

NATICK PUBLIC SCHOOLS
School Committee Meeting
June 7, 2022
6:00 PM
School Committee Room, Third Floor, Town Hall

Posted Date: Thursday, June 2, 2022 @5:25PM, Reposted on Tuesday, June 7, 2022 @1:19PM, Reposted on June 7, 2022 @6:30PM

Open Meeting 6:00PM, Executive Session 6:05PM, Open Session 7:00PM. Virtual Meeting

Accessed Via: [https://us06web.zoom.us/j/2038566119?](https://us06web.zoom.us/j/2038566119?pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZz09)

pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZz09 Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: [https://us06web.zoom.us/j/2038566119?](https://us06web.zoom.us/j/2038566119?pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZz09) . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Cathi Collins (cacollins@natickps.org), one hour prior to the start of the meeting. Your email should include your name, address and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks. Per our public speak policy, each speaker will have up to 3 minutes.

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

OPEN SESSION

- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements

EXECUTIVE SESSION - this portion of the meeting is not open to the public
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1. To discuss strategy with respect to collective bargaining with Units A,B, and S if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;
2. To conduct strategy sessions in preparation for negotiations with Non-Represented Personnel; Central Office Administration, Planning/Budget Analyst, P/T Clerical, All Tutors, Student/Community Coach, Instrumental Accompanist, Late Bus Coverage, Cafe Monitor, Substitute Coordinator, Permanent Sub Teacher, PSAT Proctor, Floater and Supervisor, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, NHS Permanent Sub/Site Liaison, Wall of Achievement Coordinator, Virtual Education Supervisor, Principals, Nurse Leader, Director of Student Services, Technical Director, Theater Manager, P/T Nurse, Nurse Assist., Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, Certified Licensed Assist., Executive Assist. to the Superintendent, Recording Secretary to the School Committee, Administrative Assist. for Human Resources, All Daily,

Long Term and Permanent Teacher Substitutes, Math Club Interventionist, Mini University/Professional Development, Curriculum Writing, Instructors for Graduate Credit Courses, Study Group Facilitator/Leader, Instructors for all Workshops, Instructor Prep Time for all Workshops, all ASAP Staff, All Summer School Staff, All Metco Personnel, Instrumental Music Instructors (private & semi-private, group), Data Entry Clerk/Clerical, Tech Workshop Presenters, Project Coordinator Full Year, BOKS Instructors, All Technology Staff, Technology Intern, if an open meeting may have a detrimental effect on the government's bargaining position, and the chair so declares;

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair.

CHAIRMAN'S REPORT

1. Warrant Review
2. Review of policies AC, ACR, and Proposed Equal Access and Evaluation of Bias Policy

CONSENT AGENDA

1. Approval of School Committee Minutes of April 25, 2022
2. Appoint the Superintendent as the Natick School Committee's Representative to the ACCEPT Board of Directors for the FY23 Fiscal Year.
3. Approval to Decommission Books

ACTION ITEMS

1. Discussion and Vote on Extending the Vaccination Policy for Staff, Contractors, Vendors and Volunteers
2. Vote to Rescind the Student/Extra Curricular Activities Vaccination Policy
3. Approval of the 2022/2023 School Committee Meetings Schedule
4. Approval of Non-Represented Salary Schedule

SUPERINTENDENT'S REPORT

1. Recognition of Nick DiAntonio, Unified Coach of the Year
2. Recognition of the Wilson Jazz Band and Wilson Winds
3. Recognition of Metrowest Student Film Festival Finalists
4. Introduction of Erin Miller, Director of Student Services and Equity
5. Introduction of Jay Hoyer, Interim High School Principal
6. Review of the Strategic Plan Deliverables - Goals One, Four and Five
7. Dyslexia Programming Update
8. Third Quarter FY22 Budget Update
9. Preliminary FY22 End of Year Projections
10. Enrollment Update
11. Update on Middle School Class Sizes

Subcommittee/Liaison Updates

REPRESENTATIVE UPDATES/CONCERNS

- Teacher Representative
- Student Representative

Agenda items will be addressed in an order determined by the chair. Times are approximate.

ITEM TITLE: To discuss strategy with respect to collective bargaining with Units A,B, and S if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;

DATE: 6/7/2022

ITEM TYPE: Discussion

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: To conduct strategy sessions in preparation for negotiations with Non-Represented Personnel; Central Office Administration, Planning/Budget Analyst, P/T Clerical, All Tutors, Student/Community Coach, Instrumental Accompanist, Late Bus Coverage, Cafe Monitor, Substitute Coordinator, Permanent Sub Teacher, PSAT Proctor, Floater and Supervisor, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, NHS Permanent Sub/Site Liaison, Wall of Achievement Coordinator, Virtual Education Supervisor, Principals, Nurse Leader, Director of Student Services, Technical Director, Theater Manager, P/T Nurse, Nurse Assist., Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, Certified Licensed Assist., Executive Assist. to the Superintendent, Recording Secretary to the School Committee, Administrative Assist. for Human Resources, All Daily, Long Term and Permanent Teacher Substitutes, Math Club Interventionist, Mini University/Professional Development, Curriculum Writing, Instructors for Graduate Credit Courses, Study Group Facilitator/Leader, Instructors for all Workshops, Instructor Prep Time for all Workshops, all ASAP Staff, All Summer School Staff, All Metco Personnel, Instrumental Music Instructors (private & semi-private, group), Data Entry Clerk/Clerical, Tech Workshop Presenters, Project Coordinator Full Year, BOKS Instructors, All Technology Staff, Technology Intern, if an open meeting may have a detrimental effect on the government's bargaining position, and the chair so declares;

DATE: 6/7/2022

ITEM TYPE: Discussion

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE:	Warrant Review
DATE:	6/7/2022
ITEM TYPE:	Report
ITEM SUMMARY:	LINK to Superintendent's presentation <i>Please note; changes may be made up until meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Review of policies AC, ACR, and Proposed Equal Access and Evaluation of Bias Policy

DATE: 6/7/2022

ITEM TYPE: Discussion

ITEM SUMMARY: **LINK** to Superintendent's presentation
Please note; changes may be made up until meeting time.

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Letter from Counsel Waugh	Review_of__Policies_4.22.2022_1296014_1_(1).PDF	Cover Memo
Policy AC	File_AC.pdf	Cover Memo
Policy ACAB	Policy_ACAB.pdf	Cover Memo
equal access and evaluation of bias	Equal_Access_and_Eval_of_Bias.pdf	Cover Memo

Andrew J. Waugh
awaugh@mhtl.com

April 22, 2022

VIA EMAIL ONLY

Dr. Anna Nolin
Superintendent of Schools
Natick Public Schools
13 East Central Street
Natick, MA 01760

Re: Review of Committee policies and other policy questions

Dear Dr. Nolin:

I am writing in response to your request that I respond to several questions related to our recent review of several draft School Committee policies, based on template policies provided by the Massachusetts Association of School Committees. Please forward this respond to the School Committee members on the policy review committee for their review. On behalf of the policy review committee, you pose the following questions: 1) In our review of the draft policies, why did we combine Policy AC and AC-R instead of maintaining them as separate policies; 2) whether the School Committee should adopt a separate equity policy and, if the equity language is not included as policy, alternative locations where it would be appropriate to include it; 3) whether the School Committee can adopt a racism policy separate and apart from its non-discrimination policy.

