

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, January 8, 2024 - Regular Meeting

7:00 p.m. – City Hall Chambers

Members present: Chair Krepchin, Dr. Ackman, Ms. Barish, Mr. Biton, Mr. Green, Ms. Pitone and Dr. Phillips and President Ewen-Campen.

Members Absent:

Mayor Ballantyne.

I. CALL TO ORDER

The meeting was called to order at 7:00PM with a moment of silence, followed by a salute to the flag of the United States of America. Chair Krepchin asked Superintendent Carmona to call the roll, results of which were as follows: PRESENT – 8 – Dr. Phillips, Chair Krepchin, President Ewen-Campen, Mr. Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Mr. Biton. ABSENT – 1 – Mayor Ballantyne.

Chair Krepchin asked interpreters to introduce themselves:

Carolina Dias- Spanish

Telma Leitao- Portuguese

Angie Surpris- Haitian Creole

II. REPORT OF STUDENT REPRESENTATIVES

Student Representatives Marcia Narh-Botchway, Anna Sophia Protopapas and Liam Vetti were both present and reported the following:

-Class Cup Challenge – Prize varies from Pizza party class choice to encourage early attendance

-Winter sports are in session

-Focus groups with the superintendent

-Dance on February 26th

III. APPROVAL OF MINUTES

- September 18, 2023
- October 2, 2023

MOTION: There was a motion by Dr. Ackman, seconded by Mr. Green to approve the School Committee minutes of September 18 and October 2, 2023.

The motion was unanimously approved.

IV. PUBLIC COMMENT

Chair Krepchin read the public comment regulations and asked those who signed up to comment at this time.

Elizabeth Clock- Parent at Winter Hill School Now that we know the scope of the timeframe that children of the Winter Hill community will be at the Edgerly, you have an opportunity to make responsible choices about moving forward. The school committee must ensure that the solution to the winter hill and brown school crises is NOT led only by perceived immediate building needs and costs, but by programmatic vision and educational leadership. The needs of our students and families must come first, and it is your job to ensure that that happens.

Please ensure that the facilities at Edgerly are in proper working order throughout the school year. That especially means available and reliable bathrooms for the youngest students.

Please ensure that busing to the Edgerly continues. It is a critical resource for families who may have to seek placement in other school buildings if it were discontinued.

Please take the time to evaluate the needs of our middle school students and consider the possibility of using a new or renovated building to create a middle school. The enrollment study shows a drop in numbers for grades 6-8;

developmentally students are in need of a larger and more diverse social environment at this age, and closer, more specialized attention from invested adults. Teaching fewer total grades enables teachers to better meet the needs of individual students, and a middle school may offer an opportunity to remedy the severely lacking health education curriculum at the middle school level, as well as improve some of the racial and socioeconomic segregation that exists within our K-8 buildings. I have been a middle school educator for 15 years and I would be happy to speak to any of you in more detail about the possibilities.

Lastly and most importantly DO NOT allow the WHCIS project to move forward without a concrete and specific plan for 115 Sycamore Street. The Somerville community needs that space. Short sightedness left the powderhouse school vacant for over 15 years. Do not allow 115 sycamore to suffer the same fate when we have a housing crisis, a school infrastructure crisis, and a dearth of green space in Somerville. Please make sure that if 115 Sycamore will not be a school anymore, that there is a specific and time bound plan in place to run concurrently with or directly after the school building project that will appropriately provide for the needs of the winter hill neighborhood community.

Inez Santos, a parent at WH and resident of 18 James St. with PK and 1st-grade students, is urging for increased transparency and better communication with parents affected by the changes in schools. Expressed the disappointment with the limited time allocated for discussion during the meeting and emphasized the necessity of establishing a dedicated forum where concerns can be raised, allowing sufficient time for dialogue. Inez highlighted discrepancies in the meeting that she perceived as lacking truthfulness and thoroughness, citing the use of 1-dollar signs compared to 2 or 3 that were not multiples of each other, which she found misleading. Additionally, the absence of a discussion on the costs associated with renovating the spaces left behind if a new building is constructed, emphasizing the potential issue of leaving empty spaces, similar to the situation at Powderhouse. Lastly, advocates for greater transparency and community involvement in the decision-making process.

Jode Nimzer Abraham resident of Hinkley, parent at WH of a PK, 1st, and pre-K class of 2026 students. Echoing Lis and Ines. With Edgerly, please continue to maintain it in the time we will be there, including PK and K, and please continue busing. Today after the snowfall it became exceptionally apparent the difference between being able to walk to 115 versus get over to Edgerly. Please advocate for the programmatic needs of our city. The size of the schools one of the proposals brought through for WH & Brown would merge the schools. This was brought up as a solution to a building problem, but not in a programmatic sense of what that means. Additionally, please be transparent about neighborhood schools if that is something our city is actively striving for. Also please consider a middle school, please take a stand, and make sure that's part of the conversation and make sure the mayor is thinking about it. Also want to echo other sites at Sycamore and Brown, if either is vacated, the plan must include how to deal with those buildings. We should not have vacant buildings.

Erin Feeney, a parent of 1st grade and K Student at Winter Hill School -echoing what the other parents have said tonight. Five to seven years is a very long time, the busing does create a community. Advocates for playground structure at Edgerly for Winter Hill Students.

V. REPORT OF SUPERINTENDENT

A. District Report

- SHS/ CTE Presentation

Dr. Carmona introduces James Hachey Director of CTE Program. Mr. Hachey shared his presentation.

QUESTIONS/COMMENTS

Mr. Green stated that he knows from working with the trades, that part of the reason the DPW struggles to find staff is that the pay is well below other municipalities and much less than union pay. In response to his question on building a pipeline to join advocacy to fix municipal pay for skilled trade workers, Mr. Hachey responded that he is working to get students into the cooperative education pipeline. While this "gets students in the door," it is up to the city to retain those students and responsibility of him with the assistance of others to continue that growth.

stated he gets students in the door and it is the responsibility of others to continue that growth. He agrees 100% and advocates for this growth and attract and retain workers.

