



**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  
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**SCHOOL COMMITTEE: OPEN MEETING MINUTES**

**DATE AND TIME:** November 13, 2019 at 7:15 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  
Scott Wadland  
Mayor Yvonne Spicer

**ABSENT:** None

**ALSO PRESENT:** Dr. Robert Tremblay, Superintendent  
Nicholas Smart, Chair of Student Advisory Committee  
Anne Ludes, Assistant Superintendent of Secondary Education  
Amy Bright, Assistant Superintendent of Elementary Education  
Matthew Torti, Director of Building and Grounds  
Lincoln Lynch, Executive Director of Finance and Operations  
Framingham Police Chief Steven Trask

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The Chair called the meeting to order at 7:33 p.m.

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45 Call to Order

46 The Chair announced that this meeting was being broadcast live on local cable, as well as for  
47 later playback, and on Facebook Live. He said that the Committee met in executive session  
48 prior to this meeting, specifically in regards to review of 2010-2017 executive session minutes  
49 redactions for continued non-disclosure or release, approval of executive session minutes, and  
50 to hear three specific grievances from Units A and T.

51

52 Public Comment

53 FTA President Christine Mulroney said that on behalf of the FTA leadership, they want to  
54 congratulate the community members who won seats on the City Council and School  
55 Committee. She said that public service is not for the light of heart, and their interest in this  
56 work is admirable. She said that they hope the newly elected members have familiarized  
57 themselves with the issues we face together; supporting this diverse and strong community has  
58 its challenges as well as its rewards. She said they may have heard educators from around the  
59 district advocating for what their students need to be successful, seen them talking about their  
60 increased workload, and heard from administration when they provided data on what supports  
61 schools have in place. She said that at times, the data the administration provides does not  
62 adequately describe what is happening in practice at the building levels - sometimes materials  
63 that every student needs to be successful are not available, and there are times that student  
64 supports for social emotional needs and english language support are stretched too thin to  
65 support the level of help needed. She said that daily, teachers' time is maxed, and the physical  
66 and logistical demands of preparing for a lesson get overlooked. She said that the educator's  
67 voice has been diminished, and there is a feeling among staff that there is no appreciation for  
68 the actual work that educators do daily. She said that it is disappointing that Framingham will  
69 lose high quality educators who are dedicated to this City and their students, because  
70 administration won't trust their expertise. She said that she hopes we can move forward in a  
71 professionally respectful way - one that acknowledges educator expertise and boots on the  
72 ground experience, along with the administration's perspective.

73

74 Nicole Karpierz said that they want families and the Framingham community to know that  
75 although conversations have quieted down, things have not changed. She said that teachers  
76 still have concerns and they are growing exponentially, and the District has much more serious  
77 issues to deal with besides the micromanaging of curriculum that already exists. She said issues  
78 like classrooms being evacuated on a daily basis, across the entire district, due to behaviors,  
79 and the fact that there are not enough support staff to address these behavior issues. She said  
80 that they get new students on a daily basis, the majority of whom are non-English speaking  
81 language learners. She asked what the plan is for those children - are we going to add more  
82 support or are we just going to say that if a teacher is SEI-certified, that they are able to teach  
83 the non-English language speakers to speak. She said that she would love to plan for these  
84 students, and all the other individual needs of her students, but she has been stripped of her  
85 planning time, and continues to watch the gap of our neediest students grow on a daily basis.  
86 She said that this mandate was done in the name of consistency, however it's being done  
87 differently in every building and there are varying degrees of preparation time at every level  
88 across the district. She said that the message that has been put out is that the sky is not falling

89 in Framingham. She said that her colleagues and her are here tonight to tell you from the  
90 ground level, it is; and our students are going to bear the brunt of it.

91  
92 Ilana Clift said that she is a teacher at Hemenway and is here about missing prep time every  
93 other early release day on Thursday. She said that this amounts to about five hours for the  
94 year, and although that doesn't seem like much, to an overworked teacher, they need every  
95 single ounce of prep time they can get. She said that they have been told there has been past  
96 practice of teachers not getting their prep time on early release days, snow days, holidays, etc.,  
97 and these are all being lumped in together. She said that it is important that everyone knows  
98 that they have never had prep time scheduled on Thursday afternoons before, so this is a new  
99 problem, and not past practice. She said that they were told that they do not need that time on  
100 half days as they have less time with kids, but this is still a full day for teachers - meeting with  
101 families or in professional development. She said that they need to meet with other teachers,  
102 look at student work together, communicate with parents, submit lesson plans and so much  
103 more. She said that they are not just prepping for that afternoon, and it is insulting to suggest  
104 that. She asked to please reconsider and give them the amount of prep time that they are  
105 owed according to their contract.

