



To: Melanie Curtin, Superintendent of Schools  
Weymouth School Committee  
Weymouth Educators' Association

From: Health & Safety Committee

Date: 6/25/2026

RE: 2025-2026 Annual Report of the Health & Safety Committee

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In accordance with Article XVI, Subsection J of the Unit A Collective Bargaining Agreement, the District has formed a Health & Safety Committee ("HSC"). The HSC is led by both Tina Conte, Executive Board Member for Weymouth Educators' Association and Brian Smith Assistant Superintendent of Finance and Operations as co-chairs, and is composed of a number of Administrators and members of the Weymouth Educators' Association. In accordance with the Collective Bargaining Agreement, please accept this as the annual report from the HSC.

As of the writing of this report, the HSC met six (6) times during the 2025-2026 school year.

Below is a summary of our three main focus areas for this year:

### **District Procedures**

- Reviewed and discussed procedures related to Safety and Security. Action item: streamline procedures to ensure they are common across all buildings.
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- Improved reporting and communication of staff and student incidents. Action item: Build a database, compile incident information, with no identifying information, for data informed review and procedure development.
- Emergency Response guide at each building reviewed and shared with staff at beginning of each school year.
- Discussed the composition and responsibilities of "School Response teams"

### **Staffing**

- Added staff members during the current school year to address safety and to support students and staff
- Shifted resources to allow for additional staff for next school year to address safety issues
- Support staff by continuing to identify common language and practices to be used consistently across the district; de-escalation.
- Identified debrief opportunities to support staff after incidents
- Journal/Log added through DLS recommendation to each principal office to identify building issues
- Action item: Continue to assess staffing needs at predetermined intervals to maximize the support for staff and students.

### **Training**

- There are approximately 180 employees throughout the District who are SafetyCare trained.
- The training may vary where some employees have the foundational 2-day training and some staff may have some physical restrictions. The District's BCBA's oversee the certifications and recertifications of SafetyCare.
- Increased 'Safety Care' and de-escalation training opportunities this year
- Identified and prioritized new staff and staff new to programs for training opportunities

For the next school year, we will, as a committee, review our charter to better reflect our changing environment and to be proactive in response to our staff and student health and safety needs.

If the Committee or the Association has any questions or concerns, they may be directed to both Tina Conte and Brian Smith.

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Tina Conte  
WEA Executive Board  
Co-Chair Health & Safety Committee

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Brian Smith  
Asst. Superintendent, Finance & Operations  
Co-Chair Health & Safety Committee

