

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, November 19, 2018 – Regular Meeting

7:00 p.m. - Board of Aldermen Chambers - City Hall

Members present: Mr. Futrell, Ms. O’Sullivan, Dr. Ackman, Ms. Normand, Mr. Green, Alderman Ballantyne and Mayor Curtatone.

Members absent: Ms. Pitone (7:10 p.m.) and Ms. Palmer.

I. CALL TO ORDER

Chair Green called the meeting to order at 7:07 p.m. 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 – 7 – Mr. Futrell, Dr. Ackman, Ms. O’Sullivan, Ms. Normand, Alderman Ballantyne, Mayor Curtatone and Mr. Green. ABSENT – 2 – Ms. Palmer and Ms. Pitone (7:10 p.m.)

Ms. Pitone arrived at 7:10 p.m.

II. PUBLIC COMMENT

No members of the audience signed up to give public comment.

III. REPORT OF STUDENT REPRESENTATIVES

Student Representatives Emily Nash and Emily Cannistraro were present. They reported on the following topics:

- School Spirit Week began last Thursday 11/15, and will continue until Wednesday’s Thanksgiving pep rally.
- AP math students traveled to Malden Catholic High School on Saturday, 11/17 to attend AP Statistics, Calculus, and Computer Science sessions.
- The National Honor Society has begun its annual food drive- boxes are available in each of the four houses for the SHS community to donate food.
- The annual crafts fair will be held this Saturday in the gym, hosted by the SHS track team, parents, and alumni.

IV. REPORT OF SUPERINTENDENT

A. DISTRICT REPORT

- Duhamel Foundation

Superintendent Skipper opened her remarks by stating that the Duhamel Foundation is a critical partner with the school district. They are part of Somerville Public Schools’ continued decline in drop-out rate, which is currently 1.5%. Ms. Skipper then turned the podium over to Larry Siraco, President of the Duhamel Foundation. Mr. Siraco introduced his fellow members of the Duhamel Foundation board. Mr. Siraco gave a brief history of the life and community efforts of Larry Duhamel, highlight that all Mr. Duhamel has done in Somerville. He shared Mr. Duhamel belief that all children deserve and need a quality, well-rounded education. The Duhamel Foundation continues Mr. Duhamel’s legacy by funding teachers who support all Somerville students. Mr. Siraco then accounted that tonight the Foundation would award 10 grants to SPS teachers.

Mr. Siraco invited the Superintendent to join him in giving financial awards to the following teachers.

- Julia Allen, Bookbags for Achievement
- Christy Burbidge, Path Program
- Lindsey Tosches, Innovation: through Literacy and Access for All
- Elizabeth Doneghey, Strongwater Farm Therapeutic Equestrian Center
- Daniel McCaul, Wake Up and Graduate
- Tom Serino, Next Wave / Full Circle Community Garden
- Maureen Hughes, Improving Latino Students Achievement by Increasing Their Access to “Just Right” Leveled Spanish Texts
- Nicole Artavia, Gaming Club
- Susanna Douglas, Language Acquisitions for ELL Students
- Zanny Alter, Building Belonging, Self-Efficacy and Persistence Among Redirect Students

On behalf of the Duhamel Foundation, Mr. Siraco gave thanks and encouragement to all of the teacher recipients. Ms. Normand added that this is truly one of the most exciting meetings of the year. She is grateful for the community partnership with Duhamel, and to the educators for always thinking what more can we do.

Mr. Green loves the Duhamel Education Foundation grants. Chair Green shared that he appreciates that a lot of positive life-changing innovation happen through big and small teacher-led initiatives. This is true educator-led innovation, which supports the basic needs of many students. Are we exploring how to scale these innovations and moving these innovations to scale? Superintendent Skipper responded that we have a number of examples where we have scaled Duhamel Foundation grants including with PATH and the redirect programs at Somerville High School. Superintendent Skipper thanked all of the educators for their innovation, commitment, and persistence.

The meeting recessed at 7:33 p.m. so that School Committee members could thank the Duhamel board members and teacher recipients.

The meeting was called back to order at 7:42 p.m. Chair Green then turned the conversation to the first reading of the District Workforce Diversity Policy.

V. UNFINISHED BUSINESS (OUT OF ORDER)
A. Somerville Public Schools Policy Manual

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

- File GBAA: Workforce Diversity Policy

Superintendent Skipper started by explaining that the purpose of this policy is to ensure that we are recruiting and retaining staff that are representative of our diverse student population. Ms. Skipper introduced district legal counsel Leslie Carey.

