

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, October 3, 2022 - Regular Meeting

7:00 p.m. – Zoom

Members present: Ms. Krepchin, Dr. Ackman, Ms. Barish, Ms. Dion, Mr. Green, Ms. Pitone and Dr. Phillips.

Members Absent: Mayor Ballantyne, and President McLaughlin.

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 Interim Superintendent, Dr. Jeffrey Curley, to call the roll, results of which were as follows:

PRESENT – 7 – Dr. Phillips, Ms. Krepchin, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion.

ABSENT – 2 - Mr. McLaughlin, Mayor Ballantyne

Chair Green asked interpreters to introduce themselves:

Mercedes Escorihuela - Spanish

Erica Silva - Portuguese

Gina Miranda - Haitian Creole

II. PUBLIC COMMENT

Noone signed up for public comment.

III. REPORT OF SUPERINTENDENT

• **District Report**

Dr. Curley read his district report.

Notes-Superintendent's Update: *School Committee Meeting – Monday, October 3, 2022*

We are officially six weeks into the school year, and students are settling into a good routine. I appreciate everyone's support and commitment to a positive start to the school year, and to ensuring a smooth transition to a new district leadership structure that is centered around removing barriers so that our school leaders can focus on being the instructional leaders they want to be. Tonight is officially my first School Committee meeting as Interim Superintendent for the Somerville Public Schools. I am excited for the year ahead and to be working with an amazing team. I appreciate the opportunity to help advance the outstanding work that we have been doing in our district over the last several years.

Transition into Cooler Weather

As the days start to get a little cooler, we are making sure that our buildings are ready and that we are prepared to assist students and families who may need a little extra support with winter clothing or other basic needs. We have great community partners such as Cradles to Crayons – and new partnerships we are developing – to make sure that families have what they need.

Flu and COVID-19 School-based Vaccine Clinics

We are hosting a school-based Flu Clinic and a COVID-19 Vaccine Clinic in the coming weeks.

Influenza Vaccine Clinic: October 11 from 3:00-6:00pm @ the Winter Hill Community Innovation School. Open to all students, staff, and family members. Information and link to register (encouraged) is available on our website calendar of events.

COVID-19 & Influenza Clinic: Saturday, 10:00am-2:00pm @ the East Somerville Community School. Please register for the Flu vaccination. Open to all students, staff, and family members. Walk-in COVID-19 vaccines will be available for ages 3 and up. Again, information and link to register is available on our website calendar of events.

2022 MCAS Results

As expected, the release of the 2022 MCAS data has highlighted the deep impact that the COVID-19 pandemic has had on student learning in communities across the country. Somerville was no exception. The disruption of a global pandemic that impacted every aspect of our lives, and required us to teach and learn and interact in ways that we had not experienced before, cannot be overstated.

As we began our return to our school buildings last year, we saw the impact of COVID-19 on students' mental health and social-emotional wellbeing, and the trauma that many students experienced because of it – be it from extended social isolation, an increased family financial burden due to job loss or extended illness, personal illness, loss of a family member, or a number of other factors. In anticipation of this impact, we put numerous additional supports and resources in place.

We will use the MCAS assessment data, along with classroom and other assessments we use in our district, to continue to help inform our interventions and approach to recovery and acceleration. As a district and as a community, we have work to do. We are committed to that work, and appreciate our parents' and community's steadfast partnership in supporting our students.

Reminder - Restorative Justice Training

We mentioned at a previous School Committee meeting that one of our focus areas in terms of district-wide professional learning this fall is on Restorative Justice, a partnership effort between our Student Services team and Suffolk University's Center for Restorative Justice. That training kicks off this Wednesday with the first of two (2) day-long trainings for all Deans of Students and Redirect Teachers in the district. Two additional day-long training sessions are also scheduled for Assistant Principals later this fall. Another round of training sessions will take place in the winter.

Upcoming Half Days / Holidays

This Wednesday, October 5th, is a Half Day Wednesday for students in grades pre-K to 8. Pre-K students will be dismissed at 11:30 a.m.; K-8 students will be dismissed at noon. School staff will be participating in professional learning on Wednesday afternoon.

A reminder that all schools and district offices will be closed next Monday, October 10th, in observance of Indigenous People's Day.

Department Shout-Out

A lot of behind-the-scenes work happens across the district to support teaching and learning. Everything that we do in our district is in service of our students and staff, and I want to take an opportunity in this public forum to acknowledge some of those efforts. Tonight, we want to give a special shout-out to our SFLC Multilingual Services Team. Family engagement is a critical part of our work, and our multilingual staff play an important role in ensuring that our communications and outreach efforts are inclusive of the wonderful diverse community we live in. Thanks to Maura and her team for their support and commitment to our students and families.

Questions/ Comments:

Ms. Pitone was excited to hear about the Restorative Justice training. She noted that the training is mandatory for Deans of Students and Redirect Teachers and asked if it would be offered to building Administrators. Ms. Doncaster confirmed that the training would be offered in two sections, this one being part of tier 1, and a 2nd section would take place for Assistant Principals in the near future. Instructional Leadership Team members in each building will also be invited. Dr. Curley added that the desire is for all the Administrators to be part of this training, which is ultimately a 5-year training.

Dr. Phillips asked if there was any way to include high school students in the phases of the training. Dr. Curley said that once the first two phases with administrators are done, they could connect with Suffolk University to plan on the inclusion of students.

