

**CITY OF SOMERVILLE, MASSACHUSETTS  
SCHOOL COMMITTEE**

**Monday, January 23, 2023 - Regular Meeting**

7:00 p.m. – Zoom

**Members present:** Ms. Krepchin, Dr. Ackman, Ms. Barish, Ms. Dion, Mr. Green, Ms. Pitone, Dr. Phillips  
Mayor Ballantyne and President Ewen-Campen.

**Members Absent:**

**I. CALL TO ORDER**

The meeting was called to order at 7:00 with a moment of silence, followed by a salute to the flag of the United States of America. Chair Green asked Superintendent Curley to call the roll, results of which were as follows: PRESENT – 9 – Dr. Phillips, Ms. Krepchin, President Ewen-Campen, Mayor Ballantyne, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion. ABSENT – 0 -

Chair Green asked interpreters to introduce themselves:

Erika Garcia - Spanish

Benvido Cruz - Portuguese

Gina Miranda - Haitian Creole

**II. REPORT OF STUDENT REPRESENTATIVES**

Student representatives, Marcia Narh-Bochway and Anna Sophia Protopapas, were present and reported the following:

- The track team has their first home meet of the season on Wednesday, the state relay was on Sunday and everyone did well.
- Quarter 2 is coming to an end; students have until Wednesday to complete their work.
- Boys Basketball team went to TD Garden to compete on Saturday.

**III. APPROVAL OF MINUTES**

- December 5, 2022

**MOTION:** There was a motion by Dr. Ackman, second by Ms. Barish, to approve the School Committee minutes of December 5, 2022.

The motion was approved unanimously via roll call vote.

**IV. PUBLIC COMMENT**

There was no Public comment.

**V. REPORT OF SUPERINTENDENT**

**A. District Report**

**Notes-Superintendent's Update:** *School Committee Mtg – Monday, Jan. 23, 2023*

**Update on pre-K and Kindergarten Enrollment for 2023-24**

Pre-K and Kindergarten enrollment is still going strong. In the first 2.5 weeks of the enrollment period, we have received 152 pre-K completed registrations (compared to 93 during that same window of time last year), and 245 Kindergarten registrations (compared to 166 last year). The registration deadline for participating in the first batch of school assignments is February 24th. For families who submit their complete Pre-K or Kindergarten applications by that deadline, the Enrollment Office will be emailing school assignments during the week of March 20th.

**Update on Community Schools Afterschool Program Enrollment for 2023-24**

Pre-K and Kindergarten registration for Community Schools afterschool programming for next school year is also going well. To date, Community Schools has received 278 Pre-K and Kindergarten registrations - 369 total with siblings. The registration portal is open for Pre-K and K families through January 27th. Registration for students in grades 1 and older

will become available on March 7, 2023. Community Schools afterschool seats are assigned based on availability at sites and through a weighted enrollment system. Financial assistance is available for families who qualify, and registration support is available for all families who would like that support.

### **Hiring Processes Underway for Several School Principals**

Over the last few weeks we kicked off the hiring process for school principals at the East, West, Kennedy, and SCALE. Letters were sent to families and staff at all of these schools, in 4 languages, announcing the process and seeking feedback and volunteers as part of each hiring process. Later this week we'll be kicking off the search process for the principal at SHS. Karen Woods and Mariana MacDonald have been doing an amazing job coordinating so many moving pieces, scheduling and setting up all aspects of the process. We appreciate their hard work. Karen will present in more detail about this during Wednesday's Special Personnel Meeting of the Whole.

### **Healey and ESCS Supper Programs**

Thanks to some amazing partners, we have been able to pilot a wonderful Supper Program at two of our schools this year that offers students a healthy hot meal in the late afternoon/early evening. Meals are prepared by Stock Pot Malden, picked up by our partners at DPW and others as needed, and delivered to the appropriate school for distribution to students at various programs.

- The Healey School Supper Program began in early October and is being funded by the USDA's Child and Adult Care Food Program. Each Wednesday, we provide 50 hot meals to students in the Community Schools afterschool program.
- The East Somerville Community School Supper Program started in December and is funded by an Education Leaders of Color (EdLoc) grant. Every Tuesday and Thursday, we provide 200 meals (400 for the week) to students participating in the Community Schools program, El Sistema, Language Builders, and the Teen Center at the Edgerly. To date, we have had 7 supper meal sessions at the East and have served more than 1,400 meals, which is twice as many meals than we had originally anticipated being able to provide.

This has been very much a community effort. Thanks to all of our volunteers and partners including members of the Community Schools team, DPW, Parks & Recreation, Somerville Education Foundation (who serves as the fiscal agent for the program at ESCS funded by EdLoc), Stock Pot Malden (owned by Co-Creation Ventures) and of course, our incredible funders - the USDA and EdLoc. Both Supper Programs are scheduled to run through the end of the school year.

### **End of 2nd Quarter**

We are officially halfway through the school year. Second quarter grades close tomorrow, Tuesday, January 24th. Report cards will be distributed February 10th. We appreciate the great work that our students and staff have been doing throughout the first 20 weeks of the school year, and we look forward to seeing our students' continued growth over the next 4 and a half months.

### **Half-day Wednesday**

- This Wednesday, January 25th, is a half day for all PK-8 students. Pre-K students will be dismissed at 11:30 a.m.; K-8 students are dismissed at noon.

### **Department Shout-Out**

Today's shout-out goes to our wonderfully creative and supportive Communications and Grants Team. Jackie, Abby and Ruth have been out learning about and sharing the great work happening in our classrooms, covering events, working with departments to update their websites, providing guidance on communication outreach and grants, helping to research, write, and support grant applications, and putting structures in place to streamline all communications efforts. Communications plays a critical role in every aspect of our district's work, and this terrific trio is always ready and very happy to support.

- 2023-2024 School Calendar (Dr. Boston Davis)

Dr. Boston Davis shared her screen and gave an update on next year's school calendar, pertaining to some minor changes that were made to the second page, after the last School Committee meeting. With the focus being around the language on the front page; Dr. Boston Davis explained that the language at the bottom right of the first page has been included in previous calendar years, versus the language on the second page, which is meant to be inclusive of other

religious and cultural holidays that weren't previously listed. She also mentioned that Somerville Public Schools educators would do their best to refrain from scheduling one-time events on these days.

Dr. Phillips appreciates the districts thinking and encourages further thinking on which holidays are included on the first page versus the second page.

