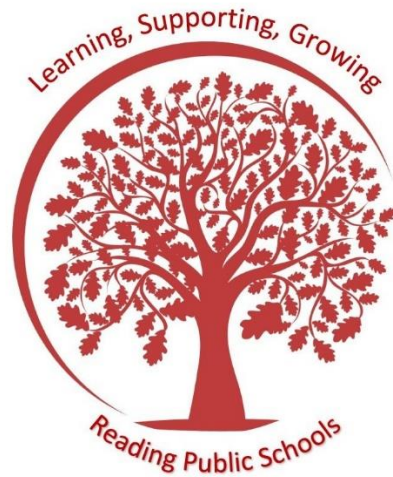


**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



Open Session 7:00 p.m.

RMHS Schettini Library



Town of Reading Meeting Posting with Agenda

2018-07-18 LAG

Board - Committee - Commission - Council:

School Committee

Date: 2023-01-05

Time: 7:00 PM

Building: School - Memorial High

Location: School Library

Address: 62 Oakland Road

Agenda:

Purpose: Open Session

Meeting Called By: Shawn Brandt, Chair

Notices and agendas are to be posted 48 hours in advance of the meetings excluding Saturdays, Sundays and Legal Holidays. Please keep in mind the Town Clerk's hours of operation and make necessary arrangements to be sure your posting is made in an adequate amount of time. A listing of topics that the chair reasonably anticipates will be discussed at the meeting must be on the agenda.

All Meeting Postings must be submitted in typed format; handwritten notices will not be accepted.

Topics of Discussion:

7:00 p.m.	A.	Call to Order
7:05 p.m.	C.	Personnel 1. Recognition of National Board-Certified Teacher
7:15 p.m.	B.	Public Comment Consent Agenda 1. Minutes (12-1-2022) 2. Minutes (12-15-2022) Reports 1. Student 2. Assistant Superintendent of Student Services 3. Assistant Superintendent of Learning & Teaching 4. Director of Finance and Operations 5. Superintendent 6. Liaison/Sub-Committee
7:45 p.m.	D.	Old Business 1. End of Q1 Budget Transfer (A)
8:00 p.m.	E.	New Business 1. FY24 Budget – Administration Cost Center 2. FY24 Budget – Districtwide Cost Center 3. FY24 Budget – School Facilities Cost Center 4. FY24 Capital Plan Review 5. Review and Approve Updates to Policy JICA (A) 6. Review and Approve Updates to Policy JB (A) 7. Review and Approve Updates to Policy JFBB (A)
9:30 p.m.	D.	Old Business

This Agenda has been prepared in advance and represents a listing of topics that the chair reasonably anticipates will be discussed at the meeting. However the agenda does not necessarily include all matters which may be taken up at this meeting.



Town of Reading Meeting Posting with Agenda

		2. Second Reading and Adoption of Policy DEC – “Federal Funds Supplement Not Supplant Policy” (A) 3. Second Reading and Adoption of Policy DKC – “Expense Reimbursements” (A) 4. Second Reading and Adoption of Policy GCF – “Professional Staff Hiring” (A) 5. Second Reading and Adoption of Policy JICK – “Harassment of Students” (A)
	F.	Information / Correspondence
		1.
		Adjourn
10:00 p.m.		

**Times are approximate

Join Zoom Meeting

<https://readingpsma.zoom.us/j/83657021146>

Meeting ID: 836 5702 1146

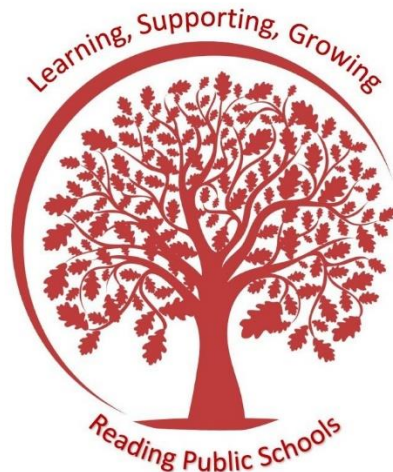
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**Reading Public Schools
School Committee Meeting Packet**

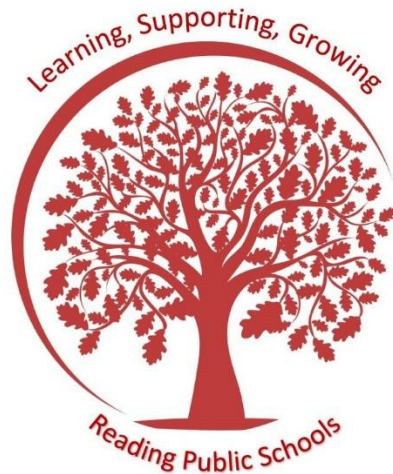
January 5, 2023



Personnel

**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



Consent Agenda



Town of Reading Meeting Minutes

Board – Committee – Commission – Council:

School Committee

Date: December 1, 2022

Time: 6:00 PM

Building: Reading Memorial High School

Location: Library

Address: 62 Oakland Road, Reading, MA

Members Present: - Shawn Brandt, Erin Gaffen, Carla Nazzaro, Sarah McLaughlin, Tom Wise

Others Present: Emily Goodhue, Olivia Ritondo, Timia Jones, Samantha Maher, Jayda Osagiede

Minutes Respectfully submitted by: Shawn Brandt

A. Call to Order - Mr. Brandt called the meeting to order at 6:00 PM

Mr. Brandt provided opening comments about how SAC meetings will be conducted, with additional comments from Mr. Wise.

E. New Business

Meeting agenda was turned over to the student representatives. Students discussed several issues, including a number of challenges for Boston-resident students related to travel and accessing the full student experience.

Students expressed an interest in a more explicit recognition of Honor Roll achievement – brief committee discussion indicated general agreement that academic achievement should be recognized.

Miss Osagiede joined the meeting at approximately 6:40 PM.

Students discussed the time commitment associated with sharing a bus across multiple levels for athletic travel, and the difficulty this poses for maintaining academic commitments.

Committee expressed an interest in continuing to talk about solutions to these issues, including through the upcoming budget process. Next meeting anticipated in early February.

Motion to adjourn by Mr. Wise, seconded by Ms. McLaughlin, passed 5-0. Meeting adjourned at 6:56 PM.



Town of Reading Meeting Minutes

Board – Committee – Commission – Council:

School Committee

Date: December 15, 2022

Time: 7:00 PM

Building: Reading Memorial High School

Location: Library

Address: 62 Oakland Road, Reading, MA

Members Present: - Shawn Brandt, Carla Nazzaro, Tom Wise, Chuck Robinson, Erin Gaffen

Others Present: Superintendent Dr. Tom Milaschewski, Susan Bottan, Kadi Buckley

Members Absent: Sarah McLaughlin

Minutes Respectfully submitted by: Susan E Brown on behalf of the chairperson

A. Call to Order - Mr. Brandt called the meeting to order at 7:00 PM

Mr. Brandt reviewed the evening's agenda.

Dr. Milaschewski introduced the two RMHS students awarded as the 2022-2023 MASS Certificate of Academic Excellence recipients

B. Public Comment - Amanda Haley 71 Tennyson Road – presented on daughter who is a 5th grader, wanted to thank the Superintendent, Central Office Staff, and School Committee for the implementation of the new reading program.

1. Consent Agenda – Ms. Nazzaro made a motion to approve the consent agenda, seconded by Mr. Wise, vote passed 4-0.

Reports

1. Ms. Bottan asked that we acknowledge and give appreciation to the staff members who work behind the scenes to ensure the staff and students have all the technology needed to be able to do their jobs.
2. Dr. Milaschewski announced that subs will be paid \$125 a day for surge days, we need substitute teachers please check our website for details. We have many RMHS graduates coming to work during their winter break.

Also thank you to Al Sylvia from the Chronicle, this is his last night covering the School Committee with the newspaper.

3. Mr. Robinson attended the Hall of Fame dinner that is held every 4 years, one of the inductees was an RMHS 2008 graduate Jim Queeney he was valedictorian of his class as well as the captain of many sports teams, he went on to graduate from Colgate University.
Mr. Robinson also attended the Symonds Way Committee meeting, there is much work to be done in a short amount of time, next meeting is Jan 18, the REC committee meeting was Monday, there was

discussion about working with Inclusive Sports and be able to offer sports teams to those who need assistance due to disabilities.

Mr. Wise reported on the Policy Committee meeting, there are three more Policies that need review and 40 more to review later in the coming year. Mr. Wise also thanked the drama club supervisors for their work on the recent musical production, he thanked the administration who participated as well. He also congratulated the music department on their concerts this week.

Mr. Brandt reported on Select Board meeting, there was a presentation from Dr. Chatterjee on her job in working with the town, and the schools on inclusion etc. Dr. Chatterjee could assist on Policy revisions. The Select Board is working on the budget process on the town side, also mentioned the upcoming Policies being reviewed at next meeting. Currently there is no nomination for review of naming school facilities. If there are nominations they will be presented January 5th.

E. New Business –

2. **RMHS School Improvement Plan** – Review and Approve, Ms. Kadi Buckley, Assistant Principal presented on behalf of the administrative team at RMHS, the presentation in its entirety is available in the packet.

Ms. Nazzaro made a motion to approve the RMHS School Improvement Plan, seconded by Mr. Robinson, vote carried 5-0.

