

**CITY OF SOMERVILLE, MASSACHUSETTS  
SCHOOL COMMITTEE**

**Monday, September 19, 2022 - Regular Meeting**

7:00 p.m. – Zoom

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

**Members Absent:** 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 Superintendent Skipper to call the roll, results of which were as follows: PRESENT – 8 – Dr. Phillips, Ms. Krepchin, Mayor Ballantyne (7:25), Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion. ABSENT – 1 - Mr. McLaughlin.

Chair Green asked interpreters to introduce themselves:

Mercedes Escorihuela - Spanish

Adelaide Richardson - Portuguese

Gina Miranda - Haitian Creole

**II. AWARDS AND CITATIONS**

Chair Green announced that tonight would be Superintendent Skippers' Last meeting in Somerville and invited a list of people to share some remarks:

**Leiron Biton, PTA President** - Thank you for allowing us to acknowledge the tremendous impact that Mary Skipper has had on Somerville Public Schools. When I first met you, your tremendous organizational skills and intellect were always front and center. What we most appreciate and will miss dearly is how warm and welcoming you are and have been to all of our families. When we first met, I mentioned I was a parent and you gave me a hug even though you did not know me from a stranger on the street. Sometimes we ask for more than resources allow, we appreciate that you always took the time to talk to us and for your partnership.

**Rami's Remarks to Mary.**

In the last three years, Mary and I have had to work through some of the most tumultuous years in public education. Together we became amateur epidemiologists, designed expectations for remote instruction on the fly in Spring of 2020, built one of the best models of remote education around for the Fall of 2020, and implemented a plan that had one of the most equitable returns to in-person instruction in the Spring of 2021. We also negotiated two historic para contracts that have seen us increase paraprofessional salary over 70% in 3 years, a teacher contract that included transformative changes to Special Education and fully paid 12 weeks of parental leave, and we added a new bargaining unit. It has not always been easy and we have not always seen eye to eye but I truly believe our mutual respect carried us through it all. Together we have raised the expectation across the state of what can be accomplished in these collective bargaining agreements. It is a testament to Mary that as the SEU has found its voice in the last few years Mary has collaborated wholeheartedly when many other superintendents would have done the exact opposite. Mary, I will miss your partnership and Somerville will miss you as well. We wish you all the best, and I am holding you to that lunch on Friday.

**Jessica Boston Davis' Remarks for Mary Skipper**

Mary, I do not think it was by chance that you are ending your journey in Somerville after seven amazing years. Seven is a special number. Seven is revered as a lucky number. In the Jewish and Christian traditions, it is believed that God blessed the seventh day. In the Buddhist tradition, it is believed that when Buddha was born he took seven steps. Others believe that seven represents the fullness of life. There are Seven Wonders of the World. Seven days of the week. It is a prime number, so it cannot be evenly divided. It represents completeness.

Mary, your impact on SPS, and especially your impact on me, has been all of these things: special, lucky, blessed, full, wonderful, and now complete. Thank you for guiding me. Thank you for modeling what a compassionate leader unapologetically fighting for equity looks like. Thank you for the opportunities you have given me. You will have forever impacted the trajectory of my life. It is no coincidence that I would have become your superintendent fellow, as a member of cohort 7 of HGSE's EDLD program. What I am trying to say is that we were meant to be.

Please know that I now claim you as my mentor. Wishing you nothing but the best in Boston. Thank you.

**Chad Mazza** shared remarks around the following talking points:

Vision for the district

- Centered around support of students, families and staff
- Not satisfied with the status quo
- Created opportunity pipelines in SPS
- Grow your own leaders

Leadership

- Instructional leader
- Hands-on approach through modeling
- Systems thinking

Support

- Great listener
- Humanistic approach

Personal

- As Principal, allowed me to take chances to improve the academic experiences for Winter Hill students
- Took a chance on me by choosing me to be Interim Assistant Superintendent of Curriculum, Instruction and Assessment and then offering me the permanent position
- Allowed the redesign of the DILT to include more educator involvement
- Mentorship

Thank you for everything you have brought to Somerville and for your trust and support of me in my professional journey.

**Jeff Curley:** When I was in my doctoral program, I asked five different professors where I should spend my residency year. They all said go to Somerville and work for Mary Skipper. You cannot get three Harvard professors to agree on anything so this is a good sign. She had already built a reputation. I was sure that I'd only be here for a year but Mary threw me in the deep end and she challenges you and spends time mentoring you with generosity in her heart for (future) leaders. So I said I'll be Chief of Staff but just a short-term thing. However, I kept being challenged and kept growing. Mary knows kids in this district, especially 2nd or 3rd and up, she knows almost all of them by name. If you just throw a kid's name out and you do not know their journey, she is way ahead of you. I am stepping into this acting SI position, which I told her I'd never do; credit to what she has been able to build. Grateful that you are only a call or text away.

**Carrie Normand:** Privilege of working closely with Mary as her Chair. Mary would follow individual kids; she would follow systemic changes; she got nurses into our school buildings during the summer and showed concern with broad issues. I thought it would be unsustainable but she said she needed to learn the district from the bottom up. By 2019/2020, she had established such strong relationships. Rami spoke about the remote learning that came quickly; that comes from believing in the people that you have and fostering growth in your staff. Staff at all levels. Leadership by example. Generous colleague; learned huge amounts from you; solid advice during crisis; but always keeping kids right at the center. Boston is very close. People will be finding you. As a family with a 16yr perspective in SPS, the changes in the past few years are overwhelming, I am very grateful.

**Mayor Joe Curtatone:** Grateful for my colleague and friend. Reflected on their journey and the lockstep between city and schools, it was not that way 20 years ago. Great leadership, I have been involved with two Superintendents, Pierantozzi with lots of infrastructure and Skipper with vision. Each time I was the Mayor and got to speak with the finalists, the prospective hire, but the question is always will they work in collaboration with the Mayor. Clear where she stood from track and reputation. On the city side, best administration in the country with all the structures in place. There is a reason people seek out our folks, those are the values and standards you live by. Will not find a more engaging and compassionate friend. Professionally I believe in leadership, characteristics I felt I embodied, passion for curiosity and willingness to be abnormal. Leadership, unheralded qualities: empathy. Great listener. Have to be able to survive leadership and that means accepting an opposing plea or passionate view with grace. She always had grace with leadership. Boston will do very well with you. I will tell you as four kids who came through SPS, I wish you nothing but health happiness joy and success. I will still be cheering for Somerville to kick Boston's backside but I will be cheering for you.