Dr. Ackman commented that inclusivity is extremely difficult and thanked Dr. Boston Davis and the district for their efforts.

Chair Green encouraged families and the community members to reach out if they have further holidays edits.

Dr. Ackman mentioned that a common planning proposal was recently brought to the Ed Programs Subcommittee, which may impact the calendar. Chair Green said this could be considered at the next meeting's discussion.

- Public Health Update (Ms. Quaratiello)

Dr. Curley introduced Ms. Elizabeth Quaratiello, Director of School Health Services to give a Public Health Update.

Ms. Quaratiello shared her screen and shared information about the fluctuating COVID Numbers.

- There was a slight increase in COVID cases in January.
- Last year, the first two weeks in January there were 812 cases compared to 54 cases this year.
- She shared the reported cases across the district, per school and overall for the month of November, December and January.
- The cases are reported from home, at school and through the state; they found that most cases were traced back to the home.
- At the school level, the district is continuing to provide masks, continuing symptomatic testing and sending tests home for vacation periods.

## **Comments/ Questions**

Dr. Phillips thanked Ms. Quaratiello for the helpful data and commented that a number of constituents have communicated dissatisfaction with communication regarding masking; they are also requesting that we require masking 2 weeks before and after long school breaks.

Ms. Barish requested better communication around masking for school wide events.

### **B. Personnel Report**

- **January 2023**

Superintendent Curley announced the following retirements:

*Debra Allen* SHS/CTE Business Teacher retiring after 25 years of service.

*William Brown* Food Service FT Utility Aide retiring after 20 years of service.

## **VIII. NEW BUSINESS**

### **B. MSBA Application Submission Discussion (Out of Order)**

Dr. Curley introduced the topic of the Massachusetts School Building Authority (MSBA) Statement of Interest application, which needs to be submitted in this cycle of submission, and referenced a memo included in the packet. Ms. Pitone added that two architects from SMMA were present to answer questions, Matt Rice and Alex Pitkin.

To: Somerville School Committee, Superintendent's Office

From: Laura Pitone, Ward 5 Somerville School Committee Representative

Regarding: Considerations for possible MSBA Submission 2023, Brown and WHCIS

Date: January 22, 2023

The Somerville Public Schools district has two school buildings that are being considered for future rehabilitation or rebuilding due to age, capacity, accessibility and/or fitness for educational programming: the Brown School and the Winter Hill Community Innovation School (WHCIS). This document outlines some potential pathways for the School Committee, in collaboration with the city, to consider to move forward in resolving the current facilities challenges.

The district initiated an enrollment study in August 2022 which will provide 10-year enrollment projections for SPS. The city initiated a feasibility analysis in Fall 2022 which will provide an analysis of the existing space usage in the Brown and Winter Hill. The findings of these studies and a future community process are key steps in determining the best path forward. To support these processes and help secure state funding for future building solutions, the district can submit documentation now or in the future. Planning for these solutions will allow us to vastly improve the ways we serve the more than 630 students across both schools.

The Massachusetts School Building Authority (MSBA) is the state body that partners with communities to support and fund the design and construction of school facilities. Submitting a Statement of Interest (SOI) is the first step in being considered for MSBA funding. The open submittal period for SOIs is open now through Friday, April 14, 2023. A SOI does not commit us to details of a particular project or projects or secure state funding, but is a necessary first step should we wish to pursue renovation or rebuilding of any school with state funds.

Although more analysis should be done, in close collaboration with the city staff and the Mayor's office, the School Committee can request that the Superintendent investigate and make a recommendation to the body regarding timing and scope of a SOI submittal to the MSBA.

An individual SOI can be submitted for either building, and both the Brown and WHCIS facilities have compelling reasons to consider them for renovation or rebuilding. The Brown facility is the oldest school building in the district, is not ADA compliant, and although investments and improvements continue to be made, it does not support the type of programming or 21st century education that are present in every other school in the district. The WHCIS facility continues to have system challenges and is currently at risk of exceeding its classroom capacity in the 2023-2024 school year. It is unusual for more than one SOI to be submitted to MSBA, however this is something that can be investigated if it is the will of the body.

Alternatively, a single SOI that combines the challenges and needs of both schools and their students, could be developed. The SOI would be considered a problem statement, focused on the two facilities and their student populations, with the final solution being developed in partnership with the MSBA and the community. The final solution could be a renovation or replacement of one or both of the buildings, exploring different sites or a consolidation of the two into one. The process would explore options that support the needs of the students, educational goals, desires of the community, and create flexible, sustainable and cost-effective public school facilities.

The MSBA process is highly competitive. Last year ten projects were funded from over 300 SOIs submitted. Some districts forgo state funding, for the freedom that self funding offers, but most state funded projects cover approximately 40% of the expense which is a great incentive to partner with MSBA in addition to the support and oversight they provide to the process.

Superintendent Curley made it clear that the district is not ready to make a recommendation for the submission, but wants to start the conversation and discuss the process and the pros and cons of potentially submitting the Statement of Interest. The deadline for submission is mid-April.

### **Comments/ Questions**

Ms. Krepchin asked what the difference is between submitting the statement of interest this year vs. next year.

Dr. Curley responded that this is something he and Ms. Pitone were hoping for the committee would discuss this at this meeting. There are two potential downsides; the district may not have all of the relevant arguments ready to make the building deficiencies clear or a clarity on enrollment projections that may lead to a challenge with space capacity, the Winter Hill is already at capacity and cannot add students. The other thing is there was some past work at the Winter Hill that leveraged MSBA and we want to disentangle and be clear that we have a strong statement of need that also recognizes that history. We want to explore the pros and cons.

Chair Green added that in 2016 the district got MSBA approval for new roof and windows at the Winter Hill in an attempt to prolong its lifespan.

Ms. Barish asked what the advantages and disadvantages are to applying for both schools together vs two schools apart.

Dr. Curley responded that we have seen districts submit for more than one building stating the need and a potential solution that may work to accommodate both buildings. He's understanding is that it is quite a political and opaque process for getting from 300 application to 10 approved/ funded applications, but he's not sure if the committee would look down on an application with multiple buildings. However, they have funded other districts in the past that had two schools with deficiencies.

Mr. Pitkin added that they have seen communities that have multiple needs in their district having to make the challenging choice; MSBA anticipates that a community would ascertain the greater needs of multiple projects and submit. That said, the MSBA process is a study process, so one could broadly define what that study might entail, it may include multiple sites/buildings, that is very typical.