1. Combining Policy AC and AC-R instead of maintaining them as separate policies. Multiple attorneys in my office reviewed the policies that were forwarded to me and the consensus was that Policy AC and AC-R (Non-Discrimination Policy) should be combined into one single policy. The reasoning behind this is to avoid having policies that may be similar but with slightly different language, thereby leading the administrator attempting to implement the policies to be unclear on which policy to follow. This would allow whoever is charged with conducting investigations to be able to review one policy and then implement the language in it promptly without any confusion as to procedural or substantive issues created by multiple policies.

2. Should the School Committee adopt a separate equity policy. The district should take care to ensure that any policy it adopts does not conflict with or duplicate existing policies. Having said that, another client of ours adopted a policy titled Equal Access and Evaluation of Bias in advance of a Coordinated Program Review, which addressed reviewing problems to



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Attorneys At Law

Dr. Anna Nolin

April 22, 2022

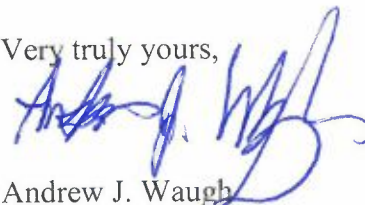
Page 2

ensure equity. I've attached a copy of the policy for your review and consideration. The goal of the policy would be to proactively identify potential issues versus a non-discrimination policy that is more about reacting to a complaint once it is filed. Alternatively, if the Committee does not like the attached language but wants to signal its commitment to equity, it could do so in a vision statement that is included prior to the policy book, or in a statement on the School District's website. The Committee should be aware, however, that if they publish a statement of intent in either of the above-referenced locations, if there is a claim of a violation of its anti-discrimination policy, the alleged victim may cite to the statement language if their allegations are not sufficient to show a violation of the anti-discrimination policy.

3. Should the School Committee adopt a racism policy separate and apart from its anti-discrimination policy. In my opinion, the Committee's anti-discrimination policy is sufficient and covers racist behavior, so the addition of a racism policy would be duplicative. For the reasons I have already stated, there is a risk that multiple policies on the same topic may differ slightly, thereby creating different standards and/or expectations and making it more difficult for the administrator implementing the policy to follow it faithfully. The sexual harassment policy is different as it also addresses potential Title IX violations, so its inclusion as a separate policy is necessary.

If you have any questions concerning my responses, please do not hesitate to contact me.

Very truly yours,



Andrew J. Waugh

Enclosure

EQUAL ACCESS AND EVALUATION OF BIAS

Overview

The district evaluates all aspects of its K-12 program annually to ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, or housing status, have equal access to all programs, including athletics and other extracurricular activities. It makes such changes as are indicated by the evaluation.

Evaluation of programs shall be directed by the Superintendent. Among other things, these evaluations may employ various testing programs, surveys, outside research agencies, teacher and parent information, and information about attendance and dropout rates of the district. It shall be the responsibility of the Superintendent to report periodically to the Natick School Committee on program evaluations and the progress the District is making in the attainment of its educational goals.

Evaluation of Bias

The district ensures that individual teachers in the district review all educational materials for simplistic and demeaning generalizations, lacking intellectual merit, on the basis of race, color, sex, gender identity, religion, national origin and sexual orientation. Appropriate activities, discussions and/or supplementary materials are used to provide balance and context for any such stereotypes depicted in such materials.

The district is required to ensure that *individual* teachers in the district review *all* educational materials for simplistic and demeaning generalizations, lacking intellectual merit on the basis of race, color, disability, age, sex, gender identity, religion, national origin and sexual orientation. This goes beyond a typical review of standard curriculum materials. Teachers must review all educational materials they bring into the classroom, whether it be a news article, picture book, advertisement, etc. on an ongoing basis. The review shall include consideration of achievement results for all student populations, educational equity, curriculum breadth and depth, and congruence of instructional strategies and assessments with district content standards. If a teacher does discover bias in a certain material he/she must also then develop appropriate activities, lead discussions or provide additional material to provide balance and context.

All staff will receive bias training information in annual Civil Rights training. Materials will include a sample checklist for teachers to use when bringing educational materials into the classroom and for reviewing long-standing curriculum.

In the case that a student or parent/guardian believes that any curricula or supplementary material is inappropriate for a school setting, the district encourages families to share their perspective so that together teachers and parents/guardians can make sense of the situation, look at it from

different lenses, and establish a resolution focusing on providing balance and context for any stereotypes depicted in materials.

Title VI: 42 U.S.C. 2000d; 34 CFR 100.3(b)(2); EEOA: 20 U.S.C. 1703(f); Section 504: 29 U.S.C. 794; 34 CFR 104.4(b)(4); Title II: 42 U.S.C. 12132; 28 CFR 35.130(b)(3); NCLB: Title III, Part A, Sec. 3121(c)(1)(C); Title X, Part C, Sec. 722(g)(1)(J)(i), 722(g)(7); Mass. Const. amend. art. 114; M.G.L. c. 71A, s. 7; c. 76, s. 5; 603 CMR 26.07(1),(4) as amended by Chapter 199 of the Acts of 2011.

NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The _____ School Committee and _____ 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 _____ Public Schools.

_____ Public Schools does not exclude from participation, deny the benefits of ___PS 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, 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 considering, 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 _____ 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 ~~based on an individual's actual or perceived protected class status to: (1) harass a member of the school community through conduct or communication (e.g., physical, verbal, graphic, or written); (2) inflict, threaten to inflict, or attempt to inflict violence; or (3) discriminate against a 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.

It shall also be a violation of this policy for any school community member to subject any other member of the school community to any form of retaliation, including, but 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.

Any member of the school community who is found, after investigation, to have engaged in any form of discrimination, including harassment or retaliation, against any other member of the school community, will be subject to consequences determined appropriate by the administration. Such consequences may include restorative

measures and corrective action, and/or student discipline or staff disciplinary action, up to and including student suspension and expulsion or employee termination.

Definitions

"Discrimination" is defined as the adverse treatment of an individual or group of people 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, ancestry, ethnic background, national origin, or any other category protected by state or federal law.

"Harassment" is 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, ancestry, ethnic background, national origin, or any other category protected by state or federal law. 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
- 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 PS; 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, if the conduct were to persist, would likely create a hostile educational or work environment. Examples of such conduct may include any of the following:

- 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 a target; and
- In the case of employee-to-student harassment, conduct that is designed to embarrass, distress, 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 a basis for decisions affecting students.

"Retaliation" is defined as taking an adverse action against a member of the school community 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. Retaliation includes, but is not limited to, coercion, intimidation, interference, punishment, discrimination, and harassment.

