

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, May 22, 2023 - Regular Meeting

7:00 p.m. – City Hall Chambers

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

Members Absent: Mayor Ballantyne and President Ewen-Campen

I. CALL TO ORDER

The meeting was called to order at 7:00 p.m. with a moment of silence, followed by a salute to the flag of the United States of America. In Mr. Green's absence Ms. Krepchin chaired this meeting and asked Superintendent Curley to call the roll, results of which were as follows: **PRESENT – 7** – Dr. Phillips, Ms. Krepchin, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion. **ABSENT – 2** - Mr. Ewen-Campen and Mayor Ballantyne.

Chair Krepchin asked interpreters to introduce themselves:

Erika Garcia - Spanish

Ben Cruz - Portuguese

Gina Miranda - Haitian Creole

II. REPORT OF STUDENT REPRESENTATIVES

Student Representative Anna Sophia Protopapas was present and reported the following:

- Seniors' last day was Friday and they had their prom Friday night.
- Student morale is low, so people are looking forward to different events happening and modified schedules.
- Multicultural Fair is this Friday! There has not been one in the past few years, so it's really exciting that it is back. There are going to be performances and informational stands with food.
- Class Day is June 2nd.

III. APPROVAL OF MINUTES

- April 3, 2023
- April 24,2023

MOTION: There was a motion by Ms. Dion, seconded by Dr. Phillips, to approve the School Committee minutes of April 3, 2023 and April 24, 2022.

The motion was approved unanimously via voice vote.

IV. PUBLIC COMMENT

There were two people signed up for Public Comment, Ms. Krepchin asked those who signed up, to comment at this time.

Emily Hickey – Commented against Common Planning Time proposal.

Alexandra Epstein – Commented in favor of Common Planning Time proposal.

Bradley Taylor and Aili Contini-Field both shared their public comment via email – comments attached below.

V. NEW BUSINESS (Taken out of Order)

A. Common Planning Time Discussion and Vote

Dr. Curley framed the discussion.

Present to share remarks were Chris Glynn, Rami Bridge, Karen Woods and Caitlin Donaldson

Questions/Comments:

Dr. Ackman – Are the 5 minutes of instructional time being added at the beginning of the day? President Bridge confirmed that this is the case. The proposal states that student instruction will begin at 8:20 a.m.

Ms. Dion – Agreed as a teacher that this common planning time could be very helpful to teachers. Noted that she understands people's sentiment that perhaps we should extend the school day and perhaps that's a conversation that should be had at some point, but wanted to highlight that extending the school day would cost a lot of money because that means paying all however many hundreds of educators accordingly for their time.

Dr. Phillips – Procedural question. What power does the SC have right now? Are you seeking a vote up or down? Can amendments be made? Ms. Woods confirmed that they were seeking a yes or no vote because the proposal has already been ratified by the SEU. Mr. Bridge indicated that he was asked often as they were going through the ratification what happens if it doesn't pass, and the answer to that is nothing. The status quo stays the status quo, there are no changes to the contract, and there is no common planning time.

Ms. Pitone – Process points as a SC member. She did not realize this was going to be ratified or she would have suggested changes at a previous meeting. She indicated she has made it pretty clear that as much as she is incredibly excited and supportive of common planning time, she is not comfortable supporting something that takes this many hours out of the school year.

Mr. Green – Noted that he understands that people may not like the idea of losing any learning time and that he himself has a visceral reaction to that. He also emphasized that district educators and leadership support it and we need to trust the thousands of educators and district leadership when they say that this is the best option right now.

Ms. Pitone – procedural question – Did she miss a vote that this was going to be ratified and then coming back to the School Committee?

Ms. Woods and Dr. Curley clarified that the MOA's typically go for ratification with the SEU before they are brought to the committee for a vote. Ms. Woods noted that legal counsel confirmed this was the appropriate process.

Ms. Pitone – Indicated that she did not think the School Committee was notified that this was going for ratification, and that is what she is struggling with. If she had known this was going for ratification and was going for SEU vote, she would have taken a different approach. Ms. Woods stated that there is no action that the SC could have taken on the proposal because this was a joint study that was put together which came through negotiations last year, the language of which read: A joint study between the district and the SEU will develop a plan to restructure early release Wednesdays to enable additional and consistent common planning time. The joint study will report their recommendations by a certain date, and it is that recommendation of the joint study that goes forward to vote.

Dr. Ackman – Because this will not go into effect until 2024-2025, if this is voted down today, will there be other opportunities to address this and make changes? Dr. Curley stated that the primary intent for the delayed implementation was to address the concern about the impact of out-of-school time and other coverage that the district wants to make sure we're bringing in and bridging the gap. Also want to make sure that this is a conversation we're having and letting folks know about the reason for the change, and we're preparing over the next year to line up the partnerships that we need.

Dr. Phillips – Hearing lot of concern about the parent trade-offs between Common Planning Time and instructional time, and parent concerns about care in general. Wondering why we could not table this and direct the district to come back with a plan by whatever date feels reasonable to the district for how they're going to get care to the kids who need it and for how our kids who are not on grade level are not going to lose instructional time because of common planning time.

Mr. Green – Noted that there are a lot of families who can't rely on SPS for childcare because their schedules and those of Community Schools programming make it impractical. On the care issue, it cuts both ways – there are families who will need a year to adjust and we should do everything we can to help those families. There are also families who will respond positively to the stability of the proposed common planning time schedule instead of having to remember if a particular Wednesday is a half day Wednesday.

Mr. Mazza – As we hear about the common planning time, it is important to know that it is cross sector work. It is not just SPS providing afterschool care; it is an effort in conjunction with the city and the community. This gives us time to further plan and strengthen that. This allows educators to plan, we can plan with parents to figure out what we're providing and what we can offer parents so there are options for students as we move forward with this.

Chair Krepchin added that staying consistent with half day Wednesdays would be important.

