

MINUTES OF THE REGULAR SESSION  
OF THE MALDEN SCHOOL COMMITTEE  
Monday, November 18, 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, December 9<sup>th</sup>, 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. A moment of silence was also observed for the victims injured and who lost their lives in the recent shooting in California.

**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 October 7<sup>th</sup> Regular Session of the School Committee. Mr. McCarthy made the motion to approve the minutes. Mr. Froio 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 spoke in support of inclusive bathroom policies and gender neutral bathrooms as this impacts the physical and social emotional well-being of students. Ms. Gesualdo added that the MEA leadership, building representatives and the rank and file members who support inclusive bathroom policies will be happy to work with district and school administration on this matter. Ms. Gesualdo continued that all students, whether they are cisgender, transgender, nonbinary, or gender nonconforming need access to bathroom facilities that are accessible, safe and inclusive.

Ms. Kathleen Sullivan, 27 Oliver Street, Malden and Grade 5 Science Teacher at Salemwood School

Ms. Sullivan invited everyone to attend the upcoming meeting on November 25<sup>th</sup> at 6:30 pm at the Salemwood School to discuss the proposed renovation of Roosevelt Park to install artificial turf on three acres of land. Ms. Sullivan said that there are many concerns about having plastic grass at the field such as the negative impact on the environment and safety.

Ms. Nicole Queen, 23 Mount Vernon Park, Malden

Ms. Queen voiced her support for longer recess times. Ms. Queen also spoke in support of transgender youth and advocated for increased education on this topic for parents, teachers and students as well as gender neutral bathrooms on every floor in the Malden Public Schools (MPS).

Mr. Miles Hamilton, 57 Church Street, Malden

Mr. Hamilton spoke on behalf of his wife, Reverend Emily Hamilton of the First Lutheran Church as she was out of town. Reverend Emily Hamilton strongly supports the gender neutral bathrooms initiative at the schools.

Ms. Karen Colon-Hayes, 105 Wyoming Ave, Malden

Ms. Colon-Hayes voiced her support for gender neutral bathrooms in all the schools.

Reverend Otto O'Connor, 45 Havelock Street, Malden

Reverend Otto O'Connor of the First Parish in Malden Unitarian Universalist Church supported gender neutral bathrooms in schools because this sends a message that nonbinary and transgender students are welcomed.

Emily Taylor – Linden STEAM Academy Student

Emily requested the School Committee to support gender neutral bathrooms and longer recess times. Emily also said that recess is being taken away due to a few students misbehaving in class.

Ms. Kimberly Gillette, 3 Sheridan Street, Malden

Ms. Gillette hopes MPS creates a better environment for LGBTQ students than the one she experienced when she was in school in Malden. Ms. Gillette supports gender neutral bathrooms and longer recess time.

Mr. Ryan O'Malley, 706 Main Street, Malden and Ward 4 City Councillor

Mr. O'Malley voiced his support for the gender neutral bathrooms and longer recess time.

Ms. Stephanie Alberto, Laurel Street, Malden

Ms. Alberto requested the School Committee to maintain gendered bathrooms at the schools. Ms. Alberto said that having gender neutral bathrooms would bring about a host of other issues.

Ms. Julianne Orsino, 50 Wiley Street, Malden

Ms. Orsino is an active member of the Malden LGBTQ community. Ms. Orsino voiced her support for gender neutral bathrooms and said that it is similar to requesting for an accommodation.

Mr. Keith Bernard, 58 Almont Street, Malden

Mr. Bernard said he supports gender neutral bathrooms and that it is a human right.

Mr. Adam Weldai, 97 Hill Street, Malden

Mr. Weldai said that gender neutral bathrooms is something that can be implemented tomorrow and he

implored the School Committee to do so. Mr. Weldai also voiced his support for the work on extending recess time.

Mr. Jeff Taylor, 57 Mount Vernon Street, Malden

Mr. Taylor spoke in favor of gender neutral bathrooms in schools.

### **Superintendent's Report**

#### **1. Senator Jason Lewis Presentation on the Student Opportunity Act**

Senator Jason Lewis who is also the Co-Chair of the Joint Committee on Education, presented a summary of the Student Opportunity Act. This legislation could be potentially signed into law by early December. Mr. Iovino requested that the presentation be uploaded to the website. In response to Ms. Spadafora's question, Senator Lewis said that the legislation has a stipulation for the Foundation Budget Review Committee (FBRC) to meet at least once every ten years to study the funding formula so that it is modified and kept up-to-date with changing times. The School Committee thanked Senator Jason Lewis for the presentation and effort on this initiative.

