

**MINUTES OF THE REGULAR SESSION
OF THE MALDEN SCHOOL COMMITTEE
Monday, December 9, 2019
Malden Senior Center, 7 Washington Street**

Mayor Christenson called the meeting to order at 6:00 p.m.

Mayor Christenson announced that the next School Committee meeting will be on Monday, January 13th, 2019 at 6:00 p.m. in the Malden Senior Center, 7 Washington Street, Malden.

Mayor Christenson led the committee in the Pledge of Allegiance followed by a moment of silence for those who have served our country and for those who continue to do so.

Roll Call

The following attendance was taken:

Mayor Christenson	Present
Ms. Beardsley	Present
Ms. Bordonaro	Present
Mr. Drummey	Present
Mr. Froio	Present
Mr. Iovino	Present
Ms. Leon	Absent
Mr. McCarthy	Present
Ms. Spadafora	Present
Superintendent Oteri	Present
Student Representative Chouiki	Present
Clerk	Present

Approval of Minutes

Mayor Christenson brought forth the matter of the approval of minutes for the November 18th Regular Session of the School Committee. Mr. Iovino made the motion to approve the minutes. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

As for the minutes of the November 18th Executive Session of the School Committee, Mr. McCarthy made the motion to approve the minutes. Ms. Bordonaro seconded and it was so VOTED. Motion passed unanimously.

Public Comment

Ms. Deborah Gesualdo, President of the Malden Education Association (MEA) and the East Region Director of the National Council of Urban Education Associations

Ms. Gesualdo said that the MEA, Mayor's Office and City Life/Vida Urbana are co-sponsoring a community meeting with the Housing Justice organization in January to facilitate conversations and build relationships. Ms. Gesualdo added that the MEA is in full support of all gender bathrooms at Malden Public Schools (MPS) and that members are ready to assist in any way that they can. The MEA has also been working in coordination with community members to purchase winter clothing for

economically disadvantaged students. Ms. Gesualdo thanked Ms. Motley and Mr. Janowicz who helped with this effort. Ms. Gesualdo said that on January 18th, the author of the book "White Fragility", Ms. Robin DiAngelo will be speaking at the Cambridge Public Library. Ms. Gesualdo also recognized the education support professionals and educators in the audience wearing red for education and in solidarity to begin bargaining the contract again.

Ms. Bonnie Littlejohn, 127 Emerald Street, Malden

Ms. Littlejohn thanked outgoing School Committee members Ms. Beardsley, Ms. Bordonaro and Ms. Leon for their work and dedication to the Malden Public Schools.

Ms. Dawn Marie O'Toole, 130 Adams Street, Malden

Ms. O'Toole thanked outgoing School Committee members for their tireless work and dedication to the children in Malden.

Ms. Nicole Queen, 23 Mount Vernon Park, Malden

Ms. Queen spoke about the gender neutral bathrooms. Ms. Queen said that she was happy to hear about policies that will be made about gender neutral bathrooms at the schools. Ms. Queen said she was also glad to hear discussions raised about education around transgender youth issues and sports opportunities.

Ms. Debra Esposito, 41 Julia Street, Malden

Ms. Esposito said that she was speaking on behalf of MPS paraprofessionals who voted down the Unit C contract. Ms. Esposito who has been working at MPS for the past 15 years said that there have been many changes throughout the years. Ms. Esposito said that the increase of workload and students needs, loss of the extended day hours at Salemwood has made it very difficult to live on the remuneration received. Ms. Esposito continued that most paraprofessionals have second jobs in order to be able to survive. Ms. Esposito hoped that the School Committee will help to negotiate better rates for the 180 paraprofessionals so that they can have livable wages.

Ms. Eden Garhart-Smith, 16 Corey Road, Malden

Ms. Garhart-Smith thanked the outgoing School Committee members. She spoke in support of the gender neutral bathrooms and more recess. Mrs. Garhart-Smith requested for the school calendar to be approved earlier so that parents have more time to plan. Mrs. Garhart-Smith also wanted to have more information about the enrollment numbers and additional classrooms at schools. Ms. Garhart-Smith also spoke about equity among schools as it pertains to field trips, band, counselors, course offerings and after-school programming. Ms. Garhart-Smith spoke in favor of having a junior high school instead of the K-8 school system.