Ms. Carey established that her office helped draft this policy. Mayor Curtatone applauds School Committee for taking up this important issue. The mayor shared that he wants us to be bold and sound in our policy. At the end of the day, there is one financial pie that we are all sharing.

Mr. Futrell appreciates the point that an interview is an advancement. He asked if we would be able to say we want a minimum of two minority applicants? He added that we have already changed the policy from best efforts to minimum of one. Mr. Futrell shared his concern that school committee may not be being aggressive enough.

Mayor Curtatone would submit that we're not watering this down but that this will help us better achieve our goals. We want more candidates applying to the pool. This is a broader, more holistic approach – better aligned between the district and city. We want a broad and diverse pool of applicants for all jobs.

Mr. Futrell stated that naming a minimum of one gets us to the spirit of what we're trying to do. Credible research shows that one minority candidate can be stigmatizing for that candidate. Mr. Futrell asked about next steps.

Ms. Normand asked how is the hiring process currently done? When does the uptick in hiring for next year's teachers happen?

Superintendent Skipper responded that January and February things start for principal and assistant principal hiring. Teacher hiring really starts to accelerate in March and April. There is really no finite set of applicants. We often do multiple rounds of interviews.

Ms. Normand asked who is screening "qualified applicants"? Ms. Skipper replied that we may begin with 300

applicants, and that the Human Resource department usually does the first screen. Mayor Curtatone stated that we are very close to a final policy. We all want to be as bold as possible. He offered that the city's Chief Labor Counsel Julie McKenzie will make herself available for a future meeting.

Mr. Futrell stated that the city's language prioritizes racial and ethnic status. He hopes we will take this up at the next Rules meeting on December 3rd.

MOTION to move this policy to Rules and make the next meeting a Committee of the Whole. Chair Green asked whether this was will of the body, and there were no objections.

Ms. Normand added that a lot of this depends on voluntary candidate disclosure. Mr. Green agreed, yes, this requires that we improve recruiting and voluntary disclosure forms. Ms. Skipper concluded by saying this is an important initiative for our school district.

Mayor Curtatone left the meeting at 8:35 p.m.

Superintendent Skipper went on to complete her District Report, sharing the following.

A huge shout-out to SPS Math Coaches Christopher Ames, Andrea Palmer, and Katie Starbuck, as well as our K-8 Curriculum Coordinator Uri Harel, for hosting two very successful **Math Information Nights** for parents and guardians in the last two weeks. Workshop attendees learned how the math curriculum is taught in grades K-5, they participated in a hands-on math lesson, and learned some strategies to help support their child's math learning at home. Visit our Curriculum website (accessible from our home page) for information and resources on Math in Somerville.

We are working with Somerville's Health and Human Services Department on understanding the use of e-cigarettes among our students, and developing strategies to address the health risks that these products present. Students in grades 6-12 will be taking a brief anonymous **Student Health survey**, developed by HHS, the first week in December so that we can begin to gather data on this issue. Parents were sent a notice on Friday advising them of this survey. (Parents and students can opt out of the survey by completing and submitting an opt out form.) This is a concerning trend among young people nation-wide, and one that we are actively working to address.

Just a reminder that **November is Family Literacy Month**. If you haven't already done so, we encourage you to bundle up and enjoy **StoryWalks™** at several of the parks around the city with your kids. You can find a StoryWalk™ book this month at:

- Capuano Park (150 Glen) – *This is the Way We Go to School* by Edith Baer
- Capuano Park (150 Glen) – *My Mother's Sari* by Sandhya Rao
- Central Hill Park/Somerville Public Library (79 Highland Ave.) – *Wild About Books* by Judy Sierra
- Foss Park Playground (Broadway/McGrath Hwy.) – *Whoever You Are* by Mem Fox
- Cummings Playground (42 Prescott St.) – *From Head to Toe* by Eric Carle
- Hodgins-Curtin Park (Holland St.) – *Nuestro Autobus* by Suzanne Bloom

The second round of **Parent-Teacher Conferences** are under way, and will continue after the upcoming Thanksgiving break. Check our website or the latest issue of CONNECTIONS for a list of upcoming Parent-Teacher conferences across the district.

Speaking of Thanksgiving – the **Thanksgiving break** begins this Wednesday at noon. All students in the district will be dismissed at 12:00pm on Wednesday, November 21st. All schools and district offices will be closed on Thursday and Friday, November 22nd and 23rd. We wish everyone a happy and restful Thanksgiving.

Finally, you may want to Save the Date for the annual Somerville High School musical, which take place in December this year. The Highlander Theatre Company will present the **musical RENT** at the Somerville High School Auditorium on December 6th (8pm), 7th (7pm) and 8th (2 and 7pm). Visit www.highlandertheatre.org to learn more about all of the Highlander Theatre Company productions this year.