The Superintendent will adopt written grievance procedures to investigate and address complaints of discrimination, harassment, and retaliation. ~~If someone has a complaint or feels that they have been~~ A complaint

alleging discrimination, harassment and/or retaliation as defined above will be addressed promptly and pursuant to the District's applicable non-discrimination policies and procedures. However, allegations of conduct meeting the definition of sexual harassment, as defined by federal law, may be reported, and investigated pursuant to applicable Regulations under Title IX, Education Amendments of 1972.

If it is determined, after an investigation, that a member of the school community engaged in any form of discrimination, harassment and/or retaliation against any other member of the school community, PS will act promptly to eliminate the conduct and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action. Such consequences may include, but are not limited to, restorative measures, corrective action, and/or student discipline or staff disciplinary action, up to and including student suspension and expulsion or employee termination.

~~discriminated against or harassed because of their 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, ancestry, ethnic background, national origin, or any other category protected by state or federal law, their complaint should be registered with the following individuals or the building principals:~~

Resources

The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment Coordinator, and Grievance Officer for the School Committee, administration, faculty, staff, volunteers in the schools, and for parties who are contracted to perform work for the _____ Public Schools, and can be reached at:

Name/Position

Address

Phone

The following individual is designated as the District ADA, Title VI, Title IX, and Sexual Harassment and Civil Rights Coordinator for students in the _____ Public Schools. In addition, the _____ is the District 504 Coordinator, and can be reached at:

Name/Position

Address

Phone

Additionally, cComplaints allegingregarding discrimination, harassment, and/or retaliation may also be addressed to the following agencies:

- Massachusetts Department of Elementary and Secondary Education
Problem Resolution System

75 Pleasant Street, Malden, MA 02148-4906

Telephone: 781-338-3700

Email: compliance@doe.mass.edu

Website: <https://www.doe.mass.edu/prs/>

Office for Civil Rights, U.S. Department of Education

5 Post Office Square, 8th Floor, Suite 900

Boston, MA 02109

Telephone: (617) 289-0111

Email: OCR.Boston@ed.gov

Website: www.ed.gov/ocr.

Massachusetts Commission Against Discrimination

1 Ashburton Place, Room 601
Boston, MA 02108
Telephone: (617)-994-6000
Email: mcad@mass.gov

U.S. Equal Employment Opportunity Commission
JFK Federal Building
15 New Sudbury Street, Room 475
Boston, MA 02203
Telephone: 1-800-669-4000

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- ~~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.~~

The above- referenced agencies may also be contacted for inquiries concerning the Public Schools' policies and protocols, compliance with applicable laws, statutes, and regulations, and complaints may also be directed to the Director of Human Resources.

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~~

Individuals with Disabilities Education Act

Age Discrimination Act of 1975

Age Discrimination in Employment Act of 1967

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)

M.G.L. 76:5

603 CMR 26.00

603 CMR 28.00

CROSS REF: ACE, Non-Discrimination on the Basis of Disability

ACAB, Sexual Harassment

GBA, Equal Employment Opportunity

IJ, Instructional Materials

JB, Equal Educational Opportunities

SOURCE: MASC December 2021

SEXUAL HARASSMENT

The _____ School Committee and _____ 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 _____ 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. It also includes 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. Dating violence, domestic violence, and stalking, as those terms are defined by the Violence Against Women Act, also constitute sexual harassment. 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. Holding a school liable under Title IX can occur only when the school knows of sexual harassment allegations and responds in a way that is deliberately indifferent (clearly unreasonable in light of known circumstance).~~

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;
- 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 including sexual harassment. ~~The District will investigate, and when there is a formal complaint regarding sexual harassment within its jurisdiction, following an investigation where~~ If 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.

Massachusetts General Laws Ch. 119, Section 51 A, 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 offenses 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 above and the conditions of actual notice and jurisdiction as noted abovebelow. Holding a school liable under Title IX can occur only when the school knows of sexual harassment allegations and responds in a way that is deliberately indifferent (clearly unreasonable in light of known circumstance).

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 also 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~~ An individual who reports sexual harassment does not have to be the person at whom the unwelcome sexual conduct is directed. ~~The complainant~~ Any person, regardless of gender, may be a witness to and personally offended by such conduct.

NOTICE OF SEXUAL HARASSMENT

The regulations require a school district to respond when the district has actual notice of sexual harassment. School districts have actual notice when an allegation is made known to any school employee. Schools must treat seriously all reports of sexual harassment that meet the definition of harassment and the conditions of actual notice and jurisdiction as noted whether or not the complainant files a formal complaint. Holding a school liable under Title IX can occur only when the school knows of sexual harassment allegations and responds in a way that is deliberately indifferent (clearly unreasonable in light of known circumstances). Schools are required to investigate every formal complaint and respond meaningfully to every known report of sexual harassment.

The regulation highlights the importance of supportive measures 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 regulation would require 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 of innocence 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 ~~District will be utilizing clear and convincing evidence or~~ preponderance of the evidence, ~~subject to limitations as the standard for investigations;~~
- 4) The opportunity to test the credibility of parties and witnesses through ~~cross-examination~~ written questions, subject to "rape shield" protections and other legal privileges;
- 5) Written notice of allegations and an equal opportunity to review the evidence;
- 6) Title IX Coordinators, investigators, and decision-makers must be free from bias or conflict of interest;
- 7) Equal opportunity for parties to appeal, where schools offer appeals;
- 8) Upon filing a formal complaint the school 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 ~~either~~ the preponderance of the evidence ~~or the clear and convincing standard; however, a school can use the lower preponderance standards only if it uses that standard for conduct code violations that do not involve sexual harassment but carry the same maximum disciplinary sanction.~~ As long as the process is voluntary for all parties, after being fully informed and written consent is provided by both parties, a school may facilitate informal resolution of a sexual complaint.

~~A district may establish an informal investigation process that may, upon the request of the complainant be followed by a formal process.~~

The Committee authorizes the Superintendent to create detailed procedures to investigate and address complaints of sexual harassment. The Superintendent, in consultation with the Title IX Coordinator, shall designate the principal of each school in the district, or their designee (or some other appropriate employee(s)) as the initial entity to receive the sexual harassment complaint. Also, in a matter of sexual harassment, the district shall require that the Title IX Coordinator be informed, as soon as possible, of the filing of the complaint. Nothing in this policy shall prevent any person from reporting the prohibited conduct to someone other than those above designated complaint recipients. The ~~investigating officer~~ District may receive the complaint orally or in writing, and the investigation shall be conducted in such a way as to maintain confidentiality to the extent practicable under the circumstances and in compliance with applicable law. The investigation will be prompt, thorough, and impartial, and will include, at least, a private interview with the person filing the complaint and with witnesses. Also, the alleged harasser will be interviewed. When the investigation is completed, the ~~complaint recipient will,~~

~~to the extent appropriate, inform the person filing the complaint and the person alleged to have committed the conduct of the results of that investigation~~The District will send written findings to both the complainant and respondent.

