

CITY OF SOMERVILLE, MASSACHUSETTS SCHOOL COMMITTEE

Monday, December 4, 2023 - Regular Meeting

7:00 p.m. – City Hall Chambers

Members present: Chair Krepchin, Dr. Ackman, Ms. Barish, Ms. Dion, Mr. Green, Ms. Pitone, Dr. Phillips

Members Absent: Mayor Ballantyne and President Ewen-Campen

I. CALL TO ORDER

The meeting was called to order at 7:00PM 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 – 6– Chair Krepchin, Ms. Pitone, Ms. Dion, Dr. Phillips, Mr. Green and Ms. Barish

ABSENT – 3 – Mayor Ballantyne, Dr. Ackman and President Ewen-Campen

Chair Krepchin asked interpreters to introduce themselves:

Tracey Pichardo-Spanish

Ben Cruz-Portuguese

Angie Surprise-Haitian Creole

II. SCHOOL COMMITTEE STUDENT ADVISORY COUNCIL REPRESENTATIVES

There were no student representatives present.

III. PUBLIC COMMENT

Chair Krepchin read from a written statement to address a controversy that arose at the last School Committee meeting.

Good Evening,

Before we get started tonight, I would like to take a moment to address some controversy that arose during public comment at our last meeting. I made a split second decision to cut off a public comment because the topic was not under the purview of the School Committee. In retrospect, I should've given a warning and not immediately cut off the mic. It was a poor decision that caused unnecessary harm. For that I am truly sorry. I am still new to the job of School Committee Chair and still on the steep part of the learning curve. Moving forward, I pledge to make sure to share our public comment policy before public comment and to give ample warning to the speaker before cutting them off.

Our public comment policy clearly states that comments should be on topics under the purview of the School Committee. This is why I let one speaker continue and not the second speaker. Global conflicts are not the purview of the SC. The role of the SC is very specific - SPS budget, policy, hiring/firing of Superintendent, and labor negotiations. The first speaker kept their comments wholly within the context of classroom teaching, the second began their remarks by speaking about the conflict in Palestine and didn't get to the connection to Somerville until well after I cut off his mic. I want to be especially clear that when I say that something isn't the purview of the SC, that does not mean that we, as individual humans, don't care or aren't equally disturbed by those events. I know this war is very personal, painful and frightening for many in our community.

Finally, I'd like to take a moment to acknowledge that this incident has highlighted how difficult this topic is to talk about. While global politics are not under The School Committee's purview,

how our schools teach about them is. I understand that, the district understands that, and we will work to get educators as much support as possible

Mr. Green commented that, having sat in the Chair's seat, he has been in those "tough places." He suggested that it is the role of the Committee to support the Chair, and if an unclear decision is made, it is up to the body to ask for clarification, and that this should not be perceived as a criticism, but the Committee exercising its right to inquire into a Chair's ruling.

IV. REPORT OF SUPERINTENDENT

A. District Report

Superintendent Dr. Carmona introduced Kathleen Bailer, Director of Early Childhood Education

- **Early Education Update**

Ms. Kathleen Bailer, Director of Early Education, introduced her team who assisted her in reviewing various sections of the PowerPoint presentation on the Early Education update. The presentation may be found [here](#) and on the district website

QUESTIONS/COMMENTS

Ms. Dion commented on the effectiveness of making resources available to all teachers in the lending library. In response to her question on whether Somerville children receive free/reduced tuition at partnering private preschools, Ms. Bailer stated that thirty children now receive free tuition in partnership with the City's SomerPromise child access and affordability program. Funded by ARPA discussion is underway on sustaining tuition funding over the years to come.

In response to Mr. Green's question on whether there is a difference in the experience of students attending a preschool program in schools across the district as opposed to their own neighborhood school, Ms. Bailer stated that there is extensive data analysis affirming that children are meeting Kindergarten readiness and achieving benchmarks across the system. While some demographic populations are not achieving as much growth in preschool, it is not based on an individual classroom but relates more to challenging factors like low-income families, disabilities and English language learners. The curriculum lending library providing high quality materials is intended to level the playing fields for all learners. In partnership with special education teachers, the pacing guides are used to maximize student learning. The assessment tool used over the course of the year helps target interventions for those students not meeting the benchmark and needing support.