Ms. Krepchin asked if the fact that we received MSBA funding for SHS fairly recently affect our ability to get funding from them again.

Mr. Pitkin responded that there are many communities that have been able to show the need, MSBA recognizes it, and they have been able to do multiple projects over time. It would be helpful to get the high school off the books, but those things would have to be determined and the district would want to employ the Mayor and local political voices to speak out and express importance, this would be critical to the conversation.

Chair Green said the state treasurer, which is where MSBA lives, has in the past been explicit about following quality model of trying to spread the money, which may or may not hurt our district.

Dr. Ackman wondered if we are at risk of losing Title 1 funding and commented that this would drastically change our profile and perception of wealth. She also wondered where that would put us in the que if wealthier districts are deprioritized.

Ms. Pitone agreed that Dr. Ackman's comment is relevant and one thing to keep in consideration is that the Brown school building itself is the type of building that is not ADA compliant and this would make it more appealing to MSBA. The Winter Hill, population wise, with 72% of the students being high needs could be advantageous as well. Those are two things factored into the process, the student needs and the building itself. There might be an advantage to putting these things together into an SOI. There are a lot of unknowns and the question to the body is whether or not they want the administration spending time on this to submit the application this year.

Dr. Phillips asked if there would be any downsides to submitting the statement now. Chair Green responded that the biggest downside is bandwidth; there is a lot going on in the district right now.

Mayor Ballantynes commented that the city staff did a presentation to the PTA about 6 weeks ago and shared out a timeline that they would like to move forward with. The timeline includes the enrollment study and the feasibility study. They plan to share the timeline formally in February. Whether the district chooses to submit an SOI this year or next year, the timeline is not going to change.

President Ewen-Campen thanked Ms. Pitone for her memo and shared that he is in support of submitting the statement this year.

Ms. Dion also agreed with submitting this year.

Dr. Curley clarified that the committee would like to for him to spend some time on this and work with the city to submit a proposal by April 14.

Dr. Phillips commented that if there are additional resources to help Dr. Curley those should be provided.

MOTION: There was a motion by Ms. Pitone, seconded by Ms. Krepchin, to request that the superintendent work in partnership with the city to investigate and make a recommendation to the body regarding timing and scope of an SOI submittal to MSBA.

Ms. Barish appreciated the motion, but does not see that the Superintendent and the Mayor's office are working in conjunction. Dr. Curley confirmed that there is regular communications between he and the City, he sits on a CPI committee who is doing some of the work. There is a lot going on but he understands the committee would like him to focus on this work. Mayor Ballantyne echoed that there is no duplicate work happening and a lot of work is happening behind the scenes as they ask for specifics.

Chair Green offered a friendly amendment to "authorize the Superintendent if needed to appoint outside resource to assist."

Ms. Pitone in support of putting this recommendation forward.

Dr. Phillips said there is distinction of politics and policy and the motion is more about policy, she wondered if there would be a political plan in place also. Chair Green reminded the committee that the political piece is on them. He also made a reminder that MSBA may be changing their process. There is no guarantee they will reopen the SOI window next year, there is a chance it will be a while before the window opens again.

The motion was approved unanimously via roll call vote.

## **VI. REPORTS OF SUBCOMMITTEES**

### **A. School Committee Meeting for Rules Management: January 9, 2023 (Ms. Barish)**

The January 9, 2023 Meeting of the Rules Management Subcommittee was called to order at 5:31 pm. Subcommittee members Sarah Phillips, Sara Dion, and Ellenor Barish were in attendance as well as Susana Hernandez Morgan.

There were two items on the agenda.

#### **1. Approve December Meeting Minutes**

**Sara Dion moved to approve the minutes from the December meeting, seconded by Ellenor Barish. Ms. Dion and Ms. Barish voted yes. Dr. Phillips, who did not serve on the subcommittee in December, voted present.**

#### **2. Plan 2023 Agenda**

Ms. Barish confirmed with Ms. Hernandez Morgan that she expects to be able to bring student feedback on proposed changes to the dress code policy in February. Ms. Barish shared that MASC has recommended changes to the fiscal policy section of the policy manual - these are in addition to the changes this body voted to pass out to the full committee last spring. Ms. Barish will check in with Director Gorski about making Somerville-specific revisions and will report back to the group about whether changes can be made before the start of the next fiscal year.

Ms. Hernandez Morgan recommended that the body review policies for the purpose of updating language for inclusiveness. Ms. Barish noted that this body approved a number of such revisions some time ago. She will check in with Ms. Santiago and Chair Green about implementation. Ms. Hernandez Morgan suggested that it might be simplest for the full committee to issue a blanket approval of this type of change.

Ms. Barish said she is working with the administration to bring a discussion of Lockdown Drills to this body. Ms. Hernandez Morgan reported that safety drills are part of the educational program and thus are at the discretion of the superintendent. She proposed that she bring a memo to the Full Committee before considering revisions in Rules. Dr. Phillips noted that this ties in with the policing discussion and may be impacted by any new MOU with SPD.

The group came up with this tentative schedule of potential agenda items.

#### **February**

Dress Code feedback

Expanded definition of race updates to Student Dress and Discipline policies Assess need for revisions to IHAM-R - Health Education

Attorney guidance on proposed revisions to LBC - Relations with Private Schools

#### **March**

KCD - Public Gifts to Schools

JIC - Student Discipline

BED/BED-H - Public Comment

**April**

JCA - Enrollment

Adjourned at 5:58 pm

**MOTION:** There was a motion by Ms. Barish, seconded by Ms. Dion, to accept the report of the School Committee Meeting for Rules Management for January 9, 2023.

The motion was approved unanimously via roll call vote.

**B. School Committee Meeting for Special Policing Subcommittee:** January 10, 2023 (Ms. Barish)

The January 10, 2023 meeting of the Special Policing Subcommittee was called to order at 6:01 pm.

Subcommittee members Glenda Soto, Sarah Phillips, Dayshawn Simmons, Andre Green, Aisha Banda, and Ellenor Barish were present at the start of the meeting. Jeff Curley and Susana Hernandez Morgan were also present. Anuj Bhardwaj arrived at 6:06 pm. There were three people in the audience at the start of the meeting.

There were two items on the agenda.

