

**Amherst-Pelham Regional and Union 26 School Committee Meeting
Wednesday, April 12, 2017
Library, Amherst Regional High School**

IN ATTENDANCE

Eric Nakajima, Region	Michael Morris, Superintendent
Cara Castenson, Union 26	Sean Mangano, Finance Director
Anastasia Ordonez, Region & Union 26	Faye Brady, Student Services Director
Emily Marriott, Region	David Slovin, SEC Principal
Audra Goscenski, Region	Mark Jackson, ARHS Principal
Peter Demling, Region	Sergeant Brian Johnson, Amherst Police
Phoebe Hazzard, Region & Union 26	Lieutenant David Knightly, Amherst Police
Trevor Baptiste, Region & Union 26 (left at 9:08 p.m.)	Debbie Westmoreland, Recorder
Stephen Sullivan, Region	Public and Press

ATTENDING REMOTELY UNTIL

ARRIVED AT 8:53 PM:

Vira Douangmany-Cage, Region

ABSENT:

Ron Mannino, Union 26

1. Welcome and Call to Order 6:35 p.m.

Mr. Nakajima called the Regional School Committee to order and Ms. Ordonez called the Union 26 School Committee to order at 6:35 p.m. Mr. Nakajima noted that Ms. Douangmany Cage plans to participate remotely; however, his attempt to reach her by cell phone at 6:35 p.m. failed. Mr. Nakajima stated that the Regional School Committee will enter Executive Session according to MGL Chapter 30A, Section 21(a)(2) to conduct strategy sessions in preparation for negotiations with non-union personnel (Michael Morris, Interim Superintendent) and Section 21(a)(3) to discuss strategy with respect to collective bargaining (AFSME) if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares. On behalf of the Regional committee, Mr. Nakajima moved to enter Executive Session. Ms. Goscenski seconded and the motion was approved by unanimous roll-call vote. Ms. Ordonez asked for the same motion on behalf of the Union 26 committee, Mr. Baptiste so moved, Ms. Hazzard seconded and the motion was approved by unanimous roll-call vote. After the vote, Ms. Douangmany Cage was reached by phone at 6:38 p.m. She confirmed that she is calling from a location where she is alone and no one else is privy to hear the discussion in Executive Session. The committees entered Executive Session at 6:38 p.m. with intention to return to open session. The committees reconvened to open session at 7:21 p.m. Mr. Nakajima noted that all votes will be taken as roll-call votes since Ms. Douangmany Cage is participating remotely.

2. Approve Minutes—February 28, 2017 7:21 p.m.

Ms. Hazzard moved to approve the minutes of February 28, 2017 with minor corrections. Ms. Marriott seconded and the motion was approved by roll call vote as follows:

- Douangmany-Cage--Abstain
- Goscenski--Aye
- Sullivan--Aye
- Demling--Abstain
- Ordonez--Aye
- Nakajima--Aye
- Marriott--Aye
- Hazzard--Aye
- Baptiste--Aye

On behalf of Union 26, Ms. Castenson moved to approve the minutes as amended. Mr. Baptiste seconded and the motion was unanimously approved by roll call vote.

3. Announcements and Public Comment

7:26 p.m.

Max Page, Amherst resident, spoke about a rally that is being planned to lay out a vision for public education in Massachusetts by bringing together the full range of advocates for public education. He distributed information about the rally that is scheduled for May 20 on the Boston Common and encouraged the committee members and Superintendent to support the effort and to distribute the information to the public. Mr. Demling noted that the Autism Awareness Night is scheduled for tomorrow night and anyone interested in attending can RSVP to SEPAC.

4. Interim Superintendent's Update

7:29 p.m.

DOCUMENT: Memo to the Regional and Union 26 School Committees from Kathryn Mazur regarding Assistant Superintendent for Diversity, Equity and Human Resources dated April 11, 2017

Dr. Morris noted that he met with the administrative team and would like to help promote teacher leadership in the schools by appointing a teacher leader to oversee the Teaching and Learning work in the district next year while he is in the Interim Superintendent role. Ms. Mazur distributed and reviewed a memo outlining the process and timeline for hiring the Assistant Superintendent for Diversity, Equity and Human Resources, noting that there is a deep pool of qualified applicants. Dr. Morris noted that he has heard from candidates that they chose to apply because the position combines human resources with oversight of diversity and equity. He also noted that ARHS graduation will be live-streamed for the first time this year and more information will be included in the *ARHS Update*.