Ms. Pitone – Comes to her decision with a really heavy heart because she knows how much work went into the proposal. She did her own math and it seems like a full 24 hours is being taken away from student time. She urges the district to look at other solutions as she does support common planning time, just not as it is written. She suggested solutions like adding meeting time for teachers at the end of the day. She does not support time being taken away from students. She does not want to make the choice between CPT and student time.

Dr. Curley clarified that the total "learning loss time" is 10 hours. It is the district position that the use of that "lost" time makes it worth it. He also made it clear that it is costly to extend the day and "have it all" and not particularly realistic.

Ms. Woods – Right now, the 13 half days built into the schedule allows for no collaborative time, no planning time and no time that can be dictated by a principal. This proposal shifts the schedule and allows for this collaborative time. If we are trying to retain educators and want high quality value for our kids, educators will need to collaborate.

Chair Krepchin – There is a difference between hours of the school day and hours on learning.

Dr. Ackman- Understands from some of those commenting that the "subtraction of time" has a benefit in the quality of instruction, and asked what metrics are permitted to hold the district accountable to show that it is worth this altered calendar that takes some number of hours of learning away from students? Mr. Glynn– There will be loads of quantitative data that could be pointed out, and expect MCAS scores to go up across the board. Will also be implementing a formative assessment tool that will give some metrics.

Dr. Ackman – Teachers' well-being seems to be at the center of this. What she isn't hearing is how are we going to know this is working and what is the plan if it doesn't work?

Ms. Woods – We can look at student outcomes. We would now have a vehicle to look at data. Any student achievement data can be used. In terms on the impact on culture – both staff and students – we have multiple ways that we do measure that, including an annual Conditions for Learning survey.

Mr. Bridge – Wanted to point out the demand on students and extending the school day. In terms of how do we know if this will work, we don't because we have not gone through the implementation phase. He posed the question, "Do you have faith in your administrators to then go do the thing that you asked them to do? I hope the answer is yes."

Mr. Green – Stated that one of the few intangible benefits of being a teacher is that hours of childcare are compatible with work hours. Noted that we are talking about revamping our entire curriculum and that the most important thing we can do to eventually see the type of returns that we want to see requires time and bandwidth; it requires all the things that this proposal buys us to the cost of 10 hours a year. Suggested that if we don't think this is worth 10 hours a year, then why waste any time on it, but stated that he clearly thought it was worth the 10 hours a year.

Ms. Dion – Clarified that the time that was added during the school day to Arlington PS is not CPT; that time was added to go over student data with principals. CPT is on half day Wednesdays.

Ms. Pitone – She considers that time common planning time. Was extending the day something that was thought of? Ms. Woods – Extending the day was not in the purview of the joint study conducted.

Ms. Pitone – Still very frustrated in the process and does not agree with the time being taken away.

Dr. Phillips – Really wants to approve this but still wants to see more and needs a couple of questions answered before she approves. She wishes there were metrics built into the proposal. She does not understand why we can't table this until the district figures out additional options and then brings it back for a vote. Mr. Mazza – Does not agree with tabling; it would not allow for enough time for planning and communication.

Ms. Woods – Feels like we are underestimating how impactful this could be, struggling with the idea of how much work went into planning the past year and a half, struggling with the thought of tabling, thinks it dismisses the work.

Ms. Barish – Surprised that this was brought to SEU for ratification but glad that it was strongly ratified. Mr. Bridge – Some of the concerns he heard from educators was about childcare – this proposal would make it a lot easier for educators to find childcare for all Wednesdays vs random Wednesdays.

Ms. Donaldson- added that having this common planning time would allow teachers to plan on strategic ways to teach the new curriculum. We need to work smarter and prioritize what our curriculum is.

Mr. Green – When you say overwhelmingly ratified, what percentage? Mr. Bridge – Unit A 75% in favor, 550 members, Unit C 87% in favor, 120 members.

Mr. Green – Commented in favor of the proposal because the former superintendent supported it and suggested it, the current superintendent supports it and the incoming superintendent supports common planning time. He cannot think of a better time to listen to educators than now pertaining to what their day looks like. Mr. Bridge – Added that 1/3 of educators are at SHS and this does not affect them so not very many of them voted. Also added that he spoke to every superintendent candidate who interviewed and they were all in support.

Ms. Barish – Would negotiations in two years allow for the opportunity to revisit this?

Ms. Pitone – None of her objections have anything to do with trusting staff, she does trust the staff. Appreciates that Mr. Green spoke to Dr. Carmona but he is not part of this conversation so does not want to make any assumptions. She is really frustrated by the process, and wonders if there could be a motion to allow the CPT team to look into extending the day. Dr. Curley framed the time that has been spent on this and how this came to be – came out of negotiations, not enough time.

Dr. Ackman – trust but verify – would like to really know how the district could be held accountable for this, metrics matter and would like to see them before she feels comfortable voting.

Ms. Barish – Is two years enough time to measure the success of the implementation? Ms. Woods – not sure if a year will be enough time but could certainly set some metrics. It has been years of careful, thoughtful planning to get to this point.

Chair Krepchin – Commented to the point of teacher retention in the climate that we are in now.

Conversation ensued on the pros and cons of the proposal, the motion was then called to question by Ms. Pitone.

Dr. Phillips – Moves to approve the CPT proposal conditioned on the team bringing back metrics.

Mr. Green – Noted that this vote is for an MOA and cannot combine it, but could make a separate motion. Needs to be an up or down vote.

MOTION: Ms. Dion moved to approve the Common Planning Time proposal; seconded by Mr. Green. No further discussion: **EA-Y; MB- LP-N; SP-Y; SD-Y; EB-Y; IK-Y; AG-Y;** Mayor Ballantyne, President Ewen-Campen not present; motion carries 6-1

MOTION: There was a motion by Dr. Phillips, seconded by Ms. Pitone, to request that the District provide a plan to mitigate loss of instructional time to students by December 1, 2023. Discussion ensued.

Ms. Pitone – Appreciates Dr. Phillips attempting to be creative and is going to support it. The idea is having a point of accountability for all of us.

Mr. Green – Echoes Dr. Ackman’s point. What is the concrete thing we are trying to do here?

Dr. Phillips – Does not think it’s a 1-to-1 (hour for hour) on common planning time vs instructional time. What are we concretely saying we are going to do besides common planning time?

Chair Krepchin – Called to question. The motion was approved unanimously via voice vote.

Ms. Pitone – Clarified that her no vote was towards the reduced instructional time, not the common planning time.

Chair Krepchin – Agreed that there could have been better communication between SC and the district about how this was brought forward. She then thanked the common planning time team.

Chair Green left the meeting at 8:52 p.m.

VI. REPORT OF SUPERINTENDENT

A. District Report

- **West Somerville Neighborhood School Improvement Plan Memo** (Ms. Eligene)

Dr. Curley invited Ms. Eligene to the podium and announced that the last School Improvement Plan memo from the West Somerville Neighborhood School is included in the packet.

Ms. Eligene was pleased to bring the last SIP forward and thanked Ms. Kimberly Murphy-Baker for all the effort she put into the memo. There were no questions or comments from the Committee.

- **FY24 Budget update** (Dr. Curley)

Last week School Committee unanimously passed the FY24 Budget in the amount of \$100,009,209 with a breakdown of roughly \$82 million for payroll and \$18 million for operational management. This budget represents a 7.89% increase in the Somerville Public Schools (SPS) budget over FY23. This is the second largest increase in the district’s history.

The FY24 budget will allow the district to reduce the number of ESSER funded positions from 55 that were funded in FY22 and FY23 to 29 for SY23-24, including moving 14.1 full-time positions (FTEs) onto the general fund budget in FY24. The FY24 budget proposes a net increase in school staff/positions, with 30 new positions proposed.

With federal ESSER funds sunseting in the first quarter of FY25, we need to start carefully shifting away from relying on these funds to support the operating budget. Of the 30 new positions proposed in the FY24 budget, 22 are positions that are brought onto the General Fund from ESSER. 29 positions will continue to be funded through ESSER - accounting for approximately \$2.7 Million - and will need to be considered and addressed as part of next year’s budget process.

This budget proposes a \$2M increase in funding for Special Education, including a net increase in positions in the Special Education Department and funding to offset the rising costs of out-of-district student placement tuition and transportation.

Thanks to the generous support of Mayor Ballantyne, we are making an additional \$500,000 investment in Out of School Time. We anticipate utilizing these funds to further increase access to critical afterschool and summer learning options.

Dr. Curley thanked Chief Financial Officer Fran Gorski, Deputy Chief Financial Officer Joan White, School Committee, Mayor Ballantyne, the dedicated educators, the incredible district leadership team, and everyone who gave feedback or participated in shaping this budget. This budget will be presented to City Council on June 1.

Notes-Superintendent’s Update: *School Committee Mtg – Monday, May 22, 2023*

With only four weeks remaining in the school year, we are excited to be celebrating the many accomplishments of our students and staff this year. End-of-year concerts and awards ceremonies are underway, graduation ceremonies are quickly approaching, and other transition events are scheduled as students close one chapter of their educational journeys and prepare for the next. Please join us in celebrating our students and staff! Visit our website calendar of events for dates and times.

Special Upcoming Events

The following are a few of the many celebratory events coming up:

- Wednesday, May 24th at 7:00pm - Somerville High School Scholarship Night @ the SHS Auditorium
 - Thursday, May 25th at 6:30pm - District-wide Middle Grades Spring String Fling @ the SHS Auditorium
 - Tuesday, May 30th at 6:30pm - Somerville High School Chamber Music Concert @ the SHS Auditorium
 - Monday, June 5th at 6:00pm - Somerville High School Graduation @ Dilboy Stadium
 - Wednesday, June 7th at 5:00pm - Full Circle Graduation @ The Armory
 - Wednesday, June 7th at 6:00pm - SCALE Graduation @ the Somerville High School Highlander Forum
 - Thursday, June 8th through Saturday, June 10th - All-City Middle Grades Musical @ the Somerville High School Auditorium - 7:00pm on Thursday, 5:00pm on Friday, and 2:00pm on Saturday
-

School-based Liaisons Share their Knowledge at Wellesley College

Two of our school-based liaisons, MaryLou Sturniolo (Winter Hill) and Telma Leitao (Argenziano) recently had an opportunity to impart some of their experience and knowledge working with immigrant families with students at Wellesley College. Lecturer Sarah Bruhn invited MaryLou and Telma to share what they have learned with students in her "Understanding and Improving Schools" class at Wellesley College, highlighting the important role of school-based liaisons in supporting and connecting students and families to critical resources. Thanks to our amazing team of liaisons for their commitment to our students and families, and a special thanks to MaryLou and Telma for sharing their knowledge and the impact of their work with aspiring educators.

SHS Personal Finance 1 Class Team Wins Stock Market Challenge

A huge shout-out to the Somerville High School Personal Finance 1 Class team of Liam Beretsky-Jewell, Matthew Mannion, Michael Nionakis, and Oliver Wicks for an impressive showing at the 2023 Junior Achievement Stock Market Challenge held in Boston earlier this spring. The SHS foursome took the top prize in the Stock Market Challenge with an impressive mock stock portfolio appreciation of nearly 22.86%! They also tied for second place in the Massachusetts Personal Finance Challenge, in which students can demonstrate their knowledge of earning income, spending, saving, investing, managing credit, and managing risk. Congratulations!

Upcoming Holidays and Half Days

- We have two more Half-day Wednesdays scheduled for this year. This Wednesday, May 24th, is a half day for PK-8 students. Pre-K students will be dismissed at 11:30 a.m.; K-8 students will be dismissed at noon. The next and final Half Day Wednesday for students in grades PK-8 will be June 7th.
- All schools and district offices will be closed next Monday, May 29th, in observance of Memorial Day.

Team Shout-out

Tonight's "behind-the-scenes" shout-out goes to our **Special Education team** for their tireless commitment to meeting the diverse needs of our special education students, and ensuring that we do so in the least restrictive environment. We are grateful for the very able leadership of Interim Assistant Director Will Verbitz and Assistant Director Marissa MacDonald in guiding and supporting an incredibly dedicated Special Education team serving students across our district during a transition period over the last few months. We are excited to welcome our new

Director of Special Education, Ildefonso Arellano, to this amazing team this summer, and look forward to continuing to work with and support them over the coming years.

B. Personnel Report

• **May 2023**

Dr. Curley announced the retirement of Patti DiFraia, HR Administrative Assistant after 23 years of service to the district.

VII. REPORTS OF SUBCOMMITTEES

MOTION: There was a motion by Dr. Ackman seconded by Dr. Phillips, to accept all the subcommittee reports on the agenda.

The motion was approved unanimously via voice vote.

A. School Committee Meeting for Rules Management Subcommittee: May 8, 2023 (Ms. Barish)

Rules Management Subcommittee Meeting
May 8, 2023

The May meeting of the Rules Management Subcommittee was held in the City council Chambers. Ellenor Barish, Sarah Phillips, Sara Dion, Susana Hernandez Morgan, and Elizabeth Doncaster were in attendance at the start of the meeting. Ms. Dion and Ms. Doncaster attended virtually. Attorney Paige Tobin joined the meeting shortly after it was called to order, also virtually. There was nobody in the audience.

Ellenor Barish called the meeting to order at 5:33 pm. There were five items on the agenda.

1. Approve April Notes

Sarah Phillips moved to approve the notes for the April meeting. Sara Dion seconded. The motion passed unanimously.

Ms. Barish took items 4 and 5 out of order

4. File JIC - Student Discipline

The group discussed a draft policy brought forward by Dr. Phillips, produced in consultation with Matthew Cregor. Attorney Tobin had provided specific comments on the draft in the packet. In summary, she said that these revisions are very specific and include lots of legal details and language not typically used in policy; another option would be to draft a broad policy on discipline and add an accompanying policy for the procedural details. The policy could also refer to the handbook for procedural details. Attorney Tobin highlighted the importance of having consistent and easy to understand procedural language in parent and student handbooks.

The Subcommittee requested that Attorney Tobin draft broader policy language to present at the June Rules Subcommittee meeting. Per Ms. Doncaster's suggestion, that draft will be shared with SHS Principal Alicia Kersten and Ms. Kersten will be invited to the June meeting.

5. Special Policing Subcommittee Recommendations

Based on existing policy language in File CHA - Development of Procedures, it appears that the School Committee already has the ability to request that an MOU negotiated between the Superintendent and the Chief of Police be brought to the School Committee for approval. Attorney Tobin was asked to provide guidance as to whether a separate policy outlining that process was necessary or beneficial. She was also asked for input regarding a potential policy stating that SPS funds would not be spent on police programming in schools. Ms. Tobin will respond by the end of the week.

2. File KCD – Gifts to Schools

Ms. Barish shared the MASC reference policy with Mr. Gorski and Ms. Tobin. Mr. Gorski reported that district practice is aligned with current law and this policy revision. Attorney Tobin confirmed that she supports this policy revision. Ms. Dion moved to send this policy to the full committee with a recommendation to adopt it. Dr. Phillips seconded the motion. The motion passed unanimously.

3. File BEDH/BEDH-E - Public Comment

Ms. Barish presented revisions to BEDH and BEDH-E based on the MASC reference policy revisions in response to a recent decision at the Supreme Judicial Court. Additionally, Ms. Barish revised the policies to include SPS employees among those invited to participate in Public Comment. Ms. Hernandez Morgan suggested adding language about virtual participation which the group discussed incorporating. Ms. Barish shared that MASC has discarded BEDH-E - Guidelines for Public Comment. Her colleagues requested that she attempt to merge the two policies. Dr. Phillips made a motion to send BEDH to the full committee with a recommendation to approve pending revisions discussed at this meeting. Ms. Dion seconded the motion. The motion passed unanimously.

The meeting was adjourned at 6:20 pm.

Documents used:

5.4 Somerville BEDH

5.8 EB BEDH Suggested Revisions

5.8 EB Suggested Revisions File BEDH-E

MASC Reference File_ BEDH - PUBLIC COMMENT

ProposedRevisionstoKCD_2022

Rules Management Notes April 2023

School Committee Rights and Responsibilities

Somerville Current KCD

Somerville discipline Policy PLT edits

B. School Committee Meeting for Finance and Facilities Meeting of the Whole: May 10, 2023 (Ms. Krepchin)

Finance and Facilities Subcommittee Meeting May 10th, 2023 Via Remote Participation

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

Also in Attendance: Director of Finance Fran Gorski, Interim Superintendent Jeff Curley, Interim SPED Director Will Verbits, Assistant Superintendent of Operations Chad Mazza

Audience Members: There were 10 audience members

Ilana Krepchin called the meeting to order at 7 pm

There were 4 items on the agenda -

April Bill Rolls - Motion to approve the bill rolls made by Dr. Phillips, seconded by Dr. Ackman, passed unanimously.

Field Trip (Recommended action: approval) May 15, 2023 – May 18, 2023 - forty students from the Healey School will visit Red Gate Farm in Ashfield, MA. Travel by bus, student average cost \$130.

Motion to approve by Dr. Ackman, seconded by Ms. Barrish, passed unanimously.

Revenue/Expenditure Discussion - Transportation is in deficit due to increasing cost of homeless transportation. We are tracking to finish the year on budget and are looking at items to prepay ahead of FY24.

FY24 Budget Deliberation

This budget includes an Increase of 28% in Special Education and an Increase of 8% in MLE, with a net increase of 30 positions (14 of these are coming from ESSER). Next year's budget will likely be over the 5% increase that the city usually gives the schools, without adding anything new (just bringing over all the ESSER positions and contractual increases). We looked for positions that were vacant and central office positions that could be cut. 4th math interventionist? Adding this back in on ESSER funds will make it that much harder next year. We should spend the next year talking about strategies for the future so that we don't need as many interventionists. Mr. Green moved to amend budget to add back in two reading specialists and a math interventionist, seconded by Dr. Ackman. Motion was then amended by Mr. Green to only be about the math interventionist. Passed unanimously.

The reading specialists were under the general fund, but they could be funded under ESSER. A request was made for a breakdown of all the positions that are shifting for our next meeting. Summary budget - admin - reduction of enrollment study, money for SmartFind express, curriculum for math (we've done some pre purchasing), Greater Boston Breakthrough increase, student assessment program, additional funding for restorative justice, wifi hotspots, additional money for Chromebooks (had been reduced when it was paid with ESSER money), classroom furniture for some new classrooms, PD for principals, transportation added \$100,000, added money for nursing outsourcing. Added additional \$\$ for field trips at each school. PE - money to get the rock wall up and running. SFLC- two items related to homeless students, SEPAC - some money for flyers, out of district tuition increase of \$900,000. Additional items added by the Mayor - student MBTA passes for the full year and extra money for out of school time. Total for non-payroll side is 14.71% increase.

Staff requests - AIM programming - 3 additional classrooms, 10 positions added post budget last year, 9.2 new positions, 14.1 ESSER positions moving to the general fund. Then a few staff reductions. OST director position that has been reimaged and will be on the budget of Community Schools. Net 30 positions. 7.84% overall budget increase.

With no further business, the meeting was adjourned at 8:45 pm. Submitted by Ilana Krepchin, Chair, Finance and Facilities Subcommittee

C. School Committee Meeting for Finance and Facilities Meeting of the Whole: May 16, 2023 (Ms. Krepchin)

Finance and Facilities Subcommittee Meeting May 16th, 2023 Via Remote Participation **Members Present:** Ilana Krepchin, Emily Ackman, Laura Pitone, Sara Dion, Sarah Phillips, Andre Green and Ellenor Barish.

Also in Attendance: Director of Finance Fran Gorski, Interim Superintendent Jeff Curley, Interim SPED Director Will Verbits, Assistant Superintendent of Operations Chad Mazza, **Audience Members:** There were 15 audience members

Ilana Krepchin called the meeting to order at 7 pm

There was 1 item on the agenda - **FY24 Budget Deliberation and Vote**

New item - funding for a study on facilities needs.

Data wasn't strong on the reading specialist positions. They were funded under the general fund, but they really should go under ESSER. We are adding them back, but putting them under ESSER. Math interventionist is back in, under ESSER. We will look at the data next year and then determine if we need to move those positions over to the general fund. Will now be 29 positions still on ESSER for FY24.

The overall SPED budget is about 2 million more and is a net increase in positions. Attempting to look ahead at expected shifts. Things will change, as happens every year, and we will make staffing adjustments midyear to account for this - when a new need arises, we will allocate resources to meet that demand.

Can we look at the connections between ratios of educators and students and outcomes? Some ideas for the increased OST funding include fully funding The Calculus Project, adding language capacity for out of school time programs, BOKS in the morning or other before school programming with a value add (not just a babysitting service). Currently 3.8 million in the budget is for out of school time.

Does the SC have the power to allocate surplus funds in the revolving account of Community Schools? Dr. Phillips moves to allocate \$15,000 of the community schools revolving account to provide HR support to ensure they are able to hire all the positions they need for next year. Seconded by Ms. Dion. Could be a consultant or stipends to help with recruiting. Dr. Curley - We can commit to doing this without this motion. Dr. Phillips withdrew the motion. Mr. Green moved to approve the SC budget for FY24 in the amount of \$100,009,209, seconded by Mrs. Pitone. Passed unanimously.

With no further business, the meeting was adjourned at 8:45 pm. Submitted by Ilana Krepchin, Chair, Finance

and Facilities Subcommittee

VIII. UNFINISHED BUSINESS

A. Resolution in Support of the "THRIVE" Act (Ms. Krepchin)

MOTION: There was a Motion by Ms. Krepchin, seconded by Dr. Phillips to approve the Resolution in Support of the "THRIVE" Act.

The motion was approved unanimously via roll call vote.

B. Somerville Public Schools Policy Manual

The Following policies are being presented this evening for a **Second** reading:

- File LBC: Relations with Other Schools and School Districts

MOTION: There was a motion by Ms. Barish, seconded by Dr. Phillip to approve file LBC: Relations with others Schools and School Districts.

- File JIB: Student Involvement in Decision-Making

MOTION: There was motion EB, seconded by Dr. Phillips to approve File JIB: Student Involvement in Decision-Making

- File JB: Equal Educational Opportunities
- File GBA: Equal Employment Opportunity
- File GCF: Selection Process for Professional Positions
- File AC: Non-Discrimination Policy Including Harassment and Relation
- File AC-R: Procedures for Responding to Complaints of Discrimination, Harassment an

MOTION: there was a motion by Dr. Ackman, seconded by Ms. Dion to approve the files above

All three motions were approved via voice vote.

IX. NEW BUSINESS

B. Somerville Public Schools Policy Manual

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

- File KCD: Public Gifts to the Schools

Ms. Barish said that the changes to the policy are in line with the current practices of the district. This was verified with legal and CFO Gorski.

- File BEDH: Public Comment at School Committee Meetings

Ms. Barish framed the changes.

Ms. Pitone wondered about the inclusion of educators in the public comment process. Original intent of the policy was only Somerville residents because as a body, the School Committee is representing residents. However, there has been a change in practice. Curious about how others feel about the original intent of public comment policy vs current practice of allowing non-Somerville resident educators to participate in public comment, and wondering what it exposes us to.

Dr. Ackman – noted that in subsequent reviews of the policy in the Rules Management Subcommittee meetings, the decision has been made not to change the policy. She noted that the union is the voice representing employees and the SC is the voice representing residents.

Ms. Dion – in support of including educators.

Ms. Pitone – There are other opportunities for educators to reach out to SC. Wondered if we have gotten legal advice or have we checked with MASC.

Conversation ensued.

Ms. Pitone requested that Ms. Barish connect with legal and MASC.

These policies will be brought back at the next meeting.

C. Field Trips (Recommended action: approval)

MOTION: There was a motion by Ms. Dion, seconded by Dr. Ackman, to approve an out of state field trip on **June 4, 2023 – June 5, 2023** to send four students from Somerville High School to the Federal Reserve in Cleveland, OH to compete in a National Personal Finance Challenge.

The motion was approved unanimously via voice call vote.

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

MOTION: There was a motion by Ms. Barish, seconded by Ms. Dion, to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

Private

- Mass Cultural Council Grant: \$22,000 – for El Sistema Program
The motion was approved unanimously via voice call vote.

E. Donations (Recommended action: approval)

MOTION: There was a motion by Ms. Barish, seconded by Ms. Dion, to accept all donations, with gratitude.

Donation	Donor	City, State	Value	Programs Donated to
3 Gift Cards	Market Basket	Somerville, MA	\$750	AFAS Gay - Straight Alliance Club

The motion was approved unanimously via roll call vote.

X. ITEMS FROM BOARD MEMBERS

Dr. Ackman –Salem has an artist for residency; would like the district to consider.

Ms. Pitone – Request to Superintendent to report out on the removal of looping.

Ms. Krepchin – Followed up on the Resolution in Support of the Salvadoran Delegation and noted that we were presented with a picture of the mayor of said city.

XI. ADJOURNMENT

Meeting was adjourned at 9:22. p.m.

Related documents:

Agenda

Public Comments

[Common Planning Time Proposal](#)

[West Somerville Neighborhood School Improvement Plan Memo](#)

Personnel Report

Submitted by: E. Garcia

ATTACH DOCUMENTS STARTING ON THE NEXT PAGE

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – MAY 22, 2023 – 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:
somervillema.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_ZMsQsp01SSClSjXOKcunug

Meeting ID: 847 5813 4927

Password: SPSSC23

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. AWARDS AND CITATIONS

A. Massachusetts Association of School Superintendent Award

- Valedictorian – *Veld Patel*
- Salutatorian – *Elizabeth Churchill*

III. SCHOOL COMMITTEE STUDENT ADVISORY COMMITTEE REPRESENTATIVES

IV. APPROVAL OF MINUTES

- April 3, 2023
- April 24, 2023

V. 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_ZMsQspO1SSClSjXOKcunug
Meeting ID: 847 5813 4927
Password: SPSSC23

VI. REPORT OF SUPERINTENDENT

A. District Report

- FY24 Budget Update (Dr. Curley)
West Somerville Neighborhood School Improvement Plan Memo (Ms. Eligene)

B. Personnel Report

- May 2023

VII. Report of Subcommittees

A. Rules Management Subcommittee Meeting: May 8, 2023 (Ms. Barish)

MOTION: To accept the report of the Rules Management Subcommittee meeting of May 8, 2023.

B. Finance and Facilities Meeting of the Whole: May 10, 2023 (Ms. Krepchin)

MOTION: To accept the report of the Finance and Facilities Meeting of the Whole of May 10, 2023.

C. Finance and Facilities Meeting of the Whole: May 16, 2023 (Ms. Krepchin)

MOTION: To accept the report of the Finance and Facilities Meeting of the Whole of May 16, 2023.

VIII. UNFINISHED BUSINESS

A. Resolution in Support of the "THRIVE" Act (Ms. Krepchin)

B. Somerville Public Schools Policy Manual (Ms. Barish)

The following policies are being presented this evening for a second reading:

- File LBC: Relations with Other Schools and School Districts
File JB: Equal Educational Opportunities
File JIB: Student Involvement in Decision-Making
File GBA: Equal Employment Opportunity
File GCF: Selection Process for Professional Positions
File AC: Non-Discrimination Policy Including Harassment and Relation
File AC-R: Procedures for Responding to Complaints of Discrimination, Harassment and Retaliation

IX. NEW BUSINESS

A. Common Planning Time Discussion and Vote

B. Somerville Public Schools Policy Manual (Ms. Barish)

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

- File KCD: Public Gifts to the Schools
File BEDH: Public Comment at School Committee Meetings

C. Field Trips (Recommended action: approval)

June 4, 2023 – June 5, 2023

Four Students from Somerville High School will travel to the Federal Reserve in Cleveland, OH to compete in a National Personal Finance Challenge. Travel by airplane, student cost \$0.

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

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

Private

- Mass Cultural Council Grant: \$22,000 – for El Sistema Program.

E. Donations (Recommended action: approval)

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

Table with 5 columns: Donation, Donor, City, State, Value, Programs Donated to

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

3 Gift Cards	Market Basket	Somerville, MA	\$750	AFAS Gay - Straight Alliance Club
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X. ITEMS FROM COMMITTEE MEMBERS**XI. CONDOLENCES****XII. 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: 847 5813 4927

Contraseña: SPSSC23

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 **ouvír** 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: 847 5813 4927

Senha: SPSC23

Kreyòl ayisyen - 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, rantr nan Zoom sa a epi chwazi lang ou vle a lè w klike sou balon entèpretasyon an:

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

Reyinyon ID: 847 5813 4927

Modpas: SPSSC23

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

Public Comments

Dear elected officials and district staff,

My understanding is that Somerville School Committee will be discussing and voting tonight on a proposal to make every Wednesday a half-day (ending at 1:00pm) for the 2024-2025 school year (not this coming year, but the year after), with the goal of providing educators with explicit weekly "Common Planning Time" (an on-the-clock dedicated block for meetings/curricular development/troubleshooting/professional development/cross-training).

I am FOR Common Planning Time. My child's teacher (who is also my older child's former teacher) is one of the authors of the proposal and she is wonderful. If she says it's a good idea, I BELIEVE HER.

But I am AGAINST the fact that the proposal as written would shrink the amount of time students spend with educators in active instructional time both over the course of the week and over the course of the school year.

I would like to see a plan that retains total student-teacher minutes, whether that happens by increasing the length of the school day to 2:45pm or 3:00pm M/T/Th/F or adding additional days to the school calendar. Obviously any change to teacher minutes would need to be negotiated with the staff who work those minutes!

