

**Milton School Committee Meeting Minutes**  
**May 24, 2023**  
**7pm**

Committee Present: Chair, Dr. Elizabeth Carroll, Vice Chair; Dr. Celina Miranda, Mark Loring, Bao Qiu, Beverly Ross Denny, Anna Varghese

Staff Present: Dr. Garth McKinney, Interim Superintendent; Dr. Glenn Pavlicek, Assistant Superintendent for Business

Guest: Dr. Peter Burrows

1. Call to order the School Choice Open Public Hearing - 7:01pm

Dr. Carroll

- Voting on School Choice is an annual procedure for Milton School Committee
- Milton is currently not a School Choice District

A. Policy JFBB, School Choice

Dr. McKinney

- School Choice Policy allows students from other districts to apply for admission to Milton Public Schools
- This is a challenging situation, we have talked about our space needs across the district
- Recommendation would be to limit admission

Dr. Carroll

- Will need to vote during open session
- Asked if anyone in the audience would like to speak on the topic of School Choice?
  - Nobody replied to speak from the audience
- Historically Milton has not participated in the School Choice Program
- Purpose of the vote is to limit the school population to the students who live in the town of Milton
- Milton students could still chose to attend schools in other School Choice districts

The School Choice Open Public Hearing meeting was declared closed by Dr. Carroll at 7:05pm.

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1. Call to order the regular Milton School Committee Meeting of May 24, 2023 -7:05pm

2. Approve May 24, 2023 Agenda  
Updated

### 3. Citizen Speak

Dr. Rebecca Mitchell

- Parent of two children
- One student already graduated and one currently a Junior at Milton High
- Attended the Awards Ceremony (National Honors Society and Century Club) and concerned about the the diversity of the students
- Curiosity how to increase access and ability students of color
- Emailed several people with concerns and Principal Karen Cahill got back to me quickly and appreciated her response
  - Tracks are flexible
  - Parents can override decisions of placement
- What is the school doing to assist with this?
- Black and brown students are brilliant and are more than capable to be apart of these ceremonies
- Curious what the school is doing to look at this at the K-12 level

### 4. Superintendent's Report - Dr. McKinney

#### A. Special Education Program Review Update - Presentation Link available on the [MPS website](#)

- Shared a high level overview and the packet with School Committee

Dr. Miranda

- Asked Dr. McKinney if he has given some thought on how the Committee looking to establish can review the report and look at the recommendations?
- How would that align and work with the Strategic Planning?

Dr. McKinney

- There can be participation from both groups
- The asks from the report, review committee would be various stakeholders in different positions

Dr. Carroll

- You will be sharing the full report with us and maybe appropriate to bring back to the agenda once everyone has more time to review the report
- May have more questions after reviewing

#### B. Approval of Unit C Memorandum of Agreement

Dr. Pavlicek

- Contracts ratified - (Unit A - Teachers) last spring, this spring (Unit B Administrators) and (Unit D -Educational Assistants)
- Unit C - Separate group of the MEA - Recess Aides
  - 18 people district wide
  - Historically pay has tracked unit A
  - MOA in front of you tonight would be the same percentage increase as the Unit A
  - One pay rate, no steps and lanes - all are the same hourly rate

Member Loring

- Asked if anything else was changed in the contract (policy/practice)?

Dr. Pavlicek

- Replied no just the rate

Member Ross Denny

- Noted a typo - question the date, should it read 2024?

Dr. Pavlicek

- Confirmed, yes it is a typo - should read 2024

Dr. Carroll made a motion to approve the Unit C Memorandum of Agreement as presented.

Second: Dr. Miranda

Vote: 6-0-0

### C. District Update

Dr. McKinney

- Welcome Dr. Burrows to the School Committee Meeting
- Busy time of year - Art Fair, Science Fairs, Field Days, Musical Productions
- 238 Kindergarten students visited our schools for screenings and 70 more will visit next week
- Cunningham and Tucker will host the preschool screening
- Upcoming week is an exciting time for our seniors as they prepare for graduation
- High School is Presenting Mama Mia - May 25th, 26th and 27th
- Pierce Players are presenting Newsies - June 1st, 2nd and 3rd
- Milton High Graduation - June 4th at 2pm
- Last day of School on June 21, 2023

## 5. Chair's Report - Dr. Carroll

### A. School Choice Recommendation

Dr. Carroll made a motion not to be a School Choice District for the FY24 school year.

Second: Member Loring

Vote: 6-0-0

B. Discussion and possible recommendation/vote for representative to Climate Action Planning Committee

Dr. Carroll

- Shared the applicant packet of those interested in representing the Climate Action Planning Committee if a School Committee member is not available/interested
- Opened up for questions

Member Loring

- Do we have knowledge if any of these individuals have been picked already by any other Boards and could they nominate an applicant?

Dr. Carroll

- There are three individuals who have already been chosen by the Select Board and are no longer available
- The town is just waiting for School Committee to choose an applicant
- Ask if anyone has interest in serving on the Climate Committee?

School Committee members chose to select a participant from the packet to be a representative.

Dr. Carroll

- Would like to put forward a name to be a representative having read the applications
  - Lisa Troy
    - Thorough background
    - Lengthy career in science education
    - Currently works in renewable energy

Member Varghese

- Agreed with Dr. Carroll recommendation, stated that she also liked Lisa Troy's resume

Member Qiu

- Lisa Troy was the only one who answered the 2 questions thoroughly
- Would be a great candidate

Dr. Carroll made a motion to appoint Lisa Troy as the School Committee representative to the Climate Action Planning Committee.

Second: Member Varghese

Vote: 6-0-0

C. 2023-2024 Milton School Committee Subcommittee and Advisory Committees

Dr. Carroll

- Share the list of Subcommittee and Advisory Committees
- Need a formal vote
- Made updates and minor corrections to the packet

Member Varghese

- Confirmed she will join Member Loring on the Facility Advisory Committee

Dr. Carroll made a motion to approve the proposed 2023-2024 Milton School Committee Subcommittee and Advisory Committees.

Second: Dr. Miranda

Vote: 6-0-0

D. Discussion of Summer Meetings Schedules

Dr. Carroll

- Nice to have Dr. Burrows here for the Summer meeting discussion
- Dates for Summer Retreat - Last Wednesday of July and first Wednesday of August
- Great opportunity to launch work together
- Only update would be the idea of having potentially 4:30-8:30 (including dinner) and the following meeting a shorter meeting

Dr. Burrows

- Talked about the book shared (The Governance Core) on School Leadership
- Facilitators are helpful but think we could have a rich conversation together - and then discussion on work ahead for the School Committee
- Excited for our work together

Member Ross Denny

- Given we have a Strategic Plan in place, we should not have variability from year to year
- We now have our guiding document

Dr. Carroll

- Dr. Burrows has shared the suggestion of the book - The Governance Core
- Next step would be to order copies for each of us to read
- Can look into a facilitator as the year goes on, can see what is on our plate for the school year
  - MASC has a lot of resources regarding the Superintendent evaluation process
  - Brief session to share information

Member Ross Denny

- Can be a chance to reflect on our goals
- Have two check in points

Dr. Carroll

- Can bring a draft agenda for our summer retreat at our June 14th School Committee meeting

Dr. Burrows

- Two different meetings
  - First Meeting - how are we going to work together?
  - What are the expectations?
- Second Meeting
  - School Committee Meeting is looking at the year ahead
  - Re-establishing and confirming goals

Dr. Miranda

- First meeting would be the shorter meeting
- Second meeting would be the more extended meeting

Member Qiu

- Asked about the format of the retreat meeting, will they all be televised?

Dr. Carroll

- Confirmed that the retreat will not be televised but the community is welcomed to attend
- Posted as open meetings - no citizen speak
- Last year we were in the library
- Will be time to get to know one another and team building, especially with Dr. Burrows
- Nice to incorporate a meal into the meeting
- Will follow up with an agenda for the Retreat during the June 14th meeting

E. Approval of Vendor Warrants

Dr. Carroll made a motion to approve Vendor Warrant #40 payable in the amount of \$250,983.23 dated April 20, 2023.

Dr. Carroll made a motion to approve Vendor Warrant #42 payable in the amount of \$400,707.70 dated May 4, 2023.

Dr. Carroll made a motion to approve Vendor Warrant #43 payable in the amount of \$586,061.62 dated May 11, 2023.

Dr. Carroll made a motion to approve Vendor Warrant #44 payable in the amount of \$405,604.62 dated May 18, 2023.

Dr. Carroll made a motion to approve Vendor Warrant #45 payable in the amount of \$425,403.01 dated May 25, 2023.

Second: Member Ross Denny

Vote: 6-0-0

6. Policy Subcommittee Report

A. Second Reading, Policy BHC, Staff Communication

Dr. Carroll

- Member Varghese will be the new Chair of Policy

Member Qiu

- If a School Committee Member wants to visit a school, how much in advance does the Superintendent need to arrange the visit?

Dr. Carroll

- Per the policy - contact the Superintendent with your request and copy the Chair of the School Committee
- We as members of the School Committee will not be directly contacting Principals of the schools to visit
- Coordinate more than one member, may make sense to have two or three members to visit so it is easier for the schools

Dr. McKinney

- Once a request is made, we can put together a schedule within a week or two
- Just keeping in consideration the schools are busy with MCAS and other testing

Dr. Carroll

- We are approaching the end of the year, if anyone has interest in visiting the schools please let us know
- Email Dr. McKinney and Dr. Carroll if interested in visiting

Dr. Miranda

- Hoping this is open for discussion for the planning for the year
- Would be nice to visit the schools around the time of the Site Council meetings

Dr. Burrows

- Helpful for onboarding for an annualized visit where new School Committee automatically has something set up - helps with feeling grounded and getting to know everyone

Mr. McKinney

- We are also open throughout the summer if you wanted to check out the Summer Programs

Dr. Carroll made a motion to approve the second reading of Policy BHC, Staff Communication.

Second: Member Varghese

Vote: 6-0-0

## 7. Curriculum & Instruction Advisory Committee Report

Member Ross Denny

- Met on May 2nd - 8:30am
- Two Agenda Items
  - To Compare Non Professional Staff
    - Which means - teachers within first three years of teaching (not just with the Milton Public Schools) experience from another district
    - In response to a concern from a former MPS staff member about non professional staff at a specific school
  - Dr. McKinney provided us with two reports comparing non professional teachers and staff (percentages)
  - Another report comparing non professional special education teachers to those who were general education teachers
- Is there a disproportionate number of non-professionals in one school vs another?
- We have new teachers onboarding - they are learning and will be exposed to Professional Development



- Assigned Mentors
- Support provided
- Every student will have high quality of education
- Second Agenda Item
  - Update on the Strategic Plan
    - Three Pillars
      - Personalized Learning
        - MPS leaderships provided Professional Development on Personalized Learning
        - Professional Development provided over the course of the school year
        - Hosted a forum for the community
        - Data Analysis Professional Development
        - Website for staff and family to identify resources
      - Safe and Support Schools
        - Faculty completed Calm Classroom training
        - Two teachers in every building have been identified to participate in the trainer model and to be a go to person for all staff
      - Equity and Learning
        - Spent time looking at the Data that was presented by the Milton Coalition
        - Speciality around the bullying of LGBTQ+ students and black students
        - In contact with Principal Karen Cahill at the High School, she will be looking at all the resources around this data
        - What are the issues and will be addressing a plan by the end of the school year

Dr. Miranda

- Asked about the non professional staff, will we be able to look at the data per school?

Member Ross Denny

- In the report it is listed by school
  - Collicot - 21.2%
  - Cunningham 25.9%
  - Glover 27.6%
  - Tucker 20.9%
  - PMS 19.1%

- HS 15.4%
- Will forward the report to the School Committee to review

Member Loring

- Have you looked at this data may be overlapping with the retention data as it relates to new employees to the MPS?

Member Ross Denny

- It is a good question and could be added to the agenda at one of the Curriculum & Instruction Advisory meeting

## 8. Approval of Minutes

Dr. Carroll made a motion to approve the School Committee minutes dated May 10, 2023.

Second: Member Loring

Vote: 5-0-1

Member Ross Denny abstained from the vote due to not being in attendance on May 10, 2023.

## 9. Next Meeting Agenda Reviewed and updated

Dr. Carroll made a motion to adjourn to Executive Session not to return to Open Session to discuss strategy sessions for negotiations, collective bargaining sessions, or contract negotiations with non union personnel pursuant to M.GL Chapter 30A, Section 21 (a) (2).

Second: Member Ross Denny

Vote: 6-0-0

Meeting adjourned at 8:18pm.