

Milton School Committee Meeting Minutes
Via Remote Access and in person
at Milton Council on Aging
10 Walnut Street, Milton, MA
October 26, 2022

Committee Present: Chair, Ada Rosmarin, Vice Chair, Dr. Elizabeth Carroll, Beverly Ross Denny, Dr. Celina Miranda, Anna Varghese, Betty White

Staff Present: Dr. Glenn Pavlicek, Assistant Superintendent for Business; Dr. Garth McKinney, Assistant Superintendent of Curriculum and Human Resources

Absent: Janet Sheehan, Acting Superintendent

1. Call to order - 7:02pm

2. Approve October 26, 2022 Agenda
Updated

3. Superintendent's Update - Assistant Superintendent Dr. McKinney

- Reminder to check the Superintendent Blog and school calendar for upcoming events
- Late starts and Professional Development
- Monster Dash
- November 1, 2022 - no school
- November 9, 2022 School Committee Forum on Personalized Learning
- High School Production - Beauty and the Beast - November 12th and 13th
- a. Collicot Elementary School Site Council Presentation - [Presentation Link](#) on MPS website
 - i. Principal Holly Concannon & Site Council Team & Collicot Students
 - ii. Assistant Principal and Curriculum Coordinator Ellen Lohan

Member White

- Thanked the Collicot Students for being brave to speak in public at the meeting, and asked about their favorite subjects

Member Ross Denny

- Thanked the Site Council for their thoughtful presentation
- All of your hard work shows in your data
- Asked to describe Increase Opportunities for Reverse Inclusion (slide 10)

Principal Concannon

- Goals for our students in our self contained classes
 - Separate placements
 - Significant delivery of services happening
 - Academic, speech, occupational therapy
 - Students in separate classrooms included in all classes when possible
 - As the students get older, they are included in more classes because they are ready for more
 - Examples; some are included for snack & recess, for science and some are included for most of the day

- Invite children in our regular education classrooms to visit the self contained classrooms to learn
 - What does it look like
 - What happens
 - Can we play a game at the table together
 - Talk about experiences

Dr. Carroll

- Liked the framing of the Goal - Engagement of Students, Families, Staff and Community Members with a Focus on Equity
 - Great spin of the Equity and Learning Goal of the Strategic Plan to bring together and engaging all the different stakeholders
 - Appreciate the diversity
 - Also appreciated the theme of joy with your students and modeling through the students presenting tonight
 - Excited to come and visit Collicot

Dr. Miranda

- Thanked the Site Council for their presentation and for the students for being brave and sharing their experiences
- Commend you on taking the learning of a challenging time, learn from the experience and integrate into a pilot program
- Opportunity for change, took a negative and turned it into a positive

Member Varghese

- Phenomenal and thorough presentation
- Excited about seeing all of the students here, happy to see familiar faces
- Positive to hear that you ended your presentation with the students are ready for more

Chair Rosmarin

- Special thanks to the 5th graders for sharing their experiences and to the Site Council for the presentation
- Happy to see the integration in alignment with the Districts Strategic Plan
- Agree with Dr. Miranda - learning how different kinds of engagement has turned into the new normal due to the pandemic

b. Metrics Advisory Team - [Presentation Link](#) on the MPS website

- Vy Vu, Director of Data & Analytics
- Claire Galloway-Jones

Member Ross Denny

- Thanked Vy Vu for the presentation
- Asked about the MCAS Results - is there a plan to look at what the state is looking for and our curriculum?

Vy Vu

- Yes, tomorrow there is a full leadership team meeting with DataWise who is our consultant this year
- Have a chance to look at the MCAS data to see where the gaps are, what we are teaching and what the state is expecting

- On our Professional Development Day (late start) the Elementary Teachers will engage in a day of data analysis (Lexia and iReady Data) to go through exactly what is going on with their grade level

Assistant Superintendent Dr. McKinney

- DataWise will be meeting with all the schools

Member Ross Denny

- In terms of the five year goal (broken down into one year), have you started planning on the strategy to implement the goals this year

Vy Vu

- We have not started that process yet but we have the Metrics

Member Varghese

- Amazing presentation
- Subgroup performance had a minor loss, wondering if you had any insights on that especially related to 10th grade?

Principal Cahill

- We are having those conversations now
- As a building we looked at the data
- Creating student support teams

Member Varghese

- Would be helpful to see the number of students per subgroup

Dr. Miranda

- Looking at the Student Preparedness for College/Career slide
- Would we be able to look at subgroup data?

Vy Vu

- Replied yes, could send the data

Dr. Carroll

- Asked about VOCAL
 - Do you have a sense yet on how it relates to Intellispark?
 - Will you see the need to continue with the third party Intellispark type survey?

Vy Vu

- SEL Advisory Group is going to work with the data, and decided if it make sense to do the survey
- Could be a quick check in the classroom
- SEL competency
- Also look at school climate
- Need to determine the best route for our district
- Can use the data and use to compare with other districts

Dr. Carroll

- ELA scores
 - Warrant a follow up, what is our response to the data?
 - What is in place/interventions?
- Thanked Vy Vu for the Metrics Data Presentation
- Seeing the goals/targets seem appropriately ambitious
- A lot of new initiatives in the districts, have to give time to take root

Member White

- Thanked the Metrics Advisory Team for the data
- Comments around our per pupil spending and the classroom size that was compared to other districts
 - Expanded a lot of the elementary levels
 - Track salaries as a factor as well
 - Retention piece is compared to other districts

Vy Vu

- Believe we are on the lower end of the salaries of other districts when it comes to salaries

Claire Galloway-Jones

- If you look at all of our new teachers this year, they have come from all over
- We are going through a transition piece
- Setting our own pipeline with our students
- Seeing the loss of teachers of color not only in Milton but across the state

Member Varghese

- Is it possible to see data from previous years, what had worked in the past?

Vy Vu

- Yes, can provide that information

Chair Rosmarin

- How can we integrate this into our Strategic Plan Goals
- Challenge for the team to think about
- We have talked about a Data Dashboard that our community can track, it would be great if we can pull that together

4. Citizen Speak (Policy BEDH-15 Minutes)

None

5. Chair's Report- Chair Rosmarin

- a. Superintendent of Schools

Chair Rosmarin

- Over the past three months the district has been led skillfully by Acting Superintendent Janet Sheehan
- During that time while a number of legal matters were being sorted out, we were not able to provide the community with an update on the long term leadership of the district

- We recognize that the period of uncertainty has not been ideal
- Grateful for the communities patience at this time
- The School Committee has been in on going communications with Mr. Jette
- After much discussion, Mr. Jette and the committee have agreed that he will resign as Superintendent of the Milton Public Schools effective November 4, 2022
- School Committee and Mr. Jette are in agreement it is in the best interest of all
- School Committee is asked to accept Mr. Jette's resignation this evening in the terms that have been negotiated

Dr. Carroll made a motion to accept the resignation of Superintendent James Jette effective November 4, 2022 and to approve and authorize the Chair to sign his separation agreement.

Second: Dr. Miranda

Vote: 6-0-0

Chair Rosmarin

- Grateful that Janet Sheehan has agreed to remain Interim Superintendent through January 2023
- Begin immediately to design a hiring process for the Superintendent
- Details will follow in the weeks ahead

6. Finance Subcommittee Report - Member White

a. FY24 Budget Calendar

MPS BUDGET CALENDAR – FY24 BUDGET DEVELOPMENT

- Tuesday, November 8, 15, and 22: Administration presents FY24 Budget Recommendations to Finance Subcommittee.
- November 29, December 6: Finance Subcommittee discusses and approves FY24 Budget Proposal.
- December 7: Finance Subcommittee presents FY24 recommendation to School Committee.
- December 7: School Committee votes FY24 Budget recommendation for Warrant Committee.

Member White made a motion to approve the FY24 Budget Calendar as presented.

Second: Chair Rosmarin

Vote: 6-0-0

b. FY24 Capital Requests - Memo from Bill Ritchie, Consolidated Facilities Director shared:

As requested by the Capital Improvement Planning Committee, the following list represents the School Departments facilities projects and equipment requests for FY-24. Many of the projects were not funded during the prior year's submittal process due to limited funding.

(Capital Requests FY24)

District Wide: Window Repairs and Hardware Replacement Program.

A window preventative maintenance repair program was created four years ago to maintain the large operative double hung windows at each school. Many of the larger windows require yearly maintenance and safety inspections for proper operation of the balances and hardware. This preventative maintenance

program is essential so that each window can function properly; and will aid to assist with ventilation and security. This project was not funded FY23.

Recommended funding request \$40,000

District Wide: Carpet Tile Replacement and Upgrades.

In order to maintain and update the carpet flooring in each educational and commons there is a need to continue with our replacement program. A repair and replacement program was implemented three years ago in order to update and replace the carpet flooring as needed. This project was not funded FY23.

Recommended funding request \$35,000

Miscellaneous Equipment: New Maintenance Van.

The maintenance work van that is used by our painter and other departmental trade personnel is 18+ years old and it is not worth ongoing major repairs. The under-carriage frame has extensive rust. This equipment request was not funded FY23.

Recommended funding request \$40,000

District Wide: HVAC improvements.

A Heating, Ventilation and Air Conditioning (HVAC) preventative maintenance repair program was created to properly maintain all the mechanical throughout the school district. All the mechanical equipment was extensively used during the pandemic and the equipment is now 18+ years. We understand that ongoing preventative maintenance repair measures are both vital and essential for proper operation and energy efficiency. This project was not funded FY23.

Recommended funding request \$50,000

District Wide: Exterior Door and Hardware Replacement

Many of the entrance/egress doors are slowly deteriorating/failing due to roadway salt during weather conditions and heavy usage. The current plan is to replace four doors and associated hardware per year as a preventative measure. This project was not funded FY23.

Recommended funding request \$40,000

District Wide: Vinyl Composition Flooring, Tile Repair and or Replacement.

In order to maintain and update the district's common hallways, stairwells and classroom flooring, we need to continue with our preventative maintenance replacement program. We started our replacement program four years ago to update and replace the flooring as needed. This project was not funded FY23.

Recommended funding request \$35,000

District Wide: Asphalt Paving Improvements.

We developed and implemented a preventative maintenance pavement management program six years ago to address the slow deterioration of the asphalt/concrete surfaces at the parking lots, roadways, and walkways. Each spring, we thoroughly inspect the conditions at each location and update our repair program. This project was not funded FY23.

Recommended funding request \$175,000

District Wide: Window Reglazing, Perimeter Caulking and Waterproofing.

As our building exteriors begin to age we need to continue with ongoing upgrades for weatherproofing, re-caulking/glazing and flashing repairs of all the exterior wall surfaces. This project was not funded FY23.

Recommended funding request \$35,000

District Wide: Masonry Repairs Exterior Walls.

The brick and masonry exteriors need ongoing maintenance, continued repointing, repair and replacement to avoid exterior water and moisture infiltration issues. This project was not funded FY23.

Recommended funding request \$35,000

District Wide: Playground Upgrades and Improvements.

The School District has eight play structures that are 18+ years old which require ongoing safety repairs and periodic updating. Over the past few years, we retained a certified playground safety inspector who has made recommendations that we replace ramps, safety railing and play surfacing. We need to continue with a proactive approach to replace and update equipment each year. This project was not funded FY23.

Recommended funding request \$50,000

District Wide: Renovations, Improvements and Equipment Purchases to assist with the Districts Overcrowding.

Recommend that additional funding be set aside to continue to convert existing educational spaces for current and future overgrounding at each of the district six schools. This funding would be used for architectural design, smart boards; retrofit/construct temporary walls, purchase room dividers, additional desks and chairs.

Recommended funding request \$50,000

Glover Elementary: Gym Flooring Improvements.

We implemented a preventative maintenance program to resurface all the poured rubber gym flooring at each school location. This coming summer, the plan is to resurface the Glover school. The resurfacing involves base leveling, sublayer repairs, surface repouring, liner repainting, and a urethane finish. This project was not funded FY23. **Recommended funding request \$40,000**

High School: Bi-Directional Antenna (BDA) upgrade

There is a need to upgrade the Bi-Directional Antenna (BDA) equipment/software components which allows our public safety personnel (police and fire) to communicate via two-way radios. This system needs to be upgraded as the BDA system is a critical life safety component of communication within the building.

Recommended funding request \$50,000

Milton High School-Copeland Field House Center Basketball Court.

There is a need to repair the wood floor, sand, install new painted lines and to topcoat with polyurethane as the maple floor is showing signs of wear and tear due to heavy usage. This is a preventative maintenance measure that is necessary to preserve the main court.

Recommended funding request \$40,000

Pierce Middle School: Bi-Directional Antenna (BDA) upgrade

There is a need to upgrade the Bi-Directional Antenna (BDA) equipment/software components which allows our public safety personnel (police and fire) to communicate via two-way radios. This system needs to be upgraded as the BDA system is a critical life safety component of communication within the building.

Recommended funding request \$45,000

Member White made a motion to approve the FY24 Capital Requests for the Consolidated Facilities Department.

Second: Chair Rosmarin

Vote: 6-0-0

- c. FY24 Capital Requests - 5 year Capital Budget Expense -Memo_shared from Bob Pattison, Information Technology Director

The School Department's 5 year Technology Capital Plan.

Following requests:

A. End User Devices to keep up with 20% annual replacement –

We are 1:1 Chromebooks in grades K-10. Last year through capital funding we were able to replace most devices that were out of support from Google. In June of 2026, we will have a very large number of Chromebooks with expiring support, about 3978. Going forward, we are proposing purchasing 1400 Chromebooks per year, to spread out the large number needed in 2026, which will include a percentage of expiring support Chromebooks and replacement for damaged and failed devices. This also supports a 20% replacement plan per year, which has proven necessary due to broken, failed, and damaged devices along with Google update expiration.

Last year there was significant discussion about whether or not Chromebooks were actually a capital expense due to their lifespan. Thankfully, our request was approved. But, the question is a valid one, should 20% replacement of Chromebooks be added to the annual operational budget? I believe so because it is an ongoing, annual expense.

Currently, we have about 1000 desktop PCs and laptops. Our goal is to replace aging computers every five years to maintain pace with the rapidly advancing PC technology. Based on this policy and current inventory, we should be replacing about 200 PC's per year. The operating budget has not allowed that rate of replacement. We've been replacing less than 100 PC's per year. That has left us with a large percentage of our computers woefully slow and inadequate, many of which can't run the most recent SmartBoard software, sometimes leaving that vital teaching tool unused. Each year this target is not met, the problem compounds and we fall into a deeper hole where the computers that are 6, 7, and 8 years old can't run the required software and we can no longer support them.

B. Backup System Upgrade – Scheduled replacement and updating of data backup system, including virtual environment, essential for disaster recovery.

C. UPS Backup Replacement - Periodic replacement of battery backups of network devices in the head end and remote closets that provide power surge and power outage protection.

D. Install door contacts - In a recent security meeting, I was asked if there was a warning when an outside door was left open or propped open. Considering the recent tragic events in schools, this was a good question. My answer was no. Only the doors equipped with a card swipe entry point had that capability. That is only a fraction of all doors. This request would run cable, install contact points on all outside doors at all schools, and install a monitoring workstation in the main offices at each school. This would integrate with our existing door control system and provide real time notifications when a door was left open for a specific amount of time.

Schedule H - Capital Request								
School Technology 5 year Capital Expenses - Summary Sheet								
10/24/2022								
		23-24	24-25	25-26	26-27	27-28		
		FY24	FY25	FY26	FY27	FY28		New
Item	priority	Year 1	Year 2	Year 3	Year 4	Year 5	Totals	Replace
Upgrade Backup system	3	\$ 42,000					\$ 42,000	Replace
Update virtual server environment						\$ 70,000	\$ 70,000	Replace
server replacement				\$ 28,500			\$ 28,500	Replace
End user devices to keep up with 20% annual replacement	1	\$ 470,000	\$ 470,000	\$ 470,000	\$ 470,000	\$ 470,000	\$ 2,350,000	Replace
Replace Network Hardware - High School			\$ 180,000				\$ 180,000	Replace
Replace Network Hardware - Pierce				\$ 175,000			\$ 175,000	Replace
Replace Network Hardware - Tucker			\$ 50,000				\$ 50,000	Replace
Replace Network Hardware - Glover			\$ 50,000				\$ 50,000	Replace
Replace Network Hardware - Collicot/Cunningham				\$ 165,000			\$ 165,000	Replace
Install contacts on all outside doors for security	2	\$ 115,372					\$ 115,372	New
Replace UPS backups in wiring closets	4	\$ 34,000				\$ 34,000	\$ 68,000	Replace
Replace phone system				\$ 428,000			\$ 428,000	Replace
Capital subtotal, natural evolution		\$ 661,372	\$ 750,000	\$ 1,266,500	\$ 470,000	\$ 574,000	\$ 3,721,872	

Member White made a motion to approve the FY24 Capital Requests for the MPS Technology Department.

Second: Dr. Carroll
Vote: 6-0-0

d. Approval of Vendor Warrants

Member White made a motion to approve Vendor Warrant #14 payable 10/20/22 in the amount of \$948,002.91.

Member White made a motion to approve Vendor Warrant #15 payable 10/27/22 in the amount of \$338,099.00.

Second: Member Ross Denny
Vote: 6-0-0

7. Approval of Minutes

Chair Rosmarin made a motion to approve School Committee Minutes dated September 21, 2022

Second: Member White
Vote: 6-0-0

Dr. Carroll made an edit to the October 12, 2022 minutes.

Chair Rosmarin made a motion to approve the School Committee Minutes as amended dated October 12, 2022.

Second: Dr. Carroll
Vote: 6-0-0

8. Next Meeting Agenda Items
Updated

Chair Rosmarin made a motion to adjourn from the School Committee meeting.

Second: Member Ross Denny
Vote: 6-0-0

Meeting adjourned at 9:30pm.