



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

September 28, 2022

The Boston School Committee held a remote meeting on September 28, 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 Diego Meta.

School Committee Member Absent: Quoc Tran.

DOCUMENTS PRESENTED

Agenda

Meeting Minutes: September 14, 2022

Boston Teachers Union (BTU) Health and Safety Agreement SY 2022-23

BTU Health and Safety MOA Presentation

BTU Health and Safety Equity Impact Statement

Grants for Approval Totaling \$69,882,532

Memorandum of Agreement For Successor Collective Bargaining Agreement for the Period September 1, 2021 through August 31, 2024 Between the Boston Teachers Union, Local 66, AFT-Massachusetts and the School Committee of the City of Boston

Memo BTU BPS SY 21-24 Collective Bargaining Agreement

BTU Collective Bargaining Agreement School Committee Presentation

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Memo FY23 Supplemental Appropriation in the amount of \$37,674,337 for the Boston Teachers Union FY22-24 Contract

Phase III Mission Hill K-8 Pilot School Investigation Report (Redacted)

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; Brandon Cardet-Hernandez was absent but later joined the executive session in progress. Dr. Alkins was absent but joined the session immediately after roll call; all other members were present.

Ms. Robinson announced that the Committee would immediately adjourn to an executive session for the purpose of discussing collective bargaining with the Boston Teachers Union as well as litigation strategy regarding the Mission Hill K-8 Pilot School. To have this discussion in an open meeting could have a detrimental effect on the Committee's bargaining and litigation positions. She said 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 discussing collective bargaining with the Boston Teachers Union and litigation strategy regarding the Mission Hill K-8 Pilot School.

RETURN TO PUBLIC SESSION AND CALL TO ORDER

Chairperson Jeri Robinson reconvened the meeting in public session at approximately 6:17 p.m. Mr. Tran was absent. All other members were present.

She announced that the Committee has just returned from an executive session for the purpose of discussing collective bargaining with the Boston Teachers Union and pending litigation regarding the Mission Hill K-8 Pilot School.

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.

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Ms. Robinson welcomed Superintendent Mary Skipper, who began her new role on September 26th, and new student representative Diego Mehta, a junior at Boston Arts Academy and member of the Boston Student Advisory Council.

APPROVAL OF MEETING MINUTES

Approved – On roll call, the Committee unanimously approved the minutes of the September 14, 2022 School Committee meeting.

SUPERINTENDENT'S REPORT

As prepared for delivery.

Thank you, Madame Chair. I am very grateful for this team and this School Committee and to come back home to the district that made me who I am as an educator. I want to thank Dr. Drew Echelson for his outstanding leadership during the transition these past 3 months. He has kept me updated on the organization–DESE review, community discussions around the Systemic Improvement Plan, contract negotiations, regional support planning and transforming the role of the central office, Orange Line emergency shutdown, along with preparing the organization for the start of school. We have spoken daily, often many times a day and met to ensure I would get all the necessary information. This entire team has made such a commitment to making sure the transition was successful. And they have done incredible work in communicating on a regular basis with me. I feel very included and I feel very informed. Because of that, I am ready for service and excited to dig into the work that will make a difference to our 49,000 students.

Monday was the beginning of this new journey for me. I went to bed excited and woke up excited. It has been a great first couple of days. To the students who are watching this, I am really excited to hear from you, learn from you and work with you. Your voice matters. It has been a difficult couple of years living and learning through the pandemic. I know it has not been easy. I know how hard you have worked and how much this community has rallied around you to provide the support and resources you have needed to survive and thrive. I want to work with you and hear from you about what we could do to make school better and how we can further support you. I think there are some great examples where your voice and suggestions have been put into action. Some of the work has already happened through our collaboration with Food Services and the City is an example of change because of feedback you provided. I value student voice and want to engage in meaningful conversations with you. I look forward to working with you as we journey forward. To that end, I want to extend a warm welcome to Diego Mehta, our new student representative on the Boston School Committee. I am so excited to work with Diego and this entire School Committee.

As you may know, I became an educator because my teachers made a tremendous impact on me and my life. My mom was a single mom and we didn't have very much, but she and my family instilled in me, from the very beginning, that education was my opportunity. I fell in love with

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education when I was in third grade and when I met my favorite teacher of all time, Mrs. Siegal, I knew I wanted to become a teacher. And everything I did, from that point on was to teach and it was an amazing nine years I spent teaching. And that laid a foundation for me, as I went on to become the principal of TechBoston Academy. So even today, as a superintendent, I really try to look through the eyes of students and teachers, as to what does support mean? What does the system mean? What do we need to do for our students and educators to help them thrive?

I also had the unique opportunity to start a school – TechBoston Academy –, with such an incredibly passionate, talented group of educators. I think the most rewarding part for me has been my memory of particular students that I know our school or classroom made the difference for and to see what they have gone on to accomplish and to see their children who are now BPS students. The relationships that students had with the educators - still have - in TechBoston, is what I want for all students. I want to inspire our students, for them to feel that the schools they attend, that the teachers they have, that the principals and school staff they connect with are models of hope, of what is possible and are an inspiration to them. That's the best thing that we can do to get more of our young people in the next generation into education.

There are many challenges ahead of us, but I believe with the strong diverse and talented team we are building, the dedicated staff we have here in BPS, and the village of Boston with our non-profits, colleges and universities, business community and philanthropic partners –we can ensure every student has the skills, resources and opportunities to succeed in life. There is urgency to this work and everyone has an important role to play. If we all do our part, if we work together, there isn't anything we can't achieve. So, with that, I am excited to be here and grateful for this opportunity to serve the city and students I love so very much.

It was pure joy to begin my first day with Trotter Elementary School in Roxbury. It was a pleasure to meet Principal Sarita Thomas and her team and greet the students and families there along with Mayor Wu, Chairperson Robinson, Councilor Fernandes Anderson, and BTU President Jessica Tang. It was great to talk with and meet some of the teachers, school administrators, students and families. I loved running into Alma Wright who spent 56 years in BPS and 51 at the Trotter. It was a delight for me to see her again, still there with the students as a volunteer, still full of the energy and optimism we need.

This past weekend, I had so much fun at the BTU Book Fair where BTU members passed out 40,000 books to BPS students and families from First Book. Our Countdown to Kindergarten and Community Engagement teams were there welcoming families, engaging students in bookmark making and connecting families to upcoming programming. Additionally, I want to shout out EMK Health Careers Academy, who got the opportunity to meet President Biden when he came in to deliver his cancer moonshot speech. On that day, we also had the first day of kindergarten last week as you will see on the screen. These are the moments that are life changing for our students. I look forward to visiting other schools in the months to come and learning from our staff, students and families.

Now shifting to some more technical updates, starting with transportation. First, our transportation team is amazing. They've worked so hard all summer, to be able to really strengthen and streamline the bus roads, there is always more work to be done, but thanks to their efforts we've had a very strong start to the school year. We worked very hard with our

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drivers union to identify areas that were causing issues of missed rides and issues of buses not being on time to the schools. There's a constant monitoring of that process across all three tiers of our transportation both AM and PM. To help address issues with bus driver shortages which exist nationally, we have started our own CDL training for bus drivers so that we have extra bus drivers and through recent negotiations, we have freed up more of our bus drivers by hiring private shuttles to transport our special education students to their out of district schools. Having these shuttles during the orange line shutdown has been critical. It allowed us to put more yellow buses on the road to improve our on time arrival percentage and eliminate missed routes. Even with the Orange Line shutdown, we've seen improvement on our on-time percentage and most importantly, our missed routes. You can see it in the recent numbers on the screen. We are still working hard to hire and train additional drivers and bus monitors and will continue to do that throughout the Fall. We are not yet where we need to be especially in our afterschool OTP and routing but we are and will continue to work 24/7 until we get to the thresholds that we are looking for. We know that when buses are late or don't come and parents have to bring their students this creates enormous stress for our families. We want to acknowledge this and reaffirm our commitment to our students and families.

We continue to make progress towards commitments in the Systemic Improvement Plan. A team from the Council of Great City Schools was on site last week conducting interviews as part of the required diagnostic evaluation of transportation. We heard their initial observations at the end of that visit. A different team from the Council of Great City Schools will be on site next week conducting interviews as part of the required student safety audit. We look forward to receiving full recommendations in both areas and presenting them to the School Committee later this fall.

Last year, BPS surveyed school leaders on what they would need to ensure safe schools. By far, the top answer was video cameras in their schools. We heard you, and we're responding -- we'll invest a total of \$30 million over the next five years in security cameras in schools from the capital budget across the district. Surveillance cameras help keep school campuses safe and respond promptly to criminal or violent activity. We will upgrade the wiring, install new systems, and use the Racial Equity Tool and Opportunity Index to rank the schools that will receive new equipment. I understand that there may be some fears that surveillance cameras could compromise student privacy, or over-criminalize our students of color. I want to be clear that this investment will be intentional, and not infringe on the culture of our schools or the privacy rights of our students. This is just one component of our commitment to the safety and well-being of our students. Safety is a key part of addressing the whole child. The components are academic, social, emotional, and physical, which make up the whole child. We must support the whole child. You know, students and staff need to be able to come into schools and feel physically and emotionally safe.

During my time at Tech Boston, the best thing we did to ensure safety was to build authentic relationships with our students. If we have relationships with our students, we can see when they're struggling and feel they have a trusted adult they can turn to if they need help. Our continued work on the social and emotional levels will matter greatly. And our continued focus on students' physical well-being with healthy and culturally sensitive food and safe and sustainable buildings. It's all of these supports working in conjunction that's going to allow us to accelerate through the pandemic and beyond.

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I had the pleasure of going to the Haley Pilot School in Roslindale to taste the fall menu from City Fresh Foods. City Fresh Foods, a Roxbury-based employee-and BIPOC food service company, provides breakfast, lunch, after-school meals, fresh snacks, and summer meals for Boston Public Schools. All meals are made in City Fresh's Roxbury production facility with nutritious ingredients, including locally-sourced food. This partnership with City Fresh ensures BPS students and staff have access to a wide range of culturally relevant, nutritious foods and keeps City dollars in our neighborhoods by supporting a black-owned business that represents the heart and soul of Roxbury. I appreciate School Leader Kathleen Sullivan and Winfield Prass and all of the teachers there. It was great to meet the cafeteria staff and see how the students really like the food. What really drove it home for me is when Canicha, our student speaker, said that the food looks like what I eat at home. We are deeply proud to be partners with City Fresh and to have them in 64 sites across the district. I also had the pleasure of visiting Boston Latin Academy, the Warren Prescott and Boston Day and Evening Academy with Ross Wilson Executive Director for the Shaw Foundation and members from our Ops and Food and Nutrition services to learn more about school lunches and how they are served. It was great speaking with the staff there and learning about the menu, hearing the needs of the staff, and a commitment from Ross and the Shaw Foundation for our ongoing partnership.

I am excited for my leadership team and our regional teams that will help to focus on the areas connected to my focus areas. I have spoken about getting back to basics and laying a strong foundation in key areas that will support the Whole Child.

- Prioritizing and accelerating academic performance;
 - Rigorous academics
- Strengthening access to social-emotional learning;
 - Building student success and outcomes
- Streamlining operations and ensuring student safety;
- Developing authentic family and community engagement practices;
 - Engaging in meaningful dialogue
- Improving internal and external communication with families and staff; and,
- Increasing accountability for both the central office and our schools

As it relates to equity and inclusion, I come here with an open mind, and an open heart ready to do the work. I strongly hold a commitment to build a diverse and talented team that will support my vision. It's not just about the team but having a lens on equity and inclusion in every aspect of the work. Equity must be the throughline of our organization. Crucial to this is the new contract which is a generational opportunity to reshape our district and how we deliver services for all our students, not just our students with disabilities. I want to thank our union partners for creating this new contract based on a vision of inclusion for all students in every classroom and know that we are committed to working together to do this well. We're expanding the continuum of placement options at all schools across BPS and focusing on showing that inclusion are services rather than a placement, by being committed to being student centered and focusing on the individual needs of students. To do this well we must work in conjunction with families as our partners. Research is very clear that inclusion benefits ALL students, not just students with disabilities. The benefits are academic gains as well as social-emotional gains. We are going to move to a needs-based system, not a disability-based system. Fewer students will have to leave

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their 'home' school. This contract makes clear that inclusion is no longer a place, a student or a school, it is something we all do to make sure our students get the best education possible. Inclusion is about more than special education. It is about language, identity and many other intersectional characteristics. This is about us becoming an inclusive district for all.

I wanted to acknowledge the work of the Re-Engagement Center which has been doing the important work to address chronic absenteeism. They are a critical partner in this work. Part of that work involves our annual door knocking event that we do to outreach to students who were chronically absent last year or dropped out. I also want to thank the Department of Opportunity Youth, Academics and the Boston Private Industry Council for their partnership. This work will be critical this year as we are definitely seeing an increase in the number of students who have timed out or dropped out.

Current activities to address chronic absenteeism include a dedicated focus from the attendance team on transformation schools and schools below 80% attendance. Supervisors of attendance (SOAs) are now aligned by region and fully integrated with the regional coordination effort. We're working with school superintendents to support the Quality School Plan (QSP) process to help schools reduce chronic absenteeism. Additional efforts include assessing school needs and providing consultative improvement recommendations to schools through the Tiered Attendance System (TAS) and updated guidance on the use of Panorama Attendance Success Plans to focus on high-touch, relationship-focused intensive Tier 3 plans for students with excessive absenteeism (missing 20% or more school days). We're also awarding 30+ Attendance Mini-Grants to schools using ESSER funding. As part of the grant application, schools must submit a plan to address chronic absenteeism among priority student groups, while selecting from a range of established district tools and resources. You will hear more in the months to come from our Student Support staff.

MCAS results will be released publicly tomorrow and our office of Data and Accountability will be presenting at the next School Committee meeting. I also plan to give an in-depth report of where we are with staffing, hiring and enrollment in October. Everything I do from the time I wake up to the last meeting I take is centered around giving our students and families the best education from Boston Public Schools. We have a lot of work to do but we have a team and will continue to build a team both in our schools and at the Central Office that are fully committed to getting this critical work done. The pandemic exposed that we can do hard things. That we can innovate but that we have to do it together. With this team and this Committee, it is possible and our future is bright.

That is my Superintendent's Report for this evening.

Dr. Alkins welcomed Superintendent Skipper and Diego Mehta. He requested an update on the district's deliverables for the Systemic Improvement Plan. Superintendent Skipper explained that BPS is working under multiple deadlines. The next steps include finalizing the Data Working Group and restructuring special education. Assistant Superintendent of Data Strategy and Implementation Monica Hogan added that the Superintendent and her team will present the Office of Multilingual and Multicultural Education strategic plan to the Committee in October, followed by reports on special education in November, and transportation and safety in

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December. Superintendent Skipper said that BPS will conduct national searches for some positions within the Office of Special Education.

Mr. Mehta asked if the district's investment in security cameras in schools will impact the school-to-prison pipeline. Superintendent Skipper explained that BPS is looking to upgrade the technology of the cameras to support student safety in a way that does not compromise student privacy.

Ms. Lopera asked if the district is seeing any trends by neighborhoods or schools with regards to transportation challenges. Transportation Director Delavern Stanislaus said that there are some delays with 8:30 a.m. tier schools, as well as in some areas of Hyde Park and South Boston due to area construction. BPS Transportation staff is working to address those issues. Ms. Lopera asked if the district has any plans to examine the broader system of school start times, transportation, and student assignment. Superintendent Skipper said that she and her team will use the forthcoming Council of Great City School reports to examine the entire system collectively in order to maximize efficiencies. The Superintendent will bring forward any recommendations that require School Committee approval.

Superintendent Skipper clarified for Ms. Lopera that security cameras in schools will address safety within the school building as well as the surrounding area, and serve as a resource in cases of missing students. Deputy Superintendent of Operations Sam DePina said that the district will continue to comply with City ordinances regarding security cameras. Chief of Safety Neva Coakley Grice said that the security camera footage falls under the BPS data and privacy policy.

Mr. Cardet-Hernandez asked how the Council of Great City Schools (CGCS) was selected to conduct BPS reviews. Ms. Hogan said that BPS solicited quotes from vendors and CGCS responded. She offered to follow up with more information about past reviews conducted by the CGCS, as well as a list of city-approved vendors. Superintendent Skipper said it's important that the reviewer has experience with districts of similar size and demographics to BPS.

Ms. Polanco Garcia spoke about the importance of family engagement. She said that the English Language Learners Task Force, which she co-chairs, has provided feedback on the Office of Multilingual and Multicultural Education (OMME) Strategic Plan and asked about next steps. OMME Executive Director Faye Karp said that the strategic plan was presented to the ELL Task Force last week as part of a series of feedback and engagement sessions that OMME is hosting leading up to the submission of the strategic plan to the School Committee on October 12. Staff is in the process of reviewing and synthesizing the feedback. She briefly reviewed the plan's priorities and metrics.

Senior Deputy Superintendent of Academics Linda Chen said that the OMME name better reflects the work of the office formerly the Office of English Language Learners. She said that multilingual learners with disabilities are often the most marginalized and must be centered.

Ms. Polanco Garcia asked about the feedback that the district has received on the OMME strategic plan to date. Dr. Chen said that there is an interest in dual language as well as heritage language. Ms. Karp said that district staff are synthesizing the feedback and will report back to

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the Committee. Superintendent Skipper said that she has heard the community's desire to expand bilingual education and pledged to make it a priority.

Mr. O'Neill praised former Superintendent Cassellius, former Interim Superintendent Echelson, and Superintendent Skipper for providing a seamless leadership transition. He provided an overview of the academic and operational strategic support that CGCS provides to member districts. Links to past BPS reviews conducted by the CGCS are posted on the [School Committee webpage](#). Transportation Director Delavern Stanislaus clarified for Mr. O'Neill that the district tracks on-time afternoon transportation performance relative to school dismissal, not when students arrive home. BPS tracks tardiness but not when students arrive home.

Mr. Cardet-Hernandez requested an update on staffing vacancies. Superintendent Skipper said that BPS is experiencing many ESL, CTE, and science teacher vacancies, as well as staffing shortages among food service workers and bus monitors. Mr. Cardet-Hernandez requested school-specific data on staffing vacancies and chronic absenteeism data. He encouraged the district to consider offering hiring bonuses. Superintendent Skipper agreed to provide the information at the October School Committee meetings.

Mr. Mehta asked about ensuring quality school lunches. Superintendent Skipper said that BPS is using an intentional model of partnering to provide students with fresh, healthy, and culturally relevant food. Mr. Mehta questioned the district's tardy policy. Mr. DePina said that the BPS attendance policy was updated last year as part of the district's revision to the Code of Conduct. He said he will work with school leaders to address those updates.

Ms. Robinson asked about attendance rates among the youngest students. Superintendent Skipper said that chronic absenteeism is not limited to older students and that must engage families to address the issue. Chief of Student Support Jillian Kelton spoke about the importance of the network model in providing students with wraparound services.

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

REPORT

Agreement between the Boston School Committee and the Boston Teachers Union Regarding Health and Safety for School Year 2022-2023 - Senior Advisor Megan Costello presented highlights of the agreement between the Boston School Committee and the Boston Teachers Union Regarding Health and Safety for School Year 2022-2023.

- Staff supervising students who have tested positive while in school will have access to appropriate PPE, including KN95 masks
- Mask and test kits will be provided for staff
- Nurses will have properly fitting N95 masks
- BPS can contract with external agencies for nursing services on a temporary basis and a good faith effort has been made to fill vacancies
- COVID-19 coordinator stipend position, nurses have first right of refusal
- Nurses will perform in school symptomatic testing

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- COVID-19 emergency paid sick leave, 10 additional days for COVID-related illness

The agreement aims to make every effort to continue in-person learning while ensuring the health and safety of students, families, educators, and other school and district employees. By ensuring BPS has strong agreed-upon health and safety protocols in place, the district and the BTU will partner to mitigate health disparities. BPS aims to maintain safe in-person learning through the protocols outlined in the agreement, as well as complementary strategies related to distributing free home tests, providing opportunities for vaccination, and constantly communicating with staff and families on the school level. The Superintendent is requesting the Committee's approval of the agreement this evening.

Mr. Mehta questioned the accuracy of the district's COVID data and expressed concerns about COVID positive students being in school. Ms. Costello said that the district relies on self-reporting. She encouraged those who are sick to stay home and those who are COVID-positive to report it to BPS. She said will discuss protocols and communication with schools.

Dr. Alkins expressed concern about the potential impact of flu season. Ms. Costello explained the district's protocols for mandatory masking in response to COVID cluster outbreaks. She said that BPS leaders are in daily communication with the Boston Public Health Commission. She encouraged regular at-home testing and self-reporting.

GENERAL PUBLIC COMMENT

- Carla Paredes, Jamaica Plain resident and Hernandez K-8 School parent, testified in support of Boston's Higher Ground.
- Eliza Novick, Belmont resident and project manager, Shah Family Foundation, testified regarding filling cafeteria worker vacancies.
- Nancy Lessin, Jamaica Plain resident and member of BPS Families for COVID Safety (FamCOSa), testified in support of stronger COVID health and safety protocols.
- Sharon Hinton, Hyde Park resident and advocate, testified regarding learning recovery.
- Michael Heichman, Dorchester resident and Boston Education Justice Alliance member, testified regarding new BPS leadership.
- John Mudd, Cambridge resident and advocate, testified regarding priority issues for the new superintendent.
- Erin O'Brien, Beacon Hill resident and BPS parent, testified regarding persistent tardy transportation.
- Sarah Horsley, Jamaica Plain resident and member of BPS FamCOSa, testified in support of stronger COVID health and safety protocols.
- Ruby Reyes, Dorchester resident and Boston Education Justice Alliance Executive Director, testified regarding transportation concerns.
- Cheryl Buckman, South Boston resident and member of BPS FamCOSa, testified in support of stronger COVID health and safety protocols.
- Roxi Harvey, Dorchester resident and Chair of Boston Special Education Parent Advisory Council (SpEdPAC), testified regarding transportation concerns and Free Appropriate Public Education (FAPE).

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- Edith Bazile, Hyde Park resident and member of Boston Advocates for Educational Excellence, testified regarding transportation concerns and Free Appropriate Public Education (FAPE).

ACTION ITEMS

Mr. Cardet-Hernandez requested data on IDEA positions budget centrally and school based, as well as the number of new positions. Chief Financial Officer Nate Kuder agreed to follow up.

Dr. Alkins requested a grant outcomes report. Mr. Kuder agreed to provide more information to the Committee in December.

Mr. Cardet-Hernandez asked numerous clarifying questions about the inclusion language in the BTU agreement, all of which were answered by district staff. He expressed concerns about the potential for school-level autonomy related to inclusion to create confusion for families, as well as the costs associated with the agreement and the timeline.

Deputy Chief Financial Officer David Bloom shared costs associated with the contract. The total cost of the agreement over the three-year contract term is \$141,651,361. For Fiscal Year 2022, the cost will be paid for using existing reserves, which were established by the City of Boston in anticipation of a finalized collective bargaining agreement. There is no School Committee action required at this time. For Fiscal Year 2023, the Superintendent is asking the School Committee to request a FY23 supplemental appropriation from the Boston City Council in the amount of \$37,674,337 to support the cost of the contract. For Fiscal Year 2024, the cost will be requested as part of the FY24 budget process and will be included in the budget presented to the School Committee in February 2023.

Ms. Lopera stated that she would abstain from the Title IV - Part A grant to avoid the appearance of a conflict of interest due to her husband's employment by a grant partner. Ms. Robinson announced that the Committee would vote on that grant separately.

Approved - On roll call, the Committee unanimously approved a Title IV - Part A grant in the amount of \$3,077,915. Ms. Lopera abstained. All other members voted yes.

Approved - On roll call, the Committee unanimously approved grants for approval totaling \$66,804,617.

Approved - On roll call, the Committee unanimously approved the Memorandum of Agreement for Successor Collective Bargaining Agreement for the Period September 1, 2021 through August 31, 2024 Between the Boston Teachers Union, Local 66, AFT-Massachusetts and the School Committee of the City of Boston.

Approved - On roll call, the Committee unanimously approved a Fiscal Year 2023 supplemental appropriation request in the amount of \$37,674,337 to support the Memorandum of Agreement for Successor Collective Bargaining Agreement for the Period September 1, 2021 through

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August 31, 2024 between the Boston Teachers Union, Local 66, AFT-Massachusetts and the School Committee of the City of Boston.

Approved - On roll call, the Committee unanimously approved an Agreement between the Boston School Committee and the Boston Teachers Union Regarding Health and Safety for School Year 2022-2023.

REPORT

Mission Hill K-8 Pilot School Phase Three Report Update - Superintendent Skipper and Chief of Schools and Accountability Drew Echelson presented a summary of the final of three reports from the law firm of Hinckley Allen and Snyder, the first of which detailed allegations of pervasive student-on-student physical and sexual misconduct, bias-based conduct, bullying, and lack of special education compliance, dating back to 2014 at the now-closed Mission Hill K-8 School. The third and final phase of the investigation audited Central Office policies and practices. The redacted findings and recommendations from this investigation can be found [here](#). Dr. Echelson detailed systems failures identified in the report, including a lack of responsiveness across the system; lack of accountability; and high turnover in central office led to inconsistent follow through and lack of communication with transitions recommendations.

Superintendent Skipper said she values transparent relationships with students, family, and staff that include honesty and open communication. BPS seeks to provide the public with these findings and recommendations so that the District can begin the healing process and start rebuilding trust with its families and stakeholders as well as hold itself accountable to the public for implementing the report's recommendations. We want our entire school community to feel encouraged that we will do everything to ensure this never happens again to anyone or any family.

Ms. Robinson called the report a harsh reminder of the district's legal and moral obligation to ensure the safety and well-being of all students and to ensure that their academic and special education needs are met. The findings and recommendations from the report make clear what BPS needs to do in order to ensure that what happened at Mission Hill K-8 never happens again. She said that the School Committee body must consider its role in the policy changes these recommendations require and its responsibility as the governing board of the District to ensure their swift implementation. She called for broad support for Superintendent Skipper as she strives to provide the stability and leadership the district needs. She thanked former Superintendent Brenda Cassellius for taking the serious action required, as well as Dr. Echelson for leading the process, and Superintendent Skipper for ensuring accountability.

Dr. Alkins expressed concern about the compartmentalizing and lack of communication within the organization detailed in the report. He thanked Dr. Cassellius, Dr. Echelson and Superintendent Skipper for their response. He said the Committee should rethink how it receives and responds to reports.

Mr. Cardet-Hernandez echoed Dr. Alkins' concerns about the communication gaps. He requested that the district provide clarity as to which recommendations it is acting upon and provide ongoing monitoring updates to the Committee. Mr. O'Neill agreed that it is important for the

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Committee to receive updates on the actions the district is taking on the report's recommendations.

Ms. Lopera called the report heartbreaking and spoke about the need to rebuild community trust and be more student centered.

Superintendent Skipper said that the district will act on some recommendations immediately while others will require further conversations. She pledged to provide regular reports on the district's progress.

Ms. Polanco Garcia spoke about the importance of transparency for families.

PUBLIC COMMENT ON REPORTS

Lisa Jeanne Graf, Fenway resident and Quincy Upper School parent, testified regarding neurodiversity, transportation, COVID safety, and Mission Hill.

NEW BUSINESS

None.

ADJOURN

Approved - At approximately 10:50 p.m. the Committee voted unanimously, by roll call, to adjourn to the meeting.

Attest:



Elizabeth Sullivan
Executive Secretary