There were 3 student representatives present, Marcia Narh-Botchway, Anna Sofia Protopapas and Liam Vitti. Chair Green asked them to introduce themselves and share their report.

Ms. Narh-Botchway reported that schools are half way through the quarter and everything is going well. And Homecoming is scheduled for the near future.

III. APPROVAL OF MINUTES

- September 12, 2022

MOTION: There was a motion by Dr. Phillips, second by Ms. Barish, to approve the School Committee minutes of September 12, 2022.

The motion was approved unanimously via roll call vote.

IV. PUBLIC COMMENT

Noone signed up for public comment.

V. REPORT OF SUPERINTENDENT

A. District Report

Dr. Curley delivered his district report:

We are continuing to see great energy at schools and across the district as we approach the end of the first quarter. I appreciate how our students and staff are digging into the work and the collaborative efforts both within our district and with community partners to make sure that our students have what they need to successfully access the curriculum.

National Principals Month

October is National Principals Month. I want to take a moment to publicly acknowledge our school principals and their critical role in building rich and creative teaching and learning communities that empower students and educators. Thank you to our amazing and passionate school leaders – Felix Caraballo (Capuano), Dr. Samaria Hashem (East), Dr. Mary Ellen Cobbs (Healey), Kim Murphy-Baker (West), Shawn Maguire (Brown), Courtney Gosselin (Winter Hill), Steve Marshall (Kennedy), Glenda Soto (Argenziano), Margaret DePasquale Green (Next Wave/Full Circle), Alicia Kersten and Sibby LaGambina (Somerville High School), and Corrinna Horton (SCALE). We appreciate their tireless work and dedication to their students and staff.

He then asked Ms. Hernandez Morgan to continue his district report and congratulated some staff achievements.

Celebrations

Congratulations to Regina Bertholdo, who was recognized by the MA Black & Latino Caucus last week as a Latino Excellence Award Nominee. Regina, who has been a member of the SPS family for 22 years, was nominated by State Representative Connolly for her outstanding work and advocacy on behalf of underrepresented students, and students and families facing homelessness. We are lucky and grateful to have Regina on our team!

Last week we also celebrated three outstanding Latinx educators and leaders at Somerville High School who received special recognition for their work with students and their leadership. Congratulations to Ms. Santos, the 2022 Massachusetts Social Studies Teacher of the Year, English teacher Ms. Rowlinson for being named 1 of 5 finalists for the 2023 Massachusetts Teacher of the Year, and Social Studies teacher Ms. Thomas, who was named a 2022 Latinx Amplifier.

Flu and COVID-19 School-based Vaccine Clinics

Vaccine Clinics are going well. This past Saturday at ESCS, staff administered 182 Flu shots and 41 COVID boosters. Our next scheduled clinic is a Flu Clinic on Wednesday, October 26, 1:00-4:00pm at the West Somerville Neighborhood School. Visit www.somerville.k12.ma.us/vaccineclinics for more information and upcoming Flu and/or COVID vaccine clinics.

Mr. Mazza Spoke to a college fair that would be happening for SHS students.

In-person College Fair

Representatives from about 50 colleges and universities will be on campus tomorrow night for an in-person College Fair. SPS students in grades 9-12 and their families are invited to come by to speak with representatives to learn about the college enrollment process and college life. The event takes place tomorrow evening, October 18th, from 6:30-8:00pm at the Somerville High School Cafeteria.

Upcoming Half Days / Holidays

A reminder that next Wednesday, October 26th, is a Half Day Wednesday for students in grades pre-K to 8. Pre-K students will be dismissed at 11:30 a.m.; K-8 students will be dismissed at noon. School staff will be participating in professional learning on Wednesday afternoon.

Dr. Boston Davis spoke to the attendance contest happening across the district

Department Shout-Out

A special shout-out this week to our Student Services team for their student-centered approach to strengthening access to learning and building community. The team coordinated a month-long student Attendance Awareness Poster Contest that wrapped up on Friday. Students from across the district were invited to participate and design posters with 3 reasons why school attendance is important. Close to 20 creative student entries were submitted and are on display in the central office across from the Superintendent's office. A winning entry from each of 3 grade level categories (K-4, 5-8, and 9-12) will be announced tomorrow, and winners will receive a \$20 gift card and a photo opportunity at their school. Winning posters will become part of a district-wide attendance campaign. Special thanks also to the Arts Department and Graphics for their support in administering this campaign and encouraging students to participate.

Questions/ Comments

Ms. Barish Asked about the college fair and if it would be open to homeschool students. Mr. LaGambina responded that it would be open to them as well.

Dr. Ackman commented on the attendance contest, she went to vote and noticed more posters in the lower grades and advocated for more than one winner in those grade levels. Dr. Boston Davis would relate the message to the Director of Student Services, Ms. Elizabeth Doncaster.

- **SHS/ CTE Presentation** (SHS Team)

Superintendent Curley introduced the SHS team to present the Somerville High School/ Center for Technical Education update. Present were Co-SHS Principals Alicia Kersten and Sibby LaGambina, CTE Director Jim Hachey and Assistant Principal Team Leader Marie Foreman.

Ms. Kersten shared her screen and presented the following:

- The vision for Somerville High School students; explore their passions, connect with their school and communities and engage with the world around them through authentic and equitable learning experience.
- Building a foundation.
- The theme of the year; high expectations, high support.
- Their focus on attendance.
- The collective responsibility for supporting students.
- The focus on teaching and learning; implementing school wide routines and culturally responsive common practice to let students know they are valued members of the community.
- The work on equity to rebuild systems that allow student led celebration of identity and culture.

Mr. LaGambina continued the presentation and spoke to:

- Celebrating student successes
- Acknowledged award winning staff
- Supporting new staff and staff in new roles

Mr. Hachey closed out the presentation by reporting some CTE highlights:

- Exploratory enrollment at 249
- 95% of the exploratory students received their first CTE choice.
- CTE overall enrollment is at 687, 52.8% of SHS.

Questions/ Comments

Ms. Pitone thanked the team for the leadership and presentation and is looking forward to seeing a school improvement plan and MCAS Data at a the future meeting. Superintendent Curley announced that MCAS Data would be shared out during the second meeting in November and Mr. Mazza and Dr. Boston Davis are mapping out a plan to share School Improvement Plans.

Dr. Ackman asked for more information about the internships available for students outside of the school building. Ms. Kersten said they are working on building personal relationships with students based on their CTE programs. Available students to be partnered with an internship by getting systems in place for opportunities, there is still a lot of logistic that need to be put in place.

Mr. LaGambina added that a great example is the Cambridge college partnership that started with 15 student and now has 50 students earning college credits.

Mr. Hachey added that internships and externship start junior year to earn hours and by senior year, they could go into their field and begin getting paid and earning real work experience.

Ms. Krepchin spoke to someone outside the district who commented how well Somerville integrates CTE students into programs. She asked what the thoughts were about changing the schedules. Ms. Kersten responded that they are still in the idea phase and there are a lot of new staff and new roles, her self-included, but changes may take place later in the school year.

Ms. Barish thanked the team for their presentation and reminded everyone that there are opportunities to meet CTE students by visiting various shops like the ones offered by the cosmetology department. She is also looking forward to the opening of the Highlander Café.

Chair Green asked when the Highlander Café would open and Mr. Hachey confirmed that it is currently opened to staff for breakfast and they are working on the best way to open it up to the public safely.

Dr. Ackman asked about the open Campus policy and Dr. Curley responded that they are working out the best procedures to allow this to take place and that SHS principals are fully in support.

- **Name Change Request Process Memo** (Ms. Rodriguez)

Dr. Curley then introduced the Name Changing Memo

Ms. Pitone asked if it could be added to the website for reference. And Dr. Phillips asked how else it would be shared out to parents. Dr. Boston Davis explained various ways the process could be shared including the weekly notes that are shared with school administrators as well as the Principals meetings to make them aware so they may relay the information at their staff meetings.

Chair Green asked about the confidential piece and Dr. Curley said he would take it back to the team to address procedures.

Ms. Barish asked about the use of the word "could" in the last paragraph and asked if this calls for any policy change. Dr. Curley and Ms. Rodriguez explained that it was written as a formal procedure was being discussed and "could" would change to "will".

Chair Green said the policy calls for this discussion and he does not think any policy changes are needed at this moment.

B. Personnel Report

- **October 2022**

The retirements on the personnel report were announced at the last meeting in September, there haven't been any new retirements announce since.

VI. REPORTS OF SUBCOMMITTEES

Chair Green asked Ms. Barish to share her Special Policing reports for both June and October.

A. School Committee Meeting for Special Policing Meeting: June 15, 2022 (Ms. Barish)

The June 15 meeting of the Special Policing Subcommittee was called to order at 6:04 pm. Andre Green, Ellenor Barish, Sarah Phillips, Dayshawn Simmons, Paige Tobin, Aisha Banda, Elizabeth Doncaster, and Mary Skipper were present.

