

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, August 26, 2024 - Regular Meeting

7:00 p.m. – City Hall Chambers

Members present: Ms. Barish, Mr. Green, Mr. Biton, Ms. Pitone, Dr. Ackman, Dr. Phillips and Ms. Krepchin

Members Absent: Mayor Ballantyne, President Ewen-Campen

I. CALL TO ORDER

The meeting was called to order at 7:00p.m. with a moment of silence, followed by a salute to the flag of the United States of America. Chair Krepchin asked Superintendent Carmona to call the roll, results of which were as follows: PRESENT – 7 – Ms. Barish, Mr. Green, Mr. Biton, Ms. Pitone, Dr. Ackman, Dr. Phillips and Ms. Krepchin ABSENT – 2 - Mayor Ballantyne, President Ewen-Campen.

Chair Krepchin asked interpreters to introduce themselves:

Vivian O'Toole - Spanish

Telma Leitao- Portuguese

Gina Miranda- Haitian Creole

II. APPROVAL OF MINUTES

- **June 10, 2024**
- **June 17, 2024**

MOTION: There was a motion by Dr. Ackman seconded by Ms. Pitone to approve the minutes from June 10, 2024 and June 17, 2024.

The motion was approved unanimously.

III. PUBLIC COMMENT

Chair Krepchin stated that no one had signed up for public comment.

IV. REPORT OF SUPERINTENDENT

A. District Report

- **Summer Update – Dr. Carmona**

Dr. Carmona began his report stating his hope that as summer draws to a close, we all find ourselves restored, re-energized and ready for another exciting and fulfilling school year. Here in the district, we have taken advantage of the quieter time of year to regroup and plan for the upcoming year. As you know, we are in the midst of implementation of new academic and social-emotional curriculum, we are nearing the end of the Eligibility Phase of the MSBA school building process, we are preparing to welcome new educators into our district and, of course, we are eager to welcome students and staff back to our buildings in just a few days.

With this in mind, I want to share with you a snapshot of some of the critical plans we are advancing and the work that our SPS team engaged in over the summer.

First, I want to extend a heartfelt thank you to our SPS staff and community partners who provided summer enrichment experiences for more than 1,500 students in our district. Across our own district-sponsored programs, the total summer enrollment this year was **1,480 students** across multiple, varied programs:

- SPELL (elementary and high school)
- Summer of YES (managed and staffed by Right Brain curriculum (per Jene Riley)
- Middle School Robotics
- SHS Summer School, Summer Success (rising 9th graders)
- Next Wave /Full Circle Summer Program
- Middle Grades CTE Summer Program, Pre-Apprentice Program

- Summer Music Program
- Adventure Summer Camp
- Calculus Project
- Summer Explore (Kindergarten)
- ESY-ECIP, AIM, ESY, SKIP/SHIP, Life Skills, Transition Program, HS ASD, AIM, ESY-Walk-in-Services
- Summer School (elementary grades), Hill Literacy Somersession

Additionally, we successfully partnered with nine local nonprofits that provided valuable programming to Somerville students and the community:

- Somerville YMCA
- Breakthrough Greater Boston
- BAM and WOW
- The HONK Music Program
- Pre-Apprentice Program (MassHire)
- Somerville Parks and Recreation
- Junior Police Academy
- Summer Arts Program
- GirlStart

We are very fortunate to have such a wide range of opportunities for our students. And yet, I know that there are still gaps that exist in terms of the demand vs. available spots. We continue to research and explore options and opportunities to best meet the needs of our families.

Our OST team and program leaders are preparing a detailed report on these programs for one of the September School Committee meetings, so please stay tuned for more details.

- School Readiness Events – Dr. Carmona

Over the last two weeks we held a number of kickoff meetings, professional development series, and our very first districtwide Get Ready for School Fair. It has been a whirlwind of activity and I am so inspired by the ideas, actions, and collaborative spirit that came out of these sessions.

Dr. Carmona extended his sincere thanks to members of our Executive Team - Dr. Boston Davis, Chief Personnel Officer Karen Woods, Chief of Staff and Strategy Amara Anosike, and the entire team - for organizing the sessions.

- Get Ready for School Fair Recap

Last week we hosted our inaugural "Get Ready for School" Fair, which was a huge success. Organized by our amazing SFLC team, the event included representation from every one of our schools and SPS departments, activities and giveaways for kids, frozen treats provided by SomerPromise, and much more.

We had more than 1,200 attendees - not counting young toddlers and babies. This was our very first time hosting such an event that showcased our entire district and I can safely say that given the attendance rate and initial feedback, this will become an annual event. Thank you to everyone who made the event a huge success.

In addition to this great event, as I said we hosted a number of staff meetings and trainings that helped set the tone for the upcoming school year. I'm going to pass the mic to Dr. Boston Davis for a recap of these sessions.

- Opening Weeks Trainings and Meetings – Dr. Boston-Davis

Beginning on August 14th, we held a number of annual kickoff meetings with administrators and educators. Over the last two weeks, we:

- Welcomed 80 new educators and 8 new administrators at New Educator Orientation
- Met over the course of two days with all of our principals
- Met over the course of two days with our Academic and Operational administrators
- And, this week, we will host our second annual Districtwide Convocation, bringing together educators, staff, and administrators from every SPS site to kick off a new school year.

Our theme for this school year is "shared responsibility.," and our focus in our kickoff meetings was re-energizing our teams to share in our commitment to our students' academic excellence and well-being.

We are of course wrapping all of our plans around both the upcoming Strategic Plan and school's individual School Improvement Plans to closely align our work with ongoing efforts across the district.

- First Day of School

We are incredibly excited to welcome our grade 1-12 students back this Wednesday, and PK and K students next week. Our team will be out at all of the schools over the next few weeks to welcome our school communities back and help everyone readjust to a new year of teaching and learning.

I'd like to ask Chief of Staff and Strategy, Amara Anosike, to provide some more detail on how we worked with the City's DPW to prepare our school buildings for this school year, and how she will coordinate closely with the City moving forward.

Dr. Carmona asked Amara Anosike to speak in regard to building readiness, transportation and Kitchen production, Ms. Anosike provided the following information

- Building Readiness

Thanks to our City's DPW and IAM teams, all of our buildings are ready and waiting to welcome everyone. Still, we continue to collaborate closely with the DPW, IAM and other teams in the City. For instance, we will be meeting monthly with each principal to track ongoing and longer term building requests. We will continue to share this data with you regularly. Also, the City is working on a school readiness report, outlining all of their incredible efforts to get our buildings ready for the school year. Their report will be ready by the next school Committee meeting.

In the meantime I can share brief project updates to T-up their report.

- Winter Hill @ Edgerly Update

At Winter Hill at Edgerly, renovations were completed and we are excited to be able to house all of the Winter Hill classrooms, including PK and K, at the Edgerly this year. We are grateful to the Winter Hill staff for enduring another summer of relocation and renovation, and especially to the teachers and staff who graciously accommodated classroom moves to allow for PK and K to join the rest of the grades at Edgerly.

In addition to the classroom renovations, we also added an accessible ramp from the Otis St. play lot into the building, and conducted exterior work to address water intrusion.

- Transportation

As you know, this summer we also worked hard to address transportation needs for Winter Hill families. I am happy to share an update that we have connected with all families who were identified as needing bus transportation, and we are able to accommodate all families who accepted a spot from that list. We will be utilizing one existing MLE bus as well as contracting with MUN Transportation to provide two additional smaller vans to accommodate the remaining students. Transportation will begin as of the first day of school.

Production Kitchen

Finally, I want to provide a brief update on the district's production kitchen. As you know, this kitchen had previously been housed at Sycamore St. and has not been in operation since the building closure in June 2023. Over the last school year we were able to identify the Argenziano to serve as the new production kitchen. However, due to several factors with construction schedule and supply chain constraints, the production kitchen will not be complete until January.

This means that our Food and Nutrition Services Department will continue to face constraints in their normal operations, and will have to eliminate some healthier, scratch-cooked meals from their menu this semester. This is of course not the update we wanted to provide, and we continue to work with the City to find any and all opportunities to expedite this project.

In positive news, last week the City Council approved funds to move forward with the project. As the City prepares the School Readiness report, we will be able to share further updates.

Dr. Carmona continue his district report

MSBA

We continue to experience forward momentum for the Winter Hill and potentially the Brown school building project. Over the summer we worked with the City to ensure that we have everything in place for success.

- Two major milestones remain in the MSBA Eligibility phase:
 - The Capital maintenance questionnaire is due August 30.
 - City Council vote to authorize funding for feasibility study - by end of November
 - We are on track for both and expect to complete the Eligibility Phase before our November deadline.
- Also, to support transparency into the process, the City has launched a project website at sommervillema.gov/msba. This website was created with significant input from and collaboration with our SPS Communications team.

Strategic Plan

I am excited to provide an update on the SPS Strategic Plan - which has been a truly collaborative effort across teams and communities and will develop a clear vision for our district.

- As a quick reminder, we conducted:
 - 42 focus group discussions
 - Several root cause analysis sessions
 - Numerous strategy meetings
 - And received extensive feedback on implementation strategy, key measures, targets and feasibility.
- In April, we presented initially Entry plan findings before this Committee and received overwhelmingly positive and constructive feedback.
- This summer we completed a near final draft of the strategic plan with extensive input from various stakeholders. We also contracted with a graphic designer who is in the process of bringing the plan to life.
- We will be presenting the plan to you for your review at the next school committee meeting.
- We are incredibly proud of the Strategic Plan process that has taken place thus far, and we are confident that it will lay a solid foundation for a cohesive strategy for the District in the next 3-5 years.

QUESTIONS/COMMENTS

Discussion ensued. Mr. Biton was grateful that the Winter Hill community was reunited under one roof. In response to his question on why high school students are disallowed from practice on the new football field, Dr. Carmona stated that upon learning that football equipment would damage the field turf, the athletic director reached out to the manufacturers of the turf and equipment and found that the equipment is in fact designed for the turf and is under warranty.

Dr. Carmona reached out to the Mayor and the DPW in order to resolve the problem and is awaiting a decision. Football practice activity is in fact necessary for students to learn safe tackling activity, and inability to practice in fact puts students at risk for possible injury. While the Dillboy field is under construction, there is an auxiliary field next to the stadium that may be used for practice and games. It was suggested that this is a matter for the joint facilities committee to work out.

Ms. Barish and Mr. Green noted the success of the school readiness events attended by a very diverse turnout in age, ethnicity and language.

In response to Ms. Pitone's question on the timeline of the construction advisory committee to determine the future of the Winter Hill and Brown schools, Ms. Anosike stated that the initial deadline in July was extended so that the

consultant could do additional work to include as many inclusive voices as possible. Twenty applications were initially submitted and will be identified as either from families or educators. Mr. Green has been chosen as the Committee's representative.

Mr. Green noted that, insofar as the advisory group was supposed to have been formed last summer and fifteen months have been lost, he said this was an example of the "City's lack of urgency shining through."

Mr. Richard Raiche, the City's Director of Infrastructure and Assets, appeared in person before the Committee after a failed Zoom connection.

Mr. Green noted that, while the project was to be undertaken over the summer, the City delayed in authorizing the move of funding of the project until the last week in August. Mr. Raiche responded that the delay was not due to funding as that was a "yes," but was due to a delay in the design and development of plans, i.e. a number of technical aspects having to do with plumbing, electrical and ventilation. All of the bid documents were ready in time but the cost estimates were not received until a few weeks back. While the procurement details were worked out, the delay was compounded by various staffing issues.

In response to Mr. Green's question on the continuing logistical issues, how the City would plan on having the bandwidth to address ongoing issues, Mr. Raiche responded that he is working with the Mayor to triage capital projects and the school projects have been given top priority over City projects having been "back burned."

In response to Dr. Ackman's comment that she could not go another year having stories from children seeing rats in their buildings, Mr. Raiche responded that the environmental health coordinator and the DPW are leading the effort on mitigation of the rat infestation.

Dr. Carmona, noting a recent communication from the East principal on the presence of rats in the building, expressed extreme frustration that the problem has not been addressed, and that he needs to seek an alternative to addressing the issue. While it has been noted that open containers of food add to the problem, there has been no activity in the buildings over the summer and yet there continues to be the rat infestation.

Dr. Ackman echoed the Superintendent's extreme frustration and that she will be advocating "quite hard" to resolve this unacceptable problem. Wherever there are people in buildings, there will be food present, and it is unreasonable to expect otherwise.

Mr. Green requested that the DPW Commissioner attend all meetings of the Facilities Committee to come up with "solutions rather than passing blame to educators." Ms. Barish suggested the Commissioner should address the football practice on the high school field as well.

- **Cummings School Renovation**

Chair Krepchin began the discussion of the City's request that the Committee take a vote to turn over the operation of the Cummings School to the City for a specified use over a specified period of time.

QUESTIONS/COMMENTS

Mr. Raiche addressed the Committee's questions on what is being proposed as follows:

- The Cummings School will be kept as an emergency swing space until the Winter Hill and Brown schools find a permanent home and swing space for other schools or emergencies if needed.
- Two rooms will be used that were previously used as the parent information and resource center as overnight warming centers.
- Present contents within the school like athletic and music equipment, portable ventilation units, COVID resources, etc. will be removed.
- Mr. Raiche reviewed the plan of the school, attached hereto and made a part hereof, and discussed the timeline and teams designated to oversee this renovation along with simultaneous project.
- Compliance with ADA regulations does not trigger ADA access requirements.
- Last valuation was done twenty years ago and thought was given to a reasonable realistic timeline for projects including priority for the winter readiness as a warming center.

- The department is currently down two “desperately needed positions” and one position not as dire causing Mr. Raiche to split his time between capital projects and engineering.

MOTION: There was made by Dr. Phillips and seconded by Dr. Ackman, that the School Committee hereby authorizes the City to make renovations and improvements to the Cummings School in preparation for its use as a winter overnight warming center for unhoused residents through May, 2025. This does not release the Cummings School to the City or indicate its retirement as a School Department facility.

Discussion ensued. The following amendments were suggested:

- Replace the word “residents” with “individuals.”
- In the event of a crisis at another school building, the warming center will be moved to the Armory.

Mr. Biton noted that, insofar as the Government Affairs office had identified a number of short-term uses the City is considering beside the overnight warming center, i.e. emergency shelter location in the event of a disaster and afternoon teen recreation center, he requested clarity from the City on which of these uses are actually being considered at this time. The teen center would be an excellent use beyond May.

In response to Chair Krepchin’s question on how overnight warming centers differ from shelters, Mr. Raiche deferred to the Health and Human Service Director to address that question. He stated, however, that there was some hesitancy on using the shelter in Davis Square as a warming center again this year, and last year was the first year the City offered that relief in response to the changing climate and the number of the unhoused population. The Armory had been used but a number of programmatic conflicts arose and the need for a vacated space was identified.

Mr. Green noted that there are living accommodations in a shelter but not in a short-term warming center.

Ms. Pitone stated that, while she is supportive of the unhoused community, she defers to legal counsel’s recommendation that the Committee authorizes the use of the building in a formal MOU and not vote until that had been accomplished. Mr. Raiche stated voting on the motion will allow legal counsel to go forward with the MOU and is in fact a statement of good faith between the City and the Committee.

Mr. Green proposed an amendment authorizing the beginning of the process of renovations but holding off on the actual transfer of the building pending the drafting of the MOU.

Neha Singh appeared before the Committee by telephone. She stated that the goal of the City law department is to work with the district’s attorney regarding the timeline so that the MOU/license process and conditions can be addressed. She advised moving forward tonight as a viable option, but acknowledged that the terms and conditions of the law department will be included.

Ms. Barish suggested an amendment that prior to beginning operations as a warming center, the City and School Committee will execute a MOU.

MOTION: Dr. Phillips repeated the motion as follows: that the School Committee hereby authorizes the City to make renovations and improvements to the Cummings School in preparation for its use as a winter overnight warming center for unhoused residents through May, 2025. This does not release the Cummings School to the City or indicate its retirement as a School Department facility. In the event of a crisis at an existing school building, the warming center will be moved to the Armory. Prior to the beginning as a warming center, the City and School Committee will execute a MOU.

Dr. Ackman noted the amendment of changing the word “residents” to “individuals.”

Ms. Pitone reiterated her discomfort that the Committee was “being rushed and forced to put through a motion” and her unwillingness to vote tonight.

Mr. Green noted that, insofar as standing rules of the Committee require a two-thirds vote, that the vote be taken tonight.

Mr. Raiche stated that the vote is needed to go forward with issuance of an RFP for the construction work. Mr. Green stated that a conditional RFP could be issued without a vote.

Dr. Carmona noted that the MOU needs to clearly state the terms of engagement and details for the plans for functionality of the building's use now and later. He also noted that as a district the need to be sensitive to the fact that there are presently newcomer families who do not have access to secure housing. The Committee needs to ensure equitable access for everyone and especially those of families.

Following discussion, Chair Krepchin announced that the vote will be tabled until the next regularly scheduled meeting, at which time the first draft of the MOU will be reviewed.

- **Personnel Report**

Dr. Carmona shared a report that was completed by the HR department on personnel trends, attached hereto and made a part hereof.

V. REPORTS OF SUBCOMMITTEES

A. School Committee meeting for Joint School Building Committee: May 29, 2024 (Mr. Biton)

B. School Committee Meeting for Finance and Facilities Subcommittee: June 18, 2024 (Ms. Phillips)

MOTION: There was a motion by Dr. Phillips seconded by Mr. Biton to accept the report of the School Committee Meeting for the Joint School Building Committee of May 29, 2024 and the Finance and Facilities Subcommittee of June 18, 2024.

The motion was approved unanimously.

C. May Bill Rolls

MOTION: There was a motion by Dr. Phillips seconded by Mr. Ackman to accept the May bill rolls.

The motion was approved unanimously.

VI. NEW BUSINESS

A. Superintendent Summative Evaluation (Dr. Phillips)

Dr. Phillips began the discussion on the Superintendent's summative evaluation for the first year. She explained the timeline as follows:

- Completion of individual evaluations submitted to Dr. Phillips no later than September 23rd.
- Dr. Phillip compiles information into one evaluation by the Committee by October 7th based on most common and qualitative responses.
- Discussion by Committee and agreement on score by October 7th.
- For second year cycle to be in line with Superintendent's evaluation of principals, Ms. Pitone will assemble a draft for discussion and approval by end of October.

Dr. Carmona then reviewed his submitted statement of evidence on his achievement of goals, attached hereto and made a part hereof.

QUESTIONS/COMMENTS

Dr. Ackman expressed appreciation for the clear communication of data on advanced timelines. Dr. Carmona stated the effort was a collective effort streamlined by Dr. Phillips on a compilation of work that happens in all departments.

B. Wellness Policy Procedure Update Memo (Ms. Barish)

Ms. Barish asked members to review the updated memo on the wellness policy procedure.

Ms. Pitone appreciated the updates, especially for those that addressed the condition of allergies.

C. Resolution in support of Question 2

Mr. Green noted that there is a question on the ballot in November to remove the requirement to pass the MCAS as a condition of receiving a high school diploma. He noted that twenty-two high school students have not passed the MCAS since 2017.

In response to Ms. Pitone’s question on the district’s continuing involvement with the Massachusetts Consortium of Innovative Education Assessment, Dr. Carmona stated that he, Chair Krepchin and the union president attended the last meeting. Although there are challenges for the organization to continue momentum, it is still in “its infancy” and he is hopeful that it will continue to play a role in helping districts create an alternative education assessment. With solid data points, the goal is within the district’s actual strategic plan to create alternative opportunities to measure student growth and achievement from K-12.

D. Massachusetts Association of School Committees Contract

MOTION: There was a motion by Dr. Ackman seconded by Mr. Biton to authorize the Chair to sign the contract with MASC for policy Manual Development

The motion was approved unanimously.

E. Field Trips (Recommended action: Approval)

MOTION: There was a motion by Dr. Ackman seconded by Dr. Phillips to approve field trips on October 2, 2024-October 4, 2024, of Sixty 6th grade students from the Argenziano School will visit Nature’s Classroom in Great Barrington, MA. Travel via bus, student cost \$0. Funded by PTA.

The motion was approved unanimously.

F. FY24 SCALE GOAL Student Diploma Request (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman seconded by Dr. Phillips to approve FY24 SCALE GOAL Student Diploma Request for *Jose Bonilla of Norwood, MA*.

The motion was approved unanimously.

G. FY24 Somerville High School Diploma Request (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman seconded by Mr. Biton to approve FY24 Somerville High School Diploma Request *Arthur Moss of Somerville, MA*.

The motion was approved unanimously.

H. Donation (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman seconded by Ms. Pitone to approve donations listed below:

Donation	Donor	City, State	Value	Program
Equipment	Parkway Toyota of Boston	West Roxbury, MA	\$1,600.00	CTE-Automotive Program
Car-2009 Nissan Sentra	Parkway Toyota of Boston	West Roxbury, MA	\$3,850.00	CTE-Automotive Program

The motion was approved unanimously.

In response to Dr. Ackman's question on vehicle donations from private individuals to the CTE program, Chair Krepchin will confirm with the Director of the program.

I. Acceptance of FY24 Grant Funds (Recommended action: approval)

MOTION: There was a motion by Dr. Ackman seconded by Ms. Barish to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

Private

- **Boston University Consortium Grants-\$5,000.00**-Math Buddies: Building Bridges Through Game Design
- **Boston University Consortium Grants-\$5,000.00**-Creating Structures for Engaging Students in Primary Source Citizen Science & Making Spaces for Creative Youth Expression
- **Boston University Consortium Grants-\$4,398.00** -Project Based Learning for Multilingual Learners
- **Boston University Consortium Grants-\$5,000.00**- The Healey Families Initiative
- **Climate Change Program Grant-\$3,000.00**-Tufts Grant for WHICS
- **Climate Change Program Grant- \$3,000.00** Tufts Grant for ESCS

State

- **Continuation Grant-\$358,320.00**-FY25 Coordinated Family and Community Engagement Grant
- **FC#199 Interpreter training course-\$35,000.00**-FY25 Interpreter in Education Training
- **Health related courses and language services for Nurses-\$95,000.00**-Comprehensive School Health Grant
- **MCC Serhacer El Sistema-\$17,600.00**-Afterschool music education program-
- **MCC Serhacer El Sistema-\$4,400.00** -Afterschool music education program Second Installment
- **High School Equivalency Test-\$6, 096.00**- SCALE Continuation Grant
- **Immigrant Children & Youth-\$20,167.00** – Enhanced Structural opportunities for Immigrants Children & Youth

The motion was approved unanimously.

VII. UNFINISHED BUSINESS

A. Somerville Public Schools Policy Manual

Ms. Barish presented the following policies as a first reading:

- File EBCFA- Face Covering

The following policy is being presented to be removed from the policy manual:

- File JLCB-E MDPH School Immunization Regulations

VIII. ITEMS FROM BOARD MEMBERS

Mr. Green suggested the hiring of a consultant to assist the City in increasing its capacity to deal with a myriad of building issues. Dr. Carmona confirmed that the line item has been included in this year's budget.

Dr. Ackman expressed appreciation for a well-organized Committee Google drive.

Mr. Biton expressed appreciation for the City's partnership and its creation of the new welcoming children's area in the City Council room. A joint committee on school building facilities and maintenance is scheduled for Wednesday, September 25th and Monday, November 18th at 6:00PM.

Dr. Carmona stated that he and Dr. Boston-Davis had visited every classroom and thanked teachers in advance of welcoming students.

IX. CONDOLENCES

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

Haydee S. Galvao – Aunt of Kayla Centeio Enrollment Health Specialist.

Carmin Sacco – Father of Carmen Sacco School Department Technician, Father-in-law of Denise Sacco Special Education Head Clerk, and Brother-in-law of Joanne Sacco retired Somerville Public Schools Teacher

X. ADJOURNMENT

The meeting was adjourned 9:23p.m.

Related documents:

Agenda

Personnel Report

Submitted by: C. Barraford

ATTACH DOCUMENTS STARTING ON THE NEXT PAGE

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – AUGUST 26, 2024 – 7:00 P.M.**

Pursuant to Chapter 20 of the Acts of 2024, 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:
somervillema.gov/GovTVLive

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_EB-AFq7pR0SMIOvsJ0WNEg

Meeting ID: 869 0362 0322

Password: SPSSC24

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. APPROVAL OF MINUTES

- June 10, 2024
- June 17, 2024

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_EB-AFq7pR0SMIOvsJ0WNEg

Meeting ID: 869 0362 0322

Password: SPSSC24

IV. REPORT OF SUPERINTENDENT**A. District Report**

- Summer Update

B. Personnel Report

- July/August 2024

V. Report of Subcommittees**A. School Committee Meeting for Joint School Building Committee: May 29, 2024 (Mr. Biton)**

MOTION: To accept the report of the Joint School Building Committee of May 29, 2024

B. School Committee Meeting for Finance and Facilities Subcommittee: June 18, 2024 (Ms. Phillips)

MOTION: To accept the report of the Finance and Facilities subcommittee meeting of June 18, 2024.

VI. NEW BUSINESS**A. Superintendent Summative Evaluation (Dr. Phillips)****B. Wellness Policy Procedure Update Memo (Ms. Barish)****C. Resolution in support of Question 2****D. Massachusetts Association of School Committees Contract**

MOTION: To Authorize the chair to sign the contract with MASC for policy Manual Development

E. Cummings School Renovation**F. Field Trips (Recommended action: Approval)**

October 2, 2024- October 4, 2024,

Sixty 6th grade students from the Argenziano School will visit Nature's Classroom in Great Barrington, MA. Travel via bus, student cost \$0. Funded by PTA

G. FY24 SCALE GOAL Student Diploma Request (Recommended action: approval)

Jose Bonilla Norwood, MA

H. FY24 Somerville High School Diploma Request (Recommended action: approval)

Arthur Moss Somerville, MA

I. Donation (Recommended action: approval)

Donation	Donor	City, State	Value	Program
Equipment	Parkway Toyota of Boston	West Roxbury, MA	\$1,600.00	CTE-Automotive Program
Car-2009 Nissan Sentra	Parkway Toyota of Boston	West Roxbury, MA	3850.00	CTE-Automotive Program

J. Acceptance of FY24 Grant Funds (Recommended action: approval)

MOTION: To accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

Private

- Boston University Consortium Grants-\$5,000.00-Math Buddies: Building Bridges Through Game Design
- Boston University Consortium Grants-\$5,000.00-Creating Structures for Engaging Students in Primary Source Citizen Science & Making Spaces for Creative Youth Expression
- Boston University Consortium Grants-\$4,398.00 -Project Based Learning for Multilingual Learners
- Boston University Consortium Grants-\$5,000.00- The Healey Families Initiative
- Climate Change Program Grant-\$3,000.00-Tufts Grant for WHICS
- Climate Change Program Grant- \$3,000.00 Tufts Grant for ESCS

State

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

Somerville Public Schools					
Education • Inspiration • Excellence					
2023-2024 School Year					
August 2024					
RESIGNATION FOR PURPOSE OF RETIREMENT:					
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	SERVICE YEARS	
SHS	Social Studies Teacher	Everett Roscoe	45196	27 years	
SHS	Head Clerk 1	Barbara Favaloro	45138	21 years	
ESCS	Science Teacher	Teresa Delgado Castilla	45291	7 years	
SHS/CTE	Automotive Teacher	Robert Puopolo	45336	28 years	
District Wide	SPED Educational Evaluator	Kenneth Black	45322	21 years	
SHS/CTE	Automotive Teacher	Hugh Wallace	12/22/23 - Revised	16 years	
ESCS	Science Teacher	Teresa Delgado Castilla	12/22/23 - Revised	7 years	
SHS	Guidance Department Chair	Traci Small	45473	10 years	
WSNS	Grade 4 Teacher	Charlene Buckley	45473	27 years	
BR	SPED Resource Room Teacher	Joy Nikkel	45473	27 years	
ESCS	Redirect Teacher	Sandra Morales	45473	26 years	
KEN	Resource Room Teacher	Kristen Fudge	45473	35 years	
Food Services	Principal Account Clerk 2	Mary C White (Colette)	45412	12 years	
WHCIS	Elementary Classroom Teacher	Frances Carino	45473	27 years	
BR	Principal	Shawn Maguire	45557	9 years	
ESCS	Special Education Teacher	Kara Kivi	45473	8 years	
Central	Special Education Paraprofessional	Deborah Doyle	45473	11 years	
ESCS	Grade 4 Teacher	Susan Fothergill	45487	30 years	
Central	Principal Account Clerk - Special Education	Maureen Foley	45479	24 years	
SCALE	PT Teacher	Lena Mulia	45473	29 years	
DW	IEP Team Leader	Deborah Farenga	45473	3 years	
BR	Principal	Shawn Maguire	10/02/24 - Revised	9 years	
RESCINDED/DECLINED OFFER					
SCHOOL	POSITION	INCUMBENT		COMMENTS	
AFAS	Provisional Grade 1 SEI Teacher	Katherine Downs	Alyssa Baumgarten	Hired as a PK Teacher	
CAP	SPED AIM Paraprofessional	Gina Natale	Ana Slager	Hired as a PK AIM Teacher	
DW/HLY	Provisional School Nurse	Cathiana Warner	N/A	Rescinded	
DW/HLY	Intermittent Lunch Attendant	Seema Sood	NA	Declined	
DW/HLY	IEP Team Leader/Team Chair	Rachel Vieira	NA	Declined	
HLY	Resource Room Teacher	Kristen Cunha	Kara Kiva	Declined	
KEN/Comm Schools	PT Assistant Teacher	Seema Sood	Emma Oppman	Declined	
SHS	Provisional .60 TV/Media Teacher	Bradley Groleau	New	Declined	
WHCIS	School Building Substitute	Matthew Elder	Keegan Bliss	Declined	
WHCIS	SPED AIM Paraprofessional	Owen Sheehy	New	Hired as a FT Mediator	
RESIGNATION NOTICES:					
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE		

AFAS/Comm Schools	PT Assistant Teacher	Makaila Renae Witham	45513		
CAP/Comm Schools	PT Assistant Teacher	Alaa Boutkhurst	45457		
ESCS	Grade 4 UNIDOS Teacher	Emma Mrozicki	45457		
ESCS	Library Utility Aide	James Baab	45457		
HLV	PreK Teacher	Theresa Gomes	45457		
KEN	SEEK Teacher	Jillian Cabral	45457		
KEN	SEEK Paraprofessional	Deondre Startling	45457		
SHS	Mediator	Aindrea Benduzek	45529		
WHCIS	SPED AIM Teacher	Nicole Herbst	45513		
WSNS/Comm Schools	PT Assistant Teacher	Carino Modesto	45457		
ASSIGNMENT ENDED:					
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE		
LEAVES OF ABSENCES:					
SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES		
AFAS	Grade 3 SEI Teacher	Angela Landau	11/04/24-02/14/25		
HLV	Grade 3/4 SEIP Teacher	Julie Gallardo	07/01/24-06/30/25		
KEN/Comm Schools	FT Lead Teacher	Laura Modahl	06/17/24-08/27/24		
KEN	Grade 2 Teacher	Samphel Bayul	08/26/24-06/30/25		
SFLC	Student Enrollment Specialist	Fernanda Alves	09/09/24-11/01/24		
SHS	SPED AIM Paraprofessional	Elizabeth Nakhtigal	09/16/24-02/24/25		
SHS	Science Teacher	Sogoli Sadraeinouri	08/26/24-06/17/25		
WHCIS/AFAS	SPED Department Coordinator	Siobhan Healey	08/19/24-12/13/24		
WHCIS	Adjustment Counselor	Jessica Guiterrez	06/10/24-11/15/24 - Revised		
WHCIS	PreK-8 ESL Specialist	Julia Kusiak Carey	03/11/24-10/18/24 - Revised		
PERSONNEL					
SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE
AFAS	PreK Teacher	Katherine Downs	New Assignment	Theresa Gomes	45530
AFAS	ELL Grade 2 & 5 Paraprofessional	Ivelise Cruz	Reassignment	Ivelise Cruz	45530
AFAS/Comm Schools	High School Helper	Yasmin Sa	Reassignment	NA	45530
BR	Provisional Grade 1 Teacher	Susan Gardner	New Assignment	Emily Voigt	45530
BR	School Nurse	Katherine Skarzynski	Reassignment	Nancy Smith	45533
BR/DW	SPED Department Coordinator	Dorothy Scally	New Assignment	Coverison	45474
CAP	Provisional PK-1 AIM Teacher	Gina Natale	New Assignment	Ava Strezynski / Gina Natale	45530
CAP	Grade 1 SEIP Paraprofessional	Leybi Ramos	Reassignment	Emma Erazo	45530
DW	Intermittent Lunch Attendant	Seema Sood	Additional Assignment	NA	45532
DW	School Nurse (Floater)	Karen Johnson	Reassignment	Katie Skarzynski	45530
DW	Provisional Reading Specialist	Lauren Woldemariam	Reassignment	Colette Connolly	45530
ESCS/Comm Schools	High School Helper	Bryan Robles	Reassignment	NA	45530
ESCS	Grade 4 Science/Social Studies	Patricia Curbelo	Reassignment	Rachel Woodcock	45530
ESCS	Grade 4 teacher	Rachel Woodcock	Reassignment	Sussan Fothergill	45530
ESCS	Pre-K Sonrisa	Emma Erazo	Reassignment	Ivelise Cruz	45530
HLV	Grade 2 Teacher	Margaret Bolt	Reassignment	Lauren Waoldemariam	45530

HLV	SPED Resource Room Teacher	Courtney Rizzo	Reassignment	Amelia Flynn	45469
KEN	Grade 1 Paraprofessional	Kasey Hoebberman	New Assignment	Silvana Dinka	45530
KEN	Provisional Grade 2 Teacher	Abigail Keefe	New Assignment	Elizabeth Hodges	45530
SHS	SPED ELA Teacher	Elizabeth Melcher-Haddada	Reassignment	Lisa Spagnuolo	45530
SHS	School Based Family and Community Liaison - Spanish Language	Scarlett Brea Soto	New Assignment	Nayibis Padilla-Vegas	45551
SHS	Paraprofessional - Culinary Department (CTE)	Joy Replogle	Reassignment	Vaness Cosco	45530
WHCIS	MLE Paraprofessional	Eloisa Davide	Provisional to Perm	T. Mareero / William Losch	45530
WHCIS	Provisional Physical Education Teacher	Keegan Bliss	New Assignment	Benjamin Senecal	45530
WHCIS	Provisional SPED AIM Paraprofessional	Jillian Lerner	New Assignment	Cody Turgeon	45530
WHCIS	Provisional SPED AIM Teacher	Kashima Riley	Yearly Appointment	NA	45530
WHCIS	Provisional SPED AIM Teacher	Cody Turgeon	Yearly Appointment	NA	45530
WHCIS	School Building Substitute Teacher	Steffline Rosemond	New Assignment	Stephanie Lin	45530
WSNS/Comm Schools	High School Helper	Wasmin Sa	Reassignment	NA	45530
NEW HIRES:					
SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE
AFAS	Provisional Grade 1 SEI Integrated Teacher	Kayla Coleman	A. Baumgarten/K. Downs	No/Yes	45530
HLV/AFAS	Provisional Grades 4-6 Reading Specialist	Elizabeth Larson (Rehire)	Meghan Clohosey	No/No	45530
BR/CAP	Health and Physical Education Teacher	James McEwen	Sharyn Vontrapp	No/No	45530
BR/CAP	Adjustment Counselor / Dean of Students	Eve Rybnick (Rehire)	New	No/No	45530
CAP	Provisional SPED PreK-1 AIM Teacher	Brittany McEwen (Rehire)	Sophia Sokmensuer	No/No	45530
DW	IEP Team Leader/Team Chair	Laurene Trio	Deborah Farrenga	Yes/Yes	45530
DW	Intermittent Substitute Teacher	Sabrina Leite	NA	No/No	45532
DW	School Nurse (Floater)	Kaitlyn Calhoun	Cathiana Warner	No/No	45530
DW	IEP Team Leader/Team Chair	Jane Collins	Sabrina Wadhams	No/Yes	45530
ESCS	Provisional Grade 7/8 ELA Teacher - .50 FTE	Peyton Aiken	Mchael Gardner	No/No	45530
ESCS	Grade 4 UNIDOS Teacher (English)	Michael McSwiney	Emma Mrozicki	No/Yes	45530
ESCS	Grade 5 UNIDOS Teacher (Spanish)	Teresa Vazquez-Dodero	Agustin Romero	No/No	45538
SFLC	Multilingual Services Interpreter/Translator: Spanish	Viviana O'Toole	Micaela Yang	No/No	45509
SHS	Academic Tutor - Rise Program	Matthew Paragamian	N/A	No/No	45530
SHS	High School Spring Play - Drama Director	Elizabeth Hunter	Charles Jabour	No/No	45660
SHS	Mediator	Bridget Burgoyne	Meira Downie	No/No	45530
SHS	MLE Math Teacher	Mithlesh Bhargava	Evan Hughes	No/No	45530
SHS	Bilingual Newcomer School Counselor	Kevyn De Oliveira Sereno	Matthew Clements	No/No	45548
SHS	Provisional Chemistry Teacher - .50 FTE	Akanksha Pabari	Peg Huben	No/No	45530
SHS	Provisional Chemistry Teacher - .50 FTE	Bridget Neely	Peg Huben	No/No	45530
SHS	Athletics Coach - Girls Junior Varsity Soccer Coach	Francisco Romero	Richard Oliveira	No/No	45523
WHCIS	SPED AIM Paraprofessional	Aaliyah Knudsen	Donnyel Curry	No/No	45530
WHCIS	Provisional MLE Paraprofessional	Tania De la Rosa Ibarra	Werly Robert	No/No	45530
WHCIS	Provisional Grade 7/8 Social Studies Teacher - .50 FTE	Yo Vang	Megan Brady	No/No	45530
WHCIS/Comm Schools	FT Lead Teacher	Ruoxi Dorvillier	New	No/No	45530
WSNS	Provisional Grade 7/8 Math Teacher - .50 FTE	Priya Thelapurath	Alyssa Mackey	No/No	45530
WSNS	Long Term Substitute Teacher - School Adjustment Counselor	Isabelle Lawrence	Nicole Podoloff	No/No	45530
WSNS	Grades 7/8 Spanish Teacher	Cynthia Barbera	Kate Whittton	No/No	45530

WSNS	Provisional Grade 7/8 Social Studies Teacher	Emma Hastings	Rami Bridge	No/No	45530
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Somerville Public Schools					
Education • Inspiration • Excellence					
2023-2024 School Year					
July 2024					
RESIGNATION FOR PURPOSE OF RETIREMENT:					
SCHOOL		POSITION	INCUMBENT	EFFECTIVE DATE	SERVICE YEARS
SHS		Social Studies Teacher	Everett Roscoe	9/27/2023	27 years
SHS		Head Clerk 1	Barbara Favaloro	7/31/2023	21 years
ESCS		Science Teacher	Teresa Delgado Castilla	12/31/2023	7 years
SHS/CTE		Automotive Teacher	Robert Puopolo	2/14/2024	28 years
District Wide		SPED Educational Evaluator	Kenneth Black	1/31/2024	21 years
SHS/CTE		Automotive Teacher	Hugh Wallace	12/22/23 - Revised	16 years
ESCS		Science Teacher	Teresa Delgado Castilla	12/22/23 - Revised	7 years
SHS		Guidance Department Chair	Traci Small	6/30/2024	10 years
WSNS		Grade 4 Teacher	Charlene Buckley	6/30/2024	27 years
BR		SPED Resource Room Teacher	Joy Nikkel	6/30/2024	27 years
ESCS		Redirect Teacher	Sandra Morales	6/30/2024	26 years
KEN		Resource Room Teacher	Kristen Fudge	6/30/2024	35 years
Food Services		Principal Account Clerk 2	Mary C White (Colette)	4/30/2024	12 years
WHCIS		Elementary Classroom Teacher	Frances Carino	6/30/2024	27 years
BR		Principal	Shawn Maguire	9/22/2024	9 years
ESCS		Special Education Teacher	Kara Kivi	6/30/2024	8 years
Central		Special Education Paraprofessional	Deborah Doyle	6/30/2024	11 years
ESCS	24-25	Grade 4 Teacher	Susan Fothergill	7/14/2024	30 years
Central	24-25	Principal Account Clerk - Special Education	Maureen Foley	7/6/2024	24 years
SCALE		PT Teacher	Lena Mulia	6/30/2024	29 years
RESIGNATION NOTICES:					
SCHOOL		POSITION	INCUMBENT	EFFECTIVE DATE	
AFAS/CS		PT Assistant Teacher	Makaila Whitam	8/9/2024	
AFAS/CS		FT Lead Teacher	Keala Arciero	6/14/2024	
AFAS/CS		SPED Adjustment Counselor	Hayley Greland	6/30/2024	
CAP		Library Aide	Terr Beene	6/14/2024	
CAP/CS		PT Lead Teacher	Nicolle Lacerda	8/9/2024	
Central		Principal Account Clerk - Payroll	Vivian Rivera	7/9/2024	
Central		Chief Financial Officer	Francis Gorski	7/31/2024	
Comm Schools		Senior Clerk 2	Halie Andrade	7/12/2024	
Comm Schools		PT Assistant Teacher	Carina Modesto	6/14/2024	
DW		Physical Education Teacher	Sharon Von Trapp	6/20/2024	
DW		Intermittent Substitute Teacher	Meghan Strapec	6/14/2024	
HLV		Reading Specialist	Colette Connolly	6/30/2024	
HLV		Resource Room Teacher	Michael Arlington	6/30/2024	
SCALE		Adult Diploma Assessor	Christina Dennis	6/30/2024	

KEN/SHS	24-25	BCBA	Amy Maladore	Reassignment	NA	08/26/24
SHS	24-25	ESL Teacher	Claudia Seara-Galvez	Reassignment	Joseph Kramer	08/26/24
SHS	24-25	.60 Library Utility Aide/Makerspace	Maxwell Greenleaf	1.0 to .60 FTE	NA	08/28/24
SHS	24-25	Life Skills Paraprofessional	Kerry Richmond	Reassignment	Kathryn Demita	08/28/24
SHS	24-25	IEP Team Leader/Team Chair	Allen Barillaro	Reassignment	NA	08/02/24
WHCIS	24-25	Assistant Principal	Isabel Barros	Interim to Perm	N/A	07/01/24
WHCIS	24-25	SPED AIM Paraprofessional	Kristen Wagner	Reassignment	Kerry Richmond	08/26/24
WHCIS	24-25	SPED AIM BC/BA	Rebecca Julian	Provisional to Perm	N/A	08/26/24
WSNS	24-25	Dean of Students	Jeffrey Lane	Interim to Perm	N/A	08/26/24

NEW HIRES:

SCHOOL		POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE
AFAS	24-25	Provisional Grades 7/8 ELA Teacher	Caitlin Holmquist	Nancy Bakey	No/No	08/26/24
AFAS	24-25	Grade 5 SEI-1 Newcomers Teacher	Kristen Nolan	Kaitlyn Sharkey	No/Yes	08/26/24
CAP	24-25	SPED AIM Paraprofessional	Gabriella Stercula	Steven Cobleigh	N/A	08/26/24
CAP	24-25	Provisional Counselor/Educator	Jacqueline McCarthy	Christianna Morgan	No/No	08/26/24
Central/Food Svcs	24-25	Principal Account Clerk 2	Milagros Pujals Bey	Mary Collette White	N/A	08/26/24
Central/SPED	24-25	Principal Account Clerk - Accounts Coordinator	Rima Baltrusaityte	Maureen Foley	N/A	07/12/24
DW	24-25	School Psychologist/Academic Evaluator	Jason Aldave	Katie Gehant	No/No	08/26/24
DW	24-25	Health & Wellness Teacher	Michelle Angelo	Brian Axelrod	No/No	08/26/24
DW	24-25	ESL Teacher	Ivany Schettino	Valeria Nikolaki	No/Yes	08/26/24
DW	24-25	ESL Teacher	Eleanor Berke	New	No/Yes	08/26/24
ESCS	24-25	Grade 7 Mathematics Teacher	Cesar Urrunaga	Catherine Howard	No/Yes	08/26/24
ESCS	24-25	UNIDOS Curriculum Instruction Specialist	Analesie Reigstad	Christine Brito	No/Yes	08/26/24
ESCS	24-25	Assistant Principal	Benjamin Parad	Julia Allen	No/Yes	07/25/24
ESCS	24-25	Grade 6 Mathematics Teacher	Olivia Johnson	Caroline Burkard	No/Yes	08/26/24
ESCS	24-25	Utility Aide	Claudia Guerrero	Rosalind Handy	N/A	08/28/24
ESCS	24-25	ESL Teacher	Julian Bercu	Antonio Laccarino	No/Yes	08/26/24
ESCS	24-25	Grade 5 UNIDOS Teacher	Ashley Griggs	Vickie Thao	No/Yes	08/26/24
ESCS	24-25	Music Teacher	DaonQuez Drisdorn (rehire)	Emily Wolf	No/No	08/26/24
HLV	24-25	Bilingual Adjustment Counselor	Emily DeMazza	New	No/No	08/26/24
KEN	24-25	Special Education Department Chair	Iris Miller	Janet O'Reilly	Yes/Yes	07/01/24
KEN	24-25	Grades 7/8 Social Studies Teacher	Kayla Schmidt	Dayshawn Simmons	No/Yes	08/26/24
SCALE	24-25	PT Level II Skill Building ELL Teacher	Antoinette Czekanski	New	No/No	08/28/24
SHS	24-25	Academic Tutor - Bridge Program	Laurie Foley (retiree)	NA	NA	08/28/24
SHS	24-25	Academic Tutor - Bridge Program	Julia Fernandes	NA	NA	08/28/24
SHS	24-25	Bilingual School Adjustment Counselor	Ashley Costa	Nancy Macias Smith	No/No	08/26/24
SHS	24-25	Provisional SPED Mathematics Teacher	Daniel Bachman	Elizabeth Melcher-Haddada	No/No	08/26/24
SHS/FC/NW	24-25	Grades 6-12 Art Teacher	Claudia Thomas	Lindsey Richard	No/No	08/26/24
WHCIS	24-25	Special Education AIM Paraprofessional	Cailin Ferrari	Abigail Luthin	N/A	08/26/24
WHCIS	24-25	Adjustment Counselor	Alexandra Scheman	Hayley Greland	No/No	08/26/24
WHCIS	24-25	Grade 6 Newcomer Teacher	Louis Difante	Jamie Keegan		08/26/24
WHCIS	24-25	Grade 6 Newcomer Teacher	Louisa Dodds	Claudia Galvez	No/Yes	08/26/24
WSNS	24-25	Grade 3 Math/Science Teacher	Kayla Burgess	Stuart Whitney	No/Yes	08/26/24

WSNS	24-25	Art Teacher	Maria Terentieva	Daniel Foran	No/No	08/26/24