#### **2. English Learner (EL) Presentation**

Dr. Yvonne Endara, Director of English Language Education, presented an overview of the English Learner program at MPS. Superintendent Oteri said that traditionally all foundational English Learners (ELs) have been housed at the Salemwood School where Sheltered English Instruction (SEI) is available. Superintendent Oteri continued that the advantage is that sheltered classes can be provided at each grade level. However, this practice also creates inequity and hardship. Families are unable to send their children to their neighborhood schools and burdened with sending them to a school which is much further away from their home. It also creates inequity among staff at the schools as the number of ELs grow and the number of native English speakers decreases. Superintendent Oteri said that with Dr. Endara, the administration has been consulting with the Department of Elementary and Secondary Education (DESE) and other consultants on addressing this matter. It is a long process which has to be done in a thoughtful and deliberate manner. Superintendent Oteri said that MPS is committed to work on this initiative. Superintendent Oteri continued that teachers for ELs in 4<sup>th</sup> grade and upwards require dual certification for content area as well as English as a Second Language (ESL). Superintendent Oteri said that there are extremely few teachers with dual or triple certifications which includes a Special Education license.

In response to Ms. Beardsley's question, Dr. Endara agreed that a bilingual program will be very beneficial for the students. In response to Mr. Iovino's question, Superintendent Oteri said that space at the schools will be an issue in the future as the number of ELs grow but that the more pressing concern is the appropriately certified staff. Superintendent Oteri said that to address this matter, the schools are looking to hire part-time or retired license teachers. In response to Ms. Spadafora's question, Dr. Endara said the summer program for ELs will help the students in all the schools and eventually transition them from SEI 1 to SEI 2 and SEI 2 to non-SEI classes. Superintendent Oteri said that we need to be cognizant of the fact that although 18% of the student population at MPS are ELs and receive services, 55% of the student population do not speak English at home. Students who transition from SEI 2 to non-SEI classes will have the option of transferring to their neighborhood schools. In response to Mayor Christenson's

question, Superintendent Oteri said that three additional ESL teachers will be hired. Mayor Christenson inquired about the adult ESL classes being offered to the community and mentioned that the Mayor's Office might be able to help with this program.

**3. Forestdale School 8<sup>th</sup> Grade Washington DC Trip**

Forestdale Principal Concannon and educator, Ms. Diana Sullivan explained that the field trip is scheduled for June 1<sup>st</sup> – June 4<sup>th</sup>, 2020. Principal Concannon said that the vendor has changed because of better pricing and that fundraising activities has begun for this trip. Principal Concannon added that any student who wants to go will be able to go even if they have difficulties in meeting the cost. Ms. Sullivan said that it is a great trip. Superintendent Oteri recommended the trip. In response to Mr. Iovino's question, Principal Concannon said that he can keep the School Committee updated about the fundraising efforts and the number of students who will be going on the trip. In response to Ms. Spadafora's question, Principal Concannon said that medical staff and security is provided by the vendor. In response to another question from Ms. Spadafora, Ms. Sullivan said that the minimum of 30 students has been met for the past three years and that a record number of parents attended the recent information meeting that was held at the school. If more than 30 students sign up for the trip, the cost per student will decrease. In response to Mr. McCarthy's question, Ms. Sullivan provided some information on the places that is on the itinerary. Mayor Christenson commended the move from April to June for the trip in an effort to give more students the opportunity to attend.

Mr. McCarthy made the motion to approve the field trip request. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

**4. Early Learning Center (ELC) Report Cards**

ELC Principal Dolan said that the report cards will be revised to reflect the social emotional aspect in line with the state standards and assessment goals. Superintendent Oteri recommended that this matter be referred to the Academics Subcommittee to review.

Mr. Iovino made the motion to refer this matter to the Academics Subcommittee. Ms. Bordonaro seconded and it was so VOTED. Motion passed unanimously.