Chair Andre Green opened the meeting with a timeline: the subcommittee is to present a recommendation to the full School Committee at the end of the calendar year, following the collection of student, parent, and community input. He then announced the agenda - an opportunity to talk with district's attorney Paige Tobin about the State's new MOU. She has submitted a memo on the topic.

Attorney Paige Tobin provided background information on the Commonwealth's new model MOU, which serves to clarify and limit the role of SRO compared to previous versions. She laid out the primary differences between the district's 2018 MOU and the new model MOU.

- Mandates expanded training and new certification
- Clarifies and limits the ability of SROs and police in general to enter school grounds to make an arrest or take action for non-violent incidents.
- Clarifies that the SRO is not involved in school discipline nor do they assume the role of a counselor or social worker.
- Describes how SPD and school would set out procedures that will be consistent and reviewed on a yearly basis.

There followed a discussion about how families have used the schools as a resource when deciding whether to file reports on incidents happening in or outside of school. Anecdotally, more families are filing reports directly with the police for issues arising outside of school.

Chair Green brought the conversation back to the MOU. Attorney Tobin explained that the purpose of the MOU is to be transparent about the relationship between SPS and SPD. She clarified that the School Committee can modify the MOU to cover additional processes or restrictions on police involvement as allowable by law. Even the SRO position is optional, but this MOU is specifically about the SRO role. Without the SRO role or a separate MOU, information sharing between SPS and SPD would revert to state and federal law.

There followed a discussion about law enforcement response to mental health issues. The attorney and district administrators clarified that they would not want an SRO to be handling those situations but that on occasions when staff request police presence at the time a student is being taken for evaluation, an SRO (or other officer with similar training) is preferred over a standard officer.

The possibility of having some of the SRO duties covered by a police department employee who is not a sworn and armed officer was discussed, but the attorney did not think it was realistic given the skills laid out in the MOU and bargaining implications. Superintendent Skipper described situations when an armed officer might be uniquely prepared to respond, though we haven't needed them in that capacity in recent years. She pointed out that while we have not had SROs at other schools in the district, an SRO assigned to the high school could be sent to another school to respond to a threat.

Conversation shifted to whether SPS should adopt an MOU that would cover non-SRO police involvement with schools. Attorney Tobin expressed concern about deploying Community Police Officers as de facto SROs without SRO training.

The group discussed whether an SRO has to be in uniform while on duty - no, and whether they must be armed when on duty - yes. It was noted that some community members would not be comfortable with an armed officer in the building.

Attorney Tobin and administrators clarified that individual students are not discussed at Juvenile Justice Roundtable recommended in the new model MOU.

A request was made to invite people to describe how alternative MOUs might work or how other districts (such as Worcester) that have eliminated the SRO are navigating. In terms of the MOU presented by the advocacy group. The Worcester Superintendent has just retired and the district was not able to send someone when invited. Attorney Tobin addressed one alternative MOU that calls for termination of the SRO program, which she does not recommend. She also expressed concern regarding some aspects of that proposal which are not legal and/or have important collective bargaining implications. Chair Green invited advocacy groups and other districts to submit memos like Ms. Tobin has.

The meeting was adjourned at 7:16 pm.

B. School Committee Meeting for Special Policing: October 6, 2022 (Ms. Barish)

The October 6 meeting of the Special Policing Subcommittee was called to order at 6:04 pm. Ellenor Barish, Aisha Banda, Sarah Phillips, Anuj Bhardwaj, Jasmine Fernandez, Dayshawn Simmons, Jeff Curley, and Susana Hernandez Morgan were present.

Ms. Barish began by reviewing what has been covered in earlier meetings then presented a schedule of upcoming meetings and activities. In the coming weeks, student, staff, and parent feedback will be collected; preliminary data will be presented to the subcommittee at the October 25 meeting. Taking that feedback into account, the district will present a proposal to the subcommittee at the November subcommittee meeting. At the December meeting, the subcommittee will vote on a recommendation to School Committee.

The group discussed the logistics of collecting input from staff which will be coordinated by the district. School Committee will be responsible for collecting input from parents and other stakeholders; this will include a community forum though the timing of that has not been finalized. The PTA Council plans to collect and share input from their members as well.

Dr. Curley and HGSE Fellow Jasmine Fernandez shared information about upcoming Student Focus Groups at SHS and NW/FC which will be facilitated by Dr. Gretchen Brion-Meisels and her team of youth participatory action specialists. Subcommittee members shared concerns and made suggestions about the types of questions being asked and about how demographic data about participants will be included in the report to this subcommittee.

With no further business, the meeting was adjourned at 7:00 pm.

MOTION: There was a motion by Ms. Barish, seconded by Dr. Ackman, to accept the report of the School Committee Meeting for Special Policing of June 15, 2022 and October 6, 2022.

Dr. Phillips offered a friendly amendment to the report of the June meeting, the reference to the community juvenile justice roundtable are not in the revised MOU, Attorney Tobin suggested that they be added back in. The amendment was accepted by Ms. Barish.

The motion was approved unanimously via roll call vote.

C. School Committee Meeting for Educational Programs and Instructions: October 3, 2022 (Dr. Phillips)
Tabled.

D. School Committee Meeting for Superintendent Search Firm: October 11, 2022 (Dr. Phillips)
Dr. Phillips tread a combined report for The Superintendent Search Firm subcommittee of October 6, 11 and 13.

The Superintendent Search Firm Subcommittee met on October 6, 11, and 13, 2022, via Zoom.

October 6, 2022

Members present on October 6, 2022, were Sarah Phillips, Ellenor Barish, Laura Pitone, Fran Gorski, Karen Woods, Jose Mendez, and Nikki Spencer. Also in attendance were representatives from Hazard, Young, Attea, and Associates, including Dr. Jeff Melendez, Dr. Roger Hariss, Caryn Shaw, and Dr. Nancy Perez. Chair Phillips called the meeting to order at 12:00 pm. There were no people in the audience.

There was one item on the agenda: Vendor Interview: Hazard, Youth, Attea, and Associates.

The meeting began with a presentation by Hazard, Young, Attea, and Associates in response to interview questions posed by the committee. Committee members followed up with additional questions. No motions were made.

Chair Phillips adjourned the meeting at 1pm.

October 11, 2022

Members present on October 11, 2022, were Sarah Phillips, Ellenor Barish, Laura Pitone, Fran Gorski, Karen Woods, Jose Mendez, and Nikki Spencer. Also in attendance were representatives from the Collins Center, including Ray Shurtleff and Michael Ward. Chair Phillips called the meeting to order at 1:30pm. There were two people in the audience.

There was one item on the agenda: Vendor Interview: The Collins Center.

The meeting began with Collins Center representatives responding to interview questions posed by the committee. Committee members followed up with additional questions. No motions were made.

Chair Phillips adjourned the meeting at 2:30pm.

October 13, 2022

Members present on October 13, 2022, were Sarah Phillips, Ellenor Barish, Laura Pitone, Fran Gorski, Karen Woods, Jose Mendez, and Nikki Spencer. Chair Phillips called the meeting to order at 9:00am. There were two people in the audience.

There was one item on the agenda: To consider which Superintendent Search Firm candidate(s) to present to the school committee.

The meeting began with Mr. Mendez reviewing the results of additional reference calls he and Ms. Pitone made relative to the Hazard, Young, Attea, and Associates proposal. Of the three additional references they sent, only one had a working number. This reference spoke positively about the organization's ability to complete a search quickly.

Ms. Pitone then shared notes from a conversation she had with Mr. Shurtleff about the most recent high school principal search. She explained that she told Mr. Shurtleff that she had heard from many constituents disappointed in the outcome and felt it was important to address the concerns with him as he led the search process. He referenced the positive process hiring the SHS principal in 2017, shared that in 2021 the pool of candidates was not as deep or diverse as the committee wanted, suggested that the Zoom process, for both interviews and decision making, may have added challenges as well as hiring during the pandemic.

The committee then reviewed the decision-making criteria laid out in the Request for Proposals, which states that, "At the conclusion of the interviews, a composite rating will be assigned to each Proposal. After review of the composite ranking

of the Non-price proposal and interviews, the Price Proposals will be opened and evaluated by the Somerville School Committee's Chairperson or designee."

Mr. Mendez reviewed the interview scores submitted by the committee and confirmed that the Collins Center proposal received the highest composite score.

The committee then discussed the pros and cons of each vendor. Ms. Pitone noted that Hazard, Young, Attea, and Associates did a good job with our prior two Superintendent searches and suggested that the group was better positioned to support a national search if that's the School Committee position. Several committee members noted that Hazard, Young, Attea, and Associates appeared better positioned than the Collins Center to lead an inclusive needs assessment process, but Mr. Gorski reminded the committee that the vendor stated they had contractors to support this work but that it would be an additional fee and likely equivalent to what the district would pay to support the Collins Center in this work, as they would rely on the district's translation services and need outreach support from the Somerville Family Learning Collaborative.