Ms. Bailer added that there is no difference seen in student performance and behavior. However, when the student enters a certain school, they become part of the school family and remaining in that school benefits the family. The quality of education remains the same across all schools.

In response to Ms. Pitone's question on whether data is showing any differences relative to Kindergarten readiness in SPS students, partner students and the other 15% non-partner students, Ms. Bailer stated that partnership data has been tracked since 2015, at which time the public school and center partners were off on measures, but over time have come to some alignment. Class assessment measures the quality of the classroom and whether educators are meeting the social-emotional and instructional needs of the students.

She added that Kindergarten readiness and entry have remained consistent across the years, and surprisingly there was no dip in readiness during the pandemic due to childcare centers being open. Although demographic data is consistent showing some populations not as ready as their peers, 80% of children are ready. Data shows that the 9% of children (33) who have not attended preschool come into Kindergarten at a definite deficit.

In response to Ms. Barish' question if financial barriers present obstacles from children not attending preschool, Ms. Bailer stated, while the reasons may need more in-depth investigation, the majority of the 33 children are newcomers.

In response to Ms. Dion's question on the availability of free/reduced tuition, Ms. Bailer stated that the affordability program is limited. The demand far exceeds resources, and the state is working on providing subsidies for families.

In response to Ms. Dion's question on how a childcare center becomes a community partner, Ms. Bailer stated she works closely with Chris Housman, Childcare Coordinator of the SomerPromise program. Memorandums of Understanding outlining the responsibility and expectations are drawn up

with new community partners. Since the program is grant funded, slow growth ensure that capacity is not over-extended.

The department offers the Explore Summer program for four to five weeks of five days a week programming for preschoolers entering Kindergarten and Kindergarteners entering first grade. Extended day childcare is also offered.

Ms. Barish noted the effectiveness of various service providers being available to families on location of the childcare centers. Ms. Bailer noted that the service is an important equalizer to families. Having the services available onsite eases the difficult process for working parents by giving families access to special education services onsite where children feel safe and comfortable.

Ms. Pitone noted the under-enrolled capacity of the ECIP and AIM programs. Ms. Bailer stated that the full picture cannot be seen in December. The public schools mandate is to provide programs for children reaching their third birthday who qualify for special education and need early intervention. As children reach their third birthday, classrooms reflect initiation into the program later in the school year.

Dr. Boston-Davis noted that Ms. Bailer's comprehensive presentation was a reflection of how she "approaches her work every day" and reflective of the commitment of her and her staff.

Ms. Pitone asked that Ms. Bailer submit a memorandum of the data analysis to inform the School Committee's efforts going forward to invest in resources for successful programs.

District Report (continued)

- **SPS Student Health Survey**

Matt Mitchell, Prevention Services Manager for the City of Somerville Health and Human Services, reviewed his PowerPoint presentation on the results of the SPS student health survey for middle schoolers the presentation may be found [here](#) and on the district website which includes the following highlights:

- Background.
- Sample.
 - Demographics of students surveyed.
- Reporting on the student health survey
 - Responses to questions by demographic.

QUESTIONS/COMMENTS

In response to Ms. Dion's question on follow-up to students' answer of feeling unsafe to inform the reasons for that, Mr. Mitchell stated that these are qualitative questions he is working on with JSI for more nuance.

In response to Dr. Phillips' concern around connectedness and relationships that four out of ten students do not feel they could talk to an adult at school about a problem, Dr. Carmona stated that there are interventions in place to address the social-emotional issues. Since behavioral issues often point to a larger issue, the concept of restorative justice in particular looks at behavior in a different way other than punitive. Other systems are in place to address behavior from the

perspective of assistance. Although in the implementation stages, it is recognized that 43% of the student population is Hispanic and feel issues of belonging, and administration will address all categories that feel marginalized.

Mr. Mitchell responded to Ms. Krepchin's question on when the survey is given and it is made clear to students that the answers are anonymous. It is made clear to students that their answers are anonymous. The survey is given in March in alternating years to middle and high school students. Discussion is underway to distribute the survey in the same year, to allow for the alternating year to analyze the data for the purpose of identifying key topics in which to engage youth empowerment.

Ms. Barish was in favor of partnering with other organizations in Town other than service providers to help students feel safe coming to school. Mr. Mitchell will take a deeper dive in the data measuring response rates to school attendance.

