

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

**School Committee
Business Meeting**

Monday, June 15

6:30 PM

Online video conference

<https://us02web.zoom.us/j/83165624399?pwd=NEl1NFhrRUxHRDloUE8wZDhlcUxyZz09>

**Checklist: SC Business Meeting Agenda 6-15-2020
SC Meeting Agenda Notes 6-15-2020
SC Business Meeting Minutes 6-1-2020
NHS Student Representative Report topics
Cultural Competency District Initiatives
International Field Trips
MASC Resolution COVID-19 State Funding
School Committee Meeting Calendar 2020-2021**

**Newburyport Public Schools
Newburyport, MA**

**School Committee Business Meeting
Monday, June 15, 2020
6:30 PM**

Online Video conference
Join Zoom Meeting

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Meeting ID: 831 6562 4399

The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.

Business Meeting Agenda: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

- 1. Call to Order & Pledge of Allegiance**
- 2. *Consent Agenda: (warrants & 6-1-2020 minutes) - Vote**
- 3. Introduction – Michael Eatman**
- 4. NHS Student Representative Report**
- 5. Student Recognition - Superintendent Sean Gallagher**
- 6. Cultural Competency District Initiatives Discussion– Bruce Menin**
- 7. Public Comment**
- 8. *International Field Trips 2021 (Greece & Australia) – Possible Vote**
Aileen Maconi & Andy Wulf
- 9. *MASC Resolution on COVID-19 Expense Reimbursement – Bruce Menin – Possible vote**
- 10. *Budget Update – Continuation of appropriation of 2 World Language teachers at Nock Middle School – Mayor Holaday - Possible vote**
- 11. *School Committee Meeting Calendar 2020-2021 – Second Reading – Possible vote**
- 12. Assistant Superintendent Angela Bik's Report: Summer Curriculum, Professional Development with Billie Donegan**
- 13. Superintendent Sean Gallagher's Report: Closing of School, Car Parades and Other Events, Remote Learning Participation update, Commissioner Riley's opening of schools & NPS Task Force development**

- Continued next page -

14. Sub-Committee Reports (if needed): *Joint Ed; Finance; Policy; Superintendent's Evaluation*

Adjournment

*Possible Vote**

** The School Committee reserves the right to call **executive session**, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations collective bargaining and/or potential litigation.

**Newburyport School Committee
Meeting Agenda Notes**

Monday, June 15, 2020 @ 6:30 PM

Online Video conference
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Meeting ID: 831 6562 4399

AGENDA NOTES

The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Business Meeting Agenda:

2. ***Consent Agenda:** (warrants & 6-1-2020 Minutes) – **Vote**
3. **Introduction – Michael Eatman** – *Michael provided yearlong professional development for the Extended Leadership Team and Newburyport High School staff around Cultural Competency. He will provide cultural competency training and consulting for the 2020-2021 academic year.*
4. **NHS Student Representative Report** - *Peter D'Ambrosio will provide an update on various high school activities (see attached)*
5. **Student Recognition** - *Superintendent Sean Gallagher will recognize Peter D'Ambrosio, recent graduating senior, for his work over the past two years as the School Committee Student Representative.*
6. **Cultural Competency District Initiatives Discussion– Bruce Menin.** *An overview of various district cultural competency initiatives are outlined on the attached document.*
7. **Public Comment**
8. ***International Field Trips 2021** – Aileen Maconi and Andy Wulf; **Possible vote**
The 2021 Greece and Australia field trips discussion is continued from the May 18th School Committee meeting. Aileen Maconi emailed additional information to the School Committee as requested. (see attached). NOTE: This week the following districts were not taking trips: Pentucket, Swampscott, Georgetown, Danvers, Triton, Rockport, Ipswich, Everett, Lynnfield, Amesbury, Manchester-by-the-Sea, Salem and Gloucester. The following districts have trips planned as they were rescheduled from this year and/or unable to cancel with refunds: MASCO, Hamilton-Windham (Spain – pending) and Essex NS Tech (planned since gr 9/no refunds).
9. ***MASC Resolution on COVID-19 Expense Reimbursement** – Bruce Menin – **Possible vote**
School Committee Resolution for COVID-19 State Funding - A blank template is enclosed in this packet, as well as a completed letter using the template should the SC decide to move forward.
10. ***Budget Update** – *Continuation of appropriation of 2 World Language teachers at Nock Middle School for the academic year 2020-2021.* – **Mayor Holaday - Possible vote**
11. ***School Committee Meeting Calendar 2020-2021 – Second Reading – Possible vote**
12. **Assistant Superintendent Angela Bik's Report** – *Summer Curriculum, Professional Development with Billie Donegan*

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13. Superintendent Sean Gallagher's Report – *Closing of School, Car Parades and Other Events, Remote Learning Participation update, Commissioner Riley's opening of schools & NPS Task Force development*

14. Sub-Committee Reports (if needed): *Joint Ed; Finance; Policy; Superintendent's Evaluation*

Adjournment

*Possible Vote

FYI: Upcoming Dates:

Finance Subcommittee Meeting – Tuesday, June 16 @ 8:30AM @ online video conference

Policy Subcommittee Meeting – Monday, July 27 @ 6:30PM @ online video conference

**NEWBURYPORT SCHOOL COMMITTEE
SCHOOL COMMITTEE BUSINESS MEETING**

Monday, June 1, 2020

Video Conference - Online

Meeting Convened at 6:34 PM

Mayor Donna Holaday / Bruce Menin Presided

Present: Brian Callahan, David Hochheiser, Bruce Menin, Mayor Donna Holaday,
Sheila Spalding, Sean Reardon

Absent: Steve Cole

CALL TO ORDER / ROLL CALL / PLEDGE OF ALLEGIANCE:

Mayor Donna Holaday called the Business Meeting of the Newburyport School Committee to order at 6:34 PM. Roll Call found 6 members present, and 1 absent - Steve Cole. All those present pledged allegiance to the Flag.

At this point Vice-Chairman **Bruce Menin** assumed chairmanship of the Business Meeting.

PUBLIC COMMENT:

There was no public comment at this time.

CONSENT AGENDA:

Warrants:

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was

VOTED: To approve, receive and forward to the City Auditor for payment the following warrant.
\$9,765.00.

Motion Passed

Steve Cole absent for vote

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was

VOTED: To approve, receive and forward to the City Auditor for payment the following warrant.
\$271,255.04.

