The Regular Meeting of the Brockton School Committee was held this evening, at six o'clock. These minutes contain a summary of the meeting and list items that were under discussion.

Mayor Sullivan called the meeting to order at 6:00 p.m., followed by a salute to the flag.

Mayor Sullivan, Chair read the following information for the record.

Due to the ongoing COVID-19 Pandemic and State of Emergency, on March 12, 2020, Governor Baker issued an Executive Order Temporarily Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A sec. 20. Pursuant to the Order, public bodies are temporarily relieved from the Open Meeting Law's requirement that meetings be held in public places, open and physically accessible to the public, so long as measures are taken to ensure public access to the bodies' deliberations "through adequate, alternative means."

This meeting will be held and will be accessible to the public via Brockton Community Access, Brockton Public Schools website, www.bpsma.org, YouTube and Comcast channel 12

The public can access this meeting via this link: www.youtube.TheBrocktonChannels

Mayor Sullivan, Chair took a roll call vote under the revised open meeting law.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Superintendent Thomas – yes (non-voting)

Mayor Sullivan took a roll call to establish a quorum.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Superintendent Thomas – yes (non-voting)

Mayor Sullivan thanked the Vice-Chairman and members of the School Committee, we just had a public hearing and thanked the resident that expressed her opinion. Mayor Sullivan thanked CFO Aldo Petronio and City CFO Troy Clarkson for working with us on the subcommittee.

Mayor Sullivan thanked Malinda Campbell, Executive Assistant to the Superintendent and all her efforts compiling the agenda's and the Brockton Community Access for all their efforts in facilitating our zoom meetings.

Also Present: Executive Team Members, Kim Gibson BEA President, Richard Bath

Consent Agenda

Mayor Sullivan explained the purpose of the Consent Agenda and asked members if they would like to remove any items for further discussion. Mr. D'Agostino asked to remove Item B, *Approval of Minutes: May 19, 2020 Finance Subcommittee Meeting* and Item C, *Approval of Minutes: May 19, 2020 Public Hearing on School Choice Meeting* and Item D, *Approval of Minutes: May 12, 2020 Policy Subcommittee Meeting* giving an overview report on the following consent agenda items.

Mr. Sullivan asked to remove Item E, *Approval of Bid Review Subcommittee Report, May 28, 2020* giving an overview report on the following consent agenda item.

Mr. Minichiello moved the Superintendent's recommendation to approve the remainder Consent Agenda items: A, F, and G seconded by Ms. Sullivan.

- A. Approval of May 19, 2020 Regular School Committee Meeting Minutes
- F. Approval of School Closing Date for 2019-2020 School Year
- G. Acceptance of Notification of Personnel Actions: Leaves of Absence, Resignations, Retirements

Mayor Sullivan took a roll call vote to approve the remainder Consent Agenda items:

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

Item B, Approval of Minutes: May 19, 2020 Finance Subcommittee Meeting discussing the agenda items:

- 1. FY2020 budget
- 2. FY2021 budget
- 3. New Business

Ms. Sullivan moved to approve Item B, Approval of Minutes: May 19, 2020 Finance Subcommittee Meeting; the motion was seconded by Ms. Asack.

Mayor Sullivan took a roll call vote to approve Item B, Approval of Minutes: May 19, 2020 Finance Subcommittee Meeting.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

Item C, Approval of Minutes: May 19, 2020 Public Hearing on School Choice Meeting discussing the agenda items:

- 1. Call Meeting to Order
- 2. Hearing of Visitors
- 3. Closing of Public Hearing
- 4. Discussion/Comments
- 5. Adjournment

Ms. Sullivan moved to approve Item C, Approval of Minutes: May 19, 2020 Public Hearing on School Choice Meeting; the motion was seconded by Ms. Asack.

Mayor Sullivan took a roll call vote to approve Item C, Approval of Minutes: May 19, 2020 Public Hearing on School Choice Meeting.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes Ms. Sullivan – yes

Voted: to approve the motion, unanimous.

Item D, Approval of Minutes: May 12, 2020 Policy Subcommittee Meeting discussing the agenda items:

- 1. Selection of New Graduation date(s)
- 2. DESE modified competency determination requirements for the class of 2020

- 3. Virtual Kindergarten registration
- 4. Promotion / Grate 6 placement
- 5. TAG 2020-2021
- 6. Other Business

Ms. Sullivan moved to approve Item D, Approval of Minutes: May 12, 2020 Policy Subcommittee Meeting; the motion was seconded by Ms. Asack.

