

LMTSD Public Board Meeting Comments and Questions
January 19, 2021

Name(s)	Comment/Question
Roxanna Senyshyn	<p>I am an educator, and I am familiar with the approaches taken by other school districts. I recommend LMS do four days in-person (Monday, Tuesday, Thursday and Friday), with online learning for all on Wednesday. All families should have the option to remain entirely remote this school year.</p> <p><i>Response: In Dr. Davidheiser's letter to the community, dated 1/12/21, he detailed the reasons why an increase in in-person instruction was not being implemented at this time. Namely, at the present time, the Commonwealth of Pennsylvania, Montgomery County and Lower Moreland Township are in the substantial category designation due to high COVID-19 incident and positivity rates. The Pennsylvania Department of Health and the Montgomery County Office of Public Health recommend 6' distancing in classrooms and cafeterias. LMTSD follows that recommendation because close contacts are defined as anyone inside a 6' radius for more than 15 consecutive minutes. By following this guidance we are intentionally eliminating the possibility of close contacts. Reducing daily student attendance in the hybrid model allows us to guarantee this spacing. If LMTSD were to have students in buildings for four or five-day in-person instruction, students and staff would be inside the 6' radius all day. If the district were to open and not ensure 6' distancing, evidence of our daily reported cases indicates that large groups of students would be identified as close contacts and buildings, based on the required Attestation form through the Pennsylvania Department of Education, would be required to be closed due to both positive cases and close contacts. The most recent closure of Lower Moreland High School is evidence that COVID cases are impacting the District's ability to continue instruction without disruption. For this reason, the District will continue to offer hybrid and virtual options for the third marking period.</i></p>
Jennifer Cannon	<p>Good Afternoon,</p> <p>There are a few points I would like to bring up today:</p> <p>-I asked during the comment period for the Work Session on 1/5/21 if the Board would consider allowing public comment in a manner that would allow the community to feel more personally invested than this current method of submitting a written statement, and was told that this would be considered. Can you provide an update?</p> <p>-Also during the last meeting, the Board invited the community to submit creative suggestions regarding bringing our students back to school for 5 days. Off the top of my head, some that I have seen and discussed with other families are: possible leasing of other sites within the district that could host students, conversion of the gym and/or lunch room to classroom space (which I realize would mean the students eat in their classroom), or placing trailers on school grounds to act as classrooms. I would be surprised if I were the first to bring these up - are any of these options being considered now, or for the next school year? On a related note - some families may choose to</p>

remain virtual, so a percentage breakdown regarding students who would not attend in person would give a better idea of how much space is actually needed - perhaps an updated family survey?

-It's my understanding that, thus far, two districts in Montgomery County have launched a Covid-19 rapid antigen testing program in schools. Is LMTSD considering offering this option to their staff? If not, why?

-Is the LMTSD going to be coordinating the vaccination efforts for teachers and staff in our school, or are teachers expected to obtain vaccinations (should they so choose) on their own?

-Last, but certainly not least, I will be tuning in tonight to hear more about the district's proposed actions regarding racism in the community. I think many community members would also like to be a part of any forthcoming discussions regarding this - will there be an opportunity for us to be involved?

Thank you, as always, for your time and consideration.

Response: Thank you for your suggestions.

-At the current time, public comment will continue to be taken in this format.

-The District has been considering creative ways to utilize space in the buildings, however, there is not much extra space to leverage. As has been reported previously, two of the three buildings are near capacity in terms of space and enrollment. If challenging circumstances persist into next year, creativity will be used to facilitate the best learning environment possible.

-Families were recently surveyed to ascertain how many wished to change their learning location for the third marking period. Very few families opted to make a change.

-In response to your questions about a rapid antigen testing program, two large districts in Montgomery County are now piloting the rapid antigen testing program for staff in conjunction with the Montgomery County Office of Public Health and the Montgomery County Intermediate Office. The district will look to those two institutions for guidance on next steps for the rapid antigen testing program. This is not intended to be a program for students.

