

MINUTES OF THE HINGHAM SCHOOL COMMITTEE

June 1, 2020

- 1. Call to Order** Chair Ayer called the meeting to order at 7:00PM. She stated that the meeting was being held remotely as an alternate means of public access pursuant to an Order issued by the Governor of Massachusetts dated March 12, 2020 Suspending Certain Provisions of the Open Meeting Law. Attendees were advised that the meeting and all communications during the meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. Any participant who wished to record the meeting was asked to notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording.

Members Present: Michelle Ayer, Carlos AF DaSilva, Kerry Ni, Ed Schreier, Liza O'Reilly, Libby Lewiecki and Nes Correnti.

Central Office Present: Paul Austin, James LaBillois, and John Ferris.

Visitors Present: No sign in as this was a remote meeting.

Chair Michelle Ayer made a statement to the Hingham High School Class of 2020. On behalf of the Hingham School Committee, Chair Ayer congratulated the Hingham High School Class of 2020 on the completion of their compulsory public education. Although the current circumstances (COVID-19) caused us to postpone the conferring of the diplomas, she did not want to postpone the congratulations and recognition for what they achieved. Over the course of the years, hundreds of people have cared for, cheered for, and encouraged the students while at school and those people will continue to care for and encourage the Class of 2020. The class will be remembered not for the things that they missed but for all the ways they will be missed.

Chair Michelle Ayer recognized Emma Quilty, Student Council representative to the School Committee, stating that Emma flourished in her role for the past years as student representative to the Hingham School Committee. Emma gave voice to the concerns of the Hingham Public Schools and represented them with empathy, purposefulness, and energy. Her leadership, empathy, maturity and energy are qualities that we should all emulate.

Chair Ayer advised that this was the second time in her three years on the School Committee that she felt compelled to address intolerance toward LGBTQ+ students. A Hingham High student from the class of 2020, who was with a group of fellow Hingham students at World's End, was the target of homophobic slurs from a group of younger boys. It is unknown whether the younger boys were Hingham residents. Chair Ayer stated that these were our students and our neighbors, and for that moment, they were not safe in our town. Additionally, after the recent murder of George Floyd and the demonstrations across the country protesting intolerance, hatred, and inequality, a Hingham family experienced the defacing of a lawn sign supporting Black Lives Matter, shattering their sense of security, belonging and safety. Chair Ayer indicated that she was ashamed that she had not spoken out more about incidents of racism, anti-Semitism, homophobia, harassment, incidents against students with disabilities and any incident of intolerance. By not calling attention to these incidents, she allowed them to continue. Starting now, she will take every opportunity to

combat inequity and do better for our students and our community. She noted that the Hingham Unity Council will hold a candlelight vigil on Tuesday, June 2 at St. John's Church as we join other communities around the nation to stand in support of Black Lives Matter. At a later point in the agenda, under 48 Hour Items, there will be discussion about a proposal to fly the Philadelphia Pride flag at Hingham Public Schools. This is a flag that represents the inclusion of people of color in the LGBTQ+ community. Chair Ayer stated that we must show our community that we will do better to protect, to affirm, and to accept our children.

2. Approval of Minutes

2.1 On a motion by Carlos Da Silva and seconded by Libby Lewiecki,

It was

Voted: To approve the minutes of the School Committee meeting held on May 4, 2020 with one change: the call to order was at 7:00PM.

Nes Correnti – aye

Libby Lewiecki – aye

Liza O'Reilly – aye

Ed Schreier – aye

Kerry Ni – aye

Carlos Da Silva – aye

Michelle Ayer – aye

2.2 On a motion by Carlos Da Silva and seconded by Libby Lewiecki,

It was

Voted: To approve the minutes of the School Committee meeting held on May 11, 2020

Nes Correnti – aye

Libby Lewiecki – aye

Liza O'Reilly – aye

Ed Schreier – aye

Kerry Ni – aye

Carlos Da Silva – aye

Michelle Ayer – aye

3. Questions and Comments: Chair Ayer invited public comment from anyone on the call regarding an item that was not on the agenda. There were no questions or comments.