5. New and Continuing Business

7:37 p.m.

A. Interim Superintendent Appointment Update and Possible Contract Vote

On behalf of the Regional School Committee, Mr. Baptiste moved to table this item since minor changes were made to Mr. Morris' contract and he has not yet had an opportunity to see the changes. Mr. Nakajima seconded and the motion was unanimously approved by roll call vote. On behalf of Union 26, Ms. Castenson made the same motion, Mr. Baptiste seconded and the motion was unanimously approved by roll call vote.

B. Permanent Superintendent Search Process Update

Mr. Nakajima noted that the emailed letter requested from Ray and Associates was not received until 4:55 p.m. today, and he believes this agenda item should be tabled until members have an opportunity to review it. Discussion followed about whether to table this item. Ms. Douangmany Cage noted that she has not had an opportunity to see the memo and would appreciate it being tabled. Ms. Hazzard suggested that the committee should receive some guiding questions to focus the conversation if the item is tabled. Ms. Ordonez noted that she and Mr. Nakajima have requested information from the attorney and Ms. Mazur regarding potential scenarios for moving forward with or without Ray and Associates and information about the resources that have been expended to date with Ray and Associates. Mr. Nakajima noted that they have also requested information about the potential for recovering any of the costs that have already been expended. Ms. Goscenski noted that she would also like to include discussion about what went right with the last search and what may need to be changed moving forward. Mr. Baptiste noted that he respects Ms. Douangmany Cage's need to table the discussion, but he does not want to push it out so far that we lose the time we have gained for a new search process. He noted that he wants to go on the record that the intellectual property from the failed search is of value to us and we need to keep it. Ms. Goscenski moved to table further discussion and the vote on this agenda item. Mr. Baptiste seconded and discussion followed. Mr. Demling asked if there is a clear commitment to a straight up or down vote on this item at the next meeting and Mr. Nakajima confirmed there is. The motion was then unanimously approved by roll call vote of the Regional School Committee. On behalf of Union 26, Ms. Hazzard made the same motion. Mr. Baptiste seconded and the motion was unanimously approved. Mr. Baptiste moved to adjourn Union 26 at 7:59 p.m., Ms. Castenson seconded and the motion was unanimously approved.

C. ALICE School Safety Training

Dr. Morris introduced Officers Knightly and Johnson from the Amherst Police Department who are on hand to present information about a new safety protocol system the district is being trained to use. Sergeant Johnson utilized a Powerpoint presentation to outline the new protocol ALICE, which is a less passive response than schools have been trained to use in the past. ALICE, which stands for Alert, Lockdown, Inform, Counter and Evacuate, is designed to empower staff on the scene to react as first responders in the case of an active shooter instead of passively sheltering in place. Mr. Demling asked how students are trained in ALICE in age-appropriate ways. Sgt. Johnson noted that there are variances in the way the program is taught based not just on age, but on student abilities. Dr. Morris noted that ALICE empowers staff to read a situation and determine the best steps rather than following one proscribed step in any situation. Ms. Ordonez asked what kind of policy-level decisions need to be made to make sure the schools are safer places for our students and what should be implemented into our school curriculum with regard to school safety. Sgt. Johnson noted that some solutions can be very simple such as taking your belt off and securing doors with it. Mr. Slovin spoke about the annual safety walk that is done at each school to identify any areas of concern or infrastructure needs. Dr. Morris reported on some of the structural changes that have been made in the Regional schools, including installation of security cameras, and Mr. Jackson reported on teacher-initiated safety measures that have been put in place since the high school staff was trained in ALICE. Mr. Nakajima thanked Officers Johnson and Knightly for coming for the presentation.

D. Memorandum of Agreement with APEA Vote

Mr. Nakajima noted that this item needs to be tabled. Ms. Goscenski moved to table the item. Ms. Marriott seconded and the motion was unanimously approved by roll call vote. Mr. Demling noted that he will be abstaining from any APEA related votes since his wife is a member of the APEA.