VI. REPORT OF SUBCOMMITTEES

A. School Committee Meeting for Long Range Planning: September 26, 2018 (Chair Green)

MOTION: To accept the report of the School Committee Meeting for Long Range of September 26, 2018.

B. School Committee Meeting for Educational Programs and Instruction: October 15, 2018 (Ms. O'Sullivan)

MOTION: To accept the report of the School Committee Meeting for Educational Programs and Instruction of October 15, 2018.

C. School Committee Meeting for Long Range Planning: October 24, 2018 (Chair Green)

MOTION: To accept the report of the School Committee Meeting for Long Range Planning of October 24, 2018.

Chair Green stated that in the interest of time, we will push the committee reports until next meeting. Except for Ms. Pitone who will give the Rules Committee report from November 14, 2018.

D. School Committee Meeting for Rules Management: November 14, 2018 (Ms. Pitone)

Called to order at 6:50 pm

Attendees: Dr. Emily Ackman, Laura Pitone, Dr. Jeff Curley SPS COS, Assistant Superintendent Dr. Almi Abeyta and Caitlin Kelly, SPS Wellness Coordinator

The one item on the agenda was a revision of the proposed Wellness policy crafted by the Wellness Committee in the spring of 2018. This fall, the SC requested that the draft Wellness Policy be modified to separate what is policy (which is what is required and why) from district practice or procedures (how the goals of the policy will be implemented.) The goal of SC policy is to provide clear direction of what the district is doing and why it is doing it, but allow district staff the appropriate flexibility to establish and adjust practice or procedures, under the Superintendent's leadership, to meet the goals of the policy.

With this direction, an updated policy was submitted to the Rules subcommittee. Overall, the committee was impressed with the broadened scope that the Somerville Wellness Committee has introduced to include social/emotional health. The traditional policies primarily reference physical education/activity and health/nutrition This policy was reviewed and minor edits were made/and discussions had including:

- File number change from EDF (referred to as "Meal Plan Charge" in samples) to ADF (based on MASC and other district policy manuals, referred to as "Wellness Program")
- Including Pre in addition to K-12 for health, nutrition and physical education - *This may result in changing in current programming, with the addition of Health education for Pre-K - 3rd (currently 4-8 and high school) and PE for Pre-K students.*
- Editing to emphasize promoting healthy lifestyles first, then reference to childhood obesity
- The committee appreciated the inclusion of a definition for the word Wellness. There was discussion about the how descriptive the definition should be, for example explicitly stating elements including physical, social and emotional health (which ARE included in the intro.) Considered specifically listing elements of mental health, such as realizing potential, coping with normal stressors in life, working productively and making contribution to the community. But the consensus was keeping the definition about the wellness experience and process, versus aspiration outcomes, would be more authentic and useful for all students and families.

Due to time constraints, the committee did not walk through the details of the policy in comparison with the recommended MASC policy (2006) or policies for other districts (i.e. Cambridge adopted 2018), which include significantly more detail. There is the expectation that additional questions may be put forward during the regular school committee meetings.

A motion made by Dr. Ackman, seconded by Ms. Pitone, to approve the policy, with minor edits, and bring forward to the full School Committee. Motion approved.

We also discussed the potential scope of future meetings. Policies that the Rules committee expects to receive over the next few months include Controlled Choice policy (from legal counsel), Equity Policy (scope from Long Range), Homework Policy (from Educational Subcommittee). There was a question about increasing practice of policies coming from other subcommittees and what function Rules should play in the process. Additional policies mentioned were for Distribution of Information district wide, as well as consideration of a separate policy for translation and interpretation for distributed information.

7:30 Motion to adjourn by Dr. Ackman, 2nd by Ms. Pitone, motion passed

Chair Green said it is his hope that we can send the homework policy directly from Ed Programs to the Whole Body.

Ms. Pitone hopes that we will continue to use MASC as a basis for future policies; she noted that school committee has been moving away from this tradition.

Ms. O'Sullivan asked a question about the Wellness Policy. Was there conversation about technology use? And the addictiveness of policy? Ms. Pitone responded that the Wellness practice document makes reference to this important issue.

MOTION: Motion by Ms. Normand, seconded by Ms. O'Sullivan to accept Rules report from November 14, 2018. Motion was approved via voice vote.