RECORD KEEPING REQUIREMENTS

Schools must create and maintain records documenting every Title IX sexual harassment ~~complaint~~allegation. This could include mediation, restorative justice, or other models of alternative dispute resolution. Schools must keep 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 **(Name of District)** School District 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.
- Problem Resolution Services
75 Pleasant Street
Malden, MA 02148
781-338-3700

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

EQUAL ACCESS AND EVALUATION OF BIAS

Overview

The district evaluates all aspects of its K-12 program annually to ensure that all students, regardless of race, color, sex, gender identity, religion, national origin, limited English proficiency, sexual orientation, disability, or housing status, have equal access to all programs, including athletics and other extracurricular activities. It makes such changes as are indicated by the evaluation.

Evaluation of programs shall be directed by the Superintendent. Among other things, these evaluations may employ various testing programs, surveys, outside research agencies, teacher and parent information, and information about attendance and dropout rates of the district. It shall be the responsibility of the Superintendent to report periodically to the Natick School Committee on program evaluations and the progress the District is making in the attainment of its educational goals.

Evaluation of Bias

The district ensures that individual teachers in the district review all educational materials for simplistic and demeaning generalizations, lacking intellectual merit, on the basis of race, color, sex, gender identity, religion, national origin and sexual orientation. Appropriate activities, discussions and/or supplementary materials are used to provide balance and context for any such stereotypes depicted in such materials.

The district is required to ensure that *individual* teachers in the district review *all* educational materials for simplistic and demeaning generalizations, lacking intellectual merit on the basis of race, color, disability, age, sex, gender identity, religion, national origin and sexual orientation. This goes beyond a typical review of standard curriculum materials. Teachers must review all educational materials they bring into the classroom, whether it be a news article, picture book, advertisement, etc. on an ongoing basis. The review shall include consideration of achievement results for all student populations, educational equity, curriculum breadth and depth, and congruence of instructional strategies and assessments with district content standards. If a teacher does discover bias in a certain material he/she must also then develop appropriate activities, lead discussions or provide additional material to provide balance and context.

All staff will receive bias training information in annual Civil Rights training. Materials will include a sample checklist for teachers to use when bringing educational materials into the classroom and for reviewing long-standing curriculum.

In the case that a student or parent/guardian believes that any curricula or supplementary material is inappropriate for a school setting, the district encourages families to share their perspective so that together teachers and parents/guardians can make sense of the situation, look at it from

different lenses, and establish a resolution focusing on providing balance and context for any stereotypes depicted in materials.

Title VI: 42 U.S.C. 2000d; 34 CFR 100.3(b)(2); EEOA: 20 U.S.C. 1703(f); Section 504: 29 U.S.C. 794; 34 CFR 104.4(b)(4); Title II: 42 U.S.C. 12132; 28 CFR 35.130(b)(3); NCLB: Title III, Part A, Sec. 3121(c)(1)(C); Title X, Part C, Sec. 722(g)(1)(J)(i), 722(g)(7); Mass. Const. amend. art. 114; M.G.L. c. 71A, s. 7; c. 76, s. 5; 603 CMR 26.07(1),(4) as amended by Chapter 199 of the Acts of 2011.

ITEM TITLE: Approval of School Committee Minutes of April 25, 2022
DATE: 6/7/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
4-25-22 Draft	4-25-22_Draft.pdf	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
April 25, 2022*

The School Committee held a meeting on Monday, April 25, 2022, at 6:30pm via an in-person and virtual meeting. Chair Collins called the meeting to order and took roll call at 6:38pm.

Members Present: Julie McDonough, Elise Gorseth, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman, Hayley Sonneborn

Others Present: Dr. Anna Nolin Superintendent
Ms. Sue Balboni Director of Teaching, Learning & Innovation
Ms. Rose McDermott Executive Assistant/Recording Secretary
Mr. Jefferson Wood Teacher Representative (remotely)

Announcements:

Dr. Nolin reminded the community that the SEPAC Dyslexia and Multisensory Learners Workshop was this Wednesday at 6:30pm. She informed the community that Town meeting begins tomorrow at 7:30pm, Bus subsidy and school budget is slated for Tuesday. There's a possibility that it may be revised. Dr. Nolin also called attention to the first Eco Natick Event on Saturday on the Common and to visit Econatick.org for more information

Review/Revise Vacancies for Subcommittee Assignments

Ms. Collins reviewed assignments that members of the Committee have signed on for. Some of the assignments were Dr. Fuxman will be a part of the Administrative Assistant Negotiations, Ms. Brunell will be a part of the paraprofessional negotiations and Ms. Gorseth will be a part of the food service negotiations.

Warrant Review

Chair Collins has signed two warrants since the prior meeting. If anyone would like to review those, they may reach out to Chair Collins.

Clarification of the Amendment to the Superintendent's Contract

Chair Collins clarified and explained the amendment to the contract. Dr. Nolin was unable to take 10 days of her vacation time because she wanted to make sure that the rest of the administration took their vacation. She covered for some of those vacations. The School Committee bought back those 10 days. Chair Collins apologized for not making that clear at the previous meeting.

Consent Agenda

1. Approval of School Committee Public Hearing Minutes of March 7, 2022, School Committee Meeting Minutes of March 7, 2022 and March 21, 2022 and Executive Session Minutes of March 21, 2022
2. Approval for Out of State Travel - NHS to Galapagos Islands
3. Approval of Out of State Travel - NHS Choir to Orlando

Chair McDonough moved approval of the consent agenda. Dr. McKenzie seconded. It was approved by a vote of 7-0-0.

Action Items

1. Approval of the Last Day of School for the 2021/2022 School Year – Ms. McDermott summarized the changes before them. The last day of school would be June 21, 2022 except for Lilja School. They're last day will be on June 22, 2022 and it will be a full day. Chair Collins moved approval of the last day of school to be June 21, 2022 for all schools EXCEPT Lilja School. Lilja School's last day will be on June 22, 2022. Dr. McKenzie seconded. It was approved by a vote of 7-0-0.
2. Review and Approve Changes to the 2022/2023 School Year Calendar – This change is due to the EAN's request. There was an overwhelming discussion surrounding how we addressed Labor Day. They would prefer to come back on Monday vs. the previous Friday and to have school in session on the Friday prior to Labor Day. Ms. Sonneborn moved approval of the revised 2022/2023 Julie seconded. Ms. McDonough seconded. Dr. McKenzie informed the Committee that the policy subcommittee has met many times and are working on a new calendar to take other holidays into consideration and the homework assigned on those dates. There are listening sessions scheduled to listen to the wishes of students, families and staff. It was approved by a vote of 7-0-0.
3. Vote to Dissolve the KMS Building Committee – Ms. McDonough motioned that the The Natick School Committee (NSC) hereby dissolves the Kennedy Middle School Building Committee (Building Committee) and authorizes Stephen Meyler, Building Committee Chair, and Jonathan Freedman, Building Committee Vice Chair, to act as their agents in closing out all financial decision making and final construction plan resolutions through the completion of final punch lists and financial reconciliations. Chair Collins seconded. It was approved by a vote of 7-0-0.

Summary of the KMS Building Project

Dr. Nolin introduced Bryan Jarvis, Project Manager on the building project. Mr. Jarvis gave a review/summary of the project's timeline. The project was completed ahead of schedule. We will be wrapping up the landscaping this spring. Leed certification was achieved in March. The final closeout documents have gone to the MSBA for the final audit. Spring 2023 there will be a final reimbursement from MSBA back to the Town of Natick.