Mayor Sullivan took a roll call vote to approve Item D, Approval of Minutes: May 12, 2020 Policy Subcommittee Meeting.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes Ms. Sullivan – yes

Voted: to approve the motion, unanimous.

Item E, Approval of Bid Review Subcommittee Meeting Report, May 28, 2020 discussing the agenda items:

- A. To accept the report of the Subcommittee as presented.
- B. To accept the following bid: O'Sullivan Flooring Co., Inc. Quincy, MA 02169

Mr. Sullivan moved to approve Item E, Approval of Bid Review Subcommittee Meeting Report, May 28, 2020; the motion was seconded by Ms. Sullivan.

Mayor Sullivan took a roll call vote to approve Item E, Approval of Bid Review Subcommittee Meeting Report, May 28, 2020.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes Ms. Sullivan – yes

Voted: to approve the motion, unanimous.

Communication

None

Superintendent's Report

Superintendent Thomas thanked Mayor Sullivan for working with the local clergy and putting together the prayer vigil held at City Hall. He expressed how devastated we all are by the news of the murder of George Floyd, it is a painful and horrible history that we have here in America. He expressed that someone like himself will never feel that pain or be able to feel the heartbreak that the people of color feel from what they are going through right now. As a school community and a community of Brockton, we need to stand together and do everything we can both in the city and school department to rule out hatred, racism and indifferences.

Superintendent Thomas thanked School Committee members for their support, stating together we can make Brockton better. We have a lot of work to do, to move forward to make our school system and community better for everyone.

Mr. Minichiello talked about growing up here in the City of Brockton and it being a unique place (not saying that we don't have problems or issues) having friends of all ethnicities and races Brockton has provided a unique environment. He is glad that we do not share the severity of problems that other cities and communities do. It's amazing of the stupidity and unnecessary actions of crazy people dealing with people of color and you wonder why that continues to happen, just out of common sense and humanity someone's on the ground in handcuffs; what is going on here? Luckily, we do live in a city where we care about one another and this type of behavior is not tolerated, would not and never really was in his lifetime here in Brockton. We do share a commonality acceptance of all people, we enjoy each other's company, differences, and we come together. In times of hurt we support one another and we will continue to do so

for our students and staff. Brockton is a great unique place, lets pray for the family that lost their son as well as other families that have lost their sons and daughters, together we will get through this and he hopes tonight in Brockton people will voice themselves in a respectful and peaceful manner. We are a strong community, we are the City of Champions.

Mr. D'Agostino echoed both Mayor Sullivan and Mr. Minichiello. Upon seeing the video, he was disgusted and angered and couldn't believe what he was watching and was waiting for someone to step in to stop and it never happened. There are things and ways we can do better in Brockton. We have a great diversity population and that is one of our strengths here in Brockton. Mr. D'Agostino mentioned he and his wife choose to live here and raise a family because of the great diversity and different backgrounds. Our hearts go out to George Floyd's family.

Mr. Sullivan expressed his sympathy and mentioned this incident should have never happened to the Floyd's family. Mr. Sullivan and his entire family feels saddened and agree this should have never happened wishing there was something they could do to change it.

Student Report

Student Representative Georgiana Younes gave a report on happenings at Brockton High School.

- On the BPS website, you are now able to view the senior virtual art exhibit which includes pieces that would have been featured in the annual HarborOne art show. Please take a moment to visit the website and view the incredible artwork presented by our graduating seniors.
- For current high school juniors who would like to continue their college search throughout this time, a webinar conducted by the Associate Dean of Admissions at Bridgewater State University will be held on Wednesday, June 3rd at 6:30 pm. Information on how to join the webinar can be found on the BPS website under the grades 9-12 resources.
- The months of May and June are a busy time for Brockton High School but due to the school closures there isn't much going on. With that said students and teachers continue to learn and grow throughout the virtual learning process.
- Many students have voiced their concerns to teachers about their ability to complete assignments
 amidst a global pandemic and the Black Lives Matter movement. Teachers have been understanding of
 the circumstances their students are under and how it has impacted us.

Mayor Sullivan thanked Georgiana for the update of information.

TAG Selection for 2020

Superintendent Thomas invited June Saba-Maguire Chief Academic Officer and Dr. Ethan Cancell Executive Director Assessment, Accountability, Technology & Student Data Research to give an update on the TAG selection for the 2020-2021 school year.