VII. NEW BUSINESS

A. SHORE Collaborative Report (Ms. Normand)

Ms. Normand started off by stating that the SHORE Education Collaborative has two branches. Ms. Normand is very impressed with how this organization is run. The organization is seeing an increasing number of younger students using its services. SHORE has just been successfully audited and is financially sound. SPS sends 5-10 students at a time to this organization, while other districts send many more students. SHORE is seeing stable employment. Chair Green thanked Ms. Normand for her work with the SHORE organization.

B. Somerville High School Construction Update (Ms. Normand)

Ms. Normand reported that an old asbestos pipe was found on the building site. This pipe was likely from the old Latin school. The Department of Environmental Project has approved our abatement plan and the district announced this finding. The site is contained and safe. The building committee had a long conversation about the possibility of a covered walkway, and the committee understands that this is not feasible at this time. The walkway would not be fully covered, and this would be a temporary fixture with a significant cost. This spring, the Career Technical Education (CTE) program will be relocating temporarily. Mr. Lagambina and Mr. DeSimone have done exceptional work during and throughout the construction process. We will make every effort to minimize the relocation disruption, and CTE students will meet all graduation requirements.

Superintendent Skipper commented on the excellent summary from Ms. Normand. She added that we have recently had lockdown and fire drills; Somerville Police Department has been very helpful in their partnership with us. Mr. DeSimone has been exceptional in making sure that we will meet our requirements with DESE. Asbestos abatement is happening and the site is secure. Superintendent Skipper credits Susana Morgan and Jackie Rosetti for helping to communicate to all families.

Mr. Green: between the asbestos abatement and increased cost of concrete and steel, how are we doing on the budget? Ms. Normand: lots of steel was purchased before the federal tariffs. Ms. Skipper: we will have the consultants and building committee in for School Committee in January or February.

Ms. Pitone asked how long would CTE students be in their temporary classrooms. Superintendent Skipper responded that consultants can give this update at the early part of next year.

C. Somerville Public Schools Policy Manual

The following policy is being presented this evening for first reading, as amended:

- File EFD: Wellness Policy

Chair Green started off by stating that the guiding principles read like a student bill of rights. He was struck by this and would like to expand this practice. Ms. Pitone added that a lot of these principles are based on legal guidance.

Mr. Futrell commented that he knows we've seen various iterations of this policy before, he continues to have a reaction that this policy is too broad "more successful existence".

Superintendent Skipper added that this is sort of the umbrella of many policies. Ms. Pitone appreciates the Wellness Committee's work on this. Other policies are very detailed, particularly regarding physical fitness and nutrition.

Dr. Ackman initially had a similar reaction as Mr. Futrell to the "more successful existence" language, but suggested that our job is to be the best versions of ourselves. Chair Green also recoiled from "more successful existence". He thinks there needs to be some clarification of what good existence means.

Mr. Futrell continued by saying he doesn't want to go down this rabbit hole. It seems like we may be elevating Wellness above other policy goals. He asked if this leads to concrete actions or changes? Is there any benefit to nesting all of these policies under one umbrella?

Superintendent Skipper replied that policy and practice need to work together. Only by looking at the policies that support this, can we know that we are achieving this Wellness policy goal.

Ms. Pitone asked what are we missing right now? She continued: 1. no reference to the Wellness Committee and what the responsibilities of the Committee are. 2. add periodic update to the School Committee. Ms. Pitone will work with Dr. Abeyta to add these elements.

D. FY2018 SCALE/ADP Graduate – (recommended Action: approval)

The Superintendent of Schools recommends that the following students, who has successfully completed the requirements for graduation from SCALE, be granted his diploma:

Desijah Marannda Whitson Medford, MA 02155

MOTION: Motion by Ms. Pitone to approve the SCALE/ADP graduate, seconded by Mr. Futrell.

Motion was approved via voice vote.

E. Acceptance of Donations (recommended action: approval)

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

| Donation | Donor | City, State | Value | Program donated to |
|----------------------|--|--------------------|--------------|---|
| Whirlpool Dishwasher | Brian Higgins Foundation | Somerville, MA | \$765.00 | Kennedy School Special Education Programs |
| 17 Laptops | Donna Buckholtz, U.S. Probation Office | Milwaukee, WI | \$19,326.62 | CTE/Carpentry |

MOTION: Motion by Mr. Futrell to accept the donation, with gratitude, seconded by Ms. Normand.

Motion was approved via voice vote.

VIII. ITEMS FROM BOARD MEMBERS

DR. ACKMAN

She requests suspension rates and emergency removal rates for K-5 students. Dr. Ackman wants this information in light of Boston Public Schools policy decision to stop suspending young students. She wants to get ahead of possible litigation. She hopes that we can take this up in the next Rules Committee of the Whole. Superintendent Skipper responded, yes, absolutely, we will provide this data. We have put a lot of supports in place for students including PBIS, Cooperative Discipline, Sensory Rooms.