Recognition of KMS Building Committee

Dr. Nolin thanked the Committee, staff, AI3, Compass, NPD, parents/students and abutters/neighbors. Steve Meyler spoke and thanked all of the collaborators. He appreciated the opportunity. The Committee met every two weeks for six years and then recently only monthly. There were spirited debates. Jonathan Freedman added that the foundation they all worked from was a clear vision on what the administration and Committee wanted to accomplish. The project has been on time, under budget and a success. Chair Collins extended the School Committee's thanks for the hard work and building a state-of-the-art middle school and 10 million dollars under budget. She went on to say they were great stewards of the faith the community put into this project. Ms. McDonough as a member of the building committee, thanked Steve and Jonathan who ran the committee efficiently and effectively. You managed a very aggressive timeline. It was a complex construction project. Chair Collins also acknowledged the dedication of Mr. Evans who could not be present this evening.

Subcommittee/Liaison Updates

Dr. McKenzie reviewed the recommendation of the Policy Subcommittee of approving the updates to policies JICE, EEAG and GDQD. The changes for the following policies were made under direction of our counsel as well as MASC. These will be voted on at the next meeting.

Preview of Operational Override - Information and Timeline - Town Administrator

Dr. Nolin introduced Jamie Errickson, the Town Administrator gave a financial planning timeline that was updated in April of 2022. He gave a detailed review of current debts and facility updates. He also gave a

recap of the formulation of the FY23 budget. He discussed in building the FY23 budget, it gave way to discussing the FY24 budget. He reviewed our reliance on revenues and using free cash. Due to the Pandemic, we have had to utilize stabilization funds. He gave a review of the way we have used funds. We are down about 10-12 million dollars due to loss revenue. It's a significant number to keep in mind going into the FY24 budget. Our stabilization funds have taken a big hit. Our policies have remained consistent coming out of the pandemic. Mr. Errickson discussed investing in our employees, Town and school, and it's extremely important to keep that in mind. He reviewed our capital plan. We want to make sure we keep up maintenance with those investments. He believes we are still a very strong Town and we just need to work on how we can address the structural deficit. Mr. Errickson welcomes feedback from the School Committee and the community.

Update to the Panorama Data (Student SEL/Race/Culture)

Dr. Nolin had shared the strategic plan with the community. Dr. Nolin reviewed the School Committee's purview. Full data summaries are available. She will be bringing the School Committee a new suggested curriculum for social and emotional learning. Dr. Nolin reviewed surveys and screenings currently at work in NPS. Dr. Nolin gave an overview of SEL, race, culture and wellness data on staff and students. She reviewed trauma signs and symptoms. Dr. Nolin gave an overview of student survey responses. She reviewed the changes between the fall vs. winter screenings. Students are struggling to control their emotions and sustain behaviors like they used to. Emotional regulation has continued to worsen. Self-efficacy gains were huge. Dr. Nolin reviewed the supportive relationships scores. We are only in the 10th percentile for grit, that's an area of concern. Dr. Nolin reviewed what's next - goal attainment plans for students, panorama playbook accessible by all teachers, counselors, and principals. She informed all that an RTI bank of SEL interventions have now been created for the district. Dr. Nolin reviewed the SEL Committee's achievements thus far this year.

At approximately 9:18pm, the School Committee took a recess. At approximately 9:25pm the School Committee returned and resumed the meeting.

Dr. Nolin and Katie Sugarman of Natick 180 have reviewed the MetroWest adolescent key indicators. Dr. Nolin reviewed the family survey history. She believes there are problems with this survey. They are too long. There are many things that haven't happened in two years. Dr. Nolin reviewed the school fit by subgroup. This is the first time our White and Asian families don't feel as good a fit. There's been some improvement and stability in our mix-race subgroups and Hispanics. Dr. Nolin believes listening sessions for following up in the future would be a good idea. Mr. Woods reminded everyone that we are still in a pandemic and we want to be careful about addressing issues that may have been created or exacerbated by the pandemic. Dr. Nolin will be pushing a lot more of art and music. It can help takeaway some of the trauma. She has commissioned a muralist to make a piece of art out of all of the plexiglass to commemorate the Johnson community. It will be a cohesive piece that will then exist in 5 separate pieces. Dr. Nolin hopes that all community members will participate.

Grants Update (FY22 and Funding Positions for FY23)

Dr. Nolin provided a memo prior to the meeting, and she provided an update to grants. We would like to provide tutoring for students. Dr. Nolin reviewed on-demand tutoring. We have been beta testing with some department heads. Dr. Nolin believes it's a compelling new tool. It is chat based. It is also in several languages. We will pilot this during this summer. Ms. Brunel reminded the Committee of Mass General Law, chapter 44, section 53a and to follow it, these grants need to come back to us. Dr. Nolin reminded the School Committee that they have a policy that delegates to the Superintendent acceptance of grants. The discussion will be taken up at the next Policy Subcommittee meeting and Ms. Brunell would like a consultation by our counsel. Dr. Nolin reminded everyone that our counsel will be coming to the next Policy Subcommittee meeting, and this can be addressed by him.

Future Meeting Agenda Items

Dr. McKenzie would like to have Katie Sugarman, from Natick 180 and she is very interested to hear from her. Ms. Brunell would like to fit in the RFB for the Strategic Plan before the end of the year. She also asked that the Superintendent's evaluation have a more efficient process and that we squeeze that into the last two meetings so that everyone can go on vacation. She also requested that we look at the Johnson reassignment map. Chair Collins will take it under consideration.

Public Speak

Ms. Collins had received an email from Ms. Doran. Ms. Doran spoke remotely and was concerned about one School Committee's member's ideas regarding transparency. You can't pick and choose when to be transparent. She's questioning why the choice for the vice chair was made. She believed there must have been side conversations.

At approximately, 10:20pm, Dr. Fuxman moved to adjourn. Dr. McKenzie seconded. It was unanimously approved by those present 7-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Rose McDermott
Executive Assistant/Recording Secretary

Attest: _____

Documents Provided in Novus Agenda and materials used at this meeting:

Superintendent's Presentation

Subcommittee Assignments

School Committee Public Hearing Minutes of March 7, 2022, School Committee Meeting Minutes of March 7, 2022 and March 21, 2022 and Executive Session Minutes of March 21, 2022

Out of State Travel Documents - NHS to Galapagos Islands

Out of State Travel Documents - NHS Choir to Orlando

2021/2022 School Year Calendar

2022/2023 School Year Calendar

Panorama Data

Grants Update

Policies - JICE, EEAG and GDQD

ITEM TITLE: Appoint the Superintendent as the Natick School Committee's Representative to the ACCEPT Board of Directors for the FY23 Fiscal Year.