Ms. Pitone commented on the data showing a decline in physical activity for young women in light of the correlation between physical activity and mental health. In addition to team sports, individualized sports could be offered in the way of yoga, dance, running, etc. through collaboration and partnership with the city to enhance access.

Mr. Green commented that the district has a lot of programming around sports and not enough strategy. Dr. Boston-Davis noted that she will work with the Supervisor of Physical Education on addressing this question. Mr. Green responded that he did not believe it was a staff-level strategy that was needed, but at a higher level on answering the question of if the district is investing in team sports, what is the expectation of outcome.

Ms. Barish noted the connection between physical activity and mental health in the higher levels of depression reported by Hispanic and Latino students reporting low physical activity. She will share information with the Children's Cabinet. Targeted interventions with outside partners is needed to fully address the issue.

Dr. Carmona noted that every school improvement plan highlights goals around social-emotional support and mainly mental health. There are significant issues lingering from the pandemic in the occurrence of depression and self-regulation. The number of counseling services has been increased as the impact of behavior in the classroom is the very basis of social-emotional interventions. Discussions with principals are needed to increase tier needs for students requiring significant support.

Ms. Pitone stated that, while physical activity contributes to good mental health, she knows that it is not a panacea for solutions. Her suggestion is to involve the city and recreation as well as outside partners to offer after-school opportunities for exercise.

Mr. Green noted that the pandemic interfered with the business of education, and now that the district is "back in the education business," the Committee in the new year needs to sit down in a priority setting and manage a backlog of issues.

District Report (continued)

▪ District Notes and Highlights

Dr. Carmona stated that in the month of December, this time of giving, the district comes together to support those in need. The district has supplied cold weather clothing, extra resources and food to our students. He encouraged families to reach out to the district or their school liaison with requests for resources and support.

This is a different time for many children who do not have a home that may be depicted in a "Hallmark" card, and their absence of grieving for not being able to enjoy the holidays as

traditionally celebrated brings behaviors into the classroom that need recognition and support. The district brings understanding and grace for the struggles faced by families in the community, especially at this time of year, and is committed to providing wraparound services.

Building principals have been given the tools to recognize cross-cultural celebrations of Christmas, Hannukah and Kwanzaa during this time of year.

Dr. Boston-Davis recognized cross-curricular collaboration across the district at the high school. Mr. Richards' class painted while Mr. Santos' class inspired artists with drumming and Mr. Morris' class documented and photographed the event.

Congratulations to the Kennedy School Debate Team for winning prizes in all divisions. Ms. Barish noted that families are interested in having debate teams at different schools, and Ms. Boston-Davis will look into the possibilities.

Family Engagement under the direction of SomerPromise and Council of Aging sponsored an intergenerational story time on November 29th.

Upcoming events:

K-8 creative computing program Wednesday, December 6th from 5:00-6:00PM at the high school by staff and students to explore computer science and robotics.

Open house for schools PreK-8 on Thursday, December 7th from 9:00AM-1:00PM for families to observe classes and meet staff.

Shoutout to the Food and Nutritional Services team and office staff for their work with vendors and governmental agencies. Staff in the cafeteria ensure that students are provided healthy and nutritious meals that provide comfort to students and prepare them to be ready to learn.

Dr. Carmona reported that the K-8 capacity and student report meeting has been postponed from December 5th to December 19th at 6:30PM at the high school cafeteria. Pizza and refreshments will be served and games/activities provided by Parks and Recreation.

Tomorrow focus groups will be held with families at different places. Ms. Woods and Ms. MacDonald will be gathering data through feedback.

High School musical "Kinky Boots" will be held this coming Thursday, Friday and Saturday.

V. NEW BUSINESS

A. Parental Leave Benefits for Non-Union Employees

MOTION: by Ms. Pitone and seconded by Mr. Green to extend to non-union personnel the same level of paid parental leave benefits provided to the SEU, Unit A, with the procedures for administration of such leave to be established. The motion was approved unanimously.