-In response to your question about vaccines, the Montgomery County Office of Public Health, in conjunction with the Montgomery County Intermediate Unit, is coordinating the vaccination process for our staff. The vaccine appointments are being held at the Montgomery County Community College-Blue Bell Campus. Appointments are currently being coordinated for eligible Phase 1A staff (which include school nurses, school psychologists and counselors, etc.). Once Phase 1A is complete, appointment links will be sent out to Phase 1B, into which the majority of school employees fall.

-We will be responding to the most recent concerns as a school community and plan to involve parents in the dialog.

Sabrina Usonis	<p>I would like to see a committee formed of school parents that can assist on getting our kids back to the classroom full time. I think it starts with a poll - if 50% want to return and 50% want to be virtual, then it should be doable pretty quickly. If it is more than that who want to return, let's form a committee and tour other local schools who have managed to get their children back in the classroom for ideas. I feel that getting the children back in the classroom should be the #1 focus of the board - and with a lot of parents openly complaining and making this same request, they should be able to help achieve that goal. I don't think anyone expected to still be home or hybrid at this time, but we have to find a way to move forward so that each students needs are met.</p> <p><i>Response: As was stated in Dr. Davidheiser's letter, dated 1/12/21, while the district does not disagree with some families' opinions that a virtual setting is not the same experience as the fully in-person instructional model that students, staff and our community are accustomed to, we remain committed to making the best of bad situation by offering in-person instruction in a manner that allows us to avoid large quarantines of students, frequent and disruptive building closures and limit the spread of a virus during a world-wide pandemic. The district would like nothing more than to return students and staff to a five-day in-person instructional model. However, at this time, and for the foreseeable future, the requirements of the Pennsylvania Department of Education related to positive COVID-19 case counts and close contacts make it nearly impossible. The district values the continuity of education that the hybrid model affords our schools and the disruption that would be caused by frequent school closures would be less advantageous to our students.</i></p>
Staci Rice	<p>What happened to the plan to get K-2 back into the building 5 days/wk? Is LMSD able to get more teachers in the building once we hit Jan 29th d/t the teacher's union contract to facilitate that happening? Also, when my son is in class, there are only 5 kids in the room. Why can't we combine Blue & Gold into 4 days/wk for parents who want that since the numbers are so low. Answering "because we have to save space for full virtual students who change their minds" is not fair--once choices are made for the quarter, they are supposed to be final. How much \$ has LM received for covid relief and how is that money being used?</p> <p><i>Response: In Dr. Davidheiser's letter to the community, dated 1/12/21, he detailed the reasons why an increase in in-person instruction was not being implemented at this time. Namely, at the present time, the Commonwealth of Pennsylvania, Montgomery County and Lower Moreland Township are in the substantial category designation due to high COVID-19 incident and positivity rates. The Pennsylvania Department of Health and the Montgomery County Office of Public Health recommend 6' distancing in classrooms and cafeterias. LMTSD follows that recommendation because close contacts are defined as anyone inside a 6' radius for more than 15 consecutive minutes. By following this guidance we are intentionally eliminating the possibility of close contacts. Reducing daily student attendance in the hybrid model allows us to guarantee this spacing. If LMTSD were to have students in buildings for four or five-day in-person instruction, students and staff would be inside the 6' radius all day. If the district were to open and not ensure 6' distancing, evidence of our daily reported cases indicates that large groups of students would be identified as close contacts and buildings, based on the required Attestation form through the Pennsylvania Department of Education, would be required to be closed due to both positive cases and close contacts. The most recent closure of Lower Moreland High School is evidence that COVID cases are impacting the</i></p>