**1. Response to Subcommittee Questions**

Interim Superintendent Curley presented some slides outlining the process so far and clarifying the present situation. The Somerville Police Department has identified two officers appropriate for the role of SLO but there are many details that need to be worked out and formalized in a MOU before an SLO program can go into effect. Dr. Curley recommends a phased approach in which the two officers identified by SPD will be the first to respond in an emergency when they are available. These officers have specific training that prepares them to work with young people. Until an MOU is in place, they will not have any formal role in any school building. To be clear, the prior proposal is on hold pending further work on the MOU. The superintendent hopes to prioritize de-escalation and relationship building in that MOU. He is eager to move away from the old Middlesex County DA MOU that the district has been working under for several years and suggested that the 2022 Commonwealth Model MOU would serve as a baseline.

The subcommittee discussed how to move forward given this shift and the coming change in district leadership with the hiring of a new superintendent. Members seemed to agree that having two specifically trained officers to respond to emergencies was a positive development. They matched the superintendent's eagerness to move away from the DA's MOU but raised concerns that district staff would need clear guidance regarding how and under what circumstances they should request assistance from SPD while a new MOU is being developed, and that with a new superintendent coming on, some of this work may need to be repeated. School Committee Chair, Andre Green, suggested that this group should provide the full committee with recommendations about what they want to see included in a new MOU, reminding the group that like any MOU, creating this MOU with SPD will be a negotiation. Dr. Curley suggested that the group vote on adopting the phased approach before taking up the MOU discussion. Mr. Simmons asked how this group can best support Superintendent Curley in the work of negotiations with the City. Dr. Phillips suggested that the group do three things: vote on the phased-in approach, determine how to provide guidance to district staff for the interim period, and provide guidance on what we want to see in a new MOU.

The School Committee's attorney advised the subcommittee that the district is not required to have an MOU in place but that it is important to provide specific guidance about what qualifies as a reportable event and how to proceed when such an event occurs.

**2. Deliberation on District Proposal**

**Andre Green made a motion to recommend to the full committee that SPS work with the two juvenile officers in emergency events and that no officers will work within SPS buildings until an MOU is created and agreed to by SPD and approved by the School Committee.**

**The motion was seconded by Glenda Soto.**

Superintendent Curley noted that the MOU has not been legislated by the School Committee in the past and that the more involved the process the slower it will be.

A friendly amendment (in italics) was suggested by Dr. Phillips:

**Recommend to full committee that SPS works with the two juvenile officers in emergency events and refer to rules the development of a new policy; start with the MOU that the district is in midst of negotiating, and take away everything the police have to do leaving just what the district is responsible for.**

Attorney Tobins reminded the group of the importance of providing staff guidance regarding legal responsibilities.

There was a discussion about why the recommendation to follow the phased approach and a provision for guidance should be combined in a single motion. Several subcommittee members shared concerns that without clear and comprehensive guidance there is a potentially dangerous risk of confusion among students, caregivers, and staff. Ms. Barish clarified that this group could pass several motions during this meeting in order to cover all of the concerns. Superintendent Curley requested guidance specifically on what constitutes an emergency, suggesting the language from the new model MOU. He expressed a desire to suspend the old MOU as soon as the next day in order to pare down the types of incidents that must be reported.

**Andre Green withdrew his prior motion.**

Attorney Tobin and Principal Soto shared some context regarding what happens when there is an emergency in a school: Liz Doncaster is always notified and included in the process; often the attorneys are also brought into the conversation. Every administrator in the district is trained in the legal requirements and in the district's process. Conversation turned to what happens when there is a 911 call from a school building. In that case, the police call the school to verify. If a person calls the police about something they see happening outside the building, the police respond.

Dr. Phillips proposed a new motion which was workshopped by the group with guidance from Attorney Tobin and with support from Dr. Curley:

**I move that this subcommittee recommend that the full school committee adopt the district's proposal to call the two police officers designated by SPD in emergency situations and direct the Superintendent and/or his designee to develop guidance for SPS staff and administrators on their roles and responsibilities when calling and interacting with police that are based on the draft MOU SPS has been developing. Until such time that this guidance is developed and in place, the school department will work with legal counsel to ensure compliance with all applicable laws and our stated values to interrupt the school to prison pipeline.**

**Andre Green seconded the motion.**

The motion passed unanimously.

The meeting was adjourned at 7:50 pm.

Ms. Pitone asked what SLO stands for - Student Liaison Officer.

Ms. Dion asked if committee members would be voting on the motion. Chair Green explained that the subcommittee would meet one more time before final recommendations are brought forth and the full committee takes a vote.

Mayor Ballantyne took the time to clarify that the two officers will respond if they are available and working, if not someone else will answer.

Ms. Barish said she read the motion as it was made and that clarification may be brought forth to the full body.

Ms. Pitone thanked the subcommittee for their work.

President Ewen-Campen asked if the motions within the report were also approved. Chair Green said they were not.

**MOTION:** There was a motion by Ms. Barish, second by Dr. Ackman, to accept the report of the School Committee



Meeting for Special Policing for January 10, 2023.  
The motion was approved unanimously via roll call vote.

## VII. UNFINISHED BUSINESS

### A. School Committee Goals for Discussion and Vote ( Ms. Hernandez Morgan)

Chair Green asked Ms. Hernandez Morgan to speak to the goals.

Ms. Hernandez Morgan reported that per the committee's recommendation, she updated the title and order of the Goals.

She then spoke to the redlined edits of the goals.

### School Committee Goals 2023-2025 December 2022 Draft

Somerville Public Schools (SPS) defines equity as providing access to the opportunities, support, environment, expectations, and resources that every student needs to achieve educational success, feel valued, and contribute to a thriving community. In order to address the root causes of systemic inequity in our schools, the Somerville School Committee and SPS commit to the following goals, knowing that these can only be achieved through ensuring meaningful partnerships with all Somerville families as well as district staff, city government, and community partners.

Somerville Public Schools has aimed to reduce persistent gaps in the educational attainment of all students for the past decade. Despite our efforts to provide equitable access and opportunities for our entire community of students, past goals and initiatives have not given rise to persistent deep progress for our Black and Brown students. Our three-year long-range goals attempt to address deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensure that all students, regardless of race or ethnicity, have the supports and resources they need to achieve educational success in our district now and in the future.

