

**CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE**

Monday, September 23, 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 Chair Krepchin

Members Absent: Mayor Ballantyne and 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:

Addy Penate- Spanish

Sueli DeCarney- Portuguese

Angie Surpris- Haitian Creole

II. Student Representative

Student Representative Michala Thomas reported as follows:

- Club Fair held last Wednesday – clubs presented their missions and meeting details.
- X-block schedule - changed to last block on Wednesdays.
- Phone policy updated to ensure more classroom interaction.
- Bathroom policy updated – laminated bathroom pass where students write times in and out.
- Celebration of Spanish Heritage month – movie tonight.
- Cultural clothing day last week where students represented in their cultural clothing.
- Student Council planning a homecoming off-campus.

QUESTIONS/COMMENTS

In response to Mr. Biton’s question on feedback from fellow students on new phone policy, Ms. Thomas stated that there has been some hesitancy and students need time to ease into the new policy that will ultimately serve to strengthen the student-teacher connection.

In response to Chair Krepchin on the reason for the off-campus homecoming, Ms. Thomas stated that it would “change it up a little to engage more students to want to attend.”

III. PUBLIC COMMENT

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

Megan Brady, grade 8 civics teacher at Winter Hill, expressed her pride in her students’ achievement and gratitude to the Committee for the resolution on the agenda to recognize and endorse students’ civic engagement work last spring. She shared their dreams for a Winter Hill with working bathrooms, an auditorium, lockers and a soccer field. She supports the students’ advocacy to a government that listens to their needs and acts accordingly, an important message for youth to believe. She looks forward to the first reading of the resolution tonight and the opportunity for students at the next meeting to speak directly to the Committee on the urgency of their needs at Winter Hill “they are gems of kids.”

IV. APPROVAL OF MINUTES

MOTION: there was a motion by Dr. Phillips and seconded by Dr. Ackman to approve the minutes of August 26, 2024 School Committee meeting.

The motion was approved unanimously.

V. REPORT OF SUPERINTENDENT

A. District Report

Dr. Carmona read his report which was as follow: Tonight, our report focuses on several critical areas in which data plays a significant role in how we continue to make investments to support the varied and unique needs of students.

We have three presentations: an update on Enrollment trends and data, an update on our Out of School Time initiatives, and a brief update on facility and work order management.

Each of these topics are integral to the other; to truly meet the needs of our diverse student body, we need to understand both how our district's enrollment trends play a role in our programming, and we need to be sure that we have safe, welcoming, and nurturing school environments that enhance teaching and learning.

Each year we invite administrators from our SPS departments to share updates and highlights with the School Committee and with our broader community. One of my personal goals is to be more strategic in presenting these updates, not only just to share our progress and potential areas for improvement, but to highlight the importance of strong systems, and how data can and should drive good decision making.

- **2024-2025 Enrollment Update (Ms. Rodriguez)**

Dr. Carmona invited Enrollment Director, Teresa Rodriguez, to present enrollment data to begin framing our systems work in these areas.

Ms. Rodriguez reviewed her PowerPoint presentation on the enrollment update as of September 17, 2024 including the following highlights:

- Enrollment has been relatively steady
 - By grade, school, multi-lingual learners and newcomers
 - Different languages and countries of origin
 - Multi-lingual support and special education support
 - Summer withdrawals and those not attending SPS
 - Response rate for yearly student information update
 - Additional notes

QUESTIONS/COMMENTS

In response to Dr. Ackman's question on transfers to charter schools, Ms. Rodriguez stated that she will make that data available. She will also make available data on Arabic-speaking students.

In response to Mr. Green's comment about improving the process of entering data for non-traditional families with joint custody, Ms. Rodriguez stated that she is working with a consultant on systems to make the process less burdensome. She also noted an article recently in the *Boston Globe* on the Boston Enrollment Indicator project has included Somerville, Chelsea and Milton as inner rings for enrollment purposes. Mr. Green noted that a Winter Hill parent is engaged in the project.

- **Community Schools/OST (Ms. Paribello)**

Dr. Boston-Davis invited the OST team to make its presentation.

Ms. Paribello introduced James Mandart and Maggie Tersavich, Co-directors of the Summer Program, who reviewed their PowerPoint presentation including the following highlights:

- Summer team
- Total enrollment
 - Enrollment breakdown by programs
 - Registration process
 - Elementary SPELL
 - Summer of YES by Right Brain Curriculum
 - Summer Explore Kindergarten
 - Community Schools Summer Adventure
 - The Calculus Project

- Summer session HILL for literacy
- Summer music
- Middle School Robotics
- Middle School CTE
- Middle/High School SPELL
- SHS Summer School
- Summer Success 9th Grade Orientation
- Next Wave/Full Circle
- External Programs
- Summer quality survey
 - Program and staffing
 - Health and nutrition
 - SQS assorted responses
 - End-of-program director check-in and staff planning
 - Staff support
 - Student outcomes
 - Mayor's summer job program

QUESTIONS/COMMENTS

Dr. Phillips praised the program but added that she had received feedback from Argenziano parents confused about the criteria used for the referral process and the need to move up the timeline for notification before making summer plans. Ms. Tersavich acknowledged that the registration process needs to be streamlined to make it easier for parents.

Mr. Biton also praised the program where "students experience joy and less structure, creative play and learning and interaction with kids that they may not get to interact with in the school year." He too was in favor of moving up the timeline for the registration process. Mr. Mandart affirmed the program as giving students the opportunity "to be in a safe structured place during the summer" and witnessing the excitement of students learning new skills that can be brought over to the regular school program in the fall.