Motion Passed

Steve Cole absent for vote

On a motion by **Bruce Menin** and seconded by **Brian Callahan** it was

VOTED: To approve, receive and forward to the City Auditor to make payment and deduct the funds from the school's account.
\$15,302.74.

Motion Passed

Steve Cole absent for vote

On a motion by **Bruce Menin** and seconded by **Mayor Holaday** it was
VOTED: To approve, receive and file the School Committee
Online Business Meeting minutes of Monday,
Monday, May 18, 2020 as amended.

Motion Passed

Steve Cole absent for vote

STUDENT RECOGNITION:

Superintendent Sean Gallagher recognized NHS senior Lucy Gagnon. Ms. Gagnon received the Massachusetts Association of Schools Superintendent's Award which is given to a senior high school student that has distinguished themselves in the pursuit of excellence with a strong, consistent academic performance during their high school careers. Ms. Gagnon has excelled in academics, participated in track, cross country, indoor track and has been awarded the CAL Athlete of the Year. Ms. Gagnon, who was present during the Zoom meeting, acknowledged the award and extended her thanks.

INTRODUCTION OF NEW GR. 1-3 BRESNAHAN PRINCIPAL AND DIRECTOR OF STUDENT SERVICES:

Superintendent Gallagher introduced Timothy Miller who will be the new Gr. 1-3 Bresnahan Principal, and Nancy Koch who will be the new Director of Student Services beginning July 1, 2020. Both participated in the Zoom meeting and extended their thanks and anticipation of beginning their new positions with the Newburyport School District.

FOREIGN LANGUAGE PRESENTATION:

Superintendent Gallagher introduced Principal Lisa Furlong and Principal Andy Wulf who reviewed the NPS World Language 6-8 Expansion Plan which included the following:

- Development Process
Since the fall of 2018, the 6-12 World Language Team has been working with Dr. Nicole Sherf to:
 - Establish department mission
 - Identify core program goals
 - Develop share instructional approach
 - Establish competencies and define spiral of curricula
- NPS World Language Program
- Current Courses grade 6-8
 - Grade 6
 - Course introduction to the study of world language (Spanish)
 - Meets once in a 5 day rotation for 60 minutes
 - Explore course
 - Grades 7-8
 - Course Spanish 1 (course is covered over 2 year period)
 - Meets two or three times weekly for 60 minutes
 - Expanded Explore course
 - 2019-20 only: Pilot of German (partial course)

- Staffing
 - 2 FTE teachers
 - Caseload for each: approximately 260 students
- Proposed 2020-21 School Year

Courses

 - Grade 7: Spanish 1
 - Grade 8 Complete Spanish 1, begin Spanish 11

Meets

 - Would be scheduled as a part of the core team (ELA,MA,SC,SS,SP Educ.)
 - Meeting times are dependent on the final schedule. For example, the course could meet daily for 45 minutes, every other day for 90, or 4 times in a 5 day rotation.
 - Same time on learning as core subjects.

Staffing

 - 4 FTEs, one teacher for each grade level team (additional 2 FTEs)
 - Caseload: 85-100, same as core teachers
 - Expanded stipend for WL curriculum leader as he/she will be leading 7-12 curriculum, assessment and instruction

Materials

 - Curriculum resources will need to be allocated for Spanish 11

Benefits

 - Allows for full course to be taught in one year
 - Provides realistic caseload for teachers
 - Integrates world language into the core curricula
 - Supports opportunities for interdisciplinary teaching and a more rigorous curriculum

Concerns

 - Space-teams have 4 core classrooms, there are not any unused classrooms at Nock/Molin
 - Scheduling - change would need to take place early enough in the summer to allow for (1) the development of a new schedule and (2) the actual scheduling of all students
 - Hiring-decision would need to be before the end of July to allow for an effective hiring process
 - Materials - we will need to purchase Spanish 11 resources for middle school
 - No world language in grade 6
- 2021-22 School Year

Courses

 - Grade 6: Spanish 1
 - Grade 7 Spanish 1 (first year for this cohort)
 - Grade 8 Spanish 11

Meets

 - Would be scheduled as a part of the core team (ELA,MA,SC,SS,SP, Spec.Educ.)

- Meeting times are dependent on the final schedule. For example, the course could meet daily for 45 minutes, every other day, or 4 times in a 5 day rotation
- Same time on learning as core subjects

Staffing

- 6 FTEs, one teacher for each grade level team (additional 2 FTEs)
- Caseload: 85-100, same as core teachers
- Expanded stipend for WL curriculum leader as he/she will be leading 6-12 curriculum, assessment and instruction

Concerns

- Space-same concern will be faced, where to put the class
- Scheduling - should not be a large concern, use schedule template from SY20-21
- Hiring - similarly, decision about hiring needs to be made early enough to hire quality staff

● 2022-23 School Year

Courses

- Grade 6: Spanish 1
- Grade 7: Spanish 11
- Grade 8: Spanish II

Meets

- Would be scheduled as a part of the core team (ELA,MA,SC,SS,SP,Spec.Educ.)
- Meeting times are dependent on the final schedule. For example, the course could meet daily for 45 minutes, every other day for 90, or 4 times in a 5-day
- Same time on learning as core subjects

Staffing

- 6 FTEs, one teacher for each grade level team
- Caseload: 85-100, same as core teachers

Concerns - should have been addressed in SY 21-22

By SY 23-24 middle school students will complete Spanish 1, 11, 111

Principal Wulf stated as students move through the system we should be able to offer more advanced language classes.

Mayor Holaday asked what would the base budget be to hire more language teachers?

Answer - \$130,000.00 for two.

Principal Furlong stated that two students at NHS are sitting for the Certificate of Literacy test this year.

Bruce Menin asked Principal Wulf if he sees more students taking AP in language? Answer - yes, with the advancement of languages.

David Hochheiser asked, if after 3 years of language at the Middle School where would we expect them to test into. Principal Furlong said the Lavant test ,and **Superintendent Gallagher** explained levels of language learning. Principal Wulf explained the flexibility of learning skills of languages.

David Hochheiser thanked everyone for laying this out. He asked if we add Spanish to the Core Curriculum, what comes out, what loses minutes.

Brian Callahan asked if we are hiring staff, how does that reflect on the September budget?

Mayor Holaday said this is short money - we will take a look at the budget to see where we are - will look at.