106  
107 Nikki Fisher Quittmeyer said that she became aware that there is a new campaign pushing  
108 Framingham to participate in the United Against Hate Week, with a resolution, and subsequent  
109 ongoing activities that was just launched. She said that when she read about how it had been  
110 launched in the Framingham Source, she reflected on her own observations over the past two  
111 years in Framingham, and feels that it is important that we reflect on our actions, ordinances,  
112 and City-wide actions that directly contributed negatively to this discussion. She said that most  
113 of the people being asked to vote on these measures are White, and the individual promoting  
114 this community event is expressing White outrage at these events and demanding action. She  
115 said that if we are going to be radically honest, and make a meaningful difference we need to  
116 act differently - the group voting, acting, and enforcing policy needs to stop and reflect on what  
117 they contribute to these issues that brings us to this point where we are now so outraged about  
118 its impact. She said this is being seen through recent incidents affecting our children, while not  
119 holding each other accountable for our own contributions. She said that the language and  
120 content she has observed being regularly used by well-meaning community members, who  
121 would never agree to be associated with any kind of racial bias are numerous. She said she  
122 would suggest that we start with some meaningful introspection of our White fragility and how  
123 we are interacting in our own community, and what are we doing to hold each other  
124 accountable. She said she is donating books for the entire City Council and School Committee  
125 from a top sociologist in this field. She said that if we are serious about making changes in our  
126 community it starts with educating ourselves.

127  
128 Brandale Randolph said that next week across this country there will be United Against Hate  
129 Week for the days between November 17th and November 23rd, which will include hosting  
130 events to educate the general public about the pervasiveness of hate in our society and in our  
131 country. He said that as a City he thinks it is important, in light of recent actions, that  
132 Framingham takes a part. He said how we do this is up to us individually, as well as within  
133 working organizations, as to how this will take place. He said that they are still planning several

134 events and are going to be involving a lot of community activists and organizations to be a part  
135 of this. He said there are three things they wanted to state emphatically tonight because the  
136 rhetoric online and everywhere else has gotten out of hand. He said that first, he has no  
137 interest in running for any office whatsoever, and his intention in being part of this event is to  
138 create an atmosphere in which we create a better community for all our children, and  
139 particularly the most vulnerable. He said secondly, the key phrase in Framingham United  
140 Against Hate is “united”; as many scholars have noted, there can be no unity without healing,  
141 there can be no healing without atonement, and there can be no atonement without first  
142 having self reflection. He said that it is his hope that we don’t re-emerge with more empty  
143 rhetoric, and instead emerge with more bold policies to help cure some of the ailments of our  
144 communities. He added that the creation, adoption and execution of those policies will not be  
145 easy. He said that finally, he is very disappointed at a lot of the rhetoric that has happened  
146 over the last couple of days. He said that this is a City that he believes can show the world what  
147 happens when we put aside our petty differences and bond together in unity and stand  
148 together against something that threatens the future for our children, particularly those who  
149 are most vulnerable.

150

#### 151 Announcements from the Chair

152 Mr. Freudberg said that he wanted to remind members about subcommittee minutes as they  
153 are wrapping up their two-year term. He said that if they are not planning on having another  
154 subcommittee meeting, they can approve subcommittee minutes at our last open session  
155 meeting. He also said that, as a reminder, all subcommittee audio recordings have to be online  
156 within three business days, per policy. He said that a transition letter was sent to School  
157 Committee members-elect and they were invited to the MASC conference last week. He said  
158 the Committee voted to allow them to join the school committee meetings at the table - as  
159 non-voting members, and this will help members get to know each other as they get ready for  
160 the Inauguration on January 1, 2020. The Chair proposed to move the agenda around - to  
161 allow Chief Trask to speak about crossing guards, after members-elect introductions.

162

#### 163 Introductions by Newly Elected School Committee Members

164 Members-elect introduced themselves with a brief background on why they decided to run for  
165 School Committee: Karen Dempsey/District 2, Priscila Sousa/District 5, Jessica Barnhill/District  
166 8, and William LaBarge/District 9.