DATE: 6/7/2022

ITEM TYPE: Action

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
FY23 ACCEPT BOD Letter	FY23_ACCEPT_BOD_Letter_to_re_appoint.pdf	Cover Memo



NATICK PUBLIC SCHOOLS – SCHOOL COMMITTEE

Cathi Collins, Chair
13 East Central Street
Natick MA 01760
508•647•6500 (phone)
508•647•6506 (fax)

June 7, 2022

Dr. Donna Flaherty
Executive Director
ACCEPT Collaborative
4 Tech Circle
Natick, MA 01760

Dear. Dr. Flaherty,

Please be advised that, in accordance with Chapter 43 of the Acts of 2012, the Natick School Committee, at its regularly scheduled meeting of June 7, 2022, voted to appoint Superintendent of Schools, Dr. Anna P. Nolin as the Natick School Committee's representative to the ACCEPT Board of Directors for the 2022-2023 school year.

Best,

Natick School Committee

CC: Dr. Anna P. Nolin, Superintendent

ITEM TITLE:	Approval to Decommission Books
DATE:	6/7/2022
ITEM TYPE:	Action
ITEM SUMMARY:	These are books that are set to be decommissioned from the library per our weeding policy.
	LINK to District Weeding Policy
	LINK to Items
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Discussion and Vote on Extending the Vaccination Policy for Staff, Contractors, Vendors and Volunteers

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION: Move approval to extend Policy GBEF Vaccination Policy for Staff, Contractors, Vendors and Volunteer.

ATTACHMENTS:

Description	File Name	Type
GBEF Vaccine Policy	GBEF.pdf	Cover Memo

GBEF - (INTERIM) STAFF COVID-19 VACCINATION POLICY

The District is committed to providing a safe environment for the 2021-2022 school year during the COVID-19 pandemic. According to public health experts, vaccination is the leading prevention strategy to end the COVID-19 pandemic, prevent hospitalizations and severe disease, and keep members of our school community safe. Particularly due to the inability of students to obtain vaccination until they are age-eligible, and the environment of schools where groups are gathering indoors, the District, consistent with public health guidance and the Governor's Order, shall require all staff to demonstrate that they have received full COVID-19 vaccination and maintain full vaccination as a condition of employment. A person is fully vaccinated two (2) weeks after the final dose of vaccination (1 dose for Johnson & Johnson and 2 doses for Pfizer and Moderna). This policy reflects current vaccination timelines and recommendations, should conditions change, this policy will further define "fully vaccinated."

STAFF: This policy applies to all existing and newly hired employees and staff. Staff must demonstrate that they are fully vaccinated with an FDA approved or emergency use authorized COVID-19 vaccine by October 30, 2021. Only those staff who have been granted medical exemptions under the Americans with Disabilities Act ("ADA") or have an exemption for a sincerely held religious belief (Title VII) will be exempt from this mandate. (This section is subject to collective bargaining negotiations relative to implementation and impact).

Staff who are granted an exemption must either participate in NPS provided weekly asymptomatic COVID-19 testing when provided by NPS OR provide official proof of weekly negative COVID-19 tests as a condition of employment.

Natick Public School administration will establish processes for verifying staff vaccination status, the exemption process, and testing protocols necessary to implement this policy.

OTHER CONTRACTED AND CONSULTING EMPLOYEES: This policy also includes all contracted employees and outside vendors, including food service, transportation, visiting or consulting practitioners, regardless of whether the employee has been diagnosed with COVID-19 in the past.

This policy will remain in place until rescinded by the School Committee or the conclusion of the 2021-2022 school year, whichever comes first. This Policy may be reviewed and revised in response to issuance of public health and medical recommendations regarding vaccination, including but not limited to booster shots.

ITEM TITLE: Vote to Rescind the Student/Extra Curricular Activities Vaccination Policy
DATE: 6/7/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION: Move approval to rescind the Student/Extra Curricular Activities Vaccination section of the EBC Supplemental Policy

ATTACHMENTS:

Description	File Name	Type
EBC Supplemental	EBC_Supplemental.pdf	Cover Memo

INTERIM POLICY ON ISSUES RELATED TO THE COVID-19 PANDEMIC

The School Committee establishes an emergency, interim policy for the duration of the COVID-19 pandemic that will:

- promote public safety and the safety of students, faculty, and staff;
- maintain the district's commitment to an inclusive, equitable education;
- ensure support for all students, including those at highest risk educationally, socially, and/or economically;
- adhere, to the extent possible, to the guidance of the Department of Elementary and Secondary Education (DESE), MA Department of Public Health and other agencies of state and federal government; and expedite, in collaboration with the Natick Board of Health, the COVID-19 health and safety protocols.

The School Committee will authorize the Superintendent to act expeditiously in executing COVID-19 related school plans for students, their families, and the community.

Interim changes to policies affected by the pandemic

The Superintendent, with the advice and consent of the School Committee, may suspend or modify individual district policies to address the COVID-19 emergency.

The goal of emergency pandemic policies shall be to:

- ensure the safety and health of students, faculty, staff, and all persons who may come in contact with them;
- provide the most effective education across all learning models, to the extent possible under the circumstances;
- authorize changes to operating protocols, as needed, to open and operate schools effectively from various venues or platforms;
- conduct the business and operational functions of the district as efficiently as possible;
- allow the Superintendent and staff to act quickly to carry out a schooling plans; and
- facilitate the re-establishment of a safe and productive school day and year.

The development and implementation of school operations and procedures falls under the purview of the Superintendent. Per policy File BGD - School Committee Review of Procedures, the School Committee may review procedures developed by the Superintendent for the school system, but does not officially approve procedures and operations except when inconsistent with policies adopted by the Committee, required by state law, or other necessary circumstances. In order to allow the Superintendent to make COVID-related changes to operating protocols that would have been inconsistent with current policy, the School Committee is temporarily amending selected policy subsections.

Added/Amended Sections to the Policy Manual

The following sections of the NPS Policy Manual are hereby added or amended to address the COVID-19 pandemic.

- Face masks and face coverings (File: EBCFA)

A face mask or face covering that covers the nose and mouth must be worn by all individuals in school buildings, and on school transportation, even when social distancing is observed.

Face masks or face coverings may be removed only during school-designated periods for mask breaks and eating or drinking breaks, and while outside whenever permitted by school staff. During mask breaks, individuals must still maintain appropriate social distancing.

Exceptions to this policy under certain circumstances, such as for students with medical, behavioral or other challenges who are unable to wear masks, must be approved by NPS staff in consultation with the school nurse, Director of Health Services, or local Board of Health. Face shields or physical barriers may provide an alternative in some instances.

Visitors in violation of this policy will be denied entry to the school/district facility.

- Operations and plant maintenance and security (File EC, ECA)

Subject to the provisions of law, regulation and collective bargaining agreements, the Superintendent may suspend or amend current policy to ensure the efficient operation of business functions and maintenance of school buildings, and other such offices as the district maintains.

- Transportation and busing (File EE, EEAE EEAEC, EEAG)

Subject to current law and regulation, the Superintendent may suspend or modify policies related to the transportation of students by the school district. Legal requirements relating to IEP's that contain transportation for students shall not be altered without the appropriate family consent. These modifications shall be consistent with the district return to school plan.

- School calendar/school year (File IC/ICA)

Subject to the provisions of law, regulation, and collective bargaining agreements, the Superintendent may revise the school calendar with the approval of the School Committee.

