



Framingham Public Schools
Robert A. Tremblay, Ed.D., Superintendent of Schools

SCHOOL COMMITTEE

Adam Freudberg, Chair • Gloria Pascual, Vice Chair • Tracey Bryant, Clerk
Noval Alexander • Geoffrey Epstein • Richard A. Finlay
Beverly Hugo • Tiffanie Maskell • Scott Wadland
Yvonne M. Spicer, Mayor
73 Mount Wayte Avenue, Second Floor, Framingham, MA 01702
Telephone: 508-626-9121 Fax: 508-877-4240

SCHOOL COMMITTEE: OPEN MEETING MINUTES

DATE AND TIME: June 19, 2019 at 7:00 p.m.

LOCATION: Memorial Building-Blumer Room
150 Concord Street, Framingham

MEETING CALLED BY: Chair Adam Freudberg

PRESENT: Noval Alexander
Tracey Bryant*
Geoffrey Epstein
Richard A. Finlay*
Adam Freudberg
Beverly Hugo
Tiffanie Maskell
Gloria Pascual*
Mayor Yvonne Spicer

ABSENT: Scott Wadland

ALSO PRESENT: Dr. Tremblay, Superintendent
Lincoln Lynch, Director of Finance and Operations
Judy LeBlanc, SAGE Department Head

The Chair called the meeting to order at 7:00 p.m.

Call to Order

The Chair announced that this meeting was being broadcast live on local cable, as well as for later playback, and on Facebook Live. He said that the School Committee met in executive session in regards to the Mass Bay Lease, as well as for approval of executive session minutes.

44 He said that Mr. Finlay and Ms. Bryant would be joining the meeting in session, and Mr.
45 Wadland will be out due to a health issue. He read a statement from Mr. Wadland.

46

47 Public Comment

48 Claudia Diaz and Tatiana Andrade said they were here to introduce the Bilingual Parent
49 Advisory Council (BPAC). Ms. Diaz said she is the staff liaison for BPAC, which seeks to be a
50 united service for students who are learning English, and for their families. She said that they
51 hold meetings every other month during the school year. Ms. Andrade said she is the President
52 that was just elected, and that she hopes to do her best, and they are looking to build a
53 stronger BPAC.

54

55 Announcements from the Chair

56 The Chair thanked all staff and schools for a great year. He said he wanted to recognize 33
57 retirees that averaged more than 23 years of service to the District. He said he wanted to
58 recognize the importance of today being Juneteenth as an important moment in history. He
59 thanked all who helped and came to the Fuller Groundbreaking Ceremony.

60

61 Update on the SAGE Program

62 SAGE Department Head Judy LeBlanc and Dr. Tremblay gave an update on the SAGE Program
63 that included the structures of the services throughout the schools, and a list and update on the
64 implementation process.

65 **Questions.** Ms. Maskell asked about the goal of having universal screening at all schools by
66 year three, and if this seems plausible since they currently only have it within two schools. Ms.
67 LeBlanc said it was not in the budget for more than two schools, and they chose the schools
68 that had the lowest amount of SAGE students at that time - King and Woodrow Wilson. She
69 added that staff turnover may impact it as well, since they would need to train staff. She said
70 that next year there was a position added - .5 time teacher and .5 time screener. She said that
71 she would like to do four more schools next year; saying, originally she was hoping for all 9
72 schools, but is now hesitant because part of the new position takes some of the flexibility away,
73 because they also have teaching responsibilities. Ms. Hugo said in the past there was a Director
74 as well as a Department Head, and asked if they thought the .5 Department Head position with
75 all the added additional pieces is sustainable. Ms. LeBlanc said having this position as a .3, this
76 year, was very overwhelming, as there were not enough hours in the day to tend to everything.
77 She said that there are many things on the timeline that they are already trying to do, and she
78 would love nine more teachers but knows that is not realistic. Ms. Hugo asked what
79 percentage of SAGE students the District serves with the pull-out classes and enrichment. Ms.
80 LeBlanc said it is hard to say, as enrichment can be providing a project to a whole class. Ms.
81 Hugo asked if there would be training on differentiation for classroom teachers, and asked if
82 there are any plans next year to increase the rigor by teaching more differentiating within
83 professional development. Ms. LeBlanc said that there is a need to foster relationships, but
84 when she offered professional development on this, only one person attended. She said that
85 this needs to be valued and seen as a high priority for everyone, so people will participate. Dr.
86 Tremblay said professional development is organized by the Framingham Teachers Association,
87 and teachers choose which classes they want to participate in. Ms. LeBlanc said they do try and
88 attend collaboration meetings and try to informally teach within faculty meetings. Ms. Hugo