167

#### 168 Crossing Guards

169 Framingham Police Chief Steven Trask said they currently have seventeen crossing guard posts  
170 and nine guards to fill those posts. He said that three crossing guards resigned in August, they  
171 hired other individuals and two resigned right after being hired. He said that they tried to  
172 recruit cafeteria workers who might be interested, with no success. He said due to this they  
173 had to suspend crossing guards at two locations: the Potter Road post and the Walgreens  
174 School Street post. Mr. Wadland asked for the Chief to elaborate on how they arrived at this  
175 decision, and who is in charge of the decision. Chief Trask said that bussing routes and bus  
176 stops fall under the School Department’s jurisdiction, but walking routes follow under the  
177 Police Department. He said that they have been looking at doing this for a year, and added that  
178 health benefits were taken away from crossing guards,, which has lowered the interest in the

179 position. He said that this operational decision to suspend crossing guards is his, but he  
180 communicated with others and collaborated beforehand. Mr. Finlay said it is true that the bus  
181 waits at crosswalks for people to cross, and there are not walkers that are crossing at the  
182 Walgreens post. Mr. Epstein said that there are 3,000 walkers, and asked how much it cost for  
183 the retirement benefits for cross guards. Chief Trask said that when the District switched to the  
184 insurance company GIC, part-time employees became noneligible for benefits; only those  
185 employees that were grandfathered in. Ms. Hugo said she is concerned about the Potter Road  
186 post not being covered, as there is a hill right there and cars often are going fast. She asked if  
187 auxiliary police are an option. Chief Trask said that crossing guards are unionized, and that  
188 auxiliary police often have other jobs. Ms. Hugo said some areas have flashing lights for when  
189 someone is crossing the road, and is that an option for safety until they hire more crossing  
190 guards. Chief Trask said that it could be an option, and they have done this in the past when  
191 having to get rid of a different post. Ms. Pascual asked for data for all routes and how many  
192 walkers are at each one. Chief Trask said that they look at this in the fall and in the spring, and  
193 that some are crossing only one child. He added that some students who are listed as walkers  
194 are actually being driven by their parents, so the data about who is listed as a walker is different  
195 than who is actually walking. Ms. Pascual said she is concerned about walkers on the  
196 Southside. Chief Trask said they have not gotten rid of a Southside post in over ten years. Mr.  
197 Freudberg said he wants to make sure that there is a plan to contact and have a conversation  
198 with every child's family who got their route cut, as part of an individual case management  
199 plan. Dr. Tremblay asked Chief Trask for help in figuring out who the regular walkers are.  
200

#### 201 Presentation and Discussion on Power Purchase Agreement for Solar for the Fuller Middle 202 School Building Project

203 Framingham Sustainability Coordinator Sean Luz, SunPower Senior Director for Commercial  
204 Markets Chris Cantone, and Power Options Director of Innovations Kristen Patneau  
205 presented an introduction to options for a Power Purchase Agreement (PPA) for solar for the  
206 Fuller Middle School. Mr. Luz said when they were looking to explore renewable options for  
207 the Fuller Middle School, they found that the best option was a PPA. He said they are still  
208 developing plans for the Fuller Middle School and a good way to reduce cost is to introduce  
209 solar at the same time as developing the parking lot, instead of doing it after.

210 **Questions.** Mr. Freudberg asked if their statement about no up-front capital needed for a PPA  
211 included drainage needs caused by canopies, as it was discussed at a recent Building Committee  
212 meeting. Mr. Cantone said that this falls into the final design work, and they will have to  
213 consider it and see if it could be wrapped into the PPA. Ms. Pascual asked about any solar  
214 options for the roof of the new Fuller building. Mr. Luz said roofs are the first thing they look  
215 at, before solar canopies. He said that the more costly option is usually solar canopies, but  
216 when looking at Fuller there was not a lot of room on the roof, so the solar canopies ended up  
217 being the better option and more economical. Ms. Pascual asked if solar panels on the roof  
218 were thought of during the designing of the building. Director of Building and Grounds Matt  
219 Torti joined and said that the building was created solar ready, but the elevation and solar gain  
220 is not as optimal as the solar canopy would be. Ms. Pascual said looking forward we should  
221 make sure that buildings are solar ready, whether it be the roof or canopy. Ms. Sousa asked  
222 many questions including: if the tax credit that is about to go down on residential will have any  
223 affect on this municipal project - with the finite amount of energy what happens if there is a

