

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

MINUTES

May 1, 2019

(Approved 5/15/2019)

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Kevin Coughlin, Chair
Lisa Laprade, Vice-Chair
Steve Bilafer
Mayanne Briggs
Joshua Donati
Dr. Melissa Pearrow
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Ian Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Avery School

Meeting commenced at 6:00 p.m.

Mr. Coughlin announced the need for an Executive Session.

Dr. Pearrow motioned to enter Executive Session to hear a Level 3 Grievance, Mr. Bilafer second; a roll call vote was taken:

Steve Bilafer- Yes
Mayanne Briggs- Yes
Joshua Donati- Yes
Dr. Melissa Pearrow- Yes
Tracey White- Yes
Lisa Laprade- Yes
Kevin Coughlin- Yes

Regular meeting continued at 7:00 P.M.

Recognitions

Senior Madison DeFelice was recognized for her accomplishment as a National Association of Television Arts and Sciences Emmy Winner.

The following Greenlodge and Oakdale students were recognized for their accomplishments in the Cambridge Science Festival Curiosity Challenge.

Autumn English, Greenlodge, Grade 1
Sophie Cuello-Ziu, Greenlodge, Grade 3
Sofia Mancinelli, Oakdale, Grade 1
Emily Bonsall, Oakdale, Grade 2
Ryan Maida, Oakdale, Grade 3
Kate Sullivan, Oakdale, Grade 4

Library Media Specialist Sarah Bickel was honored for being awarded the Massachusetts School Library Association President's Award.

Director of Counseling Services Dr. Ashley Dubé was honored for being selected the Massachusetts School Psychologist of the Year.

Student Update

None

Superintendent's Update

On April 29 the School Committee hosted the MSBA and many state and local dignitaries at the Ribbon Cutting and Rededication Ceremony for the New Dr. Thomas J. Curran Early Childhood Education Center.

On April 27 the School Committee hosted a community open house at the new ECEC which was attended by over 125 people.

Also on April 29 Principal Kim Taylor and Supt. Welch hosted Milton's Superintendent Mary Gormley and three members of the Milton School Committee for a visit and tour of the new ECEC.

The Senior and Junior Prom was held at the Blue Hills Country Club on Friday, April 26.

Online math MCAS testing has continued at the middle school this week. A full schedule of annual MCAS testing for all grades and subjects is available on the district website.

Supt. Welch is visiting all schools in the district to present the FY20 Budget. He wants to make sure all DPS faculty and staff are aware of the current FY20 budget situation.

The district has two major administrator searches to complete this spring. Dedham's Director of Fine and Performing Arts, Jeff Bolduc, will be retiring in September and Oakdale Elementary Principal Holli

Caulfield will be leaving the district at the end of this school year. The positions have been posted electronically, the interview and search process timelines have been established, and Supt. Welch is seeking volunteers for the search committees. Members of the School Committee are welcome to volunteer to participate in the interview process for these searches, also.

On April 26th the district conducted its final Active Shooter Emergency Drill at the new ECEC. All faculty, staff, custodians, and food service employees participated. Supt. Welch thanked the many public safety officials for their investment in this process. The Safety Super Team met on April 26 and is beginning to plan for the next stages of work for the 2019-20 school year.

The 23rd Unit A collective bargaining negotiation session with a mediator was held last night, April 29. Additional sessions are scheduled for May 13, June 3 and June 18.

On May 8 Dedham will be hosting former DESE Commissioner David Driscoll at the Spring Aspiring Leaders Seminar. Mr. Driscoll is the author of the book "Commitment and Common Sense".

Reports

Counseling Services update by Director of Counseling Services Ashley Dubé

The presentation will be available on the district website.

The report including key findings of the 2018 MetroWest Adolescent Health Survey (MWAHS), counseling caseloads and number of evaluations by school, social emotional learning initiatives at the elementary, middle and high school level, psychiatric screenings and hospitalization data, the Think Kids model being incorporated into the health curriculum, grade 8 to grade 9 transition planning, prevention and intervention models at the high school, new groups and initiatives, advanced placement course offerings and enrollment, 2019 college application status, SAT and ACT data, post-secondary data, list of colleges seniors have applied to, local Dedham scholarships, high school guidance and career seminars, new high school career planning course, the DELTA program partnership with high school students, and strengthening community partnerships and professional development satisfaction rates.