### Whole Child Teaching and Learning

We believe that all SPS learning experiences should be rich, rigorous, engaging and build high levels of knowledge and skills and meet the diverse needs of our students. We also believe that the time students spend in SPS should cultivate learning experiences that value, and empower

students in their full, intersectional identities so that students feel a sense of connection, demonstrate a passion and curiosity for learning, and apply learning in authentic and meaningful ways. To this end, by 2025, we will:

- have prepared students to demonstrate strong literacy and mathematics foundation by grade 3, grade 6, and grade 10, as measured by SPS formative assessment designed at the district and classroom level, with 75% of students in the designated grades meeting or exceeding the defined formative assessment benchmark by 2025;
- provide all students with integrated classroom lessons from a high quality social-emotional learning curriculum that helps students value and develop their ability to build relationships with other students, to be self aware and socially aware, and to self regulate, and to make responsible decision, resulting in a 50% reduction in conduct referrals by 2025 compared to 2021, improved ratings on SEL-related questions coded as SEL on the Student Conditions for Learning Survey compared to the SY21 baseline survey, and improved results on the Somerville Youth Risk Behavior Survey (YRBS) compared to the 2021 YRBS baseline data.
- At least 80% of students participate in Early College, Advanced Placement courses, CTE, and/or other real-world learning experiences that help students build critical 21st century skills as measured by a 5 percentage point increase in the 4-year graduation rate (overall and by subgroup), 95% of students having met with their college and career counselor in their junior and senior year, and 90% of graduating students with a defined post-secondary plan including college enrollment, military enrollment, gap year enrollment and/or a secured career path.

### Equitable Access to Programming

Because we believe that no group of students should be disproportionately impacted by district enrollment policies and that all students should have access to support they need, by 2025, we will 1) conduct a district enrollment study to understand the prospective future population of the district and 2) create and begin implementing a strategy for school

assignment and programming that aligns with the district's equity policy, and which is based on results of the enrollment study and the projected 10+ year plan for school facilities. ~~craft a vision for school assignment and programming aligned with the district's equity policy.~~ We will engage students and families in this process to design a school assignment policy grounded in equity and in the values of our community.

### **Workforce Diversity**

Because research shows that all children benefit from a highly skilled and diverse educator workforce that reflects SPS students and families, we will, by 2025, increase the percentage of support staff of color, teachers and counselors of color, and administrators of color by 6% per group **compared to SY22 rates** through evaluating and strengthening all elements of our **personnel** system – recruitment, processes, training, retention, development, advancement, **and staff data collection systems on which we base and measure our improvement efforts**. We will engage staff and community as authentic partners in this work.

### **Equitable Resource Allocation**

Because we know that every student has unique needs and interests and should have access to rich learning opportunities that help them thrive, we will design, evaluate, and partially or fully implement student-based budgeting by 2025. We will do this through a transparent process that welcomes and embraces the engagement of stakeholders at all levels to develop a system where students are funded equitably, regardless of which SPS school or program they attend.

### **Comments/ Questions**

Ms. Dion commented on the final goal and not including student based budgeting thought it would be removed. Chair Green commented that this might not be how the district moves forward.

Ms. Pitone offered languages suggestions to address this.  
Dr. Phillips also offered language suggestion.

Ms. Pitone struggled with creating an additional Goal that may allow for a place where Goals, presentations and date could be updated. She hoped that a task force could be formed to tackle this, to be transparent of where the committee goals are.

MOTION: There was a motion by Ms. Pitone, seconded by Dr. Phillips, to approve the draft 2023-2025 Goals of the School Committee.

The motion was approved unanimously via roll call vote.

#### **B. Somerville Public Schools Policy Manual**

The Following policy was presented for a second reading:

- File IHAM - Health Education

File: IHAM - HEALTH EDUCATION

Good health depends upon continuous life-long attention to scientific advances and the acquisition of new knowledge. The Somerville School Committee believes that the greatest opportunity for effective health education lies within the public schools because of their potential to reach children at the age when positive, lifelong health habits are best engendered and because the schools are equipped to provide qualified personnel to conduct health education programs. The Somerville School Committee is committed to a sound, comprehensive health education program as an integral part of each student's general education. Health education will be taught in grades **PreK** through 12.

The health education program will emphasize a contemporary **evidence-based** approach to the presentation of health information, **the development of skills**, and the **building of the** knowledge necessary for students to understand and appreciate the functioning and proper care of the human body. Students also will be presented with information regarding complex social, physical and mental health problems, which they might encounter in society. In an effort to help students make intelligent choices on alternative behavior of serious personal consequence, health education will

examine the potential health hazards of social, physical and mental problems existing in the larger school-community environment. Because students' decisions often impact others and those decisions are often made in collaboration, students will be taught relationship and communications skills that center mutual respect and support a culture of consent. Additionally, health education shall incorporate opportunities for students to analyze societal and media messages.

In accordance with the district's values, the district will provide age-appropriate, comprehensive health education that is appropriate for all students regardless of gender, race, disability status, sexual orientation or gender identity. It will be:

- Inclusive - Relevant to and supportive of people with different sexual orientations, gender expressions, gender identities, abilities, and body shapes.
- Affirming - Grounded in the belief that positive, healthy outcomes are possible for students of every race, ethnicity, ability, gender identity, sexual orientation, and body shape.
- Science-based - Medically accurate and informed by current advances in research to include information about human sexuality, contraception, and prevention of sexually transmitted infections.

In order to promote a relevant, dynamic approach to the instruction of health education, the Somerville School Committee will continue to stress the need for curricular, personnel, and financial commitments that are necessary to assure the high quality of the system's health education program.

**MOTION:** There was a motion by Ms. Barish seconded by Ms. Dion to accept File IHAM-Health Education. The motion was approved unanimously via roll call vote.

## VIII. NEW BUSINESS

### A. Superintendent Search Update (Dr. Ackman)

Chair Green explained that the original proposed date to announce the candidate was for January 25, the announcement will be made on January 30. The next steps are to have candidates have a daylong visit to the district which will culminate in an interview with the full School Committee. Ten Candidates were interviewed and the hope is to have the second round of interviews the week of February 6, 2023.

Ms. Barish thanked the committee for their work.

Ms. Krepchin commended Dr. Ackman for the work.

Ms. Dion asked if the next interview would be conducted with specific questions.

There was some confusion about asking all the same questions to all candidates.

Ms. Pitone asked if the candidates would be announced to the committee in advanced. Chair Green said they would not be.

Dr. Phillips asked what the process is after the interviews. Chair Green said the committee will meet in open session to deliberate and vote, he hopes to have an Executive Session to discuss an offer.