- Time on learning and length of school day (File IC/ICA and ID)

Subject to the provisions of law, regulation, and collective bargaining agreements, the Superintendent may suspend or amend requirements for time on learning and may alter daily school hours as needed.

- Home-bound instruction (File IHBF)

The district shall provide remote instruction for students who are temporarily homebound due to illness, quarantine, or disability.

- Student assignment to schools (File JCA)

Subject to the provisions of law, regulation, and collective bargaining agreements, the Superintendent may alter or revise the assignment of students to schools.

- Student absences (File JH)

Subject to operative law and regulations, the Superintendent may suspend or modify policies related to student attendance.

- Discipline and Suspension/Expulsion (File JIC, JK)

The Superintendent, subject to the approval of the School Committee, shall adopt protocols for serving students who are disciplined or suspended during the pandemic emergency. The schools must include opportunities for students to make academic progress during that time. Students may elect to remain at home under the provisions of the policies related to homeschooling.

- Students at risk (JIE, JL, JLC, JLCC)

During the COVID pandemic, the Superintendent or principal of a school may revise or suspend provisions of policy to facilitate the education of students who are at risk, have special physical needs, or play a role as their family caregivers. This includes, but is not limited to, caring for or educating students with disabilities, illness, pregnancy, child rearing responsibilities, or special education needs consistent with law and regulation.

- Eligibility for participation in extracurricular activities including programs outside of the school day, school and school club-sponsored events, and school-sponsored athletics.

Subject to law, regulation, and standards established by the appropriate and legitimate regulatory body, the Superintendent may propose changes to district protocols for participation in extracurricular activities, including programs outside of the school day, school and school club-sponsored events, and school sponsored athletics subject to the rules established by the Massachusetts Interscholastic Athletic Association.

For the 2021-2022 school year, FDA approved vaccination against SARS-CoV-2 is required for all age-eligible students to participate in extracurricular activities, events and athletics that occur outside of the school day.

1. Age-eligible students
 - a. Students who participate in extracurricular activities including programs outside of the school day, school and school club-sponsored events, and school sponsored athletics. are required to be vaccinated except as outlined in b (below) .
 - b. Students who are unvaccinated are required to participate in state-sponsored testing through Natick Public Schools or submit evidence of a weekly negative COVID-19 PCR test delivered on the same timeline and due dates as the Natick Public Schools program.
2. Age-ineligible students
 - a. Students are required to participate in state-sponsored pooled, test and stay and symptomatic testing through Natick Public Schools or submit evidence of a negative COVID-19 PCR test delivered on the same timeline and due dates as the Natick Public Schools program.

- Exemptions from health and safety requirements for particular groups of students (File JL)

The Superintendent shall provide protocols to principals and educators teachers regarding students who may require special exemptions from health and safety standards during the pandemic emergency. Such protocols may address, for example, exemptions on the use of masks for the youngest children and/or high risk students.

- Illness and contact tracing (File JLCC)

The Superintendent may establish protocols for tracking student contacts as a means of locating others from whom students may contract or expose other persons to the COVID-19 virus. Such protocols will be consistent with law and regulation and be consistent with standards to protect the privacy of students, their families, and other persons.

- Privacy of Students (File JRA, JRA-R, JRD)

During the pandemic, the rights to privacy held by students and their families shall not be abridged by the public schools. Such rights extend to the confidentiality of student academic records, health data, economic status, and other such information as may be considered confidential by law.

Massachusetts law prohibits the recording of individuals without their permission. Similarly, students may not be recorded in classrooms by audio, visual, or remote means without the permission of parents or, if of age, by individual students. During periods of remote learning, the privacy of students participating in on-line classes shall not be violated by recording them without appropriate permissions.

- Visitors in schools and buildings (File KI)

Subject to current emergency declarations, the Superintendent may propose suspension or modification of district policies regarding visitors to school buildings during the school day and after school hours.

REFS.: Commonwealth of Massachusetts, Declaration of State of Emergency To Respond to Covid-19

Commonwealth of Massachusetts, COVID-19 Order No. 31

Center for Disease Control and Prevention Considerations for Wearing Masks

CROSS REF.: [BGD](#) - School Committee Review of Procedures

Adopted and Approved by School Committee on September 20, 2021

ITEM TITLE: Approval of the 2022/2023 School Committee Meetings Schedule
DATE: 6/7/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Draft schedule	2022- 2023_SCHOOL_COMMITTEE_MEETINGS_Draft.pdf	Cover Memo

**SCHEDULED SCHOOL COMMITTEE MEETINGS
2022-2023**

MEETING START TIME -6:30 P.M. (unless noted otherwise)

Please note that this schedule is subject to change.

2022

September	Monday	September	12
	Monday	September	19
October	Monday	October	3
	Monday	October	17
November	Monday	November	7
	Monday	November	21
December	Monday	December	5
	Monday	December	19

2023

January	Monday	January	9
	Monday	January	23
February	Monday	February	6
	Monday	February	27
March	Monday	March	6
	Monday	March	20
April	Monday	April	3 – Reorganization Meeting
	Monday	April	24
May	Monday	May	1
	Monday	May	15
June	Monday	June	5
	Monday	June	12

All meetings will be in the School Committee Room, Town Hall unless noted otherwise on the published agenda.

Please note that this schedule is subject to change.

Meeting information can be found at <http://natickschools.novusagenda.com/agendapublic>

ITEM TITLE:	Approval of Non-Represented Salary Schedule
DATE:	6/7/2022
ITEM TYPE:	Action
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	Move approval of the Non-Represented Salary Schedule

ITEM TITLE: Recognition of Nick DiAntonio, Unified Coach of the Year

DATE:

ITEM TYPE:

ITEM SUMMARY: **LINK** to Superintendent's presentation

Please note; changes may be made up until meeting time.

UNIFIED TRACK & FIELD Coaches of the Year Announced Today!
NICK DIANTONIO, Natick High School: “From the standpoint of Unified Track and Field, we model our coaching philosophy in close accordance with that of the Special Olympics: “Let me win, but, if I cannot, let me be brave in the attempt.” Specifically, while we coach our athletes to pursue victory, we understand that such an outcome is often unattainable for some of our athletes with physical and mental disabilities. Therefore, we concurrently emphasize such concepts as: the importance of true and valuable interpersonal relationships amongst teammates, healthy lifestyle choices, and, most importantly, working to build a genuinely inclusive school community. Simply stated, when an individual finishes with the Unified Track and Field season at Natick High School, if one can look in the mirror and affirm he or she has become a better person as a result of participation with our team, we have succeeded as coaches!

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Recognition of the Wilson Jazz Band and Wilson Winds

DATE: 6/7/2022

ITEM TYPE:

ITEM SUMMARY:

LINK to Superintendent's presentation

Please note; changes may be made up until meeting time.