Ms. Pitone

Goal setting us a part of the next Long Range Planning meeting. She asked that we add report from out of office hours to the December agenda.

Related Items

- Agenda
- November Personnel Report
- File GBAA: Workforce Diversity Policy
- File EFD: Wellness Policy

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
BOARD OF ALDERMEN CHAMBERS
REGULAR MEETING – NOVEMBER 19, 2018 – 7:00 P.M.**

Somerville Public Schools - School Committee Vision Statement/Goals

Amended 11-16-18

We believe in developing the whole child - the intellectual, social, emotional, and physical potential of all students - by providing students with the skills, opportunities, and resources that will nurture innovative ideas, foster pride in diversity, inspire students to become lifelong learners and empower them to enrich their communities.

- Goal #1: Increase achievement and access for all students. Reduce all performance gaps by half.
- Goal #2: Develop and implement a comprehensive PreK-12 social-emotional learning framework that provides students with the skills they need for social and academic success.
- Goal #3: Increase engagement with the community to reflect the community in which we live.
- Goal #4: Continue to develop and implement innovative ways of measuring student academic performance and school quality such as formative assessment, performance-based tasks, and whole quality indicators.
- Goal #5: Develop a comprehensive plan for Universal Kindergarten Readiness that supports intellectual, physical, and social/emotional growth from birth to Pre-K.
- Goal #6: Develop and implement a strategy to recruit, develop, and retain a diverse and talented staff.

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. REPORT OF STUDENT REPRESENTATIVES

III. PUBLIC COMMENT

IV. REPORT OF SUPERINTENDENT

A. District Report

- Duhamel Grants

B. Personnel Report

V. REPORT OF SUBCOMMITTEES

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VI. UNFINISHED BUSINESS

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B. SHS Construction Update (Ms. Normand)

C. Somerville Public Schools Policy Manual

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The Superintendent of Schools recommends that the following student, who has successfully completed the requirements for graduation from SCALE, be granted a diploma:

Desijah Marannda Whitson

Medford, MA 02155

E. Acceptance of Donations (recommended action: approval)

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

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| 17 Laptops | Donna Buckholtz, U.S. Probation Office | Milwaukee, WI | \$19,326.62 | CTE/Carpentry |

VIII. ITEMS FROM BOARD MEMBERS

IX. ADJOURNMENT



Somerville Public Schools
Education • Inspiration • Excellence
PERSONNEL REPORT
2018-2019 School Year
November 2018

RESIGNATION FOR PURPOSE OF RETIREMENT FOR SY 2018-2019:

| SCHOOL | POSITION | INCUMBENT | DATE OF RETIREMENT | YEARS OF SERVICE |
|--------------------|---------------------------------------|----------------|--------------------|------------------|
| SHS | History/Biology Teacher | Ana Nogueira | 10/31/18 | 12 |
| ESCS | Physical and Health Education Teacher | Timothy Cronin | 03/09/19 | 18 |
| SHS | Assistant Principal - Beacon House | Jane Cummings | 06/30/19 | 31 |
| SHS | Special Education Teacher | Joanne Dunn | 06/30/19 | 39 |
| SHS | Adjustment Counselor | Barry Friedman | 06/30/19 | 28 |
| WSNS/Food Services | Cafeteria Helper | Linda Russell | 08/06/18 | 30 |
| WHCIS | Grade 5 Teacher | Ana Potter | 06/30/19 | 33 |
| PIC | Principal Clerk | Rosie Federico | 12/07/18 | 19 + 161 days |

RESIGNATION NOTICES FOR SY 2018-2019:

| SCHOOL | POSITION | INCUMBENT | DATE OF RESIGNATION |
|----------------------|--|-----------------------|---------------------|
| AFAS | Temporary Grades 7/8 Science Teacher | Robert McSheffrey | 01/01/19 |
| CAP | Library Utility Aide position only | Kristopher Rodriguez | 11/09/18 |
| Community Schools | Director | Jennifer Mcgoldrick | 11/16/18 |
| EEC | SPED Paraprofessional Assistant Interpreter/Translations | Emma Provenzano | 12/21/18 |
| ESCS | Music Teacher | Clodha Field | 10/19/18 |
| ESCS | El Sistema Cello Teaching Artist | Ji Eun Kim | 06/20/18 |
| ESCS | El Sistema Assistant Director | Silas De Oliveira | 09/12/18 |
| ESCS | El Sistema Homework Teacher | Benjamin Yumkas | 11/20/18 |
| ESCS/Comm Schools | PT Assistant Teacher | Tatiana Miranda-Orama | 10/12/18 |
| SCALE | Hi Set Chief Examiner | Derek Washington | 10/25/18 |
| SHS/Welcoming Center | Paraprofessional | Erika DaSilva | 10/19/18 |
| WHCIS | Bus Monitor position only | Linda Lombardo | 09/14/18 |

