



## OFFICIAL MINUTES OF THE REMOTE BOSTON SCHOOL COMMITTEE MEETING

November 17, 2021

The Boston School Committee held a remote meeting on November 17, 2021 at 4:30 p.m. on Zoom. For more information about any of the items listed below, visit [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee), 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 Jeri Robinson; Vice Chairperson Michael O'Neill; Dr. Hardin Coleman; Ernani DeAraujo; Quoc Tran; and Student Representative Xyra Mercer.

School Committee Members Absent: None.

### DOCUMENTS PRESENTED

#### Agenda

Minutes: November 3, 2021 School Committee Meeting

Tentative Collective Bargaining Agreement between the Boston School Committee and the Administrative Guild, SEIU Local 888

MassCore Graduation Policy Implementation Update PowerPoint

MassCore Update Equity Impact Statement (received November 23, 2021)

BPS School-by-School Exam Schools Simulated Invitation Data

### CALL TO ORDER

Chairperson Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. All members were present, with the exception of Ms. Mercer, who joined the meeting during the Superintendent's Report.

## ADJOURN TO EXECUTIVE SESSION

**Approved** - On roll call, the Committee voted unanimously to adjourn to an executive session for the purpose of conducting a strategy session related to collective bargaining with the Administrative Guild, SEIU Local 888, and the United Steelworkers of America, Local 8751 (School Bus Drivers).

Ms. Robinson announced that the Committee would return to public session at 5 p.m.

## RETURN TO PUBLIC SESSION

The Committee returned to public session at approximately 5:20 p.m. Ms. Robinson explained that the Committee had just returned from an executive session for the purpose of conducting a strategy session related to collective bargaining with the Administrative Guild, SEIU Local 888, and the United Steelworkers of America, Local 8751 (School Bus Drivers).

Ms. Robinson said that tonight's meeting was being streamed live on Zoom. It will be rebroadcast on Boston City TV. It will also be posted at [bostonpublicschools.org/schoolcommittee](http://bostonpublicschools.org/schoolcommittee) and on YouTube. She announced that simultaneous interpretation services were available in Spanish, Haitian Creole, Cabo Verdean, Vietnamese, Cantonese, Mandarin, and American Sign Language (ASL). The interpreters introduced themselves and gave instructions in their native language on how to access simultaneous interpretation by changing the Zoom channel. Translated meeting documents were posted at [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee) prior to the start of the meeting.

Ms. Robinson noted that the terms of Lorena Lopera and Rafaela Polanco Garcia were coterminous with the term of Acting Mayor Kim Janey, and therefore had officially ended yesterday. The School Committee Nominating Panel is currently leading a public process to fill their positions, which will ultimately be chosen by Mayor Michelle Wu. Ms. Robinson thanked Ms. Lopera and Ms. Polanco Garcia for their service and contributions to the Committee.

## APPROVAL OF MEETING MINUTES

**Approved** – On roll call, the Committee unanimously approved the minutes of the November 3, 2021 meeting.

## SUPERINTENDENT'S REPORT

*As prepared for delivery.*

Thank you, Madam Chair, and thank you all for joining us tonight. There are [three main updates](#) I will cover tonight: An update on simulations under the new exam schools admissions policy, the work we've done to review all options for K - 6 expansions, and the reentry plan for the

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Curley school. As well as additional health, safety, and communications protocols we are implementing as we continue to navigate Covid in our community and a few shorter updates.

Before I get to those topics, I have to take a moment to recognize the historic day we all witnessed yesterday as the City of Boston welcomed our new Mayor, Michelle Wu. I had the honor to attend the swearing in ceremony at City Hall with the rest of the cabinet- it was an emotional day as Mayor Wu took the oath of office. As a woman of color, BPS mom, and longtime advocate for all children, I know Mayor Wu will be an exceptional partner and a champion for Boston Public Schools. I also want to again publicly express my deep gratitude for the historic leadership of Mayor Janey, who will always be a friend. I look forward to partnering with her as she takes the next step in her journey and I know we can count on her deep advocacy for our students.

As I begin my report tonight, I will add some context and updates to a few topics that have been prevalent in the media. Two weeks ago today, as we began our last School Committee meeting, I received a call just before we began that the Principal at the Henderson had been assaulted by a student. My team quickly responded to ensure the principal, students and school community was supported and were safe from any additional perceived threats. I am incredibly grateful for their quick actions as we worked together over the following week to restore a sense of security and peace. That next day and over many days since, I had personally met with teachers, staff and students to hear their concerns and implement shared solutions. I've also continued to monitor the implementation of the safety plan and the learning environment.

As we have returned to school from this pandemic, we have seen many challenges to in person learning, such as supply issues and labor shortages. Our principals are often on the front lines of these difficult operational challenges and I thank them greatly. And we know that families and students are returning to in person learning having experienced a global pandemic and the traumatic effects of that. We have had several incidents of students and parents who are deregulated and need significant support, counseling and redirection. I and our counseling and Operational Team are personally engaged in supporting several school leaders across the system to problem solve, apply our code of conduct and intervene with additional support as necessary. And even though overall since the beginning of the year, we have seen a decrease in incidents compared to our last normal first term of in-person learning in 2019, we have had several schools across the district who have had incidents and students that need significant support to destabilize the community and provide the necessary support to restore the learning environment. Again, I want to thank our educators and our school leaders and central office counseling teams for their patience and grace as we work together to deal with the trauma too many of our students are experiencing.

I am glad that the school committee, Mayor and City Council had the foresight to support our budget whereby we anticipated the increased need for a trauma informed approach with investments into resources including family liaisons, social workers, counselors and other support staff to help our students and families through this challenging time of healing and recovery. We have also increased support staff, and will continue to work with the BPS Crisis Team, BPS Safety Services, the Boston Police Department and other community partners to ensure that we are fostering safe, welcoming, inclusive and affirming learning environments where all of our students can thrive. I look forward to working with Mayor Wu as she looks to

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police reforms and ensuring our buildings and the immediate community is safe. As you know, BPS is in the final stages of updating our Code of Conduct and I look forward to getting that policy passed and implemented so we can be clear on our expectations and establish clear roles and responsibilities for all the staff working in our schools.

Last Wednesday, BPS, in collaboration with the Boston Public Health Commission, made the difficult decision to temporarily pause in-person learning at the Curley K-8 School in Jamaica Plain due to a rapid increase in positive COVID-19 cases among students. The spread was across 21 classrooms and over 500 rapid tests a day were being performed on close contacts to help contain the spread. The Boston Public Health Commission advised us to close the Curley K-8 School for in-school learning beginning November 10, with a set reopening date of Monday, November 22. This decision was reached in deep partnership with public health officials, placing the health and safety of our children and staff at the Curley School first and to immediately stop the spread, provide time to add staffing capacity to fully implement the test and stay and contact tracing programs, review our protocols, and engage in a full cleaning and review of the facility. The district academic team, in collaboration with Curley teachers and staff, quickly enacted a plan for remote learning that has allowed for the continuation of their learning. I have heard from parents that it is excellent and we are all proud of our teachers. Curley school students, and all BPS students, have access to Paper, an online tutoring platform that allows students and teachers access to academic resources and support. This program is available for all BPS students. We also arranged food access with the Department of Food and Nutrition Services, so that our students have access to nutritious meals. The facilities department completed a total COVID-19 sanitation of the Curley school building once it was closed. It is important to note that because the district is following the public health guidance to quarantine the entire school community for 10 days, testing will not be required upon admittance to the school building on Monday. I know that this has been a trying time for the Curley School Community, but they pulled together and we are very proud of them.

It is important to note that while there has been extreme focus on outbreaks in a few of our schools, the overall number of reported cases in our district is extremely low; which means, our prevention and mitigation systems are working. On average, since the beginning of school, we have seen about 12 positive cases a day reported. However, winter is fast approaching. We have begun to regroup as our students will have to move indoors for lunch to ensure everyone is adhering to our procedures and mitigation efforts. We have learned from this situation and will be sure our schools are properly staffed to handle situations when there is rapid spread in a short timeframe. We will be putting in place new guidance with the BPHC. More information to come on that very soon.

A lesson we have learned throughout the past few weeks especially is the power and necessity of rapid and transparent communication with our families. As a result, we have enacted the following changes in our communication protocol to notify families when there is a pending positive COVID-19 case within their student's classroom or within the overall school community: Families will now receive a notice from their school leader when a positive case or pool is identified at their school. Previous guidance advised a School Leader to notify the school community after contact tracing was completed. The first notice sent to families will inform families of the positive case, when contact tracing will begin, and remind families to continue to follow all health and safety protocols and not to send sick students to school. A second notice to

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families will follow once contact tracing is completed. BPS is dedicated to prioritizing our families' awareness when a positive case is identified, as much as it is leading and implementing COVID-19 prevention and mitigation strategies. For example, this past Monday, November 15, we hosted the "Ask a Doctor" Covid-19 vaccine info session for children ages 5+ in partnership with the Boston Public Health Commission and Boston Medical Center. Before I proceed any further, I want to thank the BPHC and it's Executive Director Dr. Bisola Ojikutu, for your partnership and public health guidance throughout this situation with the Curley School and this pandemic.

I will now be joined by my City colleagues and partners from the Boston Public Health Commission, Dr. Lo, BPHC Medical Director and Dr. Sanchez, Director of the Bureau of Infections Diseases who will provide more information on COVID-19 prevention and mitigation strategies implemented within the district and throughout the City.

*[Dr. Lo and Dr. Sanchez presented a COVID update.]*

Process updates will continue to be communicated frequently to School Leaders, Nurses, and Parents. Ongoing meetings with CIC Health Team to improve and increase standardization of testing process, addition of staffing to meet the testing expectations for all consented BPS students and staff. Test and Stay protocols initiated based on positive pools and positive cases impacting the school community, increasing the load on contact tracing capabilities

- Continued emphasis on COVID-19 Vaccine, Mask Use and COVID Screen Testing
- Ongoing meetings with HealthCareIT to improve contact tracing performance
- Increased contact tracing needs due to complexity of current pool testing and Test and Stay protocols.

This topic is a perfect segway into one of our most effective COVID-19 mitigation strategies: and that is getting vaccinated. It's been so exciting to have some of our youngest learners aged 5-11 get vaccinated over the last two weeks. We are continuing to work with our partners at the Boston Public Health Commission to ensure that our students and families feel safe, informed and have easy access to the vaccines. In partnership with BPHC, the City of Boston and other organizations such as the Boston Medical Center, Brigham and Women's Hospital and Mass General Hospital, we are hosting several vaccine clinics in November and December. Dates, locations and times can be found on the BPS website at [BostonPublicSchools.org/Vaccines](https://BostonPublicSchools.org/Vaccines). We will continue to add to the list of available clinics to ensure all of our students and families have the opportunity to get vaccinated to help keep our community safe. BPS is also working to plan a BPS family fun day in the new year that will also include vaccine distribution for those who are interested in receiving one. Please keep your eyes peeled for various district communications providing more details on info sessions and vaccine clinics, and to promote upcoming events.

Now, I will begin the update portion of my report. This weekend, the Boston Globe ran a story about lack of services for our students who are learning English as a second language. The article claims our immigrant and other students learning English have not been assigned the right classes or placed with a certified teacher for enough time, at the highest rate in many years. The

article also references remote learning shifts during the pandemic and recurrent changes in leadership within our Office of English Learners as symptoms of delayed services.

I would like to illuminate some of the challenges the district has faced in reporting the services rendered to our English Learner students -- not as an excuse -- but to provide context. In part due to staff shortages, there has been a gap in data entry to reflect the services our students are indeed receiving. The Office of English Learners is actively working with each school to assist with data gathering and updating our systems with this critical information. The Office of Human Capital will continue to address ongoing staffing shortages by working to fill our vacancies. Based on initial updates in reporting, the data is trending significantly upward to show our English Learner students are in fact receiving the services critical to their educational success. As this data entry becomes up to date, and before our next submission in December, we will share the results in our upcoming public English Language Learners Task Force meetings and I will provide an update to the school committee at an upcoming meeting. I am confident that the team, in partnership with our school leaders, will clean up the data entry and ensure our students are getting their appropriate services.

At the last School Committee meeting, I was asked to bring back further simulation data on our new exam schools admission policy. Specifically, members asked me about the concern brought forward by families that some schools had zero chance of getting a seat at one of our three exam schools. I am happy to report that our simulations bear out that this is not true. All schools have the opportunity for students to receive an invitation to a BPS exam school.

As you will all recall, our goals when we adopted our new exam schools admission policy in July was to significantly increase access to our three exam schools such that “rigor is maintained and the student body better reflects the racial, socioeconomic, and geographic diversity of all students... in the city of Boston.” The policy was designed to ensure diverse representation from Boston schools, neighborhoods, and populations of students, toward the ultimate outcome of seeing the enrollment at exam schools more closely reflect our overall enrollment. The policy was carefully crafted over several months and hours of public meetings -- and we heard many more hours of passionate testimony in favor of the new policy, as well as from those who believed it did not venture far enough towards equity. This Committee has heard from members of the community who have expressed their doubts that the policy will achieve equity and further will create unintended consequences for students across a specific set of schools.

The [BPS school-simulated invitation data](#) shows that, under the approved policy, exam school invitations are distributed across BPS schools and are more proportional to student enrollment per school.

Again I want to orient us back to the task force charge to maintain rigor and ensure the student body better reflects the racial, socioeconomic, and geographic diversity of all students. The policy also added points for specific populations of students, including

- 10 Points for schools with 40% or more poverty this is to recognize the cumulative effects that attending a high-concentration poverty school has on overall student achievement
- 15 Points for students experiencing homelessness, in the care of DCF, and/or residing in BHA housing to recognize the long-term effects of high

rates of mobility, instability in housing, and homelessness on students' opportunity to consistently access teaching and learning and support services in schools

This slide shows some data we've shared at a previous school committee meeting, with one additional column at the far right showing simulated invitations under Phase 1 of the approved policy in which only grades/GPA will be utilized to determine invitations. It shows the policy's intended purpose to achieve more racial and socioeconomic diversity in the three exam schools.

This slide shows some data we've shared previously, again with the same addition of a column at the far right showing simulated invitation data wherein only grades/GPA are used to determine invitations. These data show the policy's intended purpose to achieve more geographical diversity at the exam schools

As I have said and as was the charge of the Task Force, equity was at the center of the adopted change. As you can see here under the old policy, a total of 7 schools received 47% of the invitations to BPS students, while representing just 19% of 6th grade BPS student enrollment.

This is also a slide we've seen before that shows students who attend a school with less than 40% poverty account for 17% of Citywide 6th grade enrollment and 20% of the simulated invitations. Students who attend a school with 40% or greater poverty account for 83% of 6th grade enrollment and 80% of invitations. This shows that even with the adopted changes and anticipated adjustments in admissions, students from all schools will have an opportunity to attend an exam school.

On this slide you will see that we have linked the BPS School Simulated Invitation Data I have shared with all of you and it's posted on our website so everyone can see the simulated invitation data by school. I just wanted to note that the data is suppressed for schools with less than 5 applicants or invitations to protect student privacy. Also, if a school does not have invitations it's because they did not have any students who applied or those who did apply did not have the grades or test scores to qualify. The simulation is run with both grades and exam and grades only. This school-by-school analysis shows that under the approved policy, exam school invitations are distributed more equitably across BPS schools and more proportional to student enrollment per school. Even with simulated changes in admissions patterns, every school still has an opportunity for invitations. We have posted all of this information on our website for reference. Finally, we also posted an interactive map on our website where you can input your home address and find your tier based on the new admissions system.

Since our last meeting, the BuildBPS team has conducted additional walkthroughs with families and staff at the Mendell, Sumner and Blackstone schools to see if we can generate creative solutions for these spaces. These additional steps were taken in response to the ongoing dialogue with the school communities who expressed a strong desire to begin expansion to a grade six as soon as possible.

We also hosted a community meeting with the Mendell and Blackstone families to share potential options for next school year. Additionally, we have a meeting scheduled with the Sumner community tomorrow evening, November 18th.

In addition to the walkthroughs with families, we are also speaking with our partners at the City to assess whether or not other city buildings or community center spaces are available for use, even on a temporary basis.

We will continue to pursue all avenues and listen to our community as they come up with ideas so that we can identify the best solution and timeline together.

Because of this ongoing work, I have asked that the Committee defer action on the closure of the three middle schools as originally planned for this evening to our meeting on December 1.

Hopeful about different opportunities and will know more in the coming days about what is or is not possible. We will share further updates with you. I look forward to continued engagement with students, families, and staff, and to bringing a final recommendation to the Committee in a few short weeks.

Lastly, before I end my Superintendent's report for the evening, I want to remind everyone that next Wednesday, November 24 is a half-day for all Boston Public Schools. Schools and BPS offices will also be closed on Thursday, November 25 and Friday, November 26 in observance of the Thanksgiving holiday. I hope that all of you have a safe, healthy and wonderful Thanksgiving. Please take this time to rest, and enjoy time with your family, friends and loved ones while you consider who and what you are thankful for. I am truly thankful for the continued support and partnership of our entire BPS community and I cherish your partnership. Despite all odds and obstacles, we are better together.

And that is my Superintendent's Report for this evening.

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Mr. DeAraujo reflected on his personal experience witnessing violence when he was a student and spoke about the importance of trauma support. He said that as co-chair of the Committee's English Language Learners (ELL) Task Force, he recognizes that there is work to be done to support English learners. He emphasized the importance of using ESSER funds to support ELLs. He requested an update on the impact of the district's ESSER investments.

Dr. Coleman affirmed and supported the Superintendent's decision to close the Curley K-8 School for 10 days and pivot to remote learning due to COVID. He spoke about the importance of providing students with social emotional support as part of pandemic recovery.

Mr. O'Neill noted that school districts across the country are dealing with mental health challenges and behavior issues at schools. He thanked the ELL Task Force for the thoughtful letter they sent to the Superintendent about adequate and timely services for ELs. He praised the Superintendent and her team for adjusting Covid protocols and communication following lessons learned from recent events. He said that he looks forward to reviewing the exam school admissions simulations.



Dr. Lo clarified the definition of a close contact. In the community, a close contact is someone within six feet for more than 15 minutes over a period of time, master or unmasked. In schools, if you are more than three feet away with masks, you are not considered a close contact.

Mr. Tran expressed support for the current exam schools admissions policy.

Ms. Mercer thanked the district for providing support at the Henderson Inclusion School, which she attends.

Ms. Robison asked for more details about the district's current staffing challenges. The Superintendent explained that staffing challenges are posing significant challenges for school communities. Existing vacancies combined with employees needing to quarantine, maternity leave, as well as a shortage of substitutes and paraprofessionals are causing challenges. There is a shortage of food nutrition workers, bus drivers, and bus monitors. Supply chain shortages are also causing disruptions. To address these staffing shortages, the district is reaching out to retirees to work additional hours in accordance with new state regulations. BPS is also working with the faith-based community to fill vacancies and is holding a hiring fair on November 20th at the Bolling Building. The Superintendent said that she plans to work with Mayor Wu around residency requirements, which can serve as a barrier for hourly employees.

Mr. DeAraujo spoke about the importance of Committee members receiving timely information from the district. He expressed concern about the district's investments in grades 4-6 to prepare students for exam school admission. He expressed concern about the unintended consequences of the current 10 bonus points awarded to students attending high poverty schools, citing as an example the Alighieri Montessori School in East Boston which falls below the 40% poverty threshold. He suggested that the 10 bonus points are not necessary this year when an entrance exam is not being offered. He asked the Chair to add an agenda item to the next School Committee meeting so that the Committee may discuss whether to modify the 10 points.

*Approved* – On roll call, the Committee unanimously approved the Superintendent's Report.

## GENERAL PUBLIC COMMENT

- Benjamin Balderston, East Boston resident, Alighieri Montessori School student, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Megan Balderston, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Miles Machado, East Boston resident, Alighieri Montessori School student, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.

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- Brooke Machado, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Cristina Castrillon, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Maria Mejia, Roxbury resident, Blackstone Elementary School parent, testified in favor of adding a sixth grade to the school.
- Danilza Martinez, Roxbury resident, Blackstone Elementary School parent, testified in favor of adding a sixth grade to the school.
- Iris Diaz, South Boston resident, Blackstone Elementary School parent, testified in favor of adding a sixth grade to the school.
- Marliny Cardoso, South End resident, Blackstone Elementary School parent, testified in favor of adding a sixth grade to the school.
- Edith Bazile, Dorchester resident, advocate, testified regarding school climate
- Ruby Reyes, Dorchester resident, Boston Education Justice Alliance (BEJA) Executive Director, testified regarding equity.
- Andrew Iliff, Jamaica Plain resident, Mission Hill K-8 School and Boston Latin Academy parent, testified regarding school governance.
- Lauren O'Malley Singh, Hyde Park resident, BPS nurse and parent, testified regarding COVID testing and safety.
- Mike Heichman, Dorchester resident, BEJA member, testified regarding a variety of educational issues.
- Marcella Medina-Madrid, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Courtney Feeley Karp, Roslindale resident, Henderson Inclusion School parent, testified regarding mental health services and staffing.
- Heather Kros, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Rachel Young, Roslindale resident, Sumner Elementary School parent, testified in favor of adding a 6th grade to the school.
- Shery Keleher, Charlestown resident, BPS parent, testified regarding COVID health and safety and exam schools admissions.
- Lauren Peter, Roslindale resident, Sumner Elementary School parent, testified in favor of adding a 6th grade to the school.
- Alan Tian, West Roxbury resident, parent, testified regarding the exam school admissions simulations.
- Johanna Fitzmaurice, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Suleika Soto, South End resident, Blackstone Elementary School parent, testified in favor of providing 6th grade options to the Blackstone, Mendell and Sumner schools.
- Lon Drucker, Jamaica Plain resident, Mission Hill K-8 School parent, testified regarding COVID health and safety.

- Minerva Casillas, Roxbury resident, Hurley K-8 parent, testified in favor of adding a 6th grade to the Blackstone Elementary School.
- Bill Barrar, Roslindale resident, Sumner Elementary School parent, testified in favor of adding a 6th grade to the school.
- Haven Jones, Jamaica Plain resident, Boston Community Leadership Academy-McCormack School teacher, testified regarding renovations and relocation to the Columbia Point campus.
- Monique Symes, Dorchester resident, Boston Community Leadership Academy-McCormack School teacher, testified regarding renovations and relocation to the Columbia Point campus.
- Michael deJong, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Avery Saulnier de Reyes, Roxbury resident, Mission Hill K-8 parent, testified regarding the district's actions at the school.
- Sarah Barnat, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Erin McManus, Jamaica Plain resident, BPS nurse, testified regarding COVID pooled testing and contact tracing.
- Colleen Wiggins, Walpole resident, BPS nurse, testified regarding COVID pooled testing and contact tracing.
- Nathaniel Adams, West Roxbury resident, testified regarding the exam school admissions simulations.
- Dr. Sheneal Parker, Fenway resident, Henderson Inclusion School administrator, testified regarding providing school communities with social-emotional support.
- Allison Cox, Jamaica Plain resident, Mission Hill K-8 parent, testified regarding the school's emergency review and COVID communication.
- Tania Del Rio, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.
- Danielle Emond, East Boston resident, Alighieri Montessori School parent, testified in favor of removing the 10-point bonus points for students attending high-poverty schools as part of the exam school admissions policy.

## REPORT

*Tentative Collective Bargaining Agreement between the Boston School Committee and the Administrative Guild, SEIU Local 888* - Deputy Chief Human Capital Officer Raecia Catchings presented a brief overview of a tentative Memorandum of Agreement between the School Committee and the Administrative Guild, SEIU Local 888. The entire City of Boston is undergoing a transformation regarding how it provides human resources services to its employees. This project is commonly referred to as the HR Transformation project and requires the transition of all City Human Resources functions to a shared services model. After numerous days of impact bargaining with the Office of Human Capital Guild Leadership, the parties have agreed to the following (in sum):

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- Guild positions within the Office of Human Capital will be restructured to fit within a Tier I or Tier II role and all will be elevated to a salary scale of Grade 32.
- The parties agree that the employee currently in the existing receptionist position shall convert to Customer Service Representative role but must function as receptionist until launch.
- Substitute Central team will no longer have a guild member assigned to the team. Management shall finalize the allocation of the remaining FTEs.
- The OHC Shared Services Center will be staffed by a minimum of two Customer Service Representatives, between the hours of 8:00 AM and 5:00 PM. They shall work 7 hours per day and will receive one hour paid lunch. Additionally they agree to waive their fifteen-minute break and recognize that they will be adding fifteen (15) additional minutes to their schedule.
- Additionally, Tier I or Tier II Guild HR employees shall receive one (1) additional Personal Day in lieu of waiving their early release of 4:45 PM during the following times: on Fridays during the months of July and August, and on all workdays between Christmas Day and New Year's Day.

