



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: July 17, 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
Richard A. Finlay
Adam Freudberg
Beverly Hugo
Tiffanie Maskell
Gloria Pascual
Scott Wadland
Mayor Yvonne Spicer

ABSENT: Geoffrey Epstein

ALSO PRESENT: Lincoln Lynch, Director of Finance and Operations
Scott Penrod, Director of Safety and Security
Anne Ludes, Assistant Superintendent for Secondary Education
Joseph Corazzini, Assistant Superintendent for Equity,
Diversity and Community Development
Nicholas Small, Chair of the Student Advisory Committee

The Chair called the meeting to order at 7:03 p.m.

Call to Order

44 The Chair announced that this meeting was being broadcast live on local cable, as well as for
45 later playback, and on Facebook Live. He said that the School Committee met in executive
46 session to discuss the deployment of security personnel or devices, or strategies with respect
47 thereto, as well as for approval of the June 19, 2019 Executive Session Meeting Minutes. He
48 said that Mr. Epstein will be absent due to a previously scheduled family commitment, Mr.
49 Alexander will be arriving to the meeting late, and Dr. Tremblay is wrapping up his family
50 vacation and absent tonight, but Assistant Superintendents Mr. Corazzini and Ms. Ludes are
51 present.

52

53 Public Comment

54 Jim Hanson said that he has some comments on the scope of work and the requests for quotes
55 of the proposed equity audit. He said he reviewed an early form of this document last year,
56 and commented on it in the subcommittee meeting, and found it inadequate as it was not
57 specific enough about the purpose and the expected deliverables. He said some changes seem
58 to have been made, but there is still some work to do on this. He listed some items he thinks
59 should change within the document. He said that he is in favor of getting the audit done, but
60 the draft is not ready to be sent out. He added that if Mr. Corazinni cannot repair the scope in
61 a timely manner, that the next monies be expended under the direct supervision of the
62 subcommittee on equity, and they be empowered to proceed with the audit without having to
63 come back to either the full committee or the school department. He provided his full written
64 comments to the members via their Executive Assistant.

65

66 Cris Mendes said he is representing Connect Church, and came to express gratitude for the
67 lease they have at Cameron Middle School. He said that they want to be a blessing to the City
68 of Framingham, and asked for permission to proceed with the ability to add value. He said that
69 they believe in education, and want to make themselves available and connect with the right
70 people to understand where they can add value, and where it's appropriate. He said that they
71 are a religious entity, but know how to separate what they believe from where their heart is;
72 which is to serve people and help people. He gave thanks for giving them a temporary home,
73 and said he looks forward to having a permanent spot in the future. He said that they would
74 like to be directed to the right places where they can help the most and help accelerate
75 wherever it is appropriate. Mr. Freudberg told Mr. Mendes he will be connected with the
76 Finance and Operations and Building and Grounds Department as they are the ones who
77 manage that process.

78

79 Robert Bolles said he saw that David Miles was being awarded today at the meeting. He said he
80 attended many school meetings Dave chaired, if not all of them. He added that Mr. Miles
81 worked very hard in tough town times and said that he deserves this award.

82

83 Announcements from the Chair

84 The Chair congratulated the City and former town government for the opening of the new
85 Saxonville Fire Station. He said that in accordance with School Committee Policy FF, he is
86 announcing that there is a request of the City Parks and Recreation Commission to rename the
87 fields at Walsh Middle and Dunning Elementary Schools after Barry Bograd; a Public Hearing
88 has been scheduled for August 7, 2019, and a vote on the proposed name for September 4,

89 2019. He added that there will be a letter from the City Parks and Recreation Committee that
90 will be provided to members and the public before the August 7th meeting, with a biography
91 and justification for this request. He gave a birthday recognition to Congresswoman Katherine
92 Clark, and a belated birthday recognition to Mayor Spicer.

93

94 Mr. Finlay said that the Facilities Subcommittee should meet and discuss naming of fields
95 before the hearing; since it falls within their role and purview.

96

97 Presentation of the Massachusetts Association of School Committees' Community Leader for
98 Public Education Award to David Miles

99 Beverly Hugo, immediate past president of MASC, presented the Community Leader for Public
100 Education Award to David Miles. Ms. Hugo said that Mr. Miles is one of the few community
101 leaders in Framingham that has given decades of time, commitment and humility for kids and
102 for the community of Framingham. She said that school committees from across the state put
103 in nominees for this award, and very few get it, but he was chosen based on what this
104 committee wrote about him. David Miles thanked the committee and said he spent twelve
105 years as a school committee member and knows it's a hard job sometimes, but it can also be
106 very rewarding.