The Committee discussed equity and equality in social emotion learning and promoting successful programs throughout the district. They discussed parent involvement and training and how to improve these discussions and needs. Dr. Dubé noted the importance of the professional development the counselors have received throughout the year. She discussed how students are reentered into the schools after hospitalizations and the amount of support they need. The group discussed the accuracy of the psychiatric evaluations number (some parents may have evaluations done outside the school's knowledge). They also talked about the DELTA program and the more formal high school early child development course that is being created. Mr. Bilafer suggested Panorama surveys be given to students exiting the system to provide better feedback. The Committee highlighted the importance of social emotional learning to academic ability. Dr. Dubé thanked her staff for all of its hard work and acceptance of new ideas. Supt. Welch stressed the importance of professional development in this area.

Old/New Business

School Choice Vote

Supt. Welch recommended to the Committee to **not** participate in School Choice. The state's reimbursement of \$5,000 does not cover the per pupil expenditure in Dedham. The state will need to hear from the Superintendent by June 1 if the district will participate in the School Choice Program. No further discussion occurred.

Mr. Bilafer motioned that Dedham Public Schools **not** participate in the School Choice Program, Dr. Pearrow second; the Committee voted 7-0 in favor of the motion.

Subcommittee Reports & Updates

Budget

Nothing additional to report.

Equity and Inclusion Task Force

The next meeting is Wednesday, May 8 at 7:00pm at Dedham Middle School.

Negotiations

Nothing additional to report.

Policy

On April 22 the Subcommittee voted unanimously in favor of proposed new policy JIE-Pregnant Students and the revision to the protective class language in policies AC, GBA, GCF, JB and JFBB in order to be in compliance with Civil Rights laws.

Ms. Laprade presented the second reading of new policy JIE - Pregnant Students

(The full policy appears at the bottom of these minutes)

Ms. Laprade presented the second reading of revised Policies:

- AC- Nondiscrimination
- GBA- Equal Employment Opportunity
- GCF- Professional Staff Hiring
- JB- Equal Educational Opportunities
- JFBB- School Choice

(The revised policies appear at the bottom of these minutes)

A third reading and vote of the above policies will occur at the next meeting.

SBRC

Need to coordinate with SMMA and SBRC for a date to hold a community input meeting.

Minutes

None

Donations

None

Public Comment

None

Acknowledgements and Announcements

Supt. Welch provided the Committee with a list of senior activities for the spring as well as invitation to the Superintendent's Academic Dinner on May 21.

Tomorrow evening will be the Debate Team Championships at the high school.

The Search Committee for the new Town Manager will be holding two community input forums in the coming weeks.

Ms. White motioned to adjourn the meeting of May 1, 2019; Mr. Bilafer second; the Committee voted 7-0 in favor.

Meeting concluded at 8:55 p.m.

Proposed New Policy

File: JIE

PREGNANT STUDENTS

The School Committee wishes to preserve educational opportunities for those students who may become pregnant and/or take on parenting responsibilities.

Pregnant students are permitted to remain in regular classes and participate in extracurricular activities with non-pregnant students throughout their pregnancy, and after giving birth are permitted to return to the same academic and extracurricular program as before the leave.

The school district does not require a pregnant student to obtain the certification of a physician that the student is physically and emotionally able to continue in school.

Every effort will be made to see that the educational program of the student is disrupted as little as possible; that health counseling services, as well as instruction, are offered; that return to school after leave is encouraged; and that every opportunity to complete high school is provided.

LEGAL REFS: M.G.L. 71:84

Title IX: 20 U.S.C. § 1681

34 CFR § 106.40(b)

SOURCE: MASC January 8, 2009

NONDISCRIMINATION

Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the community is affirmed by the following statements that the Dedham School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage 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. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school system, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school system in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, disability, pregnancy or pregnancy related condition. If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, gender identity, religion, national origin, sexual orientation, disability pregnancy or pregnancy related condition, their complaint should be registered with the Title IX compliance officer.

- 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
 - M.G.L. 71B:1 et seq. (Chapter 766 of the Acts of 1972)
 - M.G.L. 76:5; Amended 2011
 - M.G.L.76:16
 - BESE regulations 603CMR 26.00 Amended 2012
 - BESE regulations 603CMR 28.00

CROSS REFS.: ACA- ACE, Subcategories for Nondiscrimination
GBA, Equal Employment Opportunity
JB, Equal Educational Opportunities

Proposed Revised Policy

File: GBA

EQUAL EMPLOYMENT OPPORTUNITY

The Dedham School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to their race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, disability, pregnancy or pregnancy related condition. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

LEGAL REF.: M.G.L. 151B:4;
BESE Regulations 603 CMR 26:00

CROSS REF.: AC, Nondiscrimination

Proposed Revised Policy

File: GCF

PROFESSIONAL STAFF HIRING

Through its employment policies, the Dedham Public School District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based upon awareness to candidates who will devote themselves to the education and welfare of the children attending the schools.