Ms. Sarah Strayer, 43 Havelock Street, Malden and Teacher at Salemwood School

Ms. Strayer thanked the paraprofessionals at MPS for supporting the students.

Ms. Penny Kalman, 194 Bainbridge Street, Malden and Teacher at Salemwood School

Ms. Kalman said that she supports the paraprofessionals at MPS.

Superintendent's Report

1. MCAS Presentation

Superintendent Oteri presented the Malden Public Schools MCAS performance. Superintendent Oteri said that the video of the presentation will be uploaded to the MPS website on the next day. In response to Ms. Beardsley's question, Superintendent Oteri said that the district is reviewing to see if increased time with science can be made available for grades K-5 through inter-disciplinary. Both Ms. Beardsley and Superintendent Oteri stated the importance of focusing on vocabulary for science and math subjects because it helps students understand questions better among other things. In response to Ms. Spadafora's question, Superintendent Oteri said that another slide can be added to show year-to-year comparison for each school instead of just with the district and state figures. Superintendent Oteri added that the information can also be found on the Department of Elementary and Secondary (DESE) website. In response to Ms. Spadafora's question on how the district can help the special needs population in terms of testing, Superintendent Oteri said that professional development is being done in that area and more can be added. In response to Mr. Froio's question, Superintendent Oteri said that only Forestdale and Salemwood schools do not have a technology education teacher. Mr. Froio asked if having a technology education teacher will help students achieve better results in science. Superintendent Oteri said that this could help.

In response to Mayor Christenson's question, Superintendent Oteri said that some progress has been made but there is still many opportunities for growth. Superintendent Oteri highlighted the fact that in gateway cities such as Malden, most students do not stay in the same school system for the 12 or 13 years of schooling. Many students enter the district at various grade levels and therefore, the MCAS scores do not provide a good indication of the school's performance. Mayor Christenson requested Superintendent Oteri to provide data on how many students have been in the school system from start to graduation. In response to Mayor Christenson's question regarding the "Writing with Colors" initiative, Superintendent Oteri said that although it has been implemented, new staff need to be trained to use it. Superintendent Oteri said that he has not received any word on whether there will be more changes to the MCAS in the near future.

2. District Updates and Highlights

Superintendent Oteri said that Dr. Amante-Jackson hosted a Town Hall Meeting on November 20th at MHS Jenkins Auditorium. Stakeholders from different groups attended and questions were answered about this 10-year process. Superintendent Oteri said that the presentation will be posted on our website. The kick-off for the Influence 100 program was held on October 11th at Framingham State. Principal Sepulveda and Principal Garcia are the two participants from MPS who were selected for the program. Influence 100 aims to diversify the Commonwealth's administrators and educators. Superintendent Oteri said that next year, the Influence 100 program will require the School Committee to embrace and work with diversity as part of their goals. More information will be provided on this matter as soon as it becomes available.

Superintendent Oteri continued that the Diversity Network was held on October 17th at DCU Center in Worcester. MPS is one of 15 districts that was selected. There will be quarterly meetings, and the next one will be on December 17th. It will be a two-part all-day meeting which will focus on the Diversity Network as well as the cohort from The New Teacher Project (TNTP).

On the matter of gender equity, Superintendent Oteri said that on December 4th, the Policy and Procedures Subcommittee had a meeting where Mr. Jeff Perrotti spoke and provided important information on the subject. Mr. Perrotti is the founding director of Safe Schools for LGBTQ students at DESE and consultant to schools for DESE on gender equity. Mr. Perrotti spoke about offering all-gender options for students. Superintendent Oteri said that as a result of this meeting and guidance from Mr. Perrotti, the subcommittee came up with a resolution which will be presented shortly. Superintendent Oteri added that the district has been in negotiations with the MEA about providing all gender bathrooms. This process will be done in a thoughtful manner to support all students including transgender students.