107

108 Report on Safety and Security

109 Director of Safety and Security Scott Penrod presented an update on the Safety and Security
110 Department, including the accomplishments of the past year, and priorities going forward. Mr.
111 Wadland asked if communication with the police and fire departments extends to the
112 ambulance provider, and if that will change with the new vendor. Mr. Penrod said that he was
113 involved with the transition, and reached out to them to see how they can help - such as classes
114 for the kids or Touch a Truck. Mr. Freudberg commented on the improvement of streamlining
115 and consistency in the schools. He asked about the student survey that was presented to the
116 School Committee in the past, which showed students' concerns for bathroom safety. Mr.
117 Penrod said that with the new installation of cameras and focus on those areas, the damage to
118 property within bathrooms has come down, but he said he thinks the perception of safety will
119 take a while to come back. He said it may be beneficial to have another survey in the future to
120 see if it has made a difference. He added that with added attention from campus aides, a
121 renewed focus on entire safety, and the addition of cameras, there should be a difference
122 made. Mayor Spicer asked what professional development has been or is being planned for
123 staff. Mr. Penrod said that there will be professional development with ALICE training - an
124 online phase and then an in-person component between August and September. He said when
125 he first started he went to the schools and met with teachers and administration to roll out
126 crisis applications and to streamline processes and communications; which allowed him to get
127 feedback from them as well.

128

129 Report on Food Services Pilot Program to Respectfully Collect Unpaid Meal Balances and
130 Discussion on Future Collection Practices for School Year 2019-2020

131 The Chair said this is the pilot program that the School Committee approved in February in
132 partnership with Mr. Lynch, Food Services and Media Communications. He suggested that
133 rather than refer it to Policy as a formal process, it be seen as more of an administrative task,

134 and perhaps be adopted as an administrative regulation. Executive Director of Finance and
135 Operations Lincoln Lynch went over the memo recapping the program, which showed that it
136 increased just under \$5,300 in total from the beginning of the pilot program. He said he
137 believes it would have been more than that if this program did not happen, and recommends
138 continuing it. He said that the year-end total of negative balances was \$81,456.91 which was
139 lower than the projected amount of over \$100,000. Mr. Freudberg said it was a \$58,000
140 difference between the projection and the actual amount. Mr. Freudberg asked that this
141 regulation be made public online.

142

143 Superintendent's Update

144 Mr. Lynch said that the FY19 Budget is closing out and they are paying final invoices and
145 payroll. He said he will not know a final number until late August or the beginning of September,
146 and will report out then. He said that FY20 is in action, FY21 is right around the corner and they
147 are tweaking the process a bit from the previous year, and will start this completely in late
148 September and early October.

149

150 Assistant Superintendent for Secondary Education Anne Ludes said that the new position that
151 was approved in the FY20 budget for a high school physics teacher has been changed to a
152 biology teacher. She said that they looked at course enrollment, which showed that the physics
153 teacher positions they have currently could meet the needs of this year. She said they have
154 been trying to expand the STEAM program, and one physics teacher will be teaching
155 Engineering by Design, and another teacher will be able to add robotics into the current
156 program. She said that due to MassCore, which are state recommended requirements for
157 students to be prepared for acceptance into a state college, they are trying to phase in Biology
158 for more students, starting in the freshman class. She said that moving the new position from a
159 physics position to a biology position can increase the amount of biology sections, as well as be
160 able to create a new course moving forward in either horticulture or biotechnology. Mayor
161 Spicer said it is important to have the Engineering by Design course, and asked what the plan is
162 for expanding that course, and also having those other proposed new offerings. She asked
163 what it will mean class-wise, when looking at class sizes, including the projected increase, if
164 they are looking to have all freshmen take Biology. Ms. Ludes said it is important to try and
165 have students know the value of these programs, and they have been working with the
166 Counseling Department to talk to the students about them, as well as the knowledge that
167 colleges will see them as enriching and competitive courses. She said there are two pathways
168 for science, and there is a benefit for having students start early in the core science classes,
169 because it then frees them up to take a second tier course in that core area later. She said that
170 a lot of colleges are also looking for three lab sciences.

171

172 Subcommittee Reports

173 Mr. Wadland said that there will be a **Policy** Subcommittee meeting next Wednesday, where
174 they will discuss some discipline policies that had been referred in the past, that were also
175 discussed in the recent MASC Equity Summit. He said at that conference MASC provided
176 updated versions of these policies for reference. Mr. Freudberg requested that they put the
177 homework policy on the agenda as well.