ASSIGNMENT ENDED SY 2018-2019:

| SCHOOL | POSITION | INCUMBENT | EFFECTIVE DATE |
|-------------------|-----------------------------------|------------------|----------------|
| AFAS/Comm Schools | FT lead Teacher | Phoebe Tateronis | 11/09/18 |
| ESCS | El Sistema Violin Teaching Artist | Aija Reke | 11/02/18 |

LEAVES OF ABSENCES FOR SY 2018-2019:

| SCHOOL | POSITION | INCUMBENT | EFFECTIVE DATE |
|-----------------|--|-----------------|--------------------------------|
| BR/Comm Schools | FT Lead Teacher | Max Kreisky | 01/23/19-02/16/19 |
| HLY | Grades 1/2 SEI Integrated Teacher | Leonora Studley | 09/30/18-01/11/19 - Revised |
| KEN | Kindergarten Teacher | Roxanne Scrima | 12/07/18-02/15/19 |
| SHS | Spanish Teacher | Katie Caliva | 07/07/18-06/30/18 - Revised |
| SHS | Resource-CTC Counselor | Meghan Sousa | 12/19/18-01/31/19 |
| SHS | K-12 Supervisor of Libray/Media Services | Charles LaFauci | 11/06/18-11/13/18 |
| SHS | Art Teacher | May Chau | 2019-2020 - Career Exploration |
| WHCIS | Grade 2 SEI Teacher | Aveva Mack | 01/02/19-03/22/19 |

INTRA-DISTRICT PERSONNEL TRANSACTIONS FOR SY 2018-2019:

| SCHOOL | POSITION | INCUMBENT | EFFECTIVE DATE |
|-------------------|--|-------------------|----------------------------------|
| AFAS | PT Assistant Teacher | Seema Sood | 09/24/18 - Additional Assignment |
| AFAS/Comm Schools | Door Monitor | Rajni Maini | 10/09/18 - Additional Assignment |
| AFAS/Comm Schools | PT Assistant Teacher | Seema Sood | 10/22/18 - Additional Assignment |
| CAP | Temporary .80 ECIP Paraprofessional | Phoebe Tateronis | 10/09/18 - Additional Assignment |
| ESCS | Improvement Specialist | Brittany Williams | 10/09/18 - Additional Assignment |
| ESCS | Improvement Specialist | Julia Allen | 10/09/18 - Additional Assignment |
| ESCS | Improvement Specialist | Samanta Patton | 10/09/18 - Additional Assignment |
| ESCS | El Sistema Assistant Director | Evan Perry | 10/09/18 - New Assignment |
| HLY | FT Cafeteria Helper | Kulwinder Banga | 09/24/18 - PT to FT |
| PIC | Temporary PT Homeless Education Liaison | Erika Garcia | 10/15/18 - Additional Assignment |
| SCALE | PT Chief Examiner | Scott Weaver | 10/29/18 - Additional Assignment |
| SHS | Head Clerk / Senior Administrative Assistant | Barbara Favaloro | 11/12/18 - Reassignment |
| SHS | FT Cafeteria Helper | Jagpreet Kaur | 10/29/18 - PT to FT |
| SHS | Spanish Teacher | Susan Olsen | 11/05/18 - New Location |
| ESCS | .50 Spanish Teacher | Anthony Desouza | 11/05/18 - 3 to 1 locations |
| WHCIS | FT Cafeteria Helper | Surinder Kaur | 10/29/18 - PT to FT |
| WHCIS | Coordinator of After School Programs | Lindsay Weaver | 10/22/18 - Additional Assignment |
| WSNS/Comm Schools | PT Assistant Teacher | Annie Schapira | 10/15/18 - Additional Assignment |

