

MINUTES OF THE REGULAR SESSION
OF THE MALDEN SCHOOL COMMITTEE
Monday, January 13, 2020
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, February 3rd, 2020 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
Mr. Weldai	Present
Ms. Luong	Present
Mr. Drummey	Absent
Mr. Froio	Present
Mr. Iovino	Present
Mr. Gray	Present
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 December 9th 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 for the December 9th Executive Session of the School Committee. Mr. McCarthy made the motion to approve the minutes. Mr. Iovino 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 voiced her support for the MHS Feminism Club and noted that while all students deserve equal access to educational opportunities, girls and women often face structural barriers that can threaten their success in school and in their future. Ms. Gesualdo added that studies indicate girls of color are more likely to face unfair discipline, sexual harassment or violence in school. On the topic of housing insecurity, Ms. Gesualdo said that the Mayor's Office and MEA are co-sponsoring a community meeting with City Life/Vida Urbana on January 22nd at 6:30 p.m. at the Malden High School (MHS) with

the goal of educating people about tenants rights and to provide help to those facing housing insecurity. The Greater Boston Legal Services and the Chinese Progressive Association will also be on hand to provide assistance. With regards to the Student Opportunity Act that will bring additional funds to schools, Ms. Gesualdo said that the MEA is working with Senator Lewis's Office to set up a community bill signing in February which will be immediately followed by a community forum hosted by the MEA to discuss how educators, students, families and community members would like to see additional funding used in Malden Public School (MPS). Details will be forthcoming once the arrangements are confirmed.

Superintendent's Report

1. Presentation of ParentChild+ Program

Superintendent Oteri said the district secured a 3-year grant funding for the ParentChild+ Program about one and a half years ago and it facilitates outreach work with at-risk population of pre-school age. Superintendent Oteri said that since this program is already mid-way through the 3 years, a presentation has been prepared to update the School Committee. Ms. Laura D'Angelo, Coordinator for the ParentChild+ Program was invited to the podium to provide the presentation about the program.

In response to Mr. McCarthy's question, Ms. D'Angelo said that Medford, Somerville, Cambridge, Revere and Lynn are some other school districts that have this program. Ms. D'Angelo added that Cambridge was the first school district to implement the program and it has been running there for around 30 years. In response to Ms. Spadafora's question, Ms. D'Angelo said that observations, surveys and analysis of data are used to gauge the level of growth amongst the children since they first start the program. Mr. Weldai asked about the number of families receiving the services in other cities compared to the 30 families in Malden. Ms. D'Angelo said that the numbers will depend on the size of the cities and it is geared towards the gateway cities. Ms. D'Angelo said that Cambridge has 70 families. In response to Ms. Spadafora's question regarding sustainability, Superintendent Oteri said that at the onset of the program, it was hoped that after year 3, the cost of the program will be incorporated into the operating budget as the Wellington Foundation only provides funds for the initial 3 years. Superintendent Oteri said that going forward, the program could possibly be sustained using some of the funds from the Student Opportunity Act as it is geared towards early childhood development. Superintendent Oteri added that other school districts who have this program are very pleased with it.

2. New Hampshire Outdoor Classroom Forestdale Field Trip

Superintendent Oteri called on Principal Concannon and 6th grade teacher at Forestdale, Ms. Pitino to provide more details on the New Hampshire Outdoor Classroom scheduled for June 3-5, 2020. Ms. Pitino said that the location is at Camp Cody, New Hampshire. Ms. Pitino explained that since last year's school trip to Camp Cody under Nature's Classroom, the directors who run Camp Cody decided to run their own program called Outdoor Classroom. Ms. Pitino said that Outdoor Classroom are providing more for the students compared to Nature's Classroom such as in terms of cost \$225 per student instead of \$257. Outdoor Classroom will

also be covering 100% of the transportation costs for this year and 50% of the transportation costs for next year, since this is the first time that Forestdale will be utilizing the services of Outdoor Classroom. Ms. Pitino said that this in addition to the fund raising that is always done will make it even more easier for students who are interested to attend the program. Every child who wants to attend will be allowed to attend even if they cannot afford the cost. So far, Ms. Pitino said that almost \$4,000 has already been raised for this activity and others through fund raising. Outdoor Classroom focuses on the 4C's which is critical thinking, communication, collaboration and creativity. This is also completely aligned with the Massachusetts learning standards. Ms. Pitino added that students and parents will be briefed on everything that they need to know about the trip including paperwork that needs to be filled out. Medical issues and concerns will be also taken into account. Although the students are not allowed to take their cellphones with them, they will always be allowed to contact their parents in an emergency. For students who are unable to attend because of some other reason than financial difficulty, other day trips or enrichment activities will be planned. Ms. Pitino added that Camp Cody has separate comfortable sleeping arrangements as well as adequate dining and other facilities. Students will always be chaperoned by CPR, First Aid certified teachers and staff who have undergone extensive background checks. A registered nurse will also be provided with no additional cost. Students from Forestdale, Darian O'Brien, Nevaeh Clough, and Marriette Agbaw-Ebai spoke about their experience at Camp Cody last year. Superintendent Oteri endorsed the field trip.

