

## Hilltown Cooperative Charter Public School

Board of Trustees FINAL Meeting Minutes – Wednesday, January 12th, 2022, 6:30 pm

**Location:** HCCPS and Zoom

**Present:** In-person: Kate Saccento, Matt Dube, Sara Schieffelin, Kathleen Szegda, Kate Ewall, Kathleen Hulton, Daniel Klatz, Lara Ramsey, Tala Elia, Emily Boddy, Chris Korczak  
By Zoom: Rashida Krigger, Marguerite Durant,

**Regrets:** Joe Wyman, Rich Senecal

**Facilitator:** Kathleen S.

**Notetaker:** Sara

**Guests:** By Zoom: Emilie Woodward, James Boddy, Helen Korczak, Andrew Cote-Rosehill

**List keeper:** Matt

**Timekeeper:** Kate E.

**Mission statement read by:** Emily

Topic	Discussion	Action (if necessary)
<b>Announcements, appreciations, acknowledgements</b>	Appreciation expressed for administration and staff for keeping kids in school and safe. Reviewed shared agreements that BOT members developed together.	
<b>Any Thank You Notes Needed?</b>	Question about who we thank during this time. The Baskin-Buttenwieser family gave a generous donation and have been sent a thank you card.	
<b>BOT Visibility This Month?</b>	The Winter Fair is Sat. Jan. 22nd from 11-2 and BOT members are encouraged to attend.	
<b>Minutes</b>	Kathleen H. added a comma; Matt made the edit that Kathleen S. would be facilitating the Jan. meeting not Matt	Kathleen H. moved to approve the Dec. meeting minutes as amended; Tala seconded; the Board approved the Dec. meeting minutes as amended by consensus.
<b>Public Comment</b>	none	

<p><b>Health + Safety Update: (Update) H+S Team</b></p>	<p>Kate reports that an update was sent to caregivers via email last week, and is included in the packet. The school mask mandate extension from DESE is through Feb. 28th, and schools can still apply for waivers. The H and S team is not looking at a waiver at this time due to the high case numbers and expected peak in the next few weeks.</p> <p>H and S team continues to meet regularly.</p> <p>Vaccination rate at school is currently 88%.</p> <p>This week's pool test was negative.</p> <p>There have been some questions from community members/parents about if there are plans to go remote. Response to that is we don't plan to go remote and DESE has not authorized schools to go remote, but instead to close school and make up days later in the year. Currently Hilltown plans to continue with mitigation strategies and stay open.</p> <p>It was shared by the team that case numbers and hospitalization are at an all-time high. The rates are still climbing and the peak is expected sometime in the next few weeks. Hospitalization lag behind peak. Mitigation measures will be used, and when numbers are lower, the mask policy could be looked at.</p> <p>There have been concerns brought up multiple times about the decision making process of H and S. Team emphasized that H and S uses a process of review of the literature, looking at local metrics, guidance from the state, and extensive discussion within the team to make recommendations to the administration team.</p> <p>Comment about comfort with the role H and S is playing in the school, and trust that H and S will move at the appropriate time with regards to making decisions. Comment that H and S are also taking into account other aspects of student health and safety aside from COVID (ie. social/emotional).</p> <p>Question about how many people are participating in the pool testing. Response that there is a high percentage of people (student and staff) at Hilltown taking part in the pool testing.</p> <p>Question to H and S committee about if they are feeling under fire from the community. Team clarified that H and S feels good about their current status and would like to be able to respond to questions and concerns from the community.</p> <p>It was mentioned that there have been 30 call-outs the past 7 days due to COVID. Staff are flexing to help cover. Question about whether parents can volunteer when teachers/staff are out? Lara says that recess might be a place for that, and this idea came up in a recent staff meeting.</p>	
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	<p>Question about what is the scope of the H and S team’s decision making authority? In other words, what type of decision can they make and what type of decision would need to come back to the BOT.</p> <p>Response that H and S is an advisory board, and as such advise the directors.</p> <p>Examples of things that would come to the BOT for a decision are vaccination policy, and waiver application.</p>	
<p><b>GABS Announcements: (Update) GABS</b></p>	<p>GABS and JEDI will be having a joint meeting on Jan. 31. Committees will be looking at how to make BOT more accessible.</p>	
<p><b>Justice Equity Diversity Inclusion (JEDI): (Update + Discussion) JEDI Group</b></p>	<p>Jam Board was shared about White Supremacy Culture as it relates to how conflict is dealt with.</p> <p>Discussion about fear of conflict in certain cultures.</p> <p>Importance of finding middle ground, and that there should be an openness to difference of opinions.</p> <p>Comments about that conflict doesn’t always need to be seen as bad.</p> <p>Comment that when there is a lack of conflict, community can be seen as homogenized, and this can exclude or be painful for people that don’t agree with the majority, and they feel like they cannot express their disagreement.</p> <p>Comment about the power, privilege, and education that comes along with having conflict “the right way.”</p> <p>Not an issue with the problem, but rather how they went about handling it.</p> <p>Comment about stepping out of being nice is stepping out of gender and race roles.</p> <p>How does Hilltown do when it comes to fear of open conflict? What about the Board?</p> <p>Comment that Hilltown has felt homogenous, and therefore difficult to bring up concerns/issues. There's a sense of gratitude or relief at being at Hilltown, then there’s a feeling like you’re being ungrateful if you push up against the norms of the school.</p> <p>Comment about appreciation of different viewpoints, and difficulty of being about to attend to conflict within the structure of a BOT meeting.</p> <p>Observations that in early years, there was a lot more conflict because the school was not yet established.</p> <p>There has been less in the last 10-15 year now that school is established.</p>	