In response to Dr. Ackman's question that "if we could wave a magic wand resource-wise with equity as the focus what would you like to see improved for next summer," Mr. Mandart and Ms. Tersavich stated the following and was followed by further discussion:

- More access to families in the registration process that "speak, read and write" outside of English.
- If more families use the system on a regular basis, it is more likely they will find a way to summer programming.
- Increase the time of the program from 4-5 weeks to 6-7 weeks to allow students more productive time.
- Better registration process would enable accurate longitudinal data collection.
- Allow retention of certain number of slots for late registrants who may not have option of long-term planning.
- Two-way communication/partnership with regular education and especially special education program to track improvement of summer students in school year; accessibility of summer school staff to students' IEP to better serve the needs of the student.
- Ensure that the stipend compensation accurately reflects work of staff to ensure the attraction/retention of qualified and experienced staff; outreach to available summer graduate students to return to the program.
- Success of building the middle school CTE program directly related to students being wait-listed for this year; and expectation to increase capacity for continued demand for the program at this level

- **Community Schools/OST (Ms. Paribello) continued**

Ms. Paribello continued with the PowerPoint presentation for Out-of-School Time for the current school year including the following highlights:

- Goals for September
- OST Steering Committee
- Afterschool map

Ms. Adriana Guereque, Assistant Director of OST, continued with the presentation:

- Community Schools
 - Staffing
 - Current enrollment
 - 24-25 initial registration review

QUESTIONS/COMMENTS

Discussion ensued including the following highlights:

- Tier 1 student is given priority as any returning student regardless of family income.
- Percentage of Tier 3 students who asked for spots received them – information will be supplied.
- Admittance decisions on Tier 2 and 3 students are made on basis of varied family criteria, i.e. if sibling was expected to enter next year various family accommodations.
- Increase in full-time staff as a result of successful recruitment of high school students.
- Wait list for Kennedy school high because of stability of teaching staff committed to that building.
- Staff recruitment more difficult in the East/West side of the City.
- Active recruitment of students for Healey school.
- Availability of other options in Healey school area, i.e. Mystic Learning Center, Elizabeth Peabody House and YMCA compete with Community Schools.
- Tracking enrollment of children in different programs across the community.
- How best to ensure that every student gets the coverage needed not just from Community Schools, i.e. what would a full City program that is sustainable and high-quality look like; bolstered by federal and state support; various models that involve community members are under discussion by the team/administration.

Community Schools/OST (Ms. Paribello) continued

Ms. Guereque and Ms. Paribello continued with the presentation including the following highlights:

- OST Partner programs
- Out-of-school time clubs
 - Session 1 – September-December

QUESTIONS/COMMENTS

Mr. Green asked for the information in the presentation to be broken down by grade and school to demonstrate to parents' equity in providing services. In response to his comment on better supporting partner/vendors, Ms. Paribello stated that a long-time vendor switched directorship which led to communication problems that continued with the interim director, despite clear communication on the needs of the program. However, ways to further strengthen the partnership will continue.

Other topics of discussion included:

- Need for clubs came from filling the gap in OST programming; Steering Committee looking at components of servicing families for enrichment, need for OST time, etc.
- Goal is to reach out to students not enrolled in OST programming.
- Needed increase in middle school offerings.
- Need for third-party vendors to shift offerings to meet the various demands for services.
- No charge for clubs which average 1.5 hours.

- **Management System for Facilities (Ms. Anosike)**

Superintendent Carmona introduced Chief of Staff Amara Anosike to share a broader facilities update. Ms. Anosike has undertaken significant work to update how we track and respond to facilities needs across the district, and we are already seeing positive results.

Ms. Anosike reviewed her PowerPoint presentation including the following highlights:

- SPS facilities: strategic priorities
- New measures to advance priorities
- Weekly 311 report
- Strengths and opportunities for growth

QUESTIONS/COMMENTS

Members praised Ms. Anosike for her “wholistic facilities work...and systems building.” Discussion ensued including the following highlights:

- The two designated City departments Ms. Anosike works with are Infrastructure and Asset Management headed by Mr. Raiche and DPW.
- If response to 311 is not immediate, many issues “fall through the cracks;” consistent tracking allows the district to follow through on open issues.
- Collaboration with the joint building committee provides leverage to completion of open projects.
- Preventative maintenance is needed to address issues of aging buildings, ensuring pro-active maintenance of elevators, roofs, HVAC, etc. to provide the longest life of both systems and buildings; bleachers being currently assessed.
- Capital improvement requests are ranked on a scale of 1-4; Ms. Anosike and other stakeholders meet with the City biweekly to assess capital needs.
- Unresolved rodent mitigation is unacceptable and “shameful” to blame children and teachers for having open containers of food in buildings as many City buildings have food and don’t have the level of rodent problems seen in schools.
- Walk-throughs in buildings have revealed rodent access via holes in certain places; division of environmental services found issues due to factors well beyond food.
- Preventative maintenance needs to include things missed when responding to issues, for instance, while doing work in and around ceilings, faulty light fixtures can be easily fixed preventatively at the same time.
- Schools built at the same time have very loud acoustics in cafeteriums offensive to students experiencing sensory issues and soundproofing can be long-term project.
- As in the Cumings building being used as a warming center and the Committee’s resolution to upgrade the Cumings in case of emergency to eliminate basic structural work, long-term building plans with the City have final approval by the Committee.
- Current assessment of generator problem at West to determine short or long-term resolution.

B. Personnel Report

September 2024

Dr. Carmona reviewed personnel report and announced the following retirements and promotions

Celia McDonald-Nuccio Reading Teacher retiring after 52 years of service!!!

Sandra Dumas Grade 5 Teacher retiring after 31 years of service

The leaves of absences are growing

Promotions

Latifa Mortady promoted to FT Special Education lead teacher for Community Schools

Paula Chavez promoted from a paraprofessional to a Grade 4 Unidos teacher

Blake Wilson Promoted from a paraprofessional to a Special Education Resource Room Teacher

Eugenio Suazo Promoted from a paraprofessional to a Counselor Educator

New Hires:

Christopher Flynn is our new Electrical Teacher

Chair Krepchin asked that the following agenda item be taken out of order.

VI. NEW BUSINESS (Out of Order)

A. Resolution in support of the 23-24 Winter Hill Eighth Grade's Work and Request

Mr. Green presented the resolution for a first reading and noted the importance of the Committee's officially recognizing a "truly remarkable project.....extraordinarily well done." He echoed Ms. Brady's sentiment that it is important for the Committee to recognize civic engagement and ensure students' efforts "are seen and noted."

