

The Ninth Regular Meeting of the Medford School Committee

May 15, 2023

Regular Meeting: 6:00 PM

To Be Held at the Howard Alden Memorial Chambers, Medford City Hall as well as on Zoom

The meeting will be held in-person and remotely via Zoom and viewed through Medford Community Media on Comcast Channel 15 and Verizon Channel 45 starting at 6:00 p.m.

Medford Public Schools is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://mps02155-org.zoom.us/j/91278741852>

Meeting ID: 912 7874 1852

One tap mobile

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AGENDA

I. Roll Call for Attendance of Members and Student Representative(s)

II. Salute the Flag

III. Consent Agenda

a. Bills and Payrolls

b. Minutes from Regular School Committee Meeting: **May 1, 2023**

IV. Report of Subcommittees

a. Minutes from Special Education Subcommittee Meeting: May 3, 2023

b. Minutes from Special School Committee Meeting: May 8, 2023

c. Minutes from Committee of the Whole Meeting: May 8, 2023

V. Report of the Superintendent

1. Updates and Comments: Dr. Marice Edouard-Vincent, Superintendent

2. Special Recognition of Kenneth Thompson Rodriguez, 11th Grade MHS student- Mustang Hero Award: Dr. Marice Edouard-Vincent, Superintendent

3. Report on the CSSR Outreach Plan for 2023/2024 by Mr. Richard Trotta, Director of CSSR
In collaboration with Superintendent Dr. Marice Edouard-Vincent, Assistant Superintendent Dr. Peter Cushing, Director Joan Bowen, and Director Dr. Bernadette Ricciardelli
4. Report to recognize and honor the MVTHS Robotics Team- The team will head to the World Championship MATE ROV Competition, being hosted by St. Vrain Valley School District in Longmont, CO on June 19th, 2023.- Chad Fallon, Principal of MVTHS
5. Report on Implementation of Capital Skills Grant for Metal Fabrication - Chad Fallon, Principal of MVTHS

VI. Presentations of the Public (not to begin before 7:00 pm)

Regular Meetings of the School Committee include this 'Presentations of the Public' agenda item to give any resident the opportunity to place a presentation before the School Committee. A resident may only present once at any meeting.

These presentations are an opportunity for the public to make a presentation to the Committee but are not opportunities for dialog with the Committee. If one or more members of the Committee wishes to have a conversation about the topic presented, a member may request that the item be added to a subsequent Regular Meeting.

The details for submitting a presentation can be found within the policy BEDH, Public Comment and Presentations of the Public.

Pursuant to policy BEDH, Public Comment and Presentations of the Public - any resident in the audience may be given permission to speak once on any item on the agenda for up to three (3) minutes. The speaker is expected to keep their comments to the item on the agenda. The speaker must begin their comments by providing their full name and full Medford street address where they reside. A welcoming, inclusive community is both a value of the School Committee and an aspirational goal. We ask for your help in achieving this goal and value your perspective. Employees of the Medford Public Schools are exempt from the residency requirement of this policy. The voice of our employees is welcomed on all matters before this body. When a non-Medford-resident employee is participating in public comment or submitting a presentation of the public they will include their home address and identify themselves as an employee of the Medford Public Schools.

VII. Continued Business - none

VIII. New Business

1. 2023 -09 Offered by Sharon Hays and Melanie McLaughlin

Whereas up-to-date policies prohibiting discrimination, harassment, sexual harassment, and retaliation are fundamental to ensuring a safe and equitable learning environment for MPS students and working environment for MPS staff;

Whereas the Massachusetts Association of School Committees has recently updated their sample policies regarding discrimination, harassment, sexual harassment, and retaliation in order to reflect the most current laws and regulations, clarify language, and add protected classes;

Be it resolved, the Diversity, Equity, and Inclusion subcommittee will meet to review Medford policies AC "Nondiscrimination", AC-E/ACA-E "Title IX/Chapter 622", ACAB "Harassment", and ACAB-R "Policy Prohibiting Sexual Harassment and Violence". The subcommittee will consider

the following MASC policy updates: AC “Nondiscrimination Policy Including Harassment and Retaliation”, AC-R “Nondiscrimination Policy Including Harassment and Retaliation”, ACA “Nondiscrimination on the Basis of Sex”, ACAB “Sexual Harassment”, and JICK “Harassment of Students”.

Note: Policy ACE “Nondiscrimination on the Basis of Disability” is not included in this resolution as a separate resolution addressing that policy is being written by another school committee member.

Date Submitted: May 8, 2023

Meeting Date Requested: May 15, 2023

2. 2023 - 10 Offered by Sharon Hays and Melanie McLaughlin

Whereas the Medford Public School is committed to ensuring that all students are afforded a safe and healthy learning environment;

Whereas Title IX legislation is a federal civil rights law enforced by the Department of Education’s Office of Civil Rights, that provides protections for students and staff by prohibiting sex-based discrimination, including sexual harassment, in programs or activities that receive federal financial assistance from the Department of Education;

Whereas Title IX requires public schools to take steps to prevent and remedy two forms of sex-based harassment: sexual harassment (including sexual assault, domestic violence, dating violence, and stalking) and gender-based harassment (harassing conduct based on a student’s failure to conform to sex stereotypes);

Whereas the Office of Civil Rights requires public schools to disseminate their non-discrimination policy and the Title IX Coordinator’s contact information to ensure accessible channels for reporting sex-based and gender-based discrimination and harassment, and to notify students, employees, parents, and others of how the school will respond to the reports (grievance procedure);

Whereas the Office of Civil Rights requires public schools to prominently display on their websites the required contact information for the Title IX Coordinator;

Whereas all Title IX training materials must be publicly available;

Be it resolved, the Medford Public Schools website will be updated to include a page/section that provides a full description of the MPS Title IX Policies regarding sex-based and gender-based discrimination and harassment, and includes the Title IX Coordinator’s name, title, email and phone number; procedures for reporting allegations of harassment and filing a formal complaint; description of the grievance process; and materials from MPS Title IX trainings or information about how to access those materials.