**5. Linden Innovation Plan**

Superintendent Oteri said that every year, a report has to be prepared to submit to the DESE for the Linden Innovation School status. The report needs to receive the School Committee approval prior to submission to DESE. Superintendent Oteri said that Principal Garcia and the Linden administration team prepared the report and that there are no major changes

Mr. Iovino made the motion to approve the report. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

**6. District Updates and Highlights**

Superintendent Oteri announced to the School Committee that MPS will receive \$300,000 from the Barr Foundation to further the work that Barr initially funded at \$150,000 the previous year. The work will continue where the previous year's work left off and begin the planning for post-secondary success. Malden is in the same cohort with Worcester, MA; Hartford, CT;

Manchester, NH; and Portland, ME. Malden received the full funding. Superintendent Oteri said that this came about through Assistant Superintendent Dr. Kelly Chase's leadership and Principal Chris Mastrangelo's Barr Team at MHS. With this, MPS will be able to create more equity for students and expand the Freshman Academy with a true Freshman Orientation; further the "Portrait of a Graduate" as well as set up programs to ensure post-secondary success.

Superintendent Oteri commented that this is seed-money and will not continue forever. In the first year, an analysis of student success was conducted which included identifying early warning indicators and an audit of curriculum audit through the lens of equity and student success. The MHS team who worked on the Barr Project visited model schools in California and Colorado to see innovative ways to implement project-based learning as well as ways to increase student engagement and pathways to success. The visiting teams were comprised of administrators from the areas of English Language Education, Special Education, STEM, Humanities, Technology and student support specialists. Superintendent Oteri said that the Barr Foundation also awarded the 5 District Partnership (5DP) \$200,000 for leadership development to create leadership pipelines to schools. The higher education partner in this will be Salem State University.

Superintendent Oteri announced that as part of the initiative on Diversity, Equity and Inclusion, Dr. Amante-Jackson and MPS will host a Town Hall Meeting on Wednesday, November 20<sup>th</sup> at MHS Jenkins Auditorium. This meeting will be open to all students, families and stakeholders and will focus on Diversity, Equity and Inclusion in MPS and the role of race. Other town hall meetings that will be hosted includes January 9<sup>th</sup> at Forestdale, March 5<sup>th</sup> at MHS and May 7<sup>th</sup> at Ferryway. More information on these town hall meetings will be publicized at a later date.

Superintendent Oteri said that Malden was one of the three host sites for the 5DP Equity Day held on November 5<sup>th</sup>. There was good participation from MPS teachers as well as the teachers from the other 5 DP members, as 850 people attended the event from 4 districts and participated in over 20 workshops. The Keynote Address was provided by Ms. Erica Battle. Superintendent Oteri thanked Assistant Superintendent Dr. Kelly Chase, Instructional Technology Director, Ms. Natalia Brennan and President, Ms. Deb Gesualdo for making this event a success.

The kick-off for the Influence 100 program was held on October 11<sup>th</sup> at Framingham State. Principal Sepulveda and Principal Garcia along with Superintendent Oteri and Assistant Superintendent Dr. Kelly Chase attended. Influence 100 aims to diversify the Commonwealth's administrators and educators. At present, approximately 40 percent of the Commonwealth's public school students are students of color but only 8 percent of teachers and 4 percent of superintendents identify themselves that way. MPS joined this effort in order to increase diversification among administrators and teachers. In addition to this effort, Superintendent Oteri said that Malden was one of 15 districts that was invited to attend the Diversity Network

held on October 17<sup>th</sup> held at DCU Center in Worcester. This network will meet quarterly and work on furthering diversity.

Superintendent Oteri said that gender equity is another area of focus, particularly all gender options around bathrooms. Superintendent Oteri has started receiving consultation and guidance from Mr. Jeff Perrotti, founding Director of Safe School for LGBTQ students at DESE. Mr. Perrotti is a consultant to schools for DESE on gender equity. MPS is striving to offer as many as possible all-gender options for students. Since MPS is aiming to provide equity for students, this is a good opportunity for community and school leadership to initiate discussion around policies and best practices. DESE added some guidance on this matter and recommended in 2013 to eliminate gender practices unless it is for a thoughtful reason. Certain things need to be gendered and there is a need for all-gender options. Superintendent Oteri continued that recognizing important changes often causes a certain level of discomfort, it should be a thoughtful process in order to be successful. Superintendent Oteri recommended to the School Committee that this issue be referred to the Policy and Procedures Subcommittee.

Superintendent Oteri said that a full report and analysis of the 2019 MCAS results will be provided at the next meeting.