Suggestions were made to include present, past and future Wild Cats in symbolically witnessing the demolition of 115 Sycamore St. as well as amendments to the resolution and including the Mayor and City Council's endorsement.

VII. Report of Subcommittees

A. School Committee Meeting for Educational Programs & Instructions Subcommittee: September 12, 2024 (Dr. Ackman)

Education Programs Subcommittee: September 12, 2024

Members in attendance:

- Member Ackman
- Member Barish
- Member Pitone

Presenting staff:

- Dr. Boston Davis
- Dr. Carmona

Audience:

- Jackie Piques
- Leigha Charboneau

Meeting called to order at 2:49 pm

Dr. Ackman welcomed everyone and introduced Dr. Boston Davis. Who welcomed everyone and shared the overview and rationale behind sharing her work as a sub-part of the strategic plan.

Dr. Boston Davis presents:

OVERVIEW

- The purpose of this presentation and the documents within is to organize and prioritize based on the strategic plan and work of several District committees last year
- This is a "living" document, and as we collect feedback we may refine or revise
- This is not all encompassing of our work this year

RATIONALE (picture of jars with rocks and sand)

- As we move to align towards the District's Strategic Plan (which we are still collecting feedback from the Committee on), it's important to set priorities.
- The systems we create to help us prioritize, determine what gets done.
- In the image on the right you will see the same container and contents:
 - Big rocks are the big priorities
 - Pebbles are the regular/ routine tasks
 - Sand is the daily tasks (sometimes what gets in the way from getting to the big rocks)

SELECTING THE PRIORITIES

Education Program subcommittee meeting presentations this school year should be in line with these priorities.

- Used quantitative and qualitative data:
 - Much of this is completed with the strategic plan across a large amount of stakeholders
- Key Take Aways from Instructional Rounds at every school District Instructional Leadership Team Final Presentation - Many recommendations for action
- Academic Cabinet - Collective brainstorming for future goals and priorities
- Curriculum Roll Out Plan (Developed last winter)
- The priorities will guide the action of the Academic Team.
- Additionally, the Academic Priorities will be used to inform the goals of meetings and leadership teams this year. This includes, but is not limited to the following meetings:
 - Education Programs Subcommittee of the School Committee All Team (Admin Meeting)
 - Academic Cabinet
 - District Instructional Leadership Team Meetings
 - Principal Meeting
 - Assistant Principals Meetings
 - All District PD

Dr. Boston Davis asks Dr. Carmona if he wants to add. Dr. Carmona notes that there is not yet a single academic vision for the district and how that work is in process.

Dr. Boston Davis presents:

SPS VISION, MISSION, & CORE VALUES

Vision

We envision a student-centered learning community where every student – honoring their unique strengths and background – is empowered to thrive academically, socially, and emotionally through tailored supports and equitable access to opportunity.

Mission

Our primary mission is to cultivate independent and inspired learners who are equipped to make a positive impact on the world. We achieve this by fostering rigorous and joyful learning environments where students, families, staff and community partners collaborate with a shared commitment to academic excellence and well-being.

Core Values

We believe in:

- Empowering every child to realize their potential to become leaders and achieve academic excellence through academic rigor, a commitment to consistent, high standards, and access to caring and attentive adults.
- Embedding equity and access into every aspect of our school culture and community by maintaining a multicultural, multilingual, and inclusive school community, and disrupting and eliminating roadblocks to quality outcomes through strategic systems and practice. Prioritizing the holistic wellbeing of our students, recognizing that their social, emotional, mental, developmental and physical health are foundational pillars for academic success.
- Using data to drive decision-making to inform strategic initiatives, measure progress, and continuously improve student outcomes. Cultivating robust partnerships and engagement with families and community stakeholders, prioritizing the essential need for collaboration, family partnership, and shared accountability.
- Sharing responsibility across staff, students, families and community members to promote a culture of collaboration, transparency, and mutual respect.

2024-2025 ACADEMIC PRIORITIES

1. Curriculum
 - a. Adopt and implement high-quality, evidence-based, and culturally responsive PK-12 curriculum.
2. Instructional Rigor

- a. Strengthen instructional rigor for all learners.
 - i. Maximizing professional learning opportunities.
 - 1. This came directly from school leaders in the district.
 - ii. Want to be data-driven.
- 3. Communication
 - a. Expand communication to strengthen partnerships with families and community.
 - i. Considering how report cards can be used for communication with families/caregivers.
 - ii. Designing an educator recognition system.
- 4. MTSS
 - a. Clarify, improve, and streamline SPS' Multi-Tiered Systems of Support (MTSS).
 - i. Current EdLD fellow is focusing his doctoral work on MTSS in the district.
- 5. Supportive Learning Environments
 - a. Continue to build supportive learning environments for all students.
 - i. Incorporate student feedback.
 - ii. Align with the Ready for Rigor framework.

Dr. Carmona notes that MTSS is core to improving outcomes for all students. SPS is partnering with Children's Hospital to incorporate SEL MTSS to the team.

Question from Member Pitone: Improving communication. Is that the district as well as individual teachers?

Response from Dr. Boston Davis: I am speaking from the perspective of the district. For example, families should be able to look online to see scope & sequence

Response from Dr. Carmona: The SFLC is tasked with improving communication as well and it will look different depending on the work streams within the district.

Follow up from Member Pitone: How are we setting the expectation for educators? Does this tie in with their contract?

Response from Dr. Boston Davis: I have heard from educators that they want report cards to be revamped as well. What I envision is a need to clearly identify hopes and needs from a report card, what are the pain points, and what is possible. With family, educator, and administrator input. The tool needs to be revised. I acknowledge that I am thinking about this from the district perspective and need to figure out the balance between district vs. school/classroom communication.

Question from Member Pitone: Expanding access to coaching? What do we mean by this and what does this look like?

Response from Dr. Boston Davis: The language is intentional because we still need to figure out where and how we need to expand coaching. We also need to consider innovative concepts of coaching as well.

