

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, February 27, 2023 - Regular Meeting

7:00 p.m. – Zoom

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

Members Absent: Mayor Ballantyne.

I. CALL TO ORDER

The meeting was called to order at 7:00 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** – 8 – Dr. Phillips, Ms. Krepchin, Chair Green, Ms. Barish, Ms. Pitone, Dr. Ackman and Ms. Dion.

President Ewen-Capmen (7:18p.m.).

ABSENT – 1 - Mayor Ballantyne.

Chair Green asked interpreters to introduce themselves:

Michaela Yang - Spanish

Adelaide Richardson – Portuguese

Gina Miranda - Haitian Creole

II. REPORT OF STUDENT REPRESENTATIVES

Student Representatives Marcia Narh-Botchway and Emily Portillo-Pena were present via zoom webinar and reported the following:

- Debrief meeting with SC on 2/14
- Progress reports grades close on Friday 3/3, progress reports come out next week
- Hockey playoff game!
- Spring sports sign up
- Spring dance (Friday 3/24)
- HBCU Panel (2/14)
- College tours for juniors

III. PUBLIC COMMENT

Chair Green read the public comment regulations and asked those who signed up, to comment at this time.

Michelle Lippens- Shared her public comment to be included in these minutes.

Good evening! There are many changes happening in Somerville Public Schools and my statement tonight is coming from a place of wonder with a collaborative spirit. As we once again seek out a talented new superintendent, our SEPAC would like to know how these changes in central leadership will impact our special education administration, our families, and our most vulnerable learners. We wonder what structures are currently in place that support communication between district leadership, the office of special education, and service providers?

I firmly believe that parents and guardians are a child's best advocate. Therefore, it is essential that every IEP team meeting considers the whole child, ensuring that the unique needs of each child are front and center. What we are hearing from our families is that this is **not** always the case and that experiences differ from one school to another. We wonder what systemic structures are in place that ensure all our families feel empowered by this experience? When parents do not feel empowered by the IEP process or perhaps lack the skills/knowledge to fully understand their rights, what happens to that child? Who is left to advocate for them?

Another topic that has recently been cropping up for families has to do with the evaluation, diagnosing and determining eligibility for children with dyslexia. According to DESE, "Both Federal and State guidance endorse the use of the term dyslexia during evaluation, eligibility determinations, and IEP documents when students meet the criteria." We wonder how this affects special education staffing, the IEP process and budgeting? As we know, structured literacy instruction (provided early and often) has been found to be the most effective for these learners. Given the focus on early screening, what, if any, changes will occur in the upcoming school year?

I want to thank you for your continued collaboration with the Somerville Special Education Advisory Committee. We look forward to hearing your responses and thoughts as we work together to inform our families and uplift their voices. Good night.

IV. UNFINISHED BUSINESS – Item A Taken Out of Order

A. Special Policing Subcommittee Recommendations to the Whole Committee (Ms. Barish)

Ms. Barish first read her Special Policing Subcommittee Report of January 31, 2023.

Special Policing Subcommittee

The January 31 2023 meeting was held virtually and was called to order at 6:32 pm. Subcommittee members Andre Green, Sarah Phillips, Aisha Banda, Anuj Bardhwaj, Dayshawn Simmons, and Ellenor Barish were present. Interim Superintendent Jeff Curley was also in attendance. There were three people in the audience.

There were two items on the agenda.

1. SPS Update

Dr. Curley informed subcommittee members that he is working on internal guidance for staff and administrators on when to call SPD and limits of information sharing. At the same time, Somerville Police Chief Femino is working on a policy for officers, covering any interactions in the schools. Collaboration with the Mayor's Office and the police around an updated MOU is ongoing. Dr. Curley hopes to have a draft of guidance ready by the time this subcommittee's recommendations are presented to the full committee.

2. Further Deliberations on Recommendation to School Committee Dr. Phillips made a motion: **I move that this committee recommend that the superintendent work to establish an MOU with the SPD focused on calling an off-site SLO for the three incidents of criminal and delinquent conduct named in the State's 2022 model MOU.** Andre Green seconded the motion.

There was some discussion about how narrow a directive should be. Dr. Phillips read aloud the descriptions of "incidents of criminal and delinquent conduct" as described in the model MOU. Conversation turned to what happens after the negotiation of a new MOU.

Mr. Simmons proposed a friendly amendment: **Upon a tentative agreement with the SPD, the superintendent will bring back a draft for approval by the full School Committee.** Dr. Phillips accepted the friendly amendment.

Chair Green noted that this change would require a new policy stating that any MOU must be approved by School Committee, something he would refer to the Rules Management Subcommittee. Dr. Curley clarified that negotiating the MOU would take time. His immediate priority is to bring clarity to the field with a guidance document and to ensure that responding officers will be trained to work with juveniles whenever possible.

The motion passed unanimously.

Dr. Phillips introduced a new motion:

I move that this committee recommend the School Committee and district administration work together to ensure there are sufficient funds in the next SPS budget to implement and institutionalize the motions of this committee. Funds could be used to hire contractors to support the development of guidance and training for school staff as well as expand prevention programming such as the engagement specialists, the mediation program, or restorative justice efforts.

In response to Andre Green's concern that this wording could be interpreted to mean that the SPS budget has funded policing in the past or might in the future, Dr. Phillips amended her motion (*italics*).

I move that this committee recommend the School Committee and district administration work together to ensure there are sufficient funds in the next SPS budget to implement and institutionalize the motions of this committee *that are unrelated to paying for policing services*. Funds could be used to hire contractors to support the development of guidance and training for school staff as well as expand prevention programming such as the engagement specialists, the mediation program, or restorative justice efforts.

Though there seemed to be broad support among subcommittee members for prevention programming as well as a desire to convey that support to the full School Committee, the group discussed whether this motion was appropriate given that the purview of the subcommittee is the relationship between SPD and SPS.

Dr. Phillips withdrew the motion.

Conversation turned to whether the subcommittee would have an opportunity to assess and even approve an MOU between SPS and SPD. Mr. Green, who formed the subcommittee, stated that he believed the subcommittee had done all it could for the time being.

Dr. Phillips raised the issue of STEPS, which was included in former Superintendent Skipper's presentation at the first meeting of the subcommittee. She floated the idea of a motion to permanently disband STEPS which Mr. Simmons said he would second. Mr. Green argued that the wording left too much room for a similar program to be instituted under a different name and that if the School Committee were to adopt the motions already passed STEPS - or similar programming that would put police in schools in non-emergency situations - would not be possible.

Dr. Curley stated that any MOU between SPS and SPD should apply to any police present in any of our schools at any time. This raised concerns for Mr. Simmons - given the focus on safety of high school students and staff up to this point, he wondered if there should be a uniform policy across all grade levels. Mr. Green pointed out that some aspects of an MOU, such as the three incident categories, would be based on state law. Dr. Curley clarified that while an MOU would govern SPD involvement in all of our schools, it would not necessarily apply to all grade levels in the same way.

Dr. Phillips proposed a motion: **I move that this committee recommend the Superintendent focus the MOU on the three incidents laid out in the district's original proposal, revising the purpose, mission, goals, and objectives sections of the model MOU and cutting the second full paragraph on p. 3 that's about intervening in incidents that do not meet the thresholds of criminal and delinquent conduct.**

Mr. Simmons seconded the motion.

(At 7:30, Dr. Curley excused himself from the meeting due to a scheduling conflict.)

Mr. Green wondered if this motion was too detail-focused for this stage of the process. Dr. Phillips clarified her concern that the Commonwealth's Model MOU would allow school staff to invite police into the building to break up a fight, for example. Mr. Green raised the issue that School Committee has not yet determined whose job it is to get between students trying to harm each other. Ms. Barish worried that the specificity of the motion might imply that this subcommittee has no other concerns in the Model MOU. Mr. Green expressed concern that this language might leave district administrators without an important option.

Dr. Phillips called the question.

The motion passed with four in favor and two opposed.

Ms. Barish made a motion: **I move that this subcommittee recommend to the full committee that the SPS budget not fund police involvement in schools.**

Mr. Green seconded the motion.

Ms. Barish wondered if she should amend the motion to allow the exception of paying for professional development for officers involved in SPS schools. Mr. Green clarified that the district does not generally pay for per unit of professional development. Dr. Phillips suggested changing the motion to say that SPS budget would not fund salaries and benefits for police officers. Mr. Simmons suggested a friendly amendment: "Not including already established professional development opportunities for SPS staff." Ms. Banda expressed her opposition to this friendly amendment, explaining that she did not believe the psychological safe space necessary for engaging in anti-bias/anti-racist/equity work could be established with police officers in attendance. Mr. Simmons withdrew his friendly amendment.

The motion passed unanimously.

Dr. Phillips asked if the subcommittee needed to make a formal motion terminating the old MOU. Mr. Green said that was already in progress.

With nothing else on the agenda, Ms. Barish thanked everyone for their contributions to the subcommittee's work and adjourned the meeting at 7:58 pm.

Members discussed the report briefly.

MOTION: There was a motion by Ms. Barish, seconded by Ms. Dion, to accept the report of the Special Policing Subcommittee meeting for January 31, 2023.

The motion was approved unanimously via roll call vote.

Ms. Barish then shared the recommendations of the Policing Subcommittee with the full body.

MEMO

To: Somerville School Committee

From: Special Policing Subcommittee Chair, Ellenor Barish

Date: February 15, 2023

Re: Recommendations of the Subcommittee

The Special Policing Subcommittee met eleven times over the course of the past thirteen months. For the first half of the year, the work of the subcommittee was primarily learning about the role of the School Resource Officer (SRO) in the past, about the purpose and content of the Memorandum of Understanding (MOU) between Somerville Public Schools and the Somerville Police Department (SPD) that was in place for recent years and the 2022 Commonwealth's Model MOU, and learning about Somerville Public Schools' (SPS) infrastructure of student support. After the start of the current school year, the Subcommittee heard feedback on school safety and policing in schools from community stakeholders including SPS students, staff, parents, and other concerned community members. This feedback was gathered through surveys, focus groups, public comment, and a web based comment form. At the end of November, Interim Superintendent Curley shared the district's proposal for police involvement in schools. In December and January, the Subcommittee considered that proposal and deliberated on recommendations. Presentations, meeting notes, and other related documents from all of the Subcommittee's meetings can be found on the Subcommittee's webpage.

<https://somerville.k12.ma.us/district-leadership/somerville-school-committee/special-policing-subcommittee>

At the Special Policing Subcommittee's January 31 meeting, members voted to make the following recommendations to the Somerville School Committee:

- 1. That the full school committee adopt the district's proposal to call the two police officers designated by SPD in emergency situations and direct the superintendent and/or his designee to develop guidance for SPS staff and administrators on their roles and responsibilities when calling and interacting with police that are based on the draft MOU SPS has been developing. Until such time that this guidance is developed and in place, the school department will work with legal counsel to ensure compliance with all applicable laws and our stated values to interrupt the school to prison pipeline.**

The "two police officers" referenced in the above recommendation were described in a proposal presented at the November 30 meeting of the Special Policing Subcommittee as follows: *These officers are part-time detectives specially trained to work with youth and families in Somerville. When they are not supporting the high school, the juvenile officers will have an assigned caseload involving youth and family service matters in the SPD Family Services Unit. The SLOs will receive specialized training, including in child and adolescent development, conflict resolution and diversion strategies, de-escalation tactics, anti-bias and trauma informed practices, behavioral health and any other training required by the Municipal Police Training Committee.*

In that same proposal, Dr. Curley presented some specific items he would like to see included in a future Memorandum of Understanding (MOU) between Somerville Public Schools and the Somerville Police Department, though the subcommittee has not seen a preliminary draft of a new MOU.

2. That the superintendent work to establish an MOU with the SPD focused on calling an off-site SLO for the three incidents of criminal and delinquent conduct named in the State's 2022 model MOU. Upon a tentative agreement with the SPD, the superintendent will bring back a draft for approval by the full School Committee.

SLO stands for School Liaison Officer, distinguishing these officers from the legally defined School Resource Officer. The three incidents referenced in this recommendation include conduct that:

- Poses substantial harm to physical wellbeing
- Willful, malicious, and substantial harm to school property
- Taking property of substantial value

3. That the superintendent focus the MOU on the three incidents laid out in the district's original proposal, revising the purpose, mission, goals, and objectives sections of the model MOU and cutting the second full paragraph on page three that is about intervening in incidents that do not meet the thresholds of criminal and delinquent conduct.

The paragraph referenced in this recommendation:

For student conduct that requires immediate intervention to maintain safety (whether or not the conduct involves criminal conduct), the SRO may act to de-escalate the immediate situation (where feasible) and to protect the physical safety of members of the school community. To this end, school personnel may request the presence of the SRO when they have a reasonable and articulable fear of an imminent threat to their safety or the safety of students or other personnel.

4. That the SPS budget not fund police involvement in schools.

The SPS budget has not funded police involvement in schools in recent memory. At the January 19, 2022 meeting of the Special Policing Subcommittee, then Superintendent Mary Skipper raised this as a question that the subcommittee might address.

Conversation ensued about the subcommittee recommendations.

Question/ Comments:

Dr. Ackman asked if there is an active choice to not be specific about substantial harm to physical well-being. Dr. Curley responded that the overall framework is that the guide principal only applies when conduct rises to criminal or delinquent should you consult the list of circumstances.

Dr. Phillips questioned some of the language in the 2nd and 3rd recommendations.

Ms. Pitone asked for clarification on SLO vs SRO. Chair Green clarified that they are the same.

Chair Green then spoke to the next procedural steps:

- Referrer to rules the discussion about policing approval.
- Recommendation 2 and 3 guide the Superintendent in negotiating the MOU, which the body can adopt or not.
- Recommendation 4 to be potentially voted as a resolution.

This item will come back for a second reading at the next meeting.

V. REPORT OF SUPERINTENDENT

A. District Report

- Common Planning Time Proposal (Dr. Boston Davis)

Dr. Boston Davis introduced her team, which included Christopher Glynn, Director of Educator Development, Kathleen Seaward, Coordinator of K-8 Science and Social Studies Curriculum, Instruction and Assessment, Dayshawn Simmons, Social Studies Teacher, Caitlin Donaldson, Kindergarten Teacher and Rami Bridge, SEU President. She then shared their proposal and presentation, which is [posted on the School Committee Meeting Page](#).

Question/ Comments:

Ms. Barish asked what the instructional starting time is now and would the change affect family start time. Dr. Boston Davis responded that the instructional start time now is at 8:25 am.

Dr. Ackman commented that she is deeply concerned about the time and thinks those extra 5 minutes in the morning make a difference. She admires and appreciates this attempt and looks forward to having a deep conversation about this.

Chair Green commented in favor of consistency of early release Wednesdays.

Ms. Pitone thinks the team made an incredible argument for the need of Common Planning Time, but she too is concerned with some of the timing as Dr. Ackman mentioned. She understands the need but struggles with taking away time with students and is looking forward to creative thinking and a broader conversation

Ms. Barish was happy to see there are conversations happening with community school and mentioned that the last children's cabinet was focused on Out of School Time.

Dr. Ackman asked if the District is in conversation with other districts who have implemented this in the past and could we find out from them if there has been an improvement for those who removed the time.

Chair Green said he was hearing a conflict of concerns; he believes school days should be longer, more recess time would be good for students and this could be something to negotiate in future dates in the contract agreement.

Ms. Pitone would be in favor of this proposal even if it didn't include the 5 minutes at the begin of the day, her only concern is on putting through a proposal when we don't know if instructional time would be ideal.

Mr. Simmons spoke to his personal opinion during his first year of teaching, if the common planning time would had been in place he would have been a great teacher and would have learned a lot from it. The goal of this proposal is not to have lost minutes, the goal is that when a teacher steps in front of students, every single second counts and it is not lost by teachers looking for notes or guidance.

Ms. Krepchin commented that when she thinks of extending the school days she thinks of recess and lunch not instructional time. She does not think the 5 minutes would make a huge difference.

Ms. Dion agrees with Mr. Simmons.

Mr. Mazza added that this proposal gives all educators the time to plan collaboratively, which means the quality of instructions increases for all students. With this model, there would be a away to make sure all students get the same quality of education every day.

Ms. Pitone thanked the team for being present, she understands that time on learning is different from time over all and wants to follow up offline.

- Benjamin G. Brown School- School Improvement Plan (Mr. Maguire)

Principal Shawn Maguire of the Brown School was present to deliver his [School Improvement Plan Presentation](#).

Comments/ Questions:

Dr. Ackman asked if there is something that teachers were doing during the pandemic that is being used to carry the work over now. Mr. Maguire responded that they make home calls as well as more in school activities where parents are invited to see the student works.

Ms. Dion wondered if the school is using the talking points app. Mr. Maguire confirmed they do use the app as well as interpreters if needed.

Ms. Pitone asked how the conditions for learning survey is being use for this work; because this is the kind of data we want to see to understand where students are. Mr. Maguire said they use the data to review the results and it gets broken down by grade level.

Dr. Boston Davis commented that each school overall has two academic goals, two social emotional goals and two equity goals. She also introduced Sam Eligene who has been working with each of the schools on the school improvement plans.

Ms. Eligene commented that being that this is the first year back to presenting the SIPs; it was left up to the schools to use the date available to them to drive their equity goals.

Ms. Pitone expressed that she would like to see what the goals are for the next two years; where we are now and where

are we trying to get to. She added that it would be nice to see the same data across the board but understands that we are just starting back up.

Ms. Barish wondered about the calls for student support that are at about 20-25 calls per day and if the numbers have increased since before the pandemic. Mr. Maguire responded that pre-pandemic there was concerns of social emotional supports but not to the level that it has reached since the pandemic.

Chair Green questioned some context, appreciates the engagement as an equity challenge that was named and he has two concerns with that; in general, we talk about family engagement and assumed that a certain type of engagement is the right form of engagement. The second concern is that well-meaning progressive folks build something and ask others to join specially in terms of outreach and community engagement, which is based on the comfort and known ways of a certain segment of the population. Mr. Maguire agreed with Mr. Green and said this is why it is more important than ever to make sure equity goals are one of primary focus for the school.

Ms. Krepchin clarified that the solution may be to get these other parents involved in a way that works for them not necessarily having to join PTA.

Dr. Ackman asked if the questions from the focus group are being vetted at the district level. Mr. Maguire responded that he is working with the equity specialist and the equity team.

Chair Green wondered if there is better data that could be brought forward. Dr. Boston Davis responded that she knows that Mr. Maguire has been working closely with Ms. Gallitano and they could work on some revisions.

Dr. Phillips commented that for family engagement some schools are offering stipends for different things to help people become leaders. Come to the School Committee meeting and let us know you need support, that is what we are here for.

Ms. Pitone wondered if there is an achievement gap in ELA outcomes between low income and not low-income populations. Mr. Maguire responded that they did not see a huge gap in ELA; they focused mainly in math because that is where the main gaps were found.

Conversation ensued.

Ms. Pitone asked a question pertaining to the process of School Improvement Plan Presentations; in the past schools would have a summarized plan and a School Improvement Presentation that was posted on the SPS website, she wondered if this was still being done. Dr. Boston Davis responded that every school is doing a presentation as well as a school memo summarizing the presentation.

- 2023-2024 School Calendar (Dr. Boston Davis)

Dr. Curley asked for a motion to approve 2023-2024 School Calendar.

MOTION: There was a motion by Ms. Pitone, seconded by Dr. Ackman, to approve 2023-2023 School Calendar. The motion was approved unanimously via roll call vote.

Dr. Curley then delivered his district report.

Notes-Superintendent's Update: *School Committee Mtg – Monday, Feb. 27, 2023*

Welcome back. We hope the February break was fun and restorative for everyone. We will keep our comments this evening brief so that we can get to the heart of this evening's presentations – School Improvement Plans from the Brown School and Next Wave/Full Circle teams.

February Vacation Programming Update

150 SPS students in grades Pre-K through 7 from schools across the district enjoyed a fun-filled four-day Community Schools program at the Kennedy School over the February vacation. The program included STEM, Art, and Social Studies enrichment activities, and included activities taken from the Healthy Eating Active Time (HEAT) curriculum as well as the Playworks curriculum. Activities varied from day and day and included making fruit kabobs, becoming Lego architects, and carving art out of soap. Students also visited the Museum of Science, Altitude Trampoline Park, and Xtreme Craze. A

special thanks to the Somerville Food and Nutrition Services Dept. for providing breakfast and snacks to all participants throughout the week.

Update on Pre-K and K Enrollment

While registration for the 2023-24 school year is ongoing, the deadline for participating in the first batch of school assignments was this past Friday, February 24th. Since January 4th, we have received nearly twice the number of pre-K and Kindergarten complete enrollment packets compared to last year. As of Friday, we have received 215 pre-K completed registrations (compared to 106 during that same window of time last year), and 343 Kindergarten registrations (compared to 188 last year). The Enrollment Office will be emailing school assignments during the week of March 20th to all Pre-K and K families who submitted complete applications by last Friday, February 24th.

	SY24	SY23	SY23 Registered during this time frame but never attended
Pre-Kindergarten	215	106	36
Kindergarten	343	188	29
Grades 1-8	21	9	14
Grades 9-12	6	1	1
Total	549	304	80

Parent-Teacher Conferences

Parent-Teacher Conferences begin this week. Parents and guardians can expect to receive information from their school about the upcoming conferences. Conference dates and times are also posted on our website calendar. We look forward to sharing with parents and guardians their students' progress, highlighting the great work they're doing, and learning more about how we can best continue to support them.

Half-day Wednesday

Wednesday, March 1st, is a half day for pre-K to 8 students. Pre-K students are dismissed at 11:30 a.m. and K-8 students are dismissed at noon. We look forward to a great afternoon of professional learning for our staff.

Department Shout-Out

A huge shout-out goes out to our small but mighty Data team! Sam Eligene and Sarah Jo Torgrimson do an incredible amount of work behind the scenes, making sure that Principals, Department Directors, and others have the data they need to make informed decisions. Most recently, they have been very busy and helpful in synthesizing data and putting together data slides to support School Improvement Planning efforts as well as Budget Collaboratives. Their impact is district-wide, and they always approach their work with calm enthusiasm and creativity. We are grateful for their work and fortunate to have them on our team!

B. Personnel Report

- February 2023

Interim Superintendent Dr. Curley announced the following retirements:

William Brown Food Service FT Utility Aide retiring after 20 years of Service

William Bingay FC/NW/SHS School Nurse retiring after 25 years of Service

Dignora Diaz WSNS Senior Clerk Retiring after 26 Years of Service

Dr. Curley also announced his recommendation to the body to put forth Mr. Chad Mazza as the Permanent Assistant Superintendent of Operations for Somerville Public Schools.

Chair Green announced that body would take a vote on this recommendation at the next meeting.

Dr. Curley also announced the permanent hiring of Karen Woods as the Chief of Personnel and of Ruth Santos as the new Director of SFLC.

VI. APPROVAL OF MINUTES – Taken Out of Order

- December 19, 2023
- January 9, 2023

MOTION: There was a motion by Dr. Ackman, second by Ms. Krepchin, to approve the School Committee minutes of December 19, 2023 and January 9, 2023.

V. REPORTS OF SUBCOMMITTEES

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Dion to approve all the Subcommittee Reports on the agenda.

The motion was approved unanimously via roll call vote.

A. School Committee Meeting for Rules Management Subcommittee: February 15, 2023 (Ms. Barish)

The February 15 meeting of the Rules Management Subcommittee was held virtually. Sarah Phillips, Sara Dion, Ellenor Barish, and Susana Hernandez Morgan were present. There was nobody in the audience. The meeting was called to order at 6 pm. There were five items on the agenda.

1. Approve January Minutes

Sarah Phillips moved to approve the January minutes. The motion was seconded by Sara Dion. The motion passed unanimously.

2. Feedback on proposed revisions to File JICA - Dress Code

Ms. Hernandez Morgan reported that the proposed revisions were shared with high school students and that student feedback was positive. Students did request that guidance be clear regarding crop tops, stating that they would be in favor of allowing them. The revised policy reads that students' torsos must be covered which seems incompatible with crop tops. The group discussed how to make the policy more flexible in this regard. Ms. Hernandez Morgan suggested "tops that cover the majority of the torso."

3. Policies in need of expanded definition of race updates

Ms. Barish shared with her colleagues a list of policies identified by MASC as needing an expanded definition of race: JICA - Student Dress Code, AC - Non-discrimination Including Harassment and Retaliation, AC-R - Non-discrimination Including Harassment and Retaliation, GBA - Equal Employment Opportunity, GCF - Professional Staff Hiring, JB - Equal Educational Opportunities, and JFBB - School Choice. MASC recommends using the expanded definition of race to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length, and protective hairstyles, and the correlating legal reference to Acts of 2022, Chapter 117. Ms. Barish suggested that members review those policies before the March meeting and bring forth any additional revision recommendations so that all revisions might be made to a given policy in one process.

4. Assess need for revisions to File IHAM-R - Health Education

Ms. Barish recommended changing K-8 in the existing policy to PreK-12 given that the School Committee has approved that change in File IHAM.

Sara Dion moved to change K-8 to Prek-12. Sarah Phillips seconded the motion. The motion passed unanimously.

5. Proposed revisions to File LBC - Relations with Private Schools

Ms. Barish summarized advice from the School Committee's attorney: leave criteria/standards/requirements as is so that future School Committees have specific guidance and future applicants know what is expected of them; it is appropriate to request advice from administrators/counsel as to whether a private school application meets the standard as long as it is clear that the determination rests with the School Committee; and finally, if there are parts of the procedure that didn't work well, the School Committee should feel empowered to make changes.

Dr. Phillips explained to her colleagues that she hoped the revisions would make better use of school committee members' time. She will re-incorporate DESE's list of items for consideration in her revised version and bring it back to this subcommittee.

With no further business on the agenda, the meeting was adjourned at 6:32 pm.

Documents used: January Rules Report, DRAFT Dress Code Policy Proposed Language Changes, LBC - Relations with Private Schools, IHAM - Passed Out of Rules 12.19, File IHAM-R - Health Education, Proposed LBC Additional Revisions.

B. School Committee Meeting for Finance and Facilities Meeting of the Whole: February 15, 2023 (Ms. Krepchin)

Finance and Facilities Subcommittee Meeting February 15th, 2023

Via Remote Participation

Members Present: Ilana Krepchin, Emily Ackman, Laura Pitone, Sara Dion, Sarah Phillips, Andre Green and Ellenor Barish.

Also in Attendance: Director of Finance Fran Gorski, Interim Superintendent Jeff Curley, Interim Assistant Superintendent of Operations Chad Mazza, Interim Assistant Superintendent for Academics Jessica Boston Davis.

Audience Members: There were 3 audience members

Ilana Krepchin called the meeting to order at 7 pm

There were 4 items on the agenda

FY24 Budget

We've had 12 budget collaborative meetings. We are well ahead of where the city is with their budget. The long range planning for the city is to have the schools go back to being a 5% budget.

If we keep everything on esser for FY24, what will happen in FY25?

SOA (student opportunity act) formula is based on 1994 numbers. Hopefully the state will revisit this formula.

We should try to set up the new superintendent for success with this budget. Esser positions are roughly 3% of the overall budget.

We should be mindful that we are starting from a very different place than most cities. It's also Important to have a sustainable budget - not a boom/bust budget.

Curriculum - greater boston breakthrough. We met with the Biogen foundation to discuss funding some of this. \$100,000 for math curriculum (we might be able to purchase this this year).

Took out chromebooks from the budget. We spent over a million during the height of the pandemic. Something we need to look at as we return to normal - how much will a refresh of technology cost in an average year?

PD for leadership development for Principals - \$50,000

Transportation - additional cost because of Homeless transportation. Fuel costs are high. Even though there is reimbursement, there is still a certain amount we need to budget for. Nursing - \$50,000 to address any contracted services we may need

East - unidos curriculum - working on this build out. \$129,000. Will see if we can prepay this. Kennedy, AFA and West - not significant asks. There are some staffing needs that we'll discuss later.

Athletics - the field at the high school needs bleachers and nets, etc.

Library - reduction in library book purchases - will take a look and make sure we have enough money here

SPED - need to address the increased cost of out of district tuition. Also additional costs for transportation. We have approximately 90 out of district placements.

Non Payroll - \$1.3 million increase.

Staffing - Unbudgeted positions that need to be added back - about \$900,000 5.48% increase is where we are at the moment. Still need to look at options to reduce what is currently included.

WOW (working on womanhood) program we added at the highschool - should we consider adding it at the middle schools where we have BAM (Becoming a Man)?

All other agenda items were tabled.

YTD Expenditure Update

January Bill Rolls

Facilities Update

With no further business, the meeting was adjourned at 8 pm.

Submitted by Ilana Krepchin, Chair, Finance and Facilities Subcommittee

Documents used:
Jan 22 Local Bill Rolls
Jan 22 Revolving Bill Rolls
Jan 22 Grants Bill Rolls
FY24 Level Service Budget
CIF_Memo FY24

C. School Committee Meeting for Special Personnel Meeting of the Whole: February 15, 2022 (Ms. Krepchin)

Personnel Meeting of the Whole February 15th, 2023
Via Remote Participation

Members Present: Andre Green, Ilana Krepchin, Emily Ackman, Laura Pitone, Sara Dion, Sarah Phillips, Ellenor Barish, Mayor Ballantyne and President Ewen-Campen

Also in Attendance: Interim Superintendent Jeff Curley, Interim Assistant Superintendent of Academics Jessica Boston Davis, Glenn Koocher

Audience Members: There were 15 audience members

Andre Green called the meeting to order at 8 pm

There was item on the agenda

Next steps for superintendent search.

Dr. Phillips made a motion that we reopen the search. Seconded by Mrs. Krepchin.

Concerns about appointing another interim - building concerns that we really can't put off. We are making progress and want to make sure to keep moving forward.

It is worth the effort to try. Will be a lot of time and energy. We should take lessons from what we learned last time.

Friendly amendment by Mr. Green to close and re-open the search. Motion passed unanimously.

There wasn't enough time between interviews and closing the public comment was too short. We need a clear plan for reference checking.

Should the screening committee read resumes as they come in or wait till the end?

With no further business, the meeting adjourned at 8:50 pm. Submitted by

Ilana Krepchin, Vice Chair

Documents used:
Superintendent Search Relaunch - Draft Roles
Superintendent Search Relaunch - Draft Timeline

VI. NEW BUSINESS

A. Acceptance of FY23 Grant Funds (Recommended action: approval)

State

- Credit for Life - \$5,000 – SHS Students Fair to Learn Real-life Budgeting and Money Management Skills.

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

The motion was approved unanimously via roll call vote.

B. DONATIONS: (Recommended action: approval)

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

Donation	Donor	City, State	Value	Programs Donated to
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700 Packages of Assorted Clothing, Diapers for Community Distribution and Hygiene Packs.	Cradles to Crayons	Newton, MA	TBD	SPS Clothing Closet
New Winter Clothing; Coats, Boots, Scarves, Hats, Gloves, Socks and Underwear.	Sarah Gibbons, Mass General/Brigham	Somerville, MA	TBD	SPS Clothing Closet
Assorted Clothes and Toys	Boynton/ Lincoln Property Group	Somerville, MA	\$3500	SPS Clothing Closet
350 Pairs of Sneakers, Assorted Sports Apparel	Puma North America Inc.	Somerville, MA	\$5000	SHS Clothing Closet
Market Basket and Target Gift Cards	Donna Lion – Eversource/ Chris Halloran – United Steel Workers Local 12004	Somerville, MA	\$500	SFLC Basic Needs and Housing Support Services
Monetary – In Honor of Christine and Sam Taylor	Bayla M. Ostrach	Fletcher, NC	\$36	El Sistema Scholarships

MOTION: There was a motion by Dr. Ackman, seconded by Ms. Krepchin, to accept, with gratitude, the donations to Somerville Public Schools listed above.

The motion was approved unanimously via roll call vote.

VII. ITEMS FROM BOARD MEMBERS

Ms. Pitone thanked the administration and City Cable for making hybrid meetings possible. She also requested a reminder of when the last day to join the Superintendent Screening Committee is - which is this Wednesday March 1, 2023.

The deadline to apply for the Superintendent Position is Thursday March 9, 2023

VIII. CONDOLENCES

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

Joanne Reynolds, Mother of Sharon Rotondo, Aim Paraprofessional at the Capuano School.

Jean DeAmato, Former Cafeteria and After School employee at WSNS, and Crossing Guard at WSNS and Cousin of retired Paraprofessional, Donna Romeo.

IX. ADJOURNMENT

The meeting adjourned at 9:42 p.m.

Related documents:

Agenda

[Common Planning Time Proposal](#)

[Benjamin G. Brown School- School Improvement Plan](#)

2023-2024 School Calendar

Personnel Report

Submitted by: E. Garcia

CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – FEBRUARY 27, 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**, 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_ZMsQsp01SSClSxQXOKcunug

Meeting ID: 847 5813 4927

Password: SPSSC23

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. APPROVAL OF MINUTES

- December 19, 2023
- January 9, 2023

IV. 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_ZMsQsp01SSClSxQXOKcunug

For Simultaneous Interpretation in Spanish, Portuguese and Haitian Creole See below:**Espanol - 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_ZMsQspO1SSClSXXOKcunug

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_ZMsQspO1SSClSXXOKcunug

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, rantr nan Zoom sa a epi chwazi lang ou vle a lè w klike sou balon entèpretasyon an:

https://k12somerville.zoom.us/webinar/register/WN_ZMsQspO1SSClSXXOKcunug

Reyinyon ID: 847 5813 4927

Modpas: SPSSC23

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

2023-2024 School Calendar

First Day of School Grades 1-12: **August 30**

First Day of School for Pre-K and K: **September 6**

Last Day of School: **June 13**

AUGUST '23 (2 days)

S	M	T	W	TH	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

21—1st day for Administrator Prof. Dev.
28—1st day for Educator Prof. Dev.
29—Educator Professional Development
30—1st day for students 1 - 12 (1/2 day)

SEPTEMBER '23 (19 days)

S	M	T	W	TH	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1—No School (Offices Open)
4—No School - Labor Day
6—1st day for K and Pre-K students
16-17—Rosh Hashanah*
25—Yom Kippur*

OCTOBER '23 (21 days)

S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

9 - No School - Indigenous Peoples' Day

NOVEMBER '23 (18 days)

S	M	T	W	TH	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	1	2

7—No School - Election Day (Offices Open)
10—No School - Veterans' Day
12—Diwali
22—Begin Thanksgiving Recess at noon
1st Quarter 8/30—11/3

DECEMBER '23 (16 days)

S	M	T	W	TH	F	S
26	27	28	29	30	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

8-15—Hanukkah*
22—Begin Winter Recess at noon
(Includes Christmas - 12/25 and Kwanzaa - 12/26)

JANUARY '24 (20 days)

S	M	T	W	TH	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

1—No School - New Year's Day
2—No School - Prof. Dev. for Staff
3—Classes Resume
6—Three Kings Day/ Día De Los Reyes
15—No School - Martin Luther King Day
2nd Quarter 11/6—01/23

FEBRUARY '24 (16 days)

S	M	T	W	TH	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	1	2

10—Lunar New Year
19-23—February Vacation
(includes Presidents' Day)

MARCH '24 (20 days)

S	M	T	W	TH	F	S
25	26	27	28	29	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31	1	2	3	4	5	6

3/11-4/9—Ramadan*
25—Holi
29—No School - Good Friday
31—Easter

APRIL '24 (17 days)

S	M	T	W	TH	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	1	2	3	4

3/11-4/9—Ramadan*
10—Eid al-Fitr*
15-19—April Vacation (includes Patriots' Day)
23-30—Passover*
3rd Quarter 01/24—04/03

MAY '24 (22 days)

S	M	T	W	TH	F	S
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

27—No School - Memorial Day
31—Class Day (Tentative)

JUNE '24 (9 days)

S	M	T	W	TH	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	1	2	3	4	5	6

3—Graduation Day (Tentative)
13—Last day of school (180 days)
19—Juneteenth (Offices Closed)
20—185th day
4th Quarter 04/04—06/13

Prof. Dev. For Educators

- Half-Day for **ALL** Students **PK—12**
- Special Dates for Seniors
- Half-Days for **PK—8** Students

Major Religious & Cultural Holidays

Dates underlined under each month represent the district's major religious and cultural holidays. All holidays starred (*) begin at sundown the previous day. Somerville Public Schools staff members will do their best to refrain from scheduling one-time events, field trips, athletic competitions, auditions, tests, quizzes for these days. Long-term assignments will not be due on the day of or the day after one of these holidays.

For more information or for questions, please contact
Katherine Santiago — ksantiago@k12.somerville.ma.us

Draft For 2-13-2023

Religious & Cultural Holidays

Somerville Public Schools is proud to be a rich and diverse community. Although schools are not closed in observance of all religious and cultural holidays, the Somerville Public Schools respect and acknowledge the holidays that our families, students, and staff observe. The list below includes many of the holidays observed. Students who miss school because of an excused absence for a religious observance, should not be expected to complete homework, assignments, study for test, or do any other schoolwork on the holiday. Prior to an excused absence, schools and teachers should be informed.

Name of Holiday	Religion/ Culture	Dates
Ganesh Chaturthi	Hindu	September 19
Mawlid Al-Nabi (Sunni)	Islamic	September 26-27
Sukkot*	Jewish	Sep. 30—Oct. 6
Mawlid Al-Nabi (Shi'a)	Islamic	October 2
Shemini Atzeret*	Jewish	October 7-8
Simchat Torah*	Jewish	October 8
Navaratri	Hindu	October 15-24
Birth of the Báb	Bahá'í	October 16
Birth of the Bahá'u'lláh	Bahá'í	October 17
All Saints Day	Western Christian	November 1
All Souls Day	Christian	November 2
St. Nicholas Day	Christian	December 6
Bodhi Day	Buddhist	December 8
Epiphany	Christian	January 6
Feast of the Nativity	Orthodox Christian	January 7
Guru Gobindh Singh Birthday	Sikh	January 17
Ash Wednesday	Christian	February 14
Nirvana Day	Buddhist	February 15
Ayyám-i-Há	Bahá'í	Feb. 24—Mar. 1
Naw-Rúz	Bahá'í	March 19-20
Purim*	Jewish	March 24
Palm Sunday	Christian	March 24
Vaisakhi	Sikh	April 13
Hanuman Jayanti	Hindu	April 23
National Day of Prayer	USA—Interfaith	May 2
Orthodox Easter	Eastern Orthodox Christian	May 5
Ascension Day	Christian	May 9
Buddha Day	Buddhism	May 15
Haitian Flag Day	Haitian Heritage	May 18
Pentecost	Christian	May 19
Ascension of Bahá'u'lláh	Bahá'í	May 28
Shavuot	Jewish	June 11-13
Pentecost	Eastern Orthodox Christian	June 24



Somerville Public Schools
Education • Inspiration • Excellence

PERSONNEL REPORT
2022-2023 School Year
February 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

RESIGNATION NOTICES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
CAP	Speech Language Pathologist	Tiffany Jeng	02/08/23
Central	Operations & Extended Learning	Jose Mendez	01/27/23
Central	Director of Special Education and Nurse & Health Services	Christine Trevisone	03/01/23
Central	Assistant Director of MLE Programs	Cora Jeyadame	06/30/23
District Wide	Health & Adaptive Physical Education	Michelle Arria	01/23/23
KEN	School Building Substitute Teacher	Matthew McWeeney	02/03/23
KEN	School Building Substitute Teacher	John Shea	02/09/23
SHS	IEP Team Leader	Susan Maday	01/30/23

ASSIGNMENT ENDED:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE
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LEAVES OF ABSENCES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES
BR/Comm Schools	FT Lead Teacher	Kelliann Marks	01/23/23-02/10/23
District Wide	Health & Adaptive Physical Education Teacher	Michelle Arria	10/17/22-01/09/23
ESCS	Grade 6 Math Teacher	Caroline Burkard	01/05/23-02/03/23
ESCS	Kindergarten UNIDOS Teacher	Jessica Anaya	01/27/23-01/30/23 - Revised
FC/NW/SHS	School Nurse	William Bingay	02/06/23-06/30/23
HLV	Grade 7/8 Math Teacher	Christopher Mitchell	01/13/23-03/17/23

SFLC	Liaison	Heidy Castro	03/28/23-04/26/23
SHS	Biology & Biotechnology Teacher	Christopher Angelli	02/27/23-03/20/23 - Extended
WSNS	Library Media Specialist	Meagan Ross	12/19/22-04/03/23 - Revised

INTRA-DISTRICT PERSONNEL TRANSACTIONS

SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE DATE
AFAS	Provisional Grade 4 SEI Teacher	Tahlia Brazdaluz	Para + \$60 as a lead teacher	Michele Moreno	01/03/23
AFAS	PT Assistant Teacher	Ana Cortez	Additional Assignment	Harvinder Kaur	01/17/23
District Wide	Intermittent Substitute Teacher	Kylie Mills	New Assignment	NA	01/23/23
District Wide	SPED Interpreter and Translator - Portuguese	Sueli Decarney	New Assignment	Edna Rosa	02/13/23
ESCS	.10 Music Teacher	Emiel De Jaegher	Additional Assignment	Co Teacher w/l. Wo	02/28/23
WHCIS	Provisional Counselor/Educator	Lauren Costanzo	Additional Assignment	Tara Stead	01/17/23

NEW HIRES

SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE DATE
AFAS/CommS Schools	PT Lead Teacher	Ileana Perlera	Jessica Geiger	No/No	01/23/23
CAP	Provisional SPED K1 AIM Paraprofessional	Kathleen Heal	Lori Shea	No/No	02/27/23
Central/MLE Department	Temporary Principal Clerk 1	Fernanda Camacho	Indianara Bruno/Erica Martinez	No/No	02/27/23
District Wide	Substitute School Nurse	Karen Johnson (Rehire)	NA	No/No	03/06/23
District Wide	Intermittent Substitute Teacher	Emily Roberts	NA	No/No	02/17/23
District Wide	Intermittent Substitute Teacher	Jula Ashe	NA	No/No	02/17/23
District Wide	Intermittent Substitute Teacher	Isabella Watson	NA	No/No	01/23/23
District Wide	Intermittent Substitute Teacher	Patrick Raftery (Rehire)	NA	No/No	01/13/23
District Wide	Intermittent Substitute Teacher	Maggie Painter	NA	No/No	01/23/23
District Wide	Intermittent Substitute Teacher	Ishaya Williams	NA	No/No	01/27/23
District Wide	Intermittent Substitute Teacher	Devin McSheehy	NA	No/No	01/26/23
District Wide	Intermittent Substitute Teacher	Syeda Akhter	NA	No/No	01/31/23
District Wide	Intermittent Substitute Teacher	Noureen Farnawany	NA	No/No	01/31/23
District Wide	Intermittent Substitute Teacher	Steven Austerer	NA	No/No	01/31/23
District Wide	Intermittent Substitute Teacher	Sandra Moccaldi	NA	No/No	02/13/23
District Wide	Intermittent Substitute Teacher	Julia Jette	NA	No/No	02/13/23
District Wide	Intermittent Substitute Teacher	Solange Clarke	NA	No/No	02/13/23
District Wide	Intermittent Substitute Teacher	Alison Hook	NA	No/No	02/07/23
District Wide	School Nurse	Kristin Lichtenberg	Hope Agu/Lauren Kinder	No/No	02/13/23
Food Service	Intermittent Cafeteria Helper	Loubna Mouktassid	NA	No/No	02/07/23
HLV	Provisional MLE Paraprofessional	Laura Semple	Erica Sanchez	No/No	02/27/23
KEN	School Building Substitute Teacher	Meghan Burrow	Matthew McWeeney	No/No	02/06/23
KEN	School Building Substitute Teacher	Katherine Ferreira	John Shea	No/No	02/13/23
SCALE	PT Level 2-4 Reading/Writing Teacher	Maria Bakopolus (rehire)	New	No/No	01/31/23

SFLC	Director of SFLC	Ruth Santos (rehire)	Nomi Davidson	No/No	02/27/23
SHS	Provisional IEP Team Leader	Allen Barillaro	Susan Maday	Yes/No	02/13/23
SHS	High School Bridge Program Academic Tutor	Arbens Lesy	New	No/No	02/06/23
SHS	Senior Clerk - Floater	Denise Capotosto	New	No/No	03/06/23
WHCIS	PT Therapeutic Specialist	Theodore O'Brien	Margaret Brady	No/No	02/13/23