

The minutes presented within this document provide a summary of the discussion that took place at the Board of Education meeting. For the complete discussion of the agenda items, please view the video of the Board meeting on our website at www.southingtonschools.org. These minutes are considered a draft until approved at the following regular Board of Education meeting.

SOUTHINGTON BOARD OF EDUCATION

SOUTHINGTON, CONNECTICUT

REGULAR MEETING

OCTOBER 28, 2021

The regular meeting of the Southington Board of Education was held on Thursday, October 28, 2021, at 7:00 p.m. as a public meeting in the John Weichsel Municipal Center Public Assembly Room, 200 North Main Street, Southington, Connecticut with an Executive Session preceding at 6:30 p.m.

1. CALL TO ORDER

Mrs. Terri Carmody, Chairperson, called the meeting to order at 6:30 p.m.

Board members present were Mr. Joseph Baczewski (Vice-Chairperson), Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark (Secretary), Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools, and Mr. Frank Pepe, Assistant Superintendent.

2. EXECUTIVE SESSION – 6:30 P.M.

a. Unaffiliated Compensation

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to go into Executive Session, excluding the public and the press, for the purpose of discussing Unaffiliated Compensation, and upon conclusion reconvene to public session.”

Motion carried unanimously by voice vote.

Executive Session ended at 6:54 p.m.

The Regular Board Meeting was reconvened at 7:03 p.m.

3. RECONVENE MEETING – 7:00 P.M.

Board members present were Mr. Joseph Baczewski (Vice-Chairperson), Mr. Robert Brown, Mrs. Terri Carmody, Mr. James Chrzanowski, Mrs. Missy Cipriano, Mrs. Colleen Clark (Secretary), Mr. David Derynoski, and Mr. Zaya Oshana. Absent was Mr. David Falvo.

Cabinet administrators present were Mr. Steven Madancy, Superintendent of Schools, and Mr. Frank Pepe, Assistant Superintendent.

Student Representatives present were Jhalissa Vincent, Ethan Solury, and Angelina Micacci.

4. PLEDGE OF ALLEGIANCE

The student representatives led in reciting of the Pledge of Allegiance.

5. APPROVAL OF MINUTES

a. May 27, 2021 – Amended

MOTION: by Mr. Brown, seconded by Mr. Baczewski:

“Move to approve the amended Board of Education meeting minutes of May 27, 2021, as presented.”

Motion carried unanimously by voice vote.

b. October 14, 2021

MOTION: by Mr. Baczewski, seconded by Mr. Derynoski:

“Move to approve the regular Board of Education meeting minutes of October 14, 2021, as submitted.”

Motion carried unanimously by voice vote.

MOMENT OF SILENCE

Mrs. Carmody called for a moment of silence in memory of the following:

- Betty Stalter passed away on October 13, 2021. Betty served as a nurse in the Southington Public Schools from 2002 until her retirement in 2015.
- Richard Santanella, current teacher, passed away suddenly on Friday, October 22, 2021. Rich began teaching music and leading the band at DePaolo Middle School in August 2012. This is a devastating loss for the DePaolo community and our entire SPS family. Rich was an admired and respected colleague, and a favorite amongst many students. His legacy will be the lasting contributions that he made to many young and aspiring musicians fostering their love for the arts.

6. PUBLIC COMMUNICATIONS

a. Communication from Student Representatives

Ethan Solury reported on the following:

- The National Honor Society held an induction ceremony last week at 2:30 p.m. in the Atrium.

- South End School congratulated the September Charter Champions from each class. Students were selected for their classroom character each day to promote emotional intelligence.
- Lewis Farms donated pumpkins to Derynoski School for third graders to decorate at home. The students were encouraged to take a photo of their creation to share with the school.