GRADUATION OVERVIEW:

Principal Wulf said he met with the Board of Health and got approval for the following:

- In Person Graduation - July 23 - 6:00 PM
 - 2 Guests per graduate (guests must be immediate family members)
 - Pre-registering of attendees
 - Staggered and Escorted Arrival and Departure
 - The field has multiple gates. Each student with their guests will be assigned a gate to enter and leave from
 - Everyone wears a mask
 - No Professional - student sits with 2 invited guests upon arrival
 - Field and bleachers can be organized into over 300 squares that are 15'x15'
- Several pictures of the football field. showing how chairs would be placed, and the various gates, were in the presentation
- Senior Car Parade
 - Down High Street
 - Sing-Out reflection video will air 30 minutes after end of parade so that students return home
 - June 7th
- NHS Senior Activities - Class of 2020
 - May 22, 4:00 to 6:00 PM - NHS Faculty Distributes Lawn Signs to Graduates
 - May 27, 9:00 to 3:00 PM - Senior Obligation Collection
 - May 27, 6:30 PM - Scholarship Awards Ceremony
 - June 3, 9:00 - 3:00 PM - Cap and Gown Pick-up Day
 - June 3, 7:00 PM - Vespers Ceremony
 - June 4, 7:00 PM - Ivy Day Ceremony
 - June 7, 11:00 AM - Car Parade/Sing Out - Diplomas will be passed out
 - June 8-9, Sign-up - Formal Picture in Front of High School by Sullivan Studios
 - July 23, 6:00 PM - Graduation
 - Grab bags will be distributed containing T-shirt, 2020 face masks, gift certificates, and other neat things

Principal Wulf said people have been so patient - this has been a community planning effort. He will continue to meet with the Board of Health. We can do this as long as the State allows. If things change for the worse we will run virtual.

David Hochheiser said your team has done a great job with communication.

Sean Reardon said this was a great job.

SCHOOL COMMITTEE GOALS - FIRST READING:

David Hochheiser reviewed the following School Committee Goals: Superintendent's Evaluation, Budget, Strategic Plan, and new Protocols for School Committee.

Motion:

On a motion by **David Hochheiser** and seconded by **Mayor Holaday** it was

VOTED: To approve the 4 goals, Superintendent's Evaluation, Budget, Strategic Plan, and new Protocols for School Committee that were presented to the Committee at the last School Committee Meeting.

Mayor Holaday asked **David Hochheiser** if the rest of the Committee has seen the information that he shared with her. **David Hochheiser** said yes.

Motion Passed

Steve Cole absent for vote

SCHOOL COMMITTEE MEETING CALENDAR 2020-2021 - First Reading:

The School Committee Meeting Schedule for July, 2020 - June 2021 was presented for the first reading.

David Hochheiser asked:

- Were they meeting this summer?
- If we get money will we be hiring Spanish teachers? Discussion ensued regarding this.

Mayor Holaday said we will have information at the next School Committee meeting.

A June 29 date was set as a tentative School Committee Business Meeting.

ASSISTANT SUPERINTENDENT ANGELA BIK'S REPORT:

Assistant Superintendent Angela Bik reported on the following:

- Update of planning sessions with Special Education - Deb O'Connor stated they are planning a hybrid program for the summer. Nancy Koch discussed other School Districts plans - people are trying to be creative.
- Literacy Camp - We hope to do that in person with small groups of 5. She has reached out to teachers - all but one are on board. **Superintendent Gallagher** is going to coordinate a meeting. Nancy Lysik has reached out to Salter Bus Company to provide transportation.
- The High School may need a credit recovery program - Principal Wulf will discuss this at a School Committee meeting.
- English Learners - trying to plan - hope to have information at the next meeting.
- Deb O'Connor has letters ready to go to parents.

SUPERINTENDENT SEAN GALLAGHER'S REPORT:

Superintendent Gallagher reported on the following:

- School Choice - opened 10 slots in Grade 6 - all are filled
- Our mind set - keep students and staff safe - formulating ideas. We are waiting for guidelines.
- Commissioner Riley has hinted at Circuit Breaker reductions. We are in good shape with our budget.
- Ed Davis - working with schools on reopening in September.
- PPE preparation - gave overview
- Summer School - will have guidance on that tomorrow.
- Friday memo this week:

- 7th grade teachers planted American Flags on graves. Mr. Webber headed up that event for Memorial Day
- Lawn signs for Seniors - planted on Seniors lawns
Mayor Holaday said she feels bad for seniors with everything they have lost this year. This was a very nice thing to do - it was important.
- Food distribution - 14,294 meals have been distributed to date
- Principal's Meeting - end of year celebration - last day of school - closure for students - parade route - students with families may drive by schools with staff outside

SUB-COMMITTEE REPORTS:

There were no reports at this time.

ADJOURNMENT:

Motion:

On a motion by **Brian Callahan** and seconded by **Sean Reardon** it was

VOTED: To adjourn the Newburyport School Committee Business Meeting
at 8:13 PM.

Motion Passed

Steve Cole absent for vote

NHS STUDENT REPRESENTATIVE REPORT TOPICS

Peter D'Ambrosio

May 22 - Lawn Sign Delivery (Mr. Gallagher and the Mayor participated)

May 27 - Scholarship and Awards Ceremony aired on Local 9

(Over 400,000 dollars was provided to students)

June 3 - Cap and Gown Pick Up Day

June 3 - Vespers Ceremony aired on local 9

June 4 - Ivy Day Ceremony aired on local 9

June 7 - Car Parade and Diploma Distribution by the Mayor and Mr. Gallagher

June 7 - Senior Sing-out Video

June 17 – Wednesday - academic key pick-up for grades 9-11

Newburyport Public Schools
Cultural Competency Initiatives Overview

June 2020

Introduction

The following document provides an overview of the ongoing work in the District around diversity, tolerance, equity, race, and cultural competence.

NPS believes that each person is worthy of respect and that a strong community celebrates individual uniqueness. Our work is based on the understanding that education is fundamental to an empowered, evolving society.