B. Somerville Public Schools Policy Manual (Ms. Barish)

The following policies are being presented this evening for a first reading:

- Student Conduct – Policy JIC
- Procurement Requirements – Policy DJE
- Civil Rights Complaint Policy for Child Nutrition Programs – Policy EFE
- Curriculum Development and Adoption – Policy IGA/IGD
- Purchasing Authority – Policy DJA
- Service Animals – Policy IMG

Discussion ensued.

MOTION: by Mr. Green and seconded by Ms. Pitone that the School Committee officially adopt a goal of having student handbooks available for the FY24-25 school year. The motion was approved unanimously.

C. The Rules Committee Recommends Removing Three Policies from Our Manual

- IGA – Curriculum Development
- IGD – Curriculum Adoption
- EBC-R Evacuation Policy

Discussion ensued on the process of making policies public on the website.

D. Children's Cabinet Update

Ms. Barish read from a written statement on the purpose and mission of the Children's Cabinet, attached hereto and made a part hereof.

Ms. Pitone noted that the City had been awarded \$500K for out-of-school programming, and she asked if there was a plan for some of the money to go strategy for long-term planning.

Dr. Carmona stated that, insofar as the district is committed to providing services and resources to the families impacted the most by the Wednesday early release, there have been multiple collaborative efforts to address after school programming at the strategic level.

Ms. Pitone recognized that "there are a lot of things in this horseshoe that we ask for" that may not be realistic in this timeframe, but noted the importance of having these conversations at the beginning of the year on how to prioritize these different initiatives. From the point of view of "not compounding the problem by putting too much on administration," she suggested working with consultants as partners in a mini-retreat setting.

E. Building Committee Report

Ms. Pitone summarized the results of the last Building Committee including the following highlights:

- Committee addresses overwhelming need due to deferred maintenance of school system upgrades of all categories including HVAC, roofs, building envelopes.
- Update Kennedy school temperature chiller due to issues with noise for school community and neighbors which will continue for one more cooling season.
- Building envelope design in progress for West Somerville and conceptual design for Healey.
- Because of sustainability goals, not replacing systems in kind but to create more sufficient heating capacity in shoulder season; solar option.
- No strategic plan for schedule of decarbonization but in budget for next fiscal year.
- Pursuit of grant funding in the effort.
- Plan to move central production kitchen to Argenziano but no current plan.
- Expectation of construction highest standard.
- Innovation school gym cannot be used at this time and is in need of repair.
- Proposition 2.5% override is not realistic this fall; full design and hard cost estimate for Winter Hill and Brown needed.
- Report of 311 calls on city council website to build trust relationship in community.
- Contingency plans if buildings go down.

Ms. Pitone urged the community to participate in the December 19th meeting to focus not

only on what needs to be done to Winter Hill and Brown schools, but the future impact on the entire district.

In response to Dr. Phillips' question on whether there is anything on the December 19th agenda that has not previously been put forth, Dr. Carmona stated that there are a few different things like the comprehensive study on enrollment and gap analysis and its impact for all schools. Discussion around the possibilities of different locations and scenarios for future action for Winter Hill. Importantly, the community engagement process will be facilitated.

Dr. Phillips stated that she will email the Mayor advising her that it is a mistake not to present to the School Committee first and bring the Committee along every step of the way, thereby putting at political risk the entire process. The Committee would like to know what the Mayor is saying before she goes out to the public.

Dr. Carmona stated that there is no specific conversation around different models or different possibilities but generic in nature.

Ms. Pitone stated that it is one thing to see a presentation of a slideshow and yet another to be "presented to" on the proposals. She wanted to be assured that the way forward is data-based and not opinion-based by consultants.

Ms. Barish noted that Dr. Phillips had earlier in the year asked for information on HVAC systems post-Covid and the air quality in all buildings. She noted that the Brown school is in fact different from other schools in that there is no HVAC system. Dr. Phillips noted that these issues are on the agenda for the upcoming Finance and Facilities Committee meeting.

Dr. Phillips asked if the plan to address building concerns for the entire school system mean that there will be a place for every student. Dr. Carmona responded that the solutions need to address and encompass all the needs of the district across the board. While Winter Hill and Brown present as priority now, challenges in all the buildings will be addressed in accord with the enrollment and gap analysis data.