Dr. Ackman asked what is being done to ensure equity and accessibility for students travelling outside the city for opportunities. Mr. Hachey stated that there is a certain expectation of behavior, discipline and regular job attendance and to allow as much access to students as possible within the demands of the employer. In opportunities that involve distance, a bus or train is an option. Some affiliations offer transportation on a private bus. In any event the district follows state guidelines in transporting students. The object of the program is that every student be successful over a four-five year period and decide on a career or college advancement.

In response to Mr. Biton's question on plans for growing the program over the present 800 students, Mr. Hachey responded that he in collaboration with academic instructors and leadership to "make it work." The support needed would be in the range of \$125K for budget supplies and materials including tools. In terms of enrollment there would need to be at least twenty students in each rotation of a total of eighteen and along guidelines of safety at all times.

Ms. Cangiamila of CTE added that community involvement and employers to take on students is critical to the success of the CTE program. She noted that the program's dental interns have been hired within three weeks of internship, and this kind of step up for students from non-paying positions to paying positions provides the opportunity for students to succeed in the marketplace and use hands-on acquired skills. As the program grows, new educational staff will be needed, but "we are not yet there."

Dr. Carmona recognized CTE as being grounded in real practice education and the district's commitment to support. In consideration of increasing assigned monies to a particular position, there are times when it has been necessary to go outside of the posted salary to recruit/retain qualified employees that have an impact on the overall budget.

Mr. Hachey noted the importance of "needing folks in the industry to be the eyes and ears" of the community to drive us to the next level. He challenges his staff advisory committee to go out into the community and develop strong relationships in various industries.

Ms. Barish applauded the challenges the program has been facing and their work in establishing partnerships with Habitat for Humanity, DPW and others. She noted how pleased she was with CTE's completion of a shed in her backyard.

Ms. Cangiamila stated at this point the program is in-person only. Most of the students are in the work-study CTE program and transition as internships. Work-based learning oversee 243 students. Outside of school there are another 200 students in internships on-site with a mentor or a teacher at school. Anyone working outside school is required to keep a daily log on what has transpired. The program has grown to a partnership with Harvard-Radcliffe to take 25 Somerville students and pair them with college students to work on social justice projects.

In response to Chair Krepchin's question on the district funding for equipment repairs and maintenance, Dr. Carmona stated that the process needs to be clarified whether the city or district is responsible.

- **2024-2025 School calendar (Dr. Boston Davis)**

Dr. Carmona introduced Dr. Boston Davis to share the 2024-2025 School calendar. Dr. Boston Davis highlighted the updates that were done to the calendar based on feedback.

QUESTIONS/COMMENTS

Mr. Green asked why the district is required to schedule 185 days in the calendar even though the collective bargaining contract requires 180 teaching days. Ms. Boston Davis stated that if the school year were to be interrupted because of a weather emergency, etc., the calendar year could be moved up.

Members were appreciative of the changes to the calendar and the following suggestions:

- Highlight the fact that the 180th day is the “planned day” of the last day of school.
- Ms. Boston Davis to checked with union leadership of making Monday, January 6th return to school and not Friday, January 3rd and impact to last day of school; and check with HR on 185 days.
- Recognize religious and cultural holidays as addendum to calendar good practice.
- Careful thought to the calendar shows families that “we see them” in terms of inclusion and belonging.

Ms. Boston Davis will present the next draft to the Committee at its next meeting.

VI. REPORTS OF SUBCOMMITTEES

A. School Committee Meeting for Finance and Facilities: December 20, 2023 (Dr. Phillips)

Report of The Finance and Facilities Subcommittee, December 20, 2023, submitted by Sarah Phillips

The Finance and Facilities Subcommittee met on December 20, 2023, via Zoom. Members present were Sarah Phillips and Emily Ackman. Also in attendance were Superintendent Rubén Carmona; Chief Financial Officer, Fran Gorski; Assistant Superintendent, Chad Mazza; and Director of Food and Nutrition Services, Lauren Mancini. Chair Phillips called the meeting to order at 7:02pm. There was one person in the audience. Andre Green joined at 7:16pm.

There were four items on the agenda:

1) Overview of Food Services

SPS just had its regular DESE administrative review. Our reviewer said we had a “fantastic” review. There were no findings and no fiscal disallowance but DESE did offer some slight technical assistance. On Sept. 26, USDA published final rule related to community eligibility that lowered the threshold for eligibility, meaning that Kennedy, West, and Capuano now qualify for community eligibility. The Brown is the only school that isn’t eligible. DESE will be using Somerville as a test case to go district-wide community eligibility. We got approved, effective December 1st through June 2027. This reduces the administrative burden on our team and means that our meal reimbursement rate is higher and more of our food funding comes from the federal government. We signed our AFSCME Cafeteria Helper contract last week. This contract focused heavily on hiring and retaining staff. We have a number of grants to support our Food and Nutrition Services and are urgently hoping to continue conversations with Capital Projects to get a replacement production kitchen up and running. They are currently creating a scope of work. Mr. Mazza and Superintendent Carmona will be following up with Capital Projects.

2) Review of Draft Budget Timeline

Fran presented the draft budget timeline for the FY25 budget. We will review again and vote on it at the first meeting of the whole in January. The group discussed ways to meaningfully involve student voice in this process. Mr. Gorski will talk through some ideas with Superintendent Carmona and incorporate those into the next iteration of the budget timeline.

3) ESSER/External Funds Update

Mr. Gorski provided an update on the expenditure of our ESSER funds. As of 12/18, we are on track to spend most of our ESSER funds. We will be over in Liaisons and under in tutoring stipends, but we will use any of those unspent funds for FY24 summer school. There are also contractual funds. These are entirely encumbered but will need to move to the general fund or other funds in FY25 along with the staff.