It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to race, color, religion, national origin, sex, gender identity, sexual orientation, age, genetic information, ancestry, military status, disability, pregnancy, or pregnancy related condition.
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. The administrator responsible for the hiring of a staff member is directed to establish a representative search committee. (In the case of district-wide positions and for the position of principal, this is the Superintendent; for building-based personnel, it is the principal.) In the event of an unexpected vacancy, the superintendent can waive the formation of a search committee.

In selecting members of the search committee, there are a number of considerations to keep in mind:

- Key stakeholders should be represented on the search committee. For schools-level positions, this may include administrators, staff members and parents. In the case of a search for a central administration managerial position, principal or other building head, the search committee may also include representatives of elected and appointed board and community members;
- The size of the search committee should be based on the position to be filled and the constituencies that should be represented. A majority of the members of the search committee should not be directly supervised by the employee to be hired. Hence, inclusion of one teacher from another building would be preferred;
- People selected to participate on the search committee should have sufficient time to dedicate to the process;
- The formation of a search committee should be publicized so that those who are eligible to serve will receive sufficient notice to submit their names for consideration. Where the search committee will be comprised of staff and parents, normal methods of communication such as newsletters, web sites, email and connect-ed can be used. Where the search committee will include other stakeholders, means of communicating that will likely be effective in reaching those stakeholders, such as local newspapers and community access television may be utilized;
- The Superintendent is responsible for appointing the chair of the search committee. Search committee members shall receive an orientation that addresses appropriate behavior to be exercised when serving on a search committee. The orientation shall address confidentiality, prohibited questions and other relevant subjects. It is the responsibility of the chair to ensure that this orientation is provided;
- The administrator has the final say in determining who will be hired but it is expected that the search committee's input will be a factor in the decision. For those positions where the hiring authority rests with the School Committee, a representative search committee may be established by the School Committee, or the School Committee may direct the Superintendent to establish a search committee to assist the Superintendent in making his/her recommendation to the School Committee.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45
Massachusetts Board of Education Requirements for Certification of
Teachers, Principals, Supervisors, Directors, Superintendents and
Assistant Superintendents in the Public Schools of the Commonwealth of
Massachusetts, revised 1994
BESE Regulations 603 CMR 7:00, 26.00, and 44:00

Proposed Revised Policy

File: JB

EQUAL EDUCATIONAL OPPORTUNITIES

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the Dedham School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly with reference to their race, color, sex, gender identity, religion, national origin, sexual orientation, pregnancy, pregnancy related condition or physical and intellectual differences.

To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the Massachusetts equal educational opportunities law which prohibits discrimination in public school admissions and programs. The law reads as follows:

No child shall be excluded from or discriminated against in admission to a public school of any town, or in obtaining the advantages, privileges and course of study of such public school on account of race, color, sex, gender identity, religion, national origin, sexual orientation, pregnancy or pregnancy related condition.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, guidance, and extracurricular and athletic activities.

All implementing provisions issued by the Board of Elementary and Secondary Education in compliance with this law will be followed.

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
Title IX, Education Amendments of 1972
M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)
BESE regulations 603 CMR 26:00
BESE regulations 603 CMR 28.00

CROSS REF.: AC, Nondiscrimination

Proposed Revised Policy

File: JFBB

SCHOOL CHOICE

It is the policy of the Dedham School District **not** to admit non-resident students under the terms and conditions of the Interdistrict School Choice Law. This decision must be reaffirmed annually prior to June 1st by a vote of the School Committee following a public hearing. In the event the Dedham School Committee votes to participate, the following local conditions would apply:

1. That by May 1 of every school year, the administration will determine the number of spaces in each school available to choice students.
2. That by June 1 of every school year, a public hearing will be held to review participation in the school choice program.
3. That resident students be given priority placement in any classes or programs within the district.
4. That the selection of non-resident students for admission when the number of requests exceeds the number of available spaces be in the form of a random drawing. There will be two drawings for this purpose. The first will take place during the last week of the current school year but no later than July 1st. The second will be conducted during the week immediately preceding the opening of the next school year and will be based on the possibility of unexpected additional openings.
5. Any student who is accepted for admission under the provisions of this policy is entitled to remain in the district until graduation from high school except if there is a lack of funding of the program.
6. The School Committee affirms its position that it shall not discriminate in the admission of any child on the basis of race, color, religious creed, national origin, sex, gender identity, age, sexual orientation, homelessness, ancestry, athletic performance, physical handicap, special need, pregnancy, pregnancy related condition, academic performance or proficiency in the English language.

LEGAL REFS.: M.G.L. 71:6; 71:6A; 76:6; 76:12; 76:12B
BESE Regulations 603 CMR 26.00