3. **Quarterly Financial Update** - Ms. Bottan presented and this presentation in its entirety is available in the packet.

Some questions from the committee about the source of the funds available for transfer. The budget transfer will be voted on at next meeting 1/5/23.

4. **Pre-Budget – Preview and Discussion** – Ms. Bottan presented an overview of the January budget process and some of the emerging priorities. The presentation in its entirety is available in the packet. Public hearing will occur on January 19th and vote will take place on January 26, 2023.

Some discussion and questions from the committee.

Ms. Nazzaro made a motion to move to enter executive session to conduct strategy sessions in preparation for negotiations with nonunion personnel (Central Office and Principals), seconded by Mr. Robinson, roll call vote, by all committee members present.

Meeting for Executive Session at 8:33 pm
Called back to order 8:59pm

D. Old Business

1. Second Reading of Policy JE – “Student Attendance”

Ms. Nazzaro started the second reading of policy JE, Ms. Gaffen made motion to waive the second reading of Policy JE, seconded by Mr. Robinson, vote passed 5-0, no discussion from committee.

Ms. Nazzaro motioned to adopt Policy JE, seconded by Mr. Wise, no further discussion, vote passed 5-0.

2. Second reading of Policy JH – “Student Absences and Excuses”, Ms. Nazzaro began second reading of Policy JH, Ms. Gaffen made a motion to waive reading of Policy JH, Seconded by Mr. Robinson. Vote passed 5-0.

Ms. Nazzaro made a motion to adopt Policy JH, seconded by Mr. Wise, no further discussion vote passed 5-0.

3. Second reading of Policy JFABD – “Homeless Students: Enrollment Rights and Services”, Ms. Nazzaro began second reading of Policy JFABD, Ms. Gaffen made a motion to waive second reading, seconded by Mr. Robinson, vote passed 5-0

Ms. Nazzaro made a motion to adopt Policy JFABD, seconded by Mr. Wise, Mr. Wise clarified the changes made, and vote passed 5-0.

4. Second reading of Policy EFDA, Ms. Nazzaro began the reading, Ms. Gaffen made a motion to waive the reading, seconded by Mr. Robinson. Vote passed 5-0.

Ms. Nazzaro motioned to adopt Policy EFDA, seconded by Mr. Wise. Mr. Wise explained the update in the policy, and further discussion was had by the committee. Vote carried as adopting amended policy 5-0.

Prior to moving on to new business, there was some discussion surrounding the next four policies and the changes. The Policy Subcommittee met to discuss changes needed to be made to the following policies, DEC, DKC, GCF and JICK.

E. New Business

5. First Reading of Policy DEC – “Federal Funds Supplement Not Supplant Policy” Ms. Nazzaro began reading the policy DEC, motion made to waive the reading by Ms. Gaffen, seconded by Mr. Robinson, vote passed 5-0.

6. First Reading of Policy DKC – “Expense Reimbursements” Ms. Nazzaro began reading Policy DKC, Ms. Gaffen made a motion to waive the reading, seconded by Mr. Robinson. Vote passed 5-0.

7. First Reading of Policy GCF – “Professional Staff Hiring”, Ms. Nazzaro began reading Policy GCF, Ms. Gaffen made a motion to waive the reading, seconded by Mr. Robinson. Vote passed 5-0.

8. First Reading of Policy JICK – “Harassment of Students”, Ms. Nazzaro began reading Policy JICK, Ms. Gaffen made a motion to waive the reading, seconded by Mr. Robinson. Vote passed 5-0.

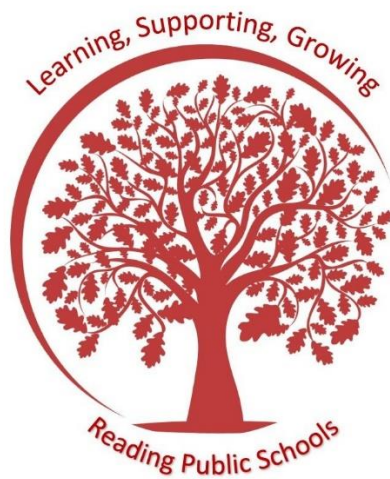
Committee briefly discussed these new policies.

Ms. Gaffen motioned to adjourn, seconded by Mr. Wise. Vote passed 5-0.