Dr. Phillips made a motion that was seconded by Ms. Barish and amended to read, "Based on our review of proposals and interviews and pending a review of the pricing proposals, the subcommittee recommends the School Committee select the Collins Center to support Somerville's Superintendent search, recognizing that the district will need to support the needs assessment work." The motion passed unanimously, and the meeting was adjourned at 10am.

Following the meeting, Mr. Gorski opened the price proposals and confirmed that the Collins Center price proposal was \$12,000 less than the Hazard, Young, Attea, and Associate price proposal.

Documents used:

Search Firm Combined Scores.xlsx

Interview Questions.docx

Hazard, Young, Attea, and Associates Interview.mp4

Collins Center Interview.mp4

MOTION: There was a motion by Dr. Phillips, second by Ms. Barish, to accept the report of the School Committee Meeting for Superintendent Search Firm of October 6, October 11 and October 13 of 2022.

Ms. Barish asked if Dr. Phillips could be more specific about the pricing.

Ms. Pitone asked if the price was introduced in the meeting and could it be removed if it was not.

Dr. Phillips confirmed that it was not and accepted the friendly amendment.

The motion was approved unanimously via roll call vote.

VII. UNFINISHED BUSINESS

A. MASC Conference Resolution IV (Chair Green)

Dr. Phillips shared some of her concerns with the second whereas and the be it resolved at the last meeting, she suggested that Ms. Krepchin abstain on this particular resolution.

Dr. Ackman noted that this is not policy binding and this committee is one of 200+ other School Committees that will be voting.

Chair Green said unless there is a motion to give Ms. Krepchin different instructions he would consider this matter settled.

B. School Committee Office Hours (Ms. Dion)

Tabled.

VIII. NEW BUSINESS

A. Superintendent Search Firm Subcommittee Recommendation

MOTION: There was a motion by Dr. Phillips, seconded by Ms. Krepchin to select the Collins Center to support Somerville’s Superintendent search.

Ms. Dion wondered if there was a reason, given the previous history with HHTYA, that they wouldn’t be chosen. Dr. Phillips responded that given their references because some were not reachable and others were not great. The Collins Center received great reviews. Ms. Barish added that the HHTYA firm is very large and the two attorneys who responded only just began this kind of work in 2022.

Chair Green was hesitant to vote for the Collins Center given their work for the Non-Union pay scale and the length of time it has taken. Dr. Phillips responded that different people from the firm would be doing this work. She also mentioned that there is always the option of doing this work in house and hire a consultant but she would be opposed to doing the RFP process again.

Discussion ensued of the different pros and cons of the Collins Center.

President McLaughlin commented on having worked with the Collins Center for the Charter Review and he believes they will do what we ask of them and will follow district lead. He is curious if any other firms applied. Chair Green confirmed that these were the only two firms with valid applications.

Dr. Phillips asked for a proposal from the district of how this work should be approached. Chair Green said that this is a conversation that he, Dr. Curley and the subcommittee chair would have off line.

The motion was called to question.

The motion was approved unanimously via roll call vote.

Chair Green announced that a process would be brought forth at the next meeting. He announced that he, Dr. Ackman and Ms. Krepchin would be the members of the subcommittee.

Dr. Ackman Commented on the responsibility of getting out there and getting multiple applicants in the near future.

Ms. Pitone requested that the discussion of the type of process the district would follow be held in open discussion.

B. Somerville Public Schools Policy Manual

The Following policies are being presented this evening for a **first** reading:

- File AC: Non-Discrimination Policy Including Harassment and Retaliation
- File ACAB: Sexual Harassment
- File AC-R: Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation
- File JICK: Harassment of Students

Ms. Barish Spoke to the policy changes brought forth by MASC, which are highlighted on the policies below. Three of the policies are already in the SPS Policy Manual; AC, ACAB and AC-R and there was a suggestion by Attorney Tobin to add file JICK to the policy manual.

The policies will be brought back for a second reading and a vote at the next meeting.

C. Children’s Cabinet Update (Ms. Barish)

Children’s Cabinet Meeting

October 11, 2022

Exciting news from the Recreation Department about Teen Center activities ramping up this fall at two locations.

1. Edgerly
 - a. Somerville residents
 - b. Ages 12-18
 - c. M-F 2:30-8pm

- d. Staffed structured space with games, music, television, homework computers, and more
- 2. Powderhouse Committee Room (Small building at Powderhouse Circle)
 - a. LGBTQIA-focused
 - b. Ages 12-18
 - c. Schedule based on programming
 - d. Programming includes Art Haus and The Umbrella

The Recreation Department is also planning field trips and special events for this age group twice per month - rollerskating, movie nights, tubing. Caregivers can register their teens in advance, but staff will also be equipped to register students on site.

Rec. Dept. staff will be visiting all schools to do outreach about these new and re-invigorated programs. They are looking at partnering with DLab and the district more broadly to solicit student feedback about how they can best be served by these programs, and what additional spaces and activities students would enjoy.

Somerville Partnership for Young Children continues their work of expanding access to early education and care for all Somerville families, getting the ball rolling on cradle to career support. The nearly \$900K grant that funds this work was jointly applied for by Somerville Public Schools and SomerPromise. SomerPromise on the City side focuses on access, while the Early Education department focuses on quality, SFLC focuses on engagement, and additional SPS departments help with wraparound services. Right now, the group is developing MOUs to formalize relationships with participating providers and partners. The braided funding and collaborative approach to this work will hopefully give rise to a seamless system of support for families with young children. This model is something the Children’s Cabinet hopes to replicate in other target areas such as Out of School Time.

Children’s Cabinet is looking at Measures of Success and considering metrics for goal areas. 1. Early Childhood Education and Care

- a. Kindergarten Readiness
- b. Quality of student-teacher interactions
- 2. Out of School Time
 - a. 3rd grade reading proficiency
 - b. All-grades attendance
- 3. Youth Voice/Community Voice
 - a. Asking other By All Means communities for their input/best practices

There is a Safe Routes to School working group looking at things like updating Safe Routes maps, formalizing snow protocol and general arrival and dismissal procedures at each school. The group includes Office of Food Access and Healthy Communities (formerly Shape Up Somerville) and SPS representatives.

Finally, Cambridge Health Alliance is running a series of Mental Health First Aid trainings for district staff. There seems to be a lot of interest as the sessions keep filling up.

The next Children’s Cabinet meeting will be held on Tuesday, November 8 at 11 am.

D. Remote/ Hybrid Meeting

Chair Green announced that the current authorization for remote meetings ends in December of 2023. Staff has been quite clear that remote works better for them. His understanding is that City Council has returned back to in person and added that there has been higher participation for School Committee meetings remotely. He invited President McLaughlin to share his experience with hybrid meetings.

President McLaughlin explained that only regular meetings are held hybrid, subcommittee meetings remain remotely. He said that for the Hybrid meetings presentations are able to happen virtually as well as public comment and constituents join via the City website.

Ms. Pitone raised the question of the challenge of deliberation at remote meetings. Dr. Curley spoke to the challenge of needing a moderator for zoom. In addition, the challenge of only being able to offer interpretation in person, the City web stream does not offer interpretation.

Dr. Phillips agreed that if remote is better for staff and families we should remain remote.

Conversation ensued about the various issues with returning to in person via hybrid meetings, with the main issue being interpretation for constituents only being available in person through this mode.

E. Acceptance of FY23 Grant Funds (Recommended action: approval)

State Grants:

FC460 – \$50,000 Early College Support Grant

HiSet - \$1,500.00 for SCALE

Federal Grants:

Title I – FC305 - \$1,121,643

Title II – FC140 - \$151,372

Title III – FC180 - \$178,138

Title IV – FC309 - \$78,608

Private Grant:

Wellington Grant - \$20,000.00 for Somerville Family Learning Collaborative

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Pitone to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed above. The motion was approved unanimously via roll call vote.

F. Donations (Recommended action: approval)

Donation	Donor	City, State	Value	Programs Donated to
Huion KAMVAS 16 Graphics Drawing Tablet, 15.6"	Laura Lieberman	Somerville, MA	\$419	Art Department
2006 Acura MDX and 2008 Hyundai Sonata SE	Herb Chambers Companies	Somerville, MA	TBD	CTE Automotive Department

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Pitone, to accept with gratitude the donations listed above.

The motion was approved unanimously via roll call vote.

IX. CONDOLENCES

The Somerville School Committee extends its deepest condolences to the families of:

Salvatore Casparriello, Beloved "papa" of Kara Dodd, Special Educator at Winter Hill Community Innovation School.