**Sara Dion:** As the newest member of SC, thank you for giving me such a warm welcome into the fold. Commitment

to equity is inspiring. I have taught under a few different Superintendents and you are the best by far. You will be missed. No better person for the job in Boston.

**Sarah Phillips:** It has been an honor to work beside you for the past 3 years. A friend who is a teacher in another district was complaining that you could not find someone who can do operations, people. However, you can. What you did during COVID to make sure kids were fed, people got materials they needed, the work you did with the SEU, it was so inspiring. When I think about what Boston needs I cannot think of a better person.

**Ellenor Barish:** About 7.5 years ago a friend texted me with congratulations on the amazing new superintendent. Everything Skipper does is with students in mind curiosity, kindness, caring. Come prepared. Pass praise to others. SC is challenging but I will always be grateful to have worked with you. My friend is now at BPS and I got to text them back telling them about their amazing new superintendent.

**Laura Pitone:** I am sad to see Skipper leave and thankful for her commitment and leadership. I was a member of the hiring team and visited Tech Boston. Witnessing ease and affection with staff, colleagues, and students. They were clearly sad to see her leave but they were cool and collected. Now we are in a similar circumstance and I get it you are always focused on developing people and creating sustainable solutions. I understand how they were feeling; SPS is truly ready to continue this important work without you, which is a humongous gift. Prepared to continue to educate the whole child and all our students in partnership with families. This is really your legacy and I could not be more proud or excited. I look forward to following your future and staying connected; it has been a true pleasure.

**Ilana Krepchin:** It's hard to know what to say but I will have the honor of reading the official resolution in a few moments. I will miss your dedication. I started on SC knowing nothing about Ed Policy and you have always been willing to answer questions. You seem tireless. You built a strong team around you. A sign of being a good leader is being able to leave and the team continues without you. I know you will do great things in Boston.

**Andre Green:** When I was first campaigning for SC, at the Mystic picnic, hopefully it will come back, but was the largest gathering of people of color in Somerville. Struck me that the brand-new Superintendent was there when, at that point, VIPs did not attend. That was a really great first impression. First time we talked in any depth, you came to meet me and we talked about your commitment to equity. That may have been the first time I'd heard "commitment to equity" put that way. I said if we always agree, at least one of us is not doing our jobs. Certainly, over the last 6.5/7 years, especially during my years as Chair, we have sparred intellectually, but I think always from a place of shared values, shared commitment. Deep love for you as a person, you have been a mentor to me. All the things others have said, but what I said to you when you told me you were considering Boston: I have no doubt that if the City of Boston is willing to spend the capital, that Skipper can move the needle in Boston. Chair of Boston SC asked me and I do not know that I've ever mentioned a student that she wasn't already somewhat familiar with their situation. Boston SC chair was like, could she scale? And I was like, she will do it more than you think she will, but she has also created a culture where that kind of deep knowledge is expected of people. She will bring that culture to Boston. We can talk about innovations, operations management. But the thing that has most shaped her time here is creating a culture where everyone recognizes that every student matters. For that, Somerville cannot thank you enough, and Boston does not know what it is in for.

Ms. Krepchin then read the Resolution dedicated to Superintendent Skipper on behalf of the School Committee:

### ***Mary Skipper***

***WHEREAS,*** *Mrs. Skipper began her career in education in the Boston Public Schools where she served as a Latin Teacher, School Principal, founding Headmaster and Chief Education Officer of TechBoston Academy (TBA), Assistant Academic Superintendent for Pilot Schools, Technology Project Manager, and Network Superintendent, and*

***WHEREAS,*** *Mrs. Skipper helped to successfully grow TechBoston Academy (TBA) from a 9-12 high school with 75 students to a 6-12 school serving a diverse student population of more than 1,000, and helped lead Boston high schools to achieve the lowest drop-out and the highest graduation rates in BPS history before joining the Somerville Public Schools, and*

***WHEREAS,*** *Mrs. Skipper became the Somerville Public Schools Superintendent in 2015 and has very ably and honorably served in that capacity for the last 7 years, and*

***WHEREAS,*** *Mrs. Skipper's steady and inclusive leadership have been vital to strengthening partnerships and*

*expanding opportunities and learning experiences for all students, and*

**WHEREAS,** *Mrs. Skipper's relational and data-informed approach to understanding and informing our practices has led to the highest graduation rate, lowest drop-out rate, and highest attendance rates in Somerville Public School's history, and*

**WHEREAS,** *Mrs. Skipper's exceptional leadership and commitment to safety during the COVID-19 pandemic was instrumental in greatly minimizing the impact of the virus in our schools and in ensuring the smoothest transitions possible during those unprecedented 2-½ years, and*

**WHEREAS,** *Mrs. Skipper's unwavering commitment to equity and removing systemic racial and other barriers in our district have been instrumental in creating a welcoming and supportive culture centered around valuing and celebrating the rich diversity of our students and staff and the strengths we each bring, and*

**WHEREAS,** *Mrs. Skipper's deep knowledge of education, thoughtful and respectful leadership, and her commitment to working collectively to break down barriers have been instrumental in advancing innovative and collaborative practices such as Somerville's Early Education & Care Mixed Delivery system and the SPS Educator Leadership Model that are garnering national attention for their impact, and*

**WHEREAS,** *Mrs. Skipper's bold and thoughtful approach as a leader and mentor have been vital to creating an innovative and supportive professional culture that fosters a sense of belonging and opportunity, and a moral purpose for our collective work as educators, and*

**WHEREAS,** *Mrs. Skipper's focus on centering every aspect of our work around students' safety, social-emotional wellbeing, mental health, and academic growth, has been critical in expanding supports and partnerships in service of our students, and*