Meeting adjourned at 9:33pm

**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



Old Business

Reading Public Schools

Instilling a joy of learning and inspiring the innovative leaders of tomorrow



82 Oakland Road
Reading, MA 01867
Phone: 781-944-5800
Fax: 781-942-9149

To: Reading School Committee
From: Susan Bottan, Director of Finance and Operations
Date: January 5, 2023
Re: **FY23 First Quarter Financial Report—Budget Transfer**

As highlighted in the FY23 Quarter 1 Financial Report presented to School Committee on December 15, 2022, please find below a recommendation to approve the FY23 Quarter 1 Budget Transfer between cost centers:

**READING PUBLIC SCHOOLS
FY23 FIRST QUARTER FINANCIAL REPORT**

Cost Center	FY23		FY23 Revised Budget	FY23 Q1 Expenditures	FY23 Q1 Encumb./Req.	FY23 Q1 Available	FY23 Q1 % USED	FY23 Remaining Requirement	FY23 Projected End Year Balance	FY23 Recommended Budget Transfer
	Original Budget	Transfers								
Administration	1,303,760 2.5%	-	1,303,760	320,557	75,109	908,094	30.3%	898,130	9,964	
General Education	29,704,746 57.4%	-	29,704,746	3,923,745	367,773	25,413,228	14.4%	25,403,247	9,981	
Special Education	16,931,568 32.7%	-	16,931,568	1,816,601	3,022,626	12,092,341	28.6%	11,748,521	343,820	(40,736)
District Wide:										
Health Services	801,949	-	801,949	108,509	2,116	691,324	13.8%	732,060	(40,736)	40,736
Extra Curricular	69,548	-	69,548	7,438	7,500	54,610	21.5%	54,610	-	
Athletics	691,105	-	691,105	68,146	21,806	601,153	13.0%	600,887	266	
Technology	<u>659,842</u>	-	<u>659,842</u>	<u>119,642</u>	<u>9,548</u>	<u>530,653</u>	<u>19.6%</u>	<u>530,587</u>	<u>66</u>	
Sub-total District Wide	2,222,444 4.3%	-	2,222,444	303,735	40,970	1,877,740	15.5%	1,918,144	-40,404	
School Facilities	1,620,845 3.1%	-	1,620,845	378,707	314,601	927,537	42.8%	903,772	23,765	
GRAND TOTAL	51,783,363	-	51,783,363	6,743,345	3,821,079	41,218,940	20.4%	40,871,814	347,126	

This budget transfer will cover the projected shortfall in Nursing services due to a change in student needs for medical services:

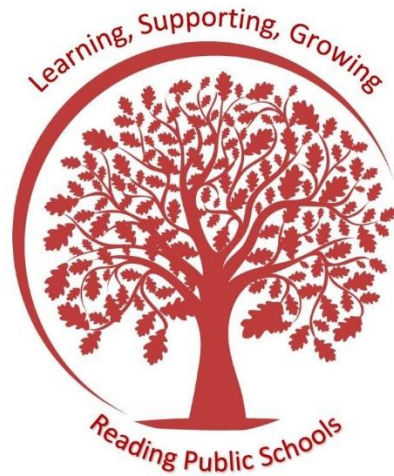
Transfer from: \$40,736 from SPED, Out of District Tuition

Transfer to \$40,736 to Districtwide Health Services

Thank you.

**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



New Business



Administrative Offices
82 Oakland Road
Reading, MA 01867
781 944-5800

READING SCHOOL COMMITTEE

Shawn Brandt Chair
Carla Nazzaro Vice-Chair

Erin Gaffen
Sarah McLaughlin
Charles Robinson
Thomas Wise

Thomas Milaschewski, Ed.D.
Superintendent of Schools

TO: Reading School Committee
FROM: Shawn Brandt, Reading School Committee Chair
DATE: January 3, 2023
TOPIC: Policy Updates for January 5 Meeting

We will have a number of policies up for adoption at our meeting on January 5th. The versions of the policies up for consideration are included in the packet.

Policies JICA, JB and JFBB are updates to existing policies. We will follow the "one meeting" process and adopt these this week with a single reading should the committee vote to do so. Per our policy, the updated versions were all provided to the committee last Thursday, one full week in advance of our meeting, and intent to do a single meeting review was provided during our 12/15 meeting.

We will also do second readings of policies DEC, DKC, GCF and JICK, which had their first readings on 12/15.

Mr. Wise may provide additional comments regarding the updated policies during our meeting.

STUDENT DRESS CODE

The responsibility for the dress and appearance of the students will rest with individual students and parents/guardians.

They have the right to determine how the student will dress providing that attire is not destructive to school property, complies with requirements for health and safety, and does not cause disorder or disruption. The administration is authorized to take action in instances where individual dress does not meet the stated requirements.

This does not mean that students, faculty, or parent/guardian groups may not recommend appropriate dress for school or special occasions. It means that students will not be prevented from attending school or a school function, or otherwise be discriminated against, so long as their dress and appearance meet the requirements set forth above.

Adopted by the Reading School Committee on March 26, 2007.