	<p><i>District's ability to continue instruction without disruption. For this reason, the District will continue to offer hybrid and virtual options for the third marking period.</i></p> <p><i>The District has, to date, received \$340,403.74 for COVID-19 expenditures. These funds were applied against expenses already incurred which included expenses for expanded 1:1 technology (\$107,850), cameras in order to teach in a hybrid environment (\$22,500), additional switches, access points and licenses for the expanded use of technology in the buildings (\$40,000), hand sanitizer, face masks, disinfectant solutions, face shields, disinfecting wipes, disposable gloves, infrared thermometers, and plexiglass dividers needed to prepare the school environment for the return of students and staff (\$36,927). Additionally, the District applied for reimbursement for additional staff that were hired to fill in for staff that were FFCRA (Family First Coronavirus Relief Act) leave (\$131,849.74). Lastly, the District paid for additional nursing at St. Albert the Great School as per the regulations of one of the grants (\$1,277).</i></p> <p><i>There are additional dollars that have been awarded to the District (grant opened 1/18/21) that are to be applied to expenditures that include but not limited to: daily disinfection of school busses, additional nurse staffing in each school as district school nurses are serving as contact tracers, additional payroll costs for teachers who are out because of Covid-related absences and other personal protective equipment such as more wipes, gloves, masks, etc.</i></p>
<p>Polina Khrizman</p>	<p>1) there is very low incidence of significant illness in kids 10 and under. Elementary schools should be fully open</p> <p>2) covid vaccine is available and teachers can sign up as they will be category 1B or 1C thus it will be available to them</p> <p>3) if concerns still remain pls obtain mobile classroom units thus allowing to split class in half and properly providing education in a socially safe environment</p> <p>Masks and hand washing and social distancing work. All cases of covid reported since August have had NO in school transmission</p> <p>Education should be considered vital and poses much less risk than working at a gas station or Giant or hospital providing basic sanitary measures. PPE, sanitizers and masks are widely available and should be used</p> <p>Kids need to be back in school not only for educational reasons but social as well</p> <p>Thank you</p> <p><i>Response: Thank you for your comments.</i></p>
<p>Elizabeth Colavita</p>	<p>How much Covid relief funding did you receive and what are you doing with it? Will you be hiring more teachers</p>

once the 1/29 date expires on the union contract that would allow you to hire more teachers at a lower pay rate? What outside of the box ideas have you considered to allow more students in school? Have you considered combining blue/gold like other surrounding districts have done? Have you surveyed to see how many will stay full virtual to see if you can have more than 6-7 kids in a class?!?! You can still space out 6' with double that amount. Do something.

Response: The District has, to date, received \$340,403.74 for COVID-19 expenditures. These funds were applied against expenses already incurred which included expenses for expanded 1:1 technology (\$107,850), cameras in order to teach in a hybrid environment (\$22,500), additional switches, access points, and licenses for the expanded use of technology in the buildings (\$40,000), hand sanitizer, face masks, disinfectant solutions, face shields, disinfecting wipes, disposable gloves, infrared thermometers, and plexiglass dividers needed to prepare the school environment for the return of students and staff (\$36,927). Additionally, the District applied for reimbursement for additional staff that were hired to fill in for staff that were FFCRA (Family First Coronavirus Relief Act) leave (\$131,849.74). Lastly, the District paid for additional nursing at St. Albert the Great School as per the regulations of one of the grants (\$1,277).

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In Dr. Davidheiser's letter to the community, dated 1/12/21, he detailed the reasons why an increase in in-person instruction was not being implemented at this time. Namely, at the present time, the Commonwealth of Pennsylvania, Montgomery County and Lower Moreland Township are in the substantial category designation due to high COVID-19 incident and positivity rates. The Pennsylvania Department of Health and the Montgomery County Office of Public Health recommend 6' distancing in classrooms and cafeterias. LMTSD follows that recommendation because close contacts are defined as anyone inside a 6' radius for more than 15 consecutive minutes. By following this guidance we are intentionally eliminating the possibility of close contacts. Reducing daily student attendance in the hybrid model allows us to guarantee this spacing. If LMTSD were to have students in buildings for four or five-day in-person instruction, students and staff would be inside the 6' radius all day. If the district were to open and not ensure 6' distancing, evidence of our daily reported cases indicates that large groups of students would be identified as close contacts and buildings, based on the required Attestation form through the Pennsylvania Department of Education, would be required to be closed due to both positive cases and close contacts. The most recent closure of Lower Moreland High School is evidence that COVID cases are impacting the District's ability to continue instruction without disruption. For this reason, the District will continue to offer hybrid and virtual options for the third marking period.

