

NORTON PUBLIC SCHOOLS  
Norton, Massachusetts

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NORTON SCHOOL COMMITTEE  
MINUTES OF MEETING

***Date of School Committee Meeting:*** Thursday, April 28, 2022

***Location:*** Norton JCS School Library and Remote Participation

***Present:*** Committee Members: Chairperson Mr. Deniz Savas, Mrs. Kathleen Stern, Mrs. Sheri Cohen, Mrs. Carolyn Gallagher, and Vice Chairperson Mr. Dan Sheedy (remotely). ***Also present:*** Superintendent of Schools Joseph F. Baeta, Assistant Superintendent for Teaching and Learning Jennifer O'Neill, Director of Facilities Wade Lizotte, School Business Manager Matthew Wells, and Technology Director Karen Winsper. ***Present remotely:*** Student Representatives Zoe Duran and Malia Savas

***Call to Order:*** Chairperson Savas called the meeting to order at 6:00 p.m. and announced that the meeting was being video recorded and asked that if anybody else is recording to please let the Committee know.

***Pledge of Allegiance***

***Vote to Approve Minutes of April 14, 2022 Open Session Meeting:***

MOTION: by Mrs. Cohen to Approve Minutes of April 14, 2022 Open Session Meeting

SECOND: by Mrs. Stern

VOTE: 4-yes; 1-abstain; 4-0-1 motion carries

***Warrants Information:***

Mrs. Cohen reported that the following School Expense Warrants and School Payroll Warrants were reviewed and approved and are to be entered into public record:

School Expense Warrants:

- April 14, 2022 \$ 959,771.52

School Payroll Warrants:

- April 7, 2022 \$1,055,926.95

***Student Representative Updates:***

Zoe Duran and Malia Savas provided examples of student input about what changes students would make if they were the principal.

***Presentation and Vote on Norton Girl Scouts Silver Award Project:***

Dr. Baeta introduced four NMS Grade 8 students who are members of the Norton Girl Scouts Troop 86020 Aili Heise, Cassidy Phillips, Nicolette Attubato, and Riley Hoffman. The Girl Scouts are seeking approval to complete their Silver Award (the second highest award a Girl Scout can achieve). The Girl Scouts are proposing to fix the garden at the LGN during the spring and summer. The Girl Scouts shared an outline for fundraisers, donations and ideas to generate the funds and materials needed for the project.

School Committee discussed and offered support, including donations. Dr. Baeta offered the use of the Communications Office for advertisement.

MOTION: by Mrs. Cohen to Approve Girl Scouts Silver Award Garden Project at the LGN Garden

SECOND: by Mrs. Gallagher

VOTE: 5-yes motion carries

***First Review of Non-Discrimination and Harassment Policies:***

Dr. Baeta presented to the School Committee a first review of an ongoing policy revision work of MASC staff, with guidance from the Attorney General's Civil Rights Division, who recently undertook a review of Policy AC – Non-Discrimination Policy Including Harassment and Retaliation.

The revised policies AC and AC-R broaden “discrimination” to include harassment and retaliation. This expanded description takes into account that discrimination can encompass a range of behaviors and forms, whether targeted or unintentional. The revision further reinforces the need for schools and members of school communities to protect the civil rights of their students, staff, volunteers, and other who work in or with the schools.

Policies ACAB Sexual Harassment and JICK Harassment of Students have been similarly revised to expand protected classes and adjust language to be in line with current federal and state requirements and recommendations.

Dr. Baeta and the Committee discussed the updates, issues, and their recommendations regarding the policies. At this time, the Committee agreed to strike items 1-6 under AC policy. An official vote on the policy changes will be at a later date.

***Vote to Award Before and After School Child Care Contract:***

Mr. Wells presented to the Committee a Technical and Price Proposal Evaluation for the FY'22-27 Before and After School Child Care Request for Proposals. Dr. Baeta thanked the committee who went through the work of grading this. Mr. Wells recommends to award the five-year contract to Champions.

MOTION: by Mrs. Gallagher to award the contract to Champions

SECOND: by Mrs. Cohen

VOTE: 5-yes motion carries

***Announcement of Second Group of Class of 2022 Adams Scholars:***

Dr. Baeta provided the Committee with a list of recipients from the Class of 2022 Adam Scholars-Group 2. He congratulated the students who continued with the process and met the criteria for the scholarship.