Mr. Weldai made the motion to approve the field trip request. Ms. Luong seconded and it was so VOTED. Motion passed unanimously.

3. District Updates and Highlights

Superintendent Oteri introduced Ms. Ashley Pierre, the new Human Resource Director who started work with MPS on January 6th. Ms. Pierre comes to MPS with experience working in human resources for both the Boston Public Schools and Cambridge Public Schools systems. At the height of her tenure with the Cambridge Public Schools, she increased the educator diversity rate from 20% to 30%. While working for the Boston Public Schools, Ms. Pierre supported in increasing the candidate pool by 10% each year. Additionally, through her creation of aspiring educator meet-ups, she cultivated teaching candidates from diverse, urban communities throughout the Greater Boston region. She has expertise in overseeing the TeachPoint educator evaluation system and coaching administrators on all personnel issues. Ms. Pierre has a strong passion for diversity and inclusion work and ensuring that human resources policies and procedures are streamlined and accessible to all. Ms. Pierre will be collaborating with Ms. Marie Lucey, Executive Assistant for Human Resources, as they are both seek to promote equal opportunity for all and transparent human resources practices district wide.

The work on implementing all gender bathrooms at the schools is underway. Superintendent Oteri said that based on the meeting and guidance from Mr. Jeff Perrotti, founding director of Safe School for LGBTQ (lesbian, gay, bisexual, transgender, and questioning) students at the

Department of Elementary and Secondary Education (DESE) and consultant to schools for DESE on gender equity, the The district is currently working with the Public Facilities Department, principals at the schools and well as the MEA regarding the implementation of all gender bathrooms at the respective schools. Superintendent Oteri announced that earlier in the day, 2 all gender bathrooms were made available at the Linden STEAM Academy, one at the K-4 wing and the other at the 5-8 wing. This information was passed to staff, parents and students. There was a little delay because the locking mechanisms on the door had to be replaced. The next school in line to have all gender bathrooms is the Ferryway School.

Superintendent Oteri said that the work on redistributing Sheltered English Immersion (SEI) classes throughout the district is progressing. The National School Development Council (NESDEC) recommended that Malden partner with a consultant from the Framingham Public Schools. The administration is in the process of securing this person's services and receive a formalized quote for services. The message from NESDEC is that this is a long-term process of 3-5 years to achieve equity and ensure good, sound transitions. Superintendent Oteri will provide updates to the School Committee as this work progresses.

The District Visioning Team, headed by consultant, Dr. Lori Likis had their second meeting on December 5th. Superintendent Oteri said that this team is comprised of students, family members, teachers, school and district leaders, school committee members, and community partners. There will be two more meetings to create a multi-year district improvement plan. The next meeting for the visioning work with Dr. Lori Likis will be on January 29th. Superintendent Oteri added that the matter brought up by the Feminism Club will be added into the plan. The gateway cities model which is being used will focus on the 4 pillars of social, emotional learning; early childhood; college and career readiness; and newcomers.

With regard to the Student Opportunity Act (SOA), Superintendent Oteri said that each district will be required to produce a plan that has input from various stakeholders and this plan will need to be approved by the School Committee before April 1st. Therefore, the School Committee will need to vote to approve the plan at the March 2nd meeting. Superintendent Oteri remarked that this is a short turnaround to solicit input. A Town Hall Meeting is planned to be held at the Forestdale School on Thursday, January 30th from 6 - 7:30 p.m. for all parents, guardians and stakeholders. Superintendent Oteri also recommended that a meeting be held on Monday, February 3rd at 5:00 p.m., before the School Committee meeting, to gather public input for anyone who could not make it to the January 30th meeting. School site councils will also be soliciting input. Superintendent Oteri requested that the School Committee endorse and be a part of this meeting. Superintendent Oteri added that this is a three year plan, for the first three years of the 7 years indicated by the SOA. The state is developing a template that will be available at the February 7th Urban Superintendent Network meeting as a guide to streamlining the plan. The template will meet all the legal requirements of the SOA. The template will resemble a grant proposal. The categories that DESE is recommending the resources be directed includes curriculum, social-emotional, professional development, early childhood, early

college, college and career readiness, etc. The ways in which this is carried out will have to be evidence-based. The plan will show the direction the district will take. Superintendent Oteri cautioned that the dollar amount is not known yet as the Governor's House budget will only be released on January 22nd.