Superintendent Oteri said that Malden is part of the Massachusetts Partnership for Diversity and Education (MPDE) composed of 25 districts. Superintendent Oteri attended the first meeting. Ms. Regina Caines is the Executive Director of MPDE and Educational Secretary for the NAACP Mystic Valley Branch.

A new Human Resource Director will be hired soon by MPS. Superintendent Oteri said that contract negotiations are underway and he is looking forward to making an announcement shortly.

The district visioning work with Dr. Lori Likis is in process. Superintendent Oteri said that Dr. Likis is the architect for the mission and vision statements of many of the gateway cities. The MPS Visioning Team, headed by consultant, Dr. Likis met for the first time on October 22nd. This team is comprised of students, family members, teachers, school and district leaders, school committee members, and community partners. The second meeting was held on December 5th. At this point, input from stakeholders is being solicited. There will be two more meetings to create a multi-year district improvement plan. Dr. Lori Likis will be visiting Malden on December 12th to meet with the MPS administrative team to work on this plan.

At the last School Committee meeting, Superintendent Oteri spoke about the need for the increase in the substitute teacher pay rate. The Budget Subcommittee looked at this matter and came back with a recommendation but there was an error in the proposed increase and also one category was omitted, which is the substitute teacher with a current teaching license. Superintendent Oteri added that the intention of this pay rate change is to increase each category of substitute teachers by \$20. So, the proposal is to increase the daily pay rate from \$55 to \$75 for a substitute teacher with no degree, \$70 to \$90 for a substitute teacher with a

Bachelor's Degree, and \$75 to \$95 for a substitute teacher with a Bachelor's Degree and a teaching license. Superintendent Oteri requested that this matter be referred to the Budget Subcommittee for consideration.

Superintendent Oteri spoke about the Student Opportunity Act (SOA) that was recently signed into law by Governor Baker. At the Urban Superintendents meeting with DESE last Friday, DESE informed them that a template and guidance on the SOA as well as the accountability will be provided. Each district will be required to submit their plan using the yet-to-be developed template to DESE by April 1st, which also needs to be approved by the School Committee of each district. Superintendent Oteri said that this is a very rapid turnaround but was confident that MPS can meet the deadline. There will be an opportunity for stakeholders to give input. DESE noted that this is not free cash and will need to be allocated in a responsible manner with a plan. Superintendent Oteri said that at the March meeting, the School Committee will be presented with the plan. We will keep you updated at our next meeting.

Superintendent Oteri provided reminders for upcoming events including the early dismissal on December 20th for the Winter Vacation, as well as the various winter concerts and presentations at the schools. Superintendent Oteri also mentioned that Town Hall meetings are being planned for January 9th at Forestdale, March 5th at MHS, and May 7th at Ferryway. The inauguration of the City Council and School Committee members will take place on January 6th at the Jenkins Auditorium at MHS at 6:00 pm. Superintendent Oteri thanked outgoing School Committee members Ms. Beardsley, Ms. Bordonaro and Ms. Leon for their service to the Malden Public Schools. Superintendent Oteri added that they have devoted their time and effort to bringing about positive changes to the district.

Mayor Christenson proposed to the School Committee that the matter of the substitute teacher pay rate be voted on immediately instead of going through the Budget Subcommittee. Mayor Christenson continued that this is so that the teachers can be paid sooner at this new rate rather than later. There was no objection from the other members of the School Committee. Mr. Froio made the motion that the substitute teacher daily pay rate be increased to \$75; \$90 for those with a Bachelor's degree; and \$95 for those with a Bachelor's degree as well as a current teaching license. Ms. Bordonaro seconded and it was so VOTED. Motion passed unanimously.

Subcommittee Reports/Discussions

- 1. Space and Enrollment Ad-Hoc Subcommittee – Mr. Iovino**
Mr. Iovino said that the student enrollment as of Friday was 6,622. Mr. Iovino said that he will be meeting with Principal Dolan of the Early Learning Center (ELC) about the space issues at the school later during the week.