Ensuring a school culture that brings these beliefs to life means addressing issues of bias, diversity and equity at every level of the organization:

- Educator Professional Development
 - Exploring our own biases
 - Understanding students' diverse experiences and identities
 - Supporting all students through effective choices in unit plans and curriculum resources
 - Implementing instructional strategies to support diverse learners
- School Culture Development
 - Designing developmentally appropriate and equity-focused practices for student intervention and discipline
 - Supporting intentional planning for school-wide celebration of diversity
- Student Programming
 - Creating opportunities for student voice
 - Developing peer leaders
 - Providing diverse club and out-of-school opportunities

All of these areas of focus are underscored by our responsibility to enforce a learning culture that keeps students safe, hears their voice, and gives them the tools to recognize and address intolerance and discrimination while solving conflicts in constructive and respectful ways.

Professional Development

In our Professional Development work, we recognize that it is our responsibility to ensure curricula that are free from bias, and to provide resources that allow each student to recognize themselves. Through workshops, courses, and in-service programming, we are asking educators to consider how their pedagogical style allows for equity, celebrates diversity, and encourages student voice.

In addition, staff professional development is designed to ensure that all staff are able to recognize when there are situations of intolerance, racism, sexism and hate happening in the district, and have the tools to intervene.

A focus of the work with staff and students has always been to create and then share expertise through a train-the-trainer approach.

School Culture

Our District must also work to develop school cultures that promote and model diversity. Through work at the district and building levels, we are assessing our approaches to discipline and implementing positive behavior intervention systems (PBIS). This approach focuses on providing a safe school culture for all students and ensures the district is evaluating how our policies and procedures are affecting all children.

In addition, young peoples' voices need to be elevated so that educators can understand the experience of school from the perspective of our students. Each school has engaged in work intended to build lasting structures for elevating student voice.

Student Programming

Students need opportunities to explore their own identity and engage in conversations with other students around issues of bias, stereotyping, and discrimination. Students benefit from a variety of programming that allows for large and small group settings and offers opportunities for young people to take leadership roles.

A Snapshot of Recent District Efforts

Below is an annotated list of some of the more recent initiatives.

Professional Development

- District Partnerships and Capacity Development
 - The district has actively partnered with a wide variety of organizations, agencies, governmental units and individuals to provide training and share experiences with staff and students. Over the last 18 months, these include, but are not limited to Newburyport Youth Services, the Newburyport Police Department, Newburyport Community Service, Our Neighbor's Table, the Newburyport Human Rights Commission, the District Attorney's office and the Office of the Attorney General, the YWCA, the Jeanne Geiger Center, The Anti-Defamation League, the DESE Safe and Supportive Schools initiative, Facing History and Ourselves, Teaching Tolerance, and consultants Michael Eatman, Billie Donegan, Jeff Periotti and author Nora Doole
 - Michael Eatman provided yearlong professional development for the extended leadership team and Newburyport High School staff around Cultural Competency. He will be offering training and consultation to the district in the upcoming year.
 - The District applied for and was awarded a 10-year Comprehensive School Health Services Grant (CSHS) in June 2019. One of the goals of the CSHS grant is to address discrimination, equity, race, and bias.
- Curriculum and Instruction Development
 - Between 2017-19, all Nock ELA and SS teachers (along with some art and music teachers) participated in workshops and curriculum consultation with *Facing History and Ourselves*. The work focused on using "identity" to frame student's experiences with history and to support teachers in using a range of resources and teaching strategies to ensure a diversity of voices were represented in the curricula. Social studies teachers at all 3 grade levels continued consultation with FHAO to rewrite curricula and learn more deeply about the FHAO resources. Further collaborative work with FHAO is planned.
 - Resource development
 - Instituted the practice of examining texts for racial bias; began reviewing all District text and resource selection policies to ensure they reflect the district commitment to diversity, equity and cultural competence

- The District has created a rubric for, and initiated regular Equity Walkthroughs of classes to ensure and promote equity of opportunity; the rubric also includes corrective actions tools.
 - Librarians at all levels have worked to build resources to represent cultural, learning style, and historical diversity.
 - Planning for the establishment of a Nock Parent Advisory group that was scheduled to meet in late March was interrupted by the closure. The group was set to begin a discussion around resources teachers are using in their classroom with a focus on understanding how these resources are felt by our students of color. It is our plan to restart up this advisory group in the fall.
- Courses
- Grade 7: Holocaust Unit. This unit is based on the work of *Facing History and Ourselves*. (This year the teaching of the unit was interrupted by the closure).
 - All four 7th grade ELA and SS teachers have attended the *Facing History* “Holocaust and Human Behavior” workshop. Our anchor text, *I Promised I would Tell*, is also a FH publication.
 - The units use specifically designed instructional strategies. Pulling from FH resources, the Holocaust unit is designed to allow students examine the legacy of the Holocaust and make connections to their own and others behaviors
 - Grade 8: Civil Rights and *To Kill a Mockingbird* Units. These units were also designed under the guidance of *Facing History and Ourselves*. Our ELA and SS staff attended multiple workshops (including one specific to the teaching of *To Kill a Mockingbird*) exploring teaching civil rights.
 - The entire 8th grade social studies year is based on students exploring their identity and understanding how identity affects citizenship and civic action. Many resources are used to explore voices in American history and support students in building a stronger understanding of the diversity of the American experience. The year culminates in a civic engagement project called *I am We*.
 - The Molin continues to use the *Second Step Curriculum*, which addresses cultural diversity and bullying through lessons on empathy, impulse

control, problem-solving, and anger management. These are taught in every classroom at both grade levels.

- Wellness classes at the Molin address tolerance, understanding and acceptance of differences.
- The Bresnahan continues to use the *Second Step Curriculum* to focus on challenges like cultural diversity, tolerance and bullying.
- Workshops: identity and awareness of diversity and other issues
 - Leadership Training by Jeff Periotti, DESE Director of Safe and Supportive Schools, was provided to all principals, senior leadership, counselors, and nurses to address gender identity, discrimination, and equity.
 - This training led to multiple workshops by DESE Safe and Supportive Staff at all four schools over the past 5 years.
 - The most recent LGBTQ+ training from this group was held during the 2019-2020 school year for all Bresnahan and Molin Staff and all Nock Instructional Assistants.
 - The district participated in a daylong workshop/conference entitled ‘Racial Equity in School Health: A Groundwater Approach Conference’ on March 27, 2018. This workshop was presented by the Racial Equity Institute (REI) of North Carolina, BU School of Public Health Activities Lab, and the BU School of Medicine, and involved a half dozen key district staff and community members.
 - The conference led to a series of district-wide discussions regarding Racial Equity in our Schools led by Emily Russin. Workshop topics included equity and used the article ‘Confronting Racism at an Early Age’.
 - 2 educators from NHS and 2educators from the Middle School attended a 3-day workshop to become leaders in the ADL World of Difference program.
 - In the fall of 2018, Nock staff completed professional development using *Speak up at School: How to Respond to Everyday Prejudice, Bias and Stereotypes. A Guide for Teachers*. Every staff member received a copy of this booklet published by Teaching Tolerance. The booklet served as the anchor text for a faculty meeting discussion.