Jhalissa Vincent reported the following:

- She gave an end of season update on SHS athletic teams including the SHS Girls Volleyball that advanced to the CCC Championship Tournament and qualified for the CIAC Class L Tournament, SHS Football and Cheerleading Teams, Girls Swimming & Diving Team that advanced to the CCC Championship Tournament, SHS Field Hockey that qualified for the CIAC Class L Tournament, SHS Girls Soccer Team, SHS Boys Soccer Team, and SHS Boys Cross Country team that finished the season in fourth place in the CCC Championship meet.
- Southington Athletics appreciates the community's ongoing support as they head into the November post-season regional and state competitions.
- Parent-Teacher Conferences are in person this year on November 17. Parents can meet virtually if they prefer.
- The first quarter of the school year ends on Monday, November 8.

Angelina Micacci reported on the following:

- SHS Orchestra and Concert Band performed for the first time since 2019 on Tuesday, October 26.
- Last week, the high school had their first Capstone Day. On the example Google site, students had some difficulty completing their first lesson due to heavy traffic.

b. Communications from Public

Mrs. Carmody explained that residents who speak at the podium needed to complete a sign-in sheet with their name and address (*Attachment #1*) and that they were allotted only three-minutes to speak.

There were numerous residents who came to the podium and voiced their opinions, recommendations, and concerns about safety/prevention/stronger security measures in the schools, verbal/physical assaults against teachers due to TikTok trends, counseling and resources for children, taking action on Critical Race Theory (CRT) six points to be banned from being taught and a zero-tolerance policy for any rogue teachers pushing CRT hatred on students, unmasking/removing mask mandates and parents choice, parents who speak on behalf of their children at BOE meetings being labeled as "monsters" by government, proper wearing of a mask, thanking the BOE members for their service, a parent running for election on BOE, catching students up to speed who fell behind academically due to the pandemic, parent involvement, Governor Lamont's mandates and vaccine clinics at schools, COVID vaccinations to children ages 5-11 years old, government CARES Act funds and doing what is right for the students, upcoming elections, pushing back and taking action on Governor's and Department of Health mandates, ESSER Fund guidelines, belief that BOE members would not be held personally liable going against Governor Lamont, inconsistency of why some Board members wear masks at BOE meetings and don't wear masks outside the school facilities.

Mrs. Clark read an email into the record from Kristin Bontempi supporting the Board of Education's adoption of the high school courses to broaden the lens of students regarding diversity and history.

Please see the YouTube video link of the meeting and public communication below that also can be found on both the Town of Southington and Southington Board of Education websites: <https://www.youtube.com/channel/UC59RScd50ReAqz-PnbXUSSQ/playlists>

c. Communications from Board Members

- Mrs. Carmody thanked the DePaolo Middle School Band students who performed at the high school Music of the Knight the day after the passing of their band teacher and honored Mr. Santanella with their performance. She thanked the parents who attend and speak at the Board meetings and pointed out that the Board members do listen to the parents but must follow the Governor's state mandate, which is the law that they are bound to abide by. She emphasized that CRT is not taught in the Southington schools. She requested parents to bring forth to the administration or to the Board members any examples of CRT being taught in the classrooms to be dealt with by the administration. To date, the Board and administration have not received any examples.
- Mrs. Clark attended the CABA Legal Issues Workshop held on Wednesday in Rocky Hill that addressed three issues: 1) employment challenges in Connecticut for school districts with Governor Lamont's Executive Order 13-G Vaccine Mandate, and collective bargaining due to COVID; 2) legal contours of Board Members speech regarding their First Amendment Right vs. the Rights as a Board member of what they can and cannot say, what can be said from executive session, and implications of social media; 3) emerging legal issues, bus driver shortages, and the changing public meetings. Mrs. Clark quoted an attorney who spoke and said, "a Board of Education does not exist between meetings."
- Mr. Oshana explained the reason why he wears a mask at Board of Education meetings was because the Board was requiring teachers, students, and staff to wear them in the schools, and he was modeling the required behavior as long as the state mandate was in place. Wearing a mask outside of the school system was different and not mandated.
- Mr. Brown announced there would be a gala held on April 25, 2022, to honor all the Wall of Honor honorees for the last 20 years along with new people to be inducted. More information about tickets will be forthcoming.
- Mr. Brown thanked Mrs. Cipriano, an outgoing Board member who was not running for re-election, for all her hard work and service. He wished all those people running for office good luck.
- Mr. Brown was disappointed by the recent coverage of the Board of Education meetings and the candidates up for election in a local newspaper and explained in detail his disappointment. He addressed the safety, social, and emotional health of students and staff should be the Board's primary concern, his factual explanations were not reported in the newspaper about some of the legal consequences about not following the Governor's mandate decisions that are based on professional, scientific, medical, and health experts. He hoped that the newspapers would improve on the reporting of the meetings. He thought that they all needed to work better together to help the students learn and the educators to teach.