Mr. Gorski also updated the committee about BioGen funding, which has been used to pay for external out-of-school-time providers coordinated by Lab Central (e.g., Breakthrough, Enroot) and a data position through the STAR Data Initiative. We have been informed that BioGen will be pulling back on its funding commitment from \$1.5 million (used across Cambridge and Somerville) to \$300,000. Other funders and funding options are being discussed. We are hopeful that there won’t be any change in our funding, but this may impact the FY25 budget. Mr. Greene is also hopeful that the Somerville Education Foundation might be able to raise more funds to support this kind of programming as they become the Somerville Foundation. Finally, Mr. Gorski updated the committee on the “extraordinary relief” the state just appropriated, which will provide additional circuit breaker funds to support out of district special education tuition payments in light of the large increase during FY24.

4) YTD Expenditure Detail

Mr. Gorski offered an overview of the year to date expenditures. At this point in the year, we have spent approximately 45% of the budget, which is typical. Mr. Gorski noted that he is paying careful attention to our expenses for substitutes, and transportation (particularly transportation for unhoused students and students in foster care). He also explained overages in several organizations, including student services and the SFLC, related to contracts. We are tracking to finish the year on budget. During the discussion, Superintendent Carmona added three additional financial challenges—transportation, staff attendance, and staff salaries—that the district is preparing to address as we begin looking towards the FY25 budget.

5) November Bill Rolls

Dr. Gorski reviewed the November local, grant, and revolving account bill rolls. There was a motion by Dr. Ackman, seconded by Mr. Green to approve the November Local Bill Rolls. The motion passed unanimously.

6) Facilities Update

Mr. Mazza updated the committee about plans for snow removal at our new playgrounds. He is working with the Department of Public Works (DPW) and Urban Forestry to make sure that whatever can be cleared is cleared with appropriate equipment. Additionally, the district was informed that DPW could not plow or de-ice the new driveway at the high school for Next Wave/Full Circle and Automotive. Mr. Mazza is exploring the impact of voiding the warranty for these surfaces, since we cannot not plow or de-ice those surfaces. Superintendent Carmona will be escalating to the Mayor. Superintendent Carmona also raised a question from the CTE department asking for clarity about who owns/services particular pieces of equipment. He and Mr. Mazza will be working through this issue with the CTE department and the city.

The meeting adjourned at 8:33 pm.

Documents Used:

Food Services.pptx

BPS Budget Cuts/ESSER.pdf

CB-Extraordinary Relief.docx

November Grant Bill Rolls 2023.pdf

November Local Bill Rolls 2023.pdf

November Revolving Bill Rolls 2023.pdf

YTD Exp Detail 12-19-23.pdf

SEE COMBINED MOTION BELOW

B. School Committee Meeting for Rules Management Subcommittee Meeting:

December 18, 2023 (Ms. Barish)

Rule Management Subcommittee

December 18, 2023

The meeting was called to order at 5:39 pm. Subcommittee members Sarah Phillips, Sara Dion, and Ellenor Barish were present as well as District Chief of Staff, Amara Anosike. There was nobody in the audience at City Council Chambers.

The first item on the agenda was to approve the November Meeting Report. Sara Dion moved to approve the report with Sarah Phillips seconding the motion. The motion passed unanimously.

The next item on the agenda was AC - Non-Discrimination Policy Including Harassment and Retaliation. A district staff member suggested adding English proficiency and immigration status to the list of protected characteristics in this policy. Sarah Phillips moved to insert English proficiency and immigration status into the policy at the Chair's discretion. Sara Dion seconded the motion. The motion passed unanimously.

The next item on the agenda was IMG/IMGGA - Service Animals. Somerville's policy IMG and MASC's IMGGA have a lot in common. Ellenor Barish wondered if we should change our policy letter designation accordingly. Sarah Phillips suggested IMG/IMGGA. Sara Dion asked if the policy is clear enough that it applies to staff as well as students. Ellenor will ask the attorney to review the MASC reference policy and the existing policy and to provide guidance.

Finally, the subcommittee discussed the MASC Policy Newsletter. The newsletter recommends updating or adopting twelve policies. Sarah Phillips and Ellenor Barish will divide them up for review and to request the presence of

appropriate district staff at the next meeting. Ellenor will add these policies to the Policy Manual Tracker. Sarah Phillips suggested that the "Approved On" column might be redesignated "Approved on/Amended." The Policy Manual Tracker is a work in progress and will be revised as we learn how it will be most useful. The meeting was adjourned at 6:08 pm.

MOTION: There was a motion by Mr. Green, seconded by Dr. Ackman to accept the report of the School Committee Subcommittee Meeting for Finance and Facilities of December 20, 2023 and School Committee Report for Rules Management Subcommittee Meeting of December 18, 2023. The motion was approved unanimously.

C. December Local Bill Rolls

MOTION: There was a motion by Dr. Phillips, seconded by Mr. Green to accept the December local bill rolls.

The motion was approved unanimously.

D. Somerville Public Schools Policy Manual

The following policies are being presented this evening for a first reading.

- File AC: Non- Discrimination policy including Harassment and Retaliation
A staff member had suggested adding English proficiency and immigrant status to the protected categories of the policy. Also changed the removal of the contextual word "other."

Mr. Biton had question on the text in general and not specific changes. Chair Krepchin stated that the policy will be returned to the Rules Committee for further discussion. Ms. Barish will add the item to the January agenda.

The following policies are being presented this evening for a second reading and vote.

- File IGA/IGD: Curriculum Development and Adoption

File: IGA/IGD

CURRICULUM DEVELOPMENT AND ADOPTION

Constant adaptation and development of the curriculum is necessary if the District is to meet the needs of the students in its schools. To be successful, curriculum development must be a collaborative enterprise involving staff and administrators utilizing their professional expertise.

The School Committee will rely on the professional staff to design and implement instructional programs and courses of study that will forward the educational goals of the school district.

The Superintendent will have authority to approve new programs and courses of study after they have been thoroughly studied and found to support educational goals. The Committee itself will consider, and officially adopt, new programs and courses when they constitute an extensive alteration in instructional content or approach.

