



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

February 15, 2022

The Boston School Committee held a remote meeting on February 15, 2022 at 5 p.m. on Zoom. For more information about any of the items listed below, visit www.bostonpublicschools.org/schoolcommittee, email 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 D. O'Neill; Stephen Alkins; Brandon Cardet-Hernandez; Lorena Lopera; Rafaela Polanco Garcia; and Student Representative Xyra Mercer.

School Committee Members Absent: Mr. Tran.

DOCUMENTS PRESENTED

Agenda

National Board Certified Teachers PowerPoint

Meeting Minutes: February 2, 2022

Memorandum of Agreement between the Boston Public Schools and the Boston Teachers Union Regarding the City's Vaccine Verification Policy - *TABLED*

Covid Vaccine Policy MOA PowerPoint

Equity Impact Statement: Boston Teachers Union Vaccine Verification Policy

English Language Learners Task Force Nominations Memo

Horace Mann Extended Time Pay Cover Letter

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Horace Mann Schools Extended Learning Pay Equity Impact Statement

Boston Green Academy Letter

Dudley Street Neighborhood Charter School Letter

UP Academy Boston Letter

UP Academy Dorchester Letter

Massachusetts Association of School Committees (MASC) Guide for Superintendent Vacancies

Superintendent Search Presentation, February 15, 2022

CALL TO ORDER

Chairperson Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. Mr. Tran was absent. Mr. Cardet-Hernandez and Mr. O'Neill joined at the start of the executive session. All other members were present.

Ms. Robinson announced that the Committee would immediately adjourn to an executive session for the purpose of conducting a strategy session related to collective bargaining with the Boston Teachers Union and to conduct a strategy session in preparation for negotiations with the Superintendent of Schools (non-union personnel). Chair Robinson announced that the Committee would return to public session at 6 p.m.

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 Boston Teachers Union and to prepare for negotiations with the Superintendent of Schools (non-union personnel).

RETURN TO PUBLIC SESSION AND CALL TO ORDER

Chairperson Jeri Robinson reconvened the meeting in public session at approximately 6:37 p.m. She announced that the Committee has just returned from an executive session for the purpose of conducting a strategy session related to collective bargaining with the Boston Teachers Union and to conduct a strategy session in preparation for negotiations with the Superintendent of Schools (non-union personnel)

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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 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 prior to the start of the meeting.

Special Announcement - Ms. Robinson said that shortly before the start of the meeting, the Massachusetts Appeals Court issued a decision extending its previous order to stay the City's vaccine mandate policy. She announced that the Committee would **table** tonight's vote on the Memorandum of Agreement with the Boston Teachers Union in order to allow for the legal advisor to review the decision and its impact.

CITATIONS: NATIONAL BOARD CERTIFIED TEACHERS

Assistant Superintendent for Teacher Leadership and Development Shakera Ford Walker provided a brief overview of the National Board Certified Teachers program. Erik Berg, Vice President of the Boston Teachers Union, and Paul Tritter, Director of Professional Learning for the Boston Teachers Union, offered their congratulations to the honorees.

Ms. Robinson introduced and congratulated the following BPS teachers who recently earned or renewed certification as National Board Certified Teachers:

- Edwin Cebrian, Mozart Elementary School
- Sinta Cebrian, Henderson K-12 Inclusion School
- Quayisha Clarke, Grew Elementary School
- Hannah Erickson, Boston Day & Evening Academy
- Emmanuel Fairley-Pittman, Grew Elementary School
- Priscilla Lau, Boston Latin Academy
- Jesse Southwick, Boston Latin School
- Bridgett Driscoll, Brighton High School
- Mary Jacques, Edison K-8 School
- Matthew Kazlauskas, John D. O'Bryant School of Math and Science
- Amanda Minerva, Mary Lyon K-8 School
- Aaron Osowiecki, Boston Latin School
- Carla Zils, Edison K-8 School
- Deborah Weitz, Mozart Elementary School
- Nicole Da Silva, Boston International High School
- Brian Leussler, Boston Latin Academy
- Silvia Gonzalez-Powers, Roosevelt K-8 School

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APPROVAL OF MEETING MINUTES

Approved – On roll call, the Committee unanimously approved the minutes of the February 2, 2022 School Committee meeting.

SUPERINTENDENT’S REPORT

As prepared for delivery.

Thank you, Madame Chair, and thank you all for joining us tonight. Congratulations again to all of the amazing teachers who have received their National Board Certifications. The National Board Certification is the highest certification a teacher can obtain, in addition to being one of the most respected recognitions. Every student deserves to be taught by a caring and competent teacher, and the educators honored just a few minutes ago exemplify the BPS mission to provide an excellent education to all of our students. Thank you for your dedication and service to the district but more importantly, to our young people. Many thanks to Ms. Ford-Walker and Mr. Tritter for their dedication to teacher excellence and their work to expand the NBCT support to our teachers. I have a full report this evening, so I will get right into it.

Last Monday, I announced that I would be transitioning from my role as Superintendent at the end of the school year. I am so filled with gratitude as I reflect on the many successes, improvements and roads to progress we have paved together. As I stated in my letter to families last week, I am as committed to Boston and our BPS students and families as the day I arrived in Boston. It has been a tremendous honor to serve the children of Boston and I will continue to do so for the remainder of this school year. I am committed to a strong and successful end of the school year and smooth transition to the next leader moving forward. The priorities you’ve set for me these past few years and the promises I made to you are still priorities I hold close. And although we may not have gotten to everything on our lists of to do’s, we laid a strong foundation moving forward. You can read more about some of the major work we’ve been able to accomplish together at www.bostonpublicschools.org/bpsforward.

Unfortunately, I will now pass along some sad news. Former Boston School Committee President, Mrs. Jean Sullivan McKeigue passed away after suffering from a long illness. Jean Sullivan McKeigue served on the Boston School Committee from 1980-84, as vice president in 1981 and president in 1982. During her tenure, she negotiated with 13 unions, worked with community organizations to promote private and public collaboration with the public schools, initiated a number of reforms and reorganizations, worked with state legislators and local community leaders in every neighborhood, and chaired the superintendent search committee that recommended the hiring of Dr. Robert Spillane. Mrs. McKeigue has been a member of a number of civic boards and committees in the metro-Boston area and served as a teacher in the Chicago public schools. She blazed a trail for women earning her masters degree from Columbia in management in the 1970's —with a focus on corporate and strategic planning, organizational development and intergovernmental and community relations during a fellowship at MIT’s Sloan

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School of Management. I would like to extend my sincerest condolences to the family of Mrs. McKeigue, and especially to her daughter, Principal Joanna McKeigue Cruz of the Samuel Adams Elementary School in East Boston. My heart is with you during this difficult time.

It is also with a heavy heart that we announce the passing of our Central Office colleague and friend, John Harris. John had been a member of the IT Department since 1984 and recently retired to spend time with his wife and children in Marshfield. Often referred to as “Johnny” by his friends and family, he was born and raised in West Roxbury and was a graduate of Catholic Memorial High School. John attended Northeastern University and then went on to work in I-T for us here at Boston Public Schools for nearly 40 years. He enjoyed fishing with his brothers, as well as going to the beach any chance he could get. He also enjoyed spending time in Florida and taking care of his garden every summer. According to our Chief Information Officer Mark Racine, John had a million stories from “back in the day” and some of the best could never be repeated! My condolences to John’s wife, family and friends, and to the members of the Office of Instructional and Information Technology who worked with him over the past 40 years. I will now move on to the highlights portion of my report.

Two labor unions representing electricians donated a brand new van filled with \$10,000 worth of new electrical equipment to Madison Park Technical Vocational High School last week. The IBEW Local 103 in Boston donated the van, decorated with a professional wrap in the school’s colors, embossed with the words “Madison Park Electrical Dept.” on the side of the van. The New England Contractors Association of Greater Boston (NECA) donated the equipment, including power tools, hard hats, PPE and branded merchandise that filled the van. Contractor McDonald Electric also helped coordinate the donation initiative, transferring the van title from IBEW Local 103 to Madison Park. IBEW Local 103 and NECA are valued partners of the high school, who offer many technical and vocational opportunities to the students and graduates of Madison Park. Thank you, IBEW Local 103 and NECA for all that you’ve done for our students and going above and beyond the call of duty to exemplify true partnership with Madison Park. I will now move on to district updates.

As we shared previously at the school committee, the district will be making a critical investment in literacy and safe and welcoming school environments by dramatically expanding library access through ESSER. This Sunday’s *Boston Globe* ran an article about the need for further investment. I wanted to take a moment to both reaffirm our commitment to this quality guarantee and to provide two points of clarification. The *Globe* stated that the current ratio of certified librarians to students is 1 to 6,700 when it is actually 1 to 2,300. When we include our libraries that are supported by our library paraprofessionals, the ratio becomes 1 to 1000, which is in-line with the state average of 1 librarian for every 1,450 students. In addition, we are proposing an additional 33.5 positions across 37 school libraries as part of a multi-year district initiative which will create a ratio of 1 librarian for every 530 projected students across the impacted schools. As well, it is important to connect this investment to our broader investments and district-wide focus on equitable literacy. Expanded access to libraries is not taking the place of literacy interventions but is a parallel to them. We are making critical investments in reading interventionists in our schools that need them and access to rules-based reading support in every school, as well. I am excited that over the course of the next three years we will reach our goals of having libraries in

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every school or access school schools BPL where a library is close. It's important to me to be clear about the investments that we are making and to highlight the incredible work of our library staff across the district.

After much deliberation and consultation with students, families, staff, and public health experts, BPS will adopt an adjusted approach to COVID-19 testing in schools. This new policy will take effect on March 7, 2022. In partnership with CIC Health and DESE, each BPS student and staff member will have access to an at-home rapid antigen test weekly and we will continue with our weekly pool testing. We will also continue to offer testing for symptomatic individuals, as needed during the school day. This new approach will provide more access to COVID testing, and replace the process associated with the test and stay protocol as it currently stands, especially considering the very modest yield in terms of identifying positives. As recommended by DESE we will discontinue “test and stay” and the individualized contact tracing associated with it. If there is a positive pool, we will still individually test all the students in that pool to determine who is positive. The difference is instead of testing for 5 days in a row, also referred to as “Test and Stay”, we will ask students, staff and families to monitor for symptoms and they will have access to an additional rapid test to use at home. If a student develops or is showing symptoms in school, they will be rapid-tested in school. This change is aligned with the updated DESE testing program, which “strongly recommends” administering weekly at-home antigen testing and discontinuing contact tracing and Test and Stay. We will continue communicating with our school communities regarding COVID-19 positive cases in their respective communities. With once-a-week pool testing, symptomatic testing and the wide weekly availability of at-home testing, we believe we will quickly learn who is positive for COVID-19. As we continue to learn and adapt through this pandemic, we have worked with our partners at the Boston Public Health Commission to guide us in our work and take measures that are responsive to public health trends in our City. We are communicating this update in a letter to families tomorrow after sharing it with School Leaders, school nurses, and other staff. Before implementing this policy, we will host two community meetings on Monday, February 28 at 5:30 PM and Thursday, March 3 at 5:30 PM. For more information and to register for these community meetings, please visit <https://www.bostonpublicschools.org/covid-19>.

We have been following the CDC and state public health and education officials' announcements that there can safely be a reduction in the minimum number of days a person sick with COVID has to isolate, and those who are exposed to COVID have to quarantine. After careful consideration and many conversations with the Boston Public Health Commission, BPS has adopted these new protocols. In summary, a student confirmed as positive with COVID-19 must isolate for a minimum of 7 days and may return on day 8 only if they are free of symptoms and have the ability to wear a mask. Otherwise, they need to remain isolated for the full 10 days. If a student is exposed to COVID-19 either in school or out of school, they DO NOT need to quarantine if they are vaccinated and can wear a mask when they are in school or at home and exposed to the positive individual. If a student is unvaccinated but can wear a mask, they need to quarantine for 5 days and return on day 6 as long as they do not develop symptoms. If a student is unvaccinated and cannot wear a mask, they will need to quarantine for 10 days. I know that is a lot! I read it quickly as well, and there are often questions that result from these kinds of changes. So the Student Testing Process and quarantine and isolation updates will continue to be

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communicated frequently to School Leaders, Nurses, and Parents. For more details on this updated guidance, please visit our website at bostonpublicschools.org/COVID-19. Again, these new policies will take effect on March 7, 2022, giving us time to share this update and answer questions.

Last week, Governor Baker announced the end of the Commonwealth's masking requirement in schools as of February 28. This means, schools across the Commonwealth are now responsible for choosing whether to implement or eliminate their masking requirement. For now, after consultation with Mayor Wu and the Boston Public Health Commission, Boston Public Schools will maintain our current mask requirement for all students and staff while in our schools and traveling on our buses. Masking has been one of the most important aspects of our health and safety work in schools, and we will continue to require masks for all students and staff in BPS buildings and on school buses. We will monitor data and trends and communicate any changes to our masking policy in consultation with BPHC, our families and staff. In the meantime, we have begun deliveries of new masks to schools, including KN95 masks for students and staff. There are 24,000 masks that have been delivered and are replenished as requested by schools through a defined PPE system in the district. There are more than 250,000 masks in stock. Additionally, BPS is making 300,000 N95 masks available. These are the same masks that are worn by EMTs and other medical professionals. After consulting with the Boston Public Health Commission, anyone who chooses a N95 mask will receive information from the CDC to self-fit the masks. We are making N95 masks available to students 18 and over as well as staff. They can be requested at the school level. And finally, I will continue to stress how important it is for you, everyone in your household, and your student(s) to get the COVID-19 vaccine. This is the only way we can get some sense of normalcy back. You can call your student's doctor or visit the City of Boston or BPS' website at bostonpublicschools.org/vaccines for more information on the clinics, dates, times and locations near you.

As a reminder, next week from Monday, February 21 through Friday, February 25 is the BPS February break. There will be no classes for students, and educators will not report to their schools. It has already been quite a difficult year, so I hope all school-based staff will lean into some rest and relaxation, and that our students will enjoy their break away from school and participate in some of the enrichment activities BPS is providing. You can find free enrichment activities available to BPS students during February break on our website at www.bostonpublicschools.org/february. As a reminder, our Facilities Department has been creating school packages of rapid tests. These packages will ensure that each student and staff member across the district is able to take one kit home in advance of February break. Each kit contains two rapid tests. We ask that each student takes one of the rapid tests on Sunday, prior to returning to their school building on Monday, February 28. We ask that if you receive a positive result, that you begin the quarantine and isolation process as previously mentioned, and report the information to your school. Again, you can find the updated isolation and quarantine guidance at bostonpublicschools.org/COVID-19.

Also occurring during February Break will be our Acceleration Academies. Acceleration Academies are week-long academic programs that take place outside of the traditional academic school year and provide additional instructional time in ELA Focus, Key Ideas and Details with

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Informational Text in February and Math Focus, specific domains associated with major work of the grade in April over school vacation. The Academies are designed to accelerate student learning in small academically rich settings by leveraging engaging, standards-aligned lessons. Lessons build toward a project/problem-based performative task which provides students an opportunity to integrate their learning, strengthen academic skills and engage with complex text and tasks. The Academies can provide students with targeted support to master grade level standards and further accelerate advanced learners. The BPS will focus on the needs of multilingual learners, students with disabilities and students who are dual identified. Speaking of enrichment opportunities, registration for our summer programming will begin in mid-March. Please keep your eyes peeled as we will begin providing more updates throughout the next month and as registration begins. Last summer, we had a record number of opportunities available for our students, and we are hoping to engage even more students with enrichment activities, summer learning and employment opportunities this summer.

The priority registration period for the 2022-2023 school year for students entering grades K2, 1, 2, 3, 4, 5, 8, 10, 11, and 12 has started and will close on April 1st. Families will be notified of their assignment by the end of May. The priority registration round for K0, K1, 6, 7, and 9 has closed. Most students in this round will receive assignments at the end of March, with the exception of grade 7 students who are notified in May, which allows the district to first remove students assigned to exam school seats, increasing students' access to their school choices. Please know that families can still register for these grades through a Welcome Center and will be included in the next assignment round. I am happy to report that the Welcome Services team has gotten 100% of the school choice forms back from our Trotter and King rising grade 7, transitioning students. I want to thank them for their incredible service to these students and their families. For our families still researching options, we really encourage you to visit DiscoverBPS.org, our school search engine that helps parents review options, search by special features, and even rank choices! You can visit Discover BPS by going to www.discoverbps.org. Please email welcomeservices@bostonpublicschools.org with any questions.

Last, but certainly not least in the slightest, the time has come to honor our BPS Chief of Staff, Mary Dillman, who will be departing from her post after February Break. I first shared this news with my staff in January with mixed emotions. I am primarily filled with heartfelt gratitude and a bit of sadness, as Mary has been a true champion for BPS. When Mary first agreed to serve as Chief of Staff, she committed to eighteen months of service in that role, and we have gone well past that timeframe! In this critical leadership role, Mary has been a trusted advisor and thought partner, and a steadfast champion for children. Mary has been a key guide as we transitioned through the different phases of the pandemic and navigated several pivots to remote and hybrid instruction. As Chief of Staff, Mary helped bring additional structure to our central office, introducing new frameworks for planning and collaboration, and new systems for internal documentation and decision-making. She has championed the creation of working conditions that demonstrate respect for our employees and increase our ability to recruit and retain talented staff members, including most recently developing a pilot flexible work policy. During her tenure, our District enacted multiple major policy changes aimed at addressing systemic barriers to educational equity, including groundbreaking changes to exam school admissions and the adoption of the MassCore common graduation requirements. Prior to her time as Chief of Staff,

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Mary worked BPS in several positions, including serving as Executive Director of the Office of Data and Accountability and founder of the BPS Data Inquiry Team. In these roles, Mary developed strong teams that cultivated effective coaching, assessment, research, and analytic tools designed to help educators understand students' learning and how we can best support them. I have no doubt the contributions she has made to BPS will last well beyond her time in our district. As Mary prepares for her next professional adventure and some well-deserved family time, please join me in thanking her for her nearly 12 years of invaluable service to Boston Public Schools. Following Mary's departure, I will rely on Deputy Despina, Deputy Echelson and Chief of Schools Corey Harris to act as a team of support. They have been amazing leaders during the past several months and I look forward to continuing our important work alongside them and the entire Executive Team together. Mary, I wish you a lifetime of success, happiness and excellence.

That is my Superintendent's Report for this evening.

Mr. Cardet-Hernandez asked what kind of enrollment trends the district is seeing with the current registration process for SY 2022-23. Denise Snyder, Acting Chief, Office of Family and Community Advancement, offered to report back to the Committee regarding trends.

Ms. Lopera asked if all schools were provided the opportunity to hold Acceleration Academies and how many students will be served during the February and April. Deputy Superintendent of Academics Drew Echelson said that all schools were offered the opportunity to hold Acceleration Academies; 67 schools agreed to participate in February. Ms. Lopera asked about enrollment, recruitment and communication process with schools and families. Dr. Echelson said that the district prioritized opportunities for multilingual learners and students with disabilities but that Acceleration Academies are open enrollment. Transportation and free meals will be provided for the program, which runs on a typical school day schedule. Schools are encouraged to partner with community-based organizations to provide full-day care. Dr. Echelson offered to follow up with a list of participating schools.

Dr. Alkins asked about school preferences for the Acceleration Academies. Echelson said that more schools demonstrated interest in hosting April programming than February programming.

Mr. Cardet-Hernandez requested an update on the controls that the Superintendent is putting into place to ensure the integrity of graduation data. The Superintendent agreed to follow up with the information.

Ms. Robinson asked about masking compliance among students. The Superintendent explained that while no formal assessment has been conducted, she can say anecdotally that lower masking compliance can be found in early childhood grades and among students with complex disabilities who have difficulty masking. Ms. Mercer said she has seen compliance at the high school level.

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

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GENERAL PUBLIC COMMENT

The following people testified regarding the future of the P.A. Shaw Elementary School:

- Karina Dyer, Mattapan resident and Shaw student
- Keicha Gedeon, Dorchester resident and Shaw student
- Kwamane Ellis, Mattapan resident and Shaw student
- Nakevia Hall, Mattapan resident and Shaw parent
- Bridget Reyes Zuniga, Dorchester resident and Shaw student
- Felito Diaz, Dorchester resident and Shaw parent
- Karen Lajara, Dorchester resident and Shaw parent
- Ilene Carver, Dorchester resident and Shaw teacher

The following people testified against the tentative Memorandum of Agreement between the Boston Public Schools and the Boston Teachers Union Regarding Vaccine Verification Policy:

- Denise Lupianez, Dedham resident and Trotter K-8 School teachers
 - Trisha Flaherty, Hanover resident and community connections facilitator
 - Ketylia Felix, Framingham resident and BPS teacher
 - Rachelle Milord, Hyde Park resident and BPS teacher
 - Maggie Mancuso Dorchester resident and Kenny Elementary School teacher
 - Laura Ross, Revere resident and Umana School teacher
 - Liz Gomes, Hyde Park resident and BPS parent
 - Rebecca O'Donnell, Scituate resident and BPS teacher
 - Andrea Higgins, South Boston resident and BPS teacher
 - Tracy Doyle, Dorchester resident and BPS teacher
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- Robert Jenkins, Mattapan resident and community advocate, testified regarding the school start time for Madison Park Technical Vocational High School
 - Edith Bazile, Hyde Park resident and community advocate, testified regarding special education and literacy.
 - Adrienne Level, Canton resident and Boston Day and Evening Academy teacher, testified in support of keeping BDEA located at the Timilty Building.
 - David Jones, Dorchester resident and Boston Day and Evening Academy teacher, testified in support of keeping BDEA located at the Timilty Building.
 - Alisa Hunter, Brockton resident and community advocate, testified in support of keeping BDEA located at the Timilty Building.
 - Sharon Hinton, Hyde Park resident and founder of Black Teachers Matter, testified regarding the Boston School Committee, budget and teachers.
 - Aimee VanWagenen, Hyde Park resident and Boston Green Academy teacher, testified in support of the Horace Mann compensation proposal.
 - Dr. Sarah Cherry Rice, Jamaica Plain resident, parent and community advocate, Digital Ready, testified regarding Early College Innovation Academy.
 - Mike Heichman, Dorchester resident and Boston Education Justice Alliance member, testified regarding BPS leadership transitions.

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ACTION ITEM

Approved - On roll call, the Committee unanimously approved a motion to appoint the following members of the English Language Learners (ELL) Task Force: Committee member Rafaela Polanco Garcia will serve as ELL Task Force co-chair; and Roxi Harvey, chair of the Boston Special Education Parent Advisory Council (SpEdPAC), will serve as a member of the ELL Task Force.

Ms. Polanco Garcia thanked the Committee for the opportunity to serve.

REPORTS

Horace Mann In-District Charter Schools Extended Time Pay - Chief Financial Officer Nate Kuder presented the Superintendent's request for the Committee to approve a change in compensation for teachers at four Horace Mann In-District Charter Schools: Boston Green Academy; Dudley Street Neighborhood Charter School; UP Academy Boston; and UP Academy Dorchester. The change is consistent with compensation for staff at other district schools. The governing bodies of the four schools have submitted letters of support for the increase in compensation for the extended work hours. The estimated cost is \$800,000, which the district has already included in its extended time budget proposal for FY23.

Ms. Robison asked if there are any other types of schools that have different salary schedules. Mr. Kuder said that the Dever and Holland schools, which are both in state receivership, have different compensation schedules but all other schools are consistent with pay schedules across school types.

Mr. Cardet-Hernandez asked about the origin of the request. Mr. Kuder said that it was raised by school leaders and supported by the Superintendent.

The Committee is scheduled to vote on the recommendation at its next regular meeting on March 16th.

Superintendent Search Process Update - Chair Robinson announced that Superintendent Cassellius would leave the meeting for this portion of the discussion and would rejoin later.

Ms. Robinson said that earlier this month, she, Mayor Michelle Wu, and Superintendent Cassellius reached an agreement that the Superintendent would depart at the completion of the School Year in June 2022. As is common with all new administrations, the Mayor has been assembling her leadership team and recruiting individuals who will help implement her vision for Boston. Ms. Robinson thanked the Mayor and the Superintendent for how intentionally and respectfully they have approached this agreement. There is no question that BPS has made significant progress under Superintendent Cassellius' leadership, in partnership with the School Committee and the City.

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From passing important policies, to directing new strategic investments, to committing to more equitable solutions with students and families at the center, BPS is in a strong position to move forward. The timing made the most sense to provide BPS with the opportunity to identify a successor while Superintendent Cassellius maintains the important work for the remainder of this school year.

With regards to the Superintendent's transition, Ms. Robinson explained that Superintendent Cassellius has an employment contract with the School Committee. To determine the appropriate next steps for Superintendent Cassellius' transition, the Committee has engaged the City of Boston's Corporation Counsel to assist in drafting a separation agreement. The Corporation Counsel has provided a proposed separation agreement that adheres to the terms of the Superintendent's contract and is consistent with similar past agreements. The School Committee was briefed in an executive session earlier tonight on the potential terms of the separation agreement and will hold a special School Committee meeting to focus on the Superintendent search on March 2nd. During that meeting, the Committee will publicly share the details of the Superintendent's separation agreement and Ms. Robinson will ask the Committee to authorize her as chair to agree to and sign the agreement.

Ms. Robinson then transitioned into next steps in the superintendent search process. Noting that the Committee has four members who have served for less than a year, she invited Glenn Koocher, executive director of the Massachusetts Association of School Committees, to provide a general overview of what a superintendent search process entails, as well as Boston-specific context. Mr. Koocher explained the vacancy process. He spoke about BPS being an attractive school district with high expectations and great potential.

Dr. Alkins asked what steps can be taken to expedite the search process. Mr. Koocher explained that some steps in the process can overlap. For example, while the Search Committee is accepting applications, it can continue collecting feedback which will inform the search committee's review of the candidates. Mr. Koocher suggested that the search committee may want to consider shortening the time that the position is open. He said that a search committee that is smaller in size generally works more efficiently and quickly than a larger committee.

Mr. Cardet-Hernandez asked for the ideal size of the search committee. Mr. Koocher said the smaller the committee, the easier it is to manage and usually the more efficient. He said that the size of the committee does not impact the quality of recruiting or candidates. Mr. Cardet-Hernandez asked about the use of a search firm. Mr. Koocher said that search firms can be useful in vetting candidates, adding that he has not seen districts the size of Boston, moving at this speed, that have not used a search firm.

Dr. Alkins asked Mr. Koocher if he has seen more candidates coming from search firms or from other constituencies. Mr. Koocher said that candidates are likely to be steered to apply through many avenues but that search firms can be helpful in clarifying rumors that may arise. He said that the Council of Great City Schools (CGCS) can also be a helpful resource.

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Mr. O'Neill said that according to CGCS, there are currently 18 superintendent searches using search firms. He noted that Boston has an excellent reputation and will be seen as an attractive position with many possibilities with the higher education community and excitement related to Mayor Wu's leadership. He spoke about likely challenges, which include many superintendents leaving the industry or some feeling an obligation to support their current district recover from the pandemic. Mr. O'Neill clarified that the School Committee's responsibilities are to approve the search committee that the chair recommends, approve the selection of a search firm, vote on the superintendent's job description, hold public interviews of the final candidates, and vote on the final selection.

Mr. Cardet-Hernandez encouraged the Committee to be mindful of ways to make the superintendency a compelling and sustainable job that allows for transformative change.

Ms. Robinson agreed with Mayor Wu's approach that the Committee needs to move quickly and should look for someone who has educational leadership experience and is familiar with the city of Boston or Boston Public Schools. Traditionally this process has taken longer than 5 months, but the Committee has reviewed what's happened in the past and what is required while recognizing a sense of urgency in the present. She said that kids can't wait and expressed optimism that the Committee can identify the best candidate while incorporating community voice. She said that identifying someone who knows and understands the district and the Boston community is going to be important as a next step given the expedited timeline.

Ms. Robinson said that there is also urgency to this process because many large districts are currently searching for a Superintendent. There are at least 18 vacancies among the 76 largest urban public school districts. She said that Boston is widely regarded as a place where a lot can be accomplished and there is a lot of interest nationally in the leadership of Mayor Wu and the work of the Committee. Higher education, business, non-profit, and philanthropic communities in Boston are ready to continue stepping up to support our students and staff as true partners.

The Committee will hold a special School Committee meeting on March 2, 2022 that will focus on beginning the Superintendent search process. At that meeting, the Committee plans to identify and vote on the membership of the search committee and discuss the community engagement process. Based on the Requests for Qualifications utilized in the 2014 and 2018 search processes, BPS will draft an RFP to invite proposals for a superintendent search firm.

Ms. Robinson clarified roles and responsibilities:

- **The Community** will support the process by sharing their input with us. We will host meetings, but we will also provide space for community members to send us their ideas. Once we have final candidates we will also seek the community's support and input in the public interview process.
- **The search committee** is responsible for hosting community meetings that will lead them to drafting a job description, and once we begin receiving applications, they will review resumes and interview candidates, ultimately, narrowing the candidate pool to a few finalists for recommendation.

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Zoom**

February 15, 2022

- **The School Committee** will attend Community Listening sessions, vote to approve the job description and selection of the search firm, participate in the final interview process with the final candidates, and ultimately vote on the selection of the next Superintendent.

PUBLIC COMMENT ON REPORTS

None.

NEW BUSINESS

Dr. Alkins requested that district leaders follow up on concerns raised by members of the Boston Day and Evening Academy community during public comment.

Mr. Cardet-Hernandez reiterated his earlier request for information about the internal structures that the Superintendent is putting into place to ensure the integrity of graduation data, as well as the district's own analysis of graduation data. The Superintendent agreed to follow up with more information.

ADJOURN

At approximately 9:50 p.m., the Committee voted unanimously, by roll call, to adjourn the meeting.

Attest:



Elizabeth Sullivan
Executive Secretary