**WHEREAS,** *Mrs. Skipper's joyful energy and passion for public education and the role of educators in helping students thrive and become change agents of their learning and their own futures have inspired bold and innovative approaches to how we teach and support students in Somerville Public Schools, therefore, be it*

**RESOLVED:** *That the Somerville School Committee, publicly and proudly, expresses its sincerest and deepest gratitude for Mrs. Skipper's leadership, vision, and passion in guiding the students and staff of the Somerville Public Schools from July 2015 to September 2022, and wishes her much continued success, good health, and happiness as she embarks on a new endeavor; and be it further*

**RESOLVED:** *That the Somerville School Committee also sincerely appreciates the support of Mrs. Skipper's loving family – her husband Pete and their three children, Kassie, Lani, and Peter – of her deep commitment to the Somerville community during her time in our district; and be it further*

**RESOLVED:** *That this Resolution be recorded in the minutes of tonight's meeting, and that a framed copy be presented to Mrs. Skipper.*

### **III. PUBLIC COMMENT**

Noone signed up for public comment.

### **IV. NEW BUSINESS (Taken out of Order)**

#### **A. Ratification of the SEU Units A and C 2022-2023 SY COVID MOA**

**MOTION:** There was a motion by Ms. Barish, seconded by Ms. Krepchin, to authorize the chair to sign the SEU Unit A and C 2022-2023 SY COVID MOA.

The motion was approved via roll call vote: 7- Yes votes and 1 – Recused vote.

#### **B. Ratification of Various side Letters Between the SEU and School Committee**

**MOTION:** There was a motion by Ms. Barish, seconded by Dr. Ackman, to Authorize the chair to signed various side Letters Between the SEU and School Committee.

The motion was approved via roll call vote: 7- Yes votes and 1 – Recused vote.

#### **C. Ratification of the SMEA Unit C 2022-2023 MOA**

**MOTION:** There was a motion by Ms. Barish, Seconded by Dr. Ackman, to authorize the Chair to sign the SMEAU Unit C 2022-2023 MOA

The motion was approved via roll call vote: 7- Yes votes and 1 – Recused vote.

## **V. REPORT OF SUPERINTENDENT**

### **A. District Report**

#### **• Summer School Presentation**

Heather McCormack, Director of Out Of School Time and Summer Programs, shared her Summer School slide deck on the screen and Dayshawn Simmons, Assistant Director of Summer Programs, kicked off the presentation.

Ms. McCormack and Mr. Simmons alternated presenting the slides, which you could find on the School Committee meeting page [here](#).

#### **Questions/ Comments:**

Dr. Ackman thanked them for sharing attendance data. She wondered if there is funding the District should be proving for things like SPELL field trips. Ms. McCormack responded that part of the challenge is that the ESSER Dollars used for Spell cannot be used for non-Academic. Superintendent Skipper added that for the next summer programing if additional funding is needed for field trips they could request it.

Dr. Phillips thanked the team for an amazing presentation and asked what their theory is of why we are able to see amazing diversification in the programs offered. Mr. Simmons gave credit to Ms. McCormack for all the work she has done as the Out of School Time Director. Ms. McCormack added that it is also due to the new registration systems.

Ms. Pitone asked the pair to think about what kind of investments they would like to see in the future.

Ms. Barish thanked them for the way they have been able to expand summer programming over the past few years. She asked if the District needs more folks/ positions doing this work and what percentage of needs is the district able to meet for full day Programing.

Mr. Simmons said they always welcome the possibility of more working Partners. And Ms. McCormack responded that she does not have a percentage but referenced the number of families who look for afterschool care during the regular year and said the summer is a little bit easier to staff. The goal is always to grow those numbers.

Ms. Dion noted that she got the chance to visit Breakthrough and thinks it is a great program.

Ms. Krepchin thanked Ms. McCormack and Mr. Simmons for the presentation and asked about the difference in percentage between Math and Social Studies. Mr. Simmons explained that students who were falling behind had to make some tough choices on which classes to complete towards the end of the summer.

#### **• Enrollment Update**

Chair Green the invited Teresa Rodriguez, Enrollment Office Director, to share her update on Enrollment.

Ms. Rodriguez shared a presentation as well as some data numbers and mentioned that this data has already changed since Friday. Her [enrollment update](#) included the following and could be found on the School Committee meeting page:

- Many Pre-K families decide not to enroll because of lottery or afterschool issues.
- 22 students are in foster care
- 50 students currently designated as homeless
- PowerSchool responses have increased by 26%
- Enrollment has returned to Pre- Pandemic levels

#### **Questions/ Comments:**

Ms. Pitone asked about the consideration of additional target languages for interpretation/ translation. She has heard that many of the families from Assembly Row are a mobile population that come in for healthcare needs. Ms. Rodriguez explained that there are families who are part of a partnership with local hospitals who are housed in Assembly Row; some of those families come for a year or so with multiple children's. Superintendent Skipper added that many of those families are medically fragile and that there was an increase in those numbers this year.

Ms. Barish asked if we are seeing families coming back to the district who left temporarily due to remote learning or is it mainly new students enrolling. Ms. Rodriguez said there are a number of students who are reenrolling who were homeschooled or went to a private school but there are new students enrolling as well.

Mayor Ballantyne asked if the 94% of new students were all brand new or returning. Ms. Rodriguez confirmed that the new comers were all brand new students. Superintendent skipper added that the number of newcomers is increasing and that is something to keep an eye on. She gave a shout out to Ms. Rodriguez and Paulina Mitropoulos, Director of Multilingual Learner Education, for their significant work.

- **Summer Meals and CEP Memo**
- **Crossing Guard Memo**

Both memos were included in the packet for members to view.

#### **B. Personnel Report**

Superintendent skipper noted that the personnel report remain the same as the last time and there no new retirements.

### **VI. APPROVAL OF MINUTES**

- June 27, 2022
- August 29, 2022

**MOTION:** There was a motion by Ms. Dion, second by Ms. Krepchin, to approve the School Committee minutes of June 27, 2022 and August 29, 2022.

The motion was approved unanimously via roll call vote.

### **VII. REPORTS OF SUBCOMMITTEES**

#### **A. School Committee Meeting for Superintendent Search Firm:** September 15, 2022 (Dr. Phillips)

Dr. Phillips provided a verbal report and letter submitted a written report to be included in these minutes.

Report of the Superintendent Search Firm Subcommittee, September 15, 2022, submitted by Sarah Phillips

The Superintendent Search Firm Subcommittee met on September 15, 2022, via Zoom. Members present were Sarah Phillips, Ellenor Barish, and Laura Pitone. Also in attendance were Chief Financial Officer, Fran Gorski; Interim Chief Personnel Officer, Karen Woods; and Director of Operations and Extended Learning, Jose Mendez.

Chair Phillips called the meeting to order at 11:00 am. There were no people in the audience.

There were three items on the agenda:

#### **1) Finalize charge and workplan**

The subcommittee reviewed its charge, which is to recommend 1-2 search firms to the full school committee to support Somerville's Superintendent search by October 31, 2022. Mr. Gorski, Ms. Phillips, and Ms. Pitone updated the subcommittee on the process to-date – Bids are due at 4pm on September 20. Six firms have enquired and picked up the bid, including the firm that was used when Superintendent Skipper was hired. The subcommittee reviewed and revised a draft workplan proposed by Chair Phillips. Laura Pitone moved to accept the workplan. The motion was seconded by Ellenor Barish and approved unanimously.

#### **2) Schedule Upcoming Meetings**

The subcommittee scheduled the following meetings, with a goal of making a recommendation to the full school committee on October 17, 2022.

- September 29: 12-1pm - Subcommittee Meeting 2
- September 30: 12-1pm - Subcommittee Meeting 3
- October 11: 12:30-2:30pm - Hold for vendor interviews (exact time TBD based on vendor availability)
- October 13: 9-11am - Hold for vendor interviews (exact time TBD based on vendor availability)
- October 14: 9-10am - Subcommittee Meeting 4

#### **3) Subcommittee Composition**

The subcommittee discussed adding Karen Woods, Jose Mendez, Fran Gorski, and a representative from the City to the Subcommittee. Ellenor Barish moved to request that Chair Green invite Karen woods and Jose Mendez to join to the Superintendent Search Firm Subcommittee and, if the city wants to be included, to invite their representative along with Fran Gorski. Laura Pitone seconded the motion, which passed unanimously.

Chair Phillips adjourned the meeting at 11:36am.

Documents used:

Search Firm Committee Workplan.xlsx

**Questions/ Comments:**

Dr. Ackman asked if the search scoring form happen in open session. Dr. Phillips will find out.

**VIII. NEW BUSINESS** (Item D)

**D. Superintendent Search Subcommittee Members**

Chair Green announced that Nikki Spencer, Fran Gorski, Karen Woods and Jose Mendez would join the Search Firm Subcommittee.

**IX. ADJOURNMENT**

The meeting adjourned at 9:10 p.m.

**Related documents:**

Agenda

Personnel Report

[Summer School Presentation](#)

[Enrollment Update](#)

Summer Meals and CEP Memo

SC Crossing Guard Memo

SEU Units A and C 2022-2023 SY COVID MOA

M75 Lane Change Side Letter

Parental Leave Side Letter

SMEA Unit C 2022-2023 MOA

Submitted by: E. Garcia

**ATTACH DOCUMENTS STARTING ON THE NEXT PAGE**

**CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE  
REGULAR MEETING – SEPTEMBER 19, 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. AWARDS AND CITATIONS**

- *Mary Skipper*

**III. APPROVAL OF MINUTES**

- June 27, 2022
- August 29, 2022

**IV. PUBLIC COMMENT**

**V. REPORT OF SUPERINTENDENT**

**A. District Report**

- Enrollment Update (Ms. Rodriguez)
- Summer School Presentation (Ms. McCormack)
- Summer Meals and CEP Memo
- Crossing Guard Memo

**B. Personnel Report**



**VI. REPORT OF SUBCOMMITTEES**

**A. School Committee Meeting for Superintendent Search Firm:** September 15, 2022 (Dr. Phillips)  
 MOTION: To accept the report of the School Committee Meeting for Superintendent Search Firm of September 15, 2022.

**VII. NEW BUSINESS**

- A. Ratification of the SEU Units A and C 2022-2023 SY COVID MOA**
- B. Ratification of Various Side Letters Between the SEU and School Committee**
- C. Ratification of the SMEA Unit C 2022-2023 MOA**
- D. Superintendent Search Subcommittee Members**

**VIII. ITEMS FROM BOARD MEMBERS**

**IX. CONDOLENCES**

**X. ADJOURNMENT**

**Somerville Public Schools**  
 Education • Inspiration • Excellence  
**PERSONNEL REPORT**  
 2022-2023 School Year  
 Sept 2022

<b>RESIGNATION FOR PURPOSE OF RETIREMENT:</b>				
<b>SCHOOL</b>	<b>POSITION</b>	<b>INCUMBENT</b>	<b>EFFECTIVE DATE</b>	<b>YEARS OF SERVICE</b>
WHCIS	Grade 2 Teacher	Maureen Cronin	07/31/22	26 years
ESCS	Grade 5 UNIDOS	Fernando Cantillo	10/11/22	9 years

<b>RESIGNATION NOTICES:</b>			
<b>SCHOOL</b>	<b>POSITION</b>	<b>INCUMBENT</b>	<b>EFFECTIVE DATE</b>
AFAS	Grade 5 Teacher	Stephanie Rizzo	06/30/22
CAP/Comm Schools	After School Site Coordinantor	Shirlyne Pierre-Rene	09/14/22
District Wide	K-8 Strings Teacher	Amelia Hollander-Ames	09/16/22
Food Services	FT Lead Helper	Patricia Sahlas	05/27/22
ESCS	El Sistema Violin Teaching Artist	Greta Myatieva	06/30/22

<b>ASSIGNMENT ENDED:</b>			
<b>SCHOOL</b>	<b>POSITION</b>	<b>INCUMBENT</b>	<b>EFFECTIVE DATE</b>

<b>LEAVES OF ABSENCES:</b>			
<b>SCHOOL</b>	<b>POSITION</b>	<b>INCUMBENT</b>	<b>EFFECTIVE DATES</b>
BR	Grade 5 Teacher	Francine Davis	09/07/22-01/02/23 - Revised
Central	Director of Operations & Eztended Learning	Jose Mendez	12/09/22-01/09/23
HLY	ELL Paraprofessional	Nicholas Triant	10/20/22-10/28/22
WHCIS	Speech & Language Pathologist	AC Shillue-Golberg	08/23/22-10/15/22

<b>INTRA-DISTRICT PERSONNEL TRANSACTIONS</b>					
<b>SCHOOL</b>	<b>POSITION</b>	<b>INCUMBENT</b>	<b>REASON</b>	<b>VICE</b>	<b>EFFECTIVE DATE</b>
AFAS	PK SMILE Paraprofessional	Tiffany Ramkissoon	Reassignment	Mohua Mondai	08/29/22
AFAS	Literacy and Math Interventionist	Diana Young	Reassignment	New	08/29/22
AFAS	Grade 1 Paraprofessional	Maria Regina Rosa	Reassignment	New	08/29/22
AFAS	School Building Substitute	Miguel Contreras	New Assignment - PT to FT	New	08/31/22
CAP	School Building Substitute	Lina Spinosa	New Assignment - PT to FT	New	08/31/22
CAP	School Building Substitute	Sharon Rotondo	New Assignment - PT to FT	New	08/31/22
CAP	SPED Paraprofessional	Neelam Sehli	Reassignment	Sara D'Amelio	08/29/22
District Wide	Grades 1-8 Health & Wellness Teacher	Brian Axelrod	Additional Assignment	Robert Allen	08/29/22
District Wide	School Nurse	Carli Eldridge	1.0 to .60 FTE - same assignment	Carli Elridge	09/06/22
ESCS	School Based Building Substitute	Samantha Jensen	New Assignment - PT to FT	New	09/01/22
HLY/Comm Schools	FT Lead Teacher	Suri Gonzalez	PT to FT	Amanda Chopman	08/29/22

SHS	SPED SHIP Paraprofessional	Elizabeth Nakhtigal	Reassignment	Tim McAdams	08/29/22
SHS	Dean of Students - Broadway Community	Ricardo Bonhomme	New Assignment - PT to FT	Cynthia Massillon	08/29/22
SHS	CTE Paraprofessional	John Foreman	New Assignment - PT to FT	New	08/29/22
WHCIS	SPED AIM Paraprofessional	Lori Shea	Reassignment	J. Castellanos/Conversion	08/31/22
WHCIS	SLIFE Paraprofessional	Sara D'Amelio	Reassignment	Timothy Adams	08/29/22
WSNS	School Nurse	Jennifer DeOliveira-Souza	Location Change	N/A	08/29/22

**NEW HIRES**

SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
AFAS	PT Library Aide	Erin Carr	Mackenzie Morgan	No/No	09/08/22
CAP	SPED AIM Paraprofessional	Denise Firmo	Jessica Gieger	No/No	08/29/22
CAP	SPED AIM Paraprofessional	Stephanie Russell	S. Deabreu/Conversion	No/No	08/29/22
CAP	SPED AIM Paraprofessional	Michael Buck	Molly Crawford	No/No	09/07/22
ESCS/CAP	School Based Social Worker	Lisa Stahl	New	Yes/Yes	08/29/22
District Wide	School Nurse Floater	Patrick Reinold	Melissa Hannaford-Agency Nurse	No/No	08/29/22
District Wide	Manager of School Based Social Workers	Nadia Kurry	New	No/No	08/22/22
District Wide	IEP Team Leader	Michael Rizzo	New	Yes/Yes	08/29/22
Food Service	Intermittent Lunch Attendants	Netanya Desinor	New	No/No	08/29/22
Food Service	Intermittent Lunch Attendants	Michele Dolson	New	No/No	08/29/22
Food Service	Intermittent Lunch Attendants	Jocelyn Pierre	New	No/No	08/29/22
Food Service	Intermittent Lunch Attendants	Ford Kelli	New	No/No	08/29/22
Food Service	Intermittent Lunch Attendants	Sai Deeksha Konda	New	No/No	08/29/22
Food Service	Intermittent Cafeteria Helper	Saba Safdar	New	No/No	08/29/22
Food Service	Intermittent Cafeteria Helper	Hilda Zuniga	New	No/No	08/29/22
Food Service	Intermittent Cafeteria Helper	Suzy Salamoun	New	No/No	08/29/22
Food Service	Intermittent Cafeteria Helper	Navjot Saini	New	No/No	08/29/22
Food Service	Intermittent Cafeteria Helper	Patrick Monique	New	No/No	08/29/22
HLV	IEP Team Leader	Kyra Knox	New	Yes/Yes	08/29/22
SHS	Life Skills Paraprofessional	Kathleen Jones	New	No/No	09/07/22
SHS	SPED SHIP Paraprofessional	Elizabeth Cook	Erin McDonough	No/No	09/06/22
SHS	Provisional Social Studies Teacher	Matthias Wasser	Mark Quinones	No/Yes	08/31/22
SHS	Community Engagement Specialist	Jules Cleophas	New	No/No	08/29/22
SHS	Community Engagement Specialist	David Thelemaque	New	No/No	08/29/22
SHS/Comm Schools	High School Helper	Mohammed Miahjee	NA	No/No	09/07/22
SHS/Comm Schools	High School Helper	Makaila Witham	NA	No/No	09/12/22
WHCIS	Provisional SPED Resource Room Teacher	Jamie Ballerini (Rehire)	Kelley Dickson	No/No	08/29/22
WHCIS	Provisional Speech & Language Pathologist	Brynnan Rothschild-Shea	AC Goldberg	No/No	09/23/22

To: Jeff Curley, Interim Superintendent  
 From: Lauren Mancini, School Nutrition Director  
 RE: Update on CEP and Summer Food Program  
 Date: September 19, 2022

For the 2022-2023 SY, all students in every school receive free breakfast, lunch and after school snack. The following schools are eligible for the Community Eligibility Provision (CEP). CEP allows higher poverty schools and districts to serve breakfast and lunch at no cost to all enrolled students without collecting household applications.

- Argenziano
- East Somerville Community School
- Healey
- Winter Hill Community School
- Full Circle/Next Wave
- High School

Listed below is average daily breakfast and lunch participation by school. Please note, it is still very early in the school year with pre-K and K just starting full days, so I would expect to see participation increase.

School	Breakfast % Participation	Lunch % Participation
Argenziano	18%	65%
Brown	21%	45%
Capuano	75%	71%
ESCS	12%	78%
NW/FC	85%	85%
Healey	18%	68%
Kennedy	20%	57%
High School	13%	68%
West Somerville	13%	65%
Winter Hill	86%	78%

Breakfast participation continues to be a challenge and is something that I will work on this school year with Mr. Mazza and the Principals. Capuano and Winter Hill have the highest breakfast participation. At the Capuano, in the morning, students are dropped off in the cafeteria so they all tend to have breakfast. At the Winter Hill Community School, breakfast is served in the classroom.

Summer feeding program: SPS Food and Nutrition Services operated 18 sites over the summer for breakfast and lunch service.

Month/# of sites/# of days	Breakfast served	Lunch served
July 2022- 18 sites/ 18 days	13,951	20,255
August 2022-18 sites /10 days	5,001	10,552

Month/# of sites/# of days	Breakfast served	Lunch served
July 2021- 13 sites/ 19 days	14,703	18,647
August 2021- 13 sites /10 days	6,087	7,963

At the closed enrolled sites, which are the school buildings, we do very well because we can offer a hot meal, control food production and labor and ensure food safety. We had 80% participation at these sites.

At the outdoor open sites, typically ran by the Somerville Recreation Department, summer feeding participation is not as high. I have had conversation with the Recreation Department in past years on ways we can work to increase participation.

To: Somerville School Committee

From: Liz Doncaster, Director of Student Services

CC: Superintendent, Mary Skipper

Acting Superintendent, Jeff Curley

Interim chief of Staff and Strategy, Susana Hernandez Morgan

Date: 9/19/2022

RE: Crossing Guard Staffing and Location Information

## **1. Staffing Levels**

Good evening. I am writing in regards to the current State of the crossing guard program within the City of Somerville. As of this time we are at critical staffing levels. We are currently working with a total of thirty-five (35) crossing guards, which is down considerably from our previous staffing level of 56 active crossing guards. Out of the thirty-five (35) currently active crossing guards, one (1) has recently undergone surgery and will be out for the next several weeks, thus bringing the program down to thirty-four (34) active crossing guards. Out of the thirty-four (34) Active crossing guards there are currently five (5) that need to work an adjusted schedule and only work one half of the day. The crossing guards that require an adjusted work schedule are usually doubled up in one location in order to cover both morning arrival, and afternoon dismissal. That is of course providing one crossing guard can only work mornings and the other crossing guard can only work the afternoon shift or vice versa. If the crossing guard in question can only work one shift and there is not another guard available to cover the other required shift that Crossing guard will be placed in a secondary location and will be utilized to cover a primary post if a full time crossing guard is out for any reason.

## **2. Post Assignment**

The crossing guard posts are broken down into two (2) main categories. There are primary posts which are located directly adjacent to the school grounds and extends outwards away from the school to cover the areas that have enough foot traffic to be classified as a primary post. The other category is considered a secondary post. Secondary posts are used in areas that are on the outskirts of the primary posts and do not tend to have a heavy enough flow of foot traffic for it to be classified as a primary post. Also theses secondary posts provide a critical function aside from the benefits of having a crossing guard assigned to the location. These secondary posts also provide us with a location, or "home base" for extra crossing guards in any particular area. This affords us the ability to utilize any one of the crossing guards staffing a secondary post in a given area to back fill a vacant, primary post if it goes unfilled.

When a crossing guard is pulled from their designated secondary post to cover a primary post the secondary post will go unfilled. The secondary post will remain until the crossing guard assigned to the vacant primary post returns. Once the primary post is no longer in need of coverage the covering crossing guard will then be redeployed back to their assigned secondary post once again. These secondary posts also become a critical and integral part of the crossing guard program, especially in the colder months when there tends to be more crossing guards calling out due to illness or any other matter that may arise preventing them from reporting for duty.

Lastly these secondary posts are utilized more frequently when the crossing guard program is operating at or above optimal staffing levels, and are not to be considered permanent. When staffing falls below acceptable levels the secondary posts will become unmanned and the crossing guards will be used to staff the primary posts.

### 3. Complaints

If any problems are observed at any of the crossing guard posts throughout the city I am able to be reached at the police department @ 617-625-1600 extension 7248. If I am not at my desk when the call comes in a voice mail message can be left. Once I return to the station I will return any calls that I have missed and address any concerns at that time. If there are any questions please feel free to reach out to me.

In closing I have attached a list that shows all of the crossing guard locations throughout the city. As I said previously right now the crossing guard program is at critical staffing levels. We have just enough active crossing guards to cover the bare minimum number of posts.

Officer Joseph S. Teves # 297  
Public Safety Officer  
Somerville Police Dept.  
Desk # 617-625-1600 Ext, 7248  
Cell # 617-702-6852

## MEMORANDUM OF AGREEMENT

### SOMERVILLE EDUCATORS UNION, UNITS A AND C, AND THE SCHOOL COMMITTEE OF THE CITY OF SOMERVILLE

#### COVID RELATED WORKING CONDITIONS FOR THE START OF THE 2022-2023 SCHOOL YEAR

**This MEMORANDUM OF AGREEMENT** is entered into by and between the Somerville School Committee (hereinafter the "Committee") and the Somerville Educators Union (hereinafter the "SEU") and collectively referred to as "the Parties".