The Committee wishes to be informed of all new courses and substantive revisions in curriculum. It will receive reports on changes under consideration. Its acceptance of these reports, including a listing of the high school program of studies, will constitute its adoption of the curriculum for official purposes.

SOURCE: MASC – Updated 2023

LEGAL REF.: M.G.L. 15:1G; 71:1; 69:1E

603 CMR 26:05

Discussion followed.

Chair Krepchin answered Ms. Pitone's question that this vote confirmed the merger of the two topics into one. Ms. Pitone also asked for clarification of the statement that the School Committee will approve changes to the curriculum if changes are deemed significant enough.

Mr. Green stated that extensive alterations to the curriculum will be referred to the Committee at the discretion of the Superintendent who deems it significant enough to warrant the backing of the Committee to be on record. He sees no controversy in the wording of the rule.

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Barish to accept File IGA/IGD: Curriculum Development and Adoption. Motion was approved unanimously.

The following policies are being presented this evening for a second reading to be removed from our policy manual.

- File IGA: Curriculum Development

File: IGA - CURRICULUM DEVELOPMENT

Constant adaptation and development of the curriculum is necessary if the District is to meet the needs of the students in its schools. To be successful, curriculum development must be a collaborative enterprise involving staff and administrators utilizing their professional expertise, and gathering input from parents and community.

The Committee expects its faculty and administration to regularly evaluate the education program and to recommend modifications of practice and changes in curriculum content as well as the addition or deletion of courses to the instructional program.

LEGAL REF.: M.G.L. 69:1E

603 CMR 26:05

Revised: January 18, 1996

Reviewed: May 2009

- File IGD: Curriculum Adoption

IGD - CURRICULUM ADOPTION

The Somerville School Committee will rely on its professional staff to design and implement instructional programs and courses of study that will advance the educational goals of the school system.

The Superintendent will have authority to approve new programs and courses of study after they have been thoroughly studied and found to support educational goals. The Somerville School Committee itself will consider, and officially adopt, new programs and courses when they constitute an extensive alteration in instructional content or approach.

The Somerville School Committee wishes to be informed of all new courses and substantive revisions in curriculum. It will receive reports on changes under consideration. Its acceptance of these reports, including a listing of the high school program of studies, will constitute its adoption of the curriculum for official purposes.

Revised: January 18, 1996

Reviewed: May 2009

MOTION: There was a motion by Mr. Green, seconded by Dr. Ackman to accept File IGA/IGD: Curriculum Development and Adoption. Motion was approved unanimously.

VII. NEW BUSINESS

A. School Committee Calendar

Dr. Ackman noted a conflict on the calendar for a subcommittee scheduled on Juneteenth.

B. MSBA Timeline

Dr. Carmona shared the MSBA Winter Hill school building project as follows:

MSBA School Building Project: Winter Hill

A very productive meeting coordinated by the City with 150 attendees including students was held on December 19th to review the findings of the K-8 Capacity Study. During the first hour of the meeting, City staff and consultants provided details and context around some of the possible options for renovating or rebuilding the Winter Hill Community Innovation School, including some options for addressing the needs of the Brown School. Following the presentation, attendees were invited to view a series of project boards and provide their pros and cons for each of the potential options. I had the opportunity to speak with many attendees as well as to walk around and review some of the great feedback added to each project board.

Attendees had excellent and thoughtful opinions to share as part of this exercise, which will be very helpful as we continue to move forward in the MSBA and a community engagement process. MSBA Timeline + Next Steps As a reminder, there are specific timelines and requirements that we will need to adhere to as part of the MSBA process. Our 270 Eligibility Phase will officially begin on March 4 and concludes on November 29, 2024.

We expect to hear from our Project Coordinator at MSBA sometime in the next few weeks with more detailed information about these deliverables. We will of course continue to share with the School Committee and with the public. Community Engagement + Decision Making Of course, creating a School Building Committee is one of the first steps we will take. The membership of the Building Committee is somewhat dictated by the MSBA but will include representatives from both SPS and the City, as well as community and school stakeholders. In addition to the Building Committee, you have already heard my commitment to hiring a firm that will be dedicated to leading a community engagement process around these critical decisions. While the Building Committee will help guide our final decisions, it's essential that all of our SPS stakeholders have a voice in this process in multiple ways. I am already working with getting a consultant on board as soon as possible.

In the very short term, my team and I have been working to schedule smaller meetings with the Brown and Winter Hill School communities. I believe we have tentatively set a date of January 24th with the Brown School, and are working to schedule a meeting with the Winter Hill. More information will be coming very shortly to confirm both of these meetings, where I want to connect directly with each school community about the potential options, and pros and cons of each scenario.

QUESTIONS/COMMENTS

In response to Mr. Pitone's question on when the School Committee and the community will be advised of the decision-making progress, Dr. Carmona stated that he had met with Ms. Smith on Friday on laying out the process. The decision will be resting on the Building Committee that the MSBA has put together. Ms. Pitone stated that at the last retreat there was discussion of the School Committee weighing in on the decision. Dr. Carmona stated that the process is defined by the MSBA of gathering members of the Building Committee well respected in the city.

Mr. Green stated that, given the complexity of the project with the city owning the building and the school determining how the building is to be used, that shared decisions are made with both bodies and shared with the public as to the timeline.

Dr. Phillips noted the importance of having the city involved with the School Committee to "hash out the timeline" and strategic planning ahead of time in order that the Committee can have input and make recommendations.

Dr. Carmona will plan to have further conversation about language in the contract to share with the SEU on issues of parking and buildings and grounds.

Dr. Ackman noted that, insofar as there have been suggestions of buying empty schools, and the city knows that is not a possibility, it is important that the city and the School Committee get together as a team to discuss possibilities that are not feasible in order to focus on what can be done. This process will engender trust and focus the conversation.

Dr. Carmona agreed that there have been multiple suggestions for locations that due to cost alone are not feasible and can be clarified by the city. The original intent was to provide options for defining the footprint of the building in the spaces the city has.

