

CITY OF SOMERVILLE, MASSACHUSETTS

SCHOOL COMMITTEE

Monday, March 20, 2023 - Regular Meeting

7:00 p.m. – City Hall Chambers

Members present: Ms. Krepchin, Dr. Ackman, Ms. Barish, Ms. Dion, Mr. Green, Ms. Pitone, Dr. Phillips, Mayor Ballantyne and President Ewen-Campen.

Members Absent:

I. CALL TO ORDER

The meeting was called to order at 7:04 with a moment of silence, followed by a salute to the flag of the United States of America. Chair Green asked Superintendent Curley to call the roll, results of which were as follows: PRESENT – 9 – Dr. Phillips, Ms. Krepchin, Mr. Ewen-Campen, Mayor Ballantyne, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion. ABSENT – 0 -

Chair Green asked interpreters to introduce themselves:

Gina Miranda - Haitian Creole

Erika Garcia - Spanish

Ben Cruz - Portuguese

II. REPORT OF STUDENT REPRESENTATIVES

Student Representatives were not present.

III. PUBLIC COMMENT

Chair Green announced that 30 people signed up for public comment, he then read the public comment regulations and asked those who signed up, to comment at this time. We experienced some technical difficulties during the meeting and had to take a recess at 7:21, the meeting resumed at 7:35 at which point public comment continued.

The following constituents and educators all commented in support of a new building and better working condition for the Winter Hill Community Innovation School:

Jaime Keegan, Adam Lawson, Julie Sahlas, Ryan William, Emily O’Niel, April Luna, Courtney Koslow, Meredith Rothstein, Matt Collins, Deb Dixon, Melissa Moore, Julia Kusiak-Casey, Gwyneth Davis, Jennifer Miller, Carl Snyder, Ben Senecal, Meredith Jones, Aili Contini-Field, Ines Lee Santos, Kara Dodd, Brendon Buckland, Rami Bridge, Evan McAlear, Kerry Richmond, Leiran Biton, Kelly Pettit, Ryan Dunn, Megan Brady and Tara Murphy.

Catharine Ezra - First Grade Teacher at WHCIS, submitted her comment to be included in these minutes.

While I feel so lucky to work in such an amazing community of educators, our school has seen its better days and needs some major fixes. When it rains, there are often puddles in the stairwells with trashcans to try to contain the water and “caution” signs we have to tiptoe around so we do not slip. When it is particularly hot or humid out those same signs, line the stairwells because they are so slippery from the condensation. These same stairwells are often freezing in the winter and can get extremely hot in the spring.

Last year when the weather started to warm up, our building is so old that it takes awhile for the air conditioning to kick on and last year some of our classrooms reached temperatures of up to 95 degrees. It was awful to see my students red faced and out of breath simply sitting in their seats while multiple loud fans blew in my room to no success.

In my classroom alone I have seen multiple mice and last year while I was teaching a mouse got caught in a trap in my room. My students take pride in how clean they leave their classroom everyday and we even have a designated sweeper each day to clean up the crumbs yet somehow the mice still seem to show up every night.

Every day at Winter Hill, the students and staff show up and work their hardest in a building that is not up to the safety standards we deserve. I will leave you with a story of how the building's situation effects our students every day. This past week, one of our custodians was celebrated for becoming a citizen. When a fellow teacher was discussing his accomplishments with her class, she mentioned how we should be thankful for the custodians for all they do for us every day. This past week with the Nor’easter there was a lot of water coming in from the windows in the cafeteria where our students eat their lunch and when this student was saying why they were thankful for the custodians they said “he puts

buckets by the windows because if he didn't then we would all drown" this is just one example of how the building's conditions are effecting our students but also how they see that their school is simply unsafe most days. Thank you for your time.

IV. NEW BUSINESS – Item A Taken Out of Order

A. School Building Update

Mayor Ballantyne kicked off the agenda item with some remarks followed by an update from Rich Raiche pertaining to a Facilities Presentation that was previously shared with the PTA, which is included on the website and is linked below under attachments.

Dr. Curley then made some remarks from the SPS Administrative perspective, pertaining to the needs of the WHCIS and the Brown School, the lack of swing spaces in the event of an emergency and the MSBA process for the submission of the two Statements of Interest.

Comments/Questions:

Ms. Dion wondered why the feasibility study would take two years. Mr. Raiche clarified that time is also needed for design.

Ms. Barish asked if there is a Plan B if MSBA does not provide the funding. Mr. Raiche responded that this is part of the reason the Mayor calls for advocacy from all elected officials at all levels to MSBA.

Chair Green asked if the District has gotten a sense from MSBA if the recent work done to the Winter Hill through MSBA would affect approval for funding now. Mr. Raiche said this is part of the reason he advised against the statement of interest submission.

Dr. Phillips shared her frustration; she understands that everyone is working hard on this. She requested a clear plan in a presentation to School Committee, not an updated presentation that was meant for another body. She is looking for openness and transparency.

Mayor Ballantyne clarified that the plan was meant to be shared previously with the School Committee, Chair Green could not make the meeting, but the city has been working collaboratively.

Chair Green has now heard several times that the enrollment study is necessary for conditions. We have a building that is not meeting current needs; he brought the attention back to Dr. Curley's concern for swing space. We do not need a plan to start moving, he wondered why we can't do work simultaneously?

Ms. Pitone agreed with the concerns and wanted to back up a little, it sounds like there may be some capacity issues from the city but she thinks we truly should be considering MSBA and submitting the application. In addition, she has some issues with the type of collaboration with the city and believes School committee should be included in decision-making.

Mr. Raiche responded that he is happy to report to this committee, it is not a lack of wanting to be transparent or a lack of resources. The arrangement of his department with City Council is to present when funding is needed, but he is happy to report more frequently. They are pushing as fast as they can.

Chair Green then clarified some things School Committee wants:

- Permanent solution for School Buildings in less than a 5-year plan.
- Concrete commitment, not just on paper updates.
- To get started.

Ms. Barish wondered about swing space, which is not included in the presentation, she was curious to know if there is/are any building(s) that are feasible to be used as swing space.

Dr. Curley responded that the Cummings is not an option; if we were to lose a school today, we may need to move Edgerly staff remote, find a new place for the teen center and the Parks & Recreation Department, to then use the Edgerly Building in the event of an Emergency.

Mr. Reich added that the 1895 building could not currently be occupied; the Edgerly building may be the immediate option.

Chair Green wanted to highlight that we have previously cooperated with the city.

Ms. Barish wanted to make it clear that the only option is the Edgerly building, which is not acceptable. She requested that an alternative plan be developed and acted on as soon as possible, whether it be making 1895 occupiable or making the Cummings School accessible.

Mr. Reich commented that Emergency Recovery Plans are something that all districts do, almost no city district has a spare school, major operation changes to buildings, and using other spaces is the most reasonable.

Dr. Ackman requested that the City make city buildings available to schools for swing space.

Conversation ensued about the status of the Cummings building and swing space in the event of an emergency.

MOTION: There was a motion by Ms. Pitone requesting that the city put together an Emergency Recover Plan in the event of a catastrophe.

In addition, as a separate motion:

MOTION: There was a motion by Ms. Pitone to submit the MSBA application. Although she understands the time constraints.

Dr. Curley responded that it is doable but need to assess what makes the most sense. Mr. Raiche added that the city does not have the data to submit the application at this time.

Dr. Phillips feels that we would just do it to be doing something; she is more interested in doing whatever moves us forward. She has issues with the opaque plans, cannot hold anyone accountable that way.

Conversation ensued on what and how to fix specific plans and issues, looking at the problem in its totality.

Ms. Pitone understands that you can enter the MSBA process at any time; the sooner you submit, the sooner you get the help. Dr. Curley clarified that the MSBA process is done in phases.

Ms. Pitone then clarified the language to her intended motion.

MOTION: There as a motion by Ms. Pitone, seconded by Ms. Dion, to authorize the Superintendent to create the MSBA SOI application for submittal in spring 2023 to address the facility needs of students currently attending the Winter Hill Community Innovation School and the Brown School.

The motion was approved via roll call vote on a 6-1 vote, with Dr. Phillips voting against it.

This Item will be added to the next meeting.

The committee then took a 5-minute recess to allow members to thank the teachers who were present for Public Comment.

The meeting resumed at 9:57 p.m.

V. REPORT OF SUPERINTENDENT

A. District Report

- Winter Hill Community Innovation School - School Improvement Plan (Ms. Gosselin) **Tabled.**

Dr. Curley then read his district report.

Notes-Superintendent's Update: *School Committee Mtg – Monday, March 20, 2023*

We are entering Week 30 of the school year and looking forward to the much-awaited arrival of spring! We appreciate everyone's flexibility with the unpredictable winter weather this year. We are especially grateful for DPW's and other city departments' partnership in ensuring our schools and community were ready regardless of the weather conditions.

As we begin to wrap up this school year, we are also deep into summer planning and getting ready for the next school year. We hope you will join us when you can in celebrating the work of our students and staff at various events throughout the remainder of this school year. Please check our website calendar regularly for upcoming events.

Community Schools Registration: Grades 1 - 6

A quick reminder that registration for grades 1-6 in the Community Schools afterschool program is open and runs through March 31st. The registration link is available on our website at somerville.k12.ma.us/afterschool, and is also being shared on social media.

Pre-K and Kindergarten First Batch Assignments

Families who registered for Pre-K and Kindergarten by the February 24 deadline for the first batch assignments should expect to receive their school assignment notifications this week. Families with incoming students in Pre-K or Kindergarten who registered for the afterschool program will be notified about their afterschool placement shortly after school placement letters from the enrollment office have been sent out.

Robotics Team

Congratulations to the Somerville High School FIRST Robotics Team for an outstanding win this past weekend at the North Shore District North Shore Event. The Highlanders defeated the top-ranked Alliance in the Finals to secure their first-ever Blue Banner as a New England North Shore Event Champion. The team was chosen to participate in the 2nd ranked Alliance for the playoffs based on their exceptional autonomous code and defensive capabilities. SHS also won the coveted **Team Spirit Award** which "celebrates extraordinary enthusiasm and spirit through exceptional partnership and teamwork furthering the objectives of FIRST Robotics." Congratulations to new Lead Mentor and SHS Teacher Laura Peters, assistant mentors Michael Friedman and Jason Behrens, and the outstanding student members of the team for representing their team, their school, and their community so well.

Next up for the Highlanders (Team 6201) is a competition at Revere High School this coming weekend. Somerville community members are invited to stop by and cheer the team on. Opening ceremonies are 10:30am. The matches are from 11:00am to 7:00pm on Saturday, and 9:00am-3:00pm on Sunday. You can also watch the event from home via livestream at https://twitch.tv/netfirst_red.

Upcoming Half Days and School Holidays

We have two Half-day Wednesdays for students in grades PreK-8 coming up before April vacation - March 29th and April 12th. Pre-K students will be dismissed at 11:30 a.m. and K-8 students will be dismissed at noon on those days.

Friday, April 7th, is a school holiday. All schools and district offices will be closed.

April Vacation is April 17th through 21st, and includes Patriots Day on Monday, April 17th. All schools and district offices will be closed on Patriots Day. Schools will remain closed through April 21st. District offices will be open April 18th through the 21st.

Department Shout-Out

Tonight's shout-out is to our amazing Equity and Excellence team! Interim Director of Equity and Excellence Caeli Gallitano, district Equity Coach Heidi Given, and an amazing team of equity specialists at each of our schools support the critical work of ensuring that equity is at the core of our work across the district. They work closely with school and district leaders and educators on building culturally responsive practices that acknowledge the rich diversity of our students, and the assets that we each bring to our school communities. We are fortunate and thankful to have them on our team!

B. Personnel Report

He concluded his report by announcing two retirements listed on the personnel report.

Samaria C. Hashem Interim Principal at ESCS, retiring from SPS after 2 years of service.

Kathleen Hern 1st grade teacher at WSNS, retiring after 34 years of service.

VI. REPORTS OF SUBCOMMITTEES

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Dion, to approve all Subcommittees reports listed on the agenda. The motion was approved unanimously via voice vote.

A. School Committee Meeting for Rules Management: March 6, 2023 (Ms. Barish)

The March 6, 2023 meeting of the Rules Management Subcommittee was held in person at City Hall. Ellenor Barish, Sara Dion, and Sarah Phillips were present. Susana Hernandez Morgan and Liz Doncaster were also in attendance. There was one person in the audience.

There were six items on the agenda.

1. Approve February Minutes

Sara Dion moved to approve the minutes from the February meeting. Sarah Phillips seconded. The motion passed unanimously.

2. File LBC - Relations with Private Schools

Sarah Phillips explained that she had reintegrated the longer bullet list of things to consider when assessing a private school application per the legal advice discussed at the prior meeting. She then made a motion to pass the newly revised LBC out of Rules. Sara Dion seconded. The motion passed unanimously.

3. File JICA - Student Dress Code

Following student advocacy, the subcommittee agreed to modify the revisions to allow for the wearing of crop tops, using the language proposed by Dr. Hernandez Morgan at the previous meeting. **Sarah Phillips moved to pass JICA out of Rules with the revisions noted and the expanded definition of race. Sara Dion seconded. The motion passed unanimously.**

4. File JIC - Student Discipline

Dr. Phillips explained that she originally asked that this be put on the agenda in order to incorporate current district practices such as mediation and restorative justice. She had been referred by the Attorney General's office to Matt Cregor of the Mental Health Legal Guidance Committee, a statewide expert on exclusionary discipline, for guidance on this. He came back to her recommending extensive revisions in order to bring the policy into compliance with DESE guidance and current laws and regulations.

Ms. Doncaster shared a legal update from our own attorney, Paige Tobin as well as a training presentation and revised disciplinary notice templates the district has been using in order to ensure that the district is adhering to those laws, regulations, and DESE guidance. In short, she believes that district practice is closely aligned with the revisions recommended by Mr. Cregor. Dr. Phillips will ask Mr. Cregor to incorporate the district's commitment to Restorative Justice and will then ask Ms. Tobin for her feedback. The expanded definition of race will also be incorporated.

5. Policies requiring expanded definition of race

MASC recommends adding an expanded definition of race to the following files in our policy manual: AC, AC-R, GBA, GCF, JB, JIC, and JICA. Members of the subcommittee reviewed each of those policies to identify other potential revisions that might be made at the same time as the update for the expanded definition of race. Anticipating broader revisions for JIC and JICA, those policies were considered as separate agenda items.

Subcommittee members did not propose any additional revisions to AC or to AC-R.

In files GCF and GBA, subcommittee members noted the use of outdated or exclusionary language and incomplete lists of protected classes; they proposed related changes. Similar changes were proposed for file JB. Per the suggestion of Dr. Hernandez Morgan, subcommittee members agreed to incorporate the expanded definition of race into the body of each policy rather than using an asterisk as in the MASC model policies.

Sara Dion moved to pass the updated policies flagged in the MASC August newsletter out of Rules to the Full Committee with the recommendation to pass them. Sarah Phillips seconded. The motion passed unanimously.

6. File JIB - Student Involvement in Decision-Making

When School Committee members met with the Student Advisory Council in February, the students asked for more flexibility around attendance at Regular Meetings of the School Committee. Policy currently states that two students per semester will attend. Subcommittee members made revisions accordingly as well as clarifying that SAC members would

be invited to attend subcommittee meetings. **Sarah Phillips moved to pass the updated JIB out of Rules to the Full Committee. Sara Dion seconded the motion. The motion passed unanimously.**

With no further business, the meeting was adjourned at 6:24 pm.

Documents used: Disciplinary Notice Templates ENGLISH (NEW); Update on Discipline Law 37H3.4 Somerville; Infogram on 37H 3.4(b)(2); Somerville Discipline Policy Gregor Edits; DRAFT - Dress Code Policy Proposed Language Changes; Policy-Newsletter_8-4-2022_Rev(3); GBA - Equal Employment Opportunity; File_ AC-R - Procedures for Responding to Complaints of Discrimination, Harassment, or Retaliation; File_ AC - Non-Discrimination Policy Including Harassment and Retaliation; File_ JIC - Student Discipline; File_ JB - Equal Educational Opportunities; File_ GCF - Selection Process for Professional Positions; File_ JIB - Student Involvement in Decision-Making; February 2023 Rules Report; File_ LBC - Relations with Non-Public Schools other Schools and School Districts.

B. School Committee Meeting for Educational Programs and Instruction: March 8, 2023 (Dr. Ackman)
Meeting called to order at 4:00 pm.

Committee members in attendance:

- Emily Ackman, Sara Dion and Laura Pitone joined at 4:10.

Additional attendees who presented:

- Jessica Boston Davis, Uri Harel and Courtney Gosselin.

There were two audience members:

- Bradley Taylor and Emily Hickey.

Elementary Math Selection Committee Update

Uri started by referencing the [memorandum shared on February 26, 2023](#).

Math curricula reviewed by the subcommittee so far:

- Pearson Envisions
- Illustrative math from K-5

Math curricula to be reviewed by the subcommittee:

- Reveal Math
- Bridges

Oral language is a part of the curriculum as is community building and support for families (including MLE families) to learn along with students. Rollout timeline needs to be considered in addition to other curricula, as well as expense.

Questions:

Pitone: What are you looking for with vertical integration

Harel: We are paying attention to that. We have learned the hard way about presumptions baked into curricula. We had the subcommittee look at which skills are taught at which grades and with mobility there is a seamless integration for kids.

Pitone: Follow up – what about the high school?

Harel: We have had high school teachers talk with middle-grade teachers and create a short assessment for 8th grade teachers to give to students. Thanks to PD, I think that students are getting more of a similar experience across the district than they have previously but there is a way to go.

Dr. Davis: reinforced what Mr. Harel said

Dion: I would like to hear about the evaluations of the curricula went so far.

Gosselin: subcommittee members have a rating sheet (Ms. Gosselin shared details of ratings so far)

Harel: so far we're shocked with how poor the EL supports are in a lot of the curricula

Dr. Ackman: is financial literacy included?

Harel: We're looking at it from the discourse section. There's some that have the 6th-8th grades.

Coaches created extensions for every unit once they have shown mastery. Financial literacy is built into those pieces.

Dr. Ackman: Was the subcommittee invitation extended to caregivers?

Harel: we did extensive survey of caregivers. Thoughts from that survey are in the forefront of this work. I have been doing meetings with families to make sure that survey outcomes hold true, they mostly do except pandemic learning loss.

Dr. Davis: Speaking more generally – whichever year curriculum is reviewed, the team will participate with a structure in the community, e.g. school site council, before publishing revisions. Curriculum engagement nights might be a good opportunity to get feedback from families.

Dion: After you review the 4 curricula, what's the next step?

Gosselin: Once we decide curriculum has met our criteria, we will forward it to the Ed Programs subcommittee & Dr. Boston Davis. We will think about roll-out.

Harel: We might not have a clear answer. We might share which is best with regard to various lenses and different options for moving forward.

Dion: Will teachers pilot multiple options?

Harel: subcommittee members will be given the opportunity to pilot pieces.

Pitone: I was looking at curriculum guides on the district's website. Keeping in mind curriculum cycles, can information about that be put on the website?

Has that national temperature on curriculum impacted your work?

Harel: I thought it was more vicious years ago. The only reason this political climate influences is that it makes people a bit more nervous because some curricula have been vilified. This subcommittee is very focused on how curricula looks like good quality math instruction *with children*.

Gosselin: I feel that the committee has been student-focused in this work. I don't think it's interfering with the work of the subcommittee.

Harel: Family workshops really help with this. What does it look like to make a mistake and learn from that mistake. We are going to have to communicate a lot.

Dr. Ackman: If you can make videos that go on YouTube for parents to learn about the math their kids are learning, I have seen from my day job, that works wonders for parents.

Gosselin: Yes, when parents can learn in the same way their students are learning, we have found that it really helps them understand.

Pitone: What is the plan for Ed Programs for the rest of the academic year?

Dr. Ackman: I will present that at the next subcommittee meeting.

Dr. Ackman thanked everyone and adjourned the meeting at 4:57 pm.

VII. NEW BUSINESS

B. Interim Director of Special Education Appointment

Dr. Curley requested a motion to appoint Will Verbits as Interim Director of Special Education.

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Pitone, to authorize Dr. Curley to enter into contract negotiations with Will Verbits as the Interim Director of Special Education.

The motion was approved unanimously via voice vote.

C. Somerville Public Schools Policy Manual

The Following policy was presented for a first reading:

- FILE JICA: Student Dress Code

Ms. Barish framed policy FILE JICA: Student Dress Code, with some opening remarks, the policy was then tabled until the next meeting.

JICA - STUDENT DRESS CODE

The responsibility for the **personal attire, hairstyle, jewelry, and personal items (e.g. backpacks and bookbags) and appearance** of the students will rest with individual students and **their parents or guardians, unless a specific school dress code has been voted on and adopted by the school community, in which case student attire will be in accordance with the dress code adopted.** Students are permitted to dress in compliance with this dress code in a manner consistent with **their gender identity.**

~~They have the right to determine how the student will dress providing that attire is not destructive to school property, complies with requirements for health and safety, and does not cause disorder or disruption. The administration is authorized to take action in instances where individual dress does not meet the stated requirements.~~

Schools are responsible for ensuring that student attire, hairstyle, jewelry, and personal items do not interfere with the health or safety of any student and do not contribute to a hostile or intimidating environment for any student.

~~This does not mean that~~ Student, faculty, or parent groups may not recommend appropriate dress for school or special occasions, ~~It means that~~ However, students will not be prevented from attending school or a school function, or otherwise be discriminated against, so long as their attire and appearance meet the requirements set forth above.

Core Values

As a teaching and learning community that values diversity, we believe:

- Students should be able to dress for school and style their hair for school in a manner that expresses their individuality without fear of unnecessary discipline or body shaming.
- All students have the right to be treated with dignity and respect. The enforcement of our dress code policy will not create disparities, reinforce or increase the marginalization of any group, nor will it be more strictly enforced against students because of racial identity (*race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles), ethnicity, gender identity, gender expression, gender nonconformity, sexual orientation, cultural or religious identity, household income, body size/type, or body maturity.
- Students and staff are responsible for managing their personal distractions.
- Opportunities for growth and learning shall be the driving force behind efforts to address non-compliance with this policy.
- Every effort should be made to support students and minimize loss of time on learning, including having clothing items available for loan as needed.

Universal Dress Code

Students may not come to school shirtless, pantless, shoeless, or visibly displaying their underwear. Students must wear the following and not face unnecessary barriers to school attendance if they are in compliance, so long as their attire does not interfere with the health or safety of any students or contribute to a hostile or intimidating environment for any student, as noted above.

- Top that covers the majority of the torso and does not expose private parts. Appropriate tops include but are not limited to a shirt, blouse, sweater, sweatshirt, tank.
- Bottom that does not expose private parts or undergarments. Appropriate bottom clothing items include pants, shorts, skirt, dress.
- Footwear.

Students are expected to follow all school rules with respect to wearing any protective clothing, footwear, safety glasses or other protective or safety equipment that may be required for participation in specialized programs. Additionally, this policy allows for reasonable variation in required student attire for participation in activities such as swimming.

Students may not wear clothing, jewelry, or personal items that:

- Are pornographic, contain threats or vulgar language, or promote illegal or violent conduct such as the unlawful use of weapons, drugs, alcohol, tobacco, or drug paraphernalia;
- Demonstrate hate group association/affiliation and/or use hate speech targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or other protected groups;
- Intentionally show private parts (nipples, genitals, buttocks) or undergarments (with the exception of bra straps). Clothing must completely cover private parts in solid, non-sheer material;
- Cover the student's face to the extent that the student is not identifiable (except clothing/headgear worn for a religious or medical purpose); or
- Demonstrate gang association/affiliation.

Attire worn in observance of a student's religion is not subject to this policy.

Clothing that displays profanity or other vulgarities create an intimidating and/or hostile environment and disrupt the learning environment, and are not permitted.

Policy Enforcement

Principals are required to ensure that all staff are aware of and understand the core values and associated guidelines of this policy.

Conversations about student apparel should be facilitated where both parties have an equal voice. Such conversations should not occur in front of a class or other students.

Staff will use reasonable efforts to limit disciplining or removing students from class as a consequence of wearing attire in violation of this policy unless the attire creates a substantial disruption to the educational environment, poses a hazard to the health or safety of others, or factors into a student behavior rule violation such as malicious harassment or the prohibition on harassment, intimidation, and bullying. Further, no student shall be referred to as "a distraction" due to their appearance or attire.

Typical consequences for a violation of this policy may include parent/guardian contact or conference and the directive to cover, change, or remove the non-complying attire. A student may be instructed to leave their classroom briefly to change clothes, and every effort shall be made to have clothing items available for loan at the school. The Principal or their designee will notify a student's parent/guardian of the school's response to violations of the student dress code policy. Refusal to abide by this policy and/or repeat violations could result in progressive discipline.

Adopted: June 1996

Revised: March 1998

Legal References: Dress and appearance of students protected [[M.G.L. c. 30. §83](#)] *[Acts of 2022, Chapter 117](#)

D. SHORE Educational Collaborative Report (Dr. Ackman) – Tabled.

E. Resolution in Support of the Somerville/Cambridge Sister City Delegation to San Jose Las Flores, El Salvador

WHEREAS, the Somerville Public Schools values the exceptional partnerships that connect our students to communities around the world and that expand our knowledge of the beautiful diverse cultures that make up our own community; and

WHEREAS, the Somerville Public Schools is committed to supporting efforts that expand our impact as educators and caring human beings; and

WHEREAS, the city of Somerville is home to many Salvadoran families who enrich our community; and

WHEREAS, Somerville's status as a Sanctuary City and Somerville Public Schools' efforts to maintain a strong Educators for Sanctuary Schools demonstrates our commitment to recognizing and honoring our global community and serves as a foundation for a strong Sister City relationship; and

WHEREAS, members of the Somerville Public Schools and the Somerville community have joined the long-standing efforts based in Cambridge to expand the Sister City Delegation to San Jose Las Flores, El Salvador; and

WHEREAS, the San Jose Las Flores community has demonstrated incredible resilience and commitment to rebuilding and strengthening its community, becoming the first community in El Salvador to re-establish itself after massive military attacks in the early 1980's through exceptional community organization efforts; and

WHEREAS, San Jose Las Flores serves as a model community in which the needs of all are the centerpiece of the village and where all rural residents have education, health care, housing, and a say in political and economic matters; and

WHEREAS, San Jose Las Flores continues to collectively and creatively address environmental and social challenges that may threaten their sense of community; and

WHEREAS, San Jose Las Flores serves as the center for the region in the development of popular education and community-based teaching and learning with the message of peace at the core; and

WHEREAS, our “sistering” across cities with San Jose Las Flores will contribute to more shared work for solidarity abroad and community justice at home;

THEREFORE, let it be resolved that the Somerville School Committee proudly supports the Somerville Sister City delegation to San Jose Las Flores, El Salvador and deeply appreciates the sister cities’ collective commitment to strengthening our global connections and building communities that honor and center the strengths of our wonderfully diverse members.

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Dion, to approve the Resolution in Support of the Somerville/Cambridge sister City Delegation to San Jose Las Flores, El Salvador

Ms. Pitone requested that the links, if any, be added to the school website along with the Resolution.

The motion was approved unanimously via voice vote.

F. School Committee Spring Office Hours

Chair Green asked Ms. Dion to coordinate the Spring Office Hours in coordination with the superintendent search time line for feedback from constituents.

G. Field Trips (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman, Seconded by Ms. Dion to approve Field trips listed below:

April 4, 2023 to April 8, 2023

Twenty two Students from SHS Robotics will travel to the Eastern State Exposition in Springfield MA. Travel via SHS mini bus, student cost \$0.

April 19, 2023 to April 22, 2023

Twenty two Students from SHS Robotics will travel to the Brown Convention Center in Houston, Texas for the International Robotics Competition. Travel via plane and public transit, student cost \$0.

May 30, 2023 to June 1, 2023

Thirty Eight 8th grade students from West Somerville Neighborhood School will travel to Washington DC. Travel via Motor Coach Transportation, student cost \$360.

The motion was approved unanimously via voice vote.

H. Donations (Recommended action: approval)

The Superintendent recommends the acceptance, with gratitude, of the following donations:

Donation	Donor	City, State	Value	Programs Donated to
Ukulele	Elena Ioannisyman	Somerville, MA	\$48	Kennedy School Music Program
Ukulele	Ekaterina Smirnova	Somerville, MA	\$50	Kennedy School Music Program
Ukulele	Molly Omura	Somerville, MA	\$48	Kennedy School Music Program

Motion: There was a motion by Dr. Ackman, seconded by Ms. Barish, to accept, with gratitude the donations listed above. The motion was approved unanimously via voice vote.

VIII. ITEMS FROM BOARD MEMBERS

Ms. Pitone thanked the screening committee and reminded everyone that finalist would be announced this Wednesday, March 22, 2023.

IX. CONDOLENCES

The Somerville School Committee extends its deepest condolences to the families of:

Burton Stern, father of Cynthia Stern, Reading Specialist at East Somerville Community School.

Deborah A. Pacino, Retired 4th grade Teacher at the Albert F. Argenziano School and former 6th Grade Teacher at the East Somerville Community School

X. ADJOURNMENT

The meeting adjourned at 10:11p.m.

Related documents:

Agenda

[School Building Update](#)

[City of Somerville 5 year CIP](#)

Personnel Report

Submitted by: E. Garcia

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – MARCH 20, 2023 – 7:00 P.M.**

Pursuant to Chapter 20 of the Acts of 2023, this meeting of the School Committee will be conducted via hybrid participation.

We will post an audio recording, audio-video recording, transcript, or other comprehensive record of these proceedings as soon as possible after the meeting on the City of Somerville website and local cable access government channels.

To **watch** this Regular School Committee meeting live from home please visit the following link and choose **GovTV**:
<https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

To **listen** live to the simultaneous interpretation of this meeting in **Spanish, Portuguese or Haitian Creole**, or to participate in Public Comment, please join this **Zoom Webinar** and choose your desired language by clicking the **interpretation globe on the Zoom**:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQsp0155ClS0XOKcunug

Meeting ID: 847 5813 4927

Password: SP55C23

Somerville Public Schools - School Committee Goals 2023 - 2025

In order to address the root causes of systemic inequity in our schools, the Somerville School Committee and SPS commit to the following goals, knowing that these can only be achieved through ensuring meaningful partnerships with Somerville families, district staff, city government, and community partners. Our goals attempt to address deep-rooted systemic barriers that have prevented us from achieving our district vision of equity and excellence and ensure that all students, regardless of race or ethnicity, have the supports and resources they need to achieve educational success in our district now and in the future.

1. Whole Child Teaching and Learning... we will:

- prepare students to demonstrate strong literacy and mathematics foundation by grade 3, grade 6, and grade 10
- provide all students with integrated classroom lessons from a high quality social-emotional learning curriculum that helps students value and develop their ability to build relationships with other students, to be **self-aware** and socially aware, to self regulate, and to make responsible decisions
- expand access to real-world learning experiences through students' participation in Early College, Advanced Placement courses, CTE, and/or other learning experiences that help students build critical 21st century skills, meeting with their college and career counselor in their junior and senior year, and students graduating with a defined post-secondary plan.

2. Equitable Access to Programming... we will conduct a district enrollment study to understand the prospective future population of the district and create and begin implementing a strategy for school building development, school assignment, and programming that aligns with the district's equity policy, and which is based on results of the enrollment study and the projected 10+ year plan for school facilities.

3. Workforce Diversity... we will increase the percentage of support staff of color, teachers and counselors of color, and administrators of color by 6% per group compared to SY22 rates through evaluating and strengthening all elements of our personnel system – recruitment, processes, training, retention, development, advancement, and staff data collection systems on which we base and measure our improvement efforts.

4. Equitable Resource Allocation... we will design, evaluate, and partially or fully implement student-based budgeting by 2025, or identify alternative mechanisms to more equitably allocate district resources.

ORDER OF BUSINESS

I. CALL TO ORDER

Call to order with a moment of silence and a salute to the flag of the United States of America.

II. SCHOOL COMMITTEE STUDENT ADVISORY COMMITTEE REPRESENTATIVES

III. PUBLIC COMMENT – In person or via Zoom

To participate in Public Comment remotely please use the following Zoom link:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQsp0155ClS0XOKcunug

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IV. REPORT OF SUPERINTENDENT

A. District Report

- Winter Hill Community Innovation School - School Improvement Plan (Ms. Gosselin)

V. Report of Subcommittees

A. School Committee Meeting for Rules Management: March 6, 2023 (Ms. Barish)

MOTION: To accept the report of the School Committee Meeting for Rules Management of March 6, 2023.

B. School Committee Meeting for Educational Programs and Instruction: March 8, 2023 (Dr. Ackman)

MOTION: To accept the report of the School Committee Meeting for Educational Programs and Instruction of March 8, 2023.

VI. NEW BUSINESS

A. School Buildings Update

B. Interim Director of Special Education Appointment

C. Somerville Public Schools Policy Manual

The following policy is being presented this evening for a first reading:

- File JICA: Student Dress Code

D. SHORE Educational Collaborative Report (Dr. Ackman)

E. Field Trips (Recommended action: approval)

April 4, 2023 to April 8, 2023

Twenty two Students from SHS Robotics will travel to the Eastern State Exposition in Springfield MA. Travel via SHS mini bus, student cost \$0.

April 19, 2023 to April 22, 2023

Twenty two Students from SHS Robotics will travel to the Brown Convention Center in Houston, Texas for the International Robotics Competition. Travel via plane and public transit, student cost \$0.

May 30, 2023 to June 1, 2023

Thirty Eight 8th grade students from West Somerville Neighborhood School will travel to Washington DC. Travel via Motor Coach Transportation, student cost \$360.

F. Donations (Recommended action: approval)

The Superintendent recommends acceptance, with gratitude, of the following donations:

Donation	Donor	City, State	Value	Programs Donated to
Ukulele	Elena Ioannisyian	Somerville, MA	\$48	Kennedy School Music Program
Ukulele	Ekaterina Smirnova	Somerville, MA	\$50	Kennedy School Music Program
Ukulele	Molly Omura	Somerville, MA	\$48	Kennedy School Music Program

VII. ITEMS FROM BOARD MEMBERS

VIII. CONDOLENCES

IX. ADJOURNMENT

The items listed are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law

For Simultaneous Interpretation in Spanish, Portuguese and Haitian Creole See below:**Español - Para Interpretación**

Para **ver** la Reunión Regular del Comité Escolar el 27 de Febrero a las 7:00, en vivo desde casa, visite el siguiente enlace y elija **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **escuchar en vivo la interpretación simultánea de la Reunión Regular en español, portugués o criollo haitiano**, únase a este Zoom y elija el idioma que desee haciendo clic al globo de interpretación:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSCIsQXOKcunug

Identificación de la reunión: 847 5813 4927

Contraseña: SPSSC23

Português - Para Interpretação

Para **assistir** à Reunião Regular do Comitê Escolar 27 de fevereiro às 7:00, ao vivo de casa, visite o seguinte link e selecione **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Para **ouvir ao vivo a tradução simultânea da Assembleia Ordinária em espanhol, português ou crioulo haitiano**, entre neste Zoom e escolha o idioma desejado clicando no balão de interpretação:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSCIsQXOKcunug

ID da reunião: 847 5813 4927

Senha: SPSSC23

Kreyòl ayisyen - Pou entèpretasyon

Pou **gade** reyinyon regilye Komite Lekòl la 27 fevriye a 7:00, an dirèk nan kay la, vizite lyen sa a epi chwazi **GovTV**: <https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

Pou **w tande entèpretasyon similtane Reyinyon Regilye a an panyòl, pòtigè oswa kreyòl ayisyen an**, rantre nan Zoom sa a epi chwazi lang ou vle a lè w klike sou balon entèpretasyon an:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSCIsQXOKcunug

Reyinyon ID: 847 5813 4927

Modpas: SPSSC23



Somerville Public Schools
Education • Inspiration • Excellence

PERSONNEL REPORT
2022-2023 School Year
March 2023

RESIGNATION FOR PURPOSE OF RETIREMENT:				
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	YEARS OF SERVICE
WHCIS	Grade 2 Teacher	Maureen Cronin	07/31/22	26 years
ESCS	Grade 5 UNIDOS	Fernando Cantillo	10/11/22	9 years
Central Office/SFLC	Director of SFLC	Nomi Davidson	02/01/23	31 years
SHS/CTE	Business Teacher - CTE	Debra Allen	06/30/23	25 years
Food Services	FT Utility Aide	William Brown	01/11/23	20 years
FC/NW/SHS	School Nurse	William Bingay	06/30/23	25 years
WSNS	Senior Clerk	Dignora Diaz	03/01/23	26 years
ESCS	Interim Principal	Samaria C. Hashem	06/30/23	2 years
WSNS	Teacher- Grade 1	Kathleen Hern	06/30/23	34 Years

RESIGNATION NOTICES:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
ESCS/Comm Schools	PT Lead Teacher (continue as a paraprofessional)	Sara Ali	02/13/23
HLY/Comm Schools	PT Lead Teacher (continue as a paraprofessional)	Eugenio Paulino Suazo	02/17/23
SFLC	Home Visitor	Elda Mendoza	02/24/23
SHS	ELA Teacher	Joanne Kim	02/21/23
WHCIS/Comm Schools	High School Helper	Mohammed Miahjee	02/08/23
WSNS	Grade 7/8 ELA Teacher	Brittany Burke	02/14/23
Capuano/SPED	AIM Paraprofessional(208 days)	Michael Buck	03/10/23
Food Service	Intermittent Lunch Attendant	Shahara Butler	02/27/23
Capuano/SPED	SPED K1 AIM Paraprofessional (Prov.208)	Kathleen Heal	03/07/23
SHS/Athletics	Ultimate Frisbee Coach	Kathryn Peake	01/11/23

ASSIGNMENT ENDED:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
Food Services	PT Cafeteria Helper	Devi Khanal	02/17/23

LEAVES OF ABSENCES:			
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES
AFAS	ESL Specialist	Janice Fahey Flynn	03/10/23-03/31/23

CAP	Early Childhood Instructional Coach	Valerie Giltinan	03/29/23-04/14/23
KEN	SPED SEEK Paraprofessional	Peter George	02/27/23-05/26/23
SHS	School Nurse	Theresa Emens	02/27/23-03/06/23
SCALE	English Teacher	Joanne Kim	01/19/23-02/17/23
WSNS	ELA Teacher	Alison Kase	01/26/23-05/31/23 - Revised

INTRA-DISTRICT PERSONNEL TRANSACTIONS					
SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE DATE
WSNS/Comm Schools	FT Lead Teacher	Henry Duarte	Transfer from HLY to WSNS	Noelle Decroteau	02/13/23
Healey	Grade 8 ELA Teacher	William Cole	Assignment Extended	Chris Mitchell	03/20/23

NEW HIRES					
SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
District Wide	Intermittent Cafeteria Helper	Roxana Arbaiza	New	No/No	03/06/23
ESCS/EI Sistema	Cello Teaching Artist	Margaret Mardsen	Allen Maracle	No/No	3/21/23
WHCIS	Grade 3 Teacher-Provisional(March-June)	Samantha Jensen	Holly Robert	No/No	03/09/23
SHS	Long-Term Substitute Teacher(Prov.)	Jack Beimler	Joanne Kim	No/No	03/14/23
SHS	SAT & AP Exam Proctor	Arbens Lesy	NA	No/No	04/01/23
District Wide	Intermittent Substitute Teacher	Emma Svagdis	NA	No/No	03/08/23
District Wide	Intermittent Cafeteria Helper	Karen Scott	New	No/No	03/06/23
ESCS/EI Sistema	Cello Teaching Artist	Rosalyn Taylor	Minjin Chung	No/No	03/13/23
District Wide	Intermittent Substitute Teacher	Jax Cunningham	NA	No/No	03/06/23
District Wide	Intermittent Substitute Teacher	Ben Kauffman	NA	No/No	3/15/23
District Wide	Intermittent Substitute Teacher	Jacob DiMartino	NA	No/No	03/01/23
SHS	Senior Clerk-Floater/School Year	Denise Capotosto	NA	No/No	03/06/23
District Wide	School Nurse (Substitut)	Karen Johnson	NA	No/No	03/06/23
Kennedy	Principal	Steven Marshall	Steven Marshall	No/No	07/01/23
Central Office	Assistant Superintendent of Operations	Chad Mazza	Chad Mazza	No/No	07/01/23
Central Office	Temp. Principal Clerk1-MLE Department	Fernanda Camacho	Erika Martinez/Indianara Bruno	Yes/Yes	02/28/23
District Wide	SPED BCBA (Provisional)	Andrew Grimminck	Sarah D'Ambrosio	No/No	03/14/23
Capuano ECC	SPED AIM Paraprofessional(Prov.-208 days)	Syeda Akhter	Allyson Caprigno	No/No	03/13/23
SCALE	PT ELL Level 3 Teacher	Ciara Jerez	Rosemary Previte	No/No	03/20/23
SCALE	Senior Clerk	Yvena Montes	Stephanie Santiago	No/No	03/27/23