F. New Policy: Protection of Undocumented Students (Second Reading/Vote)

DOCUMENT: Students--Protection of Undocumented Students; U.S. Immigration and Customs Enforcement Policy Number 10029.2

Ms. Hazzard noted that there were differing opinions in the Policy Subcommittee about whether the sentence "The superintendent and/or General Counsel will also ask the agent to explain why he or she is not following ICE's general policy of not interviewing students in school and request written authorization for the interview from the appropriate person at the agency" weakens or strengthens the policy. Mr. Baptiste spoke to his reasons for believing that it weakens the policy and should be removed. Ms. Hazzard noted that this sentence was recommended for inclusion by the district's counsel and spoke to her reason for believing it strengthens the policy. Discussion followed regarding the sentence. Ms. Goscenski noted that the right compromise may be to take the language out of the policy but make sure it is in the district procedure that will be shared with staff. Mr. Demling pointed out that the sentence should state that the superintendent and/or general counsel "will" ask, not "may" ask. Mr. Nakajima noted that the last sentence should have the introductory clause "If there is a warrant" removed and that the paragraph needs to be strengthened by capturing that schools are considered sensitive locations and an explanation is needed in addition to a warrant. (NOTE: Ms. Douangmany Cage arrived at 8:53 p.m.) Edits include:

- changing "its" to "their" in line nine;
- deleting "it's" in line 10;
- insert "or access to students in the districts' custody" after the word "property" in line two;

Ms. Ordonez moved to table the policy and bring it back to the next meeting. Ms. Goscenski seconded and the motion was unanimously approved. Ms. Westmoreland will make the changes and send it out to the full committee. Mr. Baptiste left the meeting at 9:08 p.m.

E. Superintendent Evaluation Discussion

Ms. Goscenski reported that the Superintendent Evaluation Subcommittee met yesterday and reviewed their recommendations, which include evaluating the superintendent on the four standards as they relate to the goals and the two to five indicators/elements agreed upon by the committee for each standard. The subcommittee will take feedback from Dr. Morris and refine the indicators that relate to the goals and draft

a 360 survey to send out to the full committee prior to the next meeting. Ms. Goscenski noted that the objectives of the 360 survey will be to provide Dr. Morris with feedback to inform his professional development, to inform the School Committee's evaluation of the goals, and to provide input to inform the district strategic plan and inform goal-setting for next year. Ms. Douangmany Cage asked if there are any contractual concerns that should be considered in asking staff to complete a 360 evaluation. Ms. Goscenski noted that the surveys will be done anonymously. Dr. Morris noted that the APEA unit is the one that would be involved and the committee could reach out to APEA president Miki Gromacki just to ensure there are no concerns. It was agreed that Survey Monkey or a similar tool will be used for the 360 survey. Mr. Nakajima noted that it would be helpful to have a draft of the goals/rubric from the subcommittee to consider, with an opportunity for the full committee to provide input to any open questions, and to have a survey draft and a draft timeline as soon as possible before the next meeting. Ms. Goscenski noted that it would be helpful for Ms. Westmoreland to correlate any survey results for the committee. After discussion, Mr. Nakajima noted that the subcommittee should feel free to provide the full committee with instructions about what they want the full committee to be thinking about and doing in order to be prepared for the discussion on May 2nd. It was agreed that Ms. Westmoreland will send information from the subcommittee to the full committee and receive any feedback from members regarding the information as a way to avoid any possibility of OML violations.

G. Advocacy Update

Ms. Ordonez reviewed the agenda for Day on the Hill on April 25, noting that a group of six students will be attending. She, Ms. Douangmany Cage and possibly Ms. Castenson will also attend. Ms. Ordonez noted that any member who wants to attend will need to register on the MASC website. Ms. Westmoreland noted that there are district funds available to pay the \$35 registration fee for the event.

6. School Committee Planning

9:44 p.m.

The committee will reorganize at the May 23 meeting. Ms. Ordonez noted that she would like to discuss the topic of the warrant approval process at a future meeting. The evaluation process will need to be added to the next Pelham and Amherst agendas. Mr. Nakajima noted that he will meet with Dr. Morris and they will draft the next two meeting agendas and forward them to the full committee for feedback.

7. Adjourn

9:52 p.m.

Ms. Ordonez moved to adjourn at 9:52 p.m. Mr. Demling seconded and the motion was unanimously approved.

Respectfully Submitted,
Debbie Westmoreland