Mr. Biton noted the importance of the city presenting options on plans for an educational system that looks like the system the district already has. The School Committee has to articulate its goals to design a system that meets the current student demand as well as the future demand. This is the time to articulate a policy that regarding decision-making of qualified bodies.

Dr. Carmona stated that clarification of the policy will determine the makeup of the committee to advocate on the school side to influence the city's decisions regarding the buildings it owns and jurisdiction over the buildings. The policy would address how the district creates the infrastructure of the system of instruction vs. governance of buildings.

Mr. Biton stated that the neighborhood school model is modified for elementary education and the central High school. Another model to consider is the central middle school instead of K-8.

Mr. Green suggested that the School Committee exercise its leverage points and clearly articulate its view of the design as part of the process of this building and future buildings.

Dr. Carmona stated that interactions with the city have included what does the district want for design. The complexities of the middle school option would require a complex undertaking requiring bandwidth and effort, i.e. adhering to legislation on standards for greening schools. The other complexity is after the stairwell collapsed, the distraught Winter Hill community came together and their voices were heard to rebuild from the original K-8 model. That complexities when the stairwell collapsed at Wintr Hill. He needs to make sure what it is that the community is asking of leadership.

Dr. Phillips noted that the middle school option would result in merging Pre-K's and K's into one building. The MSBA would have to sign off on the middle school options in three steps, numbers would be based on 23-24 enrollment over a ten-year projection and resolving the strands of each grade. Trum field was a useful option for the high school with 1,200 students and could easily fit 950 middle schoolers.

Mr. Green suggested talking about the middle school model with the community. Using the Trum field as a model, MBTA bus passes would need to be distributed.

Ms. Pitone recognized that the middle school model would be "incredibly resource intensive to implement." While the district is not required to offer Pre-K on legal grounds, 50% of families which advocate for Pre-K at the neighborhood level were granted that option and others received the Capuano option.

Ms. Pitone questioned what mechanism the School Committee can explore to gather data for the purpose of mitigating undue burden on the administration. This data would frame the question of the impact of “moving seats around the district” and absorbing them in the middle school.

Dr. Carmona stated that, notwithstanding an answer at this time, feedback is essential to shifting from the K-8 model to the elementary-middle model.

Mr. Green suggested bringing in an outside consultant to lead the community input process. In a deeply segregated city of four square miles, most immigrants are assigned to Ward 4 and the role value plays in neighborhood schools.

Dr. Ackman noted that she had submitted a request to the Superintendent and the Chair for census data that indicates that 25% of families are in the earnings range of 200+K and 50% are markedly lower than that. This data would show where families live in relation to the location of the schools. Early stages of the middle school model would include the middle school curriculum.

Ms. Boston Davis the curriculum subcommittee is scheduled in April and will discuss the curriculum model for grades 6-8.

Dr. Phillips noted that neighborhood schools are important to the community and a value to “hold onto.”

Chair Krepchin stated that the city will be at the next meeting of the Committee on January 22nd. She suggested having an agenda item for project updates from the city at each meeting.

- C. Resolution to approve extending the appointment of the legal counsel for the school committee from 01/01/24 through 6/30/26.

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Pitone to approved extending the appointment of the legal counsel for the school committee from 01/01/24 through 6/30/26. The motion was unanimously approved.

D. SEU, Unit E – School Based Family and Community Liaisons at SFLC – Supervisors of Attendance accretion request

MOTION: There was a motion by Ms. Barish, seconded by Mr. Green to approve the Memorandum of Agreement between the School Committee and the SEU, Unit E, Somerville Family and Community Liaisons regarding accretion of the positions of Supervisors of Attendance.

The motion was unanimously approved.

E. Field Trips (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman, seconded by Mr. Green to approved field trip for January 14, 2024 24 Students from grades 9 through 12 from the Somerville High School will travel to Providence Rhode Island to perform at the Providence Bruins game. Travel Via bus cost \$22 per student. Cost covered by chorus student activity account.

The motion was unanimously approved.

F. Acceptance of FY24 Grant Funds (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman, seconded by Mr. Biton to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

State

- **Early College Support Grant (State): \$50,000.** This grant will continue to support our Early College program, in partnership with Cambridge College, by increasing strategies to prioritize and serve students traditionally underserved in higher education, and supporting early college pathways.
- **English Learner Education Support Grant (State): \$199,300.** This grant will be used to expand Bilingual Education Hubs through MLE.

- **MyCAP Development and Implementation Grant (State): \$5,500.** My Career and Academic Plan grant will support Next Wave/Full Circle in the implementation of the MyCAP program, which is designed to promote student independence and empowerment when planning post-secondary college and career options.

Federal

- **Implementing and Developing IEP System \$41,736-** Developing a web-based IEP Systems for both Student, Parents and Staff
- **Adult Education and Family Literacy Services-\$105, 220:** These grants largely support programs and initiatives at SCALE. They are used to provide high quality programming and instruction, support innovation in the development of adult education services, and improve and accelerate participant outcomes.
- **Chronic Absenteeism Recovery Initiative: \$10,000.** To support districts through a collaborative effort to address chronic absenteeism and mitigate the ongoing challenge.

Private

- **Cummings Foundation \$75,000.00** – Adventure Programming

In response to Mr. Green’s question, Ms. Boston Davis will ask Ms. Kessler, Director of the Early College Readiness program, for an update.

The motion was unanimously approved.

G. Donations (Recommended action: Approval)

MOTION: There was a motion by Dr. Ackman, seconded by Mr. Green, to recommend the Superintendent to acceptance, with gratitude, of the following donations awarded to the Somerville Public Schools listed below

| Donation | Donor | City, State | Value | Program Donated to |
|------------|----------------|--------------|----------|--|
| Instrument | Rosemary Sears | Westford, MA | 1,721.19 | Music Dept.– Etude ETR—100 Series Student Bb Trumpet Lacquer |

The motion was unanimously approved.