Susan Piantedosi, Mother of Paul Piantedosi Culinary Arts Instructor at Somerville High School.

X. ADJOURNMENT

The meeting adjourned at 9:23 p.m.

Related documents:

Agenda

[SHS/ CTE Presentation](#)

[Name Change Request Process Memo](#)

Personnel Report

MASC 2022 Resolution

File AC: Non-Discrimination Policy Including Harassment and Retaliation

File ACAB: Sexual Harassment

File AC-R: Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation

File JICK: Harassment of Students

Submitted by: E. Garcia

ATTACH DOCUMENTS STARTING ON THE NEXT PAGE

**CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE
REGULAR MEETING – OCTOBER 17, 2022
ZOOM WEBINAR– 7:00 P.M.**

Pursuant to Chapter 20 of the Acts of 2021, this meeting of the School Committee will be conducted via remote participation.

We will post an audio recording, audio-video recording, transcript, or other comprehensive record of these proceedings as soon as possible after the meeting on the City of Somerville website and local cable access government channels.

Copy & paste the following link into your internet browser to preregister or on the date and time of this meeting to view it live: https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSsQXOKcunug

Webinar ID: 847 5813 4927

Password: SPSSC22

Somerville Public Schools - School Committee Goals 2019 - 2022

Through the following long-range goals, we commit to addressing deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensuring that all students, regardless of race or ethnicity, have the supports and resources they need to achieve educational success in our district now and in the future. By 2022, we will ...:

...increase the percentage of support staff of color by 6 percentage points, teachers and counselors of color by 5 percentage points, and administrators of color by 4 percentage points through evaluating and strengthening all elements of our human capital system.

... 1) conduct a district enrollment study to understand the prospective future population of the district and 2) craft a vision for school assignment and programming aligned with the district's equity policy.

... design, evaluate, and partially or fully implement student-based budgeting to ensure that every student has equitable access to rich learning opportunities that help them thrive.

... design a robust system of aligned developmental academic and social-emotional benchmarks which will be used to inform practices, policies, and resource allocation.

ORDER OF BUSINESS

I. CALL TO ORDER

Call to order with a moment of silence and a salute to the flag of the United States of America.

II. SCHOOL COMMITTEE STUDENT ADVISORY COUNCIL REPRESENTATIVES

III. APPROVAL OF MINUTES

- September 12, 2022

IV. PUBLIC COMMENT

V. REPORT OF SUPERINTENDENT

A. District Report

- SHS/ CTE Presentation (Ms. Kersten, Mr. LaGambina and Mr. Hachey)
- Name Change Request Process Memo (Ms. Rodriguez)

B. Personnel Report

- October 2022

VI. REPORT OF SUBCOMITTEES

- A. School Committee Meeting for Special Policing:** June 15, 2022 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Special Policing of June 15, 2022.

B. School Committee Meeting for Educational Programs and Instruction: October 3, 2022 (Dr. Phillips)

MOTION: To accept the report of the School Committee Meeting for Educational Programs and Instruction of October 3, 2022.

C. School Committee Meeting for Special Policing: October 6, 2022 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Special Policing of October 6, 2022.

D. School Committee Meeting for Superintendent Search Firm: October 11, 2022 (Dr. Phillips)

MOTION: To accept the report of the School Committee Meeting for Superintendent Search Firm of October 11, 2022.

VII. UNFINISHED BUSINESS

A. MASC Conference Resolution IV (Chair Green)

B. School Committee Office Hours (Ms. Dion)

VIII. NEW BUSINESS

A. Superintendent Search Firm Subcommittee Recommendation

B. Somerville Public Schools Policy Manual

The following policies are being presented this evening for a first reading:

- File AC: Non-Discrimination Policy Including Harassment and Retaliation
- File ACAB: Sexual Harassment
- File AC-R: Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation
- File JICK: Harassment of Students

C. Children’s Cabinet Update (Ms. Barish)

D. Remote/ Hybrid Meetings

E. Acceptance of FY23 Grant Funds (Recommended action: approval)

MOTION: To accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

State Grants:

FC460 – \$50,000 Early College Support Grant
HiSet - \$1,500.00 for SCALE

Federal Grants:

Title I – FC305 - \$1,121,643
Title II – FC140 - \$151,372
Title III – FC180 - \$178,138
Title IV – FC309 - \$78,608

Private Grant:

Wellington Grant - \$20,000.00 for Somerville Family Learning Collaborative

F. Donations (Recommended action: approval)

The Superintendent recommends the acceptance, with gratitude, of the following donations:

Donation	Donor	City, State	Value	Programs Donated to
Huion KAMVAS 16 Graphics Drawing Tablet, 15.6"	Laura Lieberman	Somerville, MA	\$419	Art Department
2006 Acura MDX and 2008 Hyundai Sonata SE	Herb Chambers Companies	Somerville, MA	TBD	CTE Automotive Department

IX. ITEMS FROM BOARD MEMBERS

X. CONDOLENCES

XI. ADJOURNMENT

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

Somerville Public Schools
 Education • Inspiration • Excellence
 PERSONNEL REPORT
 2022-2023 School Year
 October 2022

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	YEARS OF SERVICE
RESIGNATION FOR PURPOSE OF RETIREMENT:				
WHCIS	Grade 2 Teacher	Maureen Cronin	07/31/22	26 years
ESCS	Grade 5 UNIDOS	Fernando Cantillo	10/11/22	9 years
RESIGNATION NOTICES:				
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	
AFAS	Building Substitute	Brendan Fitzpatrick	09/14/22	
CAP	SPED Paraprofessional	Jefly Louis	08/22/22	
CAP	Paraprofessional	Margaret Whittier-Ferguson	09/01/22	
DW	Intermittent Substitute Teacher	Sarah Haver	06/17/22	
DW	Technology Specialist/Trainer	Dimitri Jean	10/08/22	
DW	Intermittent Substitute Teacher	Adelaide Cotter	06/17/22	
DW/SPED	Spanish Interpreter/Translator	Adriana Dominguez	09/23/22	
Food Services	PT Cafeteria Helper	Harpreet Kaur	08/18/22	
Food Services	Intermittent Cafeteria Helper	Hilda Zuniga	09/23/22	
HLY/Comm Schools	Therapeutic Specialist	Anastasia Brennan	09/23/22	
HLY/Comm Schools	ESL Paraprofessional	Caroline McCormack	09/08/22	
KEN/Comm Schools	PT Lead Teacher position only, still active	Nicole Esetey	08/18/22	
SCALE	PT Evening Reading/Writing Teacher	Christina Dennis	09/15/22	
SHS	Head Swim Coach position only, still active	Seven Walker	09/28/22	
SHS	Weight Room Supervisor position only, still active	Derick DiVincenzo	08/29/22	
WHCIS	BC/BA	Jenna McNicholas	10/21/22	
WHCIS/Comm Schools	PT Lead Teacher position only, still active	Allyson Caprigno	08/30/22	
ASSIGNMENT ENDED:				
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	
SHS	Security Monitor	Bedel Pierre	06/17/22	
LEAVES OF ABSENCES:				
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES	
ESCS	Grade 7/8 Teacher	Trevor Wrangmore	11/21/22-11/28/22	
SHS	ESL Teacher	Zachary Shufran	10/19/22-12/14/22	
WHCIS	Grade 5/6 SLIFE Teacher	Lindsay Weaver	09/29/22-06/30/23 - Revised	
WHCIS	Counselor/Educator	Tara Stead	12/14/22-03/28/23	
WSNS	Library Media Specialist	Meagan Ross	12/17/22-03/29/23	