School Culture

- Community-based Programming
 - The result of staff attending the “Racial Equity in School Health” workshop was the development of strategies for NPS, including the creation of a **Farmer’s**

Markets at Bresnahan Summer School and Open Houses. Equity issues were addressed by opening the market to the entire community. Our experience in doing this work not only forged bonds with our EL community, it created opportunities for greater community interaction, and enabled us to move quickly to establish a community-wide feeding program during the COVID-19 pandemic.

- Partnered with Newburyport Community Service/Our Neighbor's Table to provide easier access to food throughout the entire year. Work continues addressing social determinants of health regarding food insecurity across the Newburyport Community.
- Newburyport Human Rights Commission assisted staff at the Middle School in the winter of 2019, after an incident of anti-semitism. Members of the HRC commission met with Nock administrators to discuss the development of a city-wide or school-based mediation team. The focus of this work was around creating structures to support the school in healing, and provide opportunities for students who had been impacted by hateful acts and who had committed hateful acts to remain connected to the school community. Programming is not yet in place.
- School PBIS Programming
 - Bresnahan, Nock and Molin schools have all been working with the May Institute to develop Positive Behavior Intervention Systems. Educators evaluated current policies and procedures and developed new systems to support positive approaches to student behavior and proactive plans for creating an inclusive school culture.
 - Molin staff have implemented a set of guidelines for their school, The Molin Way, which promotes the values of respect, responsibility, and kindness. These are taught through PBIS lessons and discussed consistently both in classroom meetings as well as assemblies.
 - At the Bresnahan, we promote a PBIS motto of "Be Safe, Be Kind and Be Responsible". This credo addresses expected behaviors of all students in various settings and between one another. These are taught at the beginning of the year and reinforced throughout the year in classrooms, at school assemblies, in small groups with our counselors and are embedded in our daily language.

Student Programming

- Student Voice

- As part of the equity work being done with staff and students at NHS, students recommended that NHS graduation gowns be changed to a unified color of gold sashes with burgundy gowns for all students.
- All 70+ Nock staff were released for one day to shadow a student. **Shadow Day** reflections were facilitated in small groups by teacher leaders. As a follow up, Nock staff have a shared 2019-20 goal of enhancing opportunities to hear student voice and incorporate student feedback into our curriculum and instruction. We will continue this work in the next school year.
- **Essential Partners Dialogues:** In 2019, NHS and Nock worked with the organization Essential Partners to promote constructive dialogue. Through this partnership, 15 teachers and 27 students at the high school were trained in the skill of facilitating constructive dialogue.
 - The primary goal is to generate a culture in grades 6-12 that allows dialogue around difficult and/or polarizing topics. Through constructive dialogue, all participants are heard, feel valued, and understand how the dialogue may lead to new methods, approaches, or policies.
 - NHS practiced their first dialogue this year around redefining Valedictorian and Salutatorian now that high school no longer ranks students. This dialogue resulted in a policy change that was unanimously supported by the School Committee. In the end, dialogue allows for a safe place for differing ideas on a topic to be heard and understood.
 - NHS Essential Partners leaders supported the Nock in continuing dialogue among students and staff about the culture and curricula at the school. In the spring of 2019, all staff shadowed a student for a day. In the fall of 2019, EP leaders began meeting with Nock staff to design a dialogue that would continue the conversations around student experiences in the school. In late winter of 2020, 60 students and over 70 staff participated in this student-facilitated dialogue.
 - A proposal has been written to allow EP student leaders to continue their work with us next year. A series of dialogues will be designed and facilitated with a focus on student-staff collaboration.
- Clubs and Events
 - Initiated **Somalian Sister School Program** working with the NHS Social studies department and local resident Dave Fortier. While COVID-19 paused the momentum of the program, planning on a sister school partnership initiative for

all schools in the next school year, students and staff are still maintaining on-line contact with their peers in Somalia.

- **World of Difference Institute ADL Newburyport High School**

- During October of 2019, 33 Newburyport High School students participated in the World of Difference Institute Training. Trainers from the Anti Defamation League lead student and teacher participants through many discussions and activities designed to train students to become Peer Leaders. This was a comprehensive training in which students learned how to become positive peer leaders who promote a respectful, inclusive and equitable environment within our school and community.
- Once the training was completed at NHS, Peer Leaders entered the classroom and conducted lessons with fellow students. They held discussions in smaller groups several times throughout the year. Some of their discussions and lessons included understanding the language of bias, learning how to recognize stereotypes and building a positive school community. Although these peer leaders were not able to complete all of the lessons planned because of COVID-19, their work strengthened the school climate and made Newburyport High School as well as the Newburyport community, a more welcoming place for all.
- Tom Abrams, Lindsay Neilson, Charlie Grossman and Principal Andy Wulf did a radio interview discussing our ADL work. Here is the link: <https://soundcloud.com/ncmhub/morning-show-on-wjop-with-mary-jacob-sen-2020-01-31-nhs-adl-training-books-with-melinda-everett>
- There have been periodic followup sessions and Google classwork for the ADL participants.

- **World of Difference Institute ADL Nock Middle School**

- Similar to the NHS program, 30 student leaders participated in a 4-day workshop.
- Student leaders had planned for spring 2020 workshops with 6th grade students. This work will continue in the fall of 2021.
- 10 students were scheduled to attend the ADL state-wide summit in March 2020. This was also cancelled due to COVID-19.

- At the Bresnahan, the PTO sponsored a **Cultural Enrichment** presentation by Norah Dooley, author of *Everyone Cooks Rice*. Her stories include stories from the neighbors and embrace the cultural diversity that is found within our

communities and shows students how much they can learn from people in their own neighborhoods.