4. Superintendent's Report

Dr. Austin recognized the retirement of HHS teacher James Kirkcaldy and called on Andy Hoey, Director of Social Studies, to lead the conversation. Andy Hoey recognized Jim Kirkcaldy for his 48 years of service to the Hingham Public Schools. Jim began teaching at HHS in 1972 and served as K-12 Director of Social studies for 23 years until 2015. Tributes have been pouring in for Jim from students from the 1970's to the current year. As a teacher, Mr. Kirkcaldy has positively impacted thousands of students, and as the Department Director and a Professional Development provider he has impacted countless more. Mr. Hoey stated that the Hingham Social Studies department is strong today because of the solid foundation that Mr. Kirkcaldy established. Mr Hoey added that

it is a fitting tribute that this year, the Massachusetts Council for the Social Studies recognized the HHS Social Studies Department for its inaugural Recognition of Excellence in Teaching Social Studies Award, just as they recognized Mr. Kirkcaldy as the Outstanding Social Studies Supervisor Award in 2015. Although HHS is losing an institution, his legacy will continue through the newly created Junior Book Award, the James J Kirkcaldy Award for Excellence in History. In response, Mr. Kirkcaldy thanked the Town of Hingham, parents, and students for making his career what it was. Mr. Kirkcaldy thanked Andy Hoey and the staff. He will continue to teach college courses, and thanked the people of Hingham.

Dr. Austin called on PRS Principal Melissa Smith to recognize teacher Joan Kilban for receiving the National Hockey League (NHL) Most Valuable Teacher Award. Principal Smith stated that Mrs. Kilban, a fifth grade teacher at PRS, is an inspiration to the staff and students, and an asset to the school. The PRS Community is proud of Mrs. Kilban. In addition to the award, SAP partnered with NHL and made a donation of \$30,000 worth of technology equipment as a way to acknowledge all teachers and to expand their use of technology in the classroom. Chair Ayer congratulated Mrs. Kilban. Mrs. Kilban stated that it was a true honor to represent the Hingham Public Schools. She stated that it was an honor to be nominated and considers herself lucky to have been a teacher in Hingham for 24 years. She thanked the Hingham Community for their outpouring of support and looks forward to representing Hingham. Dr. Austin congratulated Mrs. Kilban and thanked her for representing the teachers and Town of Hingham so well.

Dr. Austin recognized Student Representative, Emma Quilty, and thanked her for the time she spent representing her fellow students because the voice of students is important. He wished her well with her education and thanked her for being part of the School Committee and part of the Hingham community.

Chair Ayer thanked Mr. Kirkcaldy and Mrs. Kilban for everything they do for our students and town and schools.

5. Communications

5.1 Communications received by the Superintendent: Dr. Austin informed the Committee that Town Meeting will be on June 20, with a rain date for June 21, both at 2:00 PM. Town Meeting will be held on the Hingham High Schools Multi-Purpose Field. Chair Ayer addressed several emails that she received that questioned why Town Meeting could occur in June but Graduation could not. Chair Ayer explained that the reason is two-fold. First, the Governor decreed that graduation ceremonies may not be held prior to July 19. Second, Town Meeting is a legislative body, so exempt from the social gathering restrictions. Legislative bodies have work that is essential to continuing operations of the town, including passing a budget by June 30.

5.2 Student Communications: On behalf of the Senior Class, Student Representative Emma Quilty thanked parents and class officers for the tremendous show of support, including lawn signs for Seniors, caps on the softball backstop, the picture collage at the front of the school, the parade, and the optimism for graduation and prom. She stated that it meant a lot to see the community come together for what the class had lost due to the school closure. Emma

thanked the members of the School Committee for the experience, and the opportunity to learn life lessons and information about the town. She thanked all of the teachers, administration, coaches who have made her experience at HHS the best one possible.

Dr. Austin thanked the Class of 2020 and all students and families for dealing with remote learning. He acknowledged that all students miss the end of year activities, and that the staff misses them too. Dr. Austin stated that he looks forward to a wonderful celebration for the Seniors in August.

- 5.3 Other Communications: Dr. Austin provided an update on communications sent under the signature of the “HPS Leadership Team.” Dr. Austin received questions asking about the membership of the Leadership Team. Dr. Austin explained that the Leadership Team includes the Central Office team (including the Superintendent, Assistant Superintendent, Director of Student Services, and Director of Business & Finance), the Principals, Assistant Principals, Department Directors, and Teacher Leaders. Dr. Austin addressed the question whether everyone on the Leadership Team was in agreement with the communication that was sent. Dr. Austin explained that when a communication is sent by the Leadership Team, the documents are shared and word-smithed together and they do their best to accommodate the thoughts of all members. Not everyone was able to attend the meeting but the vast majority are present and they represent other members. The Leadership Team is a unified team that writes collaboratively. Dr. Austin thanked the community for the questions. Chair Ayer thanked the Leadership team for sending out the communication. It is important that people know that the school community is here for them, our counselors, teachers, administrators and staff are available to talk to people, and give them support that they need in these stressful times.