224 need for more power, how they are looking to store the power, and what happens to the PPA  
225 after 20 years? Mr. Cantone said that the tax credit is stepping down 30% to 26%, but part of  
226 the benefit of being a member of Power Options is that they have taken precautionary  
227 measures and will take that amount on, but if you were to do something in the future you  
228 would see step downs. He said that the panels they will use have a very low degradation rate -  
229 half of what is typical, and would still have enough production; it will never be disconnected  
230 from the grid. He said you will always have access to power. He said that they are exploring  
231 storage options right now; they have to look at siting and what it looks like for design. Mr.  
232 Finlay asked what is included in the warranty on the twenty-year plan. Mr. Cantone said that  
233 SunPower is responsible for the operations and maintenance, the panels are warranted for 25  
234 years, and at the end of the 20 years they would look to renew. He added that the panels have  
235 a lifespan of 40 years, and they monitor the system to see if it is producing what it is supposed  
236 to be, and do maintenance and fix anything damaged or broken at least once a year. Mr.  
237 Wadland said there are other options with the same benefits by owning solar panels, as  
238 discussed at the MASC Conference, and would like to make sure the committee is doing their  
239 due diligence on procuring solar. Mayor Spicer asked about the curriculum piece of the Lead  
240 the Way Engineering Program, and what grades it involved. Mr. Cantone said it involves grades  
241 K-12 and even advanced Ed. Mayor Spicer asked about incorporating EV stations and LED  
242 lighting. Mr. Luz said they have been talking about this, including in the School Building  
243 Committee meetings, to integrate LED lighting with the canopy system, and implementing  
244 electric charging stations; in some cases the stations can be mounted on the columns of the  
245 canopy themselves. Ms. Bryant asked if it would be more advantageous to include solar panels  
246 on the roof now, while the school is being built. Mr. Luz said when they looked at solar panels  
247 very early in the beginning and the intent was to serve a lot of the buildings' electric load; there  
248 is space on the rooftop, and they can go back and look again, to see if that can be included with  
249 the proposed (carport) canopies. He said that if they produce more energy than the schools  
250 use, it can be applied to other municipal electric accounts. Mr. Epstein asked why we cannot  
251 start this project for all the other schools. Mr. Torti said they are looking at solar within capital  
252 projects with the Brophy stormwater project. He said they are going to continue looking at  
253 them while looking at parking lots of the schools. Ms. Dempsey asked if the solar canopies  
254 would allow access for handicap vehicles, and asked if there was a price difference between  
255 solar panels and solar canopies. Mr. Cantone said there is a major price difference, but with the  
256 Massachusetts Smart Incentive Program, there are extra incentives for solar canopies, which  
257 brings it closer towards having the same benefit. He said that the canopies are designed for  
258 emergency vehicles, which are higher than the vans.

259

260 Approval of Proprietary Specification for Materials for the Fuller Building Project, as Required  
261 by the MA School Building Authority, and as Requested by the School Building Committee on  
262 October 28th

263 Mr. Freudberg said that the item to be voted on has been reviewed by the architect and they  
264 agree with the recommendation. He said this vote is a correction to the list approved by the  
265 School Building Committee at the June 3rd meeting, and adds distech controllers to the  
266 description which were inadvertently not included in the original list that was approved by the  
267 School Committee on June 5th. He said that this new addition was approved by the School  
268 Building Committee on October 28th.

269 **Motion:** To approve the proprietary specification for materials for the Fuller Building Project.

270 **Moved:** Mr. Finlay                      **Seconded:** Ms. Hugo                      **Vote:** Unanimous (9-0-0)