- **Nock Diversity Club**--students in grades 6-8 meet bi-monthly to learn from each other and plan events for the school. In the past they have sponsored “Start with Hello Week”, Kindness Fairs, and “A Day of Silence”.
- **NHS Gay Straight Alliance**-- A club for students in grades 9-12 that focuses on leadership development and activism that prioritizes building alliances, not only across sexual orientation and gender identity lines, but also across race, ethnicity, and class lines, and our resources and trainings are designed to facilitate coalition building.
- **NHS International Club** and the **International Cultural Club** are open to all students in grades 9-12. The International Club provides staff and students with opportunities to foster global awareness and understanding of other cultures, their backgrounds, traditions, food and customs. The International Cultural Club’s mission is to provide students with opportunities to learn about the world beyond their community, and to learn how their community and they, themselves are a part of that world.

Conclusion

As noted in the introduction, our District mission is to ensure that all students have an opportunity to achieve intellectual and personal excellence. We will continue to invest in professional development and student programming, and we look forward to on-going conversations with our whole community toward this goal.

HIGH SCHOOL

International Field Trips

GREECE & AUSTRALIA 2021

Requested by: Aileen Maconi

On Tue, Jun 2, 2020 at 6:58 PM Aileen Maconi <amaconi@newburyport.k12.ma.us> wrote:
Dear School Committee Members -

Sorry, I had emailed this info out beginning of last week and only now saw that the email bounced back to me. I hope you receive it now.

First, there is still some information we are waiting on to finalize all the info needed for your decision. EF has told me they will have the cancellation for any reason info in before the 15th.

So now, to answer a couple of your questions.

1. How many trips that were originally planned for 2021 canceled or postponed (till 2022)

Answer from both Worldstride & EF - Very few changes have been made to 2021 trips planned. The person in charge of NE schools at EF has had no cancellations or changes to 2021 programs. Also 80% of trips planned for 2020 that did not happen have been scheduled for 2021 time slots.

2. What local schools have 2021 trips that are still active: Here are a couple of schools they provided.

Answer: Saugus High School, Danvers High School, and Haverhill High School,

3. What about scenarios like the college students who were stuck in South America and the US government had to send in a flight to bring them home?

Answer:

"It is hard to specify in a hypothetical scenario like the one mentioned by the mayor as we have not seen ourselves in a moment to that extreme. What I recommend you share with the board is that we had over a dozen groups on the ground abroad when the President announced the travel ban this winter and we worked diligently and successfully to return every traveler home within the President's timeline. We covered the costs on emergency flights and did whatever necessary to ensure their safe return." - Worldstride

EF provided a similar response except they had many more groups to bring home.

I'll let you know asap about updates on any insurance or special coverages as best I can before the 15th.

I emailed all families and no one indicated they wanted to make changes or close the trip. One parent just before I emailed them, notified me their child lost motivation (I think because of being out of school in general) and so they will plan to withdraw. Thank you -

Thank you,

Aileen Maconi
Visual Arts Teacher
Instructional Leader Visual and Performing Arts
Newburyport High School
978-465-4440

Protecting your travel investment

Exclusive programs that provide flexibility and give customers the confidence to make an investment in future educational travel.

Peace of Mind	We understand that plans can change due to unforeseen circumstances. EF provides an exclusive Peace of Mind Program to account for such situations. This program is automatically included for all travelers and can be enacted at the group level for any reason, including terrorism or other world events. Your Group Leader may choose from the following options: 45 days or more prior to departure: - Change the travel dates of your group's current tour - Work with EF to modify your group's current tour or find a new tour - Cancel your tour and all travelers will receive a transferrable travel voucher in the amount of all monies paid for the original tour less the \$95 non-refundable deposit and any other non-refundable fees. 44 days or less prior to departure - If any location(s) included in the group's tour itinerary is designated as a Travel Advisory Level 3 or 4 by the U.S. Department of State, your Group Leader may still choose any option from the section above. EF'S PEACE OF MIND PROGRAM TERMS & CONDITIONS Benefits of the Peace of Mind Program are only available to the entire group. Travelers missing any payment deadlines must pay any incurred late fees to qualify for this program. Revised tours must fall within the date range that these Booking Conditions are valid. If the revised tour has a higher price than the original tour, travelers will be required to pay the difference as a condition of traveling on the revised tour. If EF cannot accommodate a revised tour request and/or the group decides not to travel on the original tour, then the group may opt for travel vouchers. If the group does not travel on the original tour, travel on a revised tour, or receive a future travel voucher, standard cancellation fees will apply. Travelers cancelling from a revised tour will be charged a cancellation fee based on the date that the original tour was revised or the date of cancellation from the revised tour, whichever is higher. EF will make every effort to accommodate revised tour requests. Travel vouchers will be issued in the amount of all monies paid by a traveler for the original tour less the \$95 non-refundable deposit and any other non-refundable fees. Travel vouchers are valid for the current and following travel year. Travel vouchers are transferable at the face value of the voucher to members of the traveler's immediate family or to students and faculty of the traveler's school. The future travel voucher is not a merchandise credit or a gift certificate and may not be redeemed for cash.
COVID Peace of Mind	Predicting what the future holds is challenging. We want to be sure you can look toward the future with confidence, knowing your investment is protected if world events change. COVID-19 Peace of Mind can be enacted by your Group Leader in the event that any of the following conditions apply as a result of the COVID-19 pandemic and it is 110 to 45 days prior to departure: <i>a U.S. federal governmental authority has issued a travel ban or an order restricting travel to a location on your group's itinerary;</i> <i>a U.S. federal or state governmental authority has issued an order that would require a self-quarantine for travelers in your group upon return home from a location on your group's itinerary</i>