Ms. Pitone offered herself to help out with the daylong visits. Chair Green said he would reach out to members for availability to help.

### C. Acceptance of FY23 Grants Funds (Recommended action: approval)

#### Federal

- Child and Adult Care Food Program - \$9,476.25 – For meals provided to the Afterschool Program at the Healey School.

#### Private:

- Society of Science for STEM Supplies - \$2,500 – for middle and high school teachers engaging their students in authentic scientific research.

- Fidelity Charitable Donor-Advised Fund Grant - \$100 – SCALE, for the benefit of students.

**MOTION:** There was a motion by Ms. Barish, seconded by Ms. Pitone, to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:  
The motion was approved unanimously via roll call vote.

**IX. ITEMS FROM BOARD MEMBERS**

**X. CONDOLENCES**

The Somerville School Committee extends its deepest condolences to the families of

**William J. Driscoll**, Retired Principal at the Author D. Healey School;  
**Patricia L. (Pray) Plein**, Mother of Priya Plein, Paraprofessional at the Arthur D. Healey School; and  
**George Mercer**, Father of Cheryl Young, Senior Clerk at the Edgerly Central Administration Office, Grandfather to Melissa Jouvelakas, Kindergarten Teacher at the Albert F. Argenziano School and Matt Young Phys. Ed. Teacher at the East Somerville Community School and his wife Diana Young Math Interventionist Specialist at the Albert F. Argenziano School, Father-in-law to Louise Mercer a retired Second Grade Teacher at the Albert F. Argenziano School.

**XI. ADJOURNMENT**

The meeting adjourned at 9:07 p.m.

**Related documents:**

Agenda  
2023-2024 School Calendar  
[Public Health Update](#)  
Personnel Report

Submitted by: E. Garcia

**ATTACH DOCUMENTS STARTING ON THE NEXT PAGE**

**CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE  
REGULAR MEETING – JANUARY 23, 2023  
ZOOM WEBINAR– 7:00 P.M.**

**Amended 01-20-2023**

Pursuant to Chapter 20 of the Acts of 2023, this meeting of the School Committee will be conducted via remote participation.

We will post an audio recording, audio-video recording, transcript, or other comprehensive record of these proceedings as soon as possible after the meeting on the City of Somerville website and local cable access government channels.

**Copy & paste the following link into your internet browser to preregister or on the date and time of this meeting to view it live:** [https://k12somerville.zoom.us/webinar/register/WN\\_ZMsQspO1SSClSjQXOKcunug](https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSjQXOKcunug)

**Webinar ID:** 847 5813 4927

**Password:** SPSSC23

**Somerville Public Schools - School Committee Goals 2019 - 2022**

Through the following long-range goals, we commit to addressing deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensuring that all students, regardless of race or ethnicity, have the supports and resources they need to achieve educational success in our district now and in the future. By 2022, we will ...:

...increase the percentage of support staff of color by 6 percentage points, teachers and counselors of color by 5 percentage points, and administrators of color by 4 percentage points through evaluating and strengthening all elements of our human capital system.

... 1) conduct a district enrollment study to understand the prospective future population of the district and 2) craft a vision for school assignment and programming aligned with the district's equity policy.

... design, evaluate, and partially or fully implement student-based budgeting to ensure that every student has equitable access to rich learning opportunities that help them thrive.

... design a robust system of aligned developmental academic and social-emotional benchmarks which will be used to inform practices, policies, and resource allocation.

**ORDER OF BUSINESS**

**I. CALL TO ORDER**

Call to order with a moment of silence and a salute to the flag of the United States of America.

**II. SCHOOL COMMITTEE STUDENT ADVISORY COMMITTEE REPRESENTATIVES**

**III. APPROVAL OF MINUTES**

- December 5, 2022

**IV. PUBLIC COMMENT**

**V. REPORT OF SUPERINTENDENT**

**A. District Report**

- Public Health Update (Ms. Quaratiello)
- 2023-2024 School Calendar (Dr. Boston Davis)

**B. Personnel Report**

- January 2022

**VI. REPORT OF SUBCOMMITTEES**

**A. School Committee Meeting for Rules Management: January 9, 2023 (Ms. Barish)**

**MOTION:** To accept the report of the School Committee Meeting for Rules Management of January 9, 2023.



**B. School Committee Meeting for Special Policing:** January 10, 2023 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Special Policing of January 10, 2023 (Ms. Barish)

**VII. UNFINISHED BUSINESS**

**A. School Committee Goals for Discussion and Vote** (Ms. Hernandez Morgan)

**B. Somerville Public Schools Policy Manual**

The following policy is being presented this evening for a second reading:

- File IHAM – Health Education

**VIII. NEW BUSINESS**

**A. Superintendent Search Update** (Dr. Ackman)

**B. MSBA Application Submission Discussion**

**C. Acceptance of FY23 Grant Funds** (Recommended action: approval)

MOTION: To accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

***Federal***

- Child and Adult Care Food Program - \$9,476.25 – For meals provided to the Afterschool Program at the Healey School.

***Private:***

- Society of Science for STEM Supplies - \$2,500 – for middle and high school teachers engaging their students in authentic scientific research.
- Fidelity Charitable Donor-Advised Fund Grant - \$100 – SCALE, for the benefit of students.

**IX. ITEMS FROM BOARD MEMBERS**

**X. CONDOLENCES**

**XI. ADJOURNMENT**

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The items listed are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

# 2023-2024 School Calendar

First Day of School Grades 1-12: August 30

First Day of School for Pre-K and K: September 6

Last Day of School: June 13

**AUGUST '23 (2 days)**

S	M	T	W	TH	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

21—1st day for Administrator Prof. Dev.  
28—1st day for Educator Prof. Dev.  
29—Educator Professional Development  
30—1st day for students 1 - 12 (1/2 day)

**SEPTEMBER '23 (19 days)**

S	M	T	W	TH	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1—No School (Offices Open)  
4—No School - Labor Day  
6—1st day for K and Pre-K students  
16-17—Rosh Hashanah\*  
25—Yom Kippur\*

**OCTOBER '23 (21 days)**

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

9—No School - Indigenous Peoples' Day

**NOVEMBER '23 (18 days)**

S	M	T	W	TH	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

7—No School - Election Day (Offices Open)  
10—No School - Veterans' Day  
12—Diwali  
22—Begin Thanksgiving Recess at noon  
**1st Quarter 8/30—11/3**