On Thursday, May 12, 2022, the Wilson Jazz Band competed at the MAJE Jazz Festival in Southborough MA. At this competition, our students performed their selected pieces of music for a panel of judges who evaluate their playing on a large rubric of skills and techniques. Based on their score they receive a medal placement. Post their performance, they received a clinic with one of the judges to help them improve. We received a Silver Medal! Three of our students got recognized as "Outstanding Jazz Soloists"; Adam Sugarman on Trumpet, Liam Arandela on Drum Set, and Lauren Danahy on Alto Saxophone.

On Saturday, May 14, 2022, both our Jazz Band and Wilson Winds traveled to the Music in the Parks Festival. For this festival students performed for a panel of judges in the same manner at the MAJE and MICCA competitions. Received Feedback and ways to improved; and were scored against a rubric and placed in competition against other schools. Both groups received 1st place in our divisions and received a Superior rating (the highest rating possible). Additionally, both groups earned the highest score of the day, out placing 8 other High School music groups! At this festival, Chris Green was recognized with an individual award for an "Outstanding Jazz Solo".

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Recognition of Metrowest Student Film Festival Finalists

DATE: 6/7/2022

ITEM TYPE:

ITEM SUMMARY: **LINK** to Superintendent's presentation
Please note; changes may be made up until meeting time.

Two of our students: Lynne's Honors TV Broadcasting student Rachel Garrity, and an Independent Study student Ari Klawans were selected as finalists for the MetroWest Student Film Festival. Ari's film, Respectful Vampires of the Greater Boston Area, was selected in the live action short category and Rachel's film, What Art Means to Me, was selected in the documentary short category. Twelve films were chosen as finalists out of over 200 films!

Their films screened at The Natick Center for the Arts with a small reception following.

"The MetroWest Student Film Festival is dedicated to showcasing the talents and creativity of the region's youth by providing an opportunity for young filmmakers and production teams to explore and create stories through motion pictures. Finalists among these student-created films will be shared with friends, families and the community in TCAN's state-of-the-art screening room.

We envision the MWSFF as the largest student film festival of its kind in the region. Being part of this festival provides entrants the opportunity to:

Share films with the regional community

Screen films in an independent, state-of-the-art cinema

Network with a jury of judges from the industry, and other filmmakers in the region

Attend the festival premiere showcase". (<https://www.natickarts.org/mwsff>)

**BACKGROUND
INFORMATION:**

RECOMMENDATION:

ITEM TITLE:	Introduction of Erin Miller, Director of Student Services and Equity
DATE:	6/7/2022
ITEM TYPE:	Discussion
ITEM SUMMARY:	LINK to Superintendent's presentation <i>Please note; changes may be made up until meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Introduction of Jay Hoyer, Interim High School Principal
DATE: 6/7/2022
ITEM TYPE: Discussion
ITEM SUMMARY: **LINK** to Superintendent's presentation
Please note; changes may be made up until meeting time.
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE:	Review of the Strategic Plan Deliverables - Goals One, Four and Five
DATE:	6/7/2022
ITEM TYPE:	Discussion
ITEM SUMMARY:	Strategic Plan Master Slide Deck (one-stop shopping for all parts of the strategic plan) Superintendent Evaluation Memo Goal 1: Academic Achievement and Profile of a Graduate Goal 4: Financial and Strategic Planning Goal 5: Communication LINK to Superintendent's presentation <i>Please note; changes may be made up until meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Dyslexia Programming Update

DATE: 6/7/2022

ITEM TYPE: Report

ITEM SUMMARY: **LINK** to update

LINK to Superintendent's presentation

Please note; changes may be made up until meeting time.

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE:

Third Quarter FY22 Budget Update

DATE:

6/7/2022

ITEM TYPE:

ITEM SUMMARY:

LINK to update

LINK to Superintendent's presentation

Please note; changes may be made up until meeting time.

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Preliminary FY22 End of Year Projections

DATE: 6/7/2022

ITEM TYPE: Report

ITEM SUMMARY: **LINK** to projections

LINK to Superintendent's presentation

Please note; changes may be made up until meeting time.

BACKGROUND INFORMATION:


RECOMMENDATION:

ITEM TITLE: Enrollment Update
DATE: 6/7/2022
ITEM TYPE: Report
ITEM SUMMARY: **LINK** to Superintendent's presentation
Please note; changes may be made up until meeting time.
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
June 1st report	NPS_Student_Enrollment_- _2022_06_June.pdf	Cover Memo

Natick Public Schools - Student Enrollment June 01, 2022

	May 01, 2022																June 01, 2022														
		K	1	2	3	4	5	6	7	8	9	10	11	12	Total			K	1	2	3	4	5	6	7	8	9	10	11	12	Total
NHS / Northstar KENNEDY WILSON							232	201	239	190	396	381	385	381	1,543	NHS / Northstar KENNEDY WILSON							232	202	239	191	395	381	385	378	1,539
							184	201	198	231					814							184	203	197	231					815	
BEN-HEM		22	19	18	21	22										BEN-HEM		22	19	18	21	21									
		21	17	20	21	22												22	17	20	21	22									
		21	20	18	20	21												21	20	18	20	22									
		22	20	21	20	23												22	20	21	20	23									
		22	17	20	20	23												21	17	20	21	23									
Total:		108	93	97	102	111									511	Total:		108	93	97	103	111									512
BROWN		20	16	21	19	18										BROWN		20	16	21	19	18									
		20	15	21	18	20												20	16	21	18	20									
		19	17	21	21	20												20	17	22	21	20									
		20	14	22	20	16												19	15	21	20	16									
		19	15	22	20													19	15	22	20										
Total:		98	77	107	98	74									454	Total:		98	79	107	98	74									456
JOHNSON		21	20	19	23	17										JOHNSON		21	20	19	23	17									
		22	19	18	23	18												22	19	18	23	18									
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Total:		43	39	37	46	53									218	Total:		43	39	37	46	53									218
LILJA		19	18	19	20	20										LILJA		18	18	19	20	20									
		19	19	20	21	20												19	19	20	20	20									
		18	18	20	20	20												18	18	20	20	20									
		18			21	21												18			22	21									
Combo Classes:			8	10															9	10											
Combo Classes:			9	9															9	10											
Total:		74	72	78	82	81									387	Total:		73	73	79	82	81									388
MEMORIAL		19	19	19	20	19										MEMORIAL		19	20	19	20	19									
		20	19	19	17	18												20	19	19	17	18									
		18	18	19	19	19												18	18	19	19	19									
		19	18	20	20	19												19	18	20	20	19									
					18																18										
Total:		76	74	77	94	75									396	Total:		76	75	77	94	75									397
PRE-K NHS	108														108	PRE-K NHS	104														104
PRE-K LIL	27														27	PRE-K LIL	27														27
PRE-K-MEM	15														15	PRE-K-MEM	15														15
TOTAL:	150	399	355	396	422	394	416	402	437	421	396	381	385	381	5,335	Total:	146	398	359	397	423	394	416	405	436	422	395	381	385	378	5,335

ITEM TITLE: Update on Middle School Class Sizes

DATE: 6/7/2022

ITEM TYPE: Report

ITEM SUMMARY: **LINK** to memo

LINK to Superintendent's presentation

Please note; changes may be made up until meeting time.

BACKGROUND INFORMATION:

RECOMMENDATION:
