

**King Philip Regional School Committee
Remote Meeting - Approved
Monday, November 16, 2020 – 7PM**

ROLL CALL OF COMMITTEE MEMBERS

Members Present:

Norfolk:	Michael Gee, Jim Lehan, Sarah Ward
Plainville:	Bruce Cates, John Faraca, Samad Khan
Wrentham:	Jim Killion, Trevor Knott

Members Absent:

Norfolk:	Present
Plainville:	Present
Wrentham:	Erin DeStefano

HS Student Council Representative: Miss James

Visitors:

Mr. Zinni, Dr. Gilson, Mr. Azer, Mr. Bois, Ms. James

Mr. Zinni will be recording and live streaming this meeting. NorthTV will be recording this meeting for Plainville residents to view.

Introduction of New King Philip Regional School Committee Member – Mr. John Faraca:

Mr. Gee introduced Mr. John Faraca who has taken over the remaining one-year term of Ms. Sharpe as the Plainville School Committee representative to the King Philip Regional School Committee.

OPENING OF MEETING:

Mr. Gee, Chair opened the meeting at 7:00pm and read the following statement into the Minutes:

Good evening. This Open Meeting of the King Philip Regional School District is being conducted remotely consistent with Governor Baker’s Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of the “COVID-19 Virus.” “Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, Section 20.”

In order to mitigate the transmission of the COVID-19 Virus, we have been advised and directed by the Commonwealth to suspend public gatherings, and as such, the Governor’s Order suspends the requirement of the Open Meeting Law to have all meetings in a publicly accessible physical location. Further, all members of public bodies are allowed and encouraged to participate remotely.

The Order, which you can find posted with agenda materials for this meeting allows public bodies to meet entirely remotely so long as reasonable public access is afforded so that the public can follow along with the deliberations of the meeting.

Ensuring public access does not ensure public participation unless such participation is required by law. This meeting will present public comment during that designated portion of the meeting. As directed in the posting, public comment should have been emailed to the superintendent of school prior to the start of the public comment section of the meeting and will be read by the superintendent on the commenter’s behalf.

For this meeting, the King Philip Regional School District is convening by Zoom Meeting as posted on the District’s Website identifying how the public may join. Please visit: www.kingphilip.org
Please note that this meeting is being recorded, and that some attendees are participating by video conference. All voted will be taken by roll call vote.

This meeting is being recorded and live streamed by King Philip. The meeting is also being live streamed by NorthTV.

PUBLIC COMMENT:

Mr. Zinni reported that there were no public comments received.

Consent Agenda

Approval of Minutes:

- ✦ A Motion was made by Mr. Lehan, seconded by Mr. Killion, to approve the Minutes of November 2, 2020, as presented. All in favor by roll call vote: Yes (7): Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Killion, Mr. Knott; No (0); Abstain: (1 – John Faraca). Motion carried.

Approval of Executive Session Minutes:

The Executive Session minutes dated October 19, 2020 will be discussed in Executive Session. Mr. Gee indicated that approval is tabled until after Executive Session.

Payment of Bills, Financial Report:

- ✦ A Motion was made by Mr. Killion, seconded by Mr. Lehan, to approve the following Warrants: 34 Payroll and 35, 36, 37a, 37b, 37c, 38 Accounts Payable. All in favor by roll call vote: Yes (8): Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Faraca, Mr. Killion, Mr. Knott; No (0); Abstain: (0). Motion carried.

Communication:

- HS Student Council Report: The HS Student Council Report dated November 16, 2020 was presented by Miss Ahunna James. Miss James reported that the Annual DECA Installation Ceremony will be held on Thursday, November 19, 2020 at 7pm. This will be a virtual event held through *Facebook Live*, in which school committee members are welcome to attend.

REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT:

Covid-19 District Update:

Mr. Zinni reviewed the “red zones” outlined in the state’s color-coded map of cities/town for the weekly state Covid-19 report including Wrentham and Norfolk. He noted that these zones may be “red” due to circumstances unrelated to the schools and the administration is monitoring cases within the school affecting students and staff members. Mr. Zinni indicated that the DOE has indicated that being categorized in the “red zone” does not equal remote and the district can evaluate at their own discretion in consultation with the Board of Health, town administrators, elementary superintendents, and school nurses.

Mr. Zinni indicated that there has been a significant uptick in the number of students who are now being taught remotely. As of today, the MS the number has increased from 55 to 82 and at the HS the number has increased from 97 to 220. These increases from in-person learning to remote change the coding that is reported to DESE on how students are acquiring their education within the state.

Mr. Zinni discussed the Remote Academy at the MS as more students are going remote the administration will make adjustments accordingly. Once this data has been reviewed, the information will be shared with the school committee as it becomes available. The main focus is to keep our students safe.

Discussion ensued on asynchronous learning at the MS and the differences between the MS and the HS. For Grade 7 this has become the most challenging grade especially with regard to the differences in which classes are set up compared to Grade 6. For Grades 7 and 8 there is a significant changes and adjustments moving to the MS model with different teachers and assignments with different due dates. The administration is aware and recognizes these challenges that these students are facing and are working on this transition.

Discussion ensued on the HS teachers who are able to live stream and HS students are able to regulate their time due to the rotating schedules, etc. HS AP classes are able to continue and students are able to stay with the teachers that they are assigned to.

HS Sports and Use of Gymnasiums:

Mr. Zinni indicated that according to the MIAA, winter sports are currently on schedule to occur in December and January with a shortened season, with no playoff games. Gyms are not available during the week to be used for practices as they are being used as classrooms; therefore, all practices and home games will need to be held on the weekend. These areas will need to be cleaned and thoroughly disinfected and there was some discussion on overtime for the custodial staff to clean these areas once they have been used for practices and games. Also, the gyms will need to be broken down on Friday nights and set back up on Sunday nights to be ready for a Monday school schedule for classroom use. The administration has looked at renting outside facilities which will involve rental costs and transportation. Mr. Brown, Athletic Director, is checking with the YMCA and elementary districts for using their gymnasiums, however, there are space/time limitations as other Hockomock League districts also need space to practice.

Thank you to Norfolk Support Group:

Mr. Zinni thanked Kendra Bixby and Sarah Hanifin and all the members of Norfolk Support & Connect and The Norfolk Community Page for providing two \$200 gift cards from Panera Bread. These gift cards have been distributed to the principals of the HS and MS so that they may provide a special treat to their staff.

Contact Tracing/Social Distancing:

Discussion ensued on contact tracing should a student become infected with COVID-19. Mr. Zinni reviewed the procedure for contact tracing and quarantine restrictions based upon the guidelines provided by the state. Discussion ensued on social distancing and that there cannot be a violation of 3' distancing within the classroom and students must also social distance on the busses.

Equity and Access:

Dr. Gilson provided an update on the state approach to Equity and Access and KP's involvement in this area. The state's framework for consideration of what falls under Equity and Access encompasses many topics that include: social/emotional health; LGBTQ, racial equity, culturally responsive teaching, ELL, homelessness, social economics, inclusion, social justice, and mental health. KP and the three elementary district administrators have pursued additional intensive training related to Access and Equity through training consultants Dr. Darnisa Amante-Jackson, educational and racial equity strategist, and Gene Grove Thompson, school reform and Equity expert. Ultimately, we want our students to know that they are valued and respected in our schools by honoring their uniqueness.

Additionally, the district has had teams actively engage with the state conferences on Access and Equity, undertaken further learning that is directed towards improving culturally responsive instruction (talking about race, implicit bias, belonging, privilege, equity vs. equality, and what it means to be an upstander/bystander), and are continuing to review instructional resources through an equity lens. Student discussion on Equity and Access through the LGBTQ and Diversity clubs are taking place as well as with School Council as part of the annual school improvement planning process.

Thank you to Hockomock YMCA:

Recently during the cafeteria workers quarantine situation, the administration coordinated with the Hockomock YMCA, the elementary districts, and a private vendor to provide meals to our students. This group also prepared meals for families in need to pick up at the schools to provide nourishment to their families. Mr. Zinni extended a sincere thank you and appreciation for their services to our students. A press release will be issued to publicly thank everyone. A special thank you to Mary Ann Reynolds, KP Food Service Director, Linda King Norfolk Food Services Director, Maura Crowley, Food Services Director for Plainville and Wrentham, Ms. Pearl, Director of Wellness for the four districts, Hockomock YMCA Director of Health Innovations Mary Kate Bergen, KP Secretaries April Sloan and Corey Flynn, KP Technology Staff, KP Administration, Jim Downs, Chief Operating Officer of the Hockomock YMCA, Kim Jennings, Executive Vice President of Child Care Services, Y Volunteer Kayla Dunn. Mr. Zinni also thanked Revolution Foods to provide meals during this time.

The School Committee extended their thanks and gratitude to all involved.

Reopening after Thanksgiving:

At the October 19, 2020 School Committee meeting, Mr. Zinni shared his concern about not having enough classroom coverage after Thanksgiving break as there may be some staff attendance issues related to "red zone" traveling leading to a 14-day quarantine due to exposure to COVID-19. Also, families and students have many reasons to continue to visit their families and obligations to attend to over the Thanksgiving holiday break and college students will be returning home.

Mr. Zinni proposed having Monday, November 30 (Cohort A) and Tuesday, December 1 (Cohort B), as remote days, with Wednesday, December 2 (Both A & B), already being a remote day, allowing for three full days remote. This would allow for voluntary testing for staff to occur on Monday, November 30 and to have their results back within 24 hours. Mr. Zinni noted another factor to go remote for those two days, is that substitute coverage is very limited and there is no place to "warehouse" students so that they are social distanced appropriately.

✚ A Motion was made by Mr. Lehan, seconded by Mr. Khan, to make Monday, November 30 and Tuesday, December 1, 2020, after Thanksgiving break, remote learning days.

Discussion followed that the elementary districts were not entertaining this plan as they have a whole different structure. The School Committee asked for a post analysis and Mr. Zinni will collect any available data and share it with the Committee.

Discussion ensued on the plan for students who are scheduled to be in school on Wednesday, December 2nd. Mr. Zinni indicated that that day will be treated exactly like any other and students will receive transportation and lunch.

Hearing no further discussion, the Chair moved the Motion on the table:

- ✚ A Motion was made by Mr. Lehan, seconded by Mr. Khan, to make Monday, November 30 and Tuesday, December 1, 2020, after Thanksgiving break, remote learning days. All in favor by roll call vote: Yes (8): Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Faraca, Mr. Khan, Mr. Killion, Mr. Knott; No (0); Abstain (0). Motion carried.

Technology Finances:

Mr. Bois gave an overview on Cleartouch Boards Technology equipment which are interactive and linked to the internet. These devices could make it considerably easier for teachers to live stream their instructions. Mr. Bois was able to secure 123 of these devices and the district could lease/buy them over a five-year period, with an estimated cost of \$85,000 per year for five years, with School Committee approval. Discussion ensued on operational cost vs. capital cost to the district and whether this would impact the budget. Mr. Azer explained that this transaction would be budget neutral.

- ✚ A Motion was made by Mr. Knott, seconded by Mr. Lehan, to approve a five-year term lease/purchase for the acquisition of Cleartouch devices, at an approximate cost of \$425,000.00. All in favor by roll call vote: Yes (8): Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Faraca, Mr. Khan, Mr. Knott, Mr. Killion; No (0); Abstain (0). Motion carried.

Unfinished Business:

Policy Review: Section G – Personnel (2nd reading):

- ✚ A Motion was made by Mr. Khan, seconded by Mr. Killion, to approve the following policy files in Section G – Personnel of the King Philip Regional School District’s Policy Manual as presented by the Policy Subcommittee:

GA PERSONNEL POLICY GOALS
GBA EQUAL EMPLOYMENT OPPORTUNITY
GBEA STAFF ETHICS/CONFLICT OF INTEREST
GBEB STAFF CONDUCT
GBEBC GIFTS TO AND SOLICITATIONS BY STAFF
GBEBD ONLINE FUNDRAISING AND SOLICITATIONS - CROWDFUNDING
GBEC DRUG-FREE WORKPLACE
GBED TOBACCO USE ON SCHOOL PROPERTY BY STAFF MEMBERS PROHIBITED
GBGB STAFF PERSONAL SECURITY AND SAFETY
GBGF FAMILY AND MEDICAL LEAVE
GBJ PERSONNEL RECORDS
GBK STAFF COMPLAINTS AND GRIEVANCES
GCBB EMPLOYMENT OF PRINCIPALS
GCF PROFESSIONAL STAFF HIRING
GCG SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT
GCJ PROFESSIONAL TEACHER STATUS
GCO EVALUATION OF PROFESSIONAL STAFF
GCQD RESIGNATION OF PROFESSIONAL STAFF MEMBERS
GCRD TUTORING FOR PAY
GDB SUPPORT STAFF CONTRACTS AND COMPENSATION PLANS
GDCCA INDEPENDENT EMPLOYEES SICK LEAVE BANK
GDQD SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS

All in favor by roll call vote: Yes (7) Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Killion, Mr. Knott; No (0); Abstain (1-Mr. Faraca). Motion carried.

Policy to Rescind (2nd Reading):

GDE – Support Staff Recruiting/Posting of Vacancies

- ✦ **A Motion was made by Ms. Ward, seconded by Mr. Khan, to approve to rescind Policy File GDE – Support Staff Recruiting/Posting of Vacancies, as presented by the Policy Subcommittee. All in favor by roll call vote: Yes (7) Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Killion, Mr. Knott; No (0); Abstain (1-Mr. Faraca). Motion carried.**

NEW BUSINESS:

MASC Business Meeting Report: Mr. Khan

Mr. Khan attended the MASC Annual Meeting held virtually on Saturday, November 7, 2020. A total of 143 delegates attended this session representing school districts across the state of Massachusetts who participated in the deliberations of the meeting. Andrea Wadsworth was elected to the 2021 MASC Board of Directors as President-Elect in a vote of 69-51.

The following five resolutions were voted as a group: Resolution 2, 3, 6, 8 and 9 and were approved unanimously by the delegates. The following resolutions passed following in-depth discussions: 1, 4, 5 amended, 7 and 10.

REPORTS FROM SCHOOL COMMITTEE MEMBERS:

Ms. Ward – Norfolk School Committee: Summary of Norfolk School Committee Meeting of 11/10/20

- \$500 donation from Gretchen S. Sullivan Memorial Fund for the H. Olive Day School
- Presentation from Dot Pearl for an update on the Wellness Grant that began in 07/2019
- Chose two members for the subcommittee for Superintendent contract negotiations
- Voted to accept the MOA with Holmes Transportation
- Voted on PTO fundraisers for the remainder of the school year
- Received results of parent/guardian survey:
 - o 593 responses, most were positive responses
 - o Overall parents felt that they were getting just enough communication (83%)
 - o Most parents felt that the expectations for their child were clear
 - o Some items to address:
 - Clarifying procedures for quarantining your child, if a sibling needs to be quarantined, etc.
 - Working on social opportunities for remote learners
 - Helping families keep track of specialists' schedules
 - o COVID statistic dashboard for the district added to the website and is now live. Will be updated on Thursday to be in sync with state updates.
 - Information will be shown by district and by building
- Renewal of partnerships with NCL and SEPAC
- Next meeting: December 15th

Mr. Faraca – Plainville School Committee: As a result of a recent survey, parents felt that the schools are doing very well with safety protocols in place; social distancing at 3' is a real restriction; there was an 80% response rate.

Mrs. DeStefano – Wrentham School Committee: None

Question from Individual Committee Members:

Mr. Knott asked about a qualitative survey on learning.

ADJOURNMENT INTO EXECUTIVE SESSION

At 9:30pm, a Motion was made by Mr. Killion, seconded by Mr. Lehan to adjourn into Executive Session for the following purposes of Executive Session:

No. 1: To discuss the reputation, character, physical condition, or mental health, rather than Professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member of individual; and

No. 2: To discuss strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel (Successor contract for superintendent); and

No. 3: To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares (Unit A-Successor contract negotiations).

All in favor by roll call vote: Yes (8) - Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Faraca, Mr. Killion, Mr. Knott; No (0); Abstain (0). Motion carried.

Return to Open Session:

At 10pm, the School Committee returned to open session and continued the meeting of November 16, 2020 that was recorded by Mr. Zinni.

Approval of Executive Session Minutes:

- A Motion was made by Mr. Cates, seconded by Mr. Khan, to approve and retain the Executive Session Minutes dated October 19, 2020. All in favor by roll call vote: Yes (5) - Mr. Gee, Mr. Lehan, Ms. Mr. Cates, Mr. Khan, Mr. Killion, No (0); Abstain (3 – Ms. Ward, Mr. Faraca, Mr. Knott). Motion carried.

Superintendent’s Successor Contract Negotiations:

- A Motion was made by Mr. Knott, seconded by Mr. Lehan, to authorize the Chair to enter into negotiations with Mr. Zinni, Superintendent for a successor individual employment contract. All in favor by roll call vote: Yes (8) - Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Khan, Mr. Faraca, Mr. Killion, Mr. Knott; No (0); Abstain (0). Motion carried.

ADOURNMENT:

- At 10:05pm, A Motion was made by Ms. Ward, seconded by Mr. Cates, to adjourn. All in favor by roll call vote: Yes (8): Mr. Gee, Mr. Lehan, Ms. Ward, Mr. Cates, Mr. Faraca, Mr. Khan, Mr. Killion, Mr. Knott; No (0); Abstain: (0). Motion carried.

Mr. Gee adjourned the meeting.

Respectfully submitted,

*Elisa Barrett Witkus
Executive Assistant & Secretary to the School Committee*

Documents Presented on November 16, 2020:

- Agenda
- Draft Minutes of November 2, 2020
- Warrants
- HS Student Council Report

GA	PERSONNEL POLICY GOALS
GBA	EQUAL EMPLOYMENT OPPORTUNITY
GBEA	STAFF ETHICS/CONFLICT OF INTEREST
GBEB	STAFF CONDUCT
GBEBC	GIFTS TO AND SOLICITATIONS BY STAFF
GBEBD	ONLINE FUNDRAISING AND SOLICITATIONS - CROWDFUNDING
GBEC	DRUG-FREE WORKPLACE
GBED	TOBACCO USE ON SCHOOL PROPERTY BY STAFF MEMBERS PROHIBITED
GBGB	STAFF PERSONAL SECURITY AND SAFETY
GBGF	FAMILY AND MEDICAL LEAVE
GBJ	PERSONNEL RECORDS
GBK	STAFF COMPLAINTS AND GRIEVANCES
GCBB	EMPLOYMENT OF PRINCIPALS
GCF	PROFESSIONAL STAFF HIRING
GCG	SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT
GCI	PROFESSIONAL TEACHER STATUS
GCO	EVALUATION OF PROFESSIONAL STAFF
GCQD	RESIGNATION OF PROFESSIONAL STAFF MEMBERS

GCRD	TUTORING FOR PAY
GDB	SUPPORT STAFF CONTRACTS AND COMPENSATION PLANS
GDCCA	INDEPENDENT EMPLOYEES SICK LEAVE BANK
GDQD	SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS
GDE	SUPPORT STAFF RECRUITING/POSTING OF VACANCIES - RESCIND