



# Framingham Public Schools

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

## SCHOOL COMMITTEE

Adam Freudberg, Chair • Tiffanie Maskell, Vice Chair • Priscila Sousa, Clerk  
Jessica Barnhill • Karen Dempsey • Geoffrey Epstein  
Beverly Hugo • William LaBarge • Scott Wadland  
Yvonne M. Spicer, Mayor  
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### SCHOOL COMMITTEE: OPEN MEETING MINUTES

**DATE AND TIME:** June 3, 2020 at 7:00 p.m.

**LOCATION:** Remote

**MEETING CALLED BY:** Chair Adam Freudberg

**PRESENT:** Jessica Barnhill  
Karen Dempsey\*  
Geoffrey Epstein  
Adam Freudberg  
Beverly Hugo  
William LaBarge  
Priscila Sousa\*  
Scott Wadland  
Mayor Yvonne Spicer

**ABSENT:** Tiffanie Maskell

**ALSO PRESENT:** Dr. Robert Tremblay, Superintendent  
Nicholas Small, Student Advisory Committee Chair  
Lincoln Lynch, Executive Director of Finance and Operations  
Carolyn Banach, Framingham High School Principal  
Gregory Lagan, Framingham High School Vice Principal  
Greg Benoit, Class of 2020 President  
Anne Ludes, Assistant Superintendent for Secondary Education

Dr. Lori Likis, Consultant  
Joseph Corazinni, Assistant Superintendent for Equity, Diversity,  
and Community Development  
Joanna Hastry, Executive Assistant for the School Committee

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The Chair called the meeting to order at 7:00 p.m. He noted that this meeting was being held fully remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law G.L. c. 30A, Section 20, and announced those in attendance. He said that the meeting is being broadcast live on The Government Channel, and can be viewed Live on Facebook on the Framingham Public Schools Facebook Page. He noted information on how to participate in public comment through emails sent before and during the meeting and through Zoom. He said that Facebook comments will be reviewed, but likely not responded to in real time since there is now a voice option for public comment. He noted that member Tiffanie Maskell was not feeling well so will not be joining, and Karen Dempsey will be joining during the meeting. He read a statement about the recent events with George Floyd, and thanked the Mayor, City Officials and the District for the work and statements they have submitted in reaction to these events. He spoke about resources that are available and how racism does not fit into any of the committee's goals and values. He asked for a moment of silence to reflect on all those who are suffering in our community, state, nation, and world.

\*Ms. Dempsey joined the meeting.

#### Tribute to the Framingham High School Class of 2020

Dr. Tremblay introduced and played a video that the Class of 2020 created. Principal Carolyn Banach and Vice Principal Gregory Lagan spoke about working with this class, their achievements and great characteristics. Mr. Lagan said they are looking at August 12th for their graduation at Bowditch Field, he said that they will be splitting the class up in rehearsals a few days before that. Dr. Tremblay said before the dates are confirmed they still need to follow DESE's guidance. He added that the class was given a survey on what type of celebration they wanted for their graduation, and the results showed very clearly they want for an in person ceremony. Class President Jake Benoit spoke about his class, and said that this Sunday, which was the originally planned graduation date, they will have school busses with decorations and banners driving around honoring the seniors.

The Chair asked for a round of applause for the Class of 2020.

#### Public Comment

Kelsey O'Hare said that she is a music teacher at McCarthy and thanked senior leadership and the Office of Equity for their statements expressing solidarity with the Black Lives Movement and the resources that were sent out. She said that they are important and promising first steps on a journey we must continue. She asked what will the school district do to respond to this outcry; through actions, policies, curricula and materials, school structures, required professional development, and hiring practices. She said that these issues must be addressed immediately and transparently, and one immediate actionable item would be to conduct a comprehensive review of texts used in the classroom to make sure diverse voices and perspectives are represented. She said that along with reimagining schools with COVID, we

also need to reimagine with an actively anti racist and anti bias lens, and it is not enough to talk about it. She said the District should seek out educators to teach on what is happening, and that everyone is looking to leaders to dismantle white supremacy.