Malden High School's Guidance Department is seeking approval for college field trips to universities that may fall outside the state of Massachusetts, but within New England, for the remainder of this academic year. Superintendent Oteri continued that the MHS School Guidance Department, in their post-secondary planning endeavors, is often in a position to take advantage of free programming, tours and meals provided by colleges located in New Hampshire, Rhode Island, Connecticut, Maine and/or Vermont. As such, they are seeking School Committee approval to solicit universities in New England which are within a couple hours' drive of Malden High School for their upcoming 9th grade College Field trips. On Friday, March 27th, it is anticipated that the entire 9th grade class of approximately 550 students will be touring university campuses. Being able to expand their search for campuses willing to host 50-100 9th graders, to the greater New England area is extremely helpful in securing high quality experiences for the students. There will be a ratio of 1 to 10 for chaperones. All trips will happen during the school day, with no trips leaving MHS prior to 7:30 am and all trips returning no later than 3:00 pm. MHS Nurses and teachers are informed well in advance, and all medical precautions are considered well in advance of this date. Approval is also being sought so that should the unexpected opportunity arise, 11th and 12th grade students can take advantage of any post-secondary or career exploration opportunities that will come up on short notice, in greater New England, for the remainder of this school year. This may include, but is not limited to, trips to southern New Hampshire, southern Vermont, and Northern Rhode Island. All effort will be made to adhere to the already written policy so as to include no evening times or overnights. Superintendent Oteri mentioned that many of these universities that are out-of-state are located closer to Malden than the University of Massachusetts in Amherst.

Superintendent Oteri provided some sports updates. Girls Basketball is off to their best start in numerous years with 4 wins and 1 loss. The Co-Ed Swim Team is undefeated at 4-0 and setting their marks on a Greater Boston League Title. The Boys and Girls Indoor Track teams are undefeated at 2-0. Senior track student-athlete, Pryanna Alper and Senior tennis student athlete, Kerri Gilligan both were awarded with the prestigious Posse Scholarship. Pryanna will be attending Center College in Kentucky and Kerri will be attending Bucknell University, Pennsylvania on full academic scholarships.

On January 14th, the Boston Celtics GE lab will be at Linden so that students can have an opportunity to experience their mobile laboratory. The Town Hall meetings will be held at 6:00 p.m. on January 30 at Forestdale; March 5 at MHS; and May 7 at Ferryway. Superintendent Oteri welcomed all the returning School Committee members as well as the new School Committee members, Mr. Weldai, Ms. Luong and Mr. Gray.

In response to Mr. Iovino, Superintendent Oteri said that he will need to review the categories listed for the utilization of Student Opportunity Act funds to see if there are funds allocated for English Language Learners (ELL) programming. In response to Mr. Weldai, Superintendent Oteri elaborated that the district first reached out to DESE for assistance about re-distributing SEI 1 and SEI 2 programs to other schools instead of just having them at the Salemwood School. DESE pointed them in the direction of other consultants such as the Multistate Association for Bilingual Education (MABE) and NESDEC. Superintendent Oteri said that in the course of gathering input, it became known that the Framingham School District has been undergoing the same process for several years. Superintendent Oteri added that the district is hoping to secure the services of one of the Framingham employees on a consulting basis to work with MPS Director of English Language Education and Title III, Dr. Yvonne Endara. NESDEC will then oversee this work in terms of an analysis on space, licensure and the best way to move students to other schools. Superintendent Oteri said that the process of shifting ELL students is currently underway but only for a few students. In order to do the redistribution on a greater scale, more work needs to be done in the coming years in a thoughtful manner and cost effective way. Superintendent Oteri said that the School Committee will be provided with periodic updates about the redistribution process.