178

179 Ms. Maskell filled in for Mr. Epstein on **Finance and Operations**, and said that all warrants were
180 signed. Mr. Finlay said that the **Facilities** Subcommittee will meet before the next School
181 Committee meeting in order to discuss recommendations on the proposal for the new field
182 naming. Ms. Hugo said that the **Accountability and Student Achievement** Subcommittee will
183 also look at the homework policy. She said that they met and had a year-end review looking at
184 the ELL, Special Education and SAGE Departments, in regard to what worked and what
185 opportunities there are to improve, as well as what assessment are given and what reporting is.
186 She said they also looked at increasing family engagement and discipline data. She said that
187 future meetings will be held in August, November, February and June, revolving around
188 featured testing results and will have an in-depth analysis, and are planned to be on Mondays
189 between 4:15-5:30. Mr. Freudberg said that the **Communications** Subcommittee will have a
190 Fall meeting.

191
192 Ms. Pascual said that the Equity Audit was approved back on June 6, 2018, and asked the
193 Assistant Superintendent for Equity, Diversity and Community Development Joseph Corazzini to
194 discuss the updated scope. Ms. Hugo said there is a meeting on August 5, 2019 where they will
195 be discussing items that have to do with the scope of the audit with senior leadership, and
196 suggests that the scope not be voted on until after that meeting. Ms. Pascual said that that
197 meeting is for a combined training about common language with Christine Robinson facilitating,
198 and does not have to do with the scope of work for the audit.

199 *Mr. Alexander arrived at 7:56 p.m.

200 Mr. Corazzini said that they worked with consultant Christine Robinson, including meeting with
201 the **Racial Equity** subcommittee, and worked on narrowing down the scope. He said that many
202 of the quotes that came back from initial request were over \$100,000, so they tried to narrow
203 down what can do done based on the amount of funds that are available currently, as well as to
204 determine what can be done within the district without needing to be part of the audit. He
205 added that the meeting on August 5th is to teach a common language, to learn what every
206 department is looking to do in regards to equity, and how to roll it out incrementally.

207 **Motion:** To approve the scope of work for the Equity Audit.

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

209 **Discussion:** Mr. Finlay asked about the state laws and procurement regarding the solicitation
210 for the audit. Mr. Lynch said that the budget for the audit is less than \$50,000 and they are
211 following procurement law, which is to develop a scope of work and solicit at least three
212 quotes. He added that this is not a RFP (Request for Proposals), but is just soliciting quotes. He
213 said that they will have to go with the lowest quote, or provide documentation on why they are
214 choosing another. He said that if the budget was over \$50,000, it would have to be put out for
215 bids. Mr. Finlay asked said why not increase the amount to \$100,000 to ensure a better audit.
216 Mr. Corazzini said it is a matter of what the actual needs are, and what the District learns from
217 the data that is received; at which point, they can look for more detail in the future - if there is
218 a need to take a deeper dive into certain areas or direct investments that can be made, such as
219 pilot programs. He said part of the final process is shifting of the system, which can happen by
220 showing that pilot programs work. Ms. Pascual asked if the "Draft June 24, 2019" can be
221 removed from the document, Mr. Corazzini said that it can be. Ms. Pascual said it is important
222 that the system is not auditing itself: There is a need for an outside perspective to come in and
223 look at things to make sure it is transparent and accountable. She added that the scope of work

224 language should not leave wording too open or vague, such as in the sections of who is
225 overseeing it and who is picking the limited focus groups.

226 Ms. Bryant asked for a friendly amendment within the second paragraph, saying it should be “is
227 working toward” and should change from “experienced professional” to “professional or
228 organization”. No objections.

229 Ms. Hugo said that the description of the meeting that was sent in an email is to identify
230 priorities where additional data is needed, and says she thinks this means items that may be
231 added to the scope of the audit. She said that she wanted to table the vote, in order to have
232 time for the Racial Equity Subcommittee to meet and vote, to discuss with senior leadership
233 and to go over the edits that were brought up in Public Comment, and to have more of a
234 complete product.

235 **Motion:** To table this vote until the next meeting on August 7, 2019.