Ms. Saba-Maguire expressed her solidarity for the strong stance and leadership Mayor Sullivan, Superintendent and School Committee members have taken against the heinous acts that have continued to be inflicted against people of color in this country and community. As we begin to think about the transition back to school we will work with our school leaders, teachers and all staff to prepare them to support our students and our families and to deepen our commitment and address systemic racism that exist in our country and school systems. We are thinking deeply about access and equity that honors the community that we all serve. Our approach and selection of students for the TAG program is important and a true representative of our community. Our team is working with a combination of the STAR assessment and teacher and principal recommendations to make the initial decision. We have received all information from all elementary principals and held the initial meeting with the district team members; Chief Academic Officer June Saba-Maguire, Executive Director Assessment, Accountability, Technology & Student Data Research Dr. Cancell, Director of Title One Karen McCarthy and Principal of the Angelo School John Kelly. During the meeting they have reviewed each candidate and had discussion. There is another meeting scheduled for tomorrow and a list of recommendations should be available by the end of this week with notifications of potential in-coming TAG families next week. There will be an opportunity for parents of students who perhaps feel that their child was overlooked to submit an appeal to the Office of Teaching and Learning, Ms. Saba-Maguire will be the point of contact and guidance for families that may want to visit the process.

Dr. Cancell expressed his agreement with the sentiments the Mayor, Superintendent and School Committee have raised tonight. He then briefly outlined the steps that were taken in the TAG process. It is important to note that only having STAR this year, principals talked extensively with their leadership teams and teachers gathering as much evidence as possible to make the TAG candidate decisions. The process was instructive enough to incorporate for next year, the insight and various data teachers shared was important.

Questions/Answers

None

Remote Learning Update & Engagement Report

Superintendent Thomas invited June Saba-Maguire who will report on K-5, Dr. Clifford Murray to report on the middle and high school and Dr. James Cobbs to report on Edison Academy.

Ms. Saba-Maguire mentioned we are twelve weeks into remote learning environment experience we are looking forward to our three plus weeks remaining in this school year, and would like to communicate to our families and teachers that we recognize nothing that we're doing in this remote learning could replace the in person school interaction and most importantly the teaching and learning that happens in the classroom. Overall remote learning has gone well in the Brockton schools, we look at participation and recognize there are many reasons the levels of participation has varied. We are prepared to engage in the work that is needed for our students on their return to school.

Below are percentage rates of participation in remote learning across the district, it is an average across the grade level; high, medium and low/none.

Elementary student participation

- 62% high
- 28% medium
- 10% low/none

The district continues to reach out to all families particularly students and families that are harder to reach. we have systems in place and we'll continue to do so. It's important for parents to know our principals, curriculum leaders and teachers are working tirelessly to continue to support students during the last three weeks of school. We want our students to remain engaged in the work provided through the district and teacher resources. We are looking forward to seeing our teachers, staff, students and families back in our schools.

Dr. Murray echoed everyone's sentiment to what is taking place in our country, it is very disheartening that in his life and our countries life these things still go on. As the Superintendent mentioned we still have a lot of work to do and we're getting started on it right away.

The middle school and high school engagement varies, it's by school and grade and varied in a wide range and factors, such as connectivity we were only able to provide one device per household even if there is more than one student, many of the older students at high school had jobs prior to COVID-19 and many are working more now especially with family members unemployed.

Middle school student participation

- 50% high
- 30% medium
- 20% low

High school student participation

- 45% high
- 35% medium
- 20% low

Dr. Cobbs reported there are a total of 500 students enrolled in Edison Academy of which 345 students are enrolled in the edgenuity software. Of the 345 students 120 are currently participating remotely. Edison online classes will continue through the summer and finish on July 29th this will give time to make up work.

Edison Academy participation

- 1/3 high
- 1/3 medium
- low we will continue to reach out and connect with students

Superintendent Thomas mentioned our district was not designed for remote learning it's all around equity. Superintendent Thomas spoke with Mr. Tripp Jones and Superintendent's from New Bedford, Chelsea and Worchester who are very active with the City of Brockton and the lawsuit of equity and education.

Superintendent Thomas commended administration and teachers in providing remote learning for students considering the limited time and resources that have been available.

Grade 6 Placement

Superintendent Thomas mentioned grade 6 placement is delayed one week. Ms. Marcia Andrade-Serpa Director of Parent Information Center will join the conference call and provide information under new business and conversation regarding North Middle School and detailed numbers for grade 6 district wide.

Items to Refer to Subcommittee

- Mr. D'Agostino is requesting the following subcommittee meetings:
 - 1. Safety/Security/Transportation Subcommittee 6/9/20
 - 2. Special School Committee meeting for the FY2021budget 6/10/20
 - 3. Finance Subcommittee meeting -6/4/20, 6/9/20 and 6/11/20 (if needed)

Mr. Petronio will provide budget materials to school committee members in advance to review prior to the Finance Subcommittee meeting.