- 2. Academics Subcommittee – Ms. Beardsley**

Ms. Beardsley said that at the last Academics Subcommittee meeting, the subcommittee wanted to form a Task Force to review the Academically Enriched and Advanced Program (AEAP) housed at the Linden S.T.E.A.M. Academy. Superintendent Oteri said that this matter will fall under the purview of the School Committee and supports the formation of a task force. Ms. Beardsley said that upon recommendation of the Superintendent, this task force will be composed of a cross section of stakeholders. Ms. Beardsley made the motion to form a task force to review the guidelines and accessibility of the AEAP program. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

3. **Social, Emotional and Physical Well-Being Ad-Hoc Subcommittee – Ms. Beardsley**
Ms. Beardsley thanked everyone for their efforts in trying to increase recess time. Ms. Beardsley also urged everyone to talk to their state officials and representatives to support the recess bills.
4. **Policy and Procedures Subcommittee – Ms. Bordonaro**
Ms. Bordonaro said that at the last Policy and Procedures Subcommittee meeting, Mr. Jeff Perrotti from DESE, spoke about the importance of adding all gender bathrooms in all the schools. Ms. Bordonaro said it is also important how this initiative will be described to all the educators who will in turn relay the information to the students. Ms. Bordonaro said that the subcommittee voted unanimously to have the superintendent work on the initiative.

Motions and Resolutions

1. **Homeless Students Transportation Policy – Ms. Bordonaro**
Ms. Bordonaro said that Attorney Greenspan provided the Homeless Students Transportation Policy that the Policy and Procedures Subcommittee adopted unanimously. In response to Ms. Beardsley's question, Superintendent Oteri said that the change noted in this new policy highlights that homeless students within the district will receive comparable transportation as with other students in the district. Superintendent Oteri added that this will take into effect starting from July 1st, 2020. Ms. Bordonaro made motion to adopt the Homeless Students Transportation Policy. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.
2. **Motion on Expanding All Gender Bathrooms in Schools – Ms. Bordonaro**
Ms. Bordonaro said that the motion brought to the School Committee is for the Superintendent to start work on the initiative of having all gender bathrooms in all the schools. Superintendent Oteri said that this motion will allow work to begin so that all gender bathrooms will be available in all the schools. In response to Mayor Christenson's question, Superintendent Oteri said that the district is working with the Public Facilities Department, principals at the schools and well as the MEA regarding the all gender bathrooms. Ms. Bordonaro made a motion for the Superintendent to start work on the initiative of having all gender bathrooms in all the schools. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.
3. **Motion on Early Learning Center (ELC) Report Card – Ms. Beardsley**
Ms. Beardsley invited Mr. Iovino to speak on the topic of the ELC report cards. Mr. Iovino said that the Academics Subcommittee had a meeting last week to discuss the ELC report cards. Mr. Iovino continued that ELC Principal Dolan said that the new report card incorporates more social

emotional skills and that the teachers were eager to begin using it. The Academics Subcommittee voted unanimously to adopt the new ELC report card. Superintendent Oteri said that the school district is in favor of this new format and that if adopted at this meeting, it will take effect starting with the January 2020 report cards. Mr. Iovino made the motion to adopt the new ELC report card. Ms. Spadafora seconded and it was so VOTED. Motion passed unanimously.

4. Grass Field Resolution – Ms. Beardsley

Ms. Beardsley said that the resolution is in support of natural surfaces around schools as follows:

Resolution to Support Natural Surfaces

Whereas, it is documented that there is a climate emergency, and heat will increase in frequency and intensity in the coming years, and

Whereas, children are more prone to the effects of hot temperatures, including heat stroke and heat exhaustion, and

Whereas, plastic artificial turf fields trap sunlight and convert it to heat causing playing surfaces to become hot to an unhealthy degree for children, and

Whereas, living grass fields absorb light energy from the air, preventing heat from forming, and

Whereas, Malden Public Schools have a duty to protect children from exposure to heat exhaustion, and heatstroke during the school day,

Therefore, it is resolved that there should be an immediate moratorium on removal of live grass athletic fields, parks or play areas, currently planned and in the future, and no plans for artificial turf fields should be entertained, and

Resolved, that with any new project on school grounds being entertained by the City of Malden, steps lessening the heat island effect and preserving living green infrastructure for the health of the public school children of Malden, should take precedence as a matter of course.