	(iii) <i>a governmental order applicable to a location on your group's itinerary would ban or restrict travel or require visitors to self-quarantine upon arrival.</i> If COVID-19 Peace of Mind is enacted your Group Leader can choose to: • Change the travel dates or tour itinerary of your group's current tour • Cancel your tour and receive a transferable COVID-19 travel voucher for 100% of all money paid to EF • Cancel your tour and receive a cash refund for all of the money paid to EF less \$500. EF'S COVID-19 PEACE OF MIND PROGRAM TERMS & CONDITIONS All of the benefits about COVID-19 Peace of Mind Program are available to the group. Travelers missing any payment deadlines must pay any incurred late fees to qualify for this program. Revised tours must fall within the date range that these booking conditions are valid. If the revised tour has a higher price than the original tour, travelers will be required to pay the difference as a condition of traveling on the revised tour. EF will make every effort to accommodate revised tour requests. If EF cannot accommodate a revised tour request and/or the group decides not to travel on the original tour, then the group may opt for COVID-19 Future Travel Vouchers. If the group does not travel on the original tour, travel on a revised tour, the travelers will receive COVID-19 Future Travel Vouchers. Individuals are able to decide to cancel from their original tour or revised tour and receive a COVID-19 traveler voucher. COVID-19 travel vouchers will be issued in the amount of all monies paid by a traveler for the original tour. Travel vouchers are valid for the current and following travel year expiring on September 30, 2023. Travel vouchers are transferable at the face value of the voucher to members of the traveler's immediate family or to students and faculty of the traveler's school. The future travel voucher is not a merchandise credit or a gift certificate. The travel voucher may be redeemed for cash for all money paid less \$500
Global Travel Protection	\$165 <i>Can be added from the time of enrollment up until 75 days before departure.</i> Travelers can help protect their investment from the unexpected with the offered Global Travel Protection plan. Designed specifically with EF travelers in mind, this plan provides coverage for travelers, including pre-departure trip cancellation protection as well as medical expense coverage during their tour (among several post-departure coverages). Tour cancellation and interruption coverage A refund of the Program Price if your child needs to cancel from or miss part of the tour due to reasons of serious injury or illness requiring hospitalization, financial hardship due to unexpected job loss, jury duty, you or your traveling companion are in the military and called to emergency duty for a national disaster other than war, or severe damage to home. Illness and accident coverage Coverage of hospital bills, doctors' fees and medical transportation for illnesses or injury while on tour, as well as travel and accommodation expenses for a family member to be with your child while hospitalized in the event of a life-threatening illness. Baggage and property coverage Coverage for baggage, airline tickets, travel documents and valuable property in cases of theft or delay. Flight delay coverage Coverage for expenses due to flight delays (lodging, food and other reasonable expenses) as well as limited coverage for every full land day missed of your program due to flight delays or cancellations.

	The Global Travel Protection plan includes insured components that are underwritten by US Fire Insurance Company and cancellation fee waivers provided by EF Educational Tours. You can find the details of the policy, including a full list of exclusions here. You can access all the information about Booking Conditions here. Available this fall: We're introducing an additional option for individuals who'd like to purchase even more protection, including the ability to cancel for any reason right up until departure. This plan will be available to both new travelers and those already enrolled on a tour. Stay tuned for details.
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Aileen Maconi
NEWBURYPORT HIGH SCHOOL
241 HIGH ST
NEWBURYPORT, MA 01950-3830

To Whom It May Concern:

I am excited to be involved in planning your educational tour with Newburyport High School. I understand the school board must convene to discuss the trip, and that this may delay travelers from enrolling on the tour and taking advantage of early pricing. We are prepared to offer all participants who sign up prior to the school board meeting a full refund if the school does not approve the trip. We must be notified by June 18, 2020 of the school's final decision. If the meeting is delayed, please contact us immediately.

Thanks again for your interest in traveling abroad with Perspectives!

With kind regards,

Sarah Hegarty
Team Lead, International Program Consultant
617.210.6168
shegarty@explorica.com

Dear School Committee - I have added information below on insurance and other cancellation policies by both companies for your consideration in regards to the 2020 Greece and Australia trips. As a reminder, both companies will need to be notified by June 18th of your decision. EF only requires that I send them an email while Explorica/Worldstrides needs it in written letter format from the school committee.

EF: (April Greece Trip)

“Attached is a document that covers some of our policy changes so far for 2021 travel. I emphasize “so far” because we anticipate that some of these policies will change as we learn more about COVID-19’s impact through the summer and early fall.

We do not have the finalized price on the Cancel For Any Reason policy yet, but from what I understand it is pretty expensive. It is really for people who want that added flexibility to cancel regardless of the reason. If people are worried about COVID-19 specifically, our COVID Peace of Mind policy will be the best option should the conditions still apply next year.

See attached document for EF Policies

All students on the Greece trip are covered by a Global Travel Protection Insurance plan that covers cancellations for such emergencies as illness, loss of income by a parent or guardian, terrorism, Damage to home... as well as covering for medical emergencies while traveling, providing flights home or parent to fly to child if hospitalized, loss of baggage, missed flights etc.

Explorica/ WORLDSTRIDE (July Australia trip)

Standard Cancellation Policy: If you do not enroll in the Cancellation Protection Program or one of our Travel Protection Plans and you, the Program Leader, school, or school administration must cancel, WorldStrides will retain

- **\$399 if your cancellation letter is postmarked more than 150 days prior to the group’s departure,**
- **\$599 if your cancellation letter is postmarked 150 to 110 days prior to group’s departure, or**
- **50% of the base trip price and \$99 if your cancellation letter is postmarked 109 to 76 days prior to group’s departure.**
- **75% of the base trip price and \$99 if your cancellation letter is postmarked 75 to 31 days prior to group’s departure.**
- **100% of the base trip price and Non-Refundable fees if your cancellation letter is postmarked 30 days or less from trip departure.**

Insurance (all going to Australia have travel insurance, either the Base Plan (included) or the Travel Protection Plan)

All travelers who enroll on a Worldstrides International tour have insurance included for the following on tour reasons

- Accident Injury Expense
- Sickness Medical Expense
- Dental Accident Expense
- Medical Evac & Repatriation
- Accidental Death/Dismemberment

This insurance does not cover the traveler for cancellation. If the traveler were to cancel for any reason, standard cancellation fees would apply.

Travelers who enrolled prior to February 2020 had the option to select the Cancellation Protection Plan. This plan is/was our 'upgraded' option. Those who selected this plan are covered for the same on tour issues but also have coverage of a portion of cancellation fees. If the traveler cancels, they would receive a full refund minus \$750 and the cost of the Cancellation Protection Plan Plus.

On your trip –

You have four travelers, Audrey, Jason, Dakota and Donald are enrolled in the Cancellation Protection Plan because they enrolled before February 24, 2020 and signed up for the upgraded insurance. Your other travelers have the option of adding either the 'Travel Protection Plan' or 'Ultimate Protection Plan' before 110 days prior to departure (March 17th, 2021). Those with the Cancellation Protection Plus cannot change to a new protection plan. If you have new enrollments, they will not have the options for Cancellation Protection Plus.