271

272 Superintendent's Update

273 Dr. Tremblay said that for the **Student Achievement Update**, the Bilingual Department has  
274 been looking at long-term forecasting, as part of the FY21 budget process, and for facility  
275 needs. He said that they are looking vertically at the needs of the programming to make sure  
276 they are being thoughtful about where programs exist, so they do not have disjointed  
277 programming and to look at the 10-20 year forecast. He said that they can look ten years out,  
278 in what might be needed for staffing, etc., based on the current programming they have with  
279 dual language programs, etc. He said that they are doing a similar exercise with the Special  
280 Education Department in order to make sure they have a continuum of services. He said  
281 currently not all programs afford students the opportunity to move with their typical like peers  
282 when they move from one school to the next; from elementary to middle. He said that the  
283 programs were put into place out of necessity, but also often where space was available, and  
284 they are trying to be more intentional about this. He said that both assistant superintendents -  
285 of elementary and secondary education have been working with administrators on deep data  
286 dives; looking at data points such as absenteeism, student engagement, discipline, and root  
287 causes. He said that this work will dovetail into strategic planning. He said that he would like  
288 to address some topics from Public Comment: He appreciates the hard work teachers are  
289 doing, and knows it is a hard lift; but he thinks it is a passing challenge as we right the district-  
290 wide operation. He said that he will try and work with teachers, but there are expectations,  
291 and there are some schools under-performing which needs to be addressed. He said that we  
292 are expecting a high level of rigor in education in our community, and it is not a failing of our  
293 teachers or administration - it is a failing of not having an organized scope of sequence and  
294 thoughtful curriculum that's measured and put in place with expectations that will actually  
295 complete the work that we started. Ms. Pascual asked for a timeline for the behavioral  
296 programs and social emotional needs programs and cohorts. Dr. Tremblay said that as part of  
297 the budget, they have an earmark from the Senate for a three-year Social Emotional Learning  
298 Plan, and are currently in year one; this is a million dollar investment from the State. He said,  
299 recently what seems to be more problematic are student behaviors, which he is aware of and  
300 that needs to be addressed. He said that there is a forum coming up at Stapleton with a  
301 speaker on this topic who has led professional development before. He said they are looking to  
302 support staff and have an expectation of consistency for consequences across the district for  
303 student behaviors, and to make sure we are not reinforcing disruptive behaviors. He said that  
304 behaviors are often a manifestation of other things that are going on in a child's life. He added  
305 that the answer is not always adding more people to the equation; one, it's expensive and two,  
306 there is a need to look at if we are allocating the resources in the right way in our schools. Mr.  
307 Finlay said that there is a need to work on a solution for behaviors on the busses as well, since  
308 we are losing drivers due to them. Ms. Pascual asked about the timelines for behavioral  
309 programs, such as at Cameron, and making sure all schools have resources, as it seems like the  
310 only choice is for students to go to Cameron, since their needs can't be met in programming in  
311 other schools. Dr. Tremblay said this will be part of the vertical alignment conversation that will  
312 happen next with the Special Education Department; adding, this is harder to do than looking at  
313 the Bilingual Program, due to the need of space.

314

315 Mr. Lynch said that within **FY20**, the largest amounts encumbered are for out-of-district tuition  
316 and transportation. He said that the District is at about 37% encumbered plus expended which  
317 is right on target. He said that his department will be monitoring open purchase reports and  
318 sending year-to-date budget reports to all schools and all departments,.He said that in the  
319 future they will be looking to see what purchase orders can be closed and reduced, so at end of  
320 year the budgets are not left with available balances. Ms. Maskell said that the amount for out-  
321 of-district tuition is almost at 100% already, and asked if he anticipates going over the budgeted  
322 amount. Mr. Lynch said that they encumber the entire tuition at the beginning of the year, and  
323 with the City allowing the District to carryover the FY19 Circuit Breaker Fund, that will be used  
324 first, then the operating budget, and anything over that we can use the FY20 Circuit Breaker  
325 Funds. Mr. Lynch said that the **Food Services Negative Balance Report**, as of last week was  
326 \$36,276.89, and said that it is too early to really consider a straight line projection. He added  
327 that he will be working on different projection types in future. He said, so far they made over  
328 619 phone calls and texts and sent 697 letters out regarding negative balances. Mr. Alexander  
329 asked for a status report on Free and Reduced Lunch applications, as well as historical data.  
330 Mr. Lynch said he will have this for the next meeting. Mr. Lynch said that the **FY21 Budget**  
331 process was started the first week in October, he sent out request sheets to all directors and  
332 principals to be filled out. He said that there is a master sheet now, and budget meetings have  
333 started. Ms. Hugo said she attended a meeting with the Lieutenant Governor yesterday who  
334 said the state coffers are very healthy, which is good news for Capital Aid. Mr. Freudberg said  
335 that the **Capital Budget agenda item** can be deferred to another meeting, as it is not timely and  
336 members were not given the Mayor's Subcommission until 4:00 p.m. today. He said that the  
337 Chief Financial Officer also offered to attend a meeting, but was unable to attend today. All in  
338 agreement to defer this agenda item for a future meeting.

339

340 Mr. Freudberg said the **joint proclamation request for Framingham Stands United Against**  
341 **Hate** came in this morning from the City Council Office. Dr. Tremblay said that we have faced  
342 these acts of hate and racism in schools and communities, and need to talk about what action  
343 to take, so when this was presented as an opportunity to engage our school community in  
344 conversations he willingly offered up whatever school space is needed for a community  
345 conversation around that. He said offering space is the school department's current level of  
346 involvement. Mr. Freudberg read the proclamation into the record. Ms. Hugo said that she  
347 supports lending the School Committee's name to this request, especially in lieu of horrendous  
348 acts that have happened in the past few weeks on social media and other physical acts. She  
349 said it is necessary to educate our entire community and protect our kids and show our  
350 support.