Dr. Curley then introduced Director of Student Services, Ms. Elizabeth Doncaster, to present her report on Mental Health Supports. The impact of the Pandemic is not just in Academics but also in Mental Health

- **Mental Health Supports (Ms. Doncaster)**

Ms. Doncaster shared her screen and presented her [slides](#), which included some of the following information:

- The Student Services Department is focused on providing continuous support to all students in the areas of safety, physical health, mental health and behavior management.
- Resources include embedded Counseling and community partnerships.
- Becoming a Man is up and running at SHS, Healey, WHCIS.
- LGBTQIA Counselor supports available.
- There are 5 Multilingual Counselor interns at SHS
- An assembly is in the works to talk about vaping addiction for middle school level students.
- The Mediation Department has doubled in size with two additional mediators and at least one bilingual mediator.
- A Restorative Justice Training has begun with a 3-5 year commitment.
- Supervisors of Attendance have made more than 80 home visits this year for attendance, engagement, basic needs delivery, and safety.
- 22 staff members took the training on De-Escalation.

To close her presentation, Ms. Doncaster announced a Districtwide Attendance Campaign Poster contest happening to promote good attendance in schools, focusing on getting students voices involved. The campaign poster needs to list three reasons on why school attendance is Important. A winner will be chosen in each grade level and the winner will receive a \$20 gift card.

Questions/ Comments:

Ms. Krepchin is excited about the poster contest. In regards to peer mediation she asked how it is decided which are referred to peers vs. an adult. Ms. Doncaster explained that when a mediation case is received, mediators would first talk with the student separately and ask if they want to do a peer mediation.

Ms. Dion was curious about the Best Team and when they are utilized. Ms. Doncaster said they are called in cases when students want to hurt themselves

Ms. Pitone asked what the best way is for parents and students to access resources. Ms. Doncaster responded that it is a continuous and collaborative effort to let families know whom they can reach out to for support. For example, there was an assembly held at the high school level to introduce available supports to students. At the elementary school level, there are also assemblies and supporting teachers visit classrooms to introduce themselves. Available supports are also listed on school websites and shared out through weekly updates.

Chair Green asked a question about the districts capacity to help students who need it. Ms. Doncaster said that social workers are working 8-4 and in some instances, afterschool school hours have been added in case they want to do meetings or groups.

Ms. Krepchin asked if all the new positions that were added have been filled. Ms. Doncaster responded that not all positions have been filled; NW/FC and SHS are still pending three positions to hire. However, she noted that they want to find the right fit, not just fill the position.

Ms. Pitone asked in relation to capacity if there are plans to gauge impact of effort and how these different programs positively impact students. Ms. Doncaster said that these discussions happen through the Student services meetings.

- **Hispanic Heritage Month Recognition (Ms. Gallitano)**

Dr. Curley introduced the Interim Director of Equity and Excellence, Ms. Caeli Gallitano, to give an update on Hispanic Heritage Month.

Ms. Gallitano shared her [slide presentation](#) with the committee, which included the link to her Centralized District Resources page where staff could find resources to help support inclusive classrooms for all students and staff. The presentation also included clickable links to said resources.

IV. REPORTS OF SUBCOMMITTEES

A. School Committee Meeting for Rules Management Subcommittee: September 19, 2022 (Ms. Barish)
Report for Rules Management Subcommittee meeting of Monday, September 19, 2022

In attendance were Subcommittee members Laura Pitone, Sara Dion, and Ellenor Barish as well as Attorney Paige Tobin, Susana Hernandez Morgan, Sarah Phillips, and City Councilor Willie Burnley.

The meeting was called to order at 5:30 pm.

There were four items on the agenda.

1. Approve minutes from June meeting

There was a motion made by Laura Pitone to approve the minutes.

The motion was seconded by Sara Dion and passed unanimously.

2. Dress Code Policy timeline check-in

Ms. Barish asked Ms. Hernandez Morgan if it was reasonable to expect stakeholder feedback to the subcommittee in November with the hopes of getting a new policy to the full committee and approved by January. Ms. Hernandez responded that the actual timing would depend on various factors.

Ms. Pitone noted the difference between district-wide policy and specifics that might be implemented at the school level. Ms. Dion gave some background on the need for an updated policy. Ms. Barish will provide Ms. Hernandez Morgan with meeting minutes from last spring and sample policies discussed at those meetings.

3. Legal review of MASC updates: Files JICK, AC, ACAB, and AC-R

Attorney Tobin reviewed the MASC policy updates and has provided recommended revisions in accordance with Office of Civil Rights guidance. Generally, and in this case, Attorney Tobin recommends adopting MASC policies - sometimes with modifications - unless there is a specific reason a district does not want to. Additionally, she suggests that there be training for staff on the contents of JICK.

Motion: Laura Pitone moved to approve recommended changes and updates to AC, the revisions of AC-R, ACAB, ACAB-R, and the addition of JICK, all as edited by legal counsel.

The motion was seconded by Ms. Dion.

Ms. Pitone noted that the portions of these policies that refer to employees might be subject to collective bargaining. Attorney Tobin recommended checking with Attorney Michele McNulty who is more familiar with the SPS employee manual.

Ms. Pitone amended her motion to add "...pending any changes associated with collective bargaining impact."

The motion passed unanimously.

4. Proposed revisions to Relations with Private Schools: File LBC

Dr. Phillips came to discuss revisions to LBC that she has recommended, noting that the policy was most recently revised last fall. She believes these changes will make the process of approving a private school more efficient. Her revisions also remove criteria

that cannot legally be the basis of a rejection. Under the proposed process, the Superintendent or designee reviews the application, works with legal counsel to see if it meets criteria, and brings a recommendation to School Committee.

Ms. Pitone thanked Dr. Phillips for her work and requested a review by legal counsel. Dr. Phillips will send the summary to Ms. Barish who will request a legal review.

5. Health Education review/update - Files IHAM, IHAM-R

Ms. Dion shared that Counselor Burnley reached out to her in May in light of instances in other parts of the country of restrictions on what can be discussed in educational settings. She hopes to codify a comprehensive sex education policy for SPS, while also approaching curriculum on the Educational Programs side. Ms. Dion recommends using language from the Healthy Youth Act, currently on Beacon Hill.

Counselor Burnley cited the devastating impact transphobic and homophobic new laws are having on students' mental health. He was disappointed to find that our current policy is not explicitly LGBTQ inclusive and does not cover consent.

Ms. Pitone thanked Ms. Dion and Counselor Burnley. She gave some background on the expansion of the Health Education program in the district and expressed her support for this type of change to our policy.

Ms. Dion said she and Counselor Burnley would work on language and would share suggestions with Ms. Hernandez Morgan.

Ms. Pitone suggested that the revisions might include expanding Health Education to K or PreK and stressed the importance of visibility of these changes.

Counselor Burnley expressed his appreciation, his eagerness to collaborate and his desire that Somerville be a leader in this way.

With no further business, the meeting was adjourned at 6:23 pm.

MOTION: There was a motion by Ms. Barish, seconded by Ms. Krepchin, to accept the report of the School Committee Meeting for Rules Management Subcommittee of September 19, 2022.

The motion was approved unanimously via roll call vote.

B. School Committee Meeting for Long Range Planning: September 27, 2022 (Ms. Krepchin)

Long Range Subcommittee of the Whole Sept. 27th, 2022

Via Remote Participation

Members Present: Ilana Krepchin, Sarah Phillips, Laura Pitone, Emily Ackman, Ellenor Barish and Sara Dion.

Also in Attendance: Acting Superintendent Jeff Curley, Director of Finance Fran Gorski, Chief of Staff Susana Hernandez Morgan, Acting Assistant Superintendent Jessica Boston Davis and Acting Assistant Superintendent Chad Mazza.

Audience Members: There was one audience member

Ilana Krepchin called the meeting to order at 6:00 pm

There were 1 item on the agenda

Updated Goals

Enrollment work - we engaged with a new vendor. The work is a month ahead of schedule. We have been providing updated demographics and development info that will go into a model that will come to us at the beginning of 2023. This will give us info about the past 5 years and projections for the next 5 years. There will be an interactive dashboard.

Population changes have resulted in greater space needs on the school level. Part of this work is to look at projections for the next few years. The city is also doing a space use analysis, so hopefully planning for students and buildings can go hand in hand.

These are forecasts, not scenario tools. As we consider things in the future, we may need to recontract this vendor to do a more robust analysis.

Human Capital Goal

Plan is to continue making sure we are recruiting and retaining employees of color across the board. We have made considerable progress, overall, but these groups are very different in size. (ie teachers vs. administrators). We are trying to make sure we are building a pipeline. Going forward, we will talk to people who are leaving the district and find out why. We are also working to tackle the HR areas that are least systematized and build systems for them. Most of the new administrators that we introduced this year were coming from within the district, which is a great sign. Retention is also really important - if we keep good people, they will tell their networks to come and work here. We have been doing affinity groups, and mentor relationships, as a way to build retention.

School Resources

Goal is to continue to shift toward a student based budgeting system in the next three years. There are very different demographics and needs at each of our schools. Goal is to provide more resources to schools that have more needs. This is usually done at much larger districts, but in theory, we could try it and we believe this is the right thing to do for our students. We started this pre pandemic - meeting with lots of stakeholders. Boston worked with outside consultants. Mr. Gorski reached out and they responded that they can't take on any new districts because they are so overwhelmed helping advise districts on esser funding. There is a recent district with enrollment of 10,000 or 15,000 that has implemented this - will need some research. Right now, the focus is on a smooth landing in two years when esser funds end.

We've been talking about this for 5 or 6 years, we can't seem to get our hands around it - does it make sense to put our energy into this? Is it worth it? Is this the thing that will allow us to be more equitable?

Maybe a consultant would help to even decide if we want to do this. Could it be done in some sort of hybrid way? What is the problem we are trying to solve? We want to get the most resources to the kids who need the most? Autonomy for school leaders?

There is frustration from our building leaders that they don't have very much discretion over how their money is spent.

We tend to implement things as standardized things to each school, which isn't always the best system (ie - each school gets a social worker).

Are there districts that are similar in size to us, that don't do student based budgeting but that have other ways to give principals more autonomy?

More research and discussion is definitely needed on this goal

Milestones of learning - we had tried to look at where practices were at different points in a student's journey through SPS. The district instructional leadership team has been working on this for the past year. - making sure we are getting back to foundational skills, making sure the learning environment itself is rich and empowering and that student's full identities can thrive. Math and literacy foundation to be measured by formative assessments and making sure we have regular high quality social emotional learning, which leads to fewer behavior referrals. Focus on 21st century critical skills - ie early college, AP, CTE and other innovative experiences.

Our original goal included naming (and improving) the achievement and opportunity gap? We should be more explicit about this.

Question about putting the health program into our goals? Frustration that we still don't have a full program starting in K - the health supervisor worked over the summer on the curriculum. There will be an update in Ed programs November. We can make sure to add that into the goal as well.

Some of the language for the goals that we use is inaccessible. Can we reframe the language - either recraft it or make two versions of it?

With no further business, the meeting adjourned at 6:55 pm.

Submitted by Ilana Krepchin, Vice Chair

C. School Committee Meeting for Finance and Facilities: September 27, 2022 (Ms. Krepchin)

Finance and Facilities Subcommittee Meeting Sept. 27, 2022

Via Remote Participation

Members Present: Ilana Krepchin, Emily Ackman, and Laura Pitone.

Also in Attendance: Interim Superintendent Jeff Curley, Director of Finance Fran Gorski, Interim Assistant Superintendent of Operations Chad Mazza and Sean Callanan

Audience Members: There were two audience members

Ilana Krepchin called the meeting to order at 7 pm

There were 4 items on the agenda

Facility updates:

There was a request to add two side backboards to the high school gym. Not sure why it wasn't included in the new building. Took awhile because of supply chain issues. The parts came in in June - then the subcontractor did the work, then got a phone call that the backboards were installed 1-3 feet hanging over the court and would be a problem when basketball season started. Apparently, the architectural drawings were off and the subcontractor followed those drawings. Mr. Gorski authorized whatever needed to be done to fix this. Suffolk came through with a proposal. It has been fixed in time for basketball. We encumbered the funds and the city will address post facto along with other construction issues. We may have to do a longer term capital project (on the city side) to handle the many issues with the high school gym.

Winter Hill cell phone connectivity has been an issue for many years. Verizon has extenders to install, at a nominal cost. It is in process. Mr. Gorski will update as we move forward, but the hope is that this will be complete very soon.

The cellphone issue is separate from the wifi issue, but we are working on improving that as well. The city is working on increasing wireless access points (either with city funding or a federal program).

There were several learning spaces that were reconfigured to create more classroom space. A room at the Healey turned into three new learning spaces, including a separate learning space for Becoming a Man. At the Capuano - former computer lab made into a multi use space. At Argenziano - four separate learning spaces from one classroom - used something called screen flex, which will serve for years to come. They are very movable and versatile. This speaks to what it begins to look like when we reach enrollment capacity and finding space for new programs is very hard. This isn't sustainable in the long term if we continue to grow.

New front walkway of the Winter Hill. They made it very seamless - from an ADA perspective. This is much improved. There were safety issues and Commissioner Latham stepped up and got it done very quickly.

4 new cameras at Winter Hill - helpful for the main office to know who is where.

Aerial assessments of all the schools - we now have a drone to help with assessment work. Drainage, traffic, snow, etc. You can see so much more than you can see at the ground level, and it is much safer to use a drone to check on roofs, then to send a person.

Entitlement grants -

Total 3.3 million. A slight increase overall.

These grants are provided based on need, not something we apply for.

There is a formula, based on federal legislation - based on population, enrollment, per capita income.

Rules are strict. we have to supplement our funding, not supplant it.

These grants are all open to being audited every year.

Title 1 - strives to close achievement gaps. For FY23, was 1.1 million: we using it for- math and reading teachers, stipends and health insurance and mtrs (there is an expectation that the benefits are also covered through those grants). This year we covered 4 smile teachers, family engagement, math, after school tutoring and summer session.

Title 2 - prof development. mentorship, evaluation and support. \$150,000 has been used to support teachers at AFA and WH to support ELL students being integrated into larger classrooms. This basically funds 2 teachers.

Title 3 - language instruction - ELL and immigrant students, \$178,000, up slightly this year. This helps fund teachers for summer programs and family outreach leaders.

Title 4 - for well rounded education activities, tech and safe and healthy students - We used this to pay for AP Fees for disadvantaged students, PBIS and mindfulness PD and coaching.

Due to our census population - we are on a watch list for losing a portion of title one funding. For perspective, If we had lost it in FY23, we would've lost \$97,000. (essentially the cost of 1 teacher) The only way this would change is if

our city poverty percentage increases to 15% or greater. Timing wise we'll know in the spring or summer for sure, for FY24, but we are going on the assumption that we will lose this funding.

ESSER

3 allocations. The initial esser has expired and is fully expended. Esser 2 we have spent more of it. About \$500,000 left. The largest is esser 3. We still have a fair amount left. We've placed a number of positions on esser. It would take an act of congress to change the expiration date. Many districts will have a hard time spending by then. We have to look at esser positions and see which ones will go away, which ones we'll add to the general fund in FY24 and which ones to add in FY25. There is only so much discretionary funding in any given year.

Transportation

MBTA passes - piloted at the high school last year. We realized a dedicated admin was needed to coordinate all of this. We now have a policy in place - but we'll have to see how it works out. Expansion to 7/8th grade this year. There have been challenges with our bus companies and hiring and being full staffed. For our homeless transportation program - we put it out to bid. We used to have a lot of small vendors. NRT was the sole bidder, and they are now our provider. There were a few bumps at the beginning of the year, but ultimately it should be better.

Bill Rolls

June Local

Item for an ad for payroll manager. Still hasn't been filled. We reimagined this position to be more of a senior financial analyst. This has become a very difficult position to fill. We are hiring an HR labor attorney, so we won't need as much outside help for investigations. We did some pre-purchasing at the end of the year with efficiency dollars - including some curriculum items.

Supplies for summer of YES - getting ready for expanded summer programming. Camelot special events - set up for graduation.

Boston Business Tech - copier needs at the end of the year, with efficiency dollars. We used to lease, but are trying to purchase copiers instead, going forward.

Reimbursements for parents of SPED students who attend private schools, if they drive their own kids, they can get reimbursed.

Prepaid 1.5 million in SPED tuitions. This is one of the ways we can legally spend money in one fiscal year for the next year. Pre covid, it was only about 200,000 or 300,000 each year. But that amount has gone up.

Is there a possibility going forward that if we prepay programs, we could get a discount of some kind? Mr. Gorski will investigate.

June grants

Some examples of esser charges - communication contracts, home for little wanderers, youth guidance - BAM.

July /August Bill rolls

Nursing needs over the summer. Expect less of that going forward. We've increased the pay for sub nurses. (for the year and the summer).

Transmed - is on a state contract. Covid related supplies. We ordered lots of covid 19 tests to prepare for possible outbreaks.

Eastern/NRT - transport for summer programming.

BAM is split between Esser and the general fund.

Library - purchased additional ipads. Always looking to refresh technology and make sure everything is working for our students.

Motion to approve bill rolls by Laura Pitone, seconded by Emily Ackman, passes unanimously.

With no further business, the meeting adjourned at 8:45 pm.

Submitted by Ilana Krepchin, Chair, Finance and Facilities Subcommittee Documents used:

June 22 Local Bill Rolls
June 22 Revolving Bill Rolls
June 22 Grants Bill Rolls
July/August 22 Local Bill Rolls
July/August 22 Revolving Bill Rolls July/August 22
Grants Bill Rolls
State and Federal Allocation Grants by District MBTA passes

MOTION: There was a motion by Ms. Krepchin, second by Ms. Dion, to accept the report of the School Committee Meeting for Long Range Planning of September 27, 2022 and the report of the School Committee Meeting for Finance and Facilities Meeting of the Whole of September 27, 2022

The motion was approved unanimously via roll call vote.

D. School Committee Meeting for Superintendent Search Firm: September 29, 2022 (Dr. Phillips)

E. School Committee Meeting for Superintendent Search Firm: September 30, 2022 (Dr. Phillips)

Report of the Superintendent Search Firm Subcommittee, September 29 and 30, 2022, submitted by Sarah Phillips

The Superintendent Search Firm Subcommittee met on September 29 and 30, 2022, via Zoom.

September 29, 2022

Members present on September 29, 2022, were Sarah Phillips, Ellenor Barish, Laura Pitone, Fran Gorski, Karen Woods, and Jose Mendez. Chair Phillips called the meeting to order at 12:00 pm. There were no people in the audience, and Nikki Spencer joined at 11:30.

Ellenor Barish made a motion to enter executive session in order to open and evaluate the proposals submitted for the Superintendent Search Consultant. The motion was seconded by Mr. Gorski and passed unanimously.

After preliminary consideration by the committee, none of the proposals met the "Highly Advantageous" threshold established in the RFP. After discussing the best way to proceed as a group, Ms. Barish moved to invite Hazard, Young, Attea, and Associates and the Collins Center to interviews with the subcommittee. The motion was seconded by Ms. Pitone and passed unanimously. The committee has set aside time on October 11th and 13th for interviews.

September 30, 2022

Members present on September 30, 2022, were Sarah Phillips, Ellenor Barish, Laura Pitone, Karen Woods, Jose Mendez, and Nikki Spencer. Chair Phillips called the meeting to order at 12:00 pm. There were no people in the audience.

The entirety of the meeting was spent discussing interview questions for semi-finalist interviews. At the close of the meeting, Ms. Barish moved to accept the list of questions as further edited by Ms. Phillips, Mr. Mendez, and Ms. Woods and reviewed by legal counsel. The motion was seconded by Ms. Phillips and passed unanimously.

The subcommittee is scheduled to interview representatives from Hazard, Young, Attea, and Associates on Thursday October 6th at 12pm and the Collins Center on Tuesday October 11th at 1:30pm. The group will meet Thursday October 13th and, if necessary, Friday October 14th to decide which firm(s) to recommend to the full School Committee.

Documents used:

Search Firm Combined Scores.xlsx
Hazard, Young, Attea & Associates Proposal.pdf
Collins Center UMB Proposal.pdf
Interview Questions.docx

MOTION: There was a motion by Dr. Phillips, second by Ms. Pitone, to accept the combined report of the School Committee Meeting for Superintendent Search Firm of September 29, 2022 and of September 30, 2022.

The motion was approved unanimously via roll call vote.

V. NEW BUSINESS

A. Ratification of the SEU Unit D SCALE 2022-2024 MOA

MOTION: There was a motion by Ms. Barish, Seconded by Ms. Krepchin to approved ratification of the SEU Unit D SCALE 2022-2024 MOA

The motion was approved on a 6-1 vote with 6 Yes votes and 1 recused vote by Ms. Dion.

B. School Committee Office Hours Announcement - (Ms. Dion)

Chair Green announced that it would make more sense to announce SC office hours closer to or during the Superintendent search process, probably sometime in November.

C. MASC Conference Delegate and Resolutions (Chair Green)

Chair Green announced that the resolutions could be discussed at the next meeting but the delegates needed to be chosen tonight for the MASC Joint Conference.

Ms. Krepchin said she would be attending and asked who else would be there. Ms. Barish will also be attending but prefers to be the alternate. And Ms. Pitone will be attending but cannot be there on Saturday.

The committee chose Ms. Krepchin as the Delegate and Ms. Barish and the Alternate.

Chair Green then asked members to look through the resolutions and requested they share their feedback with Ms. Krepchin. Ms. Pitone clarified that members did not have to take a vote for each resolution unless there is a disagreement in the stance.

Dr. Phillips said she disagreed with Resolution 4. Ms. Dion respectfully disagreed with Dr. Phillips and expressed her support for Resolution 4. Chair Green was also in favor of the resolution.

Ms. Krepchin requested further discussion on Resolution 4 at the next meeting and perhaps suggested language to propose at the conference.

D. Somerville High School 2022 Summer Schools Gradates- (Recommended Action: Approval)

Jesiah Concepcion *Somerville, MA*

Aiyana Henderson *Somerville, MA*

MOTION: There was a motion by Ms. Krepchin, Seconded by Dr. Ackman to approve SHS Diplomas for student above. The motion was approved unanimously via roll call vote.

E. Field Trips (Recommended action: approval)

October 7, 2022

20 NW/FC Students will visit Mount Monadnock in NH. Travel by School Van, student cost \$0.

October 14, 2022

SHS Chorus will visit the Dunkin Donuts Center in Providence, RI to sing the National Anthem at a Bruins Game. Travel by Bus, student cost \$22.

November 28, 2022 to November 30, 2022

Sixth Grade Students at the WSNS will visit Nature's Classroom in Groton, MA. Travel by School Bus, student cost TBD.