We have seen a lot of interest recently around beefing up "out of school time" (OST) offerings -- enrichment programming during afterschool and summer. While I support that effort (in my household, both adults work full-time and our children attend the paid program provided by Community Schools), even the most appealing suite of afterschool enrichment offerings does not take the place of Actual Time at School, for the following reasons:

- * School is mandated. There are laws. School happens for ALL students.
- * BECAUSE school needs to happen for all students, schools are mandated to give all students ACCESS to school by providing transportation for students in specialized programs and supports to students with disability or language-based special needs.
- * Out of school time is not mandated and not supported. Even if the district does a perfect job designing programs, and a perfect job of publicizing them TO families with sufficient advance notice, you are now in an opt-in environment. There may be transportation issues. There may be competing priorities, like a student who needs to care for a younger sibling or run errands for an older relative. There are access issues for students without English fluency or who have behavior or mobility issues that limit the types of activities they can engage in. There could be cultural considerations in the types of programs in which families feel comfortable enrolling their students. There are trainings and accreditations for our teachers; afterschool staff (including high school students and unpaid volunteers) can't be assumed to have the same high level of multivariate expertise.

Out of school enrichment is not a substitute for the minutes our students are spending in Actual School.

We also learned from the pandemic, when Somerville's schools stayed fully remote months after most other districts in the state -- that even the best, most dedicated behind-the-scenes collaboration by educators -- the kind

of work that is intended for the proposed Common Planning Time -- is not a substitute for in-person interaction between students and educators.

I am not here to gripe about the need for more academic drilling. I trust our educators to know in what areas and how badly our students are struggling and the most interesting, meaningful, and age-appropriate ways to work with them on those areas. But I'd like them to have enough minutes WITH those students to make progress -- and for everyone to have room in the schedule to breathe

Thank you all for your service to the city and to our city's children.

Sincerely,

Aili Contini-Field

215 Summer St. #1 (Ward 3)

Parent of current 3rd and K students at WHCIS

401-527-2389

Dear members of the Somerville School Committee,

I have been anticipating the School Committee's discussion related to the Common Planning Time proposal. I am dismayed to see it scheduled for a vote at this evening's meeting. Please do not vote to approve the Common Planning Time proposal in its current form.

Anecdotally, the parents I speak with are largely unaware of this proposal. They deserve a chance to hear and comment on such a major change to the school schedule before it is approved. Please do not vote to approve before they've had this chance.

I'm given to understand that Common Planning Time can be a powerful tool to increase quality and standardization of instruction across and between schools. I'm favorably inclined toward the idea. But as implemented, this proposal does not seem workable.

Half-day Wednesdays every week would result in a net loss in classroom instruction time for our children. Yet our entire school cohort has already been subject to significant pandemic classroom time losses. Our kids and teachers are still dealing with the aftereffects of this. They are struggling. I do not see how we can justify further learning time reductions.

If the pandemic taught us anything, it's that there is no substitute for instruction time with our highly qualified, professional educators. That may have been a necessity, but this would be a choice. Our teachers need more time with our kids, not less.

Supposedly, the proposal limits instructional loss to 1%. Yet the math involved seems suspect. It relies on children starting instruction 5 minutes earlier each day, without changing the start time of school. I do not see how this can be achieved in practice. If someone has found a way to get elementary schoolers to take off their coats and become attentive 5 minutes faster, I would love to hear how. This places more pressure and stress on our teachers at an already challenging time of day. In practice, it is more likely that instruction will

continue to start at the same time each day, and our children will simply receive less of it. And even if it were achievable, this involves attempting to offset hours-long chunks of schooltime with scattered minutes.

Also at issue are the knock-on effects on out-of-school time. Our Community Schools system is already strained for resources to cover the hours at hand. How can we expect it to accommodate further reductions in school time?

My understanding is that neighboring school systems such as Arlington have implemented common planning time and seen benefits. My understanding is that Arlington also concomitantly lengthened the school day. We should follow that example. While Common Planning Time seems desirable, it cannot be paired with a loss of instructional time.

Thank you,
Brad

--
Bradley Taylor
(He/Him/His)

Somerville Public Schools
 Education • Inspiration • Excellence
 PERSONNEL REPORT
 2023-2024 School Year
 May 2023

RESIGNATION FOR PURPOSE OF RETIREMENT:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	YEARS OF SERVICE
WHCIS	Grade 2 Teacher	Maureen Cronin	07/31/22	26 years
ESCS	Grade 5 UNIDOS	Fernando Cantillo	10/11/22	9 years
Central Office/SFLC	Director of SFLC	Nomi Davidson	02/01/23	31 years
SHS/CTE	Business Teacher - CTE	Debra Allen	06/30/23	25 years
Food Services	FT Utility Aide	William Brown	01/11/23	20 years
FC/NW/SHS	School Nurse	William Bingay	06/30/23	25 years
WSNS	Senior Clerk	Dignora Diaz	03/01/23	26 years
ESCS	Interim Principal	Samaria C. Hashem	06/30/23	2 years
WSNS	Grade 1 Teacher	Kathleen Hern	06/30/23	34 Years
BR	Grade 3 Teacher	Patricia Creedon	06/30/23	25 years
SHS/CTE	Social Studies Teacher	Everett Roscoe	09/27/23	27 years
Central Office/HR	HR Administrative Assistant	Patricia Difraia	06/30/23	23 years

RESIGNATION NOTICES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
Central Office/MLE	Assistant Director of MLE Programs	Cora Jeyadame	06/30/23
CAP	SPED Paraprofessional	Tommico Ahadzi	04/26/23
District Wide	Technology & Digital Learning Specialist	Kayla O'Brien	04/24/23
District Wide	Intermittent Substitute Teacher	Melanie Maria	03/20/23
ESCS	Provisional K UNIDOS Teacher	Margarita Lopez	04/28/23
SCALE	GOAL Program Specialist	Marha Franco	06/16/23
SHS	Mathematics Teachers	Kruschef Sanchez	06/30/23
SHS	Chemistry Teacher	Andrson Zachary	06/30/23
SHS/CTE	Graphic Arts Teacher	Jennifer Demariano	08/18/23