89 asked about a plan that was mentioned in the past - a college coming in and partnering with the
90 District. Ms. LeBlanc said that the hope in the past was to partner with UConn, but they will no
91 longer come, despite parents and herself reaching out; adding that they would only offer a
92 graduate student. She said that the University of Virginia has a program too, but it's further
93 away and probably a larger charge. She said she has looked into webinars. Ms. Pascual asked
94 for data on the two schools that used universal screening this year, to see if it made an impact.
95 Ms. LeBlanc said Tier 1 Screening was done with 56 first graders at King, and based on those
96 scores 22 students were eligible for Tier 2. She said in order to screen at Tier II they need
97 permission from parents, and all but 2 students received permission. She said that out of the
98 20 who were screened at Tier II, 14 qualified, so they will be in the SAGE Program for Grade 2.
99 She said that 75 first grade students were universally screened at Wilson in Tier One, 18
100 students were qualified for Tier 2. She added that 8 students did not get permission from
101 parents; secretaries used emails, and also sent home translated letters with students, trying
102 several times. She said that one student needed an interpreter and they were unable to secure
103 that, so 9 students were screened at Tier II, and 4 qualified for SAGE services. Ms. Pascual said
104 that this shows why there is a need for universal screening, and also shows that some schools
105 need certain items to provide equity and supports to bridge the gap between school and home.

106 *Ms. Bryant arrived at 7:44 p.m.

107 Ms. Pascual commented that it seemed some families didn't have access to the program, and
108 asked for follow up for the student who needed interpretation. Ms. LeBlanc said that they will
109 try again in the Fall for those students who did not get permission yet for Tier II. Ms. LeBlanc
110 said she knows they would not have gotten as many referrals, without the universal testing,
111 because when she asked teachers for referrals at the King School, she only received four
112 names, which is lower than the amount of students that universal testing identified as
113 qualifying. Ms. Pascual asked, if after entering the SAGE Program, students remain in it every
114 year until they graduate from high school; and what SAGE looks like at the high school level.

115 *Mr. Finlay arrived at 7:50 p.m.

116 Ms. LeBlanc said that students remain in the program until 8th grade; with some students on a
117 trial basis with a meeting to see what's working and not working, and what modifications may
118 be needed. She said there used to be a program in the high school, and there are AP classes,
119 but having someone at the high school to support them would help. Ms. Pascual asked how
120 many students are going from 8th grade to the high school within the program. Fuller SAGE
121 teacher Brigid Rowlings said they started a new method of identifying students by using a
122 checklist. She said she provided SAGE services to 37 8th graders over the year, and 13
123 identified 8th graders through the screening process. Mr. Epstein asked why permission is
124 needed to do the second screening, when it is for educating students in the correct way, as he
125 feels that this is an inhibitor. Ms. LeBlanc said just like when students are evaluated for special
126 education services, parent permission is needed as the service can be thought of as an
127 individualized portion of education. She suggested information on SAGE and permission for
128 Tier II screening possibly being incorporated into the outreach during home visits that are
129 already taking place through the Bilingual Department. Ms. LeBlanc added that the SAGE
130 Program includes pulling students out of the regular classrooms, so they may miss something,
131 and they have had some parents who have refused screening. Mr. Epstein asked if the middle
132 school programs are at the same time, and said he thinks the drop off of services in the high
133 school seems odd. Ms. LeBlanc said that some middle schools have SAGE teachers in the

134 classroom to offer enrichment courses within the classroom. She said that in the high school,
135 some of the kids will dig deeper into certain standards; and the need seems to be more of a
136 social-emotional piece and like-minded peers - academically they haven't heard that they are
137 not meeting their needs. Mr. Epstein said there needs to be a sense of assessment to make
138 sure the program is properly funded and to see if it's working. He suggested getting feedback
139 from parents and students in the program, such as with surveys. Ms. LeBlanc said that
140 surveying is on the extended timeline and quantifying progress is not easy.

141

142 Vote on MassBay Community College's Lease Extension of the Farley Building

143 Mr. Freudberg said that the School Committee met in executive session for the latest update
144 and discussion. Mr. Lynch said he has been working with MassBay, the City CFO and the
145 Division of Capital Asset Management and Maintenance (DCAMM), and he is asking for a vote
146 from the School Committee for a two-year lease starting July 1, 2019 and ending June 30, 2021.
147 He said that within this lease the footprint will stay the same, but parking will be different: the
148 lease payment currently is \$755,000 a year, and with the reduction of about 300 parking spots,
149 they are looking to drop this to \$500,000 a year. He said the next step, after this lease, would
150 be to begin negotiations in June of 2020 to extend the lease for year three and four, until
151 MassBay can occupy their new space that is currently being built. Mr. Lynch said, new within
152 the lease, is that when MassBay is not occupying the gym, there is an opportunity for district
153 programs or community programs to utilize it.

154 **Motion:** To support the proposed MassBay lease for the next two years.

155 **Moved:** Ms. Hugo **Seconded:** Ms. Bryant **Vote:** Unanimous (8-0-
156 0)

157 Members spoke about the benefits of having MassBay in the community; including dual
158 enrollment and summer programming.

159

160 Superintendent's Update

161 Mr. Lynch said that the **FY19 YTD Budget Report**, as of June 12, 2019, shows over 84% of the
162 budget is expended, leaving a balance of \$17 million, which is mostly salaries. He added that all
163 the payroll that will happen through the end of the year, will take up the majority of that
164 balance, and feels that we are in good financial standing. He said that the **negative balance for**
165 **Food Services** is \$81,177.46 as of last week; the final number came today which was
166 \$82,005.65 and is under the projected balance. He said that the outreach in collecting
167 outstanding balances made a difference, and this will be paid out of the operating budget. Mr.
168 Epstein said next year they can look at this year's information when coming up with
169 projections, rather than look at straight line projections. Mr. Alexander asked if the plan going
170 forward is to use this pilot program. Mr. Freudberg said that this will be looked at further at
171 the July 17, 2019 School Committee Meeting.

172

173 Mr. Lynch said he is requesting a **budget transfer** of \$514,065 from salaries to expenses; he said
174 that by doing this it will allow for achievement of the future goal of carrying over the Circuit
175 Breaker amount to balance the budget. Mr. Freudberg asked if this includes the \$300,000 in
176 furniture money from last year that was not part of the Capital Plan due to changes from last
177 year. Mr. Lynch said this number does not have to do with the furniture money. Ms. Pascual
178 asked what the total number of out-of-district placements is, and the total cost this fiscal year

179 for them. Mr. Lynch said he does not know the amount of placements, but the cost is around
180 \$17.5 million. Mr. Lynch said the second step will be for any surplus to be carried over into the
181 Circuit Breaker to cover any unanticipated move-ins for out-of-district costs. Mayor Spicer
182 asked how the transfer amount impacts the money from the Circuit Breaker that is forthcoming
183 from the State, and how will it be impacted if the Circuit Breaker is fully funded. Mr. Lynch said
184 if the Circuit Breaker is fully funded, the district will get just over \$6 million which is counted on
185 in the FY20 budget process, and will help with any out-of-district move-ins. He said that the
186 money being requested for transfer is absolutely needed to balance FY20. He added that there
187 are two separate Circuit Breaker accounts; any money carried over within the Circuit Breaker
188 from FY19 has to be spent first, then the FY20 Circuit Breaker account will help balance the
189 budget. Ms. Pascual asked why there was a surplus in salaries. Mr. Lynch said there could be
190 many different reasons: It could be that they budgeted for a certain amount and someone
191 could have retired, someone could have been hired below that salary amount, someone could
192 have left, or step holds. Ms. Pascual asked what the plan is for next year to look at this surplus,
193 to be able to better utilize funds for programs for academic needs. Mr. Lynch said he will be
194 able to project better in the second year, he was conservative in the first year. Mr. Finlay asked
195 if this was the same as the Special Education Stabilization Account from the City. Mr. Lynch said
196 that account is completely separate, and that account from the City is only for if we draw down
197 every penny we have allocated for Special Education tuition and have no other way to cover the
198 cost; the goal is to not use it. Mr. Epstein said that the Circuit Breaker funds are the only ones
199 that can be carried over from one fiscal year to the next.