MOTION: There was a motion by Ms. Barish, seconded by Dr. Ackman, to approve field trips below:
The motion was approved unanimously via roll call vote.

VI. ITEMS FROM BOARD MEMBERS

Ms. Pitone: Requested that the topic of hybrid meetings be added to the next meeting's agenda. She also request that someone from the City attend the meeting and talk about the technical aspects of hybrid meetings.

Chair Green shared that feedback from City Council has been that the people who are reporting from home "aren't really in the meeting." He added that this may be fine for School Committee purposes because the concern is maintaining a way to public comment remotely.

Dr. Ackman: added a request for a formally or informally way to also gather feedback from staff who support School Committee meetings at the district level. Chair Green shared that he is that mechanism and he will share what he has heard during next meeting's discussion.

VII. CONDOLENCES

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

Stephen E. Swensen, Former English Teacher at Somerville High School.

Patricia A. Quinlan, Former Paraprofessional at John F. Kennedy School.

Joseph DeMaggio, Father in Law of Robin DeMaggio Account Clerk in the Finance Department.

Elissa R. Haley, Daughter of Patricia Sahlas former Full Time Lead Helper in the Food Service Department.

VIII. ADJOURNMENT

The meeting adjourned at 8:43 p.m.

Related documents:

Agenda

[Mental Health Support](#)

[Hispanic Heritage Month Recognition](#)

MASC 2022 Resolution

SCALE MOA 22-24

Submitted by: E. Garcia

ATTACH RELATED DOCUMENTS STARTING ON THE NEXT PAGE

**CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE
REGULAR MEETING – OCTOBER 3, 2022
ZOOM WEBINAR– 7:00 P.M.**

Pursuant to Chapter 20 of the Acts of 2021, 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/j/87970629394?pwd=dndNa2twVnJGTIR6SStXOStQQWtUdz09>

Webinar ID: 879 7062 9394

Password: SPSSC22

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. PUBLIC COMMENT

III. REPORT OF SUPERINTENDENT

A. District Report

- Mental Health Supports (Ms. Doncaster)
- Hispanic Heritage Month Recognition (Ms. Gallitano)

IV. REPORT OF SUBCOMMITTEES

A. School Committee Meeting for Rules Management: September 19, 2022 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Rules Management of September 19, 2022.

B. School Committee Meeting for Long Range Planning: September 27, 2022 (Ms. Krepchin)

MOTION: To accept the report of the School Committee Meeting for Long Range Planning of September 27, 2022.

C. School Committee Meeting for Finance and Facilities: September 27, 2022 (Ms. Krepchin)

MOTION: To accept the report of the School Committee Meeting for Long Range Planning of September 27,

2022.

D. School Committee Meeting for Superintendent Search Firm: September 29, 2022 (Dr. Phillips)

MOTION: To accept the report of the School Committee Meeting for Superintendent Search Firm of September 29, 2022.

E. School Committee Meeting for Superintendent Search Firm: September 30, 2022 (Dr. Phillips)

MOTION: To accept the report of the School Committee Meeting for Superintendent Search Firm of September 30, 2022.

V. NEW BUSINESS

A. Ratification of the SEU Unit D SCALE 2022-2024 MOA

B. School Committee Office Hours Announcement (Ms. Dion)

C. MASC Conference Delegate and Resolutions (Chair Green)

D. Somerville High School 2022 Summer School Graduates – (Recommended Action: Approval)

Jesiah Concepcion Somerville, MA

Aiyana Henderson Somerville, MA

E. Field Trips (Recommended action: approval)

October 7, 2022

20 NW/FC Students will visit Mount Monadnock in NH. Travel by School Van, student cost \$0.

October 14, 2022

SHS Chorus will visit the Dunkin Donuts Center in Providence, RI to sing the National Anthem at a Bruins Game. Travel by Bus, student cost \$22.

November 28, 2022 to November 30, 2022

Sixth Grade Students at the WSNS will visit Nature’s Classroom in Groton, MA. Travel by School Bus, student cost TBD.

VI. ITEMS FROM BOARD MEMBERS

VII. CONDOLENCES

VIII. ADJOURNMENT

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.

report of the resolutions committee

The members of the Resolutions Committee met on July 5, 2022 to consider resolutions proposed by member districts for consideration at the 2022 Annual Meeting of the Association. Members present were: Stacey Rizzo, Chair, Revere; Andrea Wadsworth, Lee; Jason Fraser, Plympton and Silver Lake Reg.; Paul Schlichtman, Arlington; Barbara Davis, Holbrook; Stephanie Clougherty, Carver; Beverly Hugo, Framingham; Beverly Griffin Dunne, Peabody and Essex North Shore Vocational School; Margaret Hughes, Narragansett; Robert Swartz, Gardner

The following resolutions were moved forward by the Resolutions Committee and approved by the Board of Directors.

RESOLUTION 1: REGARDING SANCTUARY LAWS FOR TRANSGENDER STUDENTS

(Sponsored by the Lexington School Committee and co-sponsored by the Worcester, Somerville, Grafton, and Franklin School Committees)

WHEREAS the Commonwealth of Massachusetts has a long history of standing for civil rights, including advocacy for a bill of rights in the U.S. Constitution; and

WHEREAS Massachusetts codified gender identity as a protected class in the 2011 Act Relative to Gender Identity; and

WHEREAS all children deserve a safe environment in which to grow up; and

WHEREAS some state governments are now criminalizing supportive medical care for trans individuals, moving to bar families from traveling to access such care, and otherwise violating the civil rights of trans children and their families; and

WHEREAS the defense of the civil rights of the historically marginalized is contained within the first article of the Massachusetts Constitution right of "seeking and obtaining their safety and happiness;"

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Great and General Court to join with other states in the passage of so-called "sanctuary" laws to ensure such children and their families have "the power of enjoying, in safety and tranquility, their natural rights and the blessings of life," as guaranteed by the Constitution of the Commonwealth.

RATIONALE: The 2011 passage of the Act Relative to Gender Identity marked a Massachusetts commitment to the civil rights of transgender residents. Laws recently passed or being considered in other states would put into question this protection, as some such laws call for families to be prosecuted for seeking medical treatment for their children, even across state lines. This is a profound violation of the civil rights of these children, and it increases the potential harm both to them and to their families. In response, a number of states are considering so-called sanctuary laws which would shield families from such prosecution, and extend to those children the rights guaranteed to them by Massachusetts law. As of the passage of this resolution, no such bills have been filed in Massachusetts. The Legislature must back up the 2011 Act with this further protection.

RESOLUTION 2: TO INCREASE THE MAXIMUM BALANCE ALLOWED BY THE SPECIAL EDUCATION RESERVE FUND

(Sponsored by the Plympton School Committee)

WHEREAS the Municipal Modernization Act allows for municipalities in conjunction with their school districts to create a Special Education Reserve Fund to cover the cost of unanticipated or unbudgeted special education costs, including the cost of out-of-district placements and special education transportation; and

WHEREAS the current language of the Special Education Reserve Fund caps the balance at 2 percent of annual net school spending, which for many rural and small districts does not leave enough in reserves to meet the needs of a single student who is placed into a collaborative setting, never mind a student who may be medically fragile and in need of an intensive residential placement; and

WHEREAS school districts with large student bodies are more likely to experience multiple unanticipated and unbudgeted special education related expenses throughout the school year;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to amend Chapter 40, Section 13E, by deleting "2 percent of the annual net school spending" and by inserting the following "5 percent of the annual net school spending."

RATIONALE: Current prices for special education day programs in Massachusetts Collaboratives can cost a district between \$50,000 to \$70,000 per student and private provider day programs can cost districts between \$70,000-\$100,000 per student. These prices do not include the cost to transport the students to these separate settings which is part of the overall price and can fluctuate in cost. Private residential special education settings can cost a district between \$120,000-\$250,000 per student.

The 5 percent cap would allow for deeper investment of the municipality's own monies towards preventing mid-year budget crisis and positioning the school district to have the ability to provide an appropriate public education in the least restrictive setting to all students. The 5 percent cap would also allow reserves to grow to a sustainable level which hopefully would not be wiped out by a single year of special education related expenses.

RESOLUTION 3: MEMBERSHIP OF THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

(Submitted by the Arlington School Committee)

WHEREAS the Board of Elementary and Secondary Education has broad powers to set education policy and enact regulations for Massachusetts public schools; and

WHEREAS the Board of Elementary and Secondary Education has the power to choose a receiver to replace an elected school committee; and

WHEREAS the Board of Elementary and Secondary Education governs educator licensure in Massachusetts; and

WHEREAS practicing educators and school committee members are prohibited from serving on the Board of Elementary and Secondary Education; and

WHEREAS the teaching profession is the only profession or trade in Massachusetts where the holders of a license are prohibited from serving on its governing board; and

WHEREAS professional expertise and a commitment to public governance should not disqualify a person from serving in a leadership role;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls for the enactment of legislation to repeal the provision of Massachusetts law that prohibits practicing educators and sitting school committee members from serving on the Board of Elementary and Secondary Education;

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls for legislation to reconstitute the Board of Elementary and Secondary Education by including members with expertise as licensed educators and members with expertise in public school governance.

RESOLUTION 4: PRESERVING LOCAL GOVERNANCE OF MASSACHUSETTS SCHOOLS

(Sponsored by the Arlington School Committee)

WHEREAS the Massachusetts Department of Elementary and Secondary Education has exercised its power to take over school districts in Lawrence in 2011, Holyoke in 2015, and Southbridge in 2016; and

WHEREAS the placement of the public schools of Lawrence, Holyoke, and Southbridge in receivership has removed their respective school committees from their role as the governing board for their schools, and has replaced local governance with a state receiver; and

WHEREAS a Boston Globe analysis of test scores, graduation rates, college enrollment, and a dozen other metrics in Lawrence, Holyoke, and Southbridge shows state receivers have failed to meet almost all of its stated goals for the districts; and

WHEREAS the Massachusetts Department of Elementary and Secondary Education has no plan, strategy, or timeline for restoring local governance and accountability to the voters of Lawrence, Holyoke, and Southbridge; and

WHEREAS the Massachusetts Association of School Committees asserts that a strong system of local governance and accountability is the foundation of excellent schools;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Commonwealth of Massachusetts to restore local governance and accountability for the Lawrence, Holyoke, and Southbridge Public Schools no later than July 1, 2023; and

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation to limit any future state takeovers to a term of no more than three years.

RESOLUTION 5: PERSONAL FINANCIAL LITERACY EDUCATION

(Sponsored by the Framingham School Committee)

WHEREAS students will need to make wise financial decisions to promote financial well-being throughout their lives; and

WHEREAS students will need to develop actionable strategies to manage their futures, including managing their budgets by developing savings plans, navigating credit and debt, and creating a blueprint for financing higher education or their careers; and

WHEREAS students will need to be informed consumers when making everyday purchases for both small and large items; and

WHEREAS with guidance and financial literacy, students have increased chances of affording and attaining a college education; and

WHEREAS without prior long-term financial planning, higher education plans do not come to fruition for many students due to extraordinary tuition rates; and

WHEREAS college tuitions and other financial choices, such as credit card debt and loans, can saddle students with a lifetime of debt due to their inability to pay back student and other type of loans;

THEREFORE BE IT RESOLVED that MASC file legislation that would have the effect of ensuring that all students have exposure to personal financial literacy curricula and, ultimately, graduate from high school with the lifelong knowledge of how to be fiscally responsible to avoid being deterred by financial woes. This legislation should ensure that the students at various levels would benefit from curriculum in Massachusetts' public schools which would include content in personal financial literacy.