Mary McDermott said that she is a music teacher at Walsh, and there has been a large and appropriate response to the murder of Black Americans by police officers and white citizens in America. She gave thanks for the statements so far, and said that it is important that staff and students know that we, as a public service, are on the right and moral side of our country's current struggle. She said that the time has come beyond statements, and there needs to be a structural change in society. She said we can impact change on our school system such as through curriculum, hiring processes, policies, but it begins with teachers and leaders. She said there is a need for thorough, valuable, and mandatory anti racism training for our educators and administrators that continues over time. She said it is imperative we get comfortable having uncomfortable conversations, and the fear of doing the wrong thing cannot be an excuse not to act. She said we should use the privilege of being able to make mistakes to be willing to learn to be better allies.

Dr. Tremblay thanked them for sharing important words, and said he wanted to reiterate what was put in messaging from the leadership team in regards to standing in solidarity offering Black Lives Matter and calling for accountability.

Gerry Bloomfield spoke about the challenges happening right now regards to finances in the state and City due to the pandemic. He said that the School Committee needs to prepare due to these challenges, and discuss all these issues with the public at large, and they need to do it soon.

#### Announcements from the Chair

No announcements from the Chair.

#### Invitation to Join the Mayor, City Council, and Superintendent for a City Pride Month Proclamation

**Motion:** To join the Mayor, City Council and Superintendent for City Pride Month Proclamation

**Moved:** Ms. Hugo                      **Seconded:** Mr. LaBarge

**Discussion:** Mr. Freudberg thanked the Mayor, City Council and Superintendent for inviting the School Committee to be part of this proclamation for the second year. He noted that the City Council voted unanimously on this last night.

**Roll Call Vote:** Unanimous (8-0-0)

#### Secondary Schools Improvement Plan 3-Year Highlights Summary and Handbook Approvals

Mr. Freudberg said that every year a vote is needed to accept the School Improvement Plans and approve the handbooks. Assistant Superintendent of Secondary Education Anne Ludes presented three year highlights on the School Improvement Plans for the secondary schools and the high school. She noted that Fuller Middle School is in a Turn Around Plan.

**Discussion.** Mr. Wadland said that the high school offered Racial Equity training, and during public comment they asked for this to be mandatory, he asked what training can be mandated

versus offered. Ms. Ludes said that she cannot speak to this in regards to contract language, but they do offer a four credit graduate course that staff can sign up for that is taught by a Framingham State University professor on racial equity. Dr. Tremblay said there are core classes that are required that staff take, and he will work with the FTA to see if this could be one, as it is clear teachers are asking for it and they will make it a priority agenda item. Ms. Barnhill asked where the high school is in terms of New England Association of Schools and Colleges (NEASC) accreditation. Ms. Ludes said that they changed the process to first have paperwork completed, then a short visit where they give a report, followed by a more comprehensive visit. She said that this has been postponed due to COVID-19 and school closures. Ms. Hugo said that the most important thing now for back to school planning is social emotional, and asked if there will be any additions in this area, such as flexibility and a focus on resilience. Ms. Ludes said the Director of Health and Wellness Judy Styer was working on this even before COVID-19 and engaging schools to do their own internal assessment, as well as they have been looking at schools in terms of class sizes and engagement. She said that curriculum and social emotional support is not separate; every interaction is an opportunity for social emotional work, and they are looking to integrate it. She said that the work has shifted a bit; they are going to work on future School Improvement Plans as a goal for the Fall, and now will talk about how to ready ourselves and students on how they are going to learn in the Fall. Mr. Epstein asked how use of Chromebooks will look in the Fall, now that the district is at a 1:1 capability. Ms. Ludes said she thinks students will have to have the same chromebook throughout the day, but at the high school level it is bring your own device, or students can borrow a Chromebook. She added that in the COVID era touching keyboards others have touched is not a good idea. Ms. Sousa expressed her concern about bringing their own device in the high school, as it can be different in capability and in cost, and may cause inequity or embarrassment with students who have to borrow a Chromebook while other students have better devices, and asked why not have everyone use the same Chromebook. Ms. Ludes said they had not looked at it from that lens before, they had thought about if students have a device with programs that they are comfortable with or comfortable with the device in general allowing students to use that. Dr. Tremblay said as part of planning for Fall, technology will be a major element.