VII. REPORT OF SUBCOMMITTEES

A. Rules Management Subcommittee Meeting: November 20, 2023 (Ms. Barish)

Rules Management Subcommittee

November 20, 2023

The meeting was held in person at City Council Chambers. Subcommittee members Sarah Phillips and Ellenor Barish were present along with Superintendent Carmona, Director of Student Services Liz Doncaster, and Chief of Staff Amara Anosike. There were no people in the audience. The meeting was called to order at 5:38 pm.

The first item on the agenda was to approve the report from the October meeting. Sarah Phillips moved to accept the report with Ellenor Barish seconding the motion. The motion passed unanimously.

Subcommittee member Sara Dion joined the meeting.

The next item on the agenda was File JIC - Student Discipline. Ellenor Barish noted that the draft provided by Paige Tobin is entitled Student Conduct. She is not sure whether

this is an intentional distinction and if so, whether the letter code file designation should be changed. This may be a question for MASC and Paige. Ms. Barish shared feedback from attorney Paige Tobin which clarified that the school council referenced in her draft corresponds to our school improvement council. Attorney Tobin also addressed some small language changes proposed by subcommittee members. Sarah Phillips moved to approve the draft pending the revisions discussed. Sara Dion seconded the motion. The motion passed unanimously.

The next item on the agenda was DJE - Purchasing. MASC provided a revised version of this policy which Director Gorski provided feedback on. Attorney Sumner also provided revisions. The subcommittee had tabled this revision pending potential legislation. The legislative session came to a close with no changes impacting this policy. Sarah Phillips moved to approve the proposed revisions adding "or their designee" after superintendent. Sarah Phillips moved to approve the revisions proposed adding "or their designee" after superintendent. Sara Dion seconded. The motion passed unanimously.

The next item on the agenda was policies to remove from our manual. Attorney Tobin advised us to remove EBC-R from the manual as evacuation locations should not be announced publicly. Sara Dion moved to recommend to the full committee that we strike EBC-R from the manual, seconded by Sarah Phillips. The motion passed unanimously.

IGA and IGD should be removed as they were combined into IGA/IGD with the last meeting's vote.

Sarah Phillips moved to recommend the full committee to remove these policies from the manual with Sara Dion seconding. The motion passed unanimously.

The next item on the agenda was the MASC Update Process.

Ms. Barish spoke with Ann-Marie Martin at MASC and was provided with instruction for updating the policy manual. She will take care of bag-logged updates and will share the instruction with Ana Bautista for future updates. Ms. Barish also proposed to create a spreadsheet for all of the existing policies which would list the date last revised and whether the policy matches the MASC reference policy. Ms. Anosike suggested also tracking the rationale for the most recent change.

With nothing further on the agenda, the meeting was adjourned at 6:05 pm.

MOTION: by Mr. Dion and seconded by Ms. Barish to accept the report of the School Finance and Facilities Subcommittee Meeting of November 15, 2023.

The motion was approved unanimously.

IX. ITEMS FROM COMMITTEE MEMBERS

Ms. Pitone reported that School Committee office hours are underway with a schedule posted on the website. She had met with the Senator, State Representative and City Council member Ms. Gomez and discussed the concern of Winter Hill and Edgerly students about the crosswalk, crossing guards, snow removal and lighting under the bike pass and asked for an update from the Superintendent's office.

Discussed ensued on the switch from Zoom meetings to Team meetings and how to use the link to change availability for office hours.

X. UNFINISHED BUSINESS

There were none at this time.

XI. CONDOLENCES

There were none at this time.

XII. ADJOURNMENT

The meeting adjourned at 9:34PM.

Related documents:

Agenda

[Early Education update](#)

[Results of Health Survey](#)

Somerville Public Schools Paid Parental Leave Policy for Non-Union Employees

Submitted by: C. Barraford

ATTACH DOCUMENTS STARTING ON THE NEXT PAGE

CITY OF SOMERVILLE, MASSACHUSETTS
SCHOOL COMMITTEE
CITY COUNCIL CHAMBERS – CITY HALL
REGULAR MEETING – DECEMBER 4, 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:
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 Zoom:

<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1JnhmNsSS9jeC9TSnptQT09>

Meeting ID: 852 5144 6618

Password: 752252

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 support 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 the results of the enrollment study and the projected 10+ year plan for school facilities.