RATIONALE: Because many students and their families today do not plan far enough ahead for college tuition, many students are not able to attend institutions of higher learning or need to drop out due to inadequate funds. This resolution will help to ensure that students are knowledgeable about the best options available to them in order to be fiscally responsible and receive the best advice in attaining their goals by being educated about the best options for paying tuitions, use of credit cards, securing personal loans (including car loans) etc.

RESOLUTION 6: ESTABLISHMENT OF A REGIONAL SCHOOL ASSESSMENT RESERVE FUND

(Sponsored by the Silver Lake Regional School Committee)

WHEREAS Regional School Committees of the Commonwealth are tasked with producing financially sound budgets designed to meet the needs of all their students just like all public school committees of Massachusetts; and

WHEREAS municipalities of Regional Schools are presented with Regional Assessments which can fluctuate dramatically based on enrollment percentage changes and can be further exacerbated by unbalanced adjustments of the Equalized Valuation (EQV) of property, a key metric in the states formula used to calculate the minimum required local contribution; and

WHEREAS in 2016 the State of Massachusetts passed the Municipal Modernization Act which aimed to grant more local control and encouraged financial efficiencies where possible, the precedent exists in statute to support the

creation of a Regional Schools Assessment Reserve Fund which could be used to offset abnormally large increases to a municipality's regional assessment;

THEREFORE BE IT RESOLVED: that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to enact or amend legislation which permits municipalities to establish a Regional School Assessment Reserve Fund.

Proposed language for legislation could include:

To amend M.G.L. Part I, Title VII, Chapter 40, by inserting Section 13F as follows:

Chapter 40, Section 13F
Regional School Assessment Reserve Fund for payments towards future Regional Assessments

Any municipality which accepts this section by a majority vote of the municipality's legislative body may establish and appropriate or transfer money to a reserve fund to be utilized in the upcoming fiscal years, to pay for the Regional Assessment in years when the Regional Assessment increases by more than 35% over the previous year's Regional Assessment. The balance in the reserve fund shall not exceed 10 percent of the annual Regional Assessment for the municipality.

Funds shall only be distributed from the reserve funds after a majority vote of the municipality's legislative body in years when the Regional Assessment is more than 3.5% in order to bring the Regional Assessment down to no less than 2.5% increase. The municipal treasurer may invest the monies in the manner authorized in section 54 of chapter 44 and any interest earned thereon shall be credited to and become part of the fund.

**MEMORANDUM OF UNDERSTANDING
SOMERVILLE SCHOOL COMMITTEE
AND
UNION OF SCALE EMPLOYEES , UNIT D
SOMERVILLE EDUCATORS UNION**

SEPTEMBER 1, 2022-AUGUST 31, 2024

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Somerville School Committee (hereinafter, the "Committee") and the Union of SCALE Employees, Unit D, Somerville Educators Union, (hereinafter, the "Union").

WHEREAS, the Committee and the Union entered into a collective bargaining agreement for the period September 1, 2020 through and including August 31, 2022; and

WHEREAS, the duly-authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Union have, subject to ratification by the membership of the Committee and the Union, agreed to a successor agreement for the period of September 1, 2022 through and including August 31, 2024;

NOW, THEREFORE, in consideration of mutual promises and covenants, the parties hereto agree as follows:

1. The Collective Bargaining Agreement in effect for the period September 1, 2020 through and including August 31, 2022 shall be in full force and effect for the period September 1, 2022 through and including August 31, 2024, except as modified by this **MEMORANDUM OF UNDERSTANDING**.

2. **Article XIX - Duration**

Amend to read as follows:¹

This Contract will be effective as of September 1, ~~2020~~ **2022** and will continue and remain in full force and effect through August 31, ~~2022~~ **2024**. The parties agree that not later than November 1, ~~2024~~ **2023**, they will enter into negotiations for a successor Agreement to be effective as of September 1, ~~2022-2024~~.

3. **Article IV – Salaries and Wages and Appendices A-H**

Increase the salary schedules set forth at Appendices A – H as follows:

- A. Effective September 1, 2022 by 3%; and,
- B. Effective September 1, 2023 by 3%.

¹ Changes in existing contract language are depicted as follows: ~~strikethrough~~ font for deleted and ***bold italics*** for new language.

4. **Article XI, Section 6 – Sick Leave Contributions**

Delete existing language and replace with:

Any employee may contribute paid sick leave to another employee with an extended illness and/or disability and has exhausted all of his/her earned sick leave. Such contribution, if made, shall be in the amount of up to eight (8) hours per contributing employee, per benefit year.

- a. Full time employees will only be able to contribute and receive contributions in increments of 7 hours.
- b. Applications for such contributions shall be administered by Human Resources and will not be denied arbitrarily or capriciously.

5. **Counterparts**

This Memorandum of Understanding may be signed in counterparts, which together shall constitute an original. The Parties agree that signatures by fax and/or scanned and sent via email are acceptable as originals.

6. **Ratification**

This Memorandum of Understanding is subject to ratification by the Committee and the Union. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

WHEREFORE, the Committee and the Union have caused this **MEMORANDUM OF UNDERSTANDING** to be executed by their duly-authorized representatives on the dates set forth below.

SOMERVILLE SCHOOL COMMITTEE

**UNION OF SCALE EMPLOYEES, UNIT D
SOMERVILLE EDUCATORS UNION**

Andre Green, Chair

Rami Bridge, President

Dated: _____

Dated: _____