**Motion:** To accept the Secondary School Improvement Plans and approve the handbooks.

**Moved:** Mr. LaBarge                      **Seconded:** Mr. Wadland                      **Roll Call Vote:** Unanimous (8-0-0)

#### Power Purchase Agreements for Solar Projects at Brophy Elementary and Fuller Middle Schools

Mr. Freudberg said there are two different solar projects at different stages; the Brophy project is ready for a vote for a Power Purchase Agreement (PPA) which requires School Committee and City Council concurrence on easement and the terms of the power deal, and the Fuller Middle School is just a preview as the School Building Committee has a major role in it and will be taking it up at an upcoming meeting.

\*Ms. Sousa recused herself.

Mr. Freudberg said the School Committee needs to vote on the solar PPA to refer it to the City Council. He spoke on the importance of the connection of this to the paving and stormwater capital project, to help save on construction costs with this project. City Sustainability Coordinator Shawn Luz and Director of Building and Grounds presented solar canopy system proposals for Brophy Elementary School including the project coordination and projected

timeline. Mr. Wadland asked what the percentage of the Brophy school power consumption the plan would offset. Mr. Luz said the preliminary numbers are estimated at 385,00 kilowatt hours of electricity production in the first year, Brophy uses 210,000 kilowatt hours, so would produce in excess. He said that we would not have to worry about sending that energy back to the grid, as credits can be applied to other facilities, such as other school buildings. At the request of members, Mr. Luz said he will talk to the City Financial Officer to see if they can have meters tied to specific facilities, and if they can be divided into multiple facilities.

**Motion:** For the School Committee to approve grant of easements for the installation of solar panels at Brophy Elementary School for a term not to exceed 25 years, and that the School Committee refer its' vote and recommendation to the City Council for a vote to authorize the grant of such easements to Select Energy Developments LLC in connection with Power Purchase Agreements between the City of Framingham and Select Energy Developments LLC.

**Moved:** Mr. Wadland                      **Seconded:** Mr. LaBarge                      **Roll Call Vote:** Unanimous (7-0-0)

**Discussion:** Mr. Epstein asked if it would be a one time payment for Brophy. Mr. Luz said the total amount is over the whole 25 year term, and it would be broken up into a yearly value, which he can confirm at a later date. Mr. Wadland asked for a rough estimate on what the cost for delaying projects would be. Mr. Luz said from a high level the challenge with delaying projects is that the federal investment tax credit lowers each year, and the Smart Program which was an emergency regulation to accelerate projects, the incentive reduces the more people who sign up for it. Ms. Barnhill asked for the cost per kilowatt, what we pay now with our energy provider, and if the company would be monitoring the amount of energy we produce. Mr. Luz said the rate is highly dependent on what incentive level we get, and that we currently pay competitive supply so 9 cents for the supply portion and 12-13 cents for the delivery fee. Mr. Luz said the company is responsible for operation, and there is a performance guarantee in the contract if not meeting certain levels, the City is eligible for that money. Ms. Barnhill asked if panels get replaced. Mr. Luz said there is assumed depreciation over years in the amount produced, and there are clauses in the contract that require them to maintain the system to achieve the performance levels they are guaranteeing. Ms. Hugo asked how long will it take to finalize the agreement and if it will be made available to the School Committee. Mr. Luz said they would want to do some further design work, reach out to the Planning and Conservation Departments to see if there are any potential issues with the planning and they will be working later this week to discuss moving forward, next steps and nailing down the PPA rate that could be affected by potential issues.