351 **Motion:** To approve the request of lending the School Committee's name to the proclamation.

352 **Moved:** Ms. Hugo **Seconded:** Mr. Finlay

353 **Discussion:** Ms. Pascual said we have been dealing with lots of different issues of hate in our  
354 community for some time now, specifically around racism which is why the Racial Equity  
355 Subcommittee was created. She said that most recently work has included starting many  
356 different initiatives to address the curriculum and policies, looking at hiring diversity and  
357 professional development for our staff. She asked what we are really supporting with this  
358 proclamation, who started this initiative, and who is going to run this. She said in order to be



359 serious about this matter, it is not about a proclamation or a resolution or an ordinance, it is  
360 about the work we do. She said she has watched this Committee hold up an Equity Audit for  
361 over a year, so if the intentions are real, to be able to come and do this, and not just get behind  
362 it as a photo opp this evening, to say we are going to get behind this, she wants to know what  
363 we are actually going to do. Ms. Bryant said she felt there needed to be some questions and  
364 answers, to get to the point where there is an understanding collectively, on where we are  
365 going with it and what would be occurring that week. She asked what actions would we be  
366 committing to, and at what locations will the events be held; since they were due to take place  
367 next week? She also asked who were the members of this newly formed group, driving this  
368 initiative and the Framingham Stands United Against Hate Week. She said she'd spoken to  
369 many community groups that do this type of work and none were aware, contacted, or  
370 engaged in the planning. She said she researched the United Against Hate Week and it's  
371 primarily in 5 counties in California - Oakland, Marin and 3 others. Mr. Freudberg said while  
372 these were great questions, the motion is specific to the proclamation, which doesn't speak to  
373 the items that are being asked. Ms. Maskell said this is just a proclamation not an ordinance or  
374 anything else besides saying that we are denouncing hate, that we celebrate our diversity and  
375 that we are declaring the week. Mr. Epstein said that the proclamation is a way for the Mayor,  
376 City Council, and School Committee to get together and say this is something we are on board  
377 with and then actions will follow. Mr. Alexander said that he thinks the proclamation is opening  
378 up that channel for people to do something; giving an opportunity for people to act. Mayor  
379 Spicer said diversity has always been important and front and center during her tenure as  
380 Mayor. She said that this particular proclamation came to her yesterday and it sounded like  
381 something we can do as similar joint proclamations in the past; however, she has since learned  
382 that this was something that people and community leaders were excluded from. She said that  
383 it is important to make a statement, but it's not just the statement, it is - what is the action that  
384 comes behind the statement, what are the proactive steps so that our children can come to  
385 school and feel that they are safe and protected whether in school or on sports fields; and they  
386 will not have to feel that they don't have an adult that they can work with. She said that this  
387 feels reactionary as opposed to being proactive. Mr. Wadland said sounds like this  
388 proclamation is not sufficient - there is specific work that we need to do as a community; but  
389 he does not think it detracts from the proclamation itself or the words within it. **Motion:** To  
390 call the question.

391 **Moved:** Mr. Wadland                    **Seconded:** Ms. Hugo

392 **Vote:** 7-2-0 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell. No: Pascual,  
393 Bryant).

394 **Motion:** To approve the request of lending the School Committee's name to the proclamation.

395 **Vote:** 7-2-0 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell. No: Pascual,  
396 Bryant).

397 Dr. Tremblay said the timing of this proclamation is to align with the national effort, but there is  
398 a need to make sure that there is someone involved that is skilled at having this conversation.  
399 He said he was looking at how the school department can be a partner in engaging student  
400 voice and giving space for it. Ms. Pascual said she is disappointed in the Committee for rushing  
401 to do a proclamation, when in the past, when the Committee has been asked to take action  
402 around racial equity, they dragged their feet and held up the work by withholding or delaying  
403 the needed approval. She said that this causes harm and hurt to the community of Color when