For reference, see Bedford Public Schools:

<https://www.bedfordps.org/district/human-resources/pages/title-ix-policy-and-documents#:~:text=Title%20IX%20states%20that%3A,activity%20receiving%20Federal%20financial%20assistance>

and Cambridge Public Schools:

https://www.cpsd.us/departments/oeib/civil_rights_title_ix_sexual_misconduct

Be it further resolved, the 2023-24 online Parent and Student Handbooks for each school will provide a summary description of these policies including the Title IX Coordinator's name, title, email and phone number, and a link to the page with the full policy. Printed versions of the handbooks, if provided, will also include a summary description of these policies including the Title IX Coordinator's name, title, email and phone, with instructions about how to obtain a copy of the full policy.

Date Submitted: May 8, 2023

Meeting Date Requested: May 15, 2023

3. 2023 - 11 *Offered by Sharon Hays and Mea Mustone*

Whereas the mission of the Medford Public Schools is of a caring educational partnership of school, family and community designed to ensure that all students are afforded a safe and healthy learning environment in which they develop the knowledge, skills, and attitudes to reach their full academic and personal potential;

Whereas the Medford Public Schools hired Michael J Welch of Leadership EdVisors Consulting, LLC to provide an evaluation of the culture and climate at the Medford High School complex with recommendations for areas of improvement;

Whereas Mr Welch's report and presentation to the school committee on 5/1/23 detailed a number of areas of significant concern that warrant additional discussion;

Be it resolved, the Medford School Committee will convene a Committee of the Whole meeting with consultant Michael J Welch for further in-depth discussion of his "Safety, Security, and School Climate Review" of Medford High School and Medford Vocational Technical High School. This meeting will be held as soon as possible, but no later than June 20, 2023, and Mr. Welch will be compensated at his hourly rate.

Date Submitted: May 8, 2023

Meeting Date Requested: May 15, 2023

4. 2023 - 12 *Offered by Melanie McLaughlin, Mea Mustone and Sharon Hays*

Whereas public schools have the responsibility to create a Non-Discrimination Agreement to be shared publicly on the basis of multiple state and federal laws, and whereas Medford Public Schools has published the following,

Non-Discrimination Policy (see attached)

The Medford Public Schools is a community that celebrates and respects its Diversity. The Medford Public Schools does not discriminate in educational programs or employment opportunities on the basis of race, color, gender, religion, citizenship, national origin, age, disability, sex, sexual orientation, gender identity, marital status, genetics, or any other characteristic protected by law. Students from linguistic, racial, and ethnic minorities; males; females; homeless students; and students with disabilities all have access equal to that of other

students to the general education program, including the full range of an occupational/ vocational education programs offered by the school district. Any person who believes they have been subjected to discrimination may file a grievance through a designated 504 Coordinator. It is against the law for Medford Public Schools to retaliate against anyone who files a grievance or cooperates in the investigation of a grievance.

And Whereas, The Medford Public School Committee has established Policy, **AC - NONDISCRIMINATION** : Public schools have the responsibility to overcome, insofar as possible, any barriers that prevent children from achieving their potential. The public school system will do its part. This commitment to the community is affirmed by the following statements that the School Committee intends to:

1. Promote the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encourage positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Work toward a more integrated society and to enlist the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Use all appropriate communication and action techniques to air and reduce the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school system, the potential benefits or adverse consequences that those decisions might have on the human relations aspects of all segments of society.
6. Initiate a process of reviewing policies and practices of the school system in order to achieve to the greatest extent possible the objectives of this statement.

The Committee's policy of nondiscrimination will extend to students, staff, the general public, and individuals with whom it does business; No person shall be excluded from or discriminated against in admission to a public school of any town or in obtaining the advantages, privileges, and courses of study of such public school on account of race, color, sex, religion, national origin, sexual orientation or disability. If someone has a complaint or feels that they have been discriminated against because of their race, color, sex, religion, national origin, sexual orientation or disability, their complaint should be registered with the Title IX compliance officer.

And whereas, Medford Public Schools is required to prohibit discrimination *and exclusion from participation* for students with disabilities under the Section 504 Rehabilitation Act of 1973, Title 1 of the Americans with Disabilities Act 1990, and Title II of the Americans with Disabilities Act 1990,

Be it resolved, as of September 1, 2023 Medford Public Schools will include the following accommodation statement in all non-discrimination policies and procedures as well as any school-based activities that occur as part of the "life of the school".

Be it further resolved, this accommodation statement will be included on all forms for participation in school based activities and events.

"We value inclusion and access for all participants and are pleased to provide accommodations for this activity / event. Please contact your school's 504 Coordinator or Assistant Principal to make an accommodation request. Requests must be submitted at least 5 days prior to the event. This event is wheelchair accessible."

Date Submitted: May 11, 2023
Meeting Date: May 15, 2023

IX. Reports Requested - none

X. Condolences - none

XI. Next Meeting

The **10th Regular School Committee Meeting** will be held on **June 5, 2023** in the Alden Memorial Chambers, Medford City Hall - in addition to Zoom

XII. Adjournment