In response to Ms. Spadafora's question regarding the field trips to colleges for MHS students, MHS Guidance Director, Ms. Erin Craven said that for the past 5 or so years, all 9th graders at MHS are given the opportunity to visit one of the college campuses. Ms. Craven said that for most of these students, it is the first or only time they get an opportunity to visit a college or university campus. Ms. Craven said that the students are sent in groups of 25, 50 or 100 to the campuses as many places cannot accommodate too many students at a time. Since it is such a herculean effort, Ms. Craven said that Guidance Department is planning ahead for March 27th. Ms. Craven added that at times, there are other opportunities to visit a campus that become available on short notice and normally, the school cannot take advantage of such opportunities because there is not enough time to bring it forward to the School Committee meeting for approval. Principal Mastrangelo said that MHS started this effort of bringing students to campuses way before many other high schools started doing these field trips as well. As such, there is much more competition in being able to get these opportunities for the students. In response to Ms. Spadafora's question, Ms. Craven said permission slips with specific details are provided to the parents weeks in advance. Ms. Craven also mentioned that MHS student, Lana Gihar also received a Posse scholarship to attend Bryn Mawr College in Pennsylvania. In response to Mr. McCarthy's question, Superintendent Oteri said that there will be 1 chaperone for every 10 students. Mr. Weldai said that he would prefer to have more time and some information to review before endorsing these trips.

Mr. Weldai made the motion to table this matter. Mr. McCarthy seconded. A roll call vote was taken.

Mr. Weldai voted YES
Ms. Luong voted YES
Mr. Drummey ABSENT
Mr. Froio voted NO
Mr. Iovino voted NO
Mr. Gray voted NO
Mr. McCarthy voted YES
Ms. Spadafora voted YES
Mayor Christenson voted NO
Motion did not pass with 4 votes in favor, 4 against and 1 absentee.

Mr. Iovino made the motion to approve the college field trips planned for MHS students for the 2019-2020 school year. Mr. Froio seconded. A roll call vote was taken.

Mr. Weldai voted YES
Ms. Luong voted YES
Mr. Drummey ABSENT
Mr. Froio voted YES
Mr. Iovino voted YES
Mr. Gray voted YES
Mr. McCarthy voted YES
Ms. Spadafora voted YES
Mayor Christenson voted YES
Motion passed with 8 votes in favor, and 1 absentee.

Subcommittee Reports/Discussions

- 1. Space and Enrollment Ad-Hoc Subcommittee – Mr. Iovino**
Mr. Iovino said that the student enrollment as of Friday was 6,640 and this is an increase of 105 students since the beginning of the year. However, as noted by Mr. Iovino, this is still a decrease from last year's enrollment numbers. Mr. Iovino continued that the Early Learning Center is running out of classrooms as the number of students requiring the Intensive Learning Program (ILP) keeps increasing. Mr. Iovino said that both long-term and short-term solutions are needed. Mr. Iovino said that he will be meeting Principal Dolan and Principal Concannon to discuss the immediate need for two classrooms.

Motions and Resolutions

- 1. Table Washers/Lunch Aides Minimum Wage - Ms. Spadafora**
Ms. Spadafora said that the table washers and lunch aides are not part of any bargaining units and receive \$11.00 an hour. Ms. Spadafora continued that they have not had a wage increase last year and this year. The minimum wage was \$12.00 on January 1, 2019 and \$12.75 on

January 1, 2020. Superintendent Oteri said that this wage increase will only effect 6 or 7 employees. Superintendent Oteri said that the minimum wage in Massachusetts is set to increase by \$0.75 every year until it reaches \$15 per hour in three years. Although municipalities are spared from this requirement, both Mayor Christenson and Superintendent Oteri are in favor of tying the table washers and lunch aides' wages to the minimum wage increases. In response to Mr. Gray's question, Superintendent Oteri said that the impact on the budget is fairly minimal as these are part-time employees working 12-13 hours a week.

Ms. Spadafora made the motion to raise the wage of table washers and lunch aides to match the minimum wage retroactive January 1, 2019 and January 1, 2020. Mr. Iovino seconded and it was so VOTED. Motion passed unanimously.

2. Donation of \$75 from Lueders Environmental Inc. - Mr. Iovino

Mr. Iovino said that Lueders Environmental Inc. is a company that handles lawns, trees and shrubs, specializing in science based environmentally sound approaches and attentive customer service. Mr. Iovino said that they made a similar donation last year as well.

Mr. Iovino made the motion to accept the \$75 from Lueders Environmental Inc. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

3. Programmatic Equity Audit – Mr. Weldai

Mr. Weldai said that the programmatic equity audit is about having a breakdown of programmatic equity and opportunity available in each school. Mr. Weldai said that having this information will help the work on ensuring equity in the school district.

Mr. Weldai made a motion to pass this item to the Policy and Procedures Subcommittee. Ms. Luong seconded and it was so VOTED. Motion passed unanimously.

4. Request for Before/After School Program Update and Future Planning – Mr. Weldai

Mr. Weldai made a motion requesting that MPS Before and After School Program, Director, Ms. Jennie Goldrick provide an update in February or March so that everyone is aware of what has been taking place and future plans. Mr. McCarthy seconded.