- Mr. Brown addressed in detail a despicable meme attack in the social media platform Southington Talks on Mrs. Carmody, whom he has known for over 40 years as a decent person, teacher, volunteer, and Board member. He stated that people who humiliate and personally attack others were shameful. He wished people could have a cordial, polite, and respectful conversation if they do not agree on things. He addressed liability issues faced by Board members if they did not follow the Governor's Executive Orders and mandates for masking. Instead of calling names and insulting people, he requested that everyone show decency and get back to the basics of educating the children and teaching them how to cope in a world that was troubled right now.
- Mr. Baczewski addressed security, CRT, and parent choice to choose masking/unmasking. He understood the frustration of the parents of not being able to make the decisions for their families due to COVID. He noted that he spoke to people who were afraid to attend Board meetings or send an email for fear of retaliation on their convictions. He thought that it was important for people to speak their mind and opinions to help the Board in making their decisions. He thought the most important teachers in a child's life was their parents and family.
- Mrs. Cipriano remarked on the unacceptable social media attack on Mrs. Carmody. She addressed a parent's concern about safety of the schools and noted that the safety of the children and staff was paramount in budget discussions between administration and Board members. She stated that parents' who speak at Board meetings were not viewed as "monsters" by the Board members. Mrs. Cipriano noted that the Girls Volleyball JV Team went undefeated this season. She shared that she was privileged, as a person of color, to be a speaker to the Black/Latino Classes comprised of diverse students who asked her many questions. She asked them if in any of their classes there was discussion on the six points of CRT being taught and all of them stated "no" and that they have learned more about themselves and each other in these classes. Mrs. Cipriano spoke about her two years serving on the Board of Education and her future endeavors including lobbying for education at the State level.

d. Communication from Administration

Mr. Madancy thanked Mrs. Cipriano for her service and support of the schools the last couple of years.

Administration reported on the following:

1. Maintenance Staff Recognition: Mr. Madancy recognized the maintenance staff under the leadership of Mr. Romano. One of the big Capital Improvement Plan projects was the fitness center in the basement at the high school that was a major project worked on this summer through the funding of the Non-lapsing Account funds. The equipment was delivered this week with the talented maintenance staff saving the district \$13,000 by installing the flooring.
2. Athletic Facilities Report: Mr. Madancy reported that competition for labor and materials due to COVID was an issue for contractors and that the master Athletic Facilities Plan prepared by Kaestle Boos included short-term projects and long-term updates to the high school sports fields. During the 2021-2022 budget process, the Board approved six short-term projects. In July, administration and Kaestle Boos sent out six bids for the short-term projects for softball, irrigation, baseball, tennis court repairs, running track repairs, and bleacher improvements. They received bids only for softball, baseball, and irrigation. Contractors were not bidding on the projects. The irrigation was awarded, and the initial repair work was currently underway. The bids received on the softball project were cost prohibitive due to the rising costs of raw materials

for fencing. Neither the softball nor baseball bids were awarded. The Athletic Director worked with Kaestle Boos to refine the scope of work for the softball project. The baseball and softball projects are being rebid this week. Work on the remaining short-term projects will continue and the Capital Plan will be presented during the November Board meeting for a first read. The tennis courts and track will still need to be addressed.

3. Adult Education Grant: Mr. Madancy reported that Mr. Covino, Program Director for the Bristol-Southington Adult Ed Co-op, announced that full funding for the FY'22 Program Enhancement Project grants awarded. The adult learners from Bristol, Plainville, Southington, and Farmington will now be able to participate in four (4) new innovative programs in conjunction with Tunxis Community College: 1) Employability Skills, 2) Family Literacy, 3) Manufacturing Math, and 4) the Integrated English Literacy and Civic Allied Healthcare Program.