6. New Business

- 6.1 Dr. Austin advised that Hingham is a member of the South Shore Educational Collaborative, and for the past year he has served as the district’s representative to the Board of Directors. He would like to continue in that role.

On a motion by Carlos Da Silva and seconded by Kerry Ni,

It was

Voted: To approve the appointment of Dr. Paul Austin as the district’s representative to the South Shore Educational Collaborative’s Board of Directors for 2020-2021.

Nes Correnti – aye
Libby Lewiecki – aye
Liza O’Reilly – aye
Ed Schreier – aye
Kerry Ni – aye
Carlos Da Silva – aye
Michelle Ayer – aye

- 6.2 Dr. Austin advised that it is the responsibility of the School Committee to appoint

administrators to the HEA Unit A Sick Leave Back Committee. He recommended that John Ferris, Mary Eastwood, and Katie Roberts continue in this role for 2020-21 for oversight of the Sick Leave Bank.

On a motion by Kerry Ni and seconded by Libby Lewiecki,

It was

Voted: To approve the appointment of John Ferris, Mary Eastwood, and Katie Roberts to the HEA Unit A Sick Leave Bank Committee for 2020-2021.

Nes Correnti – aye

Libby Lewiecki – aye

Liza O’Reilly – aye

Ed Schreier – aye

Kerry Ni – aye

Carlos Da Silva – aye

Michelle Ayer – aye

- 6.3 Salary & Negotiations Subcommittee Chair Liza O’Reilly reviewed the process of the development of an agreement to a successor contract for the Hingham Education Association (HEA) Unit A for 2020-2023. She noted that the other Subcommittee members were Michelle Ayer and Carlos Da Silva. Negotiations began in September of 2019. As a result of the school closure in March, the HEA proposed, and the School Committee agreed to, truncated negotiations with smaller negotiation teams of 4 representatives on each side, with no legal counsel or Association representation during the negotiations. The teams mutually agreed to a limited number of proposals that were already on the table and conducted the meetings over Zoom. They met 5 times over April and mutually agreed upon proposals from both sides. The updates focus on collaboration. Changes reflected updates in Mass General Law or DESE regulations, including Parental Leave, Rights for Non-Birth Parents and clarifying rights for Birth Parents, Reduction in Force language to reflect updated areas of licensure, as well as Educator Evaluation and staff qualification. Additionally, both sides agreed to update the Educator Evaluation Handbook and Guidelines. The team agreed to the formation of a study committee to begin implementing flex block scheduling changes at the secondary level with the new scheduling being implemented by the 2022-2023 school year. They also agreed to a one-year change to the school calendar to begin school next year on August 31, 2020, before Labor Day. They agreed to a process when a parent or parent representative requests to observe a classroom, the time will be mutually agreed upon by the Principal and the teacher. They agreed to a compensation increase of 2% each year which includes salary & stipends. Liza O’Reilly stated that she believes this agreement is fair and competitive, and recommended ratification of the agreement. Carlos Da Silva recognized the leadership of Liza O’Reilly and Dr. Austin and stated that the agreement is a win-win for all parties and that we need to recognize the teachers for the job that they do. He thanked the HEA Negotiation team. Chair Ayer thanked the two teams for moving through the negotiations so quickly and stated that it was beneficial to have a contract in place as quickly as possible. Karen Johnson, Chair of the Hingham Board of Selectmen, thanked the teams and stated that a 2% salary increase is consistent

with how contracts are negotiated at the municipal side of government, and concluding this business fairly and equitably allows us to take care of the teachers and focus on students. June Gustafson, HEA President, thanked the administration for working to come to a fair and equitable contract so quickly.

On a motion by Liza O'Reilly and seconded by Carlos Da Silva,

It was

Voted: To ratify the Memorandum of Agreement with HEA Unit A for a successor contract for the 2020-2023 school years.