VIII. ITEMS FROM BOARD MEMBERS

In response to Dr. Ackman’s question on the plans to view the full solar eclipse in April, Ms. Boston Davis stated that she does not have a plan yet but will connect with educators to get feedback and ideas and will report back to the Committee at its next meeting on suggestions.

IX. CONDOLENCES

The Somerville School Committee extends its deepest condolences to the families of:
 William Brown, retired aide for the Food Service Program at the Winter Hill Community Education School
 William Carl Bingay, retired Nurse from Next Wave Full Circle and the Andrew F. Argenziano School

X. ADJOURNMENT

Meeting was adjourned 9:16PM.

Related documents:

Agenda

[SHS/CTE Presentation](#)

SY24-25 School Calendar

[MSBA update](#)

File AC: Non- Discrimination policy including Harassment and Retaliation

Submitted by Christine Martin Barraford

ATTACHED DOCUMENTS STARTING ON THE NEXT PAGE

CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – JANUARY 8, 2024 – 7:00 P.M.

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

To **watch** this Regular School Committee meeting live from home please visit the following link:
somerillema.gov/GovTVLive

To **listen** live to the simultaneous interpretation of this meeting in **Spanish, Portuguese or Haitian Creole**, or to participate in Public Comment, please join this Zoom Webinar and choose your desired language by clicking the interpretation globe on the Zoom:

https://k12somerville.zoom.us/webinar/register/WN_5Qd-wwxSTTWhGcBlbxdpEQ

Meeting ID: 828 3714 1335

Password: SPSSC24

Somerville Public Schools - School Committee Goals 2023 - 2025

In order to address the root causes of systemic inequity in our schools, the Somerville School Committee and SPS commit to the following goals, knowing that these can only be achieved through ensuring meaningful partnerships with Somerville families, district staff, city government, and community partners. Our goals attempt to address deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensure that all students, regardless of race or ethnicity, have the supports and resources they need to achieve educational success in our district now and in the future.

1. Whole Child Teaching and Learning... we will:

- prepare students to demonstrate strong literacy and mathematics foundation by grade 3, grade 6, and grade 10
- provide all students with integrated classroom lessons from a high quality social-emotional learning curriculum that helps students value and develop their ability to build relationships with other students, to be self aware and socially aware, to self regulate, and to make responsible decisions
- expand access to real-world learning experiences through students’ participation in Early College, Advanced Placement courses, CTE, and/or other learning experiences that help students build critical 21st century skills, meeting with their college and career counselor in their junior and senior year, and students graduating with a defined post-secondary plan.

2. Equitable Access to Programming... we will conduct a district enrollment study to understand the prospective future population of the district and create and begin implementing a strategy for school building development, school assignment, and programming that aligns with the district’s equity policy, and which is based on results of the enrollment study and the projected 10+ year plan for school facilities.

3. Workforce Diversity... we will increase the percentage of support staff of color, teachers and counselors of color, and administrators of color by 6% per group compared to SY22 rates through evaluating and strengthening all elements of our personnel system – recruitment, processes, training, retention, development, advancement, and staff data collection systems on which we base and measure our improvement efforts.

4. Equitable Resource Allocation... we will design, evaluate, and partially or fully implement student-based budgeting by 2025, or identify alternative mechanisms to more equitably allocate district resources.

ORDER OF BUSINESS

I. CALL TO ORDER

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

II. SCHOOL COMMITTEE STUDENT ADVISORY COMMITTEE REPRESENTATIVES

III. APPROVAL OF MINUTES

- September 18, 2023
- October 2, 2023

IV. PUBLIC COMMENT – In person or via Zoom

To participate in Public Comment remotely please use the following Zoom link:

https://k12somerville.zoom.us/webinar/register/WN_5Qd-wwxSTTWhGcBlbxdpEQ

Meeting ID: 828 3714 1335
Password: SPSSC24

V. REPORT OF SUPERINTENDENT

A. District Report

- SHS/CTE Presentation (Mr. Hachey)
- 2024-2025 School calendar (Dr. Boston Davis)

VI. Report of Subcommittees

A. School Committee Meeting for Finance and Facilities : December 20, 2023 (Dr. Phillips)

MOTION: To accept the report of the School Committee Meeting for Finance and Facilities Subcommittee of December 20, 2023

B. School Committee Meeting for Rules Management Subcommittee Meeting: December 18, 2023 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Rules Management Subcommittee Meeting: of December 18, 2023

VII. UNFINISHED BUSINESS

A. Somerville public Schools Policy Manual

The Following policies are being presented this evening for a first reading

- File AC: Non- Discrimination policy including Harassment and Retaliation

The Following policies are being presented this evening for a second reading and vote

- File IGA/IGD: Curriculum Development and Adoption

The Following policies are being presented this evening for a second reading to be removed from our policy Manual

- File IGA: Curriculum Development
- File IGD: Curriculum Adoption

VIII. NEW BUSINESS

A. School Committee Calendar

B. MSBA Timeline

C. Resolution to approve extending the appointment of the legal counsel for the School Committee from 01/01/24 through 06/30/26

D. SEU, Unit E – School Based Family and Community Liaisons at SFLC – Supervisors of Attendance accretion request

MOTION: Move to approve the Memorandum of Agreement between the School Committee and the SEU, Unit E, Somerville Family and Community Liaisons regarding accretion of the positions of Supervisors of Attendance.

E. Field Trips (Recommended action: approval)

January 14, 2024 24 Students from grades 9 through 12 from the Somerville High School will travel to Providence Rhode Island to perform at the Providence Bruins game. Travel Via bus cost \$22 per student. Cost covered by chorus student activity account.

