



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

**November 16, 2022**

The Boston School Committee held a remote meeting on November 16, 2022 at 5 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 D. O'Neill; Lorena Lopera; Rafaela Polanco Garcia; Quoc Tran; and alternative student representative Ophilia Anis.

School Committee Members Absent: Stephen Alkins; and Brandon Cardet-Hernandez.

**DOCUMENTS PRESENTED**

Agenda

Meeting Minutes: November 2, 2022

Grants for Approval Totaling \$16,079,420

Memo: Council of Great City Schools (CGCS) Report on Special Education, November 16, 2022

CGCS BPS Special Education Strategic Support Team Overview PowerPoint

[Building a Unified System of Service Delivery: Inclusive Education that Improves Outcomes for Students with and without Disabilities](#)

Tentative Collective Bargaining Agreement: Boston School Committee and AFSCME AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers), September 1, 2020 - August 31, 2023

Memo: Request to Approve Tentative Agreement between the School Committee and AFSCME Cafeteria Workers, November 16, 2022

Final MOA AFSCME Cafeteria Workers CBA, Effective September 1, 2020 to August 31, 2023

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

Memo: Request to Approve Tentative Agreement between the School Committee and United Steelworkers, Local 2936 (Bus Monitors), November 10, 2022

Bus Monitor Negotiation MOA 2020-22

Bus Monitor Negotiation MOA 2022-25

**CALL TO ORDER**

Chairperson Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. Stephen Alkins and Brandon Cardet-Hernandez were absent. Mr. Tran was absent at roll call and executive session but later joined the public session at 5:30 p.m. All other members were present.

Ms. Robinson announced that the Committee would immediately adjourn to an executive session for the purpose of discussing strategy with respect to collective bargaining with the American Federation of State, County, and Municipal Employees (AFSCME), AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers) and United Steelworkers Local 2936 (Bus Monitors). To have this discussion in an open meeting could have a detrimental effect on the Committee's bargaining position. She said that the Committee would return to public session at 5:30 p.m.

**ADJOURN TO EXECUTIVE SESSION**

*Approved* - On roll call, the Committee unanimously approved a motion to adjourn to an executive session for the purpose of discussing collective bargaining with AFSCME, AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers) and United Steelworkers Local 2936 (Bus Monitors).

**RETURN TO PUBLIC SESSION AND CALL TO ORDER**

Chairperson Robinson reconvened the meeting in public session at approximately 5:34 p.m. Dr. Alkins, Mr. Cardet-Hernandez, and Mr. Mehta were absent. All other members were present. Ms. Robinson announced that the Committee has just returned from an executive session for the purpose of discussing strategy with respect to collective bargaining with AFSCME, AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers) and United Steelworkers Local 2936 (Bus Monitors).

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) and provided instructions on how to access simultaneous interpretation by changing the Zoom channel. Translated meeting

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

documents were posted at [www.bostonpublicschools.org/schoolcommittee](http://www.bostonpublicschools.org/schoolcommittee) prior to the start of the meeting.

Ms. Robinson welcomed alternative student representative Ophilia Anis, a sophomore at the John D. O'Bryant School of Math and Science.

## APPROVAL OF MEETING MINUTES

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

## SUPERINTENDENT'S REPORT

*As prepared for delivery.*

Thank you, Madame Chair. In the spirit of gratitude this season, I'd like to start by thanking all of you for your continued service to the Boston Public Schools, and to the community-at-large, thank you for lifting up our students every day: families, parents, guardians, caretakers, and our educators, school leaders, and staff, you all do so much daily for our students. Thank you.

One of the things that brings us all so much joy is when we can celebrate our students and alumni. With that, I wanted to congratulate Boston Latin School Graduate class of 2000 Andrea Campbell, who made history as the first Black woman elected to statewide office as Attorney General in Massachusetts. She is an amazing example and role model for our students. We're so proud of her.

Another amazing role model for our students, Pedro Martinez, visited East Boston High School last week. A big thank you to Pedro as he shared nuggets of wisdom about life and athletics and spoke to the importance of staying in school.

I also wanted to thank Chairperson Robinson for engineering the visit from our Early Education Superintendents from across the country who came to visit our headquarters yesterday. It was great to welcome them and see best practices being exchanged among us all, and to hear their best thinking in the field on improving student outcomes for our youngest learners.

It was great for me and my staff to speak with the Parent Group at St. Stephen's last Tuesday and hear both issues they would like BPS to work on and potential solutions to those issues. Our own School Committee member Ms. Polanco Garcia organized it and I can not thank her enough. It was wonderful to hear about the parent mentor program that she has established at St. Stephens and to have the chance for me, our school superintendents and many central staff to have real conversations with so many parents. Again thank you, Rafa!

Today, Boston Public Schools and the Boston Schools Fund, a non-profit organization that seeks to advance educational equity in Boston by providing access to high-quality schools, were proud

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

to announce this year's recipients of the Boston Schools Fund PEAK (Partnering with Educators to Accelerate Knowledge) Grants at the Rafael Hernández Dual Language K-8 School in Roxbury. PEAK Grants will provide schools with funding to focus on two important goals: improving student outcomes and increasing the use of high-quality instructional materials with integrity. I was there to speak to the group this morning.

Thank you to Will Austin and his team for this partnership. Congratulations to the Adams Elementary School in East Boston, the Sumner Elementary School in Roslindale, and the Rafael Hernandez Dual Language School in Roxbury.

I would also like to congratulate Eileen Curran, a teacher in Related Services at Orchard Gardens and UP Academy Holland, who was recognized as one of the honorees for the Wasabi Fenway Roll Call Award. This award recognizes people in education who went above and beyond this year. Eileen Curran goes above and beyond every day for her students with visual impairments -- teaching everything from how to read braille, to technology, to daily living skills like cooking or filling out college applications. As a person with a visual impairment herself, Eileen is a role model for her students, families, and staff. Eileen is always willing to collaborate with colleagues whether it be to create a summer enrichment opportunity for school-age children with visual impairments to gather with peers, or to serve on a local or national board to advance equitable access for braille readers.

Lastly, I would like to wish Mayor Michelle Wu a happy anniversary on her first year in office. One year ago today, a BPS mom was sworn into office. In that time, Mayor Wu has committed \$2 billion to the Green New Deal for BPS, launched a partnership with City Fresh Foods, committed multi year funding for UPK for our youngest learners and so much more. This is just the beginning. I look forward to the journey ahead with Mayor Wu as our Mayor and partner. A quick update on the Systemic Improvement Plan: We continue to work across different departments on the Systemic Improvement Plan (SIP). Tonight you'll hear from our partners at the Council of Great City Schools regarding their review and recommendations as it relates to our special education department and services for students. This presentation fulfills our latest deadline in the SIP. At upcoming meetings we will hear from the Council on their reports and recommendations on school safety and transportation. We continue to make improvements with our on time performance for our school buses, with an average of 88% in October and 89% so far this November. Within 15 minutes 98% of our buses have arrived and within 30 minutes 100% of our buses have arrived. Still more work to be done but we continue to move in the right direction. Now, because we have such a packed agenda tonight, I am keeping my superintendent's report brief so with that, I'll take any questions you may have.

---

Ms. Polanco Garcia spoke about the importance of parent voices. She praised the Superintendent for partnering with St. Stephen's Parent Mentor Program.

Ms. Lopera requested an update on transportation challenges and communication with families. The Superintendent said that BPS is actively hiring drivers and bus monitors to improve on-time performance, noting that the trend is moving in a positive direction. Deputy Director of Transportation Dan Rosengard explained that BPS experienced a shift in drivers this week as a

**November 16, 2022**

result of the contractually obligated driver re-bid. He said that drivers conduct dry-runs of new bus routes to minimize any impact on families.

Ms. Anis expressed concern about inconsistent MBTA bus transportation. The Superintendent said that the BPS transportation team would follow up with MBTA officials.

Mr. O'Neill expressed concern about on-time transportation performance and asked what broad change can be made. The Superintendent said that the Council of Great City Schools (CGCS) is conducting a transportation review and will soon make recommendations. She spoke about the complexities of BPS transportation, which includes operating under 68 different bell schedules to support BPS, charter, and parochial schools. She said that she and her team will have broader, adaptive conversations with the Boston Compact about further alignment to reduce variation in the bell schedules.

Ms. Robinson clarified that Early Childhood Director Jason Sachs and Program Manager Marie Enochy organized the School Superintendents Association convening at the Bolling Building. She asked what percent of students are arriving at school on-time. Mr. Rosengard said that he did not have the data readily available but agreed to follow up. He said that transportation officials flag the top ten late arriving buses to facilitate a prompt resolution. BPS has added drivers to 8:30 a.m. tier bus routes, which have the lowest on-time performance. Ms. Robinson asked why companies that expressed initial interest in the BPS transportation contract did not submit bids. Mr. Rosengard agreed to follow up.

Ms. Lopera expressed frustration with transportation delays and unreliability. She spoke about the intersection of transportation, enrollment, and programming. The Superintendent explained that the complexity of current bell schedules hinders the district's ability to create efficiencies. She said that the forthcoming CGCS report will explore these issues, which the district has already begun to address.

Mr. Rosengard explained routing challenges to Mr. Tran in response to his question about bell schedules.

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

## GENERAL PUBLIC COMMENT

Michael Heichman, Dorchester resident and Boston Education Justice Alliance (BEJA) member, testified regarding educators of color and censorship concerns.

Ruby Reyes, Dorchester resident and BEJA executive director, testified regarding special education.

Cheryl Buckman, South Boston resident and BPS Families for Covid Safety member, testified regarding Covid health and safety protocols.

Suleika Soto, South End resident and BEJA member, testified regarding family engagement.

**November 16, 2022**

## **ACTION ITEM**

Mr. O'Neill asked about how the schools are selected to receive Improving Ventilation & Air Quality grant funding. Executive Director of Facilities Brian Forde said that the district will assess building infrastructure and use the Racial Equity Planning Tool (REPT). He said that approximately 90 schools do not have complete HVAC systems and that \$15.4 million would support five schools.

Ms. Lopera asked how the grant aligns with facilities audit and facilities master plan. Chief of Operations Indira Alvarez said that the grant addresses current needs while the facilities conditions assessment addresses long-range planning. Mr. Forde spoke about how the Massachusetts School Building Authority (MSBA) funds some BPS facilities projects. Deputy Superintendent of Operations Sam Depina said that BPS is mapping out how all of these efforts intersect in order to inform long-term decision making. Ms. Lopera cautioned against taking a “band-aid” approach to facilities improvements and requested a list of BPS-MSBA projects, which the team agreed to provide.

**Approved** - On roll call, the Committee unanimously approved grants for approval totaling \$16,079,420.

## **REPORTS**

***Council of Great City Schools Special Education Review and Recommendations*** - Ray Hart, Executive Director of the Council of Great City Schools (CGCS), summarized the findings and recommendations from the CGCS report on Special Education: “Building a Unified System of Service Delivery: Inclusive Education that Improves Outcomes for Students with and without Disabilities.” The report is required as part of the BPS - MA Department of Elementary and Secondary Education (DESE) Systemic Improvement Plan.

The presentation covered some key data points and the 10 areas of recommendations from the CGCS. The recommendations include:

1. Improve consistency and appropriateness of referrals, assessments, and eligibility decisions for special education.
2. Establish and implement an MTSS framework consistent with information from DESE and the federally funded MTSS Center.
3. Have focused conversations at the central, regional, and school levels about the achievement of students with disabilities and ELSwD and develop key performance indicators with targets against which to annually measure growth.

**November 16, 2022**

4. Use KPIs aligned with federal reporting categories and state targets to assess BPS growth in meeting the targets and add subsets of KPIs to identify/address outlier data requiring attention.
5. Significantly improve EL identification for special education and improve instruction for ELSwD, including access to native language instruction.
6. Configuration of and Support for Special Education
  - i. Establish a broad vision of inclusive practices and a unified system of service delivery that is culturally responsive/linguistically appropriate, robust, and sufficiently flexible for a larger group of SwDs to learn together with peers without disabilities in general education classes for varying amounts of time.
  - ii. Phased-in Inclusion Planning and Implementation: To address the complexity of transitioning to inclusive practices and unified system of service delivery upon which inclusive education is founded, a phased in school-based planning and implementation approach is necessary.
  - iii. McKinley Schools and ODU School Attention: Ensure students with emotional impairments educated in separate schools inside/outside BPS are educationally justified and free from racial/ethnic bias, and support expedited McKinley Working Group activities.
7. Have the School Committee and Superintendent commit and act to reduce the high proportion of SwDs in a small number of schools and transition to having equitable enrollment proportions of SwDs who receive the education/supports necessary to meet their needs.
8. Establish expectations of interdepartmental collaboration and collaborative interactions with School Superintendents and schools, consider recommendations for OSE's organization, and strengthen OSE support to schools and COSEs.
9. Establish expectations for earned autonomy, monitor for these and other expectations, and hold persons accountable when expectations are not met both at the school and at central office. Apply accountability measures for performance when there has been notice of expectations and training along with physical/material resources for implementation have been provided.
10. Hire an expert partner team to support implementation.

BPS has begun some of this work already. At the start of this school year we invested in additional Assistant Directors (AD) with disability specific expertise. These individuals are providing support and knowledge to school-based staff to improve supports for students with specific learning disabilities, emotional impairments and intellectual impairments. In addition, the ADs will support appropriate referral practices which we anticipate will address the overidentification of multilingual learners and the disproportionate representation of black and Latino boys in substantially separate placements.

The OSE and the Academics teams are currently reviewing the high special education referral rates, especially for our early childhood students and designing inclusive supports for educators

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

and school leaders to allow more of our early learners to be educated in the least restrictive environment. In addition to this work, OSE is providing professional learning with a focus on increasing the continuum of service options, strengthening outcomes for students with disabilities (especially multilingual students with disabilities) and decreasing noncompliance with special education regulations.

This work is being supported through the regional school network model. Special Education Assistant Directors are doing “learning walks” with school leaders and regional leaders, like our school superintendents, to provide direct instructional and compliance feedback and to learn as a team. In addition, the Offices of Multilingual and Multicultural Education (OMME) and Special Education (OSE) are creating ongoing systems and structures to support collaboration between offices, including shared positions with expertise in both special and multilingual education.

The district has taken multiple steps in order to address the concerns around inclusion. During the last round of contract negotiations, we partnered with the Boston Teachers Union (BTU) to establish the following regarding inclusive practices:

- A common vision for inclusion
- An Inclusion Working Group, that will provide monitoring and oversight
- School based Inclusion Planning Teams (IPT) to support school specific inclusive education planning
- Created the Inclusion Liaison, a joining BTU/ BPS position, who will support the school based IPT and district coordination.

The district has committed to funding \$6.2M ESSER Investment for inclusion as well as \$11.5M in additional ESSER funds that will go directly to schools to support inclusion.

Finally, the Academics team has led the MTSS planning work over the last year. All regional team members are trained on how to use the DCAP and all staff are using MAP fluency specifically for planning interventions. We have made significant investments in social workers and psychologists as we look to increase tiered behavioral health and social emotional support. BPS is in the process of posting a senior level MTSS position who will coordinate and lead this work across the District.

The district team will present at a later School Committee meeting on the work currently underway and the district’s implementation plan for the recommendations within the report.

The Superintendent spoke about the importance of providing grade level instruction to all students, including those in sub-separate classrooms as BPS continues to implement the short term and long-term recommendations. She said the district must consistently and regularly use data to monitor outcomes and intervene when necessary. She said the district must work urgently and cross-departmentally to ensure consistent implementation both short-term and long-term. Senior Deputy Superintendent of Academics Dr. Linda Chen said that BPS Is committed to partnering with families to ensure that students have full access to culturally and linguistically responsive grade-level learning.

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

Ms. Lopera spoke about the need for urgency and strong family engagement and asked about prioritizing the work. The Superintendent shared some steps that are already underway, such as using MTSS to address overidentification and expanding inclusion. Dr. Chen said that BPS will help families digest the report and encouraged them to hold the district accountable. Ms. Lopera encouraged the district to consider its inclusion philosophy. Sue Gamm, special education expert and CGCS consultant, spoke about the challenges facing BPS, including student assignment. Ms. Lopera encouraged district leaders to interrogate school assignment and funding policies.

Mr. O'Neill stated that he previously served as chief of the board of the CGCS and serves as a school committee representative to the Council. He described the report as "tough love," and asked for the Council's guidance on how to tackle long-standing issues. Dr. Hart said that while there will be pressure to change immediately, BPS must first take the time to carefully plan before implementing system changes. He requested that the Committee receive regular updates from the district on the implementation of the recommendations.

Mr. Tran asked clarifying questions about recommendation #7. Dr. Hart explained that BPS continues to place a process of categorizing students and then educating them based on their category in like environments, a practice that districts across the country have moved away from. He said that professional development can support this shift.

Ms. Robinson said that the report's findings require both an attitude change and a whole district change. She spoke about the importance of addressing the urgent needs of families. The Superintendent said that deep planning and coordination with union partners is critical.

Ms. Polanco Garcia spoke about the importance of providing students with a support network. She spoke about the need to examine the district's funding formula, noting that many students on IEPs are low-income. She expressed a sense of urgency to the work and called for strong collaboration with the Office of Multilingual and Multicultural Education.

***Tentative Collective Bargaining Agreements: Boston School Committee and AFSCME AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers), July 1, 2020 - June 30, 2023; and Boston School Committee and United Steelworkers Local 2936 (Bus Monitors), July 1, 2020 - June 30, 2022 and July 1, 2022 - June 30, 2025*** - Labor Relations Director Jeremiah Hasson presented highlights of a tentative collective bargaining agreement between the Boston School Committee and AFSCME AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers) covers the period from July 1, 2020 - June 30, 2023.

Highlights of the agreement include:

Wage Increases:

- FY21: 2%
- FY22: 2.5%, plus a one-time lump sum payment of \$1,000
- FY23: 2.5%
- Increase in the stipend for obtaining and maintaining a Food Safety for Managers Certification from \$100 to \$300 per year.

**Boston School Committee Virtual Meeting  
Zoom**

**November 16, 2022**

Reforms:

- Revised the religious holiday language to be more equitable and inclusive
- Increased the district's flexibility regarding hiring, training, and certifying seven-hour employees
- Codified the district's right to expand the work year to 12 months for certain employees of the FNS Distribution Center

Ms. Robinson asked for more information about wages. Mr. Hasson said that while wages vary by positions, the wage increases will make the positions more competitive, in addition to the temporary waiver to the City's residency requirement and sign on and retention bonuses.

Labor Relations Attorney Aliza Mina presented an overview of tentative collective bargaining agreements between the Boston School Committee and United Steelworkers Local 2936 (Bus Monitors) covering the period from July 1, 2020 - June 30, 2022, and from July 1, 2022 - June 30, 2025.

Highlights of the agreements include:

Wage Increases:

- 9/1/20: 2%
- 9/1/21: 1.5%
- 9/1/22: Covid Market Adjustment
- 9/1/23: 2%
- 9/1/24: 2%
  
- Covid Market Adjustment:
  - Stand-by monitor rate: \$17.50 per hour
  - Assigned monitor rate: \$19.00 per hour (Adjusted run rates to \$2 increase per run until it is managerially feasible to transition to hourly pay)
  - Training rate: \$17.50 per hour

Reforms:

- Revised the religious holiday language to be more equitable and inclusive
- Revised the payment system from "run rate" to hourly pay. Union agrees to participate in any time tracking systems as implemented by the District
- Included paid days off during Winter break and the choice between February or April break
- Revised how extra "runs" are assigned, eliminating assignments by seniority basis to first-come, first serve basis

Mr. O'Neill encouraged the Office of Human Capital to recruit as widely as possible to fill critical bus monitor and cafeteria worker positions.

The Committee is scheduled to vote on the tentative collective bargaining agreements on December 7th.

*November 16, 2022*

**PUBLIC COMMENT ON REPORTS**

John Mudd, Cambridge resident and English Language Learners Task Force member, testified regarding the CGCS special education report.

**NEW BUSINESS**

None.

**ADJOURN**

*Approved* - At approximately 9:14 p.m., the Committee voted unanimously, by roll call, to adjourn to the meeting.

Attest:



Elizabeth Sullivan  
Executive Secretary