***Global Ed Update and Vote:***

Dr. O'Neill presented an overview on the history of our global travel program and how EF Educational Tours has updated their health policies since the beginning of the pandemic. Dr. O'Neill presented the Committee with two travel itineraries and quotes for consideration for a London/Paris/Rome trip, April 14<sup>th</sup> through April 22<sup>nd</sup>, 2023, and a Dominican Republic trip, June 28<sup>th</sup> through July 5<sup>th</sup>, 2023.

MOTION: by Mrs. Cohen to Approve EF Educational Tours Trips to London/Paris/Rome and Dominican Republic

SECOND: by Mrs. Gallagher

VOTE: 5-yes motion carries

***Superintendent's Evaluation Process and Timeline:***

Dr. Baeta presented the Committee with the End-of-Cycle Summative Evaluation Report: Superintendent, as well as the MA Model System for Educator Evaluation Superintendent and District Administrator Rubric.

He explained from May 1 – May 27 the Committee will individually work on the Superintendent's evaluation and provide the Chair their individual recommendations by June 1st. The Chair and Superintendent to meet by June 9th and review the Chair's recommendations. On June 16th a special School Committee meeting will be held to finalize the Superintendent's evaluation and to vote. This is a two-year evaluation and the new member may choose or not choose to participate.

***Vote to Approve Journal Entries:***

Mr. Wells submitted to the Committee April adjusting journal entries moving expenses from appropriations to revolving and grant accounts. He explained we purchase supplies early in the year and need to charge some expenses to appropriations until our revenue stream catches up enough to absorb the actual expenses. These journal entries balance the accounts in line with the approved budget, however due to the size of the journal entry being \$1,119,509.37, the transfer to move the expenses need a vote from the School Committee to satisfy the auditors.

MOTION: by Mrs. Gallagher to approve journal entries as presented

SECOND: by Mrs. Cohen

VOTE: 5-yes motion carries

***Other Business:***

- Dr. Baeta informed the Committee there will be a posting for a Campus Monitor at the high school for the bathroom and hallways.

- It Takes a Community annual basketball game will be held on May 6<sup>th</sup> at 7:00 p.m., at NHS. Tickets are still available and can be purchased online.
- Town Election is this Saturday, April 30<sup>th</sup> at the Middle School from 8:00 a.m. to 4:00 p.m.
- Dr. Baeta and the Committee presented Mrs. Stern with a plaque for her six years of dedication on the School Committee Board. He and the Committee thanked her for her service and appreciate all she has done for NPS. Mrs. Stern expressed it was a great board to work with and she enjoyed it.

***Motion to Adjourn***

MOTION: by Mrs. Stern to Adjourn and take part in a building walk through and facilities update, not to return to open session.

SECOND: by Mrs. Cohen

ROLL CALL VOTE: Dan Sheedy-yes; Kathleen Stern-yes; Carolyn Gallagher-yes;  
Sheri Cohen-yes; Deniz Savas-yes 5-0 motion carries


The meeting adjourned at 6:54 p.m.

***Next Meeting Date:*** Thursday, May 12th, at the NHS Library at 6:00 p.m.

***Documents and Other Exhibits Used at Meeting:***

- Updated Policy AC – Non-Discrimination Policy Including Harassment and Retaliation
- Current Policy AC - Nondiscrimination
- New Policy AC-R – Non-Discrimination Policy Including Harassment and Retaliation
- Updated Policy ACAB – Sexual Harassment
- Current Policy ACAB - Harassment
- New Policy JICK – Harassment of Students
- NPS FY'22-27 Before and After School Child Care Request for Proposal
- Class of 2022 Adams Scholars – Group 2 and Criteria for the Scholarship
- Travel Itineraries and Quotes from EF Educational Tours
- April 2022 Journal Entries
- End-of-Cycle Summative Evaluation Report: Superintendent and MA Model System for Educator Evaluation Superintendent and District Administrator Rubric

Respectfully Submitted,  
Joseph F. Baeta, Ed.D.  
Secretary Pro Tem



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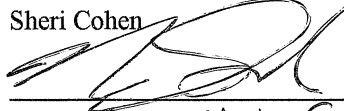
Deniz Savas, Chairperson



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Daniel Sheedy, Vice-Chairperson

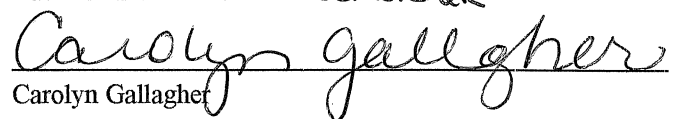
Sheri Cohen



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~~Kathleen Stern~~

Nick Schleicher



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Carolyn Gallagher

dmk