NEW HIRES FOR SY 2017-2018:

| SCHOOL | POSITION | INCUMBENT | VICE | EFFECTIVE DATE | |
|-------------------|---|------------------------|--------------------|----------------|---------|
| AFAS | PT Cafeteria Helper | Judith Walker | Mantu Rani | 10/04/08 | NA/NA |
| AFAS | Temporary Grade 1 SEI Teacher | Olivia Marks | Rachel Shapp | 10/31/18 | NO/YES |
| AFAS | Temporary Grades 6-8 Spanish Teacher | Emilio Cabanas | Katie Caliva | 11/19/18 | YES/NO |
| BR | BOKS Program Assistant Trainer | Matthew Cameron | Yearly Appointment | 10/22/18 | NA/NA |
| ESCS | El Sistema Brass Teaching Artist | Ismael Sandoval | Eric Bowman | 10/01/18 | NA/NA |
| ESCS | Homework Teacher | Benjamin Yumkas | Jennifer Miranda | 10/09/18 | NA/NA |
| ESCS | .40 General Music Teacher | Lynn Rubin | Clodhna Field | 10/29/18 | NO/NA |
| ESCS | PT Cafeteria Helper | Jasleen Kaur | Regina Beriquete | 10/04/18 | NA/NA |
| ESCS | PT Cafeteria Helper | Madhu Narula | Surinder Kaur | 10/04/18 | NA/NA |
| ESCS | El Sistema Bass Teaching Artist | Darren Sacks | New Position | 10/12/18 | NA/NA |
| ESCS | El Sistema Violin Teaching Artist | Myles McKeown | Aija Reke | 11/05/18 | NA/NA |
| ESCS | El Sistema Cello Teaching Artist | Thomas Rodman | Ji Eun Kim | 09/24/18 | NA/NA |
| HLY | PT Cafeteria Helper | Rose Mitrano - Rehired | Kulwinder Banga | 10/09/18 | NA/NA |
| HLY | Temporary SPED Paraprofessional | Roy Barrows | New Position | 11/05/18 | YES/YES |
| KEN | PT Cafeteria Helper | Yesenia Mendoza | New Position | 08/29/18 | NA/NA |
| KEN | PT Cafeteria Helper | Ivonne Flores | New Position | 08/29/18 | NA/NA |
| KEN | Swimming Instructor | Richard Mojica | New Position | 11/15/18 | NA/NA |
| SHS | Temporary Art Teacher | Rachel Wood | Jessica Howard | 11/05/18 | NO/NA |
| SHS | PT Cafeteria Helper | Lisa Duggan | K. Bhattachan | 10/04/18 | NA/NA |
| SHS/Athletics | Middle School Cross Country & JV Grils Indoor Track Coach | Everad Samuels | Saleena Rashed | 09/20/18 | NA/NA |
| SHS/Athletics | Middle School Baseball Coach | Gary Meskell | New Position | 09/20/18 | NA/NA |
| WSNS/Comm Schools | PT Lead Teacher | Annie Schapira | Amanda Mitchell | 11/08/18 | NA/NA |

Note: This is the policy language recommended by city legal counsel

Workforce Diversity Policy

Somerville Public Schools (SPS) is committed to maintaining an inclusive working environment that values the diverse backgrounds and characteristics of all people. SPS embraces the different perspectives and experiences, increased innovation, expanded skills pool, and enhanced teamwork created by a rich environment that reflects the community it serves. These values are integral to the SPS's provision of services and broad vision for its future.

SPS believes in equal opportunity in employment practices without discrimination on the grounds of race, religion, color, sex, gender identity/expression, sexual orientation, disability, ancestry, national origin, age, marital status, genetics, active military personnel, and source of income or family status. With the goal of diversifying the District's staff to better reflect the District's diverse student population, SPS actively seek applicants from all of these diverse backgrounds.

[ADD DESCRIPTION OF GENERAL STEPS IN HIRING PROCESS.]

SPS search committees will make best efforts to interview at least one underrepresented racial or ethnic minority candidate meeting the minimum qualifications for a posted position. A search committee's hiring recommendation to the Human Resources Office that does not satisfy this interview goal will be evaluated by the Superintendent's Office and may be returned to the Principal and/or Hiring Administrator to evaluate whether SPS should reconsider the qualified applicant pool to identify additional candidates for interviews, reopen and re-advertise the posting, or fail the search. The Superintendent's Office may determine that, based on compelling operational needs, good cause exists to maintain the search committee's initial hiring recommendations.

Note: This is the policy language recommended by district legal counsel

Workforce Diversity Policy

With the goal of diversifying the District's staff to reflect the District's diverse student population, the District shall exercise best efforts to recruit and include qualified minority candidates in the applicant pool for each position. All candidates shall be encouraged at the initial stage of the application process to voluntarily disclose minority candidate status, defined herein.