**DECEMBER '23 (16 days)**

S	M	T	W	TH	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

8-15—Hanukkah\*  
22—Begin Winter Recess at noon  
(Includes Christmas - 12/25 and Kwanzaa - 12/26)

**JANUARY '24 (20 days)**

S	M	T	W	TH	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

1—No School - New Year's Day  
2—No School - Prof. Dev. for Staff  
3—Classes Resume  
6—Three Kings Day/ Día De Los Reyes  
15—No School - Martin Luther King Day  
**2nd Quarter 11/6—01/23**

**FEBRUARY '24 (16 days)**

S	M	T	W	TH	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	1	2

10—Lunar New Year  
19-23—February Vacation  
(Includes Presidents' Day)

**MARCH '24 (20 days)**

S	M	T	W	TH	F	S
25	26	27	28	29	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

3/11-4/9—Ramadan\*  
25—Holi  
29—No School - Good Friday  
31—Easter

**APRIL '24 (17 days)**

S	M	T	W	TH	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

3/11-4/9—Ramadan\*  
10—Eid al-Fitr\*  
15-19—April Vacation (Includes Patriots' Day)  
23-30—Passover\*  
**3rd Quarter 01/24—04/03**

**MAY '24 (22 days)**

S	M	T	W	TH	F	S
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

27—No School - Memorial Day  
31—Class Day (Tentative)

**JUNE '24 (9 days)**

S	M	T	W	TH	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

3—Graduation Day (Tentative)  
13—Last day of school (180 days)  
19—Juneteenth (Offices Closed)  
20—185th day  
**4th Quarter 04/04—06/13**

**Prof. Dev. For Educators**

- Half-Day for ALL Students PK—12
- Special Dates for Seniors
- Half-Days for PK—8 Students

**Major Religious & Cultural Holidays**

Dates underlined under each month represent the district's major religious and cultural holidays. All holidays starred (\*) begin at sundown the previous day. Somerville Public Schools staff members will do their best to refrain from scheduling one-time events, field trips, athletic competitions, auditions, tests, quizzes for these days. Long-term assignments will not be due on the day of or the day after one of these holidays.

For more information or for questions, please contact  
Katherine Santiago - ksantiago@k12.somerville.ma.us

Draft For 1-23-2023

### **Religious & Cultural Holidays**

Somerville Public Schools is proud to be a rich and diverse community. Although schools are not closed in observance of all religious and cultural holidays, the Somerville Public Schools respect and acknowledge the holidays that our families, students, and staff observe. The list below includes many of the holidays observed. Students who miss school because of an excused absence for a religious observance, should not be expected to complete homework, assignments, study for test, or do any other schoolwork on the holiday. Prior to an excused absence, schools and teachers should be informed.

<b>Name of Holiday</b>	<b>Religion/ Culture</b>	<b>Dates</b>
Rosh Hashanah*	Jewish	September 16-17
Ganesh Chaturthi	Hindu	September 19
Yom Kippur*	Jewish	September 25
Mawlid Al-Nabi (Sunni)	Islamic	September 26-27
Sukkot*	Jewish	Sep. 30—Oct. 6
Mawlid Al-Nabi (Shi'a)	Islamic	October 2
Shemini Atzeret*	Jewish	October 7-8
Simchat Torah*	Jewish	October 8
Navaratri	Hindu	October 15-24
Birth of the Báb	Bahá'í	October 16
Birth of the Bahá'u'lláh	Bahá'í	October 17
All Saints Day	Western Christian	November 1
All Souls Day	Christian	November 2
Diwali	Hindu	November 12
St. Nicholas Day	Christian	December 6
Bodhi Day	Buddhist	December 8
Hanukkah*	Jewish	December 8-15
Christmas	Christian	December 25
Kwanzaa	African American	December 26
Epiphany	Christian	January 6
Three Kings Days/ Dia de los Reyes	Christian	January 6
Feast of the Nativity	Orthodox Christian	January 7
Guru Gobindh Singh Birthday	Sikh	January 17
Lunar New Year	Chinese ChunJie, Vietnamese Têt, Korean Seollal & Tibetan Losar	February 10
Ash Wednesday	Christian	February 14
Nirvana Day	Buddhist	February 15
Ayyám-i-Há	Bahá'í	Feb. 24—Mar. 1
Ramadan*	Muslim	Mar. 11—April 9
Naw-Rúz	Bahá'í	March 19-20
Purim*	Jewish	March 24
Palm Sunday	Christian	March 24
Holi	Hindu	March 25
Easter	Christian	March 31
Eid al-Fitr*	Islamic	April 10
Vaisakhi	Sikh	April 13
Passover*	Jewish	April 23-30
Hanuman Jayanti	Hindu	April 23
National Day of Prayer	USA—Interfaith	May 2
Orthodox Easter	Eastern Orthodox Christian	May 5
Ascension Day	Christian	May 9
Yom Ha'atzmaut	Jewish	May 12-13
Buddha Day	Buddhism	May 15
Haitian Flag Day	Haitian Heritage	May 18
Pentecost	Christian	May 19
Ascension of Bahá'u'lláh	Bahá'í	May 28
Shavuot	Jewish	June 11-13
Pentecost	Eastern Orthodox Christian	June 24





**Somerville Public Schools**  
**Education • Inspiration • Excellence**

**PERSONNEL REPORT**  
**2022-2023 School Year**  
**January 2023**

RESIGNATION FOR PURPOSE OF RETIREMENT:				
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	YEARS OF SERVICE
WHCIS	Grade 2 Teacher	Maureen Cronin	07/31/22	26 years
ESCS	Grade 5 UNIDOS	Fernando Cantillo	10/11/22	9 years
Central Office/SFLC	Director of SFLC	Nomi Davidson	02/01/23	31 years
SHS/CTE	Business Teacher - CTE	Debra Allen	06/30/23	25 years
Food Services	FT Utility Aide	William Brown	01/11/23	20 years

RESIGNATION NOTICES:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
Central/MLE	Provisional Provisional Clerk 1	Indianara Bruno	02/17/23
Food Service	FT Cafe Helper	Nirmla Devi	01/03/23
SCALE	ELL Career and Life Skills Teacher	Rosemary Previte	12/27/22
SHS	ELL Department Chair	Emily Blitz	06/30/23
SHS/Athletics	Girls Ultimate Frisbee Coach	Patrick Kelsey	11/23/22
SHS/CTE	Electrical Instructor - CTE	Ian Umansky	12/16/22
WHCIS	Social Studies Teacher	Katherine Weigle	06/30/23
WHCIS	Building Substitute Teacher	Racheli Mandelker	12/22/22

