



OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE MEETING

July 17, 2019

The Boston School Committee held a meeting on July 17, 2019 at 5:30 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, email feedback@bostonpublicschools.org or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

School Committee Members Present: Chairperson Michael Loconto; Vice Chairperson Alexandra Oliver-Dávila; Dr. Hardin Coleman; Michael O’Neill (arrived while meeting was in progress); Dr. Lorna Rivera; and Quoc Tran.

School Committee Members Absent: Jeri Robinson; and student representative Evelyn Reyes.

DOCUMENTS PRESENTED

Agenda

Boston School Committee Meeting Minutes: June 19, 2019

International Travel Request: Boston Latin Academy – Japan – July 22-30, 2019

In-Kind Donations with an Estimated Total Value of \$279,780.51

Donor Name	Donated Item(s)	BPS Recipient (Site)	BPS Vendor (Y/N)	Estimated Value (provided by donor)
Anti-Defamation League	Book “From Broken Glass” for Educational Reading	Burke High School and BPS Students	N	\$4,780.51
Boston Children’s Hospital in partnership with the United Arab Emirates	Donation of soccer field	Haley Pilot School	N	\$275,000.00

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Grants for Approval Totaling \$2,178,807:

Amount	FY	Grant Name	Status	Focus Area(s)	Sites
\$5,000	2020	Charlestown Community Impact Fund	New	Curriculum & Instruction	Charlestown
\$300,000	2020	Dever Strategic Support Grant	New	Turnaround	Dever
\$90,404	2020	Ed-Fi CTA	New	College and Career Readiness	Districtwide
\$110,000	2020	Improving Student Access to Behavioral and Mental Health Services	New	Health and Wellness	Condon, Jackson-Mann
\$410,000	2020	Promoting Adolescent through School-Based HIV Prevention	New	Health and Wellness	~18 sites districtwide
\$925,730	2020	School Redesign Grant: Brighton & Excel	New	Turnaround	Brighton & Excel
\$337,673	2020	School Redesign Grant: Ellis	New	Turnaround	Ellis

School Quality Framework PowerPoint

School Quality Framework Equity Impact Statement

Memo from Interim Superintendent Laura Perille to Boston School Committee re: Proposed Changes to School Quality Framework, June 19, 2019

School Quality Framework Policy: June 2019

Recommendations of the School Quality Working Group, 2014

Henderson K-12 Inclusion School Innovation Renewal Request PowerPoint

Innovation School Plan: Dr. William W. Henderson K-12 School (2014)

Torit Montessori School License Amendment PowerPoint

Torit Montessori School License Amendment Equity Impact Statement

Memo from Superintendent Cassellius to Boston School Committee re: Boston Green Academy Memorandum of Understanding Revised Language to Match Draft Provisionally Approved by DESE, July 17, 2019

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Memorandum of Understanding Type A: Agreement between the Boston Public Schools and the Boston Green Academy A Horace Mann Charter School

School Committee Presentation: BSC-Bus Monitors, United Steelworkers on behalf of Local 2936, Tentative Agreement

United Steelworkers on behalf of Local 2936 (Bus Monitors) Tentative Agreement Equity Impact Statement

Memo from Superintendent Cassellius to Boston School Committee re: Boston School Committee and United Steelworkers on behalf of Local 2936 (Bus Monitors) Collective Bargaining Agreement, July 17, 2019

MOA Highlights: Boston School Committee and United Steelworkers on behalf of Local 2936 (Bus Monitors)

Memorandum of Agreement between and among the School Committee of the City of Boston and United Steelworkers on behalf of Local 2936 (Bus Monitors) (July 1, 2016 - June 30, 2017)

Memorandum of Agreement between and among the School Committee of the City of Boston and United Steelworkers on behalf of Local 2936 (Bus Monitors) (July 1, 2017 – June 30, 2020)

United Steelworkers on behalf of Local 2936 (Bus Monitors) Collective Bargaining Increase Cost Out

BPS Drinking Water Access Policy – Request to Update Equity Impact Statement

BPS Drinking Water Access: Policy Update PowerPoint

Proposed Modification - July 17, 2019: Water Access Policy for Boston Public Schools

Draft Superintendent's Circular School Year 2019-2020: Drinking Water Access Policy

CALL TO ORDER

Mr. Loconto called the meeting to order and led the pledge of allegiance. He announced that interpretation services were available in Spanish. He explained that the Committee had experimented with starting its June and July meetings at 5 p.m. and 5:30 p.m., respectively, as Committee meetings have routinely stretched near midnight in recent years. He invited members of the public to share their feedback – positive or negative – on the earlier start time by emailing him or Ms. Sullivan directly, or by sending an email to feedback@bostonpublicschools.org.

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Mr. Loconto welcomed Dr. Brenda Cassellius, who was marking her first School Committee meeting as Superintendent of the Boston Public Schools. Her first official day was July 1st. Mr. Loconto explained that the Committee selected Dr. Cassellius for, among many skills and qualities, her commitment to equity and community outreach. He offered the Committee's support in tackling urgent issues such as closing opportunity and achievement gaps and organizing the district to deliver high-quality teaching and resources to every classroom.

Superintendent Cassellius offered words of gratitude, thanking the School Committee and BPS community for the warm welcome and the support she has received.

SUPERINTENDENT'S REPORT

**As prepared for delivery.*

Since May, I've visited 16 schools: Burke High, Charlestown High, East Boston High, Edwards Middle, Ellis Elementary, Frederick Middle, Guild Elementary, Madison Park, O'Bryant, Tobin K-8, Urban Science Academy, West Roxbury Academy, West Zone Early Learning Center, and the Carter School.

I've met with over 23 organizations including Sociedad Latina, EdVestors, City Year, Boston PIC, BSAC (Boston Student Advisory Council), Center for Collaborative Education, The Boston Foundation, Latinos for Education, Freedom House, The Barr Foundation, Friends of Madison Park, UP Education Network, and more.

I've also begun visiting places of worship, including the Leon De Judah Church and the Twelfth Baptist Church, both here in Roxbury; I look forward to meeting soon with the Greater Boston Interfaith Organization along with many other religious organizations.

But I think the group I've been most excited to meet is the students of BPS. I'd like to thank the Boston Student Advisory Council (BSAC) for holding a roundtable discussion with me, and thank Snowden High School student Elvis Rosario Rodriguez for his deep involvement in the superintendent search process.

I've also met with students at the Valedictorian Luncheon, the Pride Parade, the Guild School's Welcoming Schools event; at the Summer Learning Week event at Courageous Sailing; I saw an early childhood concert at the West Zone Early Learning Center in Jamaica Plain; I toured an event with student artwork at the John D. O'Bryant School for Mathematics and Science in Roxbury; I was interviewed by a student for the Boston Latin School student newspaper; and I've also met with students and families at the Mayor's Coffee Hours as well.

Today, in the spirit of collaboration, Boston Teachers Union president Jessica Tang and I signed a formal invitation for educators, leaders, and support professionals to participate in a working group to enhance inclusionary practices in our schools.

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BPS will be grounded in the following values, which I'm calling "JUICE:" Joy, Unity, Inclusion, Collaboration, and Equity. These values are to embody the work we do every day to serve our 55,000 students.

As Superintendent, I have the following goals for the district:

- **All Hands on Deck:** Taking an all-hands-on-deck approach to ending the conditions of childhood poverty. It's imperative that we address both the in-school and out-of-school factors, such as homelessness and food insecurity, if we want our students to succeed.
- **Raise the Bar and Close the Gaps:** We know that all of our students have the ability to learn at high levels, and we need to continue to raise the rigor of instruction so that all can succeed, and so that Boston can be the first city in the country to significantly close achievement gaps.
- **High Quality Schools in Every Neighborhood:** We are going to turn the tide to make the Boston Public Schools the #1 choice for families.
- **Every Student Ready:** Every student should graduate well-prepared for college and career, but should also leave BPS as a healthy, thriving, well-rounded individual.
- **BPS: Top 10 Places to Work:** To make BPS one of the top 10 best places to work in Boston - an organization that is safe, welcoming, diverse, and inclusive to one another and to the students and families we serve.

Before I wrap up my comments, I want to introduce you to my executive team, who are all committed to these values and goals, and collaborate closely with our school leaders, raise up their thoughts and ideas, and to make sure all of our students succeed. Many of these folks are people you already know, but there are a few new faces and a bit of a tweaked structure to create more of a direct line between school leaders and myself.

- **Dr. Elia Bruggeman, High School Superintendent:** Originally from Mexico, Elia is joining us from the Minnesota Department of Education, where she worked as an Assistant Commissioner specializing in strategies to better serve multilingual learners. She's a former professor at Minnesota State University and a former high school principal.
- **Dr. Lindsa McIntyre, High School Superintendent:** This next person needs little introduction, as she has been a star leader here at BPS for many years. Dr. Lindsa McIntyre spent the last several years as headmaster of the Jeremiah E. Burke High School, leading it as the only high school to exit turnaround status in the state in 2014. She was recently named the Massachusetts High School Principal of the Year.
- **Tommy Welch, High School Superintendent:** Tommy Welch has most recently been leading our alternative high schools and will continue this work along with leadership of additional high schools under this role. Tommy has done an

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excellent job enhancing supports for off-track youth, with an ongoing focus of Early Warning Indicators. Before joining BPS in 2015, Tommy was the founding principal of a middle school and a high school in South Central Los Angeles.

- Mary Driscoll, Elementary Superintendent: Mary Driscoll will continue leading many of our elementary schools as an Elementary Superintendent. Mary was most recently an Associate Superintendent for Elementary and Middle Schools, an Instructional Superintendent, and for many years was the principal of the Edison School in Brighton, where she oversaw a major transformation of the school.
- Marjorie Soto, Elementary Superintendent: We're pleased to welcome Marjorie Soto to the leadership team as an Elementary Superintendent. Marjorie was the principal of the Hurley K-8 Dual Language School in the South End for the past 14 years. Most of her career has been spent in multilingual education. She also worked in schools in Providence and Philadelphia.
- Ana Tavares, Elementary Superintendent: We also want to welcome Ana Tavares to the team as an Elementary Superintendent as well. She was the principal of the Hernandez K-8 Dual Language School in Roxbury and has focused on bilingual education during her career of more than 25 years in urban education.
- Al Taylor, Elementary Superintendent: Al Taylor is a veteran of the Boston Public Schools. Most recently overseeing 31 schools as an Operational Superintendent, Al previously worked with turnaround schools to accelerate student achievement.
- Dr. Grace Wai, Elementary Superintendent: Grace Wai will continue to support elementary schools as an Elementary Superintendent. She joined BPS in 2017 as an Academic Superintendent. She previously served as a director of curriculum and instruction in the Framingham (Mass.) Public Schools, and worked for 17 years as a school principal in Lowell and Westford.
- Andrea Zayas, Elementary Superintendent: Andrea Zayas has also been named Elementary Superintendent, building on her work over the past year as an Academic Superintendent and Deputy Chief of Academics. Andrea has a breadth of experience, previously working as a turnaround superintendent in Camden, New Jersey, and as a founding leader of an elementary charter school in Brooklyn, New York.
- Sam DePina, Chief of Student Support; Dr. Charles Grandson, Chief of Academics; Corey Harris, Chief of Accountability:

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- Sam DePina has been named Chief of Student Supports. His vast knowledge of BPS will be an asset in this area. Sam was most recently an Operational Superintendent.
- Dr. Charles Grandson will continue in his role as Chief of Academics. Charles is the former Interim Superintendent of Malden (Mass.) Public Schools, and was Deputy Superintendent in Poughkeepsie, New York. He began his career as a humanities teacher in BPS.
- Corey Harris is new to BPS as Chief of Accountability, overseeing the offices of Data and Accountability, Turnaround and Transformation, and Community/Hub Schools, focusing on strategies for continuous improvement. Corey comes to us from the Des Moines, Iowa, Public Schools, where he was Director of Middle Schools.
- David Murphy, Chief of Staff: All of you know these next three folks. Dave Murphy has been elevated to Chief of Staff. Dave has done a tremendous job behind the scenes with all aspects of managing internal administration in his most recent role as Deputy Superintendent of Administration. Prior to this, Dave was lead labor counsel in union contract negotiations. His oversight includes the offices of Human Capital, Finance, Operations, and Communications.
- Rob Consalvo, Senior Advisor: Another gentleman who needs no introduction to this group. Rob Consalvo has done a tremendous job as chief of staff and is now my senior advisor, helping manage intergovernmental relations and many of the community issues that are so important to the work we do. As you all know, Rob is a BPS parent of three children, and served 12 years as the city councilor for Hyde Park.
- Monica Roberts, Chief Engagement Officer: Monica Roberts is continuing to serve as our Chief Engagement Officer, overseeing our community engagement teams in the Office of Engagement, along with Welcome Services and Family-Community Partnerships. This is such an important role as we seek to elevate the voices of the students, families, and communities that we serve.
- Last but not least, continuing in their roles are John Hanlon, Chief Operating Officer, whose division includes Transportation, Facilities, and Food Services. John is a parent to four BPS students.

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- Dr. Emily Kalejs Qazilbash, Chief Human Capital Officer leads our Office of Human Capital, a critical department that oversees hiring, along with teacher recruitment and retention; and
- Eleanor Laurans is our Chief Financial Officer, who does a tremendous job managing all aspects of our budget of more than \$1 billion. Eleanor has graciously agreed to remain on board despite announcing her planned departure from BPS last month until we find a successor.

[End of prepared remarks.]

Dr. Coleman said that he would like to learn more about Dr. Cassellius' cabinet structure. He praised the diversity of her executive team thus far.

Dr. Rivera said that she looks forward to working with Dr. Cassellius to close opportunity and achievement gaps. She expressed interest in joining the Superintendent on school visits.

Mr. Tran echoed Dr. Coleman's comments commending the diversity of the Superintendent's executive team. He encouraged the Superintendent to keep equity at the center of her decision making.

Ms. Oliver-Dávila applauded Dr. Cassellius for promoting Latinas from within BPS. She said that she looks forward to working with the Superintendent on many issues, including dual language expansion, English Language Learners, and closing opportunity and achievement gaps.

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

APPROVAL OF MEETING MINUTES: JUNE 19, 2019

Approved – The Committee approved by unanimous consent the minutes of the June 19, 2019 School Committee meeting.

GENERAL PUBLIC COMMENT

Siobhan Roche, Charlestown resident and prospective BPS parent, testified regarding the Access4ALL initiative and the demand for more K1 and K2 seats.

John Mudd, advocate, testified regarding school autonomy and principal accountability.

Peggy Wiesenberg, Access to Justice Fellow, testified regarding the donation of a soccer field from the United Arab Emirates (UAE) and Boston Children's Hospital to the Haley Pilot School.

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REPORT

Boston School Committee - Bus Monitors, United Steelworkers on Behalf of Local 2936, Tentative Agreement – BPS Labor Relations Director Lisa Maki presented a tentative collective bargaining agreement between the Boston School Committee and United Steelworkers on behalf of Local 2936 (Bus Monitors), effective July 1, 2016 through June 30, 2020. The agreement is primarily an extension of the current agreement. The four-year agreement provides an annual 2% wage increase. The bus monitors ratified the agreement on June 21, 2019.

Ms. Maki said that the contract is equitable, affordable and benefits the district, the employees, and BPS students. The total cost of the agreement over four years is \$1,770,092. In order to support the costs of these agreements, the Superintendent is requesting School Committee approval of a supplemental appropriation request to the Mayor and City Council in the amount of \$819,588 for the cost of the items contained in the agreements for FY20.

The Superintendent said that she and Ms. Maki met with the bus monitors earlier today to make sure they feel valued and supported. Mr. Loconto explained that the Committee is scheduled to vote on both the agreement and the supplemental appropriation request later this evening to move forward with the retroactive wage increase, noting that the bus monitors are among the lowest paid employees in the district.

ACTION ITEMS

Dr. Coleman encouraged more coherence across the school redesign grants.

Dr. Coleman requested more information about the process leading up to the donation of a soccer field by the UAE and Boston Children's Hospital to the Haley Pilot School. Chief of Staff Rob Consalvo and Chief of Operations John Hanlon responded that BPS selected the Haley because of its high needs population, lack of usable outdoor space, central location (touching Roslindale, Hyde Park and Mattapan), and strong partnership with the America SCORES soccer program. They said that BPS is looking to leverage and expand public-private partnerships to create more athletic opportunities for students.

Mr. O'Neill encouraged the district moving forward to invite all schools to apply for such opportunities in the spirit of transparency. He requested more information about the Ed-Fi CTA grant. Director of Technology Mark Racine said that the Ed-Fi CTA grant is worthwhile, adding that the district is in the process of creating a data dashboard of student information that will be accessible to staff at all leadership levels. Mr. O'Neill also inquired about Resource Allocation and District Action Reports (RADAR) technology. Mr. Racine said that he would follow up.

Mr. Loconto thanked John Riordan, director of Community Relationships and Partnerships, Boston Children's Hospital, for coordinating the donation of a soccer field to the Haley Pilot School. He announced that later this month, the School Committee and Superintendent will

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participate in the Accelerated Board Capacity training program sponsored by the Council of Great City Schools. He thanked the Shah Family Foundation for providing financial support, and expressed his gratitude to Mr. O'Neill, who serves as chair-elect of the Council's Executive Committee, for his assistance organizing the valuable professional development opportunity.

Approved – As part of the consent calendar, the Committee unanimously approved an international travel request for students and chaperones from Boston Latin Academy to travel to Japan from July 22-30, 2019.

Approved – As part of the consent calendar, the Committee unanimously approved in-kind donations with an estimated total value of \$279,780.51.

Approved – As part of the consent calendar, the Committee unanimously approved grants for approval totaling \$2,178,807.

Dr. Coleman respectfully disagreed with language in the Torit School's equity impact statement suggesting that the proposal does not directly impact BPS students or schools. He encouraged the district to take a comprehensive view of all schools in serving K-12 students in Boston, including non-BPS schools. The Superintendent said that moving forward, the impact of all proposals will be transparent and tied to BuildBPS, the district's 10-year facilities master plan.

Approved – On roll call, the Committee unanimously approved a license amendment for the Torit Montessori School.

Dr. Coleman encouraged district leaders to examine the Henderson K-12 Inclusion School's success and identify areas for replication. Henderson principal Patricia Lampron expressed her willingness to collaborate with other school leaders on future Innovation Plan proposals.

Approved – On roll call, the Committee unanimously approved the renewal of the Henderson K-12 Inclusion School's Innovation Plan from 2019-2024.

Mr. Loconto recognized Boston Teachers Union President Jessica Tang and Boston City Councilor At-Large Annissa Essaibi-George who were seated in the audience.

Mr. Loconto explained that the Committee approved a Memorandum of Understanding (MOU) for Boston Green Academy in April. Due to an error, however, the version of the MOU submitted to the Committee for approval did not include some language that was in the version that the Department of Elementary and Secondary Education (DESE) provisionally approved, including references to BGA's charter application and some reordering/rewording of existing language. Although the changes are not substantive, in order to ensure that the School Committee reviews the MOU as DESE has provisionally approved it, the Superintendent has requested that the MOU be resubmitted this evening for the Committee's approval.

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Approved – On roll call, the Committee unanimously approved a Memorandum of Understanding for Boston Green Academy, a Horace Mann Charter School, covering the period 2016-2021.

Mr. O’Neill encouraged the Superintendent to study the Boston Area Research Initiative’s 2018 *Evaluation of Equity in the Boston Public Schools’ Home-Based Assignment Policy*.

Approved – On roll call, the Committee unanimously approved a revised School Quality Framework policy.

Approved – On roll call, the Committee unanimously approved and ratified a collective bargaining agreement between the Boston School Committee and United Steelworkers on behalf of Local 2936 (Bus Monitors), effective July 1, 2016 - June 30, 2020.

Approved – On roll call, the Committee unanimously approved a Fiscal Year 2020 supplemental appropriation request to the Mayor and Boston City Council in the amount of \$819,588 to support the collective bargaining agreement between the Boston School Committee and United Steelworkers on behalf of Local 2936 (Bus Monitors), effective July 1, 2016 - June 30, 2020.

REPORT

BPS Drinking Water Access: Policy Update – Katherine Walsh, BPS Sustainability and Environmental Resource Manager, and P.J. Preskenis, assistant director of Facilities Management, presented an update to the BPS Drinking Water Access Policy to reflect new federal and state drinking water regulations. The current policy, approved in 2016, requires annual testing of all schools’ drinking water and food preparation units; deactivating all units within a school if any one unit has lead levels above 15 parts per billion; and public communications of all test results.

Since 2016, 16 schools have been brought online for tap water, and BPS was awarded the 2018 Massachusetts Public Water System Awards: Systems Taking Action to Reduce Lead (STAR-L) Award.

In accordance with Environmental Protection Agency (EPA) and Massachusetts Department of Environmental Protection (MassDEP) regulatory changes, the revised policy would require that BPS take action on units with lead levels above 1 part per billion (ppb) to reduce those levels to the lowest possible concentrations. BPS will continue to annually test all units used for drinking water and food preparation and deactivate those units with test results above or equal to 15 ppb for lead and/or 1300 ppb for copper. If approved by the School Committee, the revised policy would serve as a model by the MassDEP for public school systems across the state.

Mr. O’Neill asked if BPS continues to post the results of water quality testing online. Ms. Walsh confirmed that BPS testing and water quality data is publicly available at

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<https://www.bostonpublicschools.org/water>. The online/offline status of all schools can be found at <https://www.bostonpublicschools.org/Page/6052>. Mr. O'Neill also asked about the district's ongoing efforts to get more schools online. Ms. Walsh said that 89 schools are currently off-line and using bottled water. Her team is putting together a multi-year plan that will be presented to the Superintendent for her review. She said that some schools are using water filters with excellent results. The majority of offline schools have no fountains and would need them installed, making this a multi-year budgetary issue.

Dr. Rivera, a BPS parent, asked about the availability of water quality information to BPS families. Ms. Walsh said that in addition to posting the water quality testing results online, annual notices are sent to families in multiple languages.

Mr. O'Neill provided background on the events leading up to the School Committee's passage of the BPS water policy in 2016, noting that every water unit is tested annually and the results are publicly posted online.

Ms. Oliver-Dávila requested a future update on BPS facilities conditions that details the district's communications process with families. She suggested including information about facilities conditions in school climate reports.

The Committee is scheduled to vote on proposed policy revision on September 11, 2019.

PUBLIC COMMENT ON REPORTS

None.

NEW BUSINESS

None.

ADJOURN

At approximately 7:54 p.m., the Committee voted by unanimous consent to adjourn the meeting.

Attest:



Elizabeth Sullivan
Executive Secretary