LEGAL REF: Creating a Respectful and Open World for Natural Hair Act of 2022

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EQUAL EDUCATIONAL OPPORTUNITIES

In recognition of the diversified characteristics and needs of our students and with the keen desire to be responsive to them, the School Committee will make every effort to protect the dignity of the students as individuals. It also will offer careful consideration and sympathetic understanding of their personal feelings, particularly regarding 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.

Commented [CS1]: I just made a few clarifying changes to include both federal and state laws, as well as agency regs/guidance. Additionally, added reference to the other nondiscrimination policies in your SC policy manual at the end.

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To accomplish this, the Committee and its staff will make every effort to comply with the letter and the spirit of the **federal and** Massachusetts equal educational opportunities law which prohibits discrimination in public school admissions and programs.

This will mean that every student will be given equal opportunity in school admission, admissions to courses, course content, support services, and extracurricular and athletic activities.

All implementing regulations and guidance issued by the relevant federal and state agencies pursuant to these laws will be followed.

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Adopted by the Reading School Committee on March 26, 2007.
Revised and Adopted by the Reading School Committee on April 8, 2013.
Reviewed, Revised, and Adopted by the Reading School Committee

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
Title IX, Education Amendments of 1972
M.G.L. [76:5](#); [76:16](#) (Chapter 622 of the Acts of 1971)
[603 CMR 26:00](#), [603 CMR 28.00](#)
The McKinney-Vento Act and Title I Part A, as Amended by the Every Student Succeeds Act of 2015
Acts of 2022, Chapter 117 (*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.)

CROSS REF.: AC, Nondiscrimination and Harassment
ACA, Nondiscrimination on the Basis of Sex
ACE, Nondiscrimination on the Basis of Disability

SCHOOL CHOICE

It is the policy of this School District to admit non-resident students under the terms and conditions of the Inter-District School Choice Law (M.G.L. 76:12B) and the following local conditions:

1. By May 1 of every school year, the administration will determine the number of spaces in each school available to School Choice students.
2. By June 1 of every school year, if consideration is being given to withdraw from the provisions of the School Choice law, a public meeting will be held to review this decision, and a School Committee vote is taken to opt out if so determined.
3. The selection of non-resident students for admission be in the form of a random drawing when the number of requests exceeds the number of available spaces. There will be two drawings for this purpose. The first will take place during the last week of the current school year but no later than July 1st. The second will be conducted during the week immediately preceding the opening of the next school year and will be based on the possibility of unexpected additional openings.
4. Any student who is accepted for admission under the provisions of this policy is entitled to remain in the District until graduation from high school except if there is a lack of funding for the program.
5. The School Committee affirms its position that it shall not consider or discriminate against student applications for School Choice based on *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, academic performance, athletic performance, proficiency in the English language, or any other category protected by state or federal law.
6. A sibling of a child currently attending school through School Choice in Reading will receive preference in the admissions lottery.

Adopted by the Reading School Committee on March 26, 2007.

Revised and Adopted by the Reading School Committee on April 8, 2013.

Revised and Adopted by the Reading School Committee on May 26, 2022.

Reviewed, Revised, and Adopted by the Reading School Committee on

LEGAL REFS.: M.G.L. [71:6](#); [71:6A](#); [76:6](#); [76:12](#); [76:12B](#)
603 CMR [26:00](#)

[Acts of 2022, Chapter 117](#) (*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.)

Deleted: *race, color, religious creed, religion, national origin, sex, gender identity, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, sexual orientation, ancestry, ethnic background, athletic performance, physical handicap, special need, disability, academic performance, proficiency in the English language

Commented [TW1]: MASC has the following list - *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, academic performance or proficiency in the English language."

Commented [TW2R1]: Do we want religion, religion and creed, or religious creed?

Commented [TW3R2]: Decision: disability vs. "physical handicap, special need"?

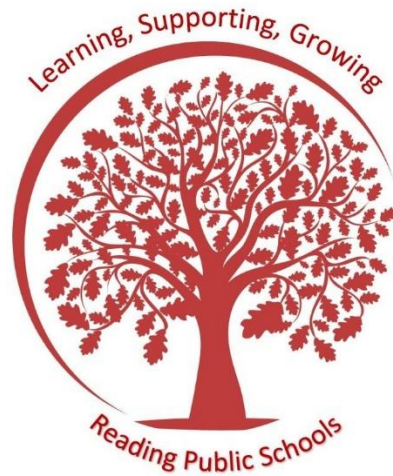
Commented [TW4R1]: If we align to MASC, it will be easier to manage in the future.

Commented [TW5R1]: We have athletic performance but MASC does not. Do we need that limitation?

Commented [CS6R1]: I would recommend "religion" over "religious creed" as that is how the law refers to it. Similarly, would recommend "disability" in lieu of "physical handicap, special need" as I think it aligns more with the language of law. Your list adds athletic performance, which is not covered by law, but does seem relevant and fine to include as not discriminating against school choice students who may not have athletic acumen. The order doesn't matter, but if you wanted to align to order MASC puts them in you could.

**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



Old Business

File: DEC

FEDERAL FUNDS SUPPLEMENT NOT SUPPLANT POLICY

The Reading School District is committed to utilizing federal grant funds to supplement instructional programs funded by local, state, and other sources as required by law and regulation. Federal funds will be used to complement and extend district-funded programs, not to take the place of (supplant) programs previously funded by the district, except as provided by the granting program.

The Superintendent or designee will ensure that federal grant funds are disbursed appropriately and that associated record-keeping and reporting comply with required guidelines and mandates.

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LEGAL REF: Elementary and Secondary Education Act, as amended

SOURCE: MASC 2021

EXPENSE REIMBURSEMENTS

Personnel and school department officials who obtain prior approval from their supervisor or designee and incur authorized expenses in carrying out their duties within the scope of their employment and within the scope of pre-approved expenditures will be reimbursed by the school department upon submission of a properly completed and approved voucher and any supporting receipts required by the Superintendent.

When official travel by a personally owned vehicle is authorized, mileage payment will generally be made at the rate currently approved by the Committee, aligned with the Internal Revenue Service standard mileage rate.

To the extent budgeted for such purposes in the school budget, approval of travel requests by School Committee members must have prior approval of the School Committee. Staff travel requests within budgetary limits may be approved by the Superintendent. Staff travel requests that exceed budgetary limits will require the approval of the School Committee and the identification of funding sources by the administration. Each request will be judged based o its benefit to the school district.

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LEGAL REF.: M.G.L. 40:5; 44:58

SOURCE: MASC 2021

PROFESSIONAL STAFF HIRING

Through its employment policies, the District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based on the awareness of candidates who will devote themselves to the education and welfare of the children attending the schools.

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It is the responsibility of the Superintendent, and of persons to whom they delegate, this responsibility, to determine the personnel needs of the school district and to locate suitable candidates. No new position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to 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.
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. The administrator responsible for the hiring of a staff member (in the case of District-wide positions, for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal) is directed to establish a representative screening committee. The administrator has the final say in determining who will be hired but it is expected that the screening committee's input will be a factor in the decision. For those positions where the hiring authority rests with the School Committee, a representative screening committee may be established by the School Committee, or the School Committee may direct the Superintendent to establish a screening committee to assist the Superintendent in making their recommendation to the School Committee.

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45

Massachusetts Board of Education Requirements for Certification of Teachers, Principals, Supervisors, Directors, Superintendents, and Assistant Superintendents in the Public Schools of the Commonwealth of Massachusetts, revised 1994
 BESE Regulations 603 CMR 7:00, 26:00, and 44:00
Acts of 2022, Chapter 117 (*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles.)

NOTE: School Committees may determine the size and composition of the screening committee.

File: GCF

SOURCE: MASC August 2022

HARASSMENT OF STUDENTS

Harassment of students by other students, employees, vendors, and other third parties will not be tolerated in the Reading Public Schools. The alleged harassment must involve conduct that occurred within the school's program or activity, such as whether the harassment occurred at a location or under circumstances where the school owned, or substantially controlled the premises, exercised oversight, supervision, or discipline over the location or participants, or funded, sponsored, promoted or endorsed the event where the alleged harassment occurred, against a person in the United States. This policy is in effect while students are on school grounds, School District property, or property within the jurisdiction of the School District, school buses, or attending or engaging in school-sponsored activities.

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Harassment prohibited by the District includes, but is not limited to, harassment based on 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. Students whose behavior is found to violate this policy will be subject to disciplinary action up to and including suspension or expulsion pursuant to disciplinary codes, policies, and procedures. Employees who have been found to violate this policy will be subject to discipline up to and including, termination of employment, subject to contractual disciplinary obligations.

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Employee-to-Student Harassment means conduct of a written, verbal, or physical nature that is designed to embarrass, distress, agitate, disturb, or trouble students when:

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- Submission to such conduct is made either explicitly or implicitly a term or condition of a student's education or a student's participation in school programs or activities; or
- Submission to or rejection of such conduct by a student is used as the basis for decisions affecting the student.

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Student-to-Student Harassment means conduct of a written, verbal, or physical nature that is designed to embarrass, distress, agitate, disturb, or trouble students, when:

- Such conduct has the purpose or effect of unreasonably interfering with a student's performance or creating an intimidating or hostile learning environment.

Harassment, as described above, may include, but is not limited to:

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- 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 matters; or
- Demeaning jokes, stories, or activities directed at the student.

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By law, what constitutes harassment is determined from the perspective of a reasonable person with the characteristic on which the harassment is based. Individuals should consider how their words and actions might reasonably be viewed by others.