404 you don't care who is running these events, and who was excluded or not included. She said  
405 that there is an entire community that has been working on these issues, leaders speaking to us  
406 on all of these issues for years, and they were not respected enough to be included, and as the  
407 Chair of the Racial Equity Subcommittee, she advised this Committee to wait on this  
408 proclamation, so that it could be a unified effort with all those working on this issue. She said  
409 that the intentionality behind this is harmful - the community that is being harmed by these  
410 racist attacks that have happened - children, crying to the leadership and their organizations -  
411 their voices are nowhere to be found in this. She said that members are saying, we are just  
412 standing behind this, but we don't even know what we are standing behind. She said that she  
413 now holds all of you (- the School Committee members) accountable to do the work. She read  
414 an initiative from the Black Student Union for members to understand the work that is actually  
415 happening, and that we can get behind. Ms. Bryant said that information was deemed  
416 unimportant because the proclamation/ordinance sounds good and looks good, even though it  
417 doesn't have any specific events or details yet; which are supposed to take place next week.  
418 She said she objects to the process, and thinks the Committee rushes some things and then  
419 waits on others, such as the Racial Equity Audit. Ms. Bryant said she is disappointed that when  
420 she and Ms. Pascual are not yet ready to vote, often, a motion to call the question is summarily  
421 put forth and approved in order to silence and override them. She said that we cannot have  
422 unity when you run rough-shod over people and their feelings in terms of their input. Mr.  
423 Freudberg said that this was originally supported by the City Council Chair, the Mayor and the  
424 Superintendent when it was requested to be put on the agenda.

425

#### 426 Subcommittee Reports

427 Mr. Epstein said that six warrants were signed. He said there was a **Finance and Operations**  
428 **Subcommittee** meeting yesterday on transportation and bussing, and Durham representatives  
429 were present. He said there are three things that seem to be affecting us - a lack of drivers, a  
430 communication problem between Durham and our staff, and having control over bus tracking.  
431 He said that a number of bus drivers are out each day, some days six drivers were out, and it is  
432 not getting any better. He said that at the MASC Conference there was a resolution which  
433 involved having the Attorney General looking at the overall bussing problem. Mr. Lynch said  
434 that Durham and the Transportation Office will now meet every day to discuss what happened  
435 the day before, and in the morning, and to plan for the afternoon and the following day, to  
436 make sure it is a collaborative effort. He said they are looking to pilot the Edutracker App,  
437 which parents/guardians can have on their phone to see where their child's bus is. He said that  
438 this is part of the upgrade to the current routing system, and the idea is to pilot it, starting in  
439 one school in January, and then roll it out to the other schools. Mr. Freudberg said that he  
440 asked Durham to confirm at the subcommittee meeting that the seven new drivers were going  
441 to work only in Framingham, as there have been some rumors about sharing of drivers across  
442 Durham communities. Mr. Finlay said they have asked to have Durham come back to the larger  
443 School Committee meeting, and to answer to the full committee, not just the subcommittee.  
444 Mr. Freudberg said this will be planned, as well as discussing the idea of a public forum for the  
445 parent community to attend to solicit ideas from the public. Mr. LeBarge asked what bus  
446 routes bus 9 and 40 serve. Ms. Pascual said that the Committee used to get data updates on  
447 busses being late. Mr. Lynch said the reporting that Durham provides doesn't match, they said  
448 they are going to look at that, so he should be able to get updated reports next week. He said

449 that these reports will include every bus, every school, what time they should be there, what  
450 time they get there, and the difference. Mr. Epstein said they also spoke about Student Activity  
451 Account audits, since the District was out of compliance not having completed them in past  
452 years. The last audit was completed by an auditor hired by the City as required by the charter,  
453 and it was very delayed. He said the City Council now agreed that this part of the audit would  
454 be under the School Committee control. He said normally there would be an external audit  
455 every three years, and an internal every year, but since the last audit was not done well they  
456 are looking to develop a new scope of work to vote on in the future, and complete another  
457 outside audit.

458  
459 Ms. Hugo said that the next **Accountability and Student Achievement Subcommittee** meeting  
460 will be on November 18, 2019 and will delve into issues that stand in the way of achievement.  
461 She said that at the MASC Delegate Assembly, two resolutions that were written by  
462 Framingham, mitigating the ravishing effects of poverty and getting access to quality universal  
463 Pre-K, were both voted on positively.

464  
465 Ms. Pascual asked for an equity audit update for the **Racial Equity Subcommittee**. Mr. Lynch  
466 said that they put a scope of work together and received two responses for quotes. He said  
467 that Mass Insight and Research came in with a \$48,000 quote, and RES Equality Consulting LLC  
468 came in with a \$44,000 quote. He said however that Mass Insight and Research submitted a  
469 quote that included travel, and the other company did not. He said that he consulted with the  
470 City Procurement Office and they said to create an apples to apples quote and take out the  
471 piece that included travel. This would then make Mass Insight and Research's quote \$43,500,  
472 which is the lowest bid and per MGL Chapter 30b, that is who needs to be selected. He said  
473 that they are scheduled to start on December 1st, which is pushed back from the original start  
474 date of October, and they have seven months to complete this work. Ms. Pascual asked for  
475 updates along the way on what is happening and has been completed within the audit.