4. SHS Wi-fi, Internet: Mr. Madancy reported that the Google Classroom had some glitches. However, when every student at SHS started their Capstone lesson on their device for the first time with everyone in the school, the Wi-fi worked in every space and the network held up due to the infrastructure updates.

7. COMMITTEE REPORTS

a. Curriculum & Instruction Committee Meeting – October 18, 2021

Mr. Brown reported that the committee received a Capstone presentation overview where students curate a digital portfolio that they will exit the high school with and use as a resource for entering the workforce or higher education. The student portfolios will be based on the four C's (critical thinking, collaboration, creativity, and communication) that are embedded in the Vision of a Graduate. These lessons are held during planned Advisory periods throughout the year. Advisory periods are now known as Capstone. Mr. Brown reported that the committee also received a GPA/Leveling presentation that included the justification for the proposed shift in Grade Point Average and leveling because colleges and universities ignore the school district's current GPA calculations due to the inflation and they recalculate the applicant's GPA based on a 4.0 scale. Southington's weighting was flawed and drove up the averages higher with 85% of students having an average of a B or higher. This change should help the students when applying to college and is what the colleges all want.

Mr. Brown reported that he asked Mr. Pepe, Ms. Heather Allenback, Social Studies Department Chair, and Mr. Richard Aroian, Assistant Principal, to survey the high school social studies teachers to ask them a series of questions about Critical Race Theory (CRT) with the answers shared with the Curriculum Committee and the Board of Education so it becomes a public document. He gave a summary of four (4) questions and the responses received. Mr. Brown addressed what was taught in the social studies courses. He asked the public to read the long, detailed document / report provided on CRT (*Attachment #2*) and that if they had any questions to contact Mr. Pepe or a Board member. Anything else taught beyond those courses, was not approved by the Board of Education. He stated that the Board of Education should monitor this constantly to ensure that CRT is not being taught in any of the schools.

Mr. Oshana requested that a Grade Point Average (GPA) presentation to be given at a future Board meeting for public information and the parents to understand the changes.

8. OLD BUSINESS

a. Town Government Communications

There was no Town Government Communication to report.

b. Policy 5130 – Bullying Prevention and Intervention Policy – Revision – Second Reading

MOTION: by Mrs. Clark, seconded by Mr. Baczewski:

“Move to approve Policy 5130 – Bullying Prevention and Intervention Policy Revision, as recommended by the Policy & Personnel Committee.”

Motion carried unanimously by voice vote.

9. NEW BUSINESS

a. Credit Recovery and Summer School Presentation 2021

Ms. Heather Allenback, Social Studies Department Chair and Coordinator of the Credit Recovery Program, gave a PowerPoint presentation on the Credit Recovery Program at Southington High School. She stated that in December 2020, it was realized that students were struggling due to the pandemic. She discussed in detail and provided data on the purpose of the program, timeline, identifying struggling students, staffing, courses offered, writing curriculum delivered on the CANVAS Learning Management system, tutor expectations, highlights of the program and the goal. The program provided 9th, 10th, and 11th grade students the opportunity in April to earn the credit for specific science, math, history, or English courses. Out of the 107 students registered for credit recovery 34 finished credit recovery successfully, and 24 out of the 34 received credit for the courses that they were enrolled in. She noted that 44 of the students did not attempt to do anything. She concluded that if they could help even one student get back on track, then they had been successful. Mrs. Carmody commented that it was wonderful that the high school was able to offer this to help the students due to the pandemic. Mr. Brown questioned if Civics was offered and Ms. Allenback stated that they could not get a teacher to write curriculum for Citizenship in Action, which is a junior course. Mr. Baczewski noted that the teachers and paraeducators went above and beyond to provide this program. Mr. Chrzanowski asked if there were plans to continue this program in the future and Mr. Pepe stated that one of the benefits was having the modules/courses already written to access with the potential to continue the program.

Mr. David DeStefano, Director of Summer School, gave a detailed PowerPoint presentation on the 2021 Summer School Programs that were in-person and not online as the previous summer due to the pandemic. He noted that a challenge was to merge the two programs of the Summer Academy for remediation in math and reading skills with the previously offered enrichment programs. The detailed presentation included staffing, program highlights, session dates and times, elementary enrichment programs, middle school remediation, and high school credit recovery. There were 202 summer programs offered and 650 students grades K-12 attending (385 of those in K-5). This year, the Elementary Academy was housed at DePaolo and Kennedy Middle Schools to take advantage of the air conditioning this year. The Camp Invention Program was not offered this summer. Transportation was offered for students in K-8 for the first time. There were 30 high school volunteers who assisted with the K-5 program to help the teachers and students. More high school courses and more sessions were offered in the

summer including Chemistry and Citizenship in Action, which were two new Credit Recovery courses offered. There were 179 credits earned by 105 students. An Arabic and Hindi class were two (2) enrichment courses offered to high school students but there were not enough students enrolled to hold those courses. Mr. DeStefano provided 2021 Elementary Academy data vs. 2019 data with more students enrolled in the summer of 2021. He provided a survey to Elementary Academy parents regarding programs offered and 64% stated it exceeded their expectations. He explained the middle school remediation data and the high school credit recovery data and noted that in 2020 the high school courses were online. Mr. DeStefano gave a 10-year history for Summer School enrollment including data for students enrolled in enrichment courses. He addressed future program plans including financial assistance. Mr. DeStefano has been the Director of Summer School for 10 years. Mr. Baczewski questioned future programs and support. Mr. DeStefano noted that, due to the pandemic, he found students trying to find their place again academically with some students who bounced back and other students who need social and emotional support.

b. Superintendent’s Proposed Goals for 2021-2022

MOTION: by Mr. Oshana, seconded by Mrs. Clark:

“Move to approve the Superintendent’s Goals for the 2021-2022 school year.

Mr. Derynoski questioned Goal #3, *“The Superintendent of Schools, in collaboration with the administration, Board of Education, town officials, and community members will work to improve district facilities including elementary buildings, athletic facilities, and the Karen Smith Academy”*, which he thought may not happen and was overextending, especially Goal #3.c, which is to *“Develop educational specifications and review academic programming anticipating bringing Karen Smith Academy forward for consideration in the November 2022 referendum”*. Mr. Derynoski stated that there were elementary schools that needed work for many years before the Karen Smith Academy. He thought it should be a Board of Education goal to prioritize what steps that are needed to bring to the town. He thought to do them all at one time, was not going to happen. Mr. Madancy stated that, per policy, there would be a mid-year discussion of these goals and if there were goals that were not progressing mid-year, they could re-visit that goal and move to 2023. He included the Karen Smith Academy, adjacent to DES, in the entire Derynoski School project for the potential of what would happen to the current Derynoski Elementary School vs. building a new school behind it and what the site plan would look like for the home of the Karen Smith Academy. He has had this conversation with the Town Manager because it involves the scope of the Derynoski project. Mr. Madancy explained that another goal of his was to collaborate with town officials and that he and Mr. Mark Sciota, Town Manager, addressed both attending Town Council and Board of Education meetings to foster partnership.

Mr. Baczewski liked the “go-getter” goals and Mr. Brown thought Goal #4.c that addresses student social and emotional health was extremely important.

Motion carried by voice vote with Mr. Derynoski opposed.

c. Ratification of Southington Education Association (SEA) Contract

MOTION: by Mr. Brown, seconded by Mr. Baczewski:

“Move to approve the three (3) year tentative agreement between the Southington Board of Education and the Southington Education Association starting July 1, 2022 through June 30, 2025.”

Motion carried unanimously by voice vote.

d. Acceptance of Gift to Derynoski Elementary School

MOTION: by Mrs. Clark, seconded by Mr. Oshana:

“Move to accept the gift of a park bench in the playground area of Derynoski Elementary School.”

Mr. Madancy explained that administration was approached by a parent of a kindergartener at Derynoski Elementary School. The bench is from the Kindness for Kate non-profit organization and is heavy-gauged steel with a durable coating that comes in a variety of colors. The phrase “Kind Acts Touch Everyone” will be outlined on the back of the bench. The bench has a significant meaning to the family because three (3) years ago they lost their daughter Kate at birth. This would be the third bench donated in Kate’s name. Other benches are currently located at the Rainbow Playground in Panthorn Park and at Norton School in Cheshire. Mr. Madancy will send a thank you to the parent on behalf of the Board.

Motion carried unanimously by voice vote.

10. ADJOURNMENT

MOTION: by Mr. Derynoski, seconded by Mr. Oshana:

“Move to adjourn.”

Motion carried unanimously by voice vote.

The meeting adjourned at 9:25 p.m.

Respectfully submitted,
Linda Blanchard
Recording Secretary

ATTACHMENT #1 – PUBLIC COMMUNICATIONS - SPEAKERS

Southington Board of Education
PUBLIC COMMUNICATION
 October 28, 2021

	NAME	ADDRESS	TOPIC
1	Myraun Kou Jr	57 Hart & Erie Rd	Safety
2	Steven Baleschick	19 Owen Street Apt A12	CRT
3	Samantha G Kelly	28 Working Street	Masks
4	Michael Kazanski	27 Hitching Post Dr.	Southington masks
5	Angelica Espada	550 Daning St	Everything
6	Mark Corleone	Pitman Lane	Learning Coach
7	Tyler Young	48 Berkeley Ave	Masks / Vax mandates
8	Patrick Laine	99 Westbrook Rd	\$\$\$ Cash Act
9	Susan Zabokronski	28 Working St	CR
10	Spaulding Jil	188 Chestnut St	
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ATTACHMENT #2
CRITICAL RACE THEORY (CRT) TEACHER SURVEY REPORT

Board of Education Curriculum Meeting Minutes
Monday, October 18, 2021, 1:00 p.m.
Technology Training Lab

Members Present: Committee Chair Bob Brown, Terri Carmody, Missy Cipriano,
Administration Present: Assistant Superintendent Frank Pepe, Curriculum and Instruction
Coordinator Dianne Holst-Grubbe, Guidance Director, Jennifer Discenza, Beth Veins (virtual)
Ana Napolitano (virtual).

Meeting called to order at 1:00 p.m.

Capstone Presentation

Mrs. Holst-Grubbe and Mr. Pepe presented a Capstone overview. Southington High School is determined to make this graduation requirement a meaningful experience. The current Junior class is the first to endure the requirement. Therefore, the experience will continue to evolve until it becomes a four-year process, starting in freshman year. Students curate a digital portfolio which they will leave high school with and use as a resource for entering the work force or higher education. The portfolio is comprised of student selected samples demonstrating each C. The Cs are directly imbedded in our Vision of the Graduate, (VOG) and thus, each student demonstrates their respective mastery of the essential components of Southington's VOG. Mike Gagnon and Kari Luise-Peschel, among others, worked tirelessly to prepare on-line lessons. These lessons are delivered to students during planned Advisory periods throughout the year. These Advisory periods are now known as Capstone.

Based on the Board's wishes, the same presentation can be offered to the full board and or sample student portfolios shared as the year progresses.

GPA/Leveling Presentation

Ms. Discenza, Mrs. Veins and Mrs. Napolitano presented the justification for the proposed shift. In 2010, NEASC prompted a level collapse from four to three. The most recent NEASC evaluation advised continuing this shift. The recommendation is to isolate three levels, Academic, Honors and AP UConn/ECE. In addition to this work, the high school has discovered a challenge of inflated GPAs. Research demonstrates the most common colleges and universities a Southington High School graduate applies to, ignores our current GPA calculation because of the inflation. Instead, the institutions of higher education recalculate the applicant's GPA based on a 4.0 scale.

This change in practice will benefit any student engaged in the admission process.

Again, at the wishes of the full Board, a complete presentation may be scheduled.

CRT

Per the request of Mr. Brown, C/I Chairman, Southington High School's Social Studies teachers were surveyed to determine if Critical Race Theory is taught as part of the adopted curriculum.

Below is a summary of the survey responses.

1. Are you familiar with Critical Race Theory (CRT)?
100% YES
2. If you answered yes to the above question, how did you learn about Critical Race Theory (CRT)?
Media (all types), personal research, discussion with colleagues and scholars, never heard about it in undergrad/grad classes
3. To your knowledge, is Critical Race Theory (CRT) taught in any courses you teach or in the social studies department?
100% NO
4. Are racial issues or history or racism taught in your courses? Could you please list some examples, at least one from each course you teach if applicable?

Below is a summary of responses by course:

Modern US History - Segregation, Tulsa race riots, Civil Rights Movement, BLM, 1920's race riots and its underlying issues. Race is just one of many themes/issues that run throughout U.S. history. The curriculum starts after WWI and within the first few weeks of class, students examine how the war impacted the lives of different groups (women, farmers, city dwellers, children, immigrants, and African Americans). Students delve into both the positive and negative aspects of our nation's industrial growth leading up to WWI in this introductory unit. The curriculum covers The Great Migration of African Americans to cities and the rise of Nativism and the KKK. Jim Crow laws throughout the curriculum and then more purposefully leading into the unit on the civil rights movement, primarily focused on the 1950's-1960's. The curriculum analyses the Black Panthers, Malcolm X, and Stokely Carmichael in juxtaposition Dr. King's statements pertaining to the movement.

World History - Past cases of genocide committed against Jewish people; students can choose their own example of genocide to research for a performance task. Social Darwinism is discussed with an emphasis on the fact that this is an incorrect, unscientific, and a disproven theory. Social Darwinism is the source of many historical conflicts.

Citizenship In Action (CIA) - The Civil Rights Movement, Activism, and the 14th Amendment which was ratified to ensure that African Americans recently freed from enslavement would be granted the rights of citizens. The unit titled, *Power of Ideas* unit examines the Civil Rights movement and the modern BLM movement. The American Justice Unit includes an assignment on criminal justice reform in which students discover for themselves racial inequity within the criminal justice system.

African American/Black and Puerto Rican/Latino Course -Race is a social construct with no biological basis. Middle Passage and its effects. The legacy of slavery; How and in what ways have African American, Black, Puerto Rican and Latino(a) people shaped American society, economy, and culture?

Human Rights - Modern Day Slavery and Human Trafficking. Genocide throughout the years.

World Religions - Touches on Civil Rights and racism issues in this country and in other countries.

Intro to Psychology - Brief discussion regarding how it has been scientifically proven that racism is a learned behavior, not an inherent trait.

America at War - Students evaluate a variety of motivations for conflict, one of which being Social Darwinism

Intro to Sociology - Social inequality, racial breakdown from the 2020 census, marginalization of various groups.

AP Government & Politics - Civil Liberties and Civil Rights, *Letter from a Birmingham Jail* is a required document for the course. The 14th amendment and the equal protection clause, Brown v Board, Plessy v Ferguson, Loving v Virginia, Civil Rights Act of 64, Voting Rights Act of 65 and an infinite number of other public policies which address racism and discrimination in the US.

AP Psychology - The social behaviors of groups; discrimination, prejudice, stereotypes, in-groups/out-groups. The Cognition Unit, analyses stereotype threats and in research, students examine unethical studies conducted in the US focused on eugenics or using minorities as subjects without consent.

AP Human Geo - Forced relocation/Transatlantic Slave Trade/Distribution of ethnic groups in the United States

AP US History - Middle Passage and its effects; Road to the Civil War and associated policies intended to keep slavery; secession of South Carolina (et al); racism present in various institutions in the US, for example, Jim Crow and the rise of the KKK or redlining; the legacy of slavery; MLK and *Letter from a Birmingham Jail* and other civil rights movement pieces.

Meeting was adjourned at 2:10 P.M.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Frank Pepe". The signature is written in a cursive, flowing style.

Frank Pepe
Assistant Superintendent of Schools