



# 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  
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### 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

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

#### Call to Order

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

#### Public Comment

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

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

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

#### Announcements from the Chair

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

will be provided to members and the public before the August 7th meeting, with a biography and justification for this request. He gave a birthday recognition to Congresswoman Katherine Clark, and a belated birthday recognition to Mayor Spicer.

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

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

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

#### Report on Safety and Security

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

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

The Chair said this is the pilot program that the School Committee approved in February in partnership with Mr. Lynch, Food Services and Media Communications. He suggested that rather than refer it to Policy as a formal process, it be seen as more of an administrative task, and perhaps be adopted as an administrative regulation. Executive Director of Finance and Operations Lincoln Lynch went over the memo recapping the program, which showed that it

increased just under \$5,300 in total from the beginning of the pilot program. He said he believes it would have been more than that if this program did not happen, and recommends continuing it. He said that the year-end total of negative balances was \$81,456.91 which was lower than the projected amount of over \$100,000. Mr. Freudberg said it was a \$58,000 difference between the projection and the actual amount. Mr. Freudberg asked that this regulation be made public online.

### Superintendent's Update

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

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

### Subcommittee Reports

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

Ms. Maskell filled in for Mr. Epstein on **Finance and Operations**, and said that all warrants were signed. Mr. Finlay said that the **Facilities** Subcommittee will meet before the next School Committee meeting in order to discuss recommendations on the proposal for the new field

naming. Ms. Hugo said that the **Accountability and Student Achievement** Subcommittee will also look at the homework policy. She said that they met and had a year-end review looking at the ELL, Special Education and SAGE Departments, in regard to what worked and what opportunities there are to improve, as well as what assessment are given and what reporting is. She said they also looked at increasing family engagement and discipline data. She said that future meetings will be held in August, November, February and June, revolving around featured testing results and will have an in-depth analysis, and are planned to be on Mondays between 4:15-5:30. Mr. Freudberg said that the **Communications** Subcommittee will have a Fall meeting.

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

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

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

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

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

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

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

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

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

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

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

timeline the audit work will not be finished until March of 2020; in the meantime we can always be working on this in the district. She said that the delay is affecting the delivery of services to children, and the purpose of this vote is to support the District in completing an equity audit. There was discussion as to whether this could be voted on in the Subcommittee meeting at the August 5th meeting, or if a meeting could be scheduled tonight; this was not agreed upon. Mr. Freudberg said he was restating the motion: To table the approval of the request for quotes of the Equity Audit to Wednesday, August 7th, and the Racial Equity Subcommittee will be asked to meet ahead of time to further develop and make a recommendation to the School Committee. Mr. Freudberg then proposed a few meeting dates for the subcommittee. Ms. Pascual said that was not the original motion, and that it is improper procedure to attempt to schedule a subcommittee meeting during an ongoing school committee meeting.

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

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

**Vote:** 5-3-0

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

#### Approval of Grants/Gifts/Field Trