



OFFICIAL MINUTES OF THE VIRTUAL BOSTON SCHOOL COMMITTEE MEETING

December 7, 2022

The Boston School Committee held a remote meeting on December 7, 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; Quoc Tran; and student representative Diego Mehta.

School Committee Members Absent: None.

DOCUMENTS PRESENTED

[Agenda](#) | [Arabic/ العربية](#) | [Caboverdean/Caboverdeano](#) | [Chinese/中文](#) | [French/Français](#) | [Haitian/Kreyòl Ayisyen](#) | [Portuguese/Português](#) | [Somali/ Soomaali](#) | [Spanish/español](#) | [Vietnamese/Tiếng Việt](#)

[Meeting Minutes: November 16, 2022](#)

[Memo: Police Patrolmen Association](#) | [Arabic/ العربية](#) | [Caboverdean/Caboverdeano](#) | [Chinese/中文](#) | [French/ Français](#) | [Haitian/Kreyòl Ayisyen](#) | [Portuguese/Português](#) | [Somali/ Soomaali](#) | [Spanish/español](#) | [Vietnamese/Tiếng Việt](#)

[Patrolmen Memorandum of Agreement, Effective September 1, 2020 - August 31, 2021](#) | [Arabic/ العربية](#) | [Caboverdean / Caboverdeano](#) | [Chinese/中文](#) | [French/Français](#) | [Haitian/Kreyòl Ayisyen](#) | [Portuguese/Português](#) | [Somali/ Soomaali](#) | [Spanish/español](#) | [Vietnamese/Tiếng Việt](#)

[Patrolmen Memorandum of Agreement, Effective September 1, 2021 - August 31, 2024](#) | [Arabic/ العربية](#) | [Caboverdean/Caboverdeano](#) | [Chinese/中文](#) | [French/Français](#) | [Haitian/Kreyòl Ayisyen](#) | [Portuguese/Português](#) | [Somali/ Soomaali](#) | [Spanish/español](#) | [Vietnamese/Tiếng Việt](#)

[Memo: Collective Bargaining Agreement – Local Union No. 1952, Painters & Allied Trades District Council No. 35 \(BPS Custodians\)](#)

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Custodians Memorandum of Agreement, Effective September 1, 2020 - August 31, 2023 | Arabic/ العربية| Caboverdean/ Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español|Vietnamese/Tiếng Việt

Custodians Memorandum of Agreement, Effective September 1, 2023 - August 31, 2026

Grants for Approval Totaling \$\$1,356,000| Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español|Vietnamese/Tiếng Việt

Collective Bargaining Agreement: Boston School Committee and AFSCME AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers), July 1, 2020 - June 30, 2023| Arabic/ العربية|Caboverdean/Caboverdeano|Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/ español|Vietnamese/Tiếng Việt

School Renaming Presentation Cover Memo

Renaming School Committee Presentation|Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español | Vietnamese/Tiếng Việt

Superintendents School Naming Circular SY23 | Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español | Vietnamese/Tiếng Việt

School Naming Process Policy| Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español|Vietnamese/Tiếng Việt

Office of Equity Report Memo| Arabic/ العربية|Caboverdean/Caboverdeano|Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español |Vietnamese/Tiếng Việt

Office of Equity Report Equity Impact Statement |Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español | Vietnamese/Tiếng Việt

Office of Equity Report Presentation| Arabic/ العربية|Caboverdean/Caboverdeano| Chinese/中文| French/Français| Haitian/Kreyòl Ayisyen| Portuguese/Português| Somali/ Soomaali| Spanish/español | Vietnamese/Tiếng Việt

CALL TO ORDER

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Chairperson Jeri Robinson called the meeting to order and led the pledge of allegiance. Ms. Sullivan called the roll. Mr. O’Neill joined the meeting immediately after roll call. Mr. Mehta was absent but joined the public meeting at 6 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 Boston School Police Patrolmen Association and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians). 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 6 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 strategy with respect to collective bargaining with Boston School Police Patrolmen Association and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians).

RETURN TO PUBLIC SESSION AND CALL TO ORDER

Chairperson Robinson reconvened the meeting in public session at approximately 6:40 p.m. Ms. Robinson announced that the Committee had just returned from an executive session for the purpose of discussing strategy with respect to collective bargaining with Boston School Police Patrolmen Association and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians).

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) and provided instructions 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.

APPROVAL OF MEETING MINUTES

Approved – On roll call, the Committee unanimously approved the minutes of the November 16, 2022 School Committee meeting.

SUPERINTENDENT’S REPORT

As prepared for delivery.

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I hope you had a wonderful holiday and were able to connect, reflect and refresh as we head into the end of the calendar year. We have a full agenda tonight including an important presentation of our Equity and Bullying Prevention Work, a vote on grants and schools who are on the list for renaming buildings and rooms as well as two short presentations on two newly ratified union contracts. We have pushed hard over these last several weeks to finalize our outstanding contracts. As Superintendent I think it is important to work with and treat our labor unions fairly and respectfully and part of that is making sure contracts are current. People have been without contracts for too long and with the holidays around the corner we want to get the appropriate compensation owed per our agreements, as soon as possible. I know it's a difficult position for the committee, I am asking the committee to vote on the same night as the presentations. I know this is an unusual practice, but I think we can all agree that should the votes pass, we want to get people paid as soon as possible. We expect to have another executive session and more presentations and vote next week as we close out contract negotiations for the year.

Due to the situation that occurred at the Murphy School, we are assessing our facility and operations protocols for our buildings. We are also having conversations with community partners about procedures that need to be followed when our buildings are used. Additionally, we have had our area managers do walkthroughs of our school buildings to ensure that our schools are safe and secure for our students, staff and families.

Last week, we submitted another deliverable to DESE related to Transformation Schools. The district worked with Afton Partners and UPD Consulting to complete an equity analysis of funding for Transformation Schools, as compared to non-Transformation Schools of similar size and programming. We will be receiving more specific recommendations following this analysis from Afton and UPD in January. We thank the Council of Great City Schools for their presentation and recommendations at the last School Committee meeting related to Special Education. We are continuing to review these 10 overall recommendations in depth, which include over 200 detailed bullet point recommendations. Several of the recommendations we have already begun working on, specifically the recommendations on inclusion implementation, supporting our multilingual learners with disabilities, establishing and implementing an MTSS framework, and working with our finance team and academics team to budget and plan for an inclusive district. Just today we had the office of Special Education and the office of Multicultural and Multilingual Education meet for a professional development meeting on how we are and will support our multilingual learners with disabilities. We are drafting a contract now to identify external experts who will support strong implementation of systemic inclusion for our multilingual students with disabilities.

Additionally, we are taking critical steps to:

- Hire a Senior Advisor to oversee implementation of the recommendations and Chief of Special Education to lead the Office of Special Education.
- Create positions to oversee implementation of the district's Multi-Tiered System of Supports
- We have hosted two of our four launches for our school based inclusion planning teams with 22 school cohorts who are starting the process to make their school more inclusive to service all students in the least restrictive environment.

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- We are actively working with the Office of Special Education, the Office of Multilingual and Multicultural Education and our budget team to plan for a truly inclusive district.

Finally, we have met with the executive board of SpedPac as we collaborate with our families and larger community to continue the implementation and culture shift needed to truly make Boston Public Schools an inclusive district, where every student can reach their full potential. We are meeting with our English Language Learners Task Force tomorrow. Next month, we will hear from the Council about their recommendations on school safety and transportation.

Later this evening, we will hear an update from the Office of Equity who do important work every day to support our students and staff. One specific update I want to provide before Equity's presentation is regarding Attorney Natasha Tidwell's ongoing investigation. I want to provide clarity regarding the scope of Attorney Tidwell's investigation because there has been some confusion about what Attorney Tidwell is investigating. Attorney Tidwell is investigating allegations that a disproportionate number of educators of color have been placed on administrative leave and/or investigated and that such disproportionality could be the result of bias. Attorney Tidwell is not investigating the racial breakdown of all investigatory meetings that BPS holds because BPS does not track all IMs. Investigatory meetings are not all tracked because most do not involve administrative leave or result in discipline. Rather, investigatory meetings are just an employee's opportunity to respond to allegations made against them by students, families or staff. Investigatory meetings are required because they provide employees with an opportunity to consult with their union or legal counsel before being interviewed by a supervisor. Attorney Tidwell is also not re-investigating previous investigations to determine whether the investigation was biased. Employees who believe that an investigatory finding was racially biased and/or not factually supported, can directly challenge such investigations in a disciplinary hearing, at arbitration, through an Equity complaint, or to the MCAD or EEOC. Rather, Attorney Tidwell is reviewing whether there is a disproportionate number of central office managerial and school leaders of color have been investigated or placed on leave and if such disproportionality exists, whether there is evidence that such disproportionality is the result of bias. I have asked Attorney Tidwell to be thorough in her review, and these types of investigations take time.

In the immediate, based on feedback I received from a meeting with a representative of the Concerned Educators of Color, I have asked my team to draft an employee rights letter to explain the investigatory and disciplinary process to ensure every employee knows their rights and what the investigatory and disciplinary process involves at the outset of an investigation. That letter will be sent over the next few weeks after the New Year. It is important to note that the District is required to investigate all credible allegations of misconduct by BPS staff to ensure that staff adhered to BPS policies as well as state and federal laws governing school districts. It is a priority for me to create a safe and inclusive environment for all employees. Investigating and responding to allegations of staff misconduct are critical components in building and sustaining the public trust in BPS. Equally critical in maintaining a discrimination-free workplace by ensuring that BPS's response to allegations of employee misconduct and discipline are free from bias.

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Over the course of the week, I have been so appreciative of community partners like the Boston Symphony Orchestra who performed at the Burke auditorium and brought world class art to the community. I also had the opportunity to support a food drive at the United Way with many volunteers at East Boston High School.

I also wanted to shout out our partner EdVestors who helped to secure a 1.65 million dollar investment into arts education and programming across East Boston Schools at the Guild School. It was great to see School Committee members Lorena Lopera and Vice Chair Michael O'Neill at the announcement -- and hearing the 2nd graders sing warmed my heart. I also would love to thank the Red Sox and Mass Mutual for their partnership and support of the Learning Lab that will help BPS students to have an enriched experience.

I would like to acknowledge the amazing BPS high school students from the Boston Green Academy who presented at an environmental town hall with students from in and around Boston last week as part of the festivities around the Earthshot Prize last week. Boston Green Academy is deeply focused on sustainability and preparing the next generation of diverse leaders for college and green careers. Students from the Henderson School and East Boston High School were also in attendance. The event featured Massachusetts Lieutenant Governor-elect Kim Driscoll, U.S. Environmental Protection Agency Associate Administrator Rosemary Enobakhare, and The Earthshot Prize CEO Hannah Jones.

I also had the opportunity to hear O'Bryant's choir perform at the New England Association of Schools and Colleges Conference this week. We were also able to celebrate Dr. Bruce Pontbriand of TechBoston Academy who was recognized for his work over the years supporting BPS and the New England Association of Schools and Colleges

Additionally, it was great to be on hand at Northeastern to celebrate the MacFarland Fellows who are BPS employees who received a \$20,000 scholarship to earn a Master's of Arts in Teaching through the degree completion partnership with the Office of Recruitment, Cultivation & Diversity Programs. There is so much good happening in our community and I am grateful to our students, staff and community partners who make it all possible.

Lastly, I am happy to share this year's winners of the 2022 BPS Educator of the Year Awards! The Educator of the Year Awards recognizes exceptional educators who go above and beyond to impact the lives of BPS students and community members. The program celebrates educators who exemplify a commitment to the profession by selecting educators representing the positive contributions of teaching staff districtwide. We hold these educators as examples of the highest levels of professionalism, performance, and positive impact. Fellow teachers, families, students, community members, and others were invited to nominate educators who they believed deserved recognition for their contributions to the school community. The nomination process consists of BTU, BPS, and the City of Boston inviting school faculty and staff, students, families, and community members to nominate exemplary educators to honor their work and dedication to their profession. "Educators" encompasses teachers, social workers, paraprofessionals, nurses, librarians, related service providers, and guidance counselors. To be considered for the award, nominees had to undergo an extensive vetting process with the BTU and BPS. We received hundreds of nominations and had a large committee consisting of BTU, BPS and City Department staff members. Members of the committee have visited their schools and presented

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them with their certificate and swag bag. We thank Boston Educational Development Fund and BTU for their contributions. The Boston Celtics will also be honoring our educators at one of their games at the end of January. I would now like to pass it over to Jerome Doherty, who will introduce the presentation of the honorees and school leaders. Directly after the presentation, I will answer any questions you may have.

Jerome Doherty, Office of Human Capital, presented the 2022 Educators of the Year Award recipients, who were introduced by their school leaders:

- School Leader: Leslie Gant
 - **Celines Rodriguez, Joseph Tynan Elementary School, Special Education, ABA strand**
- School Leader: Dr. Michelle Eisan-Smith
 - **Mary Simmons, Horace Mann School for the Deaf and Hard of Hearing, Teacher of the Deaf**
- School Leader: Paul Kennedy
 - **Andrea Livesey, Joseph Lee K-8 School, Special Education**
- School Leader: Joseph Foley
 - **Stephen Mook, Joyce Kilmer K-8 School, Math Teacher**
- School Leader: Mark Silva
 - **Jenny Wu, Harvard Kent Elementary School, Paraprofessional**
- School Leader: Jerleen John
 - **Suzie Renz, Excel High School, Nurse**
- School Leader: Megan McGoldrick
 - **Giannina Sanchez, Lilla G. Frederick Pilot Middle School, Social Worker**

Committee members congratulated the 2022 BPS Educators of the Year Award recipients.

Mr. Tran asked clarifying questions about Attorney Natasha Tidwell's investigation into concerns raised by a group of educators of color. Legal Advisor Lisa Maki said that the scope of the investigation is whether a disproportionate number of central office managerial employees of color have been placed on administrative leave and/or investigated, and, if there is a disproportionate number, whether there is any evidence that it is a result of bias. The report will be considered attorney/client privilege, with the district and School Committee being the clients.

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Mr. Cardet-Hernandez requested updates on the Office of Special Education and the Office of Multilingual and Multicultural Education. The Superintendent recapped the district's response to the Council of Great City Schools' (CGCS) reviews and recommendations in these areas, including recommendations on inclusion implementation, supporting multilingual learners with disabilities, establishing and implementing an MTSS framework, and working with the finance team and academics team to budget and plan for an inclusive district. Today the Office of Special Education and the Office of Multicultural and Multilingual Education meet for a professional development meeting on how to best support multilingual learners with disabilities. BPS is drafting a contract now to identify external experts who will support strong implementation of systemic inclusion for our multilingual students with disabilities. Additionally, BPS is taking critical steps to hire a Senior Advisor to oversee implementation of the recommendations and Chief of Special Education to lead the Office of Special Education; create positions to oversee implementation of the district's Multi-Tiered System of Supports; and have hosted two of four launches for our school based inclusion planning teams with 22 school cohorts who are starting the process to make their school more inclusive to service all students in the least restrictive environment. Senior Deputy Superintendent of Academics Dr. Linda Chen said that the primary role of the Senior Advisor for Special Education will be to ensure that the CGCS's recommendations are implemented. The Superintendent said that she and her team will provide a more comprehensive update in January.

Mr. Cardet-Hernandez asked about the district's enrollment strategy. The Superintendent noted that it's important to separate factors beyond the district's control such as the decline of school-age children, vs. factors that BPS can control, such as the quality of education. Mr. Cardet-Hernandez requested an update on current teacher vacancies and notifications to families that their student is being taught by an unlicensed teacher. The Superintendent agreed to follow up with the information, adding that there is currently no update to his previous suggestion that families of students with unlicensed teachers be given the opportunity to transfer schools.

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

REPORT

Tentative Collective Bargaining Agreements: Boston School Committee and Boston School Police Patrolmen Association and Boston School Committee and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians) - Deputy Labor Relations Director Lou Scapicchio presented highlights of two Memoranda of Agreement between the Boston School Committee and Boston School Police Patrolmen Association, effective September 1, 2020 - August 31, 2021 and September 1, 2021 - August 31, 2024.

Wage Increases:

- FY21: 2%
- FY22: 2.5%, plus a one-time lump sum payment of \$1,000
- FY23: 2.5%
- FY 24 2.5%

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Reforms:

- Revised the religious holiday language to be more equitable and inclusive
- Applied the City's Parental Leave and Military Leave Policies to this union.
- Added the Police Reform Agreement language to contract.

Labor Relations Attorney Jeff Smith presented highlights of two Memoranda of Agreement between the Boston School Committee and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians), effective September 1, 2020 - August 31, 2023 and September 1, 2023 - August 31, 2026.

Contract 1 Duration September 1, 2020 - August 31, 2023

Wage Increases:

- FY21: 2%
- FY22: 2.5%, plus a one-time lump sum payment of \$1,000
- FY23: 2.5%

Reforms:

- Add Juneteenth as a holiday; Change Columbus Day to Indigenous Peoples' Day.
- Sick Leave: Employees will receive their allotted sick days on September 1st of each year, aligning them with other bargaining units.
- Increase Crew Member, Crew Chief, Crew Chief-in-Charge rate to \$45 dollars per hour and Increase rate for Drum Sanding rate to \$51 per hour. This is a cost savings to the district because it is significantly more expensive to hire outside contractors to perform this work.
- Reforms on building challenge language

Contract 2 Duration: September 1, 2023 – August 30, 2026

Wage Increases:

- FY24: 2.5%
- FY25: 2%
- FY26: 2%

Reforms:

- Establishment of Sick Bank program

The Committee is scheduled to vote on the agreements later this evening.

GENERAL PUBLIC COMMENT

The following people testified in support of the proposal to rename McKinley Programs in honor of Melvin H. King:

- Boston City Council President Ed Flynn
- Mary Nee-Loftus, South Boston resident, McKinley South End Academy teacher
- Adonis Evans, Dorchester resident, McKinley School alumnus
- Edith Bazile, Hyde Park resident, advocate

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The following people testified in support of the proposal to rename major spaces at Boston Arts Academy:

- Jeff Rosica, Lexington resident, Boston Arts Academy Foundation Board Chair
- Denella Clark, Hyde Park resident, Boston Arts Academy Foundation President & CEO
- Valerie Becker-Nogueira, Lawrence resident, Boston Arts Academy Foundation Alumni Board Chair
- Hamida Abdal-Khallaq, former Roxbury resident, current Fort Worth, TX resident

The following people testified regarding the support they have received from the Office of Equity:

- Leslie Gant, Hyde Park resident, Tynan Elementary School Leader
- Caroline Brito, Dedham resident, Hernandez K-8 Dual Language School Leader
- Joanna Cruz, Jamaica Plain resident, Adams Elementary School Leader

Michael Heichman, Dorchester resident and Boston Education Justice Alliance (BEJA) member, testified regarding equity.

Sharon Hinton, Hyde Park resident and advocate, testified regarding school funding inequities and school security measures.

Saadie Jasmin, Dorchester resident and special education bus monitor, testified regarding collective bargaining negotiations.

Ruby Reyes, Dorchester resident and BEJA executive director, testified regarding the Green New Deal.

ACTION ITEMS

Dr. Alkins asked clarifying questions about the Special Olympics BPS UCCS Grant and MassGrads grant. Athletics Director Avery Esdaile explained that the Special Olympics BPS UCCS grant will focus on creating unified champion schools. He agreed to explore Dr. Alkins' suggestion to consider allowing students from non-participating schools to take part in the program. The Superintendent said that she will have her team follow up with additional information about the MassGrad grant, specifically how recipients are chosen by DESE and the sharing of best practices.

Mr. Cardet-Hernandez asked clarifying questions about the SCG Lab Modernization Skills Capital grant, all of which were answered by Madison Park Technical Vocational High School grant writer Fran Brangman.

Approved - On roll call, the Committee unanimously approved grants for approval totaling \$1,356,000.

Dr. Alkins and Mr. Cardet-Hernandez expressed concerns about agenda items being presented and voted on the same evening, underscoring the importance of Committee discussion and allowing ample time for community feedback. The Superintendent explained that she and her

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team are making a concerted effort to make labor contracts current and get workers compensation before the holidays.

Approved - On roll call, the Committee unanimously approved a collective bargaining agreement between the Boston School Committee and AFSCME AFL CIO Council 93, and Affiliate Local 230 (Cafeteria Workers) effective July 1, 2020 - June 30, 2023.

Approved - On roll call, the Committee unanimously approved a collective bargaining agreement between the Boston School Committee and Boston School Police Patrolmen Association, effective September 1, 2020 - August 31, 2021.

Approved - On roll call, the Committee unanimously approved a collective bargaining agreement between the Boston School Committee and Boston School Police Patrolmen Association, effective September 1, 2021 - August 31, 2024.

Approved - On roll call, the Committee unanimously approved a collective bargaining agreement between the Boston School Committee and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians), effective September 1, 2020 - August 31, 2023.

Approved - On roll call, the Committee unanimously approved a collective bargaining agreement between the Boston School Committee and Local Union 1952, Painters & Allied Trades District Council No. 35 (Custodians), effective September 1, 2023 - August 31, 2026.

REPORTS

Chair Robinson said that she has asked district staff to revisit this policy, which was last updated in the late 1990's, and make a proposed update to the School Committee later this school year to ensure that the policy reflects the current priorities of the district and School Committee, has a robust vetting process and requires the use of the racial equity planning tool.

School and Spaces Renaming Proposals - Deputy Superintendent of Operations Sam Depina presented the Superintendent's recommendations to rename the following school and spaces:

- Boston Arts Academy (BAA): 27 spaces in honor of individuals who have made a significant contribution to BAA
- Madison Park Technical Vocational High School: two rooms in honor of former staff members Charles McAfee and Jose Solis
- Mattahunt Community Center/Mattahunt Elementary School: one room in honor of community activist Annie Kinkead
- McKinley Programs to Melvin H. King South End Academy in honor of the former State Representative for the 9th Suffolk, BPS educator, and youth advocate

The school communities followed the BPS School Naming Policy and Superintendent's Circular, (SUP-04) which outlines a process for the "naming or renaming of any Boston public school or notable area therein (e.g., library, auditorium, gymnasium, conference room)." The process was established to ensure that school staff, parents, and the surrounding community have

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opportunities to suggest and review names before they are submitted to the Superintendent and School Committee for final approval. Each school followed a public process, which included a public hearing where stakeholders voted on the proposal(s).

Committee members thanked the four school communities for their involvement in the process and the thought behind the recommendations. The Committee is scheduled to take action on the renaming recommendations on December 14.

Office of Equity Update, School Year 2021-2022 - Assistant Superintendent of Equity Becky Shuster presented the Office of Equity Annual Report for the 2021-22 School Year.

The Office of Equity responded to 2,794 formal employee, student, and family concerns, including:

- 50 investigations and 47 investigative reviews conducted by the Office of Equity
- 1,150 investigations conducted by school administrators overseen by Equity
- 809 disability, pregnancy, and religious accommodation requests
- 553 consultations to school and Central Office administrators and other staff
- 185 requests for LGBTQ+ student support

The Office of Equity partners with Succeed Boston and the BPS Safe Space and Bullying Prevention Hotline to address incidents and tailor interventions and support. It conducted and administered 52 training sessions, designed and piloted Racial Equity and Leadership Training in partnership with Office of Opportunity Gaps, and led a cadre of facilitators to conduct ongoing White anti-racist affinity groups for school and district leaders in partnership with RCD. 24/7 Respect teaches students how to prevent, stand up to, and report bias-based and sexual misconduct, whether in person, by text, or online.

Horace Mann School for the Deaf and Hard of Hearing Head of School Dr. Michelle Eisan-Smith and Warren-Prescott K-8 School Leader Dr. Michele Simon spoke about the support they have received from the Office of Equity.

Committee members praised the work of the Office of Equity. Members asked clarifying questions about tracking trends, family engagement, culturally responsive curriculum, and accountability, all of which were answered by Ms. Shuster.

Mr. Cardet-Hernandez emphasized the importance of cross-functional collaboration. The Superintendent spoke about the important role of professional development.

Dr. Alkins requested data on bias-based student-on-student misconduct from FY18-FY22. Ms. Shuster agreed to follow up.

Ms. Shuster confirmed for Mr. O'Neill that she feels empowered to do this critical work, expressing confidence that actions are taken as a result of investigations. She expressed concern about the potential impact of future funding cliffs.

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Ms. Robinson asked about the use of the Racial Equity Planning Tool. Ms. Shuster echoed the importance of accountability, explaining that she and her team provide central office supervisors with professional development on how to use the racial equity planning tool.

PUBLIC COMMENT ON REPORTS

None.

NEW BUSINESS

None.

ADJOURN

Approved - At approximately 11:06 p.m., the Committee voted unanimously, by roll call, to adjourn to the meeting.

Attest:



Elizabeth Sullivan
Executive Secretary