\*Ms. Sousa rejoined the meeting at 8:37 p.m.

### Progress Report on the Superintendent's 2019-2020 School Year Goals for the Summative Evaluation

Dr. Tremblay presented his goals report on the two goals that were not presented at the last meeting: FPS Strategic Plan Development and Student Learning Goal on Attendance. Dr. Lori Likis, who is helping facilitate the strategic plan development and students Aiden Beckman and Anne Culhane-Williams, who were on the planning committee, spoke about the Strategic Plan that is in development for 2020-2023. They spoke about the planning process, the feedback received, as well as the mission, vision, core values and goals. The goals for the strategic plan included Multiple Pathways: College/Career, Social-Emotional Wellness and Engagement,

Educator Development and Support, Community Collaboration and Partnership, and Learning Environment: Equitable and Accessible. Dr. Tremblay presented on his attendance goal, which he noted was impacted by COVID-19 and remote learning. He said that due to this, they calculated attendance through March 12th, which showed that 85% of FPS students attended 90% or more of their days enrolled.

Questions. Ms. Barnhill, as Chair of the Health and Wellness Subcommittee, asked to be involved regarding the surveys going out on social emotional issues. She asked if there is an option for students to evaluate their students and teachers and staff to evaluate their department heads. Dr. Tremblay said that would have to be bargained with the FTA. He noted that the surveys do ask students if they have someone to talk to in the schools, but they do not get to that level. He said that they can discuss doing 360 evaluations for administrators, etc. Ms. Barnhill asked about the Panorama survey. Dr. Tremblay said that it was taken out of the FY21 Budget and it was grant funded in the past. Members spoke in support of having students involved in the survey process. Ms. Hugo asked how we will measure our success and will there be S.M.A.R.T. goals. Dr. Tremblay said they had to pivot a little bit due to the remote learning environment. He said the next step is Dr. Likis working with a team of administrators to take all feedback and put it into five strategic objectives, and under each goal will include S.M.A.R.T goals. He added that he would like to do this in tandem with the School Committee. Dr. Tremblay noted that his attendance goal got complicated by not being in school anymore. Mr. Freudberg said that the Annual Evaluation of the Superintendent is scheduled for June 17th, and evaluations from members are due next Tuesday so they can be merged for the packet deadline.

#### Equity Audit Update

Assistant Superintendent of Equity, Diversity and Community Engagement Joseph Corazinni presented an overview of what has been completed so far with the Equity Audit, and the remaining work to be completed. This included who has been interviewed or surveyed, who they are planning to interview, and the completing a draft for review by the Equity, Inclusion and Diversity Subcommittee, with a final report to the full committee they are planning for July.

Questions. Mr. Wadland said that there is a disproportionate number of English speaking respondents and Central Office staff versus staff in the schools, and asked how they are balancing out some of those disparities. Mr. Corazinni said they are now concentrating attention on families and students at this point. He added that it has been hard during remote participation and trying to incentivize people to complete it. He said that they are reaching out to staff who have good relationships with students to try and have them participate. Mr. Freudberg said they should think about identifying funding for the next school year to prepare for the results of this audit, in order to prioritize and allocate resources to pursue the plan's recommended next steps. Mr. Corazinni said they will be recommending at the next negotiation table to put language in inclusion of racial equity professional development to be completed within a few years.

#### Mayor's Update

The Chair said that this agenda will be taken out of order due to the Mayor needing to leave early. Mayor Spicer said a lot of good things have been happening, as well as a lot of bad things that need immediate action such as the pandemic, budget, and racism, and how they are

all intersecting. She said she is proud of the young people who protested last Friday respectfully and the group that marched today. However, she said that she still worries about safety during these times due to the pandemic, and said that there is a need to remember masks and social distancing. She said it is not just about protests, it's about actions which will make the difference, and there needs to be a concerted effort and work across groups that are not marginalized. She said that the FY21 Budget was presented to the City Council last night, still need to finalize within the budget and it is continuous work. She said that they are trying to maintain level services, but economic times will have an impact. She said it is time to reexamine how we do things, and how we do things that create a system of those in a position of power and privilege and those who are not.