**WHEREAS**, the Somerville School Committee (the "Committee") and the Somerville Educators Union, Unit A (hereinafter "SEU, Unit A") are parties to a Collective Bargaining Agreement that is effective from September 1, 2022 – August 31, 2025 (the "Unit A CBA"); and,

**WHEREAS**, the Somerville School Committee and the Somerville Educators Union, Unit C (hereinafter "SEU, Unit C") are parties to a Collective Bargaining Agreement that is effective from September 1, 2022 to August 31, 2025; and,

**WHEREAS**, the Parties have met to negotiate in good faith over the impact of SARS CoV-2 on terms and conditions of bargaining unit members for the start of the 2021-2022 school year; and,

**NOW, THEREFORE**, in consideration of mutual covenants and promises, the Parties agree as follows:

#### I. Term of Agreement/Reopener Provision

- A. The provisions of this Agreement are intended to address working conditions at the start of the 2022-2023 school year. The Parties recognize that the current health situation presented by SARS CoV-2 is an unusual circumstance and an evolving situation as health guidance and recommendations continue to develop. As such, the Interim Superintendent and SEU President will meet as needed to review the situation and address such changes as may be appropriate.
- B. The provisions of this Agreement may be revisited with notice to the other Party.
- C. Additionally, the provisions of this Agreement may be modified as necessary to comply with applicable state or federal law or regulatory changes, DESE regulations and/or guidance, and/or DPH/CDC guidance. In such a case, the Parties will reconvene.

#### II. Risk Mitigation Measures

##### A. Masking

1. KN95 or equivalent high-grade masks will be provided to all staff who request them based on availability.



B. COVID-19 Antigen Testing

1. Antigen testing will be provided to symptomatic staff who request it based on availability.

C. Sick Days and Sick Banks

1. For the 2022-2023 school year, all educators new to the system, will be granted upon request an advance of sick days not yet earned, if needed. Request for an advance of their 2022-2023 sick days should be made on an individual basis to Human Resources.
  - a) If they do not complete the year they will pay back any used sick days above the contracted 1.5 days per month.
2. There will be no requirement for SEU members to have 15 sick days banked in order to access the sick banks.
3. All first year SEU members will be able to contribute to and access the sick banks.
4. SEU members who are required to isolate due to their own COVID illness or to care for a family member with COVID will be entitled to a paid leave of up to five (5) school days, in addition to their available sick days under the applicable CBA, for the 2022-2023 contract year, retroactive to August 29, 2022. In the event that a member was required to use personal sick days for COVID isolation between August 29, 2022 and the date of ratification of this MOA, such days will be considered COVID leave days and the member's personal sick days will be credited.

III. Modification/Non-Precedent Setting Terms

- A. This Agreement shall not be modified except for in writing and by mutual agreement and consent of both Parties.
- B. The Parties recognize that these are unusual circumstances and an evolving situation. Therefore, this Agreement shall not be used as evidence of precedent or past practice.

This Memorandum is subject to ratification by the Committee. The signatories hereto agree to use their best efforts to obtain such ratification.

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


Signed by the duly authorized bargaining representatives on the dates set forth below:

**SOMERVILLE SCHOOL COMMITTEE**

**SOMERVILLE EDUCATORS UNION**

\_\_\_\_\_  
Andre L. Green, Chair

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Rami Bridge, President

\_\_\_\_\_  
Date

9/15/22

**SIDE LETTER**

**SOMERVILLE SCHOOL COMMITTEE  
AND  
SOMERVILLE EDUCATORS UNION, UNIT A**

**Re: Implementation of New M+75 Salary Lane**

This **SIDE LETTER** is entered into by and between the Somerville School Committee (hereinafter the "Committee") and the Somerville Educators Union, Unit A (hereinafter the "SEU") and collectively referred to as "the Parties".

**WHEREAS**, the Somerville School Committee (the "Committee") and the Somerville Educators Union, Unit A (hereinafter "SEU, Unit A") are parties to a Collective Bargaining Agreement for the period commencing September 1, 2021 – August 31, 2022 (the "Unit A 21-22 CBA") and a ratified Memorandum of Understanding for a Collective Bargaining Agreement for the period commencing September 1, 2022 – August 31, 2025 (the "Unit A 22-25 CBA"); and,

**WHEREAS**, as part of the Unit A 22-25 CBA") the Parties agreed to a new MA+75/CAGS+15 Lane effective September 1, 2022 but did not finalize the increment for this new lane; and,

**WHEREAS**, the Parties desire to set the increment value for the new MA+75/CAGS+15 Lane;

**NOW, THEREFORE**, in consideration of mutual covenants and promises, the Parties agree as follows:

- 1. The MA+75/CAGS+15 Lane shall be established at an increment of \$1,600.00 above the MA+60/CAGS Lane.

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

Signed by the duly authorized bargaining representatives on the dates set forth below.

**SOMERVILLE SCHOOL COMMITTEE**

**SOMERVILLE EDUCATORS UNION**

\_\_\_\_\_  
Andre L. Green, Chair

\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Rami Bridge, President

9/15/22  
\_\_\_\_\_  
Date



**SIDE LETTER**

**SOMERVILLE SCHOOL COMMITTEE  
AND  
SOMERVILLE EDUCATORS UNION, UNITS A AND C**

**Re: Implementation of Parental Leave Benefit**

This **SIDE LETTER** is entered into by and between the Somerville School Committee (hereinafter the “Committee”) and the Somerville Educators Union, Units A and C (hereinafter the “SEU”) and collectively referred to as “the Parties”.

**WHEREAS**, the Somerville School Committee (the “Committee”) and the Somerville Educators Union, Unit A (hereinafter “SEU, Unit A”) are parties to a Collective Bargaining Agreement for the period commencing September 1, 2021 – August 31, 2022 (the “Unit A 21-22 CBA”) and a ratified Memorandum of Understanding for a Collective Bargaining Agreement for the period commencing September 1, 2022 – August 31, 2025 (the “Unit A 22-25 CBA”); and,

**WHEREAS**, the Somerville School Committee and the Somerville Educators Union, Unit C (hereinafter “SEU, Unit C”) are parties to a Collective Bargaining Agreement that is effective from September 1, 2019 to August 31, 2022 (the “Unit C 19-22 CBA”) and a ratified Memorandum of Understanding for a Collective Bargaining Agreement for the period commencing September 1, 2022 – August 31, 2025 (the “Unit C 22-25 CBA”); and,