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

237 Ms. Bryant said data will always be something ongoing they are looking at, and the common
238 language meeting does not directly have to do with the audit. She said that the Racial Equity
239 Subcommittee has met, they have met with senior leaders, they have met with the consultant
240 and gotten input, and they need to trust what they are putting out. Ms. Pascual said that the
241 scope of work included Dr. Tremblay’s input, his staff created it, and the original RFP went out
242 to the public without a vote of this body, and came back with quotes that were over budget
243 and not specified. She added that this scope of work was sent weeks ago for review and edits,
244 and everyone had access to it. Mr. Finlay said that there should have been a full report from
245 the Subcommittee with a recommendation brought to this meeting, and it sounds like that did
246 not happen, and he said he thinks the vote should be delayed until the next meeting. Ms.
247 Bryant said that the Subcommittee came up with a long list for the first scope, then gave input
248 on what was narrowed down, and have been involved in every step of it. She added that she
249 thinks this should go forward, the Committee can monitor the progress, and can give input for
250 the next steps. Ms. Maskell said the Subcommittee should have voted on this and come back
251 with a recommendation, and not have edits at this meeting, and she would also like to look at
252 (Jim Hanson’s) Public Comment recommendations to have measurable goals and make sure it’s
253 done correctly the first time. Ms. Pascual said that a Policy Subcommittee meeting was held
254 without a quorum and policies were still voted on in the School Committee meeting. Mr.
255 Corazinni said there was a meeting with the consultant to help develop the new scope, a lot of
256 work has been put into place for that. He said that the audit is not an end all be all - it’s just a
257 piece of the work to be completed. He said that the intent of the meeting in August is to get on
258 the same page when talking about equity, to describe some of the terms the District uses, for
259 prioritization in the upcoming year, and to hear from departments what their priorities are. He
260 said that even if these items do not get added to the scope of the audit, it does not mean the
261 work can’t continue to be worked on through another way such as with partnerships, etc. He
262 said some data is available now from DESE, but the root cause analysis is what we are trying to
263 get down to. He said that he does want to caution that many of the consultants are also
264 looking at other perspective clients, so the later we get into the school year, the greater the
265 likelihood that we will have fewer actual competitive quotes, because other districts would
266 start to pick them up. Ms. Bryant said that with the amount of meetings the Administration has
267 had with the consultant, and with the Subcommittee, there is a need at some point to show
268 faith in District leaders to do it the way they want to do it, and support the work and not

269 micromanage. Mr. Alexander said there is a need to show fidelity to the process, and they
270 should convene a subcommittee meeting to formalize this. Ms. Pascual said we cannot pick
271 and choose who has to follow the process and who does not. She said based on the proposed
272 timeline the audit work will not be finished until March of 2020; in the meantime we can always
273 be working on this in the district. She said that the delay is affecting the delivery of services to
274 children, and the purpose of this vote is to support the District in completing an equity audit.
275 There was discussion as to whether this could be voted on in the Subcommittee meeting at the
276 August 5th meeting, or if a meeting could be scheduled tonight; this was not agreed upon. Mr.
277 Freudberg said he was restating the motion: To table the approval of the request for quotes of
278 the Equity Audit to Wednesday, August 7th, and the Racial Equity Subcommittee will be asked
279 to meet ahead of time to further develop and make a recommendation to the School
280 Committee. Mr. Freudberg then proposed a few meeting dates for the subcommittee. Ms.
281 Pascual said that was not the original motion, and that it is improper procedure to attempt to
282 schedule a subcommittee meeting during an ongoing school committee meeting.

283 Ms. Hugo restated the **Motion:** To table this vote of the Scope of the Audit to August 7, 2019,
284 time specific.

285 She added that not part of the motion, but a recommendation, would be to have a chance to
286 develop a shared vision and meet with administration, a chance to meet with the Racial Equity
287 Subcommittee, and to go over some of those points that were brought up in Public Comment
288 tonight.

289 **Vote:** 5-3-0

290 (Yes: Hugo, Finlay, Freudberg, Alexander, Maskell. No: Wadland, Pascual, Bryant).

291

292 Approval of Grants/Gifts/Field Trips

293 **Motion:** To approve the June 5, 2019 Open Session minutes.

294 **Moved:** Ms. Bryant **Seconded:** Ms. Pascual **Vote:** 7-0-1

295 (Yes: Hugo, Finlay, Freudberg, Alexander, Maskell, Pascual, Bryant. Abstained: Wadland).

296 **Motion:** To approve the June 19, 2019 Open Session minutes.

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

298 **Motion:** To approve the June 19, 2019 Executive Session minutes as approved in Executive
299 Session.

300 **Moved:** Mr. Finlay **Seconded:** Mr. Alexander **Vote:** 7-0-1

301 (Yes: Hugo, Finlay, Freudberg, Alexander, Maskell, Pascual, Bryant. Abstained: Wadland).

302

303 **Motion:** To approve the cash gift of \$1,500, spread out across the three middle schools of \$500
304 each, from the Retirees School Volunteer Association for, according to the letter, STEM
305 education.

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

307

308 Adjournment

309 **Motion:** To adjourn.

310 **Moved:** Mr. Finlay **Seconded:** Mr. Wadland **Vote:** Unanimous (8-0-0)

311 Meeting adjourned at 8:45 p.m.

312

313 Meeting Materials

- 314 Agenda
- 315 Report on Safety and Security
- 316 Report on Food Services Pilot Program to Respectfully Collect Unpaid Meal Balances
- 317 Warrants
- 318 Equity Audit - Request for Quotes Draft
- 319 June 5, 2019 Open Session Draft Minutes
- 320 June 19, 2019 Open Session Draft Minutes
- 321 Gifts of \$500 from Retirees School Volunteer Association for Walsh, Cameron, and Fuller
- 322 Public Comment Speech Regarding Audit
- 323 Email Read by Beverly Hugo

DRAFT