200 **Motion:** To accept the recommendation to move \$514,065 from salaries to expenses.

201 **Moved:** Mr. Finlay **Seconded:** Ms. Bryant **Vote:** Unanimous (8-0-0)

202 Mr. Lynch said the second part is to look at the projected surplus, which as of last week was
203 almost \$2 million for salaries; combined with the other departments it would be a surplus total
204 of \$1.7 million. He added that this number may seem high, but the District spent almost 99% of
205 the full budget. He said he would ask to move this surplus to the Circuit Breaker in case any
206 out-of-district students move into the district. Mr. Epstein said, for the future FY20 Budget they
207 didn't hide the turnover savings, as it was hidden in prior budgets, and this will help know the
208 projected surplus well ahead. He suggests giving back \$.5 million of the surplus to the City as
209 free cash to help fix the repair of the roof at BLOCKS Preschool. He added that this would not
210 be set as a precedent, but as a one time situation. Mr. Freudberg said the Committee does not
211 have to vote on the Circuit Breaker transfer, but would have to vote if the motion is to classify
212 the surplus as free cash and send it back to the City. He also said that in the budget at the end
213 of this year, the soft freeze allowed for fiscal oversight: There was a planned deposit of any
214 savings into Special Education at the end of the year, the negative food budget and the
215 unforeseen furniture expenses out of the operating budget, all show that the surplus seems to
216 be less to these items that were planned, as well as unplanned. Mr. Epstein added that the
217 money going to free cash would be contingent on the plan for the Chapter 70 funds from the
218 State Budget.

219 **Motion:** To transfer \$490,000 of the District's surplus to the City as free cash, contingent upon
220 the Chapter 70 funds from the State Budget.

221 **Moved:** Mr. Finlay **Seconded:** Ms. Bryant **Vote:** Unanimous (8-0-0)

222 **Discussion:** Ms. Hugo asked why this is being done now, if all the facts and data are not
223 available yet. Members spoke about this being done now in good faith, as well as how it will

224 provide educational benefits. Mayor Spicer said that the BLOCKS Project was an emergency
225 request that she supported, she appreciates the thought of the money going towards the City
226 and showing good faith, and she looks forward to being equitable and balanced within the City.
227 Ms. Pascual asked if there are funds allocated for emergencies like the BLOCKS situation. Mr.
228 Lynch said there is not - those would be considered a capital project, and if it is not an
229 emergency it waits until the following year to be put into the Capital Plan. Mr. Lynch said there
230 is some money in the Building and Grounds Special Projects line, but not a half million dollars
231 which is around what the BLOCKS project would cost; it is more for small projects that happen.
232

233 **FY20 Budget.** Dr Tremblay said they have achieved a significant milestone in finalizing the FY20
234 Budget, a process that started back in October. He said the approved 4.11% increase from FY19
235 will allow the District to meet a lot of the Strategic Goals, and they are now posting positions
236 and staffing for next year. He said capital projects were also approved, which included air
237 conditioning in the high school, which will take time to build out, and \$3.7 million in capital
238 appropriations. He said there are also earmarks that have come in as well - such as support for
239 the Resiliency for Life Program and social-emotional health, at an additional \$300,000 from
240 Senate President Karen Spilka and Massachusetts legislators. Dr. Tremblay said other
241 accomplishments have happened in the last 36 hours - broken ground on a new school, the City
242 Council approved the budget, the school year ended, and they appointed a new principal at the
243 King Elementary School. He reflected on the past year, and said in August he will start looking
244 at the next three years for the Strategic Plan with a lot of stakeholder & family input, and
245 believes the Be Heard tours will help.
246