WSNS	Grade 1 teacher	Kathleen Hern	09/16/22-11/11/22		
INTRA-DISTRICT PERSONNEL TRANSACTIONS					
SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE DATE
AFAS/ESCS	Physical Education & Health Teacher	Christian Brinkley	.90 to 1.0 FTE	N/A	08/29/22
AFAS/ESCS	Library Media Specialist	Anderson Boone	.90 to 1.0 FTE	N/A	08/29/22
AFAS/ESCS	Art Teacher	Molly Berting	.90 to 1.0 FTE	N/A	08/29/22
CAP	PT Assistant Teacher	Gita Khanal	New Assignment	Amanda Spencer	09/12/22
CAP	Kindergarten Paraprofessional	Mei Idris	Temp Assignment	Lauren McClashing	09/23/22
CAP	SPED AIM Paraprofessional	Gita Khanal	New Assignment	New	09/13/22
ESCS	Provisional Grade 5 UNIDOS Teacher	Cecile Guzman	New Assignment	C. Brito/J. Dinovis	09/06/22
ESCS	UNIDOS Curriculum and Instruction Specialist	Christine Brito	New Assignment	Maureen Hughes	08/29/22
ESCS	MLE Paraprofessional	Ibeth Alfaro Aguilera	Reassignment/Rehire	Susan Gardner	08/30/22
HLY	MLE Paraprofessional	Laura Romero	New Assignment	M. McCormack	09/19/22
HLY	Grade 1 MLE Paraprofessional	William Losch	Temp to Perm	N/A	08/29/22
HLY	Provisional Sonrisa Program PK Teacher	Leonila Tellez-Valle	New Assignment (current intermitte	Andrea Carcamo	08/31/22
HLY/Comm School	PT Assistant Teacher	Christopher Thomson	New Assignment	Daniel Louis	09/13/22
HLY/Comm Schools	PT Lead Teacher	Eugenio Suazo	Additional Assignment	Jean Desjardins	10/03/22
SHS	School Based Building Substitute	Chris Ford	New Assignment (current intermitte	New	08/13/22
SHS	Health & Wellness Instructor - CTE	Joseph Angelo	Reassignment	New	08/29/22
WHCIS	SPED AIM Paraprofessional	Melissa Callahan	New Assignment	Alexa Herzog	08/29/22
WHCIS	SPED/ESL Paraprofessional	Luciana Bettencourt	Temp to Perm	N/A	08/29/22
WHCIS/Comm Schools	FT SPED Lead Teacher	Veronica Garza	Reassignment	Yolkin Going	10/03/22
WSNS	PT Assistant Teacher	Carine Maria Modesto	New Assignment	Joseph Braga	09/12/22
WSNS/Comm Schools	PT Assistant Teacher	Joseph Amari	New Assignment	Emily Jahne	08/30/22
NEW HIRES					
SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
BR	Library Utility Aide	Emma Daly	Annie Schapira	No/No	10/17/22
CAP	Library Utility Aide	Adriana Massie	Raymond Deveraux	No/No	09/26/22
Central Office	Interim Director of Communications & Grants	Jackie Piques	Susana Morgan	No/No	10/11/22
DW	Intermittent Lunch Attendants	Aidan Doherty	New	No/No	09/19/22
DW	Intermittent Lunch Attendants	Kayla Dickerson	New	No/No	09/19/22
DW	Intermittent Lunch Attendants	Nancy Shea	New	No/No	09/19/22
DW	Intermittent Substitute Teacher	Kellee Kucharski	New	No/No	09/12/22
DW	Middle School STEAM Paraprofessional - (stipend)	Deha Ahmed	New	No/No	10/11/22
DW	Middle School STEAM Program Coordinator - (stipend)	Andrea Lizama	New	No/No	10/11/22
DW	Intermittent Lunch Attendant	Dina Ramos	N/A	No/No	10/12/22
DW	Intermittent Lunch Attendant	Meghan McCormick (rehire)	N/A	No/No	10/17/22
DW	Intermittent Cafeteria Helper	Krishna Chapagain	N/A	No/No	10/17/22
ESCS	PT Utility Aide	Rosalind Handy	New	No/No	09/27/22
ESCS/SHS	.40 Strings Teacher	Samantha Wiratunga (Rehire)	Amelia Hollander Ames	No/No	09/20/22
HLY	PREK SMILE Paraprofessional	Lerin Cross	New	No/No	10/12/22
HLY	SPED Paraprofessional	Kerri Candelino	Jonathan Wooding	No/No	10/24/22
KEN	School Building Substitute Teacher	John Shea	New	No/No	10/03/22
KEN/Comm Schools	FT Lead Teacher	Laura Modahl	NEW	No/No	09/26/22
KEN/Comm Schools	PT Assistant Teacher	Maureen Nichols	Alexander Braga	No/No	10/03/22
SCALE	PT ELL Education and Career Advisor - Evenings	Isabel Haraguchi	Minolda Joseph	No/No	10/04/22
SCALE	PT Reading Writing Level 4 Teacher (PM)	Rita Upham	Christina Dennis	No/No	10/03/22
SCALE	PT ELL Level 3 Teacher	Hadi Banat	Judith Schotland	No/No	10/11/22
SFLC	Coordinator of Prenatal to School Entry Partnership	Ana Nieto Villamizar	Alison Mann/Conversion	No/No	10/10/22
SFLC	Early Beginnings Liaison	Nathaly Ramos	New	No/No	09/26/22
SFLC	Resources, Data, and Communication Coordinator	Tina Lu	Ruth Santos	No/No	10/05/22
SHS	Community Engagement Specialist	Edson Soares Da Rosa	New	No/No	09/21/22
SHS	TV/Media Teacher	Daniel Cayarga	Marcelo Brociner	No/No	09/19/22
SHS	Provisional French Teacher	Meghan Barnes	Naima Sait	No/No	09/26/22
SHS/Athletics	Head Football Coach	David Pereira	Makonnen Fento	No/No	08/22/22
SHS/Athletics	JV Football Coach	Holvin Pena	Matthew Damasceno	No/No	08/22/22
SHS/Athletics	JV Football Coach	Joseph Solomon	Daniel Roche	No/No	08/22/22
SHS/Athletics	Golf Coach	David Divincenzo	Charles Lafauci	No/No	08/22/22

report of the resolutions committee

The members of the Resolutions Committee met on July 5, 2022 to consider resolutions proposed by member districts for consideration at the 2022 Annual Meeting of the Association. Members present were: Stacey Rizzo, Chair, Revere; Andrea Wadsworth, Lee; Jason Fraser, Plympton and Silver Lake Reg.; Paul Schlichtman, Arlington; Barbara Davis, Holbrook; Stephanie Clougherty, Carver; Beverly Hugo, Framingham; Beverly Griffin Dunne, Peabody and Essex North Shore Vocational School; Margaret Hughes, Narragansett; Robert Swartz, Gardner

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

RESOLUTION 1: REGARDING SANCTUARY LAWS FOR TRANSGENDER STUDENTS

(Sponsored by the Lexington School Committee and co-sponsored by the Worcester, Somerville, Grafton, and Franklin School Committees)

WHEREAS the Commonwealth of Massachusetts has a long history of standing for civil rights, including advocacy for a bill of rights in the U.S. Constitution; and

WHEREAS Massachusetts codified gender identity as a protected class in the 2011 Act Relative to Gender Identity; and

WHEREAS all children deserve a safe environment in which to grow up; and

WHEREAS some state governments are now criminalizing supportive medical care for trans individuals, moving to bar families from traveling to access such care, and otherwise violating the civil rights of trans children and their families; and

WHEREAS the defense of the civil rights of the historically marginalized is contained within the first article of the Massachusetts Constitution right of "seeking and obtaining their safety and happiness;"

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Great and General Court to join with other states in the passage of so-called "sanctuary" laws to ensure such children and their families have "the power of enjoying, in safety and tranquility, their natural rights and the blessings of life," as guaranteed by the Constitution of the Commonwealth.

RATIONALE: The 2011 passage of the Act Relative to Gender Identity marked a Massachusetts commitment to the civil rights of transgender residents. Laws recently passed or being considered in other states would put into question this protection, as some such laws call for families to be prosecuted for seeking medical treatment for their children, even across state lines. This is a profound violation of the civil rights of these children, and it increases the potential harm both to them and to their families. In response, a number of states are considering so-called sanctuary laws which would shield families from such prosecution, and extend to those children the rights guaranteed to them by Massachusetts law. As of the passage of this resolution, no such bills have been filed in Massachusetts. The Legislature must back up the 2011 Act with this further protection.

RESOLUTION 2: TO INCREASE THE MAXIMUM BALANCE ALLOWED BY THE SPECIAL EDUCATION RESERVE FUND

(Sponsored by the Plympton School Committee)

WHEREAS the Municipal Modernization Act allows for municipalities in conjunction with their school districts to create a Special Education Reserve Fund to cover the cost of unanticipated or unbudgeted special education costs, including the cost of out-of-district placements and special education transportation; and

WHEREAS the current language of the Special Education Reserve Fund caps the balance at 2 percent of annual net school spending, which for many rural and small districts does not leave enough in reserves to meet the needs of a single student who is placed into a collaborative setting, never mind a student who may be medically fragile and in need of an intensive residential placement; and

WHEREAS school districts with large student bodies are more likely to experience multiple unanticipated and unbudgeted special education related expenses throughout the school year;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to amend Chapter 40, Section 13E, by deleting "2 percent of the annual net school spending" and by inserting the following "5 percent of the annual net school spending."

RATIONALE: Current prices for special education day programs in Massachusetts Collaboratives can cost a district between \$50,000 to \$70,000 per student and private provider day programs can cost districts between \$70,000-\$100,000 per student. These prices do not include the cost to transport the students to these separate settings which is part of the overall price and can fluctuate in cost. Private residential special education settings can cost a district between \$120,000-\$250,000 per student.