For the purpose of discussion, Ms. Beardsley made the motion and Mr. Iovino seconded. Mr. Iovino said that there was a meeting regarding the field in November 2019 organized by Ms. Burke, Executive Director for Malden Redevelopment Authority and Malden's civil engineering consultant, Mr. Stephen O'Neill. Mr. Iovino said that since most of the School Committee members were not present at this time, that it would be good to have a meeting in January so that all members can have an opportunity to hear the presentation in order to make an informed decision. Mr. Iovino made a motion to table this matter. Ms. Bordonaro seconded. A roll call vote was taken.

Ms. Beardsley voted NO

Ms. Bordonaro voted YES

Mr. Drummey voted YES

Mr. Froio voted YES

Mr. Iovino voted YES

Ms. Leon ABSENT

Mr. McCarthy voted YES
Ms. Spadafora voted YES
Mayor Christenson voted YES
Motion passed 7-1, with 1 absentee.

5. Resolution to Designate Malden Public Schools as a “RESPECTful School District” – Ms. Spadafora

Ms. Spadafora said that Lieutenant Governor Polito, of the Governor’s Council to Address Sexual Assault and Domestic Violence reached out to the Massachusetts Association of School Committees (MASC) to get the support of School Committees to ensure that education is being provided on issues such as domestic violence and sexual abuse. Ms. Spadafora continued that “RESPECTfully” is a public awareness and prevention campaign from the state. Ms. Spadafora said that the resolution will state that the Malden Public School Committee designate Malden Public Schools a “RESPECTful School District”, which educates youth on the value of respect as well as characteristics of healthy and unhealthy relationships for Massachusetts youth aged 12-18. Ms. Spadafora added that the Feminisim Club at MHS is working on initiatives along these lines as well.

In response to Ms. Beardsley’s question, Ms. Spadafora said that the first step is to support this initiative and then find ways to integrate it into the curriculum. Superintendent Oteri said that some of the tenets in the resolution already exists in the current health curriculum. In addition, Superintendent Oteri said that the district has done some work on this topic with the Malden Police Department, Department of Children and Families (DCF) and the Middlesex District Attorney’s office but that the district will continue to find more ways to work with these partners to increase awareness in the community.

Ms. Spadafora made the motion to adopt the Resolution to Designate MALDEN PUBLIC SCHOOLS as a “RESPECTful School District”. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

Personal Privilege

Executive Session

Mr. Iovino made a motion to enter into Executive Session at 8:12 p.m. Mr. Froio seconded. A roll call vote was taken.

Ms. Beardsley voted YES
Ms. Bordonaro voted YES
Mr. Drummey voted YES
Mr. Froio voted YES
Mr. Iovino voted YES
Ms. Leon ABSENT

Mr. McCarthy voted YES
Ms. Spadafora voted YES
Mayor Christenson voted YES
Motion passed with 8 votes in favor and 1 absent.

The committee reconvened to the Regular Session at 8:22 p.m.

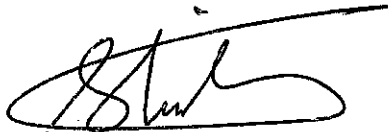
Mr. Iovino made the motion to approve a 2.5% raise in salary for non-union staff effective July 1, 2019.
Ms. Spadafora seconded. A roll call vote was taken.

Ms. Beardsley voted YES
Ms. Bordonaro voted YES
Mr. Drummey voted YES
Mr. Froio voted YES
Mr. Iovino voted YES
Ms. Leon ABSENT
Mr. McCarthy voted YES
Ms. Spadafora voted YES
Mayor Christenson voted YES
Motion passed with 8 votes in favor and 1 absent.

Adjournment

Mr. Iovino made a motion to adjourn at 8:23 p.m. Mr. McCarthy seconded and it was so VOTED.

I certify that a notice of this meeting was filed with the Clerk of the City of Malden in the manner provided under Chapter 39, Section 23A of the General Laws.



Shirley Dorai, Clerk