In all cases except the filling of an unanticipated vacancy, before a Principal and/or Hiring Administrator may forward a recommendation of hire to the Superintendent, the Principal and/or Hiring Administrator must make best efforts to interview at least one minority candidate meeting the minimum qualification requirements for a position when interviewing candidates from a pool of qualified applicants. A recommendation of hire forwarded to the Human Resources Office without satisfaction of this requirement will be returned to the Principal and/or Hiring Administrator for further review of the qualified applicant pool to identify additional individuals to interview, to re-post the position, or to appoint from the original group of finalists.

For the purposes of this policy, "minority candidate" shall include a candidate for employment having minority status relative to a "protected class," as defined under 804 CMR 3.01(1) and 804 CMR 3.01(5):

"The term 'protected class status' shall include race, color, religious creed, national origin, sex, sexual orientation, age and ancestry." Persons experiencing, having a record of having or being regarded as having a physical or mental impairment which substantially limits one or more major life activities, who are capable of performing the essential functions of the position, with or without reasonable accommodation, "shall be deemed as members of a protected class and as such shall have protected class status."

In addition, persons having minority status relative to gender identity/expression, marital status, family status, genetics, active military status, or source of income shall be deemed minority candidates for the purposes of this policy.

Note: This is the policy language passed by the Rules Committee in September 2018

File: GBAA

Workforce Diversity Policy

With the goal of diversifying the district's staff to reflect the district's diverse student population, a Principal and/or Hiring Administrator must interview at least one of any minority candidates meeting the minimum qualification requirements for the position before he/she can forward a recommendation of hire to the Superintendent. Recommendation of hire forwarded to the Human Resources office without this requirement being met will be returned to the Hiring Administrator. The district shall make best efforts to recruit and include at least one minority candidate through and including the finalist stage for each position.

For the purposes of this policy, "minority candidate" shall mean a candidate for employment having minority status relative to a "protected class," as defined in 804 CMR 3.01(1): "The term 'protected class status' shall include race, color, religious creed, national origin, sex, sexual orientation, age and ancestry. Qualified handicapped persons shall be deemed as members of a protected class and as such shall have protected class status."

WELLNESS POLICY FOR PK -12

POLICY:

Somerville Public Schools envisions that all students and staff are healthy, safe, supported, engaged, and challenged. SPS recognizes that physical, social, and emotional health are linked to academic achievement and college, career, and community readiness. Students learn better in healthy schools with healthy employees.

This policy is intended to (1) promote healthy lifestyles by establishing guidelines and placing an emphasis on District-wide programs and efforts designed to support overall student wellness, and (2) help address the national challenge of childhood obesity at a local level

Definition of Wellness:

The definition of wellness long used by the National Wellness Institute is consistent with these tenets: *Wellness is an active process through which people become aware of, and make choices toward, a more successful existence.*

Guiding Principles:

SPS shall establish and maintain an infrastructure for management, oversight, implementation, communication and monitoring of the Wellness Policy and its established goals and objectives.

1. Students in SPS shall have access to healthy foods and drinkable water throughout the school day including access to the USDA's Child Nutrition Program.
2. All students in grades PK-12 shall receive standards-based health, nutrition, and physical education that provides students with learning experiences to develop the skills to live a healthy, well-rounded lifestyle.
3. All students in grades PK-12 shall have opportunities to be physically active.
4. SPS shall create and maintain healthy and safe physical environments that promote learning.
5. All students shall have access to strategies and supports to develop knowledge and skills for social-emotional health.
6. All students shall have access to health services to support students in chronic conditions management, first aid, and promote wellness through school based-nursing staff.
7. SPS is committed to establishing strong partnerships with students, employees, families, community members, and community organizations to ensure engagement and involvement between school and other settings to maximize the impact of wellness programming.

District Wellness Procedures for ensuring that specific goals and objectives designed to meet all Guiding Principles outlined in this Wellness Policy shall be developed by the District Wellness Committee and reviewed/revised by said committee at least every three (3) years, and presented to the Superintendent for approval. The approved procedures shall serve as the basis for evaluating schools' and district departments' compliance with this Wellness Policy, to assess progress toward the district's wellness goals, and to inform any recommended Wellness Policy changes.

LEGAL REFS: Section 204 of the Healthy, Hunger-Free Kids Act of 2010 (the Act), Public Law 111-296, added Section 9A to the Richard B. Russell National School Lunch Act (NSLA) (42 U.S.C. 1758b), *Local School Wellness Policy Implementation*. The provisions set forth in Section 204 expand upon the previous local wellness policy requirement from the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Reauthorization Act of 2004 (Public Law 108-265).

Adoption Date: March 6, 2006

Revised: November 27, 2007

Date Approved by School Committee: December 17, 2007

Revised: August 2009

Revised: May 2013

Revised: November 2018