Members of the Board,

The following comment and question relate to the racist text thread that has come to light describing specific violent acts against a significant portion of the Lower Moreland student population.

COMMENT: The specific words utilized (lynch and stone), carry immense historical weight, and are meant to assert dominance, marginalize, and terrorize individuals and groups. They are words not uttered lightly, in jest, or in hyperbole. They are words that should never be used, especially when directed violently against a specific group of peers. These words equate to hate speech. Our students know better.

QUESTION FOR THE BOARD: Dr. Davidheiser has admitted his error in not sharing news of this serious event in real time. Do you agree with his assessment of this error? If so, why did the board not instruct him to act differently at that time? If you as a board agreed at that time in April that this matter should not have been shared with the community, please explain your reasoning.

I respectfully ask that you also consider answering the below questions, questions that many concerned members of the Lower Moreland community still have as a result of this horrible incident.

Thank you.

James Lee

- Do you feel there is a need to address unconscious bias, white privilege and racial insensitivity in the student body given this and other events? How can such issues be addressed adequately with a faculty – to my knowledge – that is nearly 100% Caucasian?
- Do you agree this language constitutes hate speech and a hate crime? If not, why not?
- When were you as a body made aware of the racist text thread? What were the immediate actions taken/recommended by the board?
- To what degree did the community lockdown in March 2020 and students not physically attending LMHS impact your decisions or inaction?
- In addition to referring this hate incident to the LMPD, did you feel additional actions were necessary, both for the students committing these actions as well as for the greater student body? What were the actions recommended?
- What evidence were you provided, other than the LMPD assessment, that gave you confidence that the student body would be safe and without intimidation or fear upon a return to school?
- Do you feel the school administration's efforts thus far in addressing this incident have been sufficient? If so, why?
- What kind of training, to date, has the faculty and board received to address inclusion and racial tolerance?

