

Milton School Committee Meeting Minutes September 23, 2020

Committee Present: Sheila Varela, Chair; Margaret Eberhardt, Dr. Kevin Donahue, Ada Rosmarin, Betty White

Absent: Dr. Elaine Craghead, Vice Chair

Staff Present: James Jette, Superintendent of Schools; Dr. Karen Spaulding, Assistant Superintendent for Curriculum and Human Resources; Dr. Glenn Pavlicek, Assistant Superintendent for Business

(Conducted pursuant to the Executive Order dated March 12, 2020 suspending certain provisions of the Open Meeting Law, Gen. L. c. 30A §20 et seq. and 940 CMR 29.01 et seq.)

1. **Call to order:** 7:03pm
2. **Approve September 23, 2020 Agenda**
Updated and approved

Chair Varela asked for a moment of silence for Cameron Nohmy, age 24, a 2015 Milton High School graduate. Cameron passed away on September 12, 2020 after a fatal stabbing. Thoughts and prayers are with Cam's family.

Ms. White commented that a Go Fund Me Page was set up by Cameron's his mother and his union for a scholarship for a Milton High School student going into a trade. \$49,000 has been raised to date.

3. Superintendent's Report - Superintendent Jette

- Thanked all the faculty, staff and parents for all their hard work to prepare for return to school.
- Nice to have the buildings open
- Asked parents for flexibility and patience, not a typical year
- Focus on the positive rapport

Return to School Updates

- Parent Requests to Switch Models
- Maintaining the 6ft of distance would be difficult to switch the models, it may take some time depending on the grade/school

- All in person learning cannot happen at this time
- Goal is to monitor the state guidance
- Will be watching the data
- Will be watching the positive cases and the location of positive cases
- Will keep updates available on the MPS website

Technology

- AJ Melanson, Bob Pattison, Joe Thomas, Julian Ramirez and Even DiTullio over the last week have distributed over 2400 Chromebooks to the elementary schools.
- LTE Chromebooks will be provided to students in early October due to the back order.
- Advertised for a Technology Teacher/Coach available position. Please send resumes to Principal Karen Cahill at Milton High School or AJ Melanson.

Sports and Extracurricular Activities

- Fields are active again at Milton High School
- Fall Sports, Soccer, Field Hockey, Swimming, Golf and Cross Country
- Football, Cheerleading and Volleyball have been moved to Fall II which will be a fourth season (start the end of January/end of February).
- No direct solution for Middle School Sports, in contact with different schools.
- All afterschool clubs will start next week.

Update on Anti-Racism Initiatives

- 8 faculty and staff submitted letters of interest and 46 parents.
- Goal to increase faculty and staff to have all schools represented.
- Co-Chair with a member of the MARC Group
- Direct of Equity position was advised September 18, 2020
 - Preparing the screening group with representatives of the community
 - Tentative dates of the search committee beginning October 5, 2020.
 - Tentative date of October 15th second search committee and set up of final interviews.
- Equity Audit sent out to 18 vendors and proposals will be sent to Town Hall.

4. Chair's Report - Chair Varela

- a. Draft - Milton School Committee Goals 2021-2021 School Year

Curriculum & Instruction

1. Create a robust remote learning system as well as measures of its full and successful implementation including the effectiveness of online/remote learning in the following areas:

- Access to online learning opportunities for all students. (Special Education, ELL, other identified vulnerable populations of students.)
 - Building and sustaining relationships with students and families.
 - Measuring academic growth through the use of a standards-based report card.
 - Incorporation of curricula and pedagogy that are academically challenging, honor and reflect students' diversity, connect learning to students' lives and identities, challenge students to be critical thinkers, and promote student agency to end societal inequities
2. Begin a multi-year program review of MPS Social Studies Curriculum PK-12. The review should include an examination of the curriculum to ensure both alignment to the MA DESE History and Social Science Curriculum and that curriculum materials are racially and culturally diverse, include anti-bias, anti-racist units of study and include representative history of Black Indigenous People of Color.
 3. Continue with the two-year program review of the Milton Public Schools K-5 Math Curriculum.

Cultural Competency

1. Engage in an **equity audit**, conducted by an external consultant, to assess issues of equity and inequity across all academic and operational aspects of the district.
2. **Establish and fully incorporate the new role of Director of Educational Equity as a strategic partner with the Superintendent** and all levels within Milton Public Schools to : support parents, students, and educators on issues related to equity and anti-racism, design and lead implementation of anti-racism initiatives, coordinate professional development in equity and anti-racism to staff in all schools and central offices, and bring additional expertise and accountability to the district's ongoing work in recruiting and hiring a diverse teaching staff, developing an anti-racism curriculum, and other critical issues.
3. Convene an **Anti-Racist Action Team** that will be charged with drafting an **Anti-Racism Action Plan**, with action steps, timelines, and reporting and monitoring structures, to guide the district's work moving forward in diversity, equity, inclusion, and belonging, with a particular focus on anti-racism.

Facilities

Develop and execute a plan to utilize existing and additional funding to retrofit and repair common and academic spaces to facilitate in person teaching in the setting of the COVID pandemic

Technology

Acquire the appropriate technology devices, applications, and staff in order to utilize technology to improve student achievement, promote effective communication in and out of the classroom, and foster educational equity.

Social Emotional Learning

1. Social Emotional Learning is a cornerstone for academic success. We will prioritize safe, supportive, culturally sustaining, and equitable learning environments that promote the social and emotional competencies of both students and adults. We will continue to strengthen Social Emotional Learning through the district by overseeing the continued implementation of effective programming in classrooms as well as school based and community initiatives.

2. Professional Development will include building competence in trauma informed schools, cultural competence, and racial equity. Staff will be offered ongoing opportunities during the school year for training in each of these areas.

b. 2020-2021 Milton School Committee Subcommittees and Advisory Committees

SUBCOMMITTEES

Finance Subcommittee

Dr. Elaine Craghead*
Elizabeth White
Dr. Kevin Donahue

The Finance Subcommittee is responsible for reviewing/approving budget information and making recommendations for the full School Committee.

The Superintendent will bring all matters that may have a financial impact on the district to the Finance Subcommittee's attention.

Policy Subcommittee

Margaret Eberhardt
Sheila Varela
Dr. Kevin Donahue*

The purpose of the Policy Subcommittee is to review/update and/or institute new policies for the district. Each School Committee member is given a Policy and Procedures Manual containing all of the School Committee approved policies. Prior members had begun a review of the manual to make sure current policies reflected changes in laws, DESE changes, etc. The Policy Subcommittee reviews policies that may be recommended by MASC and will make recommendations to the School Committee as they see fit.

Advisory Committees

Health and Wellness Advisory Committee

School Committee Members:

Elizabeth White*

Sheila Varela

The purpose of the Health and Wellness Advisory Committee is to review/update/or institute policies and programs that promote health/well being for students/families/staff. Members of the Health and Wellness include SC members, staff, Milton Hospital representatives, etc. They work to provide speakers such as Chris Herron, Katie Greer, etc. who promote healthy and safe behavior for students. Milton Hospital representatives work with the team to collaborate on grants/programs, etc. that also promote healthy lifestyles.

As per Milton School Committee Policy, in compliance with FDA and other state and federal guidelines, this Advisory Committee shall at all times include the individuals in the following positions:

Food Service Director, Lead Physical Education Teacher, Athletic Director Guidance Counselors, Principals, Community Members, Town Representative (Health Department), Superintendent, Asst. Superintendent, High School Students, School Committee Members

Transportation and Traffic Safety Advisory Committees

School Committee Members:

Margaret Eberhardt*

Betty White

Other Members:

TBD parent member from each school. Dr. Glenn Pavlicek

The charge of the Transportation and Traffic Safety Advisory Committee is to "coordinate the development of solutions to identified transportation and traffic safety issues with the Milton Police Department, the Department of Public Works, the Milton Traffic Commission, and Town Administrator." The Advisory Committee will consist of one or more School Committee members, MPS Assistant Superintendent for Business, one parent from each elementary school, the middle school and the high school (appointed through the respective PTO Presidents/School Principals). The committee will also have a liaison from Mass DOT to consult and assist with all Transportation concerns and solutions.

Facilities Advisory Committee

School Committee Members:

Dr. Kevin Donahue*

Elizabeth White

Other Members:

Members TBD

The Facilities Advisory Committee reviews programs/initiatives that will benefit the schools (saving electricity, solar panels, etc.) and works to insure that all school buildings are maintained properly. The Facilities Subcommittee will make recommendations to the School Committee if they deem that repairs/updates are necessary.

Strategic Planning Advisory Committee

School Committee Members:

Ada Rosmarin*

Dr. Elaine Craghead

Other Members:

TBD

The purpose of this Advisory Committee is to work with the school administration, staff, members of the community, and others to identify long-range goals and innovations for the District as well as potential concerns and to recommend to the School Committee a process for achieving those goals or addressing those concerns.

School Building Project Committee

Ada Rosmarin

Elizabeth White

Liaison to Student Advisory Committee to School Committee

Sheila Varela

BARGAINING TEAM

Dr. Kevin Donahue

Dr. Elaine Craghead

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JOINT TOWN/SCHOOL SUBCOMMITTEES

Town/School Consolidation Committee: Sheila Varela

The charge of the Town/School Consolidation Committee is to explore opportunities for efficiencies in processes, operations, and/or personnel by consolidating and/or integrating certain functions of the Town with those of the School Department, including but not limited to the areas of business office and information technology, and to make recommendations based on the results of such work for the consideration of the Board of Selectmen and the School Committee.

Town Capital Improvement Planning Committee:

Dr. Elaine Craghead

REPRESENTATIVES TO OUTSIDE BOARDS AND TASKFORCES

Milton Foundation for Education Representative: Dr. Kevin Donahue

MPEG Representative:

Ada Rosmarin

Security: Sheila Varela

Inclusion Task Force:

Margaret Eberhardt

DEVOLVED RESPONSIBILITIES

Payroll Warrant

Dr. Elaine Craghead

Vendor Warrant

Dr. Elaine Craghead

APPOINTED REPRESENTATIVES (administration level)

Five Year Financial Plan Committee

Dr. Glenn Pavlicek

Special Education Collaborative

Mr. James Jette

Chair Varela made a motion to appoint Dr. Elaine Craghead to be the Representative to sign payroll and vendor warrants.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent during the vote.

Chair Varela stated that the vote can officially take place at the next The School Committee Meeting on all the remainder of the committees.

c. Permanent Superintendent Search - Ms. Eberhardt

- Spoke with Glenn Koocher from the Massachusetts Association of Schools Committees. He sent a decision tree document on planning the transition for a permanent position of a Superintendent
- Variety of options and many things to consider for the community
- Glenn Koocher offered to join a School Committee Meeting to explain the various options available to the community in ways you can pursue a permanent Superintendent
 - Will provide a general overview and explain the search
- Search committee has not been formed at this time, more information to follow

5. Finance Subcommittee Report

a. FY21 Budget - Update provided by Dr. Glenn Pavlicek

Ms. White made a motion to accept as outlined.

Second: Chair Varela

Vote: 5-0-0

Dr. Craghead was absent during the vote.

Chair Varela made a motion to approve the line items in the FY21 Budget as presented.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent during the vote.

b. FY22 Budget Calendar - Dr. Pavlicek

- Revised calendar
- Informational

Chair Varela made a motion to have the FY21 athletic fees remain at the FY20 rates in light of this year's revised athletic schedule being delayed until FY22.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent during the vote.

Chair Varela made a motion to authorize the Chair to sign the FY20 End of Year Report for submission to DESE.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent during the vote.

c. Approval of Vendor Warrants

Chair Varela made a motion to approve Vendor Warrant #11 dated September 17, 2020 in the amount of \$243,894.27.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent during the vote.

6. Citizen Speak (Policy BEDH-15 Minutes)

Beverly Ross Denny - Columbine Road

- Member on the Site Council at Pierce Middle School
- In favor of providing all students access to the Accelerated Program at Pierce
- Students can achieve high levels
- Disappointing to hear that the Accelerated Program at Pierce would be eliminated
- Not everyone on the Site Council agreed to this decision
- Disappointed that Black and Brown students were labeled the reason the Accelerated Program was being removed from Pierce
- Parents are concerned that their students don't have access to rigorous programs
- Take these messages seriously
- Looking forward to updates from the School Committee about the pause at the Middle School

Erin Hardy - 155 Robins Street

- Feeling positive with the progress throughout the platform
- Pleased to hear about the advocating for funding
- Letter submitted on behalf of the MARC Group, expressed thoughts and concerns about the Senior Director of Equity Position
 - Concern about the process
 - Concerned about the seniority, funding and scope of duties

7. Approval of Minutes

Chair Varela made a motion to approve the School Committee Meeting Minutes dated July 29, 2020, August 26, 2020 and September 2, 2020.

Second: Ms. White

Vote: 5-0-0

Dr. Craghead was absent from the meeting.

8. Next Meeting Agenda Items

Updated and approved

Chair Varela moved to adjourn to go into Executive Session not to return to open session for the purpose of discussion:

- a. To discuss strategy with respect to collective bargaining or litigation with Milton Educators Association (Units A, B and D) and with AFSCME Council 93 if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the Chair so declares
- b. Approval of Minutes

Second: Ms. Rosmarin

Vote: 5-0-0

Dr. Craghead was absent during the vote.

Meeting adjourned at 8:21pm.