The agreement impacts nine employees and has no budget implications.

## **ACTION ITEM**

***Approved*** - On roll call, the Boston School Committee unanimously voted to continue a memorandum of agreement between the Boston School Committee and the Administrative Guild, SEIU Local 888 from September 1, 2017 through August 31, 2020.

## **REPORT**

***MassCore Policy Implementation Update*** - Christine Landry, Assistant Superintendent, Office of Academics and Professional Learning, presented an update on the district's implementation of the MassCore graduation policy.

In May 2021 the School Committee adopted a MassCore policy which:

- Provides a clear program of study for the class of 2026 and beyond
- Provides clarity and transparency on BPS graduation requirements
- Elevates rigor while maintaining some school flexibility
- Codifies expectation that all students graduate prepared for college, career, and life
- Prioritizes closing the gaps between White and Asian students and Black, Latinx, EL, and students with special needs in the % of MassCore course completion
- Supports BPS's broader high school redesign strategy

To date, BPS has operationalized the policy to increase access and equity by:

- Partnering with Mass Insight, district and School Leaders have focused on MassCore in four key areas:
  - Multilingual Learners
  - Students with Disabilities
  - Career Technical Education (CTE)
  - Alternative Education
  
- Addressing issues of immediate equity:
  - Crediting language assets
  - Crediting athletic involvement
  
- Published clear guidance on MassCore core and elective course options

District leaders are working with school leaders to schedule options for schools. Ms. Landry outlined key next steps, which include Framework Finalization (Nov. 2021); School Reviews (Dec. 2021); Preparing to Launch (Jan - June 2022); and 9th grade launch (Sept. 2022).

Dr. Coleman praised the adoption of MassCore as a strategy to expand high quality opportunities across the district. He spoke about the critical importance of preparing 7th and 8th graders for high school and asked how the district is approaching that work. The Superintendent explained the district's work focusing on pre-k-grade 3, grades 4-6, and grades 7-8, embedding culturally and linguistically sustaining practices at every level. Ms. Landry explained how BPS is using early indicator systems at the middle school grade level and providing 9th graders with individualized plans and guidance support. Dr. Coleman emphasized the importance of the district's grade configuration strategy to support this work.

Mr. DeAraujo asked about deliverables that are expected in December. Ms. Landry explained that district and school leaders will be holding academic collaborative meetings for all high schools. Mr. DeAraujo requested that the Committee receive periodic updates on MassCore policy implementation.

Mr. O'Neill praised the team's thoughtful approach to critical work.

Ms. Robinson asked how BPS is helping families prepare for the transition to MassCore. Ms. Landry spoke about the online course catalog that the district will be making available. Leaders will also be holding meetings with 8th grade families and helping students make a summer plan. The Superintendent said that she is looking to make additional investments in counselors in the next budget to support middle and high school students academically. She added that the policy provides flexibility for English Learners and students on Individualized Education Programs (IEPs).

Ms. Robinson asked how MassCore connects with the International Baccalaureate (IB) course of study. Ms. Landry explained how district leaders are collaborating with the school leaders at Quincy Upper and Snowden to align courses and make coding changes. Dr. Echelson said the two courses of study can complement one another, adding that district leaders will work with each individual school to develop a course catalog.

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**Zoom**  
**November 17, 2021**

Ms. Robinson asked how MassCore connects to Campus Without Walls. The Superintendent spoke about the importance of finalizing the online course catalog in order to provide students with anytime learning.

**PUBLIC COMMENT ON REPORTS**

None.

**NEW BUSINESS**

None.

**ADJOURN**

At approximately 9:27 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Attest:



Elizabeth Sullivan  
Executive Secretary