Mayor Sullivan, Chair appointed Mr. D'Agostino, Vice-Chair to chair the meeting as he needed to attend to a matter.

Revised 2020-2021 BPS Academic School Calendar

Superintendent Thomas discussed the revised 2020-2021 BPS Academic School Calendar. Boston Mayor Marty Walsh has canceled the Boston Marathon scheduled for September 14, 2020 as a holiday in the State of Massachusetts. We are asking the committee to amend the 2020-2021 BPS Academic School Calendar to put back in September 14, 2020 as a school day and change the last day of school back to June 17, 2021 with no snow or cancellations if we should use the snow days the last day would be June 24, 2021.

Comments

- Mr. Minichiello agreed if Marathon Monday is no longer a holiday we should amend September 14, 2020 unless someone objects.
- Ms. Asack asked during election day, are schools closed and is it safe to have elections, where we've gone through sanitizing the schools just before we open.
 The primary is September 1st and that is not a school day just teachers returning. A meeting will need to take place with the Mayor and Elections board, that would be a change that the city would have to make.
- We will schedule a Facilities Subcommittee meeting in July and invite the Mayor and Director of Elections.

Mayor Sullivan, Chair returned to the meeting and Mr. D'Agostino, Vice-Chair continued to chair the meeting.

Ms. Sullivan motioned to adopt the revised 2020-2021 BPS Academic School Calendar, seconded by Mr. Minichiello.

Mr. D'Agostino took a roll call vote to approve the revised 2020-2021 BPS Academic School Calendar.

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

Unfinished Business

Student Opportunity Act (SOA) 3-year District Plan

Superintendent Thomas reported that we will not submit the Student Opportunity Act (SOA) and will keep it on hold until we see what the state releases for funds for Chapter 70. Thank you to Mr. Richard Bath as he continues to work on the SOA A submission plan would involve what schools may look like in September, we will follow guidelines by the Department of Education from the Governor's office that would need to be included in a SOA.

New Business

Discussion of Public Hearing on School Budget 2021

Mr. D'Agostino discussed the Public Hearing on School Budget that was held earlier this evening as required by law to hear public comments. There was one constituent who spoke, and we appreciate her comments and feedback.

Discussion of North Middle School

Superintendent Thomas thanked the committee for what was brought forward from the Finance Subcommittee discussing preparations for social distancing and what school would look like in September. Superintendent Thomas suggested keeping North Middle School open with some renovations and cosmetic work that can be completed in house. Due to local aid being cut, the city is no longer able to bond the money needed to repair North Middle School and complete the alterations needed. Overall the building is in solid shape but needs some cosmetic repairs. It is in the best interest to keep the building open and allow neighboring students in grade six that live within two miles of North Middle School to return next year. With a short period of time this would be the best way to do things in an organized way and relieve stress from other middle schools as far as the numbers especially planning for social distancing. If approval is granted Ms. Marcia Andrade-Serpa Director of Parent Information Center and her team will begin placements for grade six letters mailed out next week.

Ms. Marcia Andrade-Serpa Director of Parent Information Center presented information to the committee:

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2019-2020 Middle School enrollment: Grade 6 – 1267, Grade 7 – 1336, Grade 8 – 1274 total of 3877 2020-2021 Middle School enrollment: Grade 6 – 1318, Grade 7 – 1267, Grade 8 – 1336 total of 3921 2020-2021 with North Middle School: Grade 6 – 251 students that live within a 2-mile zone.
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With the re-opening of North Middle School, a reduction of 5 bus would no longer be needed.

Questions/Answers

- What are the capacity numbers for each school? Superintendent Thomas will send the capacity information to the members. We comply with the Brockton Fire Department.
- Will Community programs continue at North Middle School? Yes, programs will continue, incoming students in grade 6 will use classroom occupied by grade 8.

Comments

• School Committee members thanked Ms. Andrade-Serpa for her report on the Middle Schools.

Mr. Sullivan motioned the re-opening of North Middle School for neighboring students in grade six, seconded by Ms. Sullivan.

Mr. D'Agostino took a roll call vote:

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

Early Retirement Incentive

Superintendent Thomas discussed the early retirement incentive that was presented at the Finance Subcommittee meeting, as done in the past this is offered when there were shortfalls in the budget to help save money.

