



NORTHSHORE
EDUCATION
CONSORTIUM

Board of Directors Minutes
September 9, 2020
8:00 a.m.

This Open Meeting of the NEC Board of Directors is being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth related to the outbreak of the COVID19 Virus. The Meeting was recorded.

PRESENT:	Beverly:	Dr. Charochak
	Danvers:	Dr. Dana
	Gloucester:	Mr. Lummis
	Ipswich:	Dr. Blake
	Lynn:	Dr. Tutwiler
	Marblehead:	Dr. John Buckey
	Masconomet:	Dr. Harvey
	Peabody:	Dr. Vadala
	Pentucket:	Dr. Bartholomew
	Reading:	Dr. Doherty
	Rockport:	Mr. Liebow
	Swampscott:	Ms. Angelakis
	Triton:	Mr. Forget
Tri-Town:	Dr. Morrison	
NEC:	F. Rosenberg	G. Bergevin
	Ms. Mahoney	K. Mahoney, NEC Treasurer
	E. Ford , AFT	
Guests	Ms. Paulajo Gaines, DESE	Ms. Ruth Hersh, DESE
ABSENT:	Hamilton Wenham:	Ms. Banlos
	Lynnfield:	Ms. Vogel
	Manchester-Essex:	Ms. Beaudoin
	Nahant:	Dr. Pierantozzi
	North Reading:	Dr. Daly
	Salem:	Dr. Zrike

- I. **Call to Order:** Dr. Morrison called the meeting to order at 8:06 and stated that the Open Meeting of the NEC Board of Directors was being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth related to the outbreak of the COVID19 Virus. Dr. Morrison asked that Kathy Mahoney conduct a roll call to record attendance as well as to vote on the Consent Agenda. Roll call was done with 13 members present.

- II. **Official Welcome to New Board Members-** Ms. Rosenberg welcomed Ms. Paulajo Gaines and Ms. Ruth Hersh from the Department of Elementary and Secondary Education, Ms. Ellen Ford, NEC AFT Union President and officially welcomed our new board members; Mr. Ben Lummis (Gloucester), Ms. Mary Beth Banios (Hamilton- Wenham), Ms. Kristen Vogel (Lynnfield), Dr. John Buckey (Marblehead), Dr. Joshua Vadala (Peabody), and Dr. Stephen Zrike(Salem).
- III. **Approval of Consent Agenda**
MOTION: A motion was made by Dr. Dana and seconded by Ms. Trembley to accept the consent agenda. Roll call was done with 13 members present to approve August 05, 2020 BOD Minutes and September Appointments as presented. At 8:17, a 14th member (Rockport) joined the meeting and added his approval.
VOTE: The motion was moved unanimously
- IV. **Finance Report: Glenn Bergevin, Brian Forget, Kevin Mahoney**
- **Treasurer's Report-** Mr. Mahoney presented the June, July and August Treasurer's Reports. He noted that cash flow remained steady as districts have been paying bills despite the COVID crisis. Mr. Mahoney opened it up to any questions from the board. There were no questions.
 - **Report on FY21 Budget to Date-** Mr. Bergevin gave an update regarding NEC Extended School Year program which ended with a positive to budget of \$57,000 (results varied among the different NEC programs) despite all of the uncertainty and variability. Although revenue was less than budgeted in some programs, it was more than budgeted at Kevin O'Grady, and all programs did a good job of containing payroll expense.
 - As of today, the NEC's full year budget projects a negative bottom line of \$ 1,057,000, as approved by the Board based on the decision not to increase tuition rates this year. Mr. Bergevin reported that to date NEC has spent \$54,000 for COVID related supplies: wipes, sanitizers, masks, gloves, air filters, etc. against a budget of \$10,000, and this does not include additional expenses expected due to employee leaves, etc.
 - Ms. Rosenberg noted that we should be able to use "Friends of NEC" funds for some of the COVID expenses. She also noted that programs are fully enrolled despite the plan for hybrid programs.
 - **Electronic Signatures for Warrants-** Mr. Bergevin and Mr. Mahoney are looking to set up an electronic format to approve the warrants during these remote board meetings, Finance Committee will meet and then present a proposal to the full board. Mr. Forget noted that his district uses something similar and would be happy to help with the process.
- V. **Capital Project/ Facilities Update-** Mr. Bergevin gave an update on the new HVAC system in West Peabody. This cost approximately \$236,000, leaving a balance of \$250,000 in the Capital Spending account for future capital projects. There were no questions from board regarding budget.
- VI. **Executive Director's Report on School Opening-** Ms. Rosenberg updated the Board on the NEC reopening plan. See attached report. Ms. Rosenberg opened it up to any questions Dr. Morrison took a moment to thank NEC administration and staff, on behalf of the board for all of the great work during a difficult time. Dr. Dana added that she wanted to thank Ms. Rosenberg and Mr. Bergevin on behalf of the Consortium for the work that is being done.
- VII. **New and Continuing Business**
- **ED Evaluation-** Dr. Dana will have an update for next month's meeting.