247 Annual Evaluation of the Superintendent and Discussion on Next Steps For the
248 Superintendent's Contract

249 Mr. Freudberg said the annual evaluation of the Superintendent was completed according to
250 law; with the Superintendent's overall performance being scored as 3.44 out of 4, which is
251 listed as proficient. Members spoke about the Superintendent's strengths and
252 accomplishments, along with the benefits of the School Committee being able to work together
253 along with the Superintendent, and be able to have difficult conversations; with everyone
254 seeing things through a different lens. They also spoke about his participation in many different
255 community and school events. Ms. Maskello spoke about the benefits of going on school visits
256 with Dr. Tremblay, seeing the work in action. Mr. Freudberg said there have been many
257 accomplishments - such as the Strategic Plan, the McKibben Data Report along with other data
258 they have been gathering and reviewing, but there are still many items that need to be worked
259 on - such as the Fuller Project being completed, the need for another elementary school, and
260 work towards eliminating vaping.

261 **Motion:** To accept the Superintendent's evaluation.

262 **Moved:** Ms. Bryant **Seconded:** Ms. Pascual

263 Ms. Pascual asked for a **Friendly amendment** to rate Step #4 on her evaluation as moderate.
264 All in agreement.

265 **Vote:** Unanimous (8-0-0)

266 **Motion:** To enter into the start of negotiations to keep the Superintendent in Framingham
267 based on his achievements and dedication.

268 **Moved:** Mr. Finlay **Seconded:** Ms. Maskell **Vote:** Unanimous (8-0-0)

269 **Discussion:** Ms. Hugo said she would like to appoint the Chair as the head negotiator. Mr.
270 Freudberg said that everyone will have equal opportunity, even if there is a head negotiator,
271 but he can write a letter stating the intent to start negotiations. Ms. Bryant said there should
272 be more information on entering into negotiations, and asked for the length of the current
273 contract and expiration date. Mr. Freudberg said that this is part of the normal process, and
274 the contract expires next year in June of 2020. Ms. Pascual asked why the current school
275 committee wanted to enter into negotiations when the new School Committee will be starting
276 in January. Mr. Finlay said they should start now because he received high scores in his
277 evaluation, and it would show the Committee's commitment to him, as well as negotiations
278 could take a long amount of time. Ms. Hugo says the standard process is to begin negotiations
279 at the end of two years on a three-year contract, and the current Committee are the ones that
280 know Dr. Tremblay, and the others will be coming in new in January. Members asked about
281 having information and background on the negotiations and the process. Mr. Freudberg said
282 this is on the agenda for the August 7, 2019 School Committee Meeting, and information from
283 MASC will be sent out to members.

284

285 Subcommittee Reports

286 **Policy.** Mr. Freudberg said there was some clarification added to the Student Activity Accounts
287 Policy to show that there are sub-accounts and to define properly.

288 **Motion:** To approve Policy JF: Student Activity Accounts for a second reading.

289 *Ms. Bryant stepped out of the meeting shortly.

290 **Moved:** Mr. Epstein **Seconded:** Mr. Finlay **Vote:** Unanimous (7-0-0)

291 **Discussion:** Ms. Hugo asked if this policy says that the audit of the accounts could be
292 completed by District staff, and if so, that does not sound right. Mr. Epstein said this allows an
293 audit internally, but every three years it requires an external audit. Mr. Lynch said it would be
294 audited by someone who does not have direct interaction with student activity accounts, but
295 he would always recommend having an outside auditor look at these every year, and added
296 that this is common language for these policies. Ms. Bryant suggested that the policy state that
297 an outside auditor come in yearly, in case Mr. Lynch should ever move on, but is satisfied that it
298 says that the School Committee is in charge of deciding this. Ms. Hugo asked if a report is given
299 to the School Committee, as the fiduciary agent. Mr. Freudberg said this policy gives the School
300 Committee the ability to develop the scope of the audit, and we would expect to get a copy,
301 and there would be an annual vote on the audit process every year.

302

303 Mr. Epstein said that two warrants were signed. Ms. Hugo said the next Achievement and
304 Student Accountability Subcommittee meeting is on June 25, 2019. Ms. Hugo said there is a
305 MASC Equity and Poverty Summit being held on July 12 and 13, 2019.