	<p>Comment that staff struggles with conflict in an open way. There is a strong desire to get along rather than to have difficult conversations.</p> <p>Example of a conversation/conflict in a BOT meeting about what makes a good BOT members. Comment that idea driven vs ego driven conflict makes a difference.</p> <p>Comment that parents are not interfacing with each other as much this year and this is making people feel disenfranchised.</p> <p>Comment about appreciation for this discussion, anti-racism work, and decentering whiteness.</p> <p>Comment that middle class white women have difficulty with open conflict, and there are a lot of middle class white women at Hilltown.</p> <p>Antidotes were shared: don't make it personal; we're not interacting in person as much and that might make things worse; being clear about the distinction between being nice and raising concerns, we welcome concerns; we shouldn't require people to raise issues in certain ways; once a conflict has been resolved it should be revisited.</p>	
<p><b>Board Recruitment: (Discussion) GABS</b></p>	<p>Discussion about recruiting community members. Idea that there may be resources through the Council on Aging, Lathrop Community and educational organization such as Community Classroom, Learning Solutions, and area schools of higher ed.</p> <p>How do we pitch it so that people feel like it is an honor to be asked, not a burden?</p> <p>Suggestion that if school feels like it would like some expertise in confronting school culture, who are leaders in the community who could help us with that, vs finding members who affirm our current culture? What characteristics/skills set would we be looking for?</p> <p>Who is in Easthampton that we could ask?</p> <p>What are we trying to get out of community members as BOT members? What is the goal?</p> <p>Response that someone who doesn't have the same relationship to school as parents doesn't have the same perspective. Community perspectives for a community school.</p> <p>Idea about asking parents of alum who would like to see on the Hilltown Board.</p>	<p>Sara and Dan to present at Lathrop</p> <p>GABS will put this on their Feb. agenda to discuss and make a plan about</p>

	Comment/questions about age limits for BOT members. There might be some laws about this.	
<b>Long Range Plan Update: (Update) LRP Team</b>	Nothing from LRP because the meeting is next week.	
<b>Committee Reports -- Questions Only</b>	none	
<b>New Business</b>	LRP will be facilitating a focus group	
<b>Meeting Wrap-Up/ Evaluation</b>	Next Meetings: Wednesday February 9th, 2022 at 7 p.m. in-person and zoom Facilitator: Kathleen S. Snacks: XX Drinks: XX Newsletter blurb: Lara	
<b>Review Action Items</b>	Reviewed action items.	
<b>Adjournment</b>	Meeting adjourned at 7:59 p.m.	Kate E. motioned to adjourn; Matt seconded; the meeting was adjourned.

**Tentative Agenda Topics for Feb. 9th, 2022 Board Meeting: LRP focus group; Q2 financials**