

*Natick Public Schools
SCHOOL COMMITTEE
POLICY SUBCOMMITTEE MEETING MINUTES
May 26, 2021*

The School Committee's Policy Subcommittee held a meeting on Wednesday, May 26, 2021 at 10:00a.m.. Dr. McKenzie called the meeting to order at 10:15 a.m.

Roll Call: Dr. Donna McKenzie, Catherine Brunell,

Others present: Dr. Anna Nolin

Public Speak

Dr. McKenzie asked if anyone wished to come forward for Public Speak. No one came forward.

Discuss and Review Updates to BDA/BDB/ BDC/BDD Policy

Since the School Committee voted to adopt the revisions to the BDA/BDB/BDC/BDD Policy at its April 12, 2021 meeting, the subcommittee, Ms. Collins moved to confirm the changes to the BDA/BDB/BDC/BDD Policy as adopted by the School Committee on April 12, 2021 and to update the policy manual accordingly. Ms. Brunell seconded. It was unanimously approved by a vote of the three members present, 3-0-0.

Microaggression Policy

The subcommittee had a general discussion on the proposed Microaggression policy. The discussion included the possibility of creating an Equity Committee for the School Committee to review the areas Policy, Curriculum, and Library Resources. Dr. Nolin shared that this had been her original plan but she was asked by the Select Board to join the its effort on Equity. While participating in the Select Board's effort has been important, it was felt that it was important for the district to pursue its own efforts at this time. To that end, Dr. Nolin will reach out to Melissa Patrick to discuss. It was agreed that the subcommittee members would look at the SEED methodology used by Framingham and the literature on the topic of Restorative Justice. It was also pointed out that NPS does not have an anti-hate policy yet and that perhaps the topics of anti-hate and microaggressions should be put forth together. It was further noted that we need to clearly define the terms "microaggressions" and "hate" and differentiate between intentional and unintentional acts in any policy. Dr. Nolin indicated that the response to a violation of any microaggression policy could range from education to criminal prosecution. A question was raised about whether we should start with a policy or procedure first. Most members felt that procedures would flow from the policy not vice-versa. Ms. Brunell will review the microaggression policies from other districts for review at our next meeting. The subcommittee is desirous of informing the full committee and the community that these policies are being worked on and will be forwarded to the full committee as soon as they are complete.

Holidays Calendar Timeline

The subcommittee reviewed the Religious Holidays Policy from Westborough, MA. Dr. McKenzie will obtain the policies from other districts for review at the next meeting. It was agreed that the religious

holiday schedule (i.e. calendar dates) should be referenced but not included in the policy to prevent the need for constant revision to the Policy manual due to holidays that are not celebrated on a fixed date.

Discuss and Review Update to Section I of Policy Manual

It was agreed that this section of the Policy manual should be updated to reflect all anti-bias categories. The proposed changes provided by Dr. Nolin will be considered at the next subcommittee meeting.

At approximately 11:05 a.m., Ms. Collins moved to adjourn. Dr. McKenzie seconded. It was unanimously approved by a vote of the three members present, 3-0-0.

Respectfully Submitted,

Cathi Collins