HOW WILL WE DO THIS?

- Instructional Rounds
- Common Planning Time
- Robust Professional Development for All
- Coaching
- District Instructional Leadership Team
- Academic Cabinet
- Expanding Educator Leadership Options
- Data Days
- School Site Councils
- Mentoring
- District Wide PD

- Partnering with families & expanding access and outreach
- And Much More...

HOW WILL WE MEASURE SUCCESS?

Alignment to the Strategic Plan's Academic Excellence Priority Key Measures which includes:

- MCAS
- ACCESS
- i-Ready
- DIBELS
- PELI
- Conditions For Learning Survey Attendance Rates Graduation Rates

Comment from Member Ackman: I want to compliment Dr. Boston Davis for including ways of measuring success because not all districts think proactively in this way.

Comment from Member Pitone: How do you systematize maintaining content on your website? I know how hard that is and I am excited about the district creating the infrastructure to keep this more up-to-date.

Response from Dr. Boston Davis: This is why we need to focus on priorities in order to systematize this work.

Question from Member Barish: How should MTSS look different in different settings?

Response from Dr. Carmona: The ability to track down interventions and measure them takes a lot of detail, but there is variability based on team structures. There need to be norms for every building based on best practices.

Response from Dr. Boston Davis: This issue came up in District ILT immediately. For example, defining what Tier 1 is and how it's accessed. I am excited for us to have a deeper understanding based on the work of the superintendent fellow.

Question from Member Pitone: How will SEL MTSS work?

Response from Dr. Boston Davis: This is the work. MTSS needs to be happening across all of school. SEL and instructional practices cannot be separated from one another when it comes to student learning, and we need to strengthen it all in a collaborative fashion.

Response from Dr. Carmona: Best practices is tied in with the program you are using. The more you know the program's Tier 1 and Tier 2 instruction, the better you can support each student. This is new for our educators.

Comment from Member Barish: Thank you. I am excited to see the data.

Response from Dr. Boston Davis: We will see how this organizational style works and also see what should change.

Comment from Member Ackman: I would encourage the district to look at additional measures of success (e.g. reduction in Special Education referrals or an increase in teacher retention) as this work gets rolled out.

Next meeting on October 10 and the topic will be a curriculum roll-out update.

Meeting ended at 3:49 pm

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

Report of The Finance and Facilities Subcommittee, September 18, 2024, submitted by Sarah Phillips

The Finance and Facilities Subcommittee met on September 18, 2024, via Zoom. Members present were Sarah Phillips, Leiran Biton, and Andre Green. Also in attendance was Interim Chief Financial Officer (CFO), Pat Durette.

Sarah Phillips called the meeting to order at 7:00pm. There were 1 attendees in the audience. There were four items on the agenda:

1) Introductions

Pat introduced herself and her role as Interim CFO and Leiran introduced himself as member for Ward 7.

2) Bill Rolls

The committee reviewed and discussed the July and August bill rolls. There was a motion by Andre Green, seconded by Sarah Phillips to approve the July and August bill rolls. The motion passed unanimously.

3) YTD Expenditure Detail

The committee reviewed the YTD expenditure detail. The transfers and adjustments column reflects any 2024 purchase orders carried forward to the current fiscal year. We are working on end of year reporting for last year. Key areas to notice are areas that have used about 50% of their budget– a lot of those programs it makes sense– e.g., curriculum, transportation, SPED private school tuitions, athletic department re-conditioning. Healy school popped out because they had used 62% of budget– that reflects carryover and payment for services from last year. Until we spend down carry over money and get unused purchase orders off the books. There was no great concern there.

4) Fall Planning

Members discussed issues they would like to learn more about. Members suggested revisiting Community Schools' finances and other out of school time funding, understanding city's financial forecast, and looking for a real sense of what it would take so that teachers don't have to pay for school supplies out of their pockets.

The meeting adjourned at 7:32 pm.

Documents Used:

JULY BILL ROLL.pdf

AUGUST BILL ROLL.pdf

Ytd_Budget_Report_20240916.pdf

MOTION: there was a motion by Dr. Phillips and seconded by Dr. Ackman to accept the report of the School Committee Meeting for Educational Programs & Instructions Subcommittee for September 12, 2024; and the School Committee Meeting for Finance and Facilities Subcommittee: September 18, 2024 (Dr. Phillips)

The motion was approved unanimously.

VIII. NEW BUSINESS – Continuation

A. MSBA Update – Dr. Carmona

Updates for the remainder of the fall will be fairly light, as we are about to conclude the first phase - the Eligibility Phase - of the project and will await MSBA approval to proceed to the next phase.

The last requirement for the Eligibility Phase is a vote by the City Council to approve funding for a feasibility study. As you may remember, the City Council technically already took this vote, last year, however they will need to re-vote using specific language provided by the MSBA. This step is required to be completed by the end of November, but it is my understanding that the vote will happen much sooner.

After that, the next step will be for the MSBA to officially vote for us to progress to the next phase.

I know that there are some questions around when the School Building Committee will begin meeting, and I want to share that the current estimate is that the Committee will not need to start meeting until around January of next year. It's my understanding that there are conversations in progress about hosting an initial gathering among SBC members later this year, and that will be communicated as soon as anything becomes final. Questions about the building committee should be directed to Mr. Raiche.

QUESTIONS/COMMENTS

Mr. Green noted that several parents have received rejection notices, and he hoped by the next meeting members of the advisory committee will be made known. Dr. Carmona stated that the substantiation of that committee will not affect the MSBA timeline.

B. Report on the Shore Educational Collaborative

Dr. Ackman reported that the Collaborative is healthy with numbers increasing post- pandemic. With regard to working with a consultant for the training for paraprofessionals, she noted the importance of metrics for the program being established in order to measure success.

C. AFSCME Clerical Salary Step Placement Side Letter

MOTION: there was a motion by Dr. Ackman and seconded by Dr. Phillips to authorize the Chair to sign the side letter of agreement with regard to the initial salary step placement of the Somerville Clerical Employees union. The motion was approved unanimously.