The 5 percent cap would allow for deeper investment of the municipality's own monies towards preventing mid-year budget crisis and positioning the school district to have the ability to provide an appropriate public education in the least restrictive setting to all students. The 5 percent cap would also allow reserves to grow to a sustainable level which hopefully would not be wiped out by a single year of special education related expenses.

RESOLUTION 3: MEMBERSHIP OF THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

(Submitted by the Arlington School Committee)

WHEREAS the Board of Elementary and Secondary Education has broad powers to set education policy and enact regulations for Massachusetts public schools; and

WHEREAS the Board of Elementary and Secondary Education has the power to choose a receiver to replace an elected school committee; and

WHEREAS the Board of Elementary and Secondary Education governs educator licensure in Massachusetts; and

WHEREAS practicing educators and school committee members are prohibited from serving on the Board of Elementary and Secondary Education; and

WHEREAS the teaching profession is the only profession or trade in Massachusetts where the holders of a license are prohibited from serving on its governing board; and

WHEREAS professional expertise and a commitment to public governance should not disqualify a person from serving in a leadership role;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls for the enactment of legislation to repeal the provision of Massachusetts law that prohibits practicing educators and sitting school committee members from serving on the Board of Elementary and Secondary Education;

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls for legislation to reconstitute the Board of Elementary and Secondary Education by including members with expertise as licensed educators and members with expertise in public school governance.

RESOLUTION 4: PRESERVING LOCAL GOVERNANCE OF MASSACHUSETTS SCHOOLS

(Sponsored by the Arlington School Committee)

WHEREAS the Massachusetts Department of Elementary and Secondary Education has exercised its power to take over school districts in Lawrence in 2011, Holyoke in 2015, and Southbridge in 2016; and

WHEREAS the placement of the public schools of Lawrence, Holyoke, and Southbridge in receivership has removed their respective school committees from their role as the governing board for their schools, and has replaced local governance with a state receiver; and

WHEREAS a Boston Globe analysis of test scores, graduation rates, college enrollment, and a dozen other metrics in Lawrence, Holyoke, and Southbridge shows state receivers have failed to meet almost all of its stated goals for the districts; and

WHEREAS the Massachusetts Department of Elementary and Secondary Education has no plan, strategy, or timeline for restoring local governance and accountability to the voters of Lawrence, Holyoke, and Southbridge; and

WHEREAS the Massachusetts Association of School Committees asserts that a strong system of local governance and accountability is the foundation of excellent schools;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Commonwealth of Massachusetts to restore local governance and accountability for the Lawrence, Holyoke, and Southbridge Public Schools no later than July 1, 2023; and

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation to limit any future state takeovers to a term of no more than three years.

RESOLUTION 5: PERSONAL FINANCIAL LITERACY EDUCATION

(Sponsored by the Framingham School Committee)

WHEREAS students will need to make wise financial decisions to promote financial well-being throughout their lives; and

WHEREAS students will need to develop actionable strategies to manage their futures, including managing their budgets by developing savings plans, navigating credit and debt, and creating a blueprint for financing higher education or their careers; and

WHEREAS students will need to be informed consumers when making everyday purchases for both small and large items; and

WHEREAS with guidance and financial literacy, students have increased chances of affording and attaining a college education; and

WHEREAS without prior long-term financial planning, higher education plans do not come to fruition for many students due to extraordinary tuition rates; and

WHEREAS college tuitions and other financial choices, such as credit card debt and loans, can saddle students with a lifetime of debt due to their inability to pay back student and other type of loans;

THEREFORE BE IT RESOLVED that MASC file legislation that would have the effect of ensuring that all students have exposure to personal financial literacy curricula and, ultimately, graduate from high school with the lifelong knowledge of how to be fiscally responsible to avoid being deterred by financial woes. This legislation should ensure that the students at various levels would benefit from curriculum in Massachusetts' public schools which would include content in personal financial literacy.

RATIONALE: Because many students and their families today do not plan far enough ahead for college tuition, many students are not able to attend institutions of higher learning or need to drop out due to inadequate funds. This resolution will help to ensure that students are knowledgeable about the best options available to them in order to be fiscally responsible and receive the best advice in attaining their goals by being educated about the best options for paying tuitions, use of credit cards, securing personal loans (including car loans) etc.

RESOLUTION 6: ESTABLISHMENT OF A REGIONAL SCHOOL ASSESSMENT RESERVE FUND

(Sponsored by the Silver Lake Regional School Committee)

WHEREAS Regional School Committees of the Commonwealth are tasked with producing financially sound budgets designed to meet the needs of all their students just like all public school committees of Massachusetts; and

WHEREAS municipalities of Regional Schools are presented with Regional Assessments which can fluctuate dramatically based on enrollment percentage changes and can be further exacerbated by unbalanced adjustments of the Equalized Valuation (EQV) of property, a key metric in the states formula used to calculate the minimum required local contribution; and

WHEREAS in 2016 the State of Massachusetts passed the Municipal Modernization Act which aimed to grant more local control and encouraged financial efficiencies where possible, the precedent exists in statute to support the

creation of a Regional Schools Assessment Reserve Fund which could be used to offset abnormally large increases to a municipality's regional assessment;

THEREFORE BE IT RESOLVED: that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to enact or amend legislation which permits municipalities to establish a Regional School Assessment Reserve Fund.

Proposed language for legislation could include:

To amend M.G.L. Part I, Title VII, Chapter 40, by inserting Section 13F as follows:

Chapter 40, Section 13F

Regional School Assessment Reserve Fund for payments towards future Regional Assessments

Any municipality which accepts this section by a majority vote of the municipality's legislative body may establish and appropriate or transfer money to a reserve fund to be utilized in the upcoming fiscal years, to pay for the Regional Assessment in years when the Regional Assessment increases by more than 35% over the previous year's Regional Assessment. The balance in the reserve fund shall not exceed 10 percent of the annual Regional Assessment for the municipality.

Funds shall only be distributed from the reserve funds after a majority vote of the municipality's legislative body in years when the Regional Assessment is more than 3.5% in order to bring the Regional Assessment down to no less than 2.5% increase. The municipal treasurer may invest the monies in the manner authorized in section 54 of chapter 44 and any interest earned thereon shall be credited to and become part of the fund.

NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The Somerville School Committee and Somerville Public Schools are committed to maintaining an education and work environment for all school community members, that is free from all forms of discrimination, including harassment and retaliation. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the Somerville Public Schools.

Somerville Public Schools does not exclude from participation, deny the benefits of the Somerville Public Schools from or otherwise discriminate against, individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, actual or perceived shared ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.

This commitment to the community is affirmed by the following statements. The School Committee commits to:

1. Promoting the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encouraging positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Working toward a more integrated society and enlisting the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Using all appropriate communication and action techniques to air and address the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on the human relations.
6. Initiating a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The Somerville Public Schools requires all members of the school community to conduct themselves in accordance with this policy.

It shall be a violation of this policy for any member of the school community to engage in any form of discrimination, including harassment and retaliation, or to violate any other civil right of any member of the school community. We recognize that discrimination can take a range of forms and can be targeted or unintentional; however, discrimination in any form, including harassment and retaliation, will not be tolerated.

Retaliation includes, but is not limited to, coercion, intimidation, interference, punishment, discrimination, or harassment, for reporting or filing a complaint of discrimination, cooperating in an investigation, aiding or encouraging another member of the school community to report such conduct or file a complaint, or opposing any act or practice reasonably believed to be prohibited by this policy.

LEGAL REFS: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972
Title IX, Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act)
M.G.L. c. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
M.G.L. c. 151B

CROSS REF: ACE, Non-Discrimination on the Basis of Disability
ACAB, Sexual Harassment
AC-R, Non-Discrimination Policy Including Harassment and Retaliation
GBA, Equal Employment Opportunity
IJ, Instructional Materials
JB, Equal Educational Opportunities
JICK, Harassment of Students

SOURCE: MASC December 2021

SEXUAL HARASSMENT

The Somerville School Committee and Somerville Public Schools are committed to maintaining an education and work environment for all school community members. that is free from all forms of harassment, including sexual harassment. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the Somerville Public Schools.