So, for 4 travelers currently on the Travelers Protection Plan (middle column of attached insurance chart) their insurance will cover for cancellations under covered conditions:

- Trip cancellation or trip interruption due to covered reasons such as a covered sickness, illness, injury or death
- Trip cancellation or trip interruption due to terrorist acts

The other 4 travelers are on the Basic Insurance plan, (left column) and can choose to upgrade to the middle or right column - which includes the cancel for any reason. They have till March 17th to decide.

More information can be found here on the new travel protection plans for those who don't already have one.

https://worldstrides.com/travel-protection-plans/?_ga=2.228742228.997581551.1587402661-1944002186.1580412745

<https://worldstrides.com/terms-conditions-high-school/>

WorldStrides International Insurance & Travel Protection	Basic Insurance Plan	Travel Protection Plan	Ultimate Protection Plan
	Included for all passengers	\$149 flat rate	\$249 flat rate
Accident Injury Expense	\$7,500	\$57,500	\$57,500
Sickness Medical Expense	\$7,500	\$57,500	\$57,500
Dental Accident Expense	\$750	\$750	\$750
Medical Evac & Repatriation	\$50,000	\$100,000	\$100,000
Accidental Death/Dismemberment	\$10,000	\$35,000	\$35,000
Travel Delay	None	\$150/day (up to \$750)	\$150/day (up to \$750)
Baggage, Personal Effects	None	\$3,000	\$3,000
Baggage Delay	None	\$300/24 hrs	\$300/24 hrs
Trip Interruption for Covered Reason	None	Reimbursement of missed activities or cost to rejoin tour	Reimbursement of missed activities or cost to rejoin tour
Cancellation for Covered Reason	Standard Cancellation Fees	Full Refund of Cancellation Fees	Full Refund of Cancellation Fees
Cancellation for ANY Reason (non-covered)	Standard Cancellation Fees	Standard Cancellation Fees	Refund of 75% of Cancellation Fees up to 2 days prior to departure

(‘File > Make a copy’ to use this template for your Committee)

**[DISTRICT] SCHOOL COMMITTEE RESOLUTION:
COVID-19 STATE FUNDING**

DATE: [Meeting date of vote]

TO: MA Governor Charlie Baker
MA Secretary of Education James Peyser
MA Commissioner of Education Jeffrey Riley
MA Senate President Karen Spilka
MA House Speaker Robert DeLeo

CC: [District State Senator(s)]
[District State Representative(s)]
[District Mayor or local governing body]

WHEREAS, if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS, it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

WHEREAS, the state cannot expect mandatory COVID-19 safety guidelines to be followed without also ensuring that each school district has the funds required to implement these guidelines; therefore, let it be

RESOLVED: that the state must guarantee every school district full reimbursement for whatever COVID-19 expenses are required to follow state mandates.

We must ensure a statewide school re-opening that is safe, responsible and equitable.

THERE CAN BE NO UNFUNDED MANDATES FOR COVID-19.

Respectfully,
[District] School Committee
[School Committee Chair]
[School Committee member names]

**NEWBURYPORT SCHOOL COMMITTEE RESOLUTION:
COVID-19 STATE FUNDING**

DATE: June 15, 2020

TO: MA Governor Charlie Baker
MA Secretary of Education James Peyser
MA Commissioner of Education Jeffrey Riley
MA Senate President Karen Spilka
MA House Speaker Robert DeLeo

CC: District State Senator Diana DiZoglio
District State Representative James Kelcourse

WHEREAS, if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS, it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

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We must ensure a statewide school re-opening that is safe, responsible and equitable.

THERE CAN BE NO UNFUNDED MANDATES FOR COVID-19.

Respectfully,

Newburyport School Committee

Mayor Donna Holaday, Chairman

Bruce Menin, Vice Chairman

School Committee members: Brian Callahan, Steven Cole, David Hochheiser, Sean Reardon, Sheila Spalding

School Committee Meeting Schedule July 2020 – June 2021

DRAFT – May 2020

NOTES:

School Committee Meetings are held on the **1st and 3rd Mondays** of each month at 6:30 PM at the Senior/Community Center; (by city Charter, SC meetings shall not meet on the same day as a regular city council meeting, except in case of an emergency.)

*Exceptions to the rule: *Tuesday, September 7 due to Labor Day; *November 17 - Joint FY22 Budget meeting; *Tuesday, January 19 due to MLK holiday; and *February 23 & *April 27 meetings are on the fourth Tuesday of the month due to school vacation weeks, and not to conflict with City Council meetings.

DATE	TIME	INFO		DATE	TIME	INFO
SUMMER RETREAT Wednesday, July 29, 2020	9:00 AM- 1:00 PM	RETREAT		Monday, January 4, 2021	TBD	*Inauguration/Organizational
2020-2021						
August 3, 2020	6:30 PM	Business Meeting		*Tuesday, January 19, 2021	6:30 PM	<i>RETREAT</i> Central Office, 70 Low St.
August 17, 2020	6:30 PM	Business Meeting		February 1, 2021	6:30 PM	Business Meeting
*Tuesday, Sept. 8, 2020	6:30 PM	Business Meeting		*Tuesday, February 23, 2021 <i>Public FY22 Budget Forum</i>	6:30 PM	Business Meeting
September 21, 2020	6:30 PM	Business Meeting		March 1, 2021	6:30 PM	Business Meeting
October 5, 2020	6:30 PM	Business Meeting		March 15, 2021	6:30 PM	Business Meeting
October 19, 2020	6:30 PM	Business Meeting		April 5, 2021	6:30 PM 7:00 PM	Public Hearing on Budget Business Meeting
November 2, 2020	6:30 PM	Business Meeting		*Tuesday, April 27, 2021	6:30 PM	Business Meeting
November 16, 2020	6:30 PM	Business Meeting		May 3, 2021	6:30 PM	Business Meeting
*Tuesday, Nov. 17, 6:30 PM	City Council Joint Mtg.	& School Comm. FY22 Budget		May 17, 2021	6:30 PM	Business Meeting
December 7, 2020	6:30 PM	Business Meeting		June 7, 2021	6:30 PM	Business Meeting
December 21, 2020	6:30 PM	Business Meeting		June 21, 2021	6:30 PM	Business Meeting

** Meeting dates, times and/or locations may be changed, added or deleted, throughout the year.