The District Visioning Team, headed by consultant, Dr. Lori Likis met for the first time on October 22<sup>nd</sup>. Superintendent Oteri said that this team comprised of students, family members, teachers, school and district leaders, school committee members, and community partners worked collaboratively with the MPS Administrative Team at the first meeting. They will meet 3 more times over the course of the fall and winter to create a multi-year district improvement plan. This plan will serve as an official roadmap for improvement in MPS over the next several years and it will define our shared vision for the future of the school district, the overarching goals and programs that will help us achieve that vision, and the outcomes that will help us measure our success in achieving that vision.

Superintendent Oteri provided an update on the Community Eligibility Provision (CEP). MPS began the application process in August after consulting with Senator Lewis. Superintendent Oteri continued that if approved, MPS will be able to provide a free lunch to every student in Malden, regardless of income status. Superintendent Oteri said that MPS is currently working with a community partner as part of the analysis. Food Service Manager, Mr. Omar Hernandez will present more information about this at the next meeting. Superintendent Oteri said that once more information is received and MPS is accepted into the program, the School Committee's approval will be sought.

The 8<sup>th</sup> Grade at Ferryway proposed a field trip to see the Movie, "Harriet" a biopic about the underground railroad leader, Harriet Tubman. Superintendent Oteri informed the School Committee that the district administration team has approved the field trip and that the Ferryway School will send a permission form to parents that explicitly explains the nature of the

field trip. Superintendent Oteri continued that this is an important movie and is rated PG-13, however it does not come without some concerns for 13 year old viewers, many of whom are students of color. The film makes frequent use of the "N word", shows slave beatings and depicts Harriet's seizures. These may be upsetting to some students and their families. Superintendent Oteri said that the district administration and Principal Sepulveda made this decision in a thoughtful manner.

Superintendent Oteri said that as the profile of students is changing at the ELC, space has become an issue and there is a need to re-examine programming and space at the ELC. Superintendent Oteri recommended that this matter be referred to the Space and Enrollment Subcommittee to begin to evaluate options.

Superintendent Oteri provided reminders that there will be an 11:00 am dismissal on November 27<sup>th</sup> for the Thanksgiving Holidays and that schools will be back in session on December 2<sup>nd</sup>. Superintendent Oteri informed the School Committee that parent-teacher conferences are underway at the schools. Superintendent Oteri said that the 15<sup>th</sup> Annual Malden Parade of Holiday Traditions which will be held on Saturday, November 30<sup>th</sup>. Superintendent Oteri congratulated all the returning School Committee members as well as the new members. Superintendent Oteri thanked Ms. Beardsley, Ms. Bordonaro and Ms. Leon for their dedication, time and effort that they have selflessly devoted to the Malden Public Schools.

Ms. Bordonaro made the motion to refer the matter of gender neutral bathrooms to the Policy and Procedures Subcommittee. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

Mr. Froio made the motion to refer the ELC space issue to the Space and Enrollment Subcommittee. Mr. Iovino 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 6,614 and this is an increase of 79 students since the beginning of the year. Mr. Iovino added that it is a significant drop in enrollment compared to last year at the same time. In response to Ms. Beardsley's question, Mr. Iovino said that there is a bubble between grades 5-8 and that the lower numbers is due to fewer students at MHS.
2. **Social, Emotional and Physical Well-Being Ad-Hoc Subcommittee – Ms. Beardsley**  
Ms. Beardsley showed and explained the recess presentation to the School Committee, advocating for more recess time. In response to Mayor Christenson's question, Ms. Beardsley responded that the presentation is to be taken under advisement.
3. **Policy and Procedures Subcommittee – Ms. Bordonaro**  
Ms. Bordonaro said the subcommittee met to discuss and vote on two policies and the K-8 Student Handbook which will be addressed in the next section of the meeting.

**4. Budget Subcommittee – Mr. Froio**

Mr. Froio said that the Budget Subcommittee met to discuss the substitute teacher pay rate.

**Motions and Resolutions**

**1. K-8 Student Handbook – Ms. Bordonaro**

Ms. Bordonaro said that the K-8 Student Handbook was discussed and adopted unanimously at the Policy and Procedures Subcommittee. Superintendent Oteri said that the handbook was reviewed by the attorneys to ensure that it complied with the latest regulations. In response to Mayor Christenson’s question, Superintendent Oteri responded that the handbook will go into effect immediately after the School Committee vote. Ms. Bordonaro made the motion to adopt the K-8 Student Handbook. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

**2. Policy for Enrollment of the Children of School Department Personnel – Ms. Bordonaro**

Ms. Bordonaro thanked Ms. Spadafora for her work on this policy. Ms. Spadafora said that the draft policy will need an amendment because according to the Massachusetts General Law, Title 12, Chapter 76, Section 5, decisions on admitting non-resident children to MPS requires School Committee approval. Ms. Spadafora said that the draft policy left this decision in the hands of the Superintendent. Superintendent Oteri said that based on legal guidance from counsel, the draft policy will require an amendment.