#### Superintendent's Update Continued

Dr. Tremblay said that he wanted to give assurance that they are working on back to school planning and have a taskforce that is meeting again on Monday. He said following that they will prepare a short video update on the work that has been done and what they are working on. He added that they have been working on six areas on back to school planning, and the taskforce includes 40 members.

Lincoln Lynch said he will give a more detailed update on the FY20 budget, including projections, at the next meeting, as right now there are no major changes from his last report. He said that Durham has been paying the COVID-19 rate daily rate minus the cost for fuel, and they provided what makes up the cost for the drivers, maintenance and daily fixes, including insurance and leases. He said based on those there are an additional savings of \$878.60 per day, which they are looking to credit to the District for all the days from the middle of March through the end of school. He said that they were negotiating a June rate, and came to an agreement for a savings to the District of \$186,765, which will not be paying for the maintenance and daily fixes. Members spoke about the meeting with Durham in the Financial and Operations Subcommittee, including collaboration with some City officials. Ms. Sousa confirmed, through asking, that the money being paid is going directly to the staff.

**Motion:** To move forward with the agreement with Durham to save the District \$186,765 for the month of June.

**Moved:** Ms. Hugo  
(8-0-0)

**Seconded:** Ms. Barnhill

**Roll Call Vote:** Unanimous

(Yes: Hugo, Dempsey, Wadland, Freudberg, Sousa, Epstein, Barnhill, LaBarge)

Mr. Lynch said that the FY21 School Department Budget is at a 1.78% increase right now. Mr. Freudberg encouraged members to watch City Council proceedings as the budget is currently in their hands. He said that we need to track, advocate and explain the facts as there continues to be talk about further cuts. He said that Mr. Wadland was a representative at the City Council Finance Subcommittee as the Building and Grounds Chair, where all Capital Projects were adopted unanimously, and thanked him for representing the Committee. He noted that capital project gaps between what is needed and what is funded are more than \$12 million per year.

#### School Committee's Appointment to the Strategic Initiatives and Financial Oversight Committee (SIFOC)

Mr. Freudberg said that there is a vacancy in the three year seat for a local business representative, with the deadline on applications closing yesterday, and with notification of one applicant today. He said that the School Committee can decide on opening up the application process and leaving it open or interviewing the one applicant. He said that the current seat expires June 30th, and the person in that seat will continue until replaced under the City Charter. Members spoke about the different options including that the current member could remain a member in holdover status until replaced, and wanting more applicants.

**Motion:** To extend the application window for appointment to SIFOC until the day before the next regularly scheduled meeting, so applicants may then be interviewed and a vote taken at that meeting.

**Moved:** Mr. Wadland                    **Seconded:** Ms. Barnhill

Members spoke about having the options of interviews at the open meeting, or not due to timing of meetings, and discussed the options of having the interviews in a subcommittee meeting. Discussion held on the process that occurred last time and suggestion of doing that again. Mr. Epstein asked for a friendly amendment to extend the time period for a month, Mr. Wadland suggested he make a motion to amend.

**Motion:** To amend the motion to extend the application window for a month, until July 3rd.

**Moved:** Mr. Epstein                    **Seconded:** Mr. LabBarge

Mr. Epstein noted that this vacancy is for a three year appointment. Mr. Freudberg said he knows the applicant through the school community so he will abstain from the vote.

**Roll Call Vote on the Amendment:** 6-1-1

(Yes: Hugo, Dempsey, Sousa, Epstein, Barnhill, LaBarge. No: Wadland. Abstained: Freudberg)

Main motion with amendment: To extend the application window for appointment to SIFOC until July 3rd.