Karen Johnson – aye

Nes Correnti – aye

Libby Lewiecki – aye

Liza O'Reilly – aye

Ed Schreier – aye

Kerry Ni – aye

Carlos Da Silva – aye

Michelle Ayer – aye

- 6.4 Salary & Negotiations Subcommittee Chair Liza O'Reilly updated the Committee on a Memorandum of Understanding with the HEA Unit A regarding online learning and operating during the State of Emergency through the end of the school year (June 17, 2020). The three guiding principles for the plan were a focus on the safety and well-being of the students, family and staff, ensuring equitable opportunities for learning and engagement, and maintaining connections between families, faculty and students. This version of the plan incorporates a blended model of learning including asynchronous and synchronous connection. Administration and staff will work together to ensure that students have access to live synchronous connections with faculty and staff for approximately 60 minutes per day. Grading will be credit/no credit. Special Education teachers and related service providers will continue to make individualized determinations of service. The district would develop technology resources for parents and guardians. The agreement includes the evaluation of teachers. Compensation includes full regular pay and benefits for regular staff and a schedule of stipend payments for Teaching, Mentoring, Professional Development, Coaching, and Club Advising. Extensive benchmarking was completed to ensure that stipend payments were fair and equitable. Chair Ayer advised that this negotiation was also fast-tracked and acknowledged the members of the team. Carlos Da Silva thanked Chair Ayer for the work that she contributed to the negotiations.

On a motion by Liza O'Reilly and seconded by Carlos Da Silva,

It was

Voted: To ratify the Memorandum of Understanding with the HEA Unit A regarding online learning and operating during the State of Emergency through the end of the school year, (June 17, 2020.)

Nes Correnti – aye
Libby Lewiecki – aye
Liza O’Reilly – aye
Ed Schreier – aye
Kerry Ni – aye
Carlos Da Silva – aye
Michelle Ayer – aye

6.5 Kerry Ni gave an overview of proposed Policy Manual Section J (Students). This was a first read. The Policy Subcommittee reviewed the MASC sample policies alongside the HPS policies. Kerry Ni requested to draw the Committee’s attention to:

- JB – Equal Educational Opportunities
- JIB – Student Involvement in Decision Making; giving students a voice at School Committee meetings
- JIH – Searches and Interrogations – She advised we may want to review this along with the MOU with the Police Department
- JJE – Student Fundraising – She noted that paragraph 5 of the MASC policy that discourages canning and door-to-door sales. She suggested that the Finance Subcommittee review this section.
- JQ – Student Fees and Charges - She proposed that the Finance Subcommittee review this section.

Kerry Ni requested that the Committee email her any questions. Chair Ayer thanked the Subcommittee and confirmed that there is no action to take at this time. Liza O’Reilly encouraged the staff and public to provide feedback on this section and advised that the Subcommittee is continuing to research these policies and welcomes input.

Parent Ray Estes asked if the policy changes could be posted to the school website so that the public could see the proposed changes and provide feedback. Dr. Austin agreed that the information could be posted. Ray Estes also questioned if there was any change to the age for starting school. Kerry Ni and Dr. Austin confirmed that changes were not made to the established age.

7. Other items as may not reasonably be known 48 hours in advance of the meeting

Chair Ayer initiated a discussion about flying the Philadelphia Pride Flag outside the Hingham Public School buildings. June is Pride month and she stated that many of the incidents of intolerance happen outside of the schools and she wants to identify a way to visibly support our LGBTQ students when they are not in the buildings. Chair Ayer read from the Department of Elementary and Secondary Education (DESE) website that indicated that creating safe schools for all students is an important part of providing the holistic supports and enrichments outlined in the Way Forward Report and is a core component of the Massachusetts DESE priority to support Social Emotional Learning, Health, and Safety. Chair Ayer said that flying the flag would be a great way to support our students and other members of the community and to demonstrate to those that are harassing other students that it is not acceptable.

Chair Ayer indicated that we need to determine how best to move forward on this, whether this is a policy decision or whether the Committee can make a decision. Libby Lewiecki indicated that the Committee should make it happen and voiced her support for LGBTQ students. Chair Ayer noted the concern that if HPS flies the LGBTQ flag, it may open the process up to other organizations. She suggested a policy that clarifies that groups that support and encourage the Social Emotional health and safety of our students can be considered.

Kerry Ni indicated that we need to be careful to not create a forum for anyone with a point of view to fly a flag. She noted that flying the flag is in line with the HPS mission statement and indicated her support for flying the flag.