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

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

ORDER OF BUSINESS

I. CALL TO ORDER

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

II. SCHOOL COMMITTEE STUDENT ADVISORY COMMITTEE REPRESENTATIVES

III. PUBLIC COMMENT – In person or via Zoom

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

<https://k12somerville.zoom.us/j/85251446618?pwd=ZkQwWjd0Z1JnhmNsSS9jeC9TSnptQT09>

Meeting ID: 852 5144 6618

Password: 752252

IV. REPORT OF SUPERINTENDENT

A. District Report

ORDER OF BUSINESS

November 30, 2023

- Early Education Update
- SPS Student Health Survey
- District Notes and Highlights

V. NEW BUSINESS

A. Parental Leave Benefits for Non-Union Employees

- MOTION: Move to extend to non-union personnel the same level of paid parental leave benefits provided to the SEU, Unit A, with the procedures for administration of such leave to be established by Human Resources.

B. Somerville Public Schools Policy Manual (Ms. Barish)

The following policies are being presented this evening for a first reading.

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- Purchasing Authority – Policy DJA
- Service Animals – Policy IMGA

C. The Rules Committee Recommends Removing 3 Policies from Our Manual

- IGA - Curriculum Development
- IGD- Curriculum Adoption
- EBC-R Evacuation Policy

D. Children's Cabinet Update

E. Building Committee Report

VI. REPORT OF SUBCOMMITTEES

A. Rules Management Subcommittee Meeting: November 20, 2023 (Ms. Barish)

MOTION: To accept the report of the Rules Management meeting on November 20, 2023.

VII. UNFINISHED BUSINESS

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 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/j/85251446618?pwd=ZkQwWid0Z1JnbmNsSS9jeC9TSnptQT09>

Identificación de la reunión: 852 5144 6618

Contraseña: 752252

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

ORDER OF BUSINESS

November 30, 2023

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/j/85251446618?pwd=ZkQwWjd0Z1JnbmNsSS9jeC9TSnptQT09>

ID da reunião: 852 5144 6618

Senha: 752252

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/j/85251446618?pwd=ZkQwWjd0Z1JnbmNsSS9jeC9TSnptQT09>

Reyinyon ID: 852 5144 6618

Modpas: 752252

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

Somerville Public Schools Paid Parental Leave Policy for Non-Union Employees

Paid Parental Leave for the purpose of caring for a newborn or adopted child shall be granted to employees who have been granted a leave of absence under the Massachusetts Parental Leave Act (MPLA) (M.G.L. c. 149, s. 105D) or the federal Family Medical Leave Act. To be eligible for Paid Parental Leave under this policy, an employee must first apply for and be approved for MPLA or FMLA pursuant to the District's policies and procedures. For employees eligible for leave under both the MPLA and the FMLA, such leave shall run concurrently. All provisions of the District's policies and procedures relative to the use of MPLA/FMLA will continue to apply to MPLA/FMLA leave taken for purposes of Parental Leave.

Employees who are eligible for and take leave under the MPLA (8 weeks of leave) or the FMLA (12 weeks of leave) will be granted the following paid parental leave benefits, in the order set forth below, prior to accessing any other paid leave benefits to which they may be entitled:

- a. Up to eight (8) consecutive work weeks of paid Parental Leave, not to be deducted from sick time.
- b. Where the employee is eligible for FMLA, up to an additional four (4) consecutive paid work weeks may be taken, at the option of the employee, to be deducted from available accumulated sick leave. If the employee is without available accumulated sick leave, they may use available accrued vacation or personal time; otherwise such leave shall be unpaid.
- c. Parental Leave using the benefits set forth at subsections (a) and (b) above must begin within four (4) months of the date of birth or adoption of the employee's child.
- d. If both parents are employees of the Somerville Public Schools, both employees will be entitled to the full Parental Leave benefits set forth above at subsections (a) and (b).
- e. Paid leave for part-time employees will be paid based upon their regularly scheduled hours of work.
- f. In order to be eligible for the paid Parental Leave benefits set forth above, the employee must be employed by the Somerville Public Schools for a minimum of three (3) months.

The Somerville Public Schools reserves the right to revisit and/or modify the terms of the paid Parental Leave benefit outlined above. In the event the City of Somerville accepts the provisions of the Massachusetts Paid Family Medical Leave Act (M.G.L. c. 175M), this benefit will terminate.

