

Milton School Committee Meeting Minutes
Public Participation Via Remote Access
October 7, 2020

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

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:** 7:02pm

2. **Approve October 7, 2020 Agenda**

Updated and approved

3. **Citizen Speak (Policy BEDH-15 Minutes)**

None

4. **Chair's Report - Chair Varela**

a. Assistant Superintendent for Business

- Chair Varela announced that Assistant Superintendent for Business Dr. Glenn Pavlicek submitted his letter of resignation due to retirement effective December 11, 2020.

b. Chair Varela stated that the Assistant Superintendent for Business is a crucial and civil role to the Milton Public Schools. Chair Varela commented that Dr. Pavlicek has dedicated 21 years to the town of Milton and he has served in his current role since 2013. Dr. Pavlicek was also on the School Committee, Warrant Committee and served on several town committees. Dr. Pavlicek has analyzed and presented every School Committee budget since 1999. Chair Varela stated that Dr. Pavlicek had tutored her on the proposition 2 ½ and prepared for town meetings. Finance is one of the most important committees of the School Committee, and the Milton Public Schools will forever be indebted to Dr. Pavlicek for the support to the schools and the town. Dr. Pavlicek will be greatly missed and the next person to take over this role will have huge shoes to fill.

Ms. White commented she is sad about Dr. Pavlicek's decision but also excited for him as well. Dr. Pavlicek's expertise and the ability help explain is beyond the pale. Ms. White stated that she could not imagine moving on without Dr. Pavlicek. She thanked him for all of his hard work, dedication and availability. Ms. White said Dr. Pavlicek would be missed.

Dr. Craghead stated that she had the pleasure of knowing Dr. Pavlicek before the School Committee. Commented that she was wowed by his abilities to do the calculations in his head and then to shift to the ability to break things down clearly for others to understand. She commented that Dr. Pavlicek was a Bridgewater University Professor for 29 years with a PHD in Math. Dr. Craghead commented that Dr. Pavlicek was unique and had deep understanding of the town of Milton and the Milton Public Schools and all of its complexities and moving parts. Dr. Craghead said she was deeply and utterly grateful for Dr. Pavlicek's knowledge, he is a man of extreme high character and the ambition to take on additional aspects has also made him invaluable. Stated it would be difficult to replace Dr. Pavlicek and hopes that his replacement will have overlap and have the opportunity to work with Dr. Pavlicek to ensure a smooth transition, believe that would be crucial for the Milton Public Schools.

Ms. Rosmarin stated that Dr. Pavlicek is a treasure to the Milton Public Schools and the town of Milton. Commented that their families go back to the Tucker Elementary School and they were on the Tucker PTO together back in the early 90's. Reported that Mary Gormley had an amazing idea to ask Dr. Pavlicek to be Assistant Superintendent. Milton has benefited from Dr. Pavlicek's ethics, ability to communicate and is well respected in the town of Milton. Ms. Rosmarin thanked and wished Dr. Pavlicek well in his retirement.

Dr. Donahue commented that Dr. Pavlicek has been a fixture in Milton politics for decades and Milton has benefited tremendously from that. Stated that Dr. Pavlicek has an easy command and his ability with numbers has made presentations seamless. Dr. Donahue commented that Dr. Pavlicek has a deep knowledge of municipal finance, politics and is a tremendous advocate for the Milton Public Schools, from staff, creations and continued maintenance. Stated that Dr. Pavlicek has done all of this with grace and charm. Dr. Donahue commented that he couldn't help but look around and wonder how many people have benefited from Dr. Pavlicek's mind and service. Dr. Donahue wished all the joy and happiness that Dr. Pavlicek deserves in his retirement.

Superintendent Jette commented he has always found Dr. Pavlicek to be the calm in the middle of the storm. Stated that Dr. Pavlicek is wise, resilient, smart, and focused. Superintendent Jette commented that Dr. Pavlicek is the gatekeeper of the budget of the town; he has negotiated contracts and has the ability to quickly answer questions. Superintendent Jette stated that he valued Dr. Pavlicek's knowledge, expertise and calm presence.

Ms. Eberhardt stated that Dr. Pavlicek is a kind, gracious person and she is very grateful for the time she was able to work with him on the School Committee. Ms. Eberhardt wished Dr. Pavlicek well with his retirement and hopes he can attend the Jazz Festival again when life returns to normal.

Chair Varela made a motion to accept the resignation of Dr. Glenn Pavlicek for reasons of retirement.

Second: Dr. Craghead

Vote: 6-0-0

Chair Varela mentioned the replacement of Dr. Pavlicek's position and recommended that Superintendent Jette find a candidate for the Assistant Superintendent. Commented that once Superintendent Jette makes the recommendation for appointment, the position that will need to be voted on and approved. Chair Varela stated that Superintendent Jette should take the lead in the process and bring to the School Committee.

Chair Varela made a motion to the charging of Superintendent Jette to manage the hiring process to find a candidate for the Assistant Superintendent for Business position to recommend to the School Committee.

Second: Dr. Craghead

Vote: 6-0-0

c. 2020-2021 Milton School Committee Goals – Chair Varela

Chair Varela read the School Committee Goals:

Finance Goal: - Updated

Advocate to secure funding that will enable the school district to meet the 2020-2021 Milton School Committee Goals. Such funding would include the following:

- Funds to conduct and implement recommendations
- Funds to create and sustain a Director of Educational Equity position.
- Increase budget allocation in the general fund for technology to meet the growing demands of this department.
- A three to five year plan to finance a review and then implementation of a new math program and a new social studies curriculum
- Secure funding to purchase a SEL screener to implement data driven curriculum for students and professional development for teachers.

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, and commit resources to implement recommended changes or initiatives.
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, and commit resources to carry out the work of the Director of Educational Equity.
3. Convene an **Anti-Racist Action Team** that will be charged with drafting an **Anti-Racism Action Plan**, with action steps, timelines, resources needed, 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.

Chair Varela made a motion to approve the 2020-2021 School Committee Goals.

Second: Ms. Rosmarin

Vote: 6-0-0

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

Chair Varela made a motion to confirm the 2020-2021 Milton School Committee Subcommittee and Advisory Committees.

Second: Dr. Craghead

Vote: 6-0-0

e. Appoint MASC Delegate

Chair Varela made a motion to appoint Dr. Craghead as the MASC Delegate.

Second: Ms. White

Vote: 6-0-0

f. MASC Resolutions - Will be addressed at the October 23rd meeting.

Chair Varela asked Ms. Eberhardt to speak to the Superintendent search. Ms. Eberhardt replied that she has spoken with Glenn Koocher from the Massachusetts Associations of Schools Committees and he will join the next School Committee meeting on October 23, 2020 to discuss the search options and what to consider.

5. Superintendent's Report - Superintendent Jette

a. COVID Metrics Advisory Team

- Extend thanks to the entire Metrics Advisory Committee who have met five times in the past two weeks
- Some challenges in the town of Milton with cases rising
- Since last Monday, there have been 9 positive cases in the Milton Public Schools

- Thanked the Pierce Community, it was a tough decision to close the school for two weeks
- Safety measures are working
- 6 positives at PMS, 2 positives at MHS and 1 positive at the Cunningham
- Reminded people MPS need the support of the community, approaching flu season, seeing increasing cases in Milton as well as the state of Massachusetts
- Faculty and staff are committed
- Optimistic for Pierce Middle School to return October 19th
- Rapid testing will be available to PMS staff
- Great relationships with families in the community, asking people to take the virus serious and remain vigilant
- In discussion with BID/Milton Hospital to provide testing to faculty and staff, get preference and receive the rapid testing
- Kim Coughlin has been working around the clock to make sure people are informed
- MPS will be taking the conservative approach with Covid 19
- Social and emotional learning
 - Met with the Advisory Team
 - 85% concerned about the emotional aspects
 - How do we support all faculty and staff working with students
 - Students, Faculty/Staff and Families all need to work together
 - Want to support everyone

b. Update on Anti-Racism Initiatives

- Proposal was submitted from the Cambridge Education
- Will be forwarded onto the School Committee for review
- Senior Director of Educational Equity
 - Dr. Spaulding gave an update
 - 30 applicants for the position
 - Being cautious of bias decisions
 - Work moving forward, list of criteria
 - Update to follow at the October 21st meeting
- Looking for a voice at the table from all schools
- Will focus on all students at the Milton Public Schools

c. Leveling at Pierce Middle School - Mr. Fish, Catherine DesRoche, Brian Selig

- Pausing the accelerated classes, will not be eliminating
- Structure of the classes required more attention
- Last spring stalled opportunities common grade level assessment and placing students into accelerated programs

6. Finance Subcommittee Report - Dr. Craghead

a. FY22 Budget

- Over the next several weeks will meet with department heads for needs and build the budgetary asks
- Looking at what money is coming in and where we stand for fiscal year 2022

b. Approval of Vendor Warrants

Dr. Craghead made a motion to approve Vendor Warrant #13 in the amount of \$205,869.76 payable on October 1, 2020.

Second: Chair Varela

Roll Call Vote: 6-0-0

Dr. Craghead made a motion to approve Vendor Warrant #14 in the amount of \$1,041,395.65 payable on October 8, 2020.

Second: Dr. Donahue

Roll Call Vote: 5-0-1

c. Equity Audit

- 136 page report that will be sent to the School Committee
- Bid came in at \$50,000
- Cambridge Education
- Encourage all to read the report
- Hoping to stretch payment over 2 years

Chair Varela asked for somebody to explain how the process works? Superintendent Jette replied that it was sent out to over 18 vendors and only received one bid.

Ms. Rosmarin asked how the bidder knew they were the only one submitting. Dr. Craghead replied they asked.

Chair Varela asked if it was \$50,000 or nothing, is there room for negotiation? Dr. Pavlicek stated that you can negotiate with your lowest bidder as long as it does not modify the terms of the bid.

Ms. Rosmarin asked if there will be a subcommittee to review. Dr. Craghead suggested that all members of the School Committee read the document and since it will be voted on all should be familiar with the document.

7. Approval of Minutes

Chair Varela put forth a motion to approve School Committee Minutes of September 9, 2020 and September 23, 2020.

Second: Dr. Donahue

Roll Call Vote: 6-0-0

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. White

Vote: 6-0-0

Meeting adjourned at 8:45pm