Liza O'Reilly indicated that LGBTQ+ students is a group protected by our Educational Equity statement and policies. When school is in session we have inclusion week, clubs, planned activities and pride flag visual displays throughout the classrooms and school buildings. HPS demonstrates inclusion when students are in the buildings. In this moment when we are not in school, raising the flag is a visual way to show students that we support them. Liza O'Reilly indicated her support for flying the flag.

Carlos Da Silva mentioned that it is fitting that the High School Council as part of its plan for next year has been looking at cultural proficiency for students and staff. The timing of this is appropriate and will send a clear message that we embrace diversity and support our students.

Dr. Austin thanked Chair Ayer for advocating for all students and recognized that the schools conduct a number of activities to ensure that all students feel safe and included. Dr. Austin indicated that his position is to make sure that HPS is on the best legal ground. He expressed concern that HPS could be challenged to support other activities in the future. He would prefer that HPS have a policy outlining the decision making process for flying any group's flag.

Kara Roth (HHS teacher) expressed her support for flying the flag. Nes Correnti quoted from a U.S. Supreme Court statement that said that while public school students possess first amendment freedoms, the courts allow school officials to regulate certain types of student expressions. Nes Correnti's platform when she ran for School Committee were safety, social emotional welfare, and equity for students. Flying the flag shows students that we support those three qualities. Nes Correnti indicated that she is in favor of raising the flag.

Karen Johnson from the Board of Selectman indicated that this was an important discussion that the Town was also having and part of her job as a Selectman is to assess risk. She referenced a case in which the City of Boston was sued by a religious group that was denied the opportunity to fly a flag on a Boston City flagpole. The City was able to show that they had a pattern of practice in place that demonstrated how they made their decisions to fly flags based on an identified set of principles. The existence of the policy was important in supporting the City's decision. Karen Johnson indicated that she believes it would be helpful to have a framework that demonstrates how the decisions are made. This is directly related to the mission of the district and makes sense but it would be helpful to rely on the existence of a policy.

Kerry Ni indicated that we should move forward, and that we can put this on the next agenda for the Policy Subcommittee. Chair Ayer advised that she believes flying the flag aligns with our principles and mission, and based on past practice we have been displaying symbols for Pride within the buildings. This simply takes what was previously an inside practice and moves it outside.

Christina O'Connor, who identified as a resident and teacher, stated that this is the right thing for us to be doing. Many of the teachers display rainbow flags within their classrooms. She wanted to add her voice as a teacher and as a Hingham resident, in support of flying the flag.

Rick Swanson advised that the symbolism of this act aligns with the mission of the district. As long as we are on safe ground constitutionally, this is a powerful statement on behalf of the school. Rick Swanson indicated that he would be proud to see it at the High school if the district is comfortable with it.

Karen Johnson advised that the practices that have been discussed at the meeting are important and that it would make sense to document what the schools have been doing in the past and that it is contemporaneous with the act and that it makes sense to fly the flag outside the school because we have not been inside the school.

Chrissy Roberts, a parent of High school and Middle School students, indicated that she was 100% in support of this recommendation, and we need to make sure that every student feels safe and accepted. She asked if we could start flying the flag and then work on the policy, as it appears that everyone is supportive of flying the flag.

Chair Ayer indicated that it sounds like everyone was supportive of flying the flag. She believed there was sound legal footing and we need to follow up with a formal policy for the future. She reiterated that HPS was merely taking a practice that normally occurs within the buildings and bringing it outside because people are not allowed inside the building.

Chair Ayer questioned whether the Committee was comfortable with taking a vote at this meeting or whether it was better to wait for a future meeting that could have a publicly posted meeting with this item on the agenda. Based on discussion, the Committee decided to hold a separate meeting to discuss and vote on this topic. A meeting was scheduled for Thursday, June 4, 2020 at 5:30. Chair Ayer agreed to document past practices for the Committee.

8. Subcommittee and Project Reports

Nes Correnti – The first two Finance Subcommittee meetings were held on May 21 and June 1. The committee reviewed their roles and responsibilities and developed short-term and long-term goals. The committee reviewed FY'2020 budgets. The committee received an update on FY'21. For FY'21, the committee is looking to the Recovery Response Advisory Committee (RRAC) for feedback on School Reopening to start to understand the impact on the FY'21 budget.