**Roll Call Vote:** 7-0-1

(Yes: Hugo, Dempsey, Wadland, Sousa, Epstein, Barnhill, LaBarge. Abstained: Freudberg)

Mr. Freudberg said at the next meeting they can discuss the process, and the online application will be updated and translated to show the future date.

#### Remarks from the FPS Student Advisory Committee

Nick Small said that for the past few months seniors overall have been upset that they lost end of the year opportunities and routine. He said they are still planning on holding some end of year activities; a graduation ceremony at Bowditch, a virtual prom, and using the leftover money to plan a big cookout to conclude the high school experience. He said that they created a Facebook page for seniors to share their plans for the upcoming year. He said that yearbook production has been temporarily halted due to the pandemic, so it will be awhile before they are sent out. Mr. Epstein asked about the elections for the advisory committee for next year. Mr. Small said that only two candidates ran, so there were no elections as there were only two spots to fill. He said himself and Rose Bailey will continue next year.

#### Subcommittee Reports

Mr. Epstein said that one warrant was approved and signed.

Mr. Freudberg said that Ms. Maskell is absent, but the Policy Subcommittee is scheduled to meet tomorrow at 4:00.



Ms. Hugo said that the Teaching and Learning subcommittee will be meeting on Monday, June 6th with the agenda topics of remote learning update for Phase 3 and the Multilingual Education Department to speak about remote based learning.

Ms. Sousa said that the Equity, Inclusion and Diversity Subcommittee had their first meeting today, and they will be looking in the next couple of weeks to meet to discuss engagement in curriculum and any disparities across different groups of students. Mr. Freudberg asked about looking at summer programming, as suggested in today's meeting, to try and get to students this summer so it will be easier this fall with the time on learning missed. He said they could look at this in subcommittees or within a longer agenda for the full committee.

Ms. Barnhill said that the Health and Wellness Subcommittee is looking to schedule a meeting next week and hope to have feedback on attendance and looking at Social Emotional opportunities, and summer opportunities for gross motor play.

#### Approval of Minutes/Gifts/Scholarships

**Motion:** To approve the Open Session minutes of June 6, 2020, a gift of \$750.00 from Plymouth Church Outreach Council to the Framingham Adult ESL Plus Program, and Validation for a previously established account for a FHS Faculty Award Scholarship.

Mr. Freudberg noted that the validation for a previously established account for the scholarship was approved by the School Committee in the early 2000s and the minutes are needed by the City Treasurer, but are not easily accessible, so they asked for a revote.

**Moved:** Ms. Hugo                    **Seconded:** Mr. LaBarge            **Vote:** Unanimous (8-0-0)  
(Yes: Hugo, Dempsey, Wadland, Freudberg, Sousa, Epstein, Barnhill, LaBarge)

#### Adjournment

**Motion:** To adjourn.

**Moved:** Mr. Epstein                    **Seconded:** Mr. LaBarge

**Roll Call Vote:** Unanimous (8-0-0)

(Yes: Hugo, Dempsey, Wadland, Freudberg, Sousa, Epstein, Barnhill, LaBarge)

Meeting adjourned at 10:38 p.m.

#### Meeting Materials

Agenda

Tribute Video to the Framingham High School Class of 2020

City Pride Month Proclamation

Secondary Schools Improvement Plan Summaries

FPS Middle School Family and Student Handbook

FHS Student Handbook and Revisions

Thayer Handbook and Revision

Power Purchase Agreements for Solar Project at Brophy Elementary School

Progress Report on the Superintendent's 2019-2020 School Year Goals

Equity Audit Update

Amendment to Durham Transportation Contract

Durham Payment Proposal

Memo on FY21 School Department Capital Budget

Warrants

\$750.00 from Plymouth Church Outreach Council to the Framingham Adult ESL Plus Program  
FHS Faculty Award Scholarship Email

*These minutes were approved by the Framingham School Committee in Open Session on July 15, 2020.*

*These minutes were sent to the City of Framingham for posting on July 16, 2020.*