ASSIGNMENT ENDED:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
AFAS	Resource Room Teacher	Lisa Spagnuolo	06/30/23
AFAS	IEP Team Leader	Kyra Knox	06/30/23
AFAS	School Based Social Worker	Carla Feehan	06/30/23
ESCS	Reading Teacher	Elizabeth Larson	06/30/23
KEN	Grade 7/8 Math/Science Teacher	Robert Turner	06/30/23
KEN	SEEK Teacher	Trina Babbín	06/30/23
SHS	Resource Room Teacher	Dawn Dunleavey	06/30/23

LEAVES OF ABSENCES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES
AFAS	Senior Clerk	Mercedes Tinoco	05/15/23 - 06/30/23
AFAS	SEI Integrated	Angela Rodriguez	05/30/23 - 01/01/24
AFAS	Grade 5 Mathematics	Anthea Rathjens	04/27/23 - 05/26/23
BR	Art Teacher	Amanda Ledin	05/15/23 - 09/21/23
ESCS	Grade 4 Teacher	Susan Fothergill	03/31/23 - 05/30/23
HLY	MLE Paraprofessional	Laura Semple	04/27/23 - 05/10/23
HLY	Grades 3/4 Teacher	Sara Morris	04/26/23 - 01/01/24
HLY	Kindergarten Teacher	Paige Mahoney	06/13/23 - 12/15/23
WSNS	Grade 3 Teacher	Stephen Hughes	04/24/23 - 06/30/24

INTRA-DISTRICT PERSONNEL TRANSACTIONS

SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE DATE
AFAS	Long Term MS Science Teacher	Reyna Theodore	New Assignment	Michael Coughlin	04/24/23
CAP	SPED PRE-K AIM Teacher	Jessica DaSilva	Reassignment	New/Coverison	08/28/23
CAP	Provisional SPED AIM Paraprofessional	Julia Ashe	Temporary Assignment	Michael Buck	05/08/23
CAP	Provisional SPED AIM Paraprofessional	Kristen Wagner	Temporary Assignment	Kathleen Heal	05/08/23
District Wide	School Nurse (Floating)	Carli Eldridge	.40 to 1.0 FTE	N/A	05/22/23
District Wide	K-12, Superisor of Health and Physical Education	Nicole Viele	Interim to Perm	Sheila Freitas	07/01/23
ESCS	Building Substitute Teacher	Lauren Costanzo	New Assignment	Samantha Jensen	05/08/23
ESCS	Long Term Substitute Art Teacher	Devin McSheehy	New Assignment	Emily Alcott	04/24/23
ESCS	Provisional K UNIDOS Teacher	Vickie Thao	New Assignment	J.Anaya/M.Lopez	06/01/23
HLY	Provisional PK SMILE Paraprofessional	Lerin Cross	Reassignment	Kathleen Sullivan	02/13/23
HLY	Provisional Paraprofessional	Ishaya Williams	Temp Assignment	L'orin Cross	03/31/23
KEN	Assistant Principal	Samantha Patton	Interim to Perm	Steven Marshall	07/01/23
SCALE	Director of Continuing Education	Samaria Hashem	New Assignment	L.Cook/C.Horton	07/01/23
SHS	Social Studies Department Chair at SHS	David Dipietro	Interim to Perm	Alicia Kersten	07/01/23
SHS	Principal	Alicia Kersten	Interim to Perm	Matthew Buchanan	07/01/23
WHCIS	Interim Assistant Principal	Isabel Barros	Location Change Only	Christopher Ames	07/01/23

NEW HIRES

SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
AFAS/Comm Schools	PT Lead Teacher	Sana Kazemi	Ptricia CRuz	No/No	05/22/23
Central Office/HR	Human Resource Sprecialist	Jessica Ciardi	Patricia Difraia	No/No	05/22/23
Central Office/MLE	Assistant Director of MLE Programs	Gladys Valle	Cora Jeyadame	No/Yes	07/01/23
Central Office/Payroll	Payroll Coordinator/Principal Account Clerk	Kevin Sheehan	Sabrina Caprigno	No/No	05/01/23
DW/SHS	SAT and AP Exam Proctor/Substitute Teacher	Isabel Silva	N/A	No/No	04/25/23
BR	Provisional Counselor/Educator	Kayla Pelletz	Kate Melillo	No/No	04/26/23
District Wide	School Nurse (Substitute)	Kristin Lichtenberg	N/A	No/No	04/24/23
District Wide	Early Childhood Instructional Coach	Abby Morales	N/A	No/No	04/24/23
District Wide	Intermittent Substitute Teacher	Anna DaCosta	N/A	No/No	05/03/23
District Wide	Intermittent Substitute Teacher	Luis Franco	N/A	No/No	05/01/23
ESCS	Junior Clerk	Sandy Figueiredo	N/A	No/No	05/01/23
Food Services	Intermittent Cafeteria Helper	Aundrea Martinez	N/A	No/No	05/05/23

Food Services	Intermittent Lunch Attendants	Jatinder Singh	N/A	No/No	04/25/23
Food Services	Intermittent Lunch Attendants	Tatiana Thomas	N/A	No/No	04/27/23
HLY	Long Term Grade 4 Substitute Teacher	Kendall Murray	Sara Morris	No/No	05/16/23
HLY/Comm Schools	PT Lead Teacher	Anastasia Brennan (past employee)	Michelle Ambila	No/No	08/30/23
SHS	SAT and AP Exam Proctor	Kelley Weedon	N/A	No/No	05/01/23
SHS	SAT and AP Exam Proctor	Christopher Soares	N/A	No/No	05/01/23
WSNS	Long Term Substitute Grades 7/8 Spanish Teacher	Lirio Trochez-Potts	Kattie WHitton	No/No	05/03/23