D. SAA Collective Bargaining Agreement

MOTION: there was a motion made by Dr. Ackman and seconded by Ms. Barish to approve the SAA Collective Bargaining Agreement Contract. The motion was approved unanimously.

E. UAW Community Schools and UAW Scale Program Administrators

MOTION: there was a motion by Dr. Ackman and seconded by Mr. Green to approve the UAW Community Schools and UAW Scale Program Administrators Collective Bargaining Contract. The motion was approved unanimously.

F. SEU Unit E – Accretion of MLE Liaison

MOTION: there was a motion by Dr. Ackman and seconded by Mr. Green to approve the accretion of the full-time and part-time Regular Education Liaisons of the Somerville High School Welcoming Center to SEU Unit E effective as of the start of the FY25 school year and authorize the Chair to sign a MOU memorializing the same.

G. Interim Chief of Finance (CFO) Contract

MOTION: there was a motion by Dr. Ackman and seconded by Mr. Green to authorize the chair to sign the Interim CFO contract. The motion was approved unanimously.

H. Field Trips (Recommended action: Approval)

MOTION: there was a motion by Mr. Green and seconded by Mr. Biton to approve the **October 11, 2024** field trip for - twenty-three students from Somerville High School to travel to Dunkin Donuts Center in providence Rhode Island to perform at the Providence Bruins game. Travel via bus, student cost \$40. The motion was approved unanimously.

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

MOTION: there was a motion by Ms. Pitone and seconded by Mr. Biton to accept all federal entitlement and continuation grants and all state continuation grants awarded to the Somerville Public Schools listed below:

State: **Commonwealth Preschool Partnership Initiative - \$1,000,000.00** -Continuation of existing multi-year grant supporting early childhood work across SPS and Center Partners.

Skills Capital Technology & Equipment-\$204,897.00- CTE Department.

Private: **Harvard University- \$85,000.00-** Reimbursement for Harvard Resident Salary
The motion was approved unanimously.

J. Donation (Recommended action: Approval)

MOTION: there was a motion by Dr. Phillips and seconded by Dr. Ackman that the School Committee accept with gratitude the donations listed below:

Donation	Donor	City, State	Value	Program
Monetary	Northeast Regional Council of Smart	Dorchester, MA	\$3,858.70	CTE- Welding Metal Fabrication Program

The motion was approved unanimously.

IX. UNFINISHED BUSINESS

A. Strategic Planning

In the interests of ensuring that the district is “picking its battles,” Mr. Green asked Dr. Carmona if there was anything included in the strategic planning that he would take out. Dr. Carmona responded that there was some frustration after working with MTSS for years, the district is back at the 360 circle. He is working with a Harvard fellow to build systems that are different from the past. What is missing is an entire scope of work that has to happen in relation to Tier 1 and new programs. In relation to what was added that was changed, he asked for time to think about that since the work was done in collaboration with stakeholders whose voices were part of the process.

Mr. Green stated that he admires the SCALE program and the professional work it is doing, but has mixed feelings if SPS is the right place for the program. Considerations may be given if it is to be run by the City or state. The district needs to decide on its core competencies making sure that the time and energy is spent to support those competencies. Dr. Carmona stated that, notwithstanding the fact that he has a “soft spot” for the SCALE program insofar as it serves the members of the community most underserved, he stated that if the Committee feels strongly that the district should move away from SCALE services, he is willing to hear that direction.

Mr. Biton stated that the language in the plan does not require that a particular stance on how the program is funded or vision for what it is – it simply stated that we see expansion of access and increasing enrollment as a goal and to collaborate with community partners to seek grant funding for additional programming.

Dr. Carmona noted that SCALE has become a pipeline for training paraprofessionals in the district, and is committed to SPS students who “have lost their way in the process and have been able to regain it through access to SCALE. In times of recruitment and retention issues, SCALE has become an avenue.

MOTION: there was a motion by Dr. Phillips and seconded by Dr. Ackman to approve the strategic plan.

Discussion ensued. Dr. Phillips stated that the next step is to revise the Committee’s goals to be aligned with the strategic plan.

MOTION: The motion was approved unanimously.

X. ITEMS FROM BOARD MEMBERS

Ms. Barish requested that the new Police Chief provide an update on staffing levels of crossing guards and whether it is appropriate to re-evaluate where crossing guards are placed.

Dr. Phillips thanked President Ewen-Campen and Members Biton and Barish for submitting their Superintendent evaluations, and asked those who had not, to do so as soon as possible to give the Superintendent some early feedback before public discussion.

Ms. Pitone asked that the Superintendent's office provide a status update on the cellphone policy in schools both at SPS and neighboring districts. This will lead to followup discussion on the value of this policy to students, teachers and parents.

Mr. Green was disappointed in the Mayor's absence from the meeting but received an email as followup to the library closing discussed at the last meeting. Noting that the City has not posted this information to its website, he asked that a policy be established that emails shared with the Committee be posted to the school website as well as incorporated into the meeting minutes as are written public comments so as not to appear to favor one type of communication over the other. He also asked that the idea of a consent agenda for meetings be revisited.

Ms. Barish suggested that it is known that emails shared with the Committee become part of public record.

Ms. Pitone asked that there be a single email for all members of the School Committee. She also asked what the barriers were to opening the Café.

Chair Krepchin stated that the cosmetology department at the high school will reopen on October 1st.

Mr. Biton welcomed his Ward 7 constituents to the Ward 7 meeting at City Hall tomorrow evening at 6:00p.m. for pizza followed by the meeting at 6:30p.m.

Mr. Green complained that it is an "egregious oversight" that the City continues to not take into consideration the schedules of Committee members as he missed his ward meeting because of a conflict in schedule.

XI. CONDOLENCES

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

Rosemary Ryan – Former culinary arts teacher at Somerville High School

Thomas J. O'Brien Jr. - Retired Business teacher for Somerville Public Schools

William D. Coveney – father of Brian Coveney teacher assistant for Community Schools

XII. ADJOURNMENT

Meeting was adjourned 9:51p.m.

Related documents:

Agenda

[2024-2025 Enrollment Update](#)

[Community Schools/OST](#)

[Management System for Facilities](#)

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 – SEPTEMBER 23, 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-AFq7pR0SMl0vsJ0WNEg

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

II. 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-AFq7pR0SMl0vsJ0WNEg

Meeting ID: 869 0362 0322

Password: SPSSC24

III. APPROVAL OF MINUTES

- August 26, 2024

IV. REPORT OF SUPERINTENDENT

A. District Report

- 2024-2025 Enrollment Update (Ms. Rodriguez)
- Community Schools/OST (Ms. Paribello)
- Management System for Facilities (Ms. Anosike)

B. Personnel Report

- September 2024

V. Report of Subcommittees

A. School Committee Meeting for Educational Programs & Instructions Subcommittee:

September 12, 2024 (Dr. Ackman)

MOTION: TO accept the report of the School Committee Meeting for Educational Programs & Instructions Subcommittee for September 12, 2024

C. School Committee Meeting for Finance and Facilities Subcommittee: September 18, 2024 (Dr. Phillips)

MOTION: TO accept the report of the School Committee Meeting for Finance and Facilities Subcommittee September 18, 2024

VI. NEW BUSINESS

B. Resolution in support of the 23-24 Winter Hill Eight Grade's Work and Request

C. MSBA Update

D. SHORE Educational Collaborative Report (Dr. Ackman)

E. AFSCME Clerical Salary Step Placement Side Letter

MOTION: To authorize the Chair to sign the side letter of agreement with regard to the initial salary step placement of the Somerville Clerical Employees union.

F. SAA Collective Bargain Agreement

MOTION: To approve the SAA Collective Bargain Agreement Contract

G. UAW Community Schools and UAW Scale Program Administrators

MOTION: To approve the UAW Community Schools and UAW Scale Program Administrators Collective Bargain Contract

H. SEU Unit E – Accretion of MLE Liaison

MOTION: To approve the accretion of the full-time and part-time Regular Education Liaisons of the Somerville High School Welcoming Center to SEU Unit E effective as of the start of the FY25 school year and authorize the Chair to sign a MOU memorializing the same.

I. Interim Chief of Finance (CFO) Contract

MOTION: To authorize the chair to sign the Interim CFO contract

J. Field Trips (Recommended action: Approval)

October 11, 2024,

Twenty-three students from Somerville High School will travel to Dunkin Donuts Center in Providence Rhode Island to perform at the Providence Bruins game. Travel via bus, student cost \$40

K. Acceptance of FY24 Grants 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:

State

- **Commonwealth Preschool Partnership Initiative - \$1,000,000.00** -Continuation of existing multi-year grant supporting early childhood work across SPS and Center Partners
- **Skills Capital Technology & Equipment-\$204,897.00-** CTE Department

Private

- **Harvard University- \$85,000.00-** Reimbursement for Harvard Resident Salary

I. Donation (Recommended action: Approval)

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

Donation	Donor	City, State	Value	Program
Monetary	Northeast Regional Council Of Smart	Dorchester, MA	\$3,858.70	CTE- Welding Metal Fabrication Program

VII. UNFINISHED BUSINESS

B. Strategic Plan

VIII. ITEMS FROM COMMITTEE MEMBERS

IX. CONDOLENCES

X. ADJOURNMENT

For Simultaneous Interpretation in Spanish, Portuguese and Haitian Creole See below:

Español - Para Interpretación

Para **ver** la Reunión Regular del Comité Escolar el 26 de septiembre 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_EB-AFq7pR0SMI0vsJ0WNEg

Identificación de la reunión: 869 0362 0322

Contraseña: SPSSC24

Português - Para Interpretação

Para **assistir** à Reunião Regular do Comitê Escolar 9 de setembro 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_EB-AFq7pR0SMI0vsJ0WNEg

ID da reunião: 869 0362 0322
Senha: SPSC24

Kreyòl ayisyen - Pou entèpretasyon

Pou **gade** reyinyon regilye Komite Lekòl la 9 septanm a 7:00, an dirèk nan kay la, vizite lyen sa a epi chwazi **GovTV**:
<https://www.somervillema.gov/departments/communications-and-community-engagement/somerville-city-tv>

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

https://k12somerville.zoom.us/webinar/register/WN_EB-AFq7pR0SMI0vsJ0WNEg

Reyinyon ID: 869 0362 0322

Modpas: SPSSC23

Somerville Public Schools					
Education • Inspiration • Excellence					
September 2024					

RESIGNATION FOR PURPOSE OF RETIREMENT:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE	SERVICE YEARS	
ESCS	Grade 4 Teacher	Susan Fothergill	07/14/24	30 years	
Central	Principal Account Clerk - Special Education	Maureen Foley	07/06/24	24 years	
BR	Principal	Shawn Maguire	10/02/24 - Revised	9 years	
KEN/HLY	Reading Specialist	Celia McDonald-Nuccio	08/26/24	52 years	
BR	Grade 5 Teacher	Sandra Dumas	06/30/25	31 years	

RESCINDED/DECLINED OFFER

SCHOOL	POSITION	INCUMBENT	VICE	COMMENTS	
DW	IEP Team Leader/Team Chair	Rachel Vieira	NA	Declined	SY 24-25
KEN	Provisional SEEK Teacher	Nicole Deamato	NA	Declined	SY 24-25
NW/FC	School Building Substitute	Evans Chamblin	NA	Declined	
SHS	School Building Substitute	Michael Silva	NA	Declined	Hired as Paraprofessional
WHCIS/CS	Part Time Assistant Teacher	Leticia Ferreira	NA	Declined	Hired as a Building Sub

RESIGNATION NOTICES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE		
CAP	SPED AIM Paraprofessional	Allyson Caprigno	08/09/24		
DW	Mediator	Maribel Rawson-Stone	08/23/24		
DW	intermittent Lunch Attendant	Genet Tulu	06/14/24		
ESCS	Grade 3 UNIDOS Teacher	Nancy Uribe	09/03/24		
Food Services	PT Cafeteria Helper	Roxana Arbaiza Cortez	06/14/24		
Food Services	FT Utility Worker	Prajai Bista	09/05/24		
Food Services	PT Lunch Attendant	Marylou Hodgdon	06/13/24		
SFLC	Portuguese Interpreter/Translator	Elaine Metzker	09/06/24		
WHCIS/CS	PT Therapeutic Specialist	Theodore O'Brien	06/14/24		
WHCIS/CS	PT Lead Teacher	Nathalya Castillo Salmeron	08/29/24		
WHCIS	SPED AIM Paraprofessional	Kashima Riley	06/14/24		
WHCIS	SPED AIM Paraprofessional	Aina Haddleton	08/09/24		

ASSIGNMENT ENDED:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATE		
AFAS	Kindergarten Paraprofessional	Seema Sood	06/14/24		
DW	Intermittent Substitute	Danica Mooney-Jones	06/14/24		
DW	Intermittent Substitute	Courtney Braz	06/14/24		
DW	Intermittent Substitute	Sofia Bosch	06/14/24		
DW	Intermittent Substitute	Charles Richard	06/14/24		
DW	Intermittent Substitute	Maria Walsh	06/14/24		
DW	Intermittent Substitute	Madeline Duskocy	06/14/24		
DW	Intermittent Substitute	Cristina Gutierrez	06/14/24		
DW	Intermittent Substitute	Mary Rosenwinkel	06/14/24		

DW	Intermittent Substitute	Christopher Towne	06/14/24		
DW	Intermittent Substitute	Tyler Lynch	06/14/24		
KEN	IEP Team Leader/Team Chair	Rachel Vieira	06/14/24		
SHS	School Building Substitute	Christopher Ford	06/14/24		
KEN	Provisional Seek Teacher	Nicole Deamato	06/14/24		
SCALE	Principal Clerk II	Loray Brooks	09/03/24		

LEAVES OF ABSENCES:

SCHOOL	POSITION	INCUMBENT	EFFECTIVE DATES		
CAP	Kindergarten Paraprofessional	Kristyne Reis	08/26/24-10/14/24		
CAP	ECIP Paraprofessional	Neelam Sehli	09/19/24-10/18/24		
HLY	ECIP Paraprofessional	Lisa Lavoie-Gay	08/12/24-09/23/24		
KEN/CS	OST Site Director	Alison Pelletier	10/07/24-04/11/25		
WHCIS	Bilingual Adjustment Counselor	Jessica Gutierrez	06/10/24-10/16/24 - Revised		

INTRA-DISTRICT PERSONNEL TRANSACTIONS:

SCHOOL	POSITION	INCUMBENT	REASON	VICE	EFFECTIVE
AFAS/CS	Full Time Lead Teacher	Ileana Perlera	New Assignment	NA	08/27/24
AFAS/CS	Full-Time Lead Teacher	Lauren Quinn	New Assignment	NA	08/27/24
AFAS/CS	Full-Time Special Education Lead Teacher	Ana Cortez	New Assignment	NA	08/27/24
AFAS	Grade 1 Paraprofessional	Daisy Rodriguez	New Assignment	Paula Chavez	08/26/24
AFAS	Grade 7/8 Social Studies	Nancy Bakey	Reassignment	Sharon Lamer	08/26/24
CAP/CS	FT SPED Lead Teacher	Latifa Mortady	Reassignment	New	09/04/24
DW	Provisional Percussion Teacher - .50 FTE	Patrick Charles	Increase in FTE	NA	08/26/24
DW	Intermittent Substitute Teacher	Graylyn Wood	New Assignment	NA	09/12/24
DW	IEP Team Leader/Team Chair	Jennifer Zacharias	Reassignment	Rachel Vieira	09/16/24
DW	Provisional ESL Specialist	Werly Robert	New Assignment	Julia Kusiak Carey	08/26/24
AFAS	Grade 3 Teacher	Angela Landau	New Assignment	T. Brazdaluz / A. Landau	08/26/24
ESCS/CS	Part-Time Assistant Teacher	Jaime Albayeros-Mejia	Reassignment	Makaila Witham	08/27/24
ESCS/CS	Part-Time Lead Teacher	Janice Pousland	New Assignment	NA	08/27/24
ESCS	Provisional Grade 4 UNIDOS Teacher	Paula Chavez	Reassignment	Patricia Curbelo	08/26/24
ESCS	Grade 2 Teacher	Vickie Thao	Reassignment	Maisy Bolgatz	08/26/24
ESCS	El Sistema Woodwind Teaching Artist	Robert Taylor	New Assignment	Isabella Garcia	08/26/24
HLY	Provisional SPED Resource Room Teacher	Courtney Rizzo	Reassignment	Amelia Flynn	08/26/24
HLY	Kindergarten Paraprofessional	Samuel MacMillan	New Assignment	Blake Wilson	08/26/24
HLY	Provisional Resource Room Teacher	Blake Wilson	New Assignment	Michael Arlington	08/26/24
HLY	Provisional Counselor Educator	Eugenio Paulino Suazo	New Assignment	Karen Murdock	08/26/24
HLY/CS	Provisional OST Assistant Director	Maria Henriquez	Temp New Assignment	Alex Walters	09/04/24
HLY/CS	PT Lead Teacher	Samuel MacMillan	Additional Assignment	Ivelise Cruz	09/16/24
KEN	Provisional SPED Teacher-Therapeutic Program	Anna Clough	New Assignment	Jillian Cabral	08/26/24
KEN/CS	Provisional OST Director	Emmaline Lipka	Temp New Assignment	Allison Pelletier	10/28/24
KEN	School Building Substitute	Leticia Ferreira	New Assignment	Chris Evers	08/26/24
KEN	SEEK Paraprofessional	Natacha Rosario	New Assignment	Deondre Starling	08/26/24

SHS	Art Teacher	Lindsey Richard	1.0 FTE at SHS	Howard/Pang	08/26/24
SHS	SEEK Teacher	Elizabeth Gurski	Nicole Deamato	Reassignment	09/16/24
SHS	School Building Substitute	Daniel Davis	Yearly Appointment	NA	08/26/24
SHS	School Building Substitute	Tarn Stephanos	Yearly Appointment	NA	08/26/24
SHS	Provisional ESL Teacher	Lee Heredia	New Assignment	Erin Gaffey	08/26/24
SHS	Provisional Restorative In-School Program Coordinator	David Thelemaque	Interim to Perm	NA	08/26/24
SHS	Community Engagement Specialist	Jose Mario Garcia	Interim to Perm	NA	08/26/24
SHS	Life Skills Paraprofessional	Michael Silva	New Assignment	Kerri Richmond	08/26/24
WHCIS/CS	Full Time Lead Teacher	Luz Janampa Cacahuaray	New Assignment	NA	08/27/24
WHCIS/CS	Full Time Lead Teacher	Nehemie Simon	New Assignment	Diana Mendoza	08/27/24
WHCIS	Provisional SPED AIM Teacher	Stacy Pfalmer-Muniz	New Assignment	Nicole Herbst	08/26/24
WHCIS	Grade 3 Teacher	Julie Sahlas	Reassignment	Fran Carino	08/26/24
WSNS/CS	Part Time High School Helper	Charles Brewer	New Assignment	Katherine Perez	08/27/24
WSNS/CS	PT Assistant Teacher	Jagdish Kaur	Additional Assignment	Gianna Amari	09/16/24

NEW HIRES:

SCHOOL	POSITION	INCUMBENT	VICE	DUAL/SEI	EFFECTIVE
AFAS/CS	Provisional OST Assistant Director	Yesenia Reales	Bianna Arevalo	No/No	09/09/24
AFAS/CS	High School Helper	Jenalyse Charles	Anabella Pena	NA	08/27/24
WHCIS	SPED AIM Paraprofessional	Alexandra Stewart	Alina Haddleton	No/No	08/27/24
BR/CS	FT Lead Teacher	Eleanore Ark	Kasey Hoebermann	No/No	09/09/24
CAP	Library Utility Aide	Mallory McAteer	Terri Saheen Beebe	No/No	08/28/24
CAP	SPED AIM Paraprofessional	Gricelda Arbaiza	Ashley Eisnor	No/No	09/23/24
CAP	PK Paraprofessional	Susanne Garcia (Rehire)	Kristyne Reis	No/No	09/05/24
Central/CS	Senior Clerk 2	Angela Giordano	Hallie Andrade	No/No	09/16/24
DW	SPED Registered Behavior Technician	Kemissa Osit	New	NA	08/26/24
DW	Reading Specialist	Michael Arlington (rehire)	Celian McDonald - Nuccio	Yes/Yes	09/03/24
DW	Provisional ESL Specialist	Eliza Shulman	Julie Allen	No/Yes	09/18/24
DW	BC/BA	Kevin Van Horn	New	No/No	09/23/24
DW	Intermittent Substitute Teacher	Abigail Yamartino	NA	No/No	09/09/24
DW	Intermittent Substitute Teacher	Mackenzie Burakowski	NA	No/No	08/28/24
DW	Intermittent Substitute Teacher	Andrew Jaeger	NA	No/No	09/12/24
DW	Intermittent Substitute Teacher	Christopher Spicer	NA	No/No	09/12/24
DW	Intermittent Substitute Teacher	Suzanne Bremer	NA	No/No	09/17/24
DW	Intermittent Substitute Teacher	Talia Abner	NA	No/No	09/17/24
DW	Intermittent Substitute Teacher	JannaLyn Pflieger	NA	No/No	09/17/24
DW	Intermittent Substitute Teacher	Leonila Tellez-Valle	NA	No/No	09/17/24
Food Services	Intermittent Lunch Attendant	Nancy Fontana	NA	No/No	09/30/24
ESCS	PT Assistant Teacher	Mia Rivera Asmen (Rehire)	New	No/No	08/27/24
ESCS	El Sistema Woodwind Teaching Artist	John Ray	New	No/No	09/10/24
ESCS/CS	FT Lead Teacher	Kate Simmons	Janice Pousland	No/No	09/12/24
HLV	Provisional Grade 1 Teacher	Rachelle Biennestini	Margaret Bolt	No/No	08/26/24
KEN	School Building Substitute Teacher	Avery Indermaur	NA	No/No	09/16/24
KEN	Grade 5 Teacher	Ian Hacker	Courtney Rizzo	No/Yes	08/26/24
KEN	Provisional Library/Media Specialist	Emma Applbaum	Scott Oskin	No/Yes	09/16/24
KEN	SEEK Paraprofessional	Vanety Cruz (rehire)	Andrew Korajczyk	No/No	09/09/24

SCALE	PT Adult Diploma Assessor	Carmen Schumann	Christina Dennis	No/No	08/26/24
SHS	School Building Substitute Teacher	Patrickson Pierre	New	No/No	09/09/24
SHS	PT Library Makerspace Aide	Jose Saravia	New / M. Greenleaf .40	No/No	08/28/24
SHS	Home/Hospital Tutor	Susan Maday (Rehire)	NA	Yes/Yes	09/01/24
SHS	Provisional TV/Media Teacher	Brian Tracey	New	No/No	08/26/24
SHS	Provisional Biology Teacher - .60 FTE	Emily Parke	Sogoli Sadraeinouri	No/No	08/26/24
SHS	School Building Substitute Teacher	Maeve Evans	NA	No/No	09/12/24
SHS/CTE	Provisional Electrical Instructor - CTE	Christopher Flynn	Ian Umanski	No/No	08/26/24
SHS/Athletics	Athletics Coach - Girls JV Soccer	Francisco Romero	Anthea Rathjens	No/No	08/19/24
WHCIS/CS	PT Assistant Teacher	Andrew Catallo	Nehemie Simon	No/No	09/11/24
WSNS	Provisional Grade 7/8 Math Teacher - .50 FTE	Priya Thelapurath	Alyssa Mackey	No/No	08/26/24