F. Acceptance of FY24 Grant Funds (Recommended action: approval)

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

State

- **Early College Support Grant (State): \$50,000.** This grant will continue to support our Early College program, in partnership with Cambridge College, by increasing strategies to prioritize and serve students traditionally underserved in higher education, and supporting early college pathways.
- **English Learner Education Support Grant (State): \$199,300.** This grant will be used to expand Bilingual Education Hubs through MLE.
- **MyCAP Development and Implementation Grant (State): \$5,500.** My Career and

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

Academic Plan grant will support Next Wave/Full Circle in the implementation of the MyCAP program, which is designed to promote student independence and empowerment when planning post-secondary college and career options.

Federal

- **Implementing and Developing IEP System \$41,736-** Developing a web based IEP Systems for both Student, Parents and Staff
- **Adult Education and Family Literacy Services-\$105, 220:** These grants largely support programs and initiatives at SCALE. They are used to provide high quality programming and instruction, support innovation in the development of adult education services, and improve and accelerate participant outcomes.
- **Chronic Absenteeism Recovery Initiative: \$10,000.** To support districts through a collaborative effort to address chronic absenteeism and mitigate the ongoing challenge.

Private

- **Cummings Foundation \$75,000.00** – Adventure Programming

G. Donations (Recommended action: Approval

The Superintendent recommends acceptance, with gratitude, of the following donations:

| Donation | Donor | City, State | Value | Program Donated to |
|------------|----------------|--------------|----------|--|
| Instrument | Rosemary Sears | Westford, MA | 1,721.19 | Music Dept.– Etude ETR—100 Series Student Bb Trumpet Lacquer |

IX. FROM COMMITTEE MEMBERS

X. CONDOLENCES

XI. ADJOURNMENT

For Simultaneous Interpretation in Spanish, Portuguese and Haitian Creole See below:

Español - Para Interpretación

Para **ver** la Reunión Regular del Comité Escolar el 27 de Febrero a las 7:00, en vivo desde casa, visite el siguiente enlace y elija **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **escuchar en vivo la interpretación simultánea de la Reunión Regular en español, portugués o criollo haitiano**, únase a este Zoom y elija el idioma que desee haciendo clic al globo de interpretación:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSxQXOKcunug

Identificación de la reunión: 828 3714 1335

Contraseña: SPSC24

Português - Para Interpretação

Para **assistir** à Reunião Regular do Comitê Escolar 27 de fevereiro às 7:00, ao vivo de casa, visite o seguinte link e selecione

GovTV: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **ouvir ao vivo a tradução simultânea da Assembleia Ordinária em espanhol, português ou crioulo haitiano**, entre neste Zoom e escolha o idioma desejado clicando no balão de interpretação:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSxQXOKcunug

ID da reunião: 828 3714 1335

Senha: SPSC24

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

Kreyòl avisyen - Pou entèpretasyon

Pou **gade** reyinyon regilye Komite Lekòl la 27 fevriye a 7:00, an dirèk nan kay la, vizite lyen sa a epi chwazi **GovTV**:
<https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Pou **w tande entèpretasyon similtane Reyinyon Regilye a an panyòl, pòtigè oswa kreyòl ayisyen an**, rantre nan Zoom sa a epi chwazi lang ou vle a lè w klike sou balon entèpretasyon an:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSgXOKcunug

Reyinyon ID: 828 3714 1335

Modpas: SPSSC24

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

AUGUST 2024 (2 days)

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

19 – 1st day for Administrator Prof. Dev.
26 – 1st day for Educator Prof. Dev.
27 – Educator Professional Development
28 – 1st day for students 1-12 (noon dismissal)
30 – No School: Labor Day

NOVEMBER 2024 (17 days)

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

1 – Divali
5 – No School: Election Day (Offices Open)
11 – No School: Veterans' Day
27 – Begin Thanksgiving Recess at noon
1st Quarter: 8/28 - 11/1

FEBRUARY 2025 (15 days)

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

17 - 21 – February Vacation

MAY 2025 (21 days)

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

26 – No School: Memorial Day
30 – Class Day (Tentative)

SEPTEMBER 2024 (20 days)

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

2 – No School: Labor Day
3 – 1st day for K and Pre-K students

DECEMBER 2024 (15 days)

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

20 – Begin Winter Recess at noon, this includes Christmas 12/25, Hanukkah* 12/26 - 1/2, and Kwanzaa 12/26 - 1/1

Winter Recess: December 23 - January 2

MARCH 2025 (21 days)

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

3/1 - 3/30 – Ramadan*
14 – Holi
31 – Eid al-Fitr*

JUNE 2025 (12 days)

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

2 – Graduation Day (Tentative)
17 – Last day of school (180 days)
19 – Juneteenth (Offices Closed)
24 – 185th day
4th Quarter: 4/7 - 6/17

OCTOBER 2024 (22 days)

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

3 - 4 – Rosh Hashanah*
12 – Yom Kippur*
14 – No School: Indigenous Peoples' Day

JANUARY 2025 (19 days)

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

1 – No School: New Year's Day
3 – No School: Prof. Dev. for Staff
6 – Three Kings Day / Día De Los Reyes
20 – No School: Dr. Martin Luther King Jr. Day
29 – Lunar New Year
2nd Quarter: 11/4 - 1/24

APRIL 2025 (16 days)

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

13 - 20 – Passover*
18 – No School: Good Friday
21 - 25 – April Vacation
3rd Quarter: 1/27 - 4/4

KEY

- No School
- Professional Development For Educators
- Noon Dismissal for ALL Students PK - 12
- ★ Special Dates for Seniors
- Early Release Wednesday
- 1st Day of School: Grades 1-12: August 28, Pre-K and K: September 3
- Last Day of School: June 17

TEXT Major Religious and Cultural Holidays are underlined. Starred holidays (*) begin at sundown the previous day. Staff will strive to avoid scheduling one-time events, athletics, long-term assignments, and testing on these days.