Sexual harassment is unwelcome conduct of a sexual nature. The definition includes unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school's education program or activity. Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature. Sexual harassment includes conduct by an employee conditioning an educational benefit or service upon a person's participation in unwelcome sexual conduct, often called quid pro quo harassment and, sexual assault as the Federal Clery Act defines that crime. Sexual violence is a form of sexual harassment. Sexual violence, as the Office of Civil Rights (OCR) uses the term, refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse and sexual coercion. Massachusetts General Laws Ch. 119, Section 51A, requires that public schools report cases of suspected child abuse, immediately orally and file a report within 48 hours detailing the suspected abuse to the Department of Children and Families. For the category of sexual violence, in addition to Section 51A referrals these offences and any other serious matters shall be referred to local law enforcement. Schools must treat seriously all reports of sexual harassment that meet the definition of sexual harassment and the conditions of actual notice and jurisdiction as noted above. Schools must promptly respond to allegations of sexual harassment that are alleged to have occurred in the school's program or activities in a manner that is not deliberately indifferent (clearly unreasonable in light of the known circumstances). While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct, which if unwelcome, may constitute sexual harassment, depending on the totality of the circumstances, including the severity of the conduct and its pervasiveness:

- Unwelcome sexual advances—whether they involve physical touching or not;
- Implied or explicit threats concerning one's grades, achievements, or other school matter;
- Sexual epithets, jokes, written or oral references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess;
- Displaying sexually suggestive objects, pictures, cartoons;
- Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
- Inquiries into one's sexual experiences; and,
- Discussion of one's sexual activities.

The legal definition of sexual harassment is broad and in addition to the above examples, other sexually oriented conduct, whether it is intended or not, that is unwelcome and has the effect of creating an environment that is hostile, offensive, intimidating, to male, female, or gender non-conforming students or employees may also constitute sexual harassment.

Because the District takes allegations of harassment, including sexual harassment, seriously, we will respond promptly to complaints of harassment and following an investigation where it is determined that such inappropriate conduct has occurred, we will act promptly to eliminate the conduct and impose corrective action as is necessary, including disciplinary action where appropriate. In accordance with Title IX, a complainant's wishes with respect to whether the school investigates an allegation of sexual harassment will be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances. However, in certain cases sexual harassment of a student may constitute child abuse under Massachusetts law. The Somerville Public Schools will comply with all legal requirements governing the reporting of suspected cases of child abuse. The Somerville Public Schools will also report instances of harassment that may involve a crime to the Somerville Police Department as appropriate.

Please note that while this policy sets forth our goals of promoting an environment that is free of harassment including sexual harassment, the policy is not designed or intended to limit our authority to discipline or take remedial action for conduct which we deem unacceptable, regardless of whether that conduct satisfies the definition of harassment or sexual harassment.

Retaliation against a complainant, because they have filed a harassment or sexual harassment complaint or assisted or participated in a harassment or sexual harassment investigation or proceeding, is prohibited. A student or employee who is found to have retaliated against another in violation of this policy will be subject to disciplinary action up to and including student suspension and expulsion or employee termination.

The complainant does not have to be the person at whom the unwelcome sexual conduct is directed. The complainant, regardless of gender, may be a witness to and personally offended by such conduct.

NOTICE OF SEXUAL HARASSMENT

The Title IX regulations require a school district to respond promptly when the district has actual notice of sexual harassment in a manner that is not deliberately indifferent. School districts have actual notice when an allegation is made known to any school employee. Schools are required to investigate every formal Title IX complaint and respond meaningfully to every known report of sexual harassment in order to stop any harassment; to remedy the effects of any harassment and to prevent future harassment.

Title IX requires that the District provide supportive measures to a complainant which are designed to preserve or restore access to the school's education program or activity, with or without a formal complaint. Where there has been a finding of responsibility, the District will implement remedies designed to restore or preserve access to the school's education program or activity.

DUE PROCESS PROTECTIONS

Due process protections include the following:

- 1) A presumption that respondent is not responsible throughout the grievance process, with the burden of proof on the school;
- 2) A prohibition of the single investigator model, instead requiring a decision-maker separate from the Title IX Coordinator or investigator;

- 3) The preponderance of the evidence, subject to limitations;
- 4) The opportunity to test the credibility of parties and witnesses through questions submitted to decision-maker subject to "rape shield" protections;
- 5) Written notice of allegations and an equal opportunity to review the evidence along with the opportunity to select an advisor of the party's choice who may be, but need not be, an attorney;
- 6) Title IX Coordinators, investigators, and decision-makers must be free from bias or conflict of interest;
- 7) Parties must be provided notice of appeal rights;
- 8) Upon filing a formal complaint, the District must give written notice to the parties containing sufficient details to permit a party to prepare for any initial interview and proceed with a factual investigation. For K-12 schools a hearing is optional but the parties must be allowed to submit written questions to challenge each other's credibility before the decision-maker makes a determination. After the investigation, a written determination must be sent to both parties explaining each allegation, whether the respondent is responsible or not responsible, including the facts and evidence on which the conclusion was based by applying the preponderance of the evidence standard.

For additional information regarding due process protections under Title IX and the District's Grievance Procedure for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972 (ACAB-R).

RECORD KEEPING REQUIREMENTS

Schools must create and maintain records documenting every formal Title IX sexual harassment complaint including the formal complaint, investigation, relevant evidence; decision-makers determination and any appeal. This could also include mediation, restorative justice, or other models of alternative dispute resolution. Additionally, schools must maintain records regarding the school's response to every report of sexual harassment of which it becomes aware even if no formal complaint was filed, including documentation of supportive matters offered and implemented for the complainant.

This policy, or a summary thereof that contain the essential policy elements shall be distributed by the Somerville Public Schools to its students and employees and each parent or guardian shall sign that they have received and understand the policy.

List the name and phone number of the District's Title IX Coordinator

List the appropriate party by name and phone number to receive a complaint in each District School

Please note that the following entities have specified time limits for filing a claim.

The Complainant may also file a complaint with:

- The Mass. Commission Against Discrimination, 1 Ashburton Place, Room 601
Boston, MA 02108.
Phone: 617-994-6000.
- Office for Civil Rights (U.S. Department of Education)
5 Post Office Square, 8th Floor
Boston, MA 02109.
Phone: 617-289-0111.
- The United States Equal Employment Opportunity Commission,

John F. Kennedy Bldg.
475 Government Center
Boston, MA 02203.

LEGAL REF.: M.G.L. 151B:3A
Title IX of the Education Amendments of 1972
BESE 603 CMR 26:00
34 CFR 106.44 (a), (a)-(b)
34 CFR 106.45 (a)-(b) (1)
34 CFR 106.45 (b)(2)-(b)(3,4,5,6,7) as revised through June 2020

Note: A summary of the attached Policy, as adopted, must be sent to parents/guardians, students, employees, unions, and prospective employees of the school district including Title IX Coordinator(s), investigator(s) and the decision-maker. The above referenced employees must attend training sessions on the implementation of the Policy.

SOURCE: MASC December 2021

PROCEDURES FOR RESPONDING TO COMPLAINTS OF DISCRIMINATION, HARASSMENT AND RETALIATION

The Somerville Public Schools will respond promptly to any reports or complaints of discrimination, including harassment and retaliation, or other violations of civil rights, pursuant to district policies and procedures described below and in related policies AC, ACAB; ACAB-R and JICK. Where it is determined that discrimination or harassment has occurred in a school program or activity, Somerville Public Schools will act promptly to stop the discrimination or harassment, remedy the impact and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action to prevent the recurrence.

Definitions

"Discrimination" and "Harassment" are defined as unwelcome conduct, whether verbal or physical, that is based on any individual's actual or perceived race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy or pregnancy-related conditions, homelessness, actual or perceived ancestry, ethnic background, national origin, or any other category protected by state or federal law, in the administration of its educational and employment policies, or in its programs and activities.

. Discrimination and/or harassment includes, but is not limited to:

- Display or circulation of written materials or pictures that are degrading to a person or group described above.
- Verbal abuse or insults about, directed at, or made in the presence of, an individual or group described above.
- Any action or speech that contributes to, promotes or results in a hostile or discriminatory environment to an individual or group described above.
- Implied or explicit threats concerning one's grades, achievements or other school matters.
- Any action or speech that is sufficiently severe, pervasive or persistent that it either (i) interferes with or limits the ability of an individual or group described above to participate in or benefit from employment or a program or activity of the District or (ii) creates an intimidating, threatening or abusive educational or working environment.

Harassment may include, but is not limited to, any unwelcome, inappropriate, or illegal physical, written, verbal, graphic, or electronic conduct, and that has the intent or effect of creating a hostile education or work environment by limiting the ability of an individual to participate in or benefit from the district's programs and activities or by unreasonably interfering with that individual's education or work environment or, create a hostile educational or work environment.

Retaliation includes, but is not limited to, coercion, intimidation, interference, punishment, discrimination, or harassment, for reporting or filing a complaint of discrimination, cooperating in an investigation, aiding or encouraging another member of the school community to report such conduct or file a complaint, or opposing any act or practice reasonably believed to be prohibited by this policy.

Allegations of Title IX Sexual Harassment shall be reported and investigated pursuant to the Somerville Public Schools Procedures for Investigating Sexual Harassment and Retaliation Pursuant to Title IX.

Any student or employee of the District who feels that they been discriminated against or subjected to harassment for any of the reasons cited in Policy AC, or who becomes aware of an incident of such discrimination or harassment, should utilize the following procedure set forth in this policy to report the incident.

