



## **OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE MEETING**

**October 17, 2018**

The Boston School Committee held a meeting on October 17, 2018 at 6 p.m. at the Bruce C. Bolling Municipal Building, 2300 Washington Street, School Committee Chamber, Roxbury, Massachusetts. For more information about any of the items listed below, visit [www.bostonpublicschools.org](http://www.bostonpublicschools.org), email [feedback@bostonpublicschools.org](mailto:feedback@bostonpublicschools.org) or call the Boston School Committee Office at (617) 635-9014.

### **ATTENDANCE**

School Committee Members Present: Chairperson Michael Loconto; Vice Chairperson Dr. Hardin Coleman; Alexandra Oliver-Dávila; Jeri Robinson; Regina Robinson; Dr. Miren Uriarte; and student representative Evelyn Reyes.

School Committee Member Absent: Michael O'Neill.

### **CALL TO ORDER**

Chairperson Loconto led the pledge of allegiance and called the meeting to order.

### **DOCUMENTS PRESENTED**

Agenda

Boston School Committee Meeting Minutes: October 10, 2018

Grant for Approval: Strategic Support to Specific Underperforming Schools and Districts –Dever Elementary School - \$400,000

International Travel Request: Snowden International High School at Copley – France – November 6-18, 2018

Student Residency Policy Recommendations 2018-19 Power Point

Residency Policy Recommendations Equity Impact Statement

BSC-AFSCME, Council 93, Local 230A (Storekeepers) Tentative Agreement PowerPoint

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Memo from Interim Superintendent Laura Perille to Boston School Committee Re: AFSCME, Local 230A (“Storekeepers”) Collective Bargaining Agreement, October 5, 2018

MOA Highlights: Boston School Committee and American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93, Local 230A 2016-2020

Memorandum of Agreement between the Boston School Committee and American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93, Local 230A 2016-2017

Memorandum of Agreement between the Boston School Committee and American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93, Local 230A 2017-2020

Storekeeper CBA 2016-2020 Cost Summary for Boston School Committee

BSC- Administrative Guild’s Tentative Agreement PowerPoint

Administrative Guild Tentative Agreement Equity Impact Statement

Memo from Interim Superintendent Perille to Boston School Committee Re: SEIU Local 888 (Administrative Guild) Collective Bargaining Agreement, October 17, 2018

FY19 Supplemental Appropriation Request: \$1,013,755 to cover cost of Administrative Guild SEIU Local 888 Collective Bargaining Agreement

Sickle Cell Disease: BPS Proposed Policy Power Point

Sickle Cell Disease Policy Equity Impact Statement

2018-2019 Superintendent’s Circular: Sickle Cell Disease Policy and Implementation

Draft BPS Sickle Cell Disease Policy

Memo from Alexandra Oliver-Dávila, BSC member and co-chair, Superintendent Search Committee to Boston School Committee Re: 2018-19 Superintendent Search Committee Engagement Process, October 17, 2018

BuildBPS Phase II Proposed Facilities Plan 2018-2027

BuildBPS Information Session and Community Conversation Flyer

Office of Equity: SY 2017-18 Report PowerPoint

Office of Equity: SY 2017-18 Report Equity Impact Statement

## **Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

## **APPROVAL OF MEETING MINUTES**

**Approved** – The Committee approved by unanimous consent the minutes of the October 17, 2018 Boston School Committee meeting.

## **INTERIM SUPERINTENDENT'S REPORT**

*\*As prepared for delivery.*

Good evening everyone. By now, the community at large is aware of many of the details of the BuildBPS Phase II proposal that my team and I will present to the Boston School Committee tonight. When I was appointed interim superintendent of the Boston Public Schools, I immediately made clear that moving forward with the BuildBPS plan was a key priority for BPS - and it has been, because that is what I have heard from many of you as well, from School Committee members, to school leaders, to many in the community.

Over the last several weeks, the BuildBPS team has put together the proposal you will hear tonight, after focusing on the areas of the city with high need for quality schools, but low access for students and families. The proposed BuildBPS plan outlines a framework to expand equity, access to quality, and predictability of school pathways for more students and families by:

- Expanding access to quality learning environments for more students
- Addressing enrollment challenges to meet student needs
- Locating new or expanded buildings in neighborhoods with high student need and low current access
- Creating equitable access to programming for vulnerable populations (particularly English Learners and students with disabilities in Special Education)
- Responding to family demand and best practices to create clearer pathways for students by reducing K-12 transitions
- Assessing and improving upon our facility conditions districtwide

We acknowledge that this is a citywide process given the interdependence of our schools. The needs of students citywide must be balanced with the aspirations of any individual school community or neighborhood. Tonight you will hear a detailed proposal from the BuildBPS Team - Chief of Staff Rob Consalvo, Deputy Chief Financial Officer Nate Kuder, and Chief Engagement Officer Monica Roberts.

We are presenting the full 10-year arc of BuildBPS Phase II for community comment. BPS will host a wide range of community meetings (large and small, in a variety of settings) to solicit

### **Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

feedback in the coming months. Given the complicated and phased citywide process, BPS will propose an initial specific set of action proposals for School Committee approval in December 2018. We will then continue community dialogue to refine the next set of action proposals for future dates (May/June 2019 and beyond). Decisions made in one neighborhood or group of schools may have impact on schools citywide. BPS will continually monitor for unintended consequences and factor any course corrections into the next set of action proposals, along with community feedback.

The Committee approved the Interim Superintendent's Report by unanimous consent.

## **STUDENT REPRESENTATIVE'S REPORT**

*\*As prepared for delivery.*

Good evening, everyone. The Boston Student Advisory Council (BSAC) had a very productive summer. We had a team of student interns who worked diligently over the course of the break to prepare for this year as well as make progress on BSAC projects. We had many conversations about our changing nation and the role that young people play in changing their communities.

We had students participate in an overnight conference through the Nellie Mae Foundation called Youth leadership Institute. We had a chance to connect with other New England organizations and train young people to conduct listening projects in their neighborhoods and we are excited that groups around New England are looking to implement some of the same tactics.

Within the last couple of weeks, BSAC kicked off the year with a four day onboarding and training that included:

- Community building activities
- Listening Works - which is an action and support model from Youth on Board.
- Gender Sensitivity Training
- Subcommittee review and selection for this upcoming year

Next week is the Dignity in Schools Campaign's national week of action. We will be conducting our annual Listening Project next Monday, October 22. This year we will have students surveying at Dudley, Ruggles, Roxbury Crossing and Forest Hills.

Our Learning Community Kick-off took place on Saturday, October 12th. BSAC members and alumni met with the Providence Student Union, Young Voices, Portland Empowered, Elevated Thought, and the Lawrence Youth Council to begin building a foundation for the New England Youth Organizing Network (NEYON). We shared and discussed the process of making a student rights app and had time to bond.

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Closer to home, we are concentrating effort on expanding BSAC membership. Our adult allies, Maria and Abraham, have been working diligently on recruitment. We have made significant progress this year and are excited to report that we have representatives from 21 number of schools. We are still working on getting representatives for 12 schools which currently do not have representation.

Ms. Jeri Robinson asked about barriers to having students to participate in BSAC.

Ms. Regina Robinson asked about student listening campaign Counselors Not Cops.

Ms. Oliver-Dávila said she is glad that BSAC is partnering with the NEYON. She thanked the Nellie Mae Foundation for its support.

**GENERAL PUBLIC COMMENT**

Laura Taylor, member, BPS Sickle Cell Advisory Group, testified in favor of the proposed BPS Sickle Cell Disease policy.

Jacqueline Taylor, member, BPS Sickle Cell Advisory Group, testified in favor of the proposed BPS Sickle Cell Disease policy.

The following people testified regarding BuildBPS Phase II:

Jessica Tang, president, Boston Teachers Union

Travis Marshall, parent, Bates Elementary School

Jack Sinnott, parent, Urban Science Academy

Allison Doherty, teacher, West Roxbury Academy

Bre'Elle Foster, student, Urban Science Academy

Alyssa Juliano, student, West Roxbury Academy

Ajanae Nunex, student, Urban Science Academy

Aisha Simancas, student, Urban Science Academy

Axel Gonzalez, student, McCormack Middle School

Franco Yee, student, Urban Science Academy

Dariana Amparo

Calia Roberts

Noah Pierre, student, West Roxbury, Education Complex

Juliana Catano, student, McCormack Middle School

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Mibsam Wiggins, student, West Roxbury, Education Complex  
Alisson Martinez, student, McCormack Middle School  
Darrys Fernandez, student, West Roxbury, Education Complex  
Dejhaunna Howard, student, West Roxbury Academy  
Ashley Yanes, student, McCormack Middle School  
Jessica Pontes, student, West Roxbury Academy  
Jasmine Andrade, student, Urban Science Academy  
Nammy Nguyen, former student, McCormack Middle School  
David Venter, parent, Urban Science Academy  
Mynaisha Harris, student, West Roxbury Academy  
Dea Shehu, student, West Roxbury Academy  
Catari Giglio, student, West Roxbury Academy  
Bianka Baolista, student, McCormack Middle School  
Jeisabela Teixeira, student, West Roxbury Academy  
Chris Vizcaino, former student, McCormack Middle School  
Josie Colon, student, McCormack Middle School  
Arcel Melo, student, McCormack Middle School  
Elizabeth Reynolds Lupo, teacher, Russell Elementary School  
Deja Foster, teacher, West Roxbury Academy  
Meshia Brooks, student, Urban Science Academy  
Yana Minehenko, teacher, West Roxbury Academy  
Jeriel Francis, student, McCormack Middle School  
Ariana Gordon, student, West Roxbury Academy  
Simone James, parent, Urban Science Academy  
Emily Wolf, teacher, McCormack Middle School  
Antonieta Bolomey, teacher, McCormack Middle School  
Emelia Andrews, student, McCormack Middle School  
Alyssa Monterio, student, McCormack Middle School  
Al Vega, community partner, MassCOSH

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Dolores Wood, teacher, West Roxbury Academy  
Briana Alexander, student, student, McCormack Middle School  
Emmett Folger, Dorchester Youth Collaborative  
Victor Batista, student, McCormack Middle School  
Chanelle John, educator, McCormack Middle School  
Haven Jones, educator/counselor, McCormack Middle School  
Alanna Perez, student, McCormack Middle School  
Christine Langhoff, former teacher  
Neema Avashia, teacher, McCormack Middle School  
Sarah Cook, student, Urban Science Academy  
Louise Packard, executive director, Trinity Boston Foundation

**ACTION ITEMS**

**Approved** – As part of the consent calendar, the Committee approved by unanimous consent a grant for approval in the amount of \$400,000.

**Approved** – As part of the consent calendar, the Committee approved by unanimous consent an international travel request for students and chaperones from Snowden International High School to travel to France from November 6-18, 2018.

**Approved** – On roll call, the Committee unanimously approved the updated BPS Student Residency Policy.

**Approved** – On roll call, the Committee unanimously approved the American Federation of State, County, and Municipal Employees (AFSCME) Local 230A (“Storekeepers”) collective bargaining agreement from 2016-2020.

**Approved** – On roll call, the Committee unanimously approved an FY19 supplemental appropriation request in the amount of \$16,077 to cover the cost of the AFSCME Local 230A (“Storekeepers”) collective bargaining agreement from 2016-2020.

**Approved** – On roll call, the Committee unanimously approved Administrative Guild SEIU Local 888 collective bargaining agreement from 2016-2020.

**Approved** – On roll call, the Committee unanimously approved an FY19 supplemental appropriation request in the amount of \$1,013,755 to cover the cost of the Administrative Guild SEIU Local 888 collective bargaining agreement from 2016-2020.

## **Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Ms. Regina Robinson encouraged the district to invite advocates to co-present with district officials in future presentations. Dr. Uriarte praised BPS for being the first district in the nation to implement such a policy.

**Approved** – On roll call, the Committee unanimously approved a Sickle Cell Disease Policy.

## **REPORTS**

**Superintendent Search Update** - Ms. Oliver-Dávila, who is co-chairing the Superintendent Search Committee along with Dr. Keith Motley, provided a brief update on the superintendent search process. The search committee has scheduled five meetings through January. The committee is partnering with a variety of community partners to host a series of community listening sessions throughout the city. Ms. Oliver-Davila presented a draft schedule will be refined over the coming days. Additional committee meetings and listening sessions may be added as needed.

The School Committee has scheduled a special meeting on November 14<sup>th</sup> from 5-7 p.m. to provide the Committee with an opportunity to: (1) vote on an RFP to be released for search firm services (following an expected Search Committee presentation to the School Committee on November 7<sup>th</sup>); and (2) receive an initial presentation on a draft job description from the Search Committee, which would have met once and conducted two community listening sessions by that time. It is expected that the School Committee would then receive additional feedback from the Search Committee and the public at the November 28<sup>th</sup> School Committee meeting, and vote on a final job description for immediate posting at the December 5<sup>th</sup> School Committee meeting.

Dr. Uriarte expressed a sense of urgency for the search committee to gather input on and finalize the job description. She stressed the importance of providing interpretation services and translation services throughout the process. She recommended that the search committee meet with the Mayor.

Dr. Coleman said that the Committee should be prepared to take the time needed to get a great candidate.

Ms. Oliver-Dávila said that School Committee members are encouraged to attend the community listening sessions.

**BuildBPS Phase II** – Chief Engagement Officer Monica Roberts, Chief of Staff Rob Consalvo, and Deputy Chief Financial Officer Nate Kuder presented phase two of BuildBPS, the district's 10-year educational and facilities master plan, which includes recommendations for the construction, renovation or major transformation of 12 schools, to be completed or in progress by 2027. The \$1 billion investment is the city's first long-term strategic plan for schools in more than 40 years, and puts students at the heart of its proposals. BuildBPS works to design 21st-century classrooms for all schools, ensuring every student has the opportunity to achieve their full potential. BuildBPS also provides a strategic framework for facilities investments, as well as



**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

improvements that are aligned with the school district's commitment to fostering exemplary teaching in a world-class system of innovative schools.

The proposed second phase of the BuildBPS plan aims to expand equitable access to quality schools and programs, while also reducing the number of times students transition into different schools, which create more stable and predictable pathways for students and families. To do this, the plan proposes the construction, renovation or major transformation of 12 schools, to be completed or in progress by 2027.

The guiding principles of the plan include those factors, along with addressing enrollment challenges to meet student needs, and creating equitable access to programming for vulnerable populations. The second phase builds off the work outlined in the first comprehensive [BuildBPS report](#), released in March 2017, which offered a comprehensive scope of the school building conditions, including that 65 percent of Boston's 125 schools were built before World War II, and how to bring these school buildings into the 21st century.

The plan calls for the closing of West Roxbury Academy and Urban Science Academy, two grade 9-12 high schools that are both housed in the West Roxbury Education Complex. The advised closure of the schools is due to multiple factors, including substantial critical and immediate facility issues, declining enrollment, and longstanding academic performance challenges. BPS will provide extensive support and assistance to all student relocating to other schools, and to the schools receiving those students. Teachers will also receive support to transition into new roles.

Another key focus of the educational and facilities master plan is to create more equitable program placement, targeted support, and learning opportunities for the district's most vulnerable students, including students with disabilities and English Learners. Both West Roxbury Academy and Urban Science Academy have a number of specialized programs for students with significant needs. The district will prioritize placement of these programs and students in other high schools, and will provide the appropriate additional resources as needed.

The district plans to phase out middle schools over time and reconfigure the grade composition of numerous schools to create more coherent feeder patterns and reduce school transitions for students. The configurations will primarily be K-6 and 7-12, however the district is committed to preserving viable K-8 and 9-12 options. Under the Weighted Student Funding (WSF) formula, the dollars tend to follow the students, and declining middle school enrollment has made the school model unsustainable. Enrollment in standalone middle schools has declined by roughly 1,800 students over the past six years.

The McCormack is the first middle school under this plan to transition. The current recommendation is to close the McCormack Middle School building at the end of SY 2019-2020; expand and upgrade Excel High School to serve grades 7-12 beginning in SY 2020-2021;

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

and enable multiple K-5's in the area to expand to K-6 beginning in SY 2020-2021, depending on input from school communities.

This second phase of BuildBPS comes after Mayor Walsh has invested more than \$200 million in the construction of new buildings, including the Dearborn 6-12 STEM Early College Academy in Roxbury, and the Boston Arts Academy in the Fenway, which broke ground on Tuesday, October 16, for a state-of-the-art, 153,500-square-foot building.

The district is also moving forward with plans for new facilities for the Josiah Quincy Upper School in Chinatown and the William E. Carter School in the South End. Both projects are in the process of receiving funds from the Massachusetts School Building Authority (MSBA). These projects are in addition to the continued expansion of the John Eliot K-8 Innovation School in the North End. BPS and the City of Boston have also earmarked \$42.5 million for capital improvements to schools across the district, including providing modern furniture, upgrading playgrounds and bringing locker rooms into Title IX compliance.

The district is organizing 20 community conversations about BuildBPS over the next several weeks. For full details of the plan and an updated meeting schedule, visit [www.bostonpublicschools.org/buidbps](http://www.bostonpublicschools.org/buidbps).

Ms. Regina Robinson asked the district to be thoughtful when communicating with students, and suggested leveraging content expertise. She asked for a slide to be added to the PowerPoint presentation listing the partner agencies that are helping to guide the work.

Ms. Oliver-Dávila encouraged Ms. Perille to put her introductory comments in writing to help families understand the district's rationale.

Ms. Jeri Robinson talked about the importance of school communities and providing students with social-emotional support. She asked district leaders to examine the impact that previous school closures have had on students.

Ms. Oliver-Dávila encouraged the district to communicate with community partners who might be impacted by the proposals, and to communicate with families as to why BuildBPS is focusing on middle schools. She asked the district to explore keeping the current cohorts at the WREC together. She said that the any future WREC complex should have diversity and be citywide.

Ms. Perille said that BPS needs to get on a predictable capital repair cycle, explaining that the district has struggled in the past with consistent investments in facilities. BPS Chief of Operations John Hanlon said that the district examined swing space options for WREC students, but because highly specialized special education strands require more classroom space, the district does not have adequate space to maintain the programs currently offered at WREC. WREC students, families and staff will receive extensive support from BPS and students will receive Round One registration preference in the SY2019-2020 school choice process.

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Ms. Regina Robinson requested more information about conditions at the Rogers, Endicott, and WREC facilities, which the district agreed to provide. She encouraged the district to learn from other districts that have gone through middle school transitions, including Milwaukie, Baltimore, and Philadelphia. She suggested creating a middle school work group. Ms. Perille said that her team is already working on that

Ms. Oliver Dávila asked for the Committee to be kept informed of the district's plans for the Students with Limited or Interrupted Formal Education (SLIFE) program at the McCormack School.

Mr. Loconto said that high schools wishing to expand to grades 7-12 must be open to expanding and diversifying their student body.

Dr. Uriate suggesting that Committee consider creating a condition that Excel High School must demonstrate improvement before the McCormack is added. Ms. Perille said that more planning is needed to consider that proposal.

Dr. Coleman said that the proposal to close the McCormack School must be made more explicit. He encouraged the district to prioritize resolving inequities over building issues. He asked the district to build a data system that allows BPS to determine the probability that members of a subgroup will receive a high quality seat, and then reexamine that probability with every change. He said that teaching and learning should be part of every district conversation.

The Committee is expected to vote on the WREC proposal in December, and the McCormack Middle School proposal next spring.

**Office of Equity Update** – Assistant Superintendent of Equity Becky Shuster presented a report on her department's work during the 2017-18 school year. The Office of Equity conducted 98 training sessions on issues including bullying, gender identification, racial equity, and bias prevention. The office saw a sharp increase in the number of investigations conducted, which Ms. Shuster attributed to greater education and awareness. Goals for the current school year include publicizing an educational video for middle and high school students, piloting a mediation program to resolve employee, parent, and student conflicts, and updating equity circulars and achieving sign off.

Ms. Oliver Dávila asked for more information about the Welcoming Schools Seal of Excellence encouraged the district to do more to publicize schools that earn this recognition.

Ms. Jeri Robinson asked about the relationship between the Office of Equity and law enforcement. Ms. Shuster explained that both parties work together to communicate with students in an age-appropriate way.

**Boston School Committee Meeting**

Bruce C. Bolling Municipal Building  
2300 Washington Street  
School Committee Chamber  
Roxbury, MA 02119

**October 17, 2018**

Ms. Regina Robinson asked about incidents involving repeat offenders, which Ms. Shuster explained is rare. She also asked about workplace allegations with no findings. She suggested that the district provide equity protocol training for parents and expand its parent engagement strategies. She also encouraged the Office of Equity to have a voice in BuildBPS.

Chairperson Loconto thanked Ms. Shuster and her team for their critical work, noting that with greater training comes great reporting. He applauded the John F. Kennedy School and Gardner Pilot Academy for earning the Human Rights Campaign's Welcoming Schools Seal of Excellence.

**PUBLIC COMMENT ON REPORTS**

None.

**NEW BUSINESS**

None.

**ADJOURN**

At approximately 1 a.m., the Committee voted by unanimous consent to adjourn the meeting.

Attest:



Elizabeth Sullivan  
Executive Secretary