EARLY RELEASE WEDNESDAY DISMISSAL TIMES: • PK - 12:00pm • Grades K - 8 - 1:00pm • SHS - 1:34pm • NW/FC - 12:10pm

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

| NAME OF HOLIDAY | RELIGION / CULTURE | DATES |
|-----------------------------------|-----------------------------------|-------------------------|
| Mawlid Al-Nabi (Sunnī) | Islamic | September 15 - 16 |
| Mawlid Al-Nabi (Shī'a) | Islamic | September 16 |
| Ganesh Chaturthi | Hindu | September 7 |
| Rosh Hashanah* | Jewish | October 3 - 4 |
| Navaratri | Hindu | October 3 - 12 |
| Yom Kippur* | Jewish | October 12 |
| Diwali | Hindu | November 1 |
| All Saints Day | Western Christian | November 1 |
| Birth of the Báb | Bahá'í | November 2 |
| All Souls Day | Christian | November 2 |
| Birth of the Bahá'u'lláh | Bahá'í | November 3 |
| St. Nicholas Day | Christian | December 6 |
| Bodhi Day | Buddhist | December 8 |
| Christmas | Christian | December 25 |
| Hanukkah* | Jewish | December 26 - January 2 |
| Kwanzaa | African American | December 26 - January 1 |
| Epiphany | Christian | January 6 |
| Three Kings Day/ Día De Los Reyes | Latin America, Spain and Hispanic | January 6 |
| Feast of the Nativity | Orthodox Christian | January 7 |
| Guru Gobindh Singh Birthday | Sikh | January 17 |
| Lunar New Year | East and South East Asian | January 29 |
| Ash Wednesday | Christian | February 14 |
| Nirvana Day | Buddhist | February 15 |
| Presidents Day | National Holiday | February 17 |
| Ayyám-i-Há | Bahá'í | February 25 - 28 |
| Ramadan* | Islamic | March 1 - 30 |
| Purim | Jewish | March 13 |
| Holi | Hindu | March 14 |
| Naw-Rúz | Bahá'í | March 19 - 20 |
| Palm Sunday | Christian | March 24 |
| Eid al-Fitr | Muslim | March 31 |
| Hanuman Jayanti | Hindu | April 12 |
| Passover* | Jewish | April 13 - 20 |
| Vaisakhi | Sikh | April 14 |
| Easter | Christian | April 20 |
| Patriots' Day | State Holiday | April 21 |
| National Day of Prayer | USA — Interfaith | May 1 |
| Buddha Day | Buddhism | May 5 |
| Haitian Flag Day | Haitian Heritage | May 18 |
| Ascension of Bahá'u'lláh | Bahá'í | May 28 |
| Ascension Day | Christian | May 29 |
| Shavuot* | Jewish | June 2 - 3 |
| Pentecost | Christian | June 8 |
| Pentecost | Eastern Orthodox Christian | June 24 |

File: AC - NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION

The Somerville School Committee and Somerville Public Schools are committed to maintaining an education and work environment for all school community members. that is free from all forms of discrimination, including harassment and retaliation. The members of the school community include the School Committee, employees, administration, faculty, staff, students, volunteers in the schools, and parties contracted to perform work for the Somerville Public Schools.

Somerville Public Schools does not exclude from participation, deny the benefits of the Somerville Public Schools from or otherwise discriminate against, individuals on the basis of race (including traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles), color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, active military/veteran status, marital status, familial status, pregnancy, or pregnancy-related condition, homelessness, actual or perceived shared ancestry, ethnic background, national origin, or any other category protected by state or federal law in the administration of its educational and employment policies, or in its programs and activities.

This commitment to the community is affirmed by the following statements. The School Committee commits to:

1. Promoting the rights and responsibilities of all individuals as set forth in the State and Federal Constitutions, pertinent legislation, and applicable judicial interpretations.
2. Encouraging positive experiences in human values for children, youth and adults, all of whom have differing personal and family characteristics and who come from various socioeconomic, racial and ethnic groups.
3. Working toward a more integrated society and enlisting the support of individuals as well as groups and agencies, both private and governmental, in such an effort.
4. Using all appropriate communication and action techniques to air and address the grievances of individuals and groups.
5. Carefully consider, in all the decisions made within the school district, the potential benefits or adverse consequences that those decisions might have on the human relations.
6. Initiating a process of reviewing policies and practices of the school district in order to achieve to the greatest extent possible the objectives of this statement.

The Somerville Public Schools requires all members of the school community to conduct themselves in accordance with this policy.

It shall be a violation of this policy for any member of the school community to engage in any form of discrimination, including harassment and retaliation, or to violate any other civil right of any member of the school community. We recognize that discrimination can take a range of

forms and can be targeted or unintentional; however, discrimination in any form, including harassment and retaliation, will not be tolerated.

Retaliation includes, but is not limited to, coercion, intimidation, interference, punishment, discrimination, or harassment, for reporting or filing a complaint of discrimination, cooperating in an investigation, aiding or encouraging another member of the school community to report such conduct or file a complaint, or opposing any act or practice reasonably believed to be prohibited by this policy.

LEGAL REFS: Title VI, Civil Rights Act of 1964

Title VII, Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972 Executive Order 11246, as amended by E.O. 11375

Equal Pay Act, as amended by the Education Amendments of 1972

Title IX, Education Amendments of 1972

Rehabilitation Act of 1973

Education for All Handicapped Children Act of 1975

No Child Left Behind Act of 2001, 20 U.S.C. § 7905 (The Boy Scouts of America Equal Access Act)

M.G.L. c. [71B:1](#) et seq. (Chapter 766 of the Acts of 1972)

M.G.L. c. [151B](#)

[Acts of 2022, Chapter 117](#)

CROSS REF: [ACE](#), [Non-Discrimination](#) on the Basis of Disability

[ACAB](#), Sexual Harassment

[AC-R](#), [Non-Discrimination](#) Policy Including Harassment and Retaliation

[GBA](#), Equal Employment Opportunity

[IJ](#), Instructional Materials

[JB](#), Equal Educational Opportunities

[JICK](#), Harassment of Students

Amended: October 15, 2012

SOURCE: MASC December 2021

Revised and Approved: November 7, 2022

Revised: May 22, 2023

Approved by: Somerville School Committee