Mr. Petronio discussed the following information on the Early Retirement Incentive. In the past when the district has offered early retirement incentive, certified staff were offered \$25,000, administrative assistants and custodians were offered \$20,000, MTA's were offered \$15,000, paraprofessionals and non-union members \$14,000. Non-union members would negotiate with the Superintendent. The proposals for this year's incentive are \$15,000 for certified staff (up to 20 staff members and \$10,000 for non-certified staff (up to 15 staff members). A 10% participation would cost approximately half a million dollars to be paid out in incentives. The incentive would include a contract with a clause that if the state or MTRS offers an incentive, only one incentive could be chosen.

Questions/Answers

None

Mr. Sullivan motioned to offer certified staff - \$15,000 for up to 20 staff for an early retirement incentive, and non-certified Staff - \$10,000 for up to 15 staff for an early retirement incentive and Non-union member would negotiate with the Superintendent, seconded by Mayor Sullivan.

Mr. D'Agostino, Vice-Chair took a roll call vote:

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

Mayor Sullivan gave an update on the peaceful protest that began at West Middle School at 5:00 p.m. with approximately 300 people, it has turned into a march with approximately 400/500 people. It has been reported of some rock throwing and no damages reported yet as they continue to march to city hall and police department, and we hope it will remain peaceful and our city stays safe. Law enforcement will continue to keep the Mayor updated.

Mr. Minichiello asked with respect to discussion with graduation, where the governor has loosened up for the month of July if we could consider still going forward with the virtual celebration in June to have a celebration or recognition of the class of 2020 and having a COVID-19 approved graduation that would be safe and in compliance with the governors' requisites in July.

Mr. D'Agostino mentioned he, the Mayor and Superintendent Thomas have had similar discussions about having a safe and in compliance celebration in July.

Ouestions/Answers

- Do we know when students leave for the military? Most are required to report on June 27th/29th.
- A suggestion was made to have a virtual recognition ceremony and graduate those who are heading off to the military.

Superintendent Thomas discussed guidelines provided by the Department of Education that was given by the Mass Department of Health for graduation ceremonies taking place before July 18, 2020 must be virtual or car parade. In person ceremonies could take place after July 18th and would also need approval by the local Board of Health. Mayor Sullivan is working with Dr. Rick Herman, a pandemic expert and former Chief of ER at Brockton Hospital and Good Samaritan Medical Center. Dr. Herman has asked for additional time to review data, he has some initial concerns based upon the spread, but he didn't rule out graduation. Mayor Sullivan said if we can do something to honor and show the students our love, respect and admiration we will do it. We will await guidance from Dr. Herman.

Mr. D'Agostino suggested adding graduation to next Wednesday's School Committee meeting agenda under new business for further discussion and perhaps we will have enough information to take action. Superintendent Thomas mentioned that a final decision will need to be made next week for planning purpose for a physical graduation. Dr. Murray suggests we go forward with the virtual graduation celebration.

Mr. Sullivan asked Mayor Sullivan for a COVID-19 update.

Mayor Sullivan gave an updated report on the COVID-19 cases in Brockton. As of today, 239 residents have passed away from COVID-19. Our thoughts and prayers go to the departed and their surviving families. The total count of positive confirmed active cases in the city is 1,462 which is down from a high of 2,900, it is trending in the right direction both Linda Cahill and Dr. Herman indicated to Mayor Sullivan. The CEO of Good Samaritan, Brockton Hospital and CEO Sue Joss from Neighborhood Health Center have also indicated the same. The overall total count is over 4,000 lives impacted.

Mayor Sullivan mentioned that reverse 9-1-1 call was made on Friday, CEO Sue Joss from Brockton Neighborhood Health Center and CEO Kim Hollon of Signature Healthcare Brockton Hospital are the two groups that stepped up to do the COVID-19 testing at Brockton High School. Testing is open to anyone however you must call 844-483-7819 for an appointment, the hours are M-F from 9:00 a.m. to 4:00 p.m.

Executive Session

None

Mayor Sullivan thanked Vice-Chair Mr. D'Agostino for stepping in to run the remainder of the meeting.

Mayor Sullivan asked for a moment of silence in memory of Mr. George Floyd, our thoughts and prayers go to him and his surviving family.

Seeing no further business, Ms. Asack made a motion to adjourn, seconded by Ms. Sullivan.

Mayor Sullivan took a roll call vote:

Mayor Sullivan, Chair – yes Mr. D'Agostino, Vice-Chair – yes Ms. Asack – yes Ms. Mendes – yes Mr. Minichiello – yes Mr. Rodrigues – yes

Ms. Sullivan – yes Mr. Sullivan – yes

Voted: to approve the motion, unanimous.

The meeting adjourned at 7:46 p.m.

Michel 1. Thomas

Respectfully submitted,

Michael P. Thomas Superintendent/Secretary

mdc