The District will promptly and reasonably investigate allegations of harassment through the designation of a Title IX Coordinator, a Civil Rights Coordinator, and/or building-based employees, who may include principals or their designees. In consultation with the principals, the superintendent will recommend opportunities to the designated recipients for appropriate training. Where it is determined that discrimination or harassment has occurred, the District will promptly act to eliminate the conduct and impose developmentally appropriate disciplinary, restorative, and/or corrective action.

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The District will respond promptly and reasonably investigate allegations of sexual harassment through the designation of the Title IX Coordinator and Civil Rights Coordinator and/or building-based employees to any reports or complaints of discrimination, including harassment and retaliation, or other violations of civil rights, pursuant to our detailed grievance procedures. Where it is determined that discrimination or harassment has occurred, the District will act promptly to eliminate the conduct and will impose developmentally- appropriate disciplinary, restorative, and/or corrective action.

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LEGAL REF.: M.G.L. c. 151C; 76:5
Title IX of the Education Amendments of 1972
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

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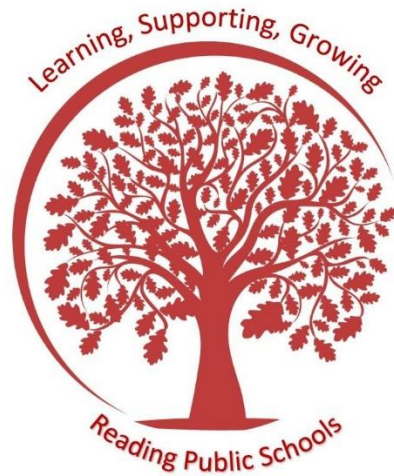
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CROSS REF.: AC, Non-Discrimination Policy Including Harassment and Retaliation
ACAB, Sexual Harassment / Title IX Policy

SOURCE: MASC – December 2021

**Reading Public Schools
School Committee Meeting Packet**

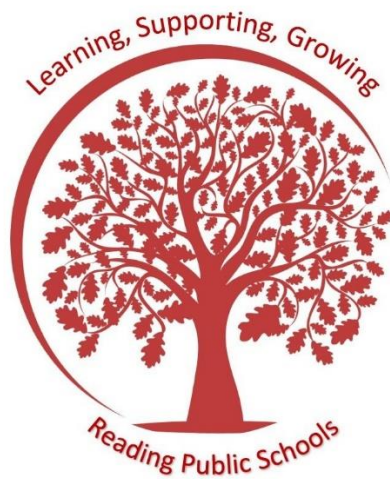
January 5, 2023



Information/Correspondence

**Reading Public Schools
School Committee Meeting Packet**

January 5, 2023



Calendar

SY22-23 School Committee Calendar

Month	Date	Topic	Presenter(s)
July Social Media Coordinators - Shawn Brandt & Sarah McLaughlin			
July	7/7/2022		
	7/14/2022	Finalize Committee & Liaison Assignments Appointment of Superintendent to Collaborative Boards - SEEM Collaborative - Northshore Education Consortium Educational Leadership Partnership w/ Salem State Superintendent Review Timeline Discussion (A)	School Committee School Committee Superintendent Superintendent & School Committee
	7/21/2022		
	7/28/2022		
	August Social Media Coordinators - Tom Wise & Chuck Robinson		
August	8/4/2022	Strategic Offsite	Administration & School Committee
	8/11/2022	MSBA Deliverables - Educational Profile and Enrollment Forecast Capital Plan Update DESE District Review Discussion on Policy CHCA - Handbook Terminology / Consistency	Administration Administration Superintendent Superintendent & School Committee
	8/18/2022	No Meeting Planned	
	8/25/2022	No Meeting Planned	
	8/29/2022	Beginning of School / Summer Update Review and Approve RMHS Handbook (A) Public Hearing: Killam Discussion Draft Town Meeting Warrant Article for Killam Review & Discussion	Administration RMHS Administration School Committee & Permanent Building Committee School Committee & Permanent Building Committee
September Social Media Coordinators - Erin Gaffen & Carla Nazzaro			
September	9/1/2022	No Meeting Planned	
	9/5/2022	Labor Day	
	9/8/2022	Public Hearing: Killam Discussion	School Committee & Killam School Building Committee
	9/14/2022	Elementary Open House	
	9/15/2022	Extended Day Staff Compensation Update Killam Feasibility Study Warrant Article Discussion and Vote (A) Killam Warrant Article Intro Discussion and Vote (A) 2022-2023 District Strategic Plan Discussion and Vote (A) District Handbook Review and Vote (A)	Administration School Committee School Committee Administration Administration
	9/21/2022	School Committee posted to attend Financial Forum	Finance Committee
	9/22/2022	Middle School Open House	
	9/27/2022	Last Day to Close November Town Meeting Warrant	
	9/28/2022	High School Open House	
	9/29/2022	No Meeting Planned	
October Social Media Coordinators - Sarah McLaughlin & Shawn Brandt			
October	10/6/2022	Recognition of National Merit recipients Introduction of RMHS Student Advisory Committee Entry Updates Review and Approve RMHS Handbook Assign Voting Delegate(s) for MASS / MASC Joint Conference 2022 MCAS Results Overview and Discussion District Improvement Plan Review October Enrollment Update Town / School Agreement related to End of Year Report, vote on revisions FY22 EOY Financial Summary and budget transfers	Administration Administration Principals Gallegos, Rubino, Schwartz; RISE Director Dr. King Administration School Committee Administration Administration Administration Administration Administration
	10/10/2022	Columbus Day	
	10/13/2022	No Meeting Planned	
	10/20/2022	Personnel Update Review and Approve District Improvement Plan Updates (A) Introduce and Discuss Draft Superintendent Goals Student Advisory Committee Approach Discussion and Liaison Assignment Special Education Program Reviews Assign Liaison to Symonds Way Exploratory Committee	Administration Administration Administration School Committee Administration School Committee
	10/26/2022	School Committee Posted to Attend Financial Forum	Finance Committee
10/27/2022	No Meeting Planned		