Complaint Procedure for Non-Sexual Harassment matters

1. Reporting a Complaint of Discrimination or Harassment

If any District student or employee believes, in good faith, that he or she has been subjected to discrimination or harassment as defined in School Committee Policy AC, including violations of the ADA, Title VI, Title IX and Section 504, the individual has a right to file a complaint with the District through the Equity Coordinator/Title IX Coordinator (hereinafter the "Coordinator"). This may be done verbally or in writing to the following:

Coordinator Name or Title
Office Address
Phone Number
Email Address

Any complaint by a member of the school community must be reported to the Coordinator. If a complaint comes to any member of the staff, that staff member must notify the Coordinator. Teachers or other staff members who observe incidents of harassment involving students should report such incidents immediately to the student's Principal or designee. Administrators aware of harassment involving any employee should promptly report such incidents to the Coordinator.

If you wish to file a complaint, you may do so by contacting your immediate supervisor or administration in the case of employees; and your teacher, Principal, Assistant Principal or Assistant Superintendent in the case of students.

2. Interim Measures and Investigation

The Somerville Public Schools takes allegations of discrimination and harassment seriously and will respond promptly to complaints by taking interim measures to protect the complainant and the school community from further discrimination and/or harassment and by conducting a timely, thorough and impartial investigation.

All complaints will be thoroughly investigated by the Coordinator or designee. Both the complainant and the subject of the complaint will be interviewed and given a full opportunity to state their case through the presentation of witnesses and other evidence. Witnesses and other persons relevant to the complaint, if any, may also be interviewed. A record will be kept of each investigation.

Complaints will be investigated within a reasonable time, usually not to exceed thirty (30) school days after the complaint has been received, except for extenuating circumstances. When more than thirty (30) school days is required for the investigation, the Coordinator or designee shall inform the Complainant that the investigation is still ongoing. Both the complainant and the subject of the complaint will be informed of the findings in writing, in a manner consistent with federal and state law.

3. Appeals

If either party disputes the results of the investigation or resolution, such person may submit an appeal in writing to the Superintendent within ten (10) school days of the Coordinator or designee's decision. After receipt of such an appeal, the Superintendent or designee will review the records of the investigation and may request a meeting with the appellant to obtain additional information. The Superintendent or designee will issue a written decision within ten (10) business days of receipt of the appeal or meeting (if requested), whichever is later. The Superintendent or designee's decision shall be final.

4. Responsive Measures and Disciplinary Action

If a complaint is substantiated, the Coordinator or designee will act promptly to eliminate the conduct and will refer the matter to the proper supervisor or administrator for appropriate responsive measures, including but not limited to disciplinary action. For students, discipline will be imposed consistent with the student code of conduct and state laws and regulations. Discipline of school staff will be consistent with collective bargaining agreement procedures, if applicable. Responsive measures will also include any steps necessary to prevent the recurrence of any discrimination and/or harassment and will include corrective action aimed at eliminating any discriminatory effects on the complainant and others, as appropriate.

While this policy sets forth the District's goals of promoting a school environment that is free from discrimination and harassment, this policy is not designed or intended to limit the District's authority to discipline and/or take remedial action for conduct which we deem unacceptable, regardless of whether that conduct falls within the ambit of this policy.

In certain cases, harassment, especially sexual harassment, of a student may constitute child abuse under Massachusetts law. The Somerville Public Schools will comply with all legal requirements governing the reporting of suspected cases of child abuse. The Somerville Public Schools will also report instances of harassment that may involve a crime to the Somerville Police Department as appropriate.

For more specific information regarding complaints of sexual harassment, sexual assault or sexual violence in violation of District policy, Massachusetts law and Title IX of the Education Amendments of 1972, and the grievance procedures related thereto, please refer to School Committee Policy ACAB (Sexual Harassment) and accompanying ACAB-R (Grievance Procedure for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972).

Nothing in this policy or procedure shall be deemed to affect a complainant's right to other remedies at law. Administrative agencies with jurisdiction in these matters include:

Massachusetts Commission Against Discrimination ("MCAD")
One Ashburton Place, Room 601
Boston, MA 02108
P: (617) 727-3990

U.S. Department of Education, Office for Civil Rights
5 Post Office Square 8th Floor
Boston, MA 02109-3921
P: (617) 281-0111

F: (617) 289-0150
Email: OCR.Boston@ed.gov
www.ed.gov/ocr

Massachusetts Department of Elementary and Secondary Education
75 Pleasant Street
Malden, MA 02148
(781) 388-3300

U.S. Equal Employment Opportunity Commission ("EEOC")
John F. Kennedy Federal Building
25 Sudbury Street
Boston, MA 02222
One Congress Street - 10th Floor
Boston, MA 02114
P: (617) 565-3200

LEGAL REFS.: Title VI, Civil Rights Act of 1964
Title VII, Civil Rights Act of 1964, as amended by the Equal Employment
Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375
Equal Pay Act, as amended by the Education Amendments of 1972 Title IX,
Education Amendments of 1972
Rehabilitation Act of 1973
Education for All Handicapped Children Act of 1975
No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America
Equal Access Act)
M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)

CROSS REF: AC, Non-Discrimination Policy Including Harassment and Retaliation
ACE, Non-Discrimination on the Basis of Disability
ACAB, Sexual Harassment
ACAB-R, Grievance Procedure for Complaints of Sexual Harassment under Title
IX of the Education Amendments of 1972
GBA, Equal Employment Opportunity
IJ, Instructional Materials
JB, Equal Educational Opportunities

Title IX Sexual Harassment Grievance Procedure
Civil Rights Grievance Procedure

SOURCE: MASC December 2021

HARASSMENT OF STUDENTS

Harassment of students by other students, employees, vendors and other third parties will not be tolerated in the Somerville Public Schools. The District will promptly investigate and respond to alleged harassment that occurred within the school's own program or activity, such as at a location or under circumstances where the school owned, or substantially controlled the premises, exercised oversight, supervision or discipline over the location or participants, or funded, sponsored, promoted or endorsed the event where the alleged harassment occurred, against a person in the United States. This policy is in effect while students are on school grounds, School District property or property within the jurisdiction of the School District, school buses, or attending or engaging in school sponsored activities.

Harassment prohibited by the District includes, but is not limited to, harassment on the basis race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, actual or perceived ancestry, ethnic background, national origin, or any other category protected by state or federal law. Students whose behavior is found to be in violation of this policy will be subject to disciplinary action up to and including suspension or expulsion pursuant to disciplinary codes. Employees who have been found to violate this policy will be subject to discipline up to and including, termination of employment, subject to contractual disciplinary obligations.

Employee-to-Student Harassment means conduct of a written, verbal or physical nature that is designed to embarrass, distress, agitate, disturb or trouble students when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or of a student's participation in school programs or activities; or
- Submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student.

Student- to-Student Harassment means conduct of a written, verbal, or physical nature that is designed to embarrass, distress, agitate, disturb or trouble students, when:

- Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating or hostile learning environment.

Harassment as described above may include, but is not limited to:

- Written, verbal, or physical (including texting, blogging, or other technological methods) harassment or abuse;
- Repeated remarks of a demeaning nature;
- Implied or explicit threats concerning one's grades, achievements, or other school matter.
- Demeaning jokes, stories, or activities directed at the student.

By law, what constitutes harassment is determined from the perspective of a reasonable person with the characteristic on which the harassment is based. Individuals should consider how their words and actions might reasonably be viewed by others.

The District will promptly and reasonably investigate allegations of harassment through designation of Civil Rights Coordinator or building based employees, who may include principals or their designees. The superintendent will recommend, in consultation with the principals, opportunities to the designated recipients for appropriate training. Where it is determined that discrimination or harassment has occurred, the District will act promptly to eliminate the conduct and will impose developmentally appropriate disciplinary, restorative and/or corrective action.

The District will respond promptly and reasonably investigate allegations of sexual harassment through designation of the Title IX Coordinator or building based employees and will respond to any reports or complaints of discrimination, including sexual harassment and retaliation pursuant to our Grievance Procedures for Complaints of Sexual Harassment under Title IX of the Education Amendments of 1972 (ACAB-R). Where it is determined that discrimination or harassment has occurred, the District will act promptly to eliminate the conduct and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action to remedy the harassment and to prevent its recurrence.

LEGAL REF.: M.G.L. 151B:3A
Title IX of the Education Amendments of 1972
BESE 603 CMR 26:00
34 CFR 106.44 (a), (a)-(b)
34 CFR 106.45 (a)-(b) (1)
34 CFR 106.45 (b)(2)-(b)(3,4,5,6,7) as revised through June 2020

CROSS REF.: AC, Non-Discrimination Policy Including Harassment and Retaliation
AC-R
ACAB
ACAB-R

SOURCE: MASC – December 2021