306

307 Ms. Pascual said that the Racial Equity Subcommittee is working on moving the Racial Equity
308 Audit forward. Dr. Tremblay said he has been working with Christine Robinson, Assistant
309 Superintendent for Equity, Diversity and Community Development Joseph Corazzini, Ms.
310 Pascual and Ms. Bryant, on a revised timeline. He said they have moved away from it being
311 focused on being a Racial Equity Audit, into more of a General Equity Audit. He said they will
312 need to allocate for it in next year's budget, as well as to refine the scope of the audit, as
313 originally it seemed to ask for more than what is needed regarding data, as this may already be

314 available within the District. Ms. Pascual and Ms. Bryant spoke about the importance of the
315 date being Juneteenth - the Independence of Freedom Day that commemorates the June 19,
316 1865 abolition of slavery in Texas, and the emancipation of African Americans throughout the
317 formal confederate states of America. Ms. Bryant added that last year, the U.S. Senate passed
318 a resolution recognizing this as a National Holiday, but it has yet to be approved in the current
319 House. She urged everyone to continue to fight to free those who are enslaved, particularly the
320 women and children being forced into sexually slavery, which is on the rise in America.

321
322
323

324 Public Comment

325 Robert Bolles said that he went to a luncheon with retired teachers, librarians and principals
326 who he worked with in the past, and someone said that principals do not stay like they use to.
327 He said that Dr. Tremblay should keep in mind that good principals make the school systems
328 work, and look at ways to try and keep them.

329

330 Approval of Grants/Gifts/Field Trips

331 Mr. Freudberg said that information was sent out earlier on this day regarding an unanticipated
332 gift from Mutual One Bank in the amount of \$5,000 to support the McCarthy Playground.

333 **Motion:** To accept both gifts (\$5,000 to support the McCarthy Playground and \$50 from We
334 Are All In This Together (W.A.I.T.T.) for Early Childhood Alliance) as a consent agenda.

335 **Moved:** Ms. Bryant **Seconded:** Ms. Pascual **Vote:** Unanimous (8-0-0)

336

337 **Motion:** To approve the May 1, 2019 School Committee Open Session Meeting Minutes..

338 **Moved:** Ms. Hugo **Seconded:** Ms. Bryant **Vote:** 7-0-1

339 (Yes: Hugo, Finlay, Freudberg, Alexander, Epstein, Maskell, Bryant. Abstained: Pascual)

340 **Motion:** To approve the School Committee Open Session Meeting Minutes of May 15, 2019.

341 **Moved:** Ms. Hugo **Seconded:** Ms. Bryant **Vote:** Unanimous (8-0-0)

342 **Motion:** To approve the School Committee Executive Session Meeting Minutes of April 24,
343 2019 as approved in Executive Session with redactions.

344 **Moved:** Mr. Epstein **Seconded:** Ms. Maskell **Vote:** 6-0-2

345 (Yes: Hugo, Finlay, Freudberg, Alexander, Epstein, Maskell. Abstained: Pascual, Bryant)

346 **Motion:** To approve the School Committee Executive Session Meeting Minutes of May 1, 2019
347 as approved in Executive Session with redactions.

348 *Ms. Pascual recused herself.

349 **Moved:** Mr. Epstein **Seconded:** Mr. Alexander **Vote:** 6-0-1

350 (Yes: Hugo, Finlay, Freudberg, Alexander, Epstein, Maskell. Abstained: Bryant)

351 *Ms. Pascual returned to the meeting.

352

353 Adjournment

354 **Motion:** To adjourn.

355 **Moved:** Ms. Bryant **Seconded:** Mr. Finlay **Vote:** Unanimous (8-0-0)

356 Meeting adjourned at 10:22 p.m.

357

358 Meeting Materials

359	Agenda
360	Email from School Committee Member Scott Wadland
361	Update on SAGE Program
362	MassBay Lease
363	FY19 Budget YTD
364	End of FY19 Close Out Actions Memo
365	FY19 Budget Request
366	Food Services Negative Balance Report
367	Evaluation Cover Memo from the Chair
368	Evaluation Scoring and Data Spreadsheet
369	Summative Evaluation
370	Individual Member Evaluations as Submitted
371	Policy Summary
372	Proposed Policy JJF: Student Activity Accounts
373	Warrants
374	May 1, 2019 Open Session Draft Minutes
375	May 15, 2019 Open Session Draft Minutes
376	Gift from We Are All In This Together, Inc.
377	
378	

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