SY22-23 School Committee Calendar

Month	Date	Topic	Presenter(s)
November Social Media Coordinators - Tom Wise & Chuck Robinson			
	11/3/2022	(Placeholder) School Committee Meeting	Administration & School Committee
	11/7/2022	No Meeting Planned	
November	11/10/2022	Veteran's Day	
	11/14/2022	Town Meeting	
	11/17/2022	Town Meeting	
	11/21/2022	Town Meeting	
	11/24/2022	Thanksgiving	
	11/28/2022	Town Meeting	
December Social Media Coordinators - Erin Gaffen & Carla Nazzaro			
	12/1/2022	(Placeholder) School Committee Meeting	Administration & School Committee
	12/8/2022		
December	12/15/2022	(Placeholder) School Committee Meeting	Administration & School Committee
	12/22/2022		
	12/26/2022	Winter Recess	
	12/29/2022	Winter Recess	
January Social Media Coordinators - Sarah McLaughlin & Shawn Brandt			
	1/5/2023	(Placeholder) FY24 Budget Night 1	Administration & School Committee
	1/9/2023		
January	1/12/2023	(Placeholder) FY24 Budget Night 2	Administration & School Committee
	1/16/2023	Martin Luther King Jr. Day	
	1/19/2023	(Placeholder) Public Hearing: FY24 Budget	Administration & School Committee
	1/23/2023		
	1/26/2023	(Placeholder) FY24 Budget Final Vote	Administration & School Committee
	1/30/2023		
February Social Media Coordinators - Tom Wise & Chuck Robinson			
	2/2/2023		
	2/6/2023		
February	2/9/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	2/13/2023		
	2/16/2023		
	2/20/2023	President's Day / February Recess	
	2/23/2023	February Recess	
	2/27/2023		
March Social Media Coordinators - Sarah McLaughlin & Shawn Brandt			
	3/1/2023	(Placeholder) School Committee Budget Presentation to Finance Committee	Superintendent, Director of Finance, & School Committee
	3/2/2023	(Placeholder) School Committee Meeting	Administration & School Committee
March	3/6/2023		
	3/9/2023		
	3/13/2023		
	3/16/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	3/20/2023		
	3/23/2023		
	3/27/2023		

SY22-23 School Committee Calendar

Month	Date	Topic	Presenter(s)
	3/30/2023	(Placeholder) School Committee Meeting	Administration & School Committee
		April Social Media Coordinators - Tom Wise & Chuck Robinson	
	4/3/2023		
	4/6/2023		
	4/10/2023		
April	4/13/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	4/17/2023	Patriot's Day / April Recess	
	4/20/2023	April Recess	
	4/24/2023	Town Meeting	
	4/27/2023	Town Meeting	
		May Social Media Coordinators - TBD	
	5/1/2023	Town Meeting	
	5/4/2023	Town Meeting	
	5/8/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	5/11/2023	Elementary Open House	
May	5/15/2023		
	5/18/2023	Middle School Open House	
	5/22/2023		
	5/25/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	5/29/2023	Memorial Day	
		June Social Media Coordinators - TBD	
	6/1/2023		
	6/4/2023	RMHS Graduation	
	6/5/2023		
June	6/8/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	6/12/2023		
	6/15/2023		
	6/19/2023	Juneteenth	
	6/22/2023	(Placeholder) School Committee Meeting	Administration & School Committee
	6/26/2023		
	6/29/2023		
		July Social Media Coordinators - TBD	