**WHEREAS**, as part of the Unit A 22-25 CBA and the Unit C 22-25 CBA (collectively referred to as the “Prior Contracts”), the Parties agreed to a new Parental Leave benefit effective September 1, 2022; and,

**WHEREAS**, during the negotiations for the aforementioned Parental Leave benefit the Parties did not discuss the implementation of such benefit for those employees who commenced leave due to the birth or adoption of a child under the Prior Contracts and whose leave continues into the contract year commencing September 1, 2022; and,

**WHEREAS**, the Parties desire to clarify the benefit eligibility for those employees referenced above; and

**WHEREAS**, the Parties also desire to clarify how a “work week” will be determined for purposes of calculating Parental Leave;

**NOW, THEREFORE**, in consideration of mutual covenants and promises, the Parties agree as follows:


1. The Parental Leave Benefit set forth at Article XXI.D.1 of the Unit A 22-25 CBA and Article XIII.A.4 of the Unit C 22-25 CBA will become effective for employees on August 29, 2022, the first day of the 22-23 work year for teachers and paraprofessionals.
2. Employees who commenced leave for purposes of the birth or adoption of a child within the four (4) months immediately preceding August 29, 2022 (being on or after April 29, 2022 or later) are eligible for the Paid Parental Leave benefit pursuant to Subsection c of Article XXI.D.1 of the Unit A 22-25 CBA and Article XIII.A.4 of the Unit C 22-25 CBA

which provides that "the leave must begin within 4 months of the date of birth or adoption of their child" as calculated below.

3. In no event shall an employee receive in excess of 12 work weeks of combined paid Parental Leave and paid sick leave.
4. Any leave taken under the Prior Contracts shall be deducted from the 12 work weeks of eligible combined leave and the balance, up to 8 work weeks, will be considered Paid Parental Leave available under subsection a of Article XXI.D.1 of the Unit A 22-25 CBA and Article XIII.A.4 of the Unit C 22-25 CBA. The remainder will be paid sick time to the extent available.
5. Sick leave taken under the Prior Contracts shall not be restored.
6. By way of example:
  - Employee A takes Maternity Leave under the Prior Contract commencing May 1, 2022 with a doctor's certificate as to disability. Employee A uses 7 weeks of accrued sick time (through June 17<sup>th</sup> – the last day of the school/work year). Employee A is then eligible for 5 weeks of Paid Parental Leave commencing August 29 – October 1, 2022.
  - Employee B takes Maternity Leave under the Prior Contract commencing June 6 with a doctor's certificate as to disability. Employee B uses 2 weeks of accrued sick time (through June 17<sup>th</sup> – the last day of the school/work year). Employee B is then eligible for 8 weeks of Paid Parental Leave commencing August 29<sup>th</sup>, followed by 2 weeks of accrued sick time (if available), with all paid leave benefits ending November 4, 2022.
7. For purposes of calculating Parental Leave, the 8 work weeks allowed under Article XXI.D.1.a will be calculated as 40 consecutive work days and does not include school vacations or holidays included in the school calendar approved by the School Committee. The 4 work weeks allowed under Article XXI.D.1.b will be calculated as 20 consecutive work days and does not include school vacations or holidays included in the school calendar approved by the School Committee. Snow days and other unanticipated school closures shall not extend a member's Parental Leave.

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

Signed by the duly authorized bargaining representatives on the dates set forth below.

<b>SOMERVILLE SCHOOL COMMITTEE</b>		<b>SOMERVILLE EDUCATORS UNION</b>	
_____	_____		9/15/22
Andre L. Green, Chair	Date	Rami Bridge, President	Date

**MEMORANDUM OF UNDERSTANDING**  
**SOMERVILLE SCHOOL COMMITTEE**  
**AND**  
**SOMERVILLE MUNICIPAL EMPLOYEES ASSOCIATION, UNIT C**  
**(SCHOOL NURSES)**

**JULY 1, 2022 – JUNE 30, 2023**

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Somerville School Committee (hereinafter, the "Committee") and the Somerville Municipal Employees Association, Unit C (hereinafter "SMEA, Unit C").

**WHEREAS**, the City of Somerville ("City") and the Somerville Municipal Employees Association ("SMEA") executed a Memorandum of Agreement on June 19, 2019 for collective bargaining agreement ("CBA") for the period through June 30, 2022, setting forth terms and conditions of employment for a bargaining unit of City employees designated as "Unit A" which included the school nurses; and,

**WHEREAS**, as part of the aforementioned CBA, the School Nurses were transferred to the School Committee as a new unit within SMEA, referred to as SMEA Unit C and the School Committee agreed to recognize SMEA as the exclusive bargaining representative of the School Nurses, Unit C, for as long as the membership duly authorizes the Union as such and to be bound by and apply the terms of any collective bargaining agreement between the Union and the City for the period then in effect; and

**WHEREAS**, the duly-authorized representatives of the Committee and the duly authorized representatives of the SMEA, Unit C have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor collective bargaining agreement; and

**WHEREAS**, said representatives of the Committee and the SMEA, Unit C have, subject to ratification by the membership of the Committee and the SMEA, Unit C, agreed to a successor agreement for the period of July 1, 2022 through and including June 30, 2023;

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

**1. Prior Agreement:**

The Parties acknowledge that they continue to work on the development of an integrated Collective Bargaining Agreement for the period through June 30, 2022. The terms of that agreement, as currently set forth in various Memoranda of Agreements and Understandings, shall remain in full force and effect for the period of July 1, 2022 through June 30, 2023, except as modified by this **MEMORANDUM OF UNDERSTANDING**.

**2. Economics:**

For individuals employed by the Committee as of the date of ratification:

Effective and retroactive to July 1, 2022 increase the salary scale in effective for the School Nurses (SMEA, Unit C) as of July 1, 2021 by 3%.

Effective and retroactive to July 1, 2022, the Committee shall apply an additional 2% increase to the salary scale as a market adjustment for the School Nurses (SMEA, Unit C).

*E.A. MT, J.G. KC*

Date: \_\_\_\_\_  
*Maria Tully, RN*  
Maria Tully, RN

Date: 9/9/22