Ms. Bordonaro made the motion to make an amendment to include “and MPS School Committee” everywhere that “Superintendent” appears on the policy. Ms. Spadafora seconded and it was so VOTED. Motion passed unanimously. Ms. Spadafora made the motion to adopt the policy as amended. Ms. Beardsley seconded and it was so VOTED. Motion passed unanimously.

**3. Access to Education, Student Privacy, and Immigration Enforcement Policy – Ms. Bordonaro**

Ms. Bordonaro said that this policy is to protect MPS students from any third parties trying to access the schools, gathering any kind of information, causing disruption, or removing any student. Ms. Bordonaro continued that this policy is to ensure that all MPS students are protected.

Ms. Bordonaro made the motion to adopt the *Access to Education, Student Privacy, and Immigration Enforcement Policy*. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

**4. ELC Report Cards – Ms. Beardsley**

This matter was addressed earlier in the meeting.

**5. Recess Resolution – Ms. Beardsley**

Ms. Beardsley said that if time on learning is not affected, the new recess resolution will ensure that grades K-4 students receive 30 minutes and grades 5-8 students will receive 20 minutes of recess daily. Superintendent Oteri said that this will be subject to bargaining with the respective unions because scheduling will be affected and scheduling is part of bargaining. Ms. Beardsley



made the motion to accept the *Recess Resolution*. Ms. Spadafora seconded and it was so VOTED. Motion passed unanimously.

**6. Substitute Teacher Pay Rate – Mr. Froio**

Mr. Froio said that the Budget Subcommittee met on October 21<sup>st</sup> and voted unanimously on raising to the substitute teacher pay rate to \$95 per day for those with a degree and \$75 per day for those without a degree. Ms. Beardsley said she is in full support of the increase in pay rate. In response to Mayor Christenson’s question, Superintendent Oteri said that the increase can be absorbed by the existing budget. Mr. Froio made the motion to increase the substitute teacher pay rate to \$95 per day for those with a Bachelors degree and \$75 per day for those without a degree. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

**7. Schools Council Members – Mr. Froio**

Mr. Froio said that the School Councils in each school has been formed and that the School Council member appointments have been brought forward to the School Committee to be formally approved.

Mr. Froio made the motion to approve the School Council member appointments pending the correction of the duplication of names on the Linden STEAM Academy School Council member list. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

**8. Linden Innovation Plan – Mr. Froio**

This matter was addressed earlier in the meeting.

**9. World Unity, Inc. Resolution – Mayor Christenson**

Mayor Christenson invited Principal Sepulveda to provide further details. Principal Sepulveda said that the Ferryway School K-4 music teacher, Ms. Jaclyn O’Connor organized the K- 8 students to perform a song that was composed based on the Sun Poem, at the 23<sup>rd</sup> World Unity Inc. Gala in Boston. Mayor Christenson said that World Unity Inc. reached out to Malden to further support the work by adopting the resolution. The City of Boston is one of the cities that has adopted the resolution.

Mr. Iovino made the motion to accept the *World Unity, Inc. Resolution*. Mr. Drummey seconded and it was so VOTED. Motion passed unanimously.

**Personal Privilege**

**Executive Session**

Mr. Iovino made a motion to enter into Executive Session at 8:54 p.m. 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.

The committee reconvened to the Regular Session at 9:26 p.m.

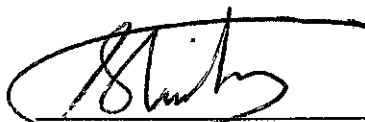
Mr. Iovino made the motion to accept the Collective Bargaining Agreement for the Malden School Building Maintenance/Custodial Employees effective July 1, 2019 through June 30, 2022. Ms. Bordonaro seconded. A roll call vote was taken.  
Ms. Beardsley voted YES  
Ms. Bordonaro voted YES  
Mr. Drummey voted 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.

Mr. Iovino made the motion to accept the Collective Bargaining Agreement for Unit B effective September 1, 2019 through August 31, 2022. Mr. Drummey 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 9:28 p.m. Ms. Spadafora 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