ASSIGNMENT ENDED:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE

LEAVES OF ABSENCES:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES
AFAS	Grade 2 SEI Teacher	Diana Garity	03/14/23 - 06/14/23
AFAS	Grade 1 SEI Teacher	Leah Jaenicke	01/12/23 - 06/30/23
Brown	Grade 2 Teacher	Charles Gurry	04/14/23 - 06/16/23
CAP	ECIP Paraprofessional	Lisa Lavoie-Gay	01/03/23 - 02/24/23
CAP	Speech & Language Pathologist	Tiffany Jeng	10/31/22 - 12/23/22 - Revised

Central Office/MLE	Principal Clerk 1	Erica Martinez	01/03/23 - 03/28/23 - Revised
ESCS	Kindergartent UNIDOS Teacher	Jessica Anaya	02/26/23 - 05/15/23
HLY	School Nurse	Lynne Chamallas	11/28/22-01/09/23
SCALE	ABE Education and Career Advisor	Clara Serpa	01/06/23 - 01/13/23
SHS	Director of College & Readiness	Melanie Kessler	12/29/22 - 03/30/23
SHS	Senior Clerk	Cheryl McGovern	01/10/23 - 01/23/23
SHS	School Nurse	William Bingay	01/09/23 - 01/27/23
SHS	Biology & Biotechnology Teacher	Christopher Angelli	11/15/23 - 02/24/23
AFAS	Art Teacher	Jessica Howard	12/19/22 - 03/29/23 - Revised
WHCIS	Counselor Educator	Tara Stead	12/14/22 - 03/30/23
WHCIS	Resource Room Teacher	Kelley Dickson	09/27/22 - 10/25/22
WHCIS	Grade 3 Teacher	Holly Robert	03/10/23 - 06/30/23
WHCIS	.5 SPED/.5 ESL Paraprofessional	Luciana Bettencourt	12/19/22 - 02/07/23

INTRA-DISTRICT PERSONNEL TRANSACTIONS					
SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE DATE
Central	School Payroll Manager	Sabrina Caprigno	New Assignment	Lisa Glus	12/19/22
District Wide	School Nurse (Floater)	Carli Eldridge	.60 FTE to 1.0 FTE	N/A	11/28/22
CAP/Comm Schools	PT Assistant Teacher	Harvinder Kaur	Reassignment	Ibeth Aguilera	12/05/22
KEN	Provisional Grade 1 SEI Integrated Teacher	Lena Karotkin	Reassignment	Helen Schroeder	02/13/23

NEW HIRES					
SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
AFAS	School Building Substitute	Lee Heredia	New	No/No	01/05/23
CAP	Provisional SPED AIM Paraprofessional	Lauren Ellis (rehire)	New	No/No	01/09/23
CAP	Provisional SPED K1 AIM Paraprofessional	Ana Daysi Mejia	Kaycee Correira	No/No	01/04/23
CAP	School Building Substitute Teacher	Shayla Lemmons	N/A	No/No	01/05/23
District Wide	Mediator	Meira Downie (rehire)	New	No/No	01/04/23
District Wide	PT MS Steam Program Paraprofessional	Erich Hagan	New	No/No	01/18/23
District Wide	Intermittent Substitute Teacher	Leila McLaren	NA	No/No	01/04/23
District Wide	Intermittent Substitute Teacher	Alexa Herzog (rehire)	NA	No/No	12/21/22
District Wide	Intermittent Substitute Teacher	Owen Sheehy	NA	No/No	01/18/23
District Wide	Intermittent Substitute Teacher	Caitlin McCormack	NA	No/No	01/05/23
District Wide	Intermittent Substitute Teacher	Brittany Burke	NA	No/No	01/25/23
District Wide	Intermittent Substitute Teacher	Andrew Lawrence	NA	No/No	01/06/23
District Wide	Intermittent Substitute Teacher	Christina Ssenkaayi	NA	No/No	01/04/23

District Wide	Intermittent Substitute Teacher	Josephine Rizzo	NA	No/No	01/05/23
District Wide	Intermittent Substitute Teacher	John Donovan (rehire)	NA	No/No	01/05/23
HLY	Provisional Grade 8 ELA Teacher	William Cole	Christopher Mitchell	No/Yes	01/12/23
SHS	Provisional High School Choral Director	Lorraine Fitzmaurice	Maxwell Evrard	No/No	01/03/23

Central Office/MLE	Principal Clerk 1	Erica Martinez	01/03/23 - 03/28/23 - Revised
ESCS	Kindergartent UNIDOS Teacher	Jessica Anaya	02/26/23 - 05/15/23
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NEW HIRES					
SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
AFAS	School Building Substitute	Lee Heredia	New	No/No	01/05/23
CAP	Provisional SPED AIM Paraprofessional	Lauren Ellis (rehire)	New	No/No	01/09/23
CAP	Provisional SPED K1 AIM Paraprofessional	Ana Daysi Mejia	Kaycee Correira	No/No	01/04/23
CAP	School Building Substitute Teacher	Shayla Lemmons	N/A	No/No	01/05/23
District Wide	Mediator	Meira Downie (rehire)	New	No/No	01/04/23
District Wide	PT MS Steam Program Paraprofessional	Erich Hagan	New	No/No	01/18/23
District Wide	Intermittent Substitute Teacher	Leila McLaren	NA	No/No	01/04/23
District Wide	Intermittent Substitute Teacher	Alexa Herzog (rehire)	NA	No/No	12/21/22
District Wide	Intermittent Substitute Teacher	Owen Sheehy	NA	No/No	01/18/23
District Wide	Intermittent Substitute Teacher	Caitlin McCormack	NA	No/No	01/05/23
District Wide	Intermittent Substitute Teacher	Brittany Burke	NA	No/No	01/25/23
District Wide	Intermittent Substitute Teacher	Andrew Lawrence	NA	No/No	01/06/23
District Wide	Intermittent Substitute Teacher	Christina Ssenkaayi	NA	No/No	01/04/23

District Wide	Intermittent Substitute Teacher	Josephine Rizzo	NA	No/No	01/05/23
District Wide	Intermittent Substitute Teacher	John Donovan (rehire)	NA	No/No	01/05/23
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