- o **Board Calendar and Committees-** Meetings will continue to be held by ZOOM. The audit report is in October.

VIII. Adjournment

MOTION: A motion was made by Dr. Blake and seconded by Dr. Dana to adjourn the meeting at 8:49 am. Roll call was done with 14 members remotely present

VOTE: The motion was moved unanimously

Kathy Mahoney

Kathy Mahoney, Administrative Assistant to Executive Director

Francine Rosenberg

Francine Rosenberg, NEC Executive Director

Executive Director's Report

September 9, 2020

Summer/ESY:

We had 263 students enrolled in our ESY programs. This is slightly less than anticipated. All programs started with Remote Learning, and then transitioned into limited in-person instruction by late July. This gave us all a great opportunity to adapt to the new safety protocols, as we continued to plan for full reopening. Both the Remote Learning and the In-Person Learning went quite smoothly.

Here is a note from a parent who was most appreciative of our wonderful employees:

There is just something very special about this unique group of individuals that has made this experience a very rewarding one for Nicholas. Each of these folks found new and creative ways of reaching him and making learning FUN. He actually looked forward to using the DOJO, to see what interesting new things were going to be posted next. I must admit, I too, learned a great deal about the world around me.

It is my hope that these individuals will be recognized and rewarded for going above and beyond what was expected of them during times of great despair.

They lifted our spirits, made us laugh and most importantly, brilliantly educated during a time when it was almost impossible to do so.

Fall Reopening:

We are on track with our reopening plans, and the first week of Staff Orientation has gone smoothly. My Leadership team, including HR, Technology Integration, Facilities, and Nursing has been outstanding, and we have been able to address many of the concerns related to health and safety protocols through training. Next week all employees will attend training on *Trauma, Stress and Self Care; Best Practices for Remote Learning, Best Practices for Supporting English Learners, and Inclusive Education: Understanding Implicit Bias*.

We were able to settle an MOU with our AFT Local, that enabled us to have a positive start and a "united message" from Administration and Union Leadership.

Staff at the Kevin O'Grady school, where the students have severe disabilities, and cannot consistently maintain social distancing or mask wearing, expressed the most concerns about safety. This led to our decision to open this program with a 2 abbreviated day/week hybrid model, but we are hoping to expand to a 4 abbreviated days/week model in October.

Recovery High School is also beginning with a hybrid model for reasons related to class size, cohorts, and transportation.

All other programs will have students back in-person five days/week with an abbreviated school day supplemented by some remote learning.

Approximately 10% of our students have requested remote learning, but 90% are excited to be back in school.

We have gone through all employee requests for remote assignments, accommodations, or leaves. We have been able to offer 6 employees remote assignments. Two paraprofessionals requested remote assignments, and since they were not available will be taking unpaid leaves. Two employees are taking an FFCRA leave, and we are working with several other employees to allow some schedule modifications so that they will not need to take leaves.

Diversity and Equity Work:

Approximately two years ago, we had started to address issues of diversity and equity in a more comprehensive manner, and had developed a “grass roots” diversity task force. Unfortunately we had scheduled an all-day training for March 13, 2020, which of course had to be cancelled at the last minute.

Several teacher-leaders (actually, in our case teachers, clinicians, and instructional assistants) have really stepped up to help me move this work forward throughout the spring and summer....leading a variety of optional zoom discussion groups for students and staff, and an employee book group to discuss *Stamped: Racism, Anti-Racism and You* (Reynolds and Kendi). They have helped me to think about our PD plan for the fall, and are conducting a peer-lead training on Implicit Bias during orientation. In addition, teacher-leaders have stepped forward to lead teams to look at our high school curriculum in the areas of ELA and History, and make recommendations. At some point we will reschedule our PD, most likely in a remote format.

Recovery High School Documentary:

The first episode of *16 and Recovering* has aired, and we have received lots of positive attention in the media. Our friends at the Cabot Theater hosted a lovely, “socially distanced” screening for the participants, since the large event originally scheduled for last spring, had to be cancelled.

Michelle and her team have done a great job of preparing themselves and our former students and their families, and have been supporting them throughout this experience. We received a \$100,000 donation from Viacom, the parent company of MTV to be used to support any expenses incurred to support students and staff involved in the project. Michelle is looking to use this money to provide post-graduation clinical supports to the students.

We are hoping that our participation in this project will help to raise awareness and reduce stigma around adolescent addiction, and the mental health issues that are often the underlying cause.

Philanthropic Support:

Thanks to our Friends of NEC team, we have been able to shift our fund-raising focus to obtaining funds to offset expenses related to COVID19 and school reopening, and to continue to subsidize our ability to provide free or low cost mental health training and support to our member districts and communities. More details will be provided at a meeting later this fall.