Superintendent Oteri said that an information session has been planned by the MPS Before and After School Program on February 13th for parents and guardians to inform them of updates and future plans. Mr. Weldai withdrew his motion but stated that it would be helpful to have an update at the School Committee meeting as well after the information session has taken place.

5. Sandy Hook Foundation Partnership – Ms. Luong

Ms. Luong said that in terms of school safety, it would be good for Malden to implement this program. Ms. Luong explained that it is a 3-part program consisting of K-5 curriculum, 6-12 curriculum and an anonymous reporting system.

Ms. Luong made the motion to refer the Sandy Hook Foundation Partnership to the Policy and Procedures Subcommittee. Mr. Weldai seconded and it was so VOTED. Motion passed unanimously.

6. Support for Sexual Harassment Awareness – Ms. Spadafora

Ms. Spadafora said that she supports sexual harassment awareness and training for the school district. She added that there is a need for it and introduced Ms. Kerry Veritas, MHS Feminism Club Advisor and MHS Social Studies teacher to speak more about this topic. Ms. Veritas said that she taught social studies for 17 years. Ms. Veritas spoke about advocating for social justice and spoke against racism, white privilege, sexism, and the discrimination against the LGBTQ community long before many of these topics became main stream topics. Ms. Veritas continued that the district's work on equity should include sexual harassment awareness and that the prevalence of sexual harassment in the schools can be addressed with staff training and education for the students.

Ms. Veritas called upon MHS 2019 graduate, Rebeca Pereira, as well as MHS students Lauren Mallett, Aja Swank, Toni-Joy Pimental and Sophia Duffy who recounted some of their experiences of sexual harassment at their schools. Ms. Veritas said that training is needed for administrators to handle complaints of about sexual harassment not only from the legal perspective but from the social emotional aspect. Ms. Veritas continued that students need to be taught about what constitutes unacceptable behaviors and what to do instead of being a bystander.

Mr. Weldai thanked Ms. Spadafora for bringing this matter to the attention of the School Committee and said that more work needs to be done to address it.

Ms. Spadafora said that she would like to make a motion to have the Social, Emotional and Physical Well-Being Ad-Hoc Subcommittee to consider support for sexual harassment awareness in the schools. Mr. McCarthy seconded and it was so VOTED. Motion passed unanimously.

Before moving onto the next segment, Mayor Christenson read aloud the subcommittee assignments for 2020-2022 as follows:

Standing Committees:

- 1) Budget – Ms. Spadafora (chair), Mr. Drummey, Mr. Froio, Mr. Iovino & Mr. Weldai
- 2) Policy and Procedures – Mr. Weldai (chair), Ms. Luong, Mr. McCarthy & Ms. Spadafora
- 3) Public Facilities and Safety – Mr. McCarthy (chair), Mr. Drummey, Mr. Froio & Mr. Gray
- 4) Technology and Student Services – Mr. Froio (chair), Mr. Gray & Mr. Iovino
- 5) Negotiations – Mr. Froio (chair), Mr. Gray & Mr. Iovino

Ad-Hoc Committees:

- 1) Equity and Opportunity – Mr. Weldai (chair), Ms. Luong & Ms. Spadafora
- 2) Space and Enrollment – Mr. Iovino (chair), Mr. Drummey & Mr. Froio
- 3) Social, Emotional and Physical Well-Being – Ms. Spadafora (chair), Mr. McCarthy & Mr. Weldai
- 4) Superintendent Evaluation – Mr. Drummey (chair), Mr. Iovino, Ms. Luong & Mr. McCarthy

Liaisons:

- 1) Sick Bank – Mr. Froio
- 2) SHORE Collaborative – Mr. Iovino & Mr. Froio
- 3) Malden High School Alumni Association – Mr. Froio

- 4) Special Education Parent Advisory Council – Ms. Spadafora
- 5) English Language Learners Parent Advisory Council – Ms. Luong

Personal Privilege

Executive Session

Mr. Iovino made a motion to enter into Executive Session at 8:03 p.m. Ms. Spadafora seconded. A roll call vote was taken.

Mr. Weldai voted YES

Ms. Luong voted YES

Mr. Drummey ABSENT

Mr. Froio voted YES

Mr. Iovino voted YES

Ms. Gray voted YES

Mr. McCarthy voted YES

Ms. Spadafora voted YES

Mayor Christenson voted YES

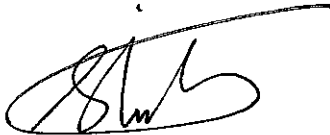
Motion passed with 8 votes in favor and 1 absent.

The committee reconvened to the Regular Session at 8:51 p.m.

Adjournment

Mr. Iovino made a motion to adjourn at 8:52 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