476  
477 Referral to Legal Counsel for a Response to a R. Alexander Open Meeting Law Complaint Dated  
478 October 17, 2019

479 **Motion:** To refer the Open Meeting Law complaint filed by Mr. Alexander to School Committee  
480 counsel, working with the Chair, to draft a response.

481 **Moved:** Mr. Wadland                    **Seconded:** Mr. Finlay                    **Vote:** 8-1-0  
482 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Bryant. No: Pascual).

483  
484 Approval of Grants/Gifts/Field Trips

485 **Motion:** To approve the September 18, 2019 Open Session minutes.

486 **Moved:** Mr. Finlay                    **Seconded:** Mr. Alexander                    **Vote:** 8-1-0  
487 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Pascual. No: Bryant).

488 **Motion:** To approve the October 2, 2019 Open Session minutes.

489 **Moved:** Mr. Finlay                    **Seconded:** Mr. Alexander                    **Vote:** 8-1-0  
490 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Pascual. No: Bryant).

491 **Motion:** To approve the September 18, 2019 Executive Session minutes as approved in  
492 Executive Session.

493 **Moved:** Mr. Finlay                    **Seconded:** Ms. Hugo                    **Vote:** 7-0-2

494 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Maskell, Pascual. Abstained: Epstein,  
495 Bryant).

496 **Motion:** To approve the Executive Session minutes from the previous School Committee from  
497 years 2010-2017 with various dates listed on the agenda as approved in Executive Session to  
498 comply with the periodic review of redactions of the minutes.

499 **Moved:** Mr. Finlay                   **Seconded:** Ms. Maskell           **Vote:** 7-0-2  
500 (Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell. Abstained: Pascual,  
501 Bryant).

502 The Chair suggested approving all three gifts in one motion, no objection.

503 **Motion:** To approve all three gifts listed on the agenda from the Builders and Remodelers  
504 Association of Greater Boston, United Way of Massachusetts Bay and Merrimack Valley, and  
505 from We Are All in This Together.

506 **Moved:** Ms. Hugo                   **Seconded:** Mr. Wadland           **Vote:** 9-0-0

507

508 Second Round of Public Comment

509 Robert Bolles said he has asked before if the Committee would change the bylaw that has come  
510 about in the past two years. He said that for over 20 years, as a concerned taxpayer, he was  
511 able to ask a question or make a comment that was relevant to what was being presented at  
512 the time, and not wait until everyone has gone home. He said he is asking the new School  
513 Committee to change this bylaw immediately. He said that if they intend to get solar canopies,  
514 they need to make sure they are high enough for a town truck to plow under them. He said  
515 that for the crossing guard situation, in the past, for schools that were close enough to the  
516 crosswalk, they gave the custodians a stipend to go out and do that in the morning.

517

518 Adjournment

519 **Motion:** To adjourn.

520 **Moved:** Mr. Finlay                   **Seconded:** Ms. Hugo                   **Vote:** Unanimous (9-0-0)

521 Meeting adjourned at 10:27 p.m.

522

523 Meeting Materials

524 Agenda

525 New Member Letter

526 Power Purchase Agreement Information for Solar for the Fuller Middle School

527 Building Project

528 PPA Process

529 Proprietary Specification for Materials for the Fuller Building Project

530 FY20 YTD Budget

531 Food Services Negative Balance

532 FY21 Capital Budget Status Memo

533 Other Municipal Resolutions-United Against Hate

534 Article on Framingham Stands United Against Hate

535 Framingham Proposed Resolution

536 Warrants

537 Draft Student Activity Account Audit Scope

538 Open Meeting Law Complaint

539 September 18, 2019 Draft Open Session Minutes  
540 October 2, 2019 Draft Open Session Minutes  
541 Gift from Builders and Remodelers Association of Greater Boston  
542 Gift from United Way of Massachusetts Bay and Merrimack Valley  
543 Gift from We Are All in This Together  
544 Public Comment Letter  
545 Mayor Capital Budget Letter  
546 Capital Budget Narrative  
547 FY21 Energy Projects  
548 FY21 Capital Budget Recommendation  
549 White Fragility: Why It's so Hard for White People to Talk About Racism by Robin  
550 Diangelo  
551 Waldman, K. (2018) A Sociologist Examines the "White Fragility" That Prevents  
552 White  
553 Americans From Confronting Racism. *The New Yorker*  
554 List of the Executive Session minute dates from the previous School Committees from years  
555 2010-2017 (still with redactions)

DRAFT