Libby Lewiecki – The South School Council met this past week. South will have a virtual 5th grade ceremony on 6/15. They reviewed the School Improvement Plan and agreed to postpone some items as a result of the school closure. The 20 year anniversary celebration for

South School will be moved to the fall. The Community Outreach Subcommittee will have a site visit to Fusion Academy at 99 Derby Street in Hingham on Wednesday, June 3 and will then bring a recommendation to the School Committee. Libby Lewiecki also announced that the Community Outreach Committee reviewed several draft logos for Hingham Public Schools that were presented by Dr. LaBillois. The logo will launch with the new website. Liza O'Reilly asked whether the vendor (Stirling) will be recommending how to use the logo across the district. Dr. LaBillois advised that we have received a Style Guide and will share that with the schools and School Committee.

Liza O'Reilly – The Foster School Council met on May 20 and received an update on remote learning. The Salary & Negotiations Subcommittee is in the process of scheduling dates for the negotiations with HEA Unit B. They are also working on some updates on individual Administrator Contracts. The Master Plan Committee met for the past two weeks to discuss historic preservation and natural resources, and will focus on those subject areas in the next few weeks.

Kerry Ni – The Policy Subcommittee is meeting on June 9 and June 10 to discuss Sections E (Support Services) and F (Facilities Development).

Carlos Da Silva – The HHS School Council met on May 19 to review the plans for remote learning and grading policy, and graduation. They discussed the School Improvement Goal to review the graduation requirement data. The Council recommends further review of PE requirements. The Council also discussed the Improvement Goals for 2021 and are recommending further study of school security, solar energy and financial literacy. They will meet June 2 to discuss cultural proficiency. Principal Swanson provided an update on graduation ceremonies. A June 13 alternative Awards Ceremony, a Car Parade for seniors, and an in-person opportunity for seniors are planned. Carlos Da Silva also advised he is in contact with Legislators regarding the budget. He stated that we should be looking to developing an invoice to send to the County Commissioners who will be disbursing CARES Act funds. Michelle Ayer confirmed that Dr. Austin and John Ferris are putting invoices together and tracking COVID related expenses.

Michelle Ayer-The Special Education Subcommittee met to discuss the remote learning for the Special Education students and to discuss planning for the reopening of schools in the Fall. SEPAC will be presenting their annual report at a July meeting.

Chair Ayer initiated a discussion regarding the process to provide the annual evaluation for Dr. Austin. A decision was made that School Committee members would submit their individual evaluations to Michelle Ayer by June 15 and a School Committee Public Meeting was scheduled for June 22, 2020 at 7:00 PM to conduct Dr. Austin's evaluation.

Chair Ayer advised that she attended the first Steering Committee Meeting of the Recovery Response Advisory Committee (RRAC) that is putting together the plans for the return to school in the fall. There will be 4 Subcommittees (Education/Curriculum, Special Education, Facilities & Finance, and Communications). There are a number of parents across the district that are involved and each of the Administrative Leadership team members have responsibility for a subcommittee. There will be a lot of work to be done over the summer. We will provide updates at every meeting during the summer. Dr. Austin indicated that it is a comprehensive group of people across the town, and that the work will be extensive and demanding. The Next RRAC Steering Committee meeting will be held June 10. Dr. Austin anticipates that we will receive additional guidance from the Commissioner of Education in the next week or two. In

response to a question from Kerry Ni, Dr. Austin advised that he would let the School Committee members know on June 2 which RRAC Subcommittee they were assigned to.

9. Adjournment

On a motion by Carlos Da Silva and seconded by Libby Lewiecki,

It was

Voted: To adjourn at 9:21 PM

Nes Correnti – aye

Libby Lewiecki – aye

Liza O’Reilly – aye

Ed Schreier – aye

Kerry Ni – aye

Carlos Da Silva – aye

Michelle Ayer – aye

Respectfully Submitted By:
Kerry Ni



Documents Included:

 6-1-20 Agenda.pdf 

 Anotated Agenda for SC 6-1-20.docx 



 Item 2.1 5-4-20 Minutes.pdf 

 Item 2.2 5-11-20 Minutes.pdf 

 Item 6.2 Sick Leave Bank Committee.pdf 

 Item 6.3 HEA Unit A MOA 20-23.pdf 

 Item 6.4 MOU Evaluations.pdf 

 Item 6.4 MOU Remote Learning 

 Item 6.5 Section j Index.pdf 

 Item 6.5 Section J.pdf 

 SC FYI Revised Meeting Calendar19-20 includes summer.pdf 