James Lee

<p>Kira Traktovenko, Marjanna Smith, Alexa Kaiser, Serena Nguyen, Sarah Jae Leiber, Gianna Vona, Lea Silverman, Michelle Marti, Ruth Thomas, Tyler Tresnan, Jill Kalaparambath, Benjamin Keller, Victoria Hua</p>	<p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p> <p>The recent circulation of a series of text messages made by current Lower Moreland High School Seniors has illustrated a blatant failure by not only Lower Moreland High School, but also this board. These students were not disciplined at all by the school district, and the district failed to alert both its faculty and students about what transpired.</p> <p>I would implore this board to do the following:</p> <ol style="list-style-type: none"> 1. Set precedents by defining and maintaining accountability. The LMSD board has set a dangerous precedent, defined by inaction and delayed, performative responses from the school board. The messaging does not classify hate speech against marginalized groups, including explicitly violent, racist threats on school grounds (i.e. “Every Asian kid I see tomorrow in the halls gets a spear”, which constitutes Level III misconduct in the LM Code of Conduct), as warranting accountability from the LMSD board, faculty, or involved students. 2. Hold the involved parties accountable. Suspend the students listed above from school. There must be consequences for hate speech and threats against students (i.e. “Every Asian kid I see tomorrow in the halls gets a spear”, which constitutes Level III misconduct in the LM Code of Conduct) that attend Lower Moreland schools. The students should also be required to apologize and take a remediation course on the effects of hate speech on marginalized community members. 3. Hold the involved parties accountable. Revoke their senior privileges. These students should not be allowed to attend graduation, prom, and other senior activities, since their speech constitutes both Level II and Level III misconduct in the LM Code of Conduct. Asian American students should not be forced to experience what are supposed to be happy milestones with students who have clearly illustrated that they cannot contribute to a safe community. 4. Work with current students to revise the code of conduct. We live in a world where the majority of school-related bullying and hate speech occurs online, outside of school grounds. The school district must adjust and hold their students accountable for bullying and hate speech that threatens the safety of other students. 5. Support Lower Moreland’s minority communities with representation. Both current students and alumni from minority communities have expressed a need to be better represented within the administration, faculty, and staff of all three of Lower Moreland’s schools. The district can and should work to hire more people from diverse backgrounds, in addition to working with current students to make Lower Moreland schools a more inclusive and safe space for minorities.
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	<p>6. Anti-racism training must be transparent. The “explicit anti-racism training” to be had by LMSD administrators must be deemed acceptable by the community, especially by marginalized community members. The curriculum cannot be picked by the same board of administrators who neglected to respond to this situation.</p> <p>Thank you.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
Dr. Erica Goldblatt Hyatt	<p>We were deeply troubled by the incident of racism and terroristic threats toward Asian Americans and the claim that since the texts were not on school property (despite discussing school property, ie school “hall”), the school could not take action as there was no code violation(?). We so appreciated Dr. Davidheiser’s accountability about the lack of transparency, but would appreciate knowing further how the District specifically plans to address similar threats in the future and what the threshold is for when dangerous/racist material discussed in an outside text that mentions the school setting warrants serious consequences from the School. We would also like to know how specifically the District will address anti-oppressive/anti-racist pedagogy/intersectionality beyond the Super’s suggestion of “trainings”. Is someone actively working on this, and is there a timeline? It feels as though a breach of trust has occurred between community and administration and it would be helpful to know more specifics about how trust and confidence can be found in our system again.</p> <p><i>Response: The high school administration is committed to improving the standard of communication moving forward. The appropriate action at the time of the event, would have been to inform the school community of the incident and the response of the school and LMPD.</i></p>
Ruth Hausen	<p>Hello my name is Ruth Hausen and while I am a township commissioner I do not come to you as such or representing the township in any way. I come to you as a parent and an avowed anti-racist. This event that occurred last March has opened up a discussion that has shaken me to my core. Incident after incident of racism in our school district has been recounted publicly across too much of social media by too many of our alumni to be false. It's time that we admit racism is a real problem in Lower Moreland and we must work together to defeat it. The school district needs to respond to this event with anti-racist curriculum instituted in kindergarten and continuing throughout the school years. There should also be integrated curriculum about the power of words and the use of social media which I know you have begun.</p> <p>The naming of one of this gang's(yes I call them a gang as you would of a group of male children of color who got together to threaten another group) provocateurs as student of the month is not just tone deaf, it points to institutional racism within our high school even though rescinded. If the law makes it impossible for you to discipline these youths at least they can not been seen as being rewarded for improvement of behavior that was beyond the pale.</p> <p>The parents of this gang must also carefully consider their beliefs and statements at home. This mini mob may</p>

	<p>have been using words but as we've recently seen on the national front it's not far from words to actions with a mob urging you on. If I were the parent of one of these children I would resign from public office to focus on my home life and start an internal analysis of what I could do better at home.</p> <p>My sole purpose in writing this is not about me. All of our children should be able to attend school and feel safe and uninhibited about being who they are. The current students and alumni have made it abundantly clear that this is not an isolated incident. We can do better. We look to you, teachers to superintendents /school board, to create an atmosphere where each child will feel safe to learn.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
Michelle Shwarz	<p>Dear Dr. Davidheiser, Administration, and School Board, I am writing to affirm my stance with Ruth Hausen, Erica Goldblatt Hyatt, and many other students, parents, alumni, and community members who have condemned the racism present in LM. In the last year, as our school district has dealt with COVID crisis, I have mistakenly kept silent about the issues I brought up at the public school board meeting in December 2019. While we have a long way to go in creating a truly just and anti-racist school district and township, I reiterate the need for diversification of our school faculty. Changing the culture in our school will require an ecological approach and I propose that the administration start with diversification of our new hires. I will be happy to refer you to the resources for recruiting talented and qualified LGBTQ, BIPOC, and other underrepresented intersectional potential teachers and administrators. Let our students, staff, and community know you stand with us and believe that we must be proactive in making LM better today.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
Bella Raykhman	<p>I'm sure it has come to your attention the recent racist incident that has resurfaced in the community. It would be foolish, embarrassing, and a move of enablement to say that these students have been dealt with at the time of the incident, and that it has not been "swept under the rug." It is a crucial moment for the leadership at the high school to set a TRUE standard of no tolerance of bullying and harassment, instead of just claiming it through words that you emphasize for your students to follow. As a former student, I'm well aware of the racial, religious make up of the student body, and I know that minorities in our school must be shown that they are AS IMPORTANT and AS PROTECTED as their white peer students. These students who made these heinous and terrifying comments should be faced with an appropriate consequence. Do not claim this has been done, make sure it is properly done so in the coming days and weeks. Thank you for your time.</p> <p><i>Response: The Lower Moreland High School administration and staff denounce any type of racial, bigoted or white supremacist actions, words, or demeanor. The school setting needs to be a safe space for all in the teaching and learning process. Moving forward, the school will form a mechanism like a Diversity Advisory Council to address the needs of the school community in these areas. Reporting mechanisms include Safe2Say as well as contacting an administrator or school counselor with concerns. The school administration is also committed to improving the</i></p>

	<p><i>standard of communication with the school community. In Mr. Miles' communication of January 15, he wrote that the incident at that time was deemed to originate off school grounds, outside of school hours, and not using a district device, Lower Moreland police were involved in the investigation.</i></p>
Sonia Singh	<p>What will the school actually be doing towards making the school a more inclusive place for all students, not tolerating ANY hate, doing better to address racism, and making sure to notify families of events like this in the future? As an Asian American student, I was deeply disappointed and appalled by the school's lack of action in this case to notify the possible subjects to this racist behavior. Moreover, I have reported cases of racism towards me and have received zero response nor ANY help. The school needs to do better to protect their students from harm. How am I supposed to feel safe in school that has not helped me when I needed them? Thank you for your time and for addressing my comment.</p> <p><i>Response: The Lower Moreland High School administration and staff denounce any type of racial, bigoted or white supremacist actions, words, or demeanor. The school setting needs to be a safe space for all in the teaching and learning process. Moving forward, the school will form a mechanism like a Diversity Advisory Council to address the needs of the school community in these areas. Reporting mechanisms include Safe2Say as well as contacting an administrator or school counselor with concerns. The school administration is also committed to improving the standard of communication with the school community.</i></p>
Eleanor Hwan	<p>I just wanted to share via public comment some thoughts regarding the recent texts that came to light this past weekend as a result of a social media post outside of our community....</p> <p>As a member of this community for over 15 years and an Asian mom of 3, I have not felt any of the racist sentiment that was shared in the texts. I was saddened, disappointed and angered that it could exist in a community that I have served wholeheartedly in the past few years. My children have taken classes and participated in sports with these kids and I couldn't have imagined that they would have such strong hateful opinions about us as Asians simply based on the color of our skin. It made me question whether other kids or families may harbor such thoughts and feelings against me or my family.</p> <p>On the eve of what will truly be a historical event of the inauguration of America's first vice president representing women and POC and the day after MLK when we truly should be celebrating our differences and diversity, I do have hope...</p> <p>-I have hope that our administration and the faculty in our schools will deal with this situation and follow through on what they have committed themselves to in Dr. Davidheiser's email on Sunday and Mr. Miles announcement this morning.</p> <p>-I have hope that our community and the families here in Lower Moreland will not tolerate any discrimination of any type and will stand up for what they believe is important.</p>

	<p>-I have hope that our kids will truly learn from this situation and be able to move forward in a way that is productive to our society and to our country. Please, by all means, hold them accountable when they do wrong because what they learn here, they will carry out into the world and I have hope that they will make it a better place.</p> <p>Thank you!</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
<p>Annes Kim</p>	<p>I am a former alumni and resident of Lower Moreland, and I am deeply disappointed, frustrated, and embarrassed with how the adults of the school district have consented to the racist actions of their students. After a year like 2020, your inaction and Principal Miles's weak response has placed LM on the wrong side of history, and the world sees it.</p> <p>During my years at LM, I personally experienced subtle and overt forms of racism from my peers in the classroom. My reaction to those instances were to comply and stay silent, because the school and its leaders showed me that it did not matter, and that I had no other option than to be a victim to such discrimination. There was no effort by the adults to speak up about race-related issues, and if students did want to speak up, there was no safe place to do so. There was no diversity in the staff, and the only Asian staff member was inappropriately placed in a closet-sized office in the back of school.</p> <p>This is blatant failure by not only LMHS, but also this board. Those students were not disciplined at all by the school district, and the district failed to alert both its faculty and students about what transpired. One of the students who wrote that Asian students should be "stoned then lynched" was even awarded "Student of the Month", until the school was finally held accountable.</p> <p>I implore this board to do the following:</p> <ul style="list-style-type: none"> - Suspend the students listed above from school. There must be consequences for hate speech and threats against students (ie. "Every Asian kid I see tomorrow in the halls gets a spear", which constitutes Level III misconduct in the LM Code of Conduct) that attend Lower Moreland schools. The students should also be required to apologize and take a remediation course on the effects of hate speech on BIPOC. - Revoke their senior privileges. These students should not be allowed to attend graduation, prom, and other senior activities, since their speech constitutes both Level II and Level III misconduct in the LM Code of Conduct. Asian American students should not be forced to experience what are supposed to be happy milestones with students who have clearly illustrated that they cannot contribute to a safe community. - Work with current students to revise the code of conduct. We live in a world where the majority of school-related bullying and hate speech occurs online, outside of the school's property. The school district must adjust and hold their students accountable for bullying and hate speech, especially when it threatens the safety of other students.

	<p>- Support Lower Moreland’s minority communities. Both current students and alumni from minority communities have expressed a need to be better represented within the faculty and staff of all three of Lower Moreland’s schools. The district can and should work to hire more people from minority backgrounds, in addition to working with current students to make Lower Moreland schools a more inclusive and safe space for minorities.</p> <p>Lastly, I encourage the board to imagine if you were a parent to an Asian student at LM. Especially with school shootings and violence rising in recent years, how would you feel allowing your children to attend a school with peers who threaten their safety and teachers who award them for it?</p> <p>I strongly suggest that this board amend this injustice and redirect LM on a path that puts them on the right side of history.</p> <p>Thank you.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
<p>Beth Lee</p>	<p>Hate Speech is defined as a clear form of expression where speakers intend to vilify, humiliate, or incite hatred against a certain group based on race, class, gender. By this definition - Hate Speech was used by students of this school. Worse they chose to use extreme hate words such as “lynch, stoned, and speared”. These words are deeply rooted in centuries of hate speech and were clearly directed to a specific race within our community. This was 100% a credible threat again the Asian community. The administration failed by not allowing us to protect our children and continued to fail by not addressing the race issue within our school system this past year - unfortunately they did sweep in under the rug.</p> <p>My questions for the board – Who in the administration is qualified to deal with race issues and start the healing with proper diversity and inclusion training? What is their background and how have we been doing continuous training with these individuals? When did the board first learn of this incident? How did the board deem this threat not hate speech? Why was this not shared with the boarder community?</p> <p>Lastly – seeing that there are roughly 500+ kids in the high school, many that do exceptional and extraordinary things, would the school board or superintendent ever honor a child who previously used extreme hate speech? If yes please provide justification?</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>

<p>Ji Hellenbrand (Denise)</p>	<p>Please put on your agenda some time for discussion to address the students, families and parents who have been effected by the racial post as their voices need to be heard. Unfortunately, even though I am a parent of Asian students, I did not know about this post or what they were dealing with until 2 weeks ago. I wanted to reach out to the school then but my son stopped me stating ""nothing will happen"". They first will send an email, then 30 minute forum about the usual training which no one takes seriously and everything will go back to the way it was. In short, my kids are describing hopelessness and helplessness to this situation and that nothing will change. So as he predicted, we got an e-mail, so vague that other Asian parents didn't even know it effected their children. The students that knew more in outrage posted on social media to explain further. The situation has become much bigger now and getting out of control. It is not because any parent made a ""big deal"" but this time it is the students who will not stand sideline and watch their peers be threatened idle or not. Our students are speaking out. They need to be heard.</p> <p>I also know that some of the parents of these Asian students do not speak the language and the communication being done in English only limits them from knowing. Honestly, my culture/background tells me I need to respect anyone in authority. These parents will also encourage their outraged kids to calm down, be patient, this will blow over, don't make waves and don't complain. When I think about these kids, they are the ones I feel tremendous responsibility for. They are essentially alone with no support from the school or their parents. I don't know their names, I don't know their parents. I just know that their voices need to be heard.</p> <p>This event is proof that we failed as a district and need to come up with better ways to handle racism in school. The old ways of dealing with it is not working. The school failed these kids when reported this issue back in April with silence. They never heard, not even an e-mail and months went by. These kids watched the group become Seniors, leaders, continued their social and student activities as normal without showing any signs of remorse.</p> <p>School can not claim jurisdiction and pass it off to LMPD. LMPD can only act if there is actual violence and not just a threat of one. I don't need to know the details of how the LMPD or the school addressed this issue but it is important to report back to the students that they are safe. Furthermore continue to report these issues and the school will continue to address these concerns, essentially giving hope back into any marginalized groups in the school. Please give hope back to these kids where they feel hopeless.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>
<p>Erin McKee</p>	<p>I am extremely troubled by the racist screen shots that have surfaced. It is disappointing that the administration did not release this threat to our community (parents, students and staff) until it was posted on social media.</p> <p>All of our students deserve to feel safe in our buildings. Training of staff and eventually students and the community is a step in the right direction. Any students who make threats should be held accountable. If that is not something covered in the code of conduct, maybe we need a review of the current document. As a community we</p>

	<p>are better than this and I look forward to the change that will come from this troubling event.</p> <p><i>Response: The code of conduct includes consequences for a variety of threatening behaviors, and is reviewed yearly. As was written in Mr. Miles' communication of January 15, the incident at that time was deemed to originate off school grounds, outside of school hours, and not using a district device, Lower Moreland police were involved in the investigation. Immediate action was taken to address the text chain.</i></p>
Joe Hellenbrand	<p>These posts were brought to school's attention in April. The school informed the LMPD. The LMPD performed an investigation. When did the LMPD complete their investigation? What was the reason after the investigation was completed to not disclose this issue? Who was responsible for deciding not to inform the parents and students of this issue? What is the school district's policy for disclosing possible threats to parents and students?</p> <p><i>Response: LMPD did make contact with the families of students who were involved in writing the texts. After those conversations were completed, it was deemed that there was no credible threat toward the school community. The school administration is committed to improving the standard of communication moving forward.</i></p>
Ji Kim	<p>These high school students do not deserve a brand new high school with our taxpayer dollars. Stop saying there will be no tax increase when there will. Thank you</p> <p><i>Response: The comments that have been made from the outset of the proposed new high school was there would be no tax increase for the bond issues needed to build the new school. The new debt service amounts would be placed into the school budget where existing debt is expiring to ensure a level amount of debt service continues to be paid and therefore, no new tax increase for the school itself would be needed. That is not to say that there will not be a tax increase needed for other things such as salary/benefits, contracted services, etc.</i></p>
Kimberly Jarosiewicz	<p>Would you be open to starting a panel to discuss issues regarding the lack of inclusivity with the school district? This panel should include parents and school officials.</p> <p><i>Response: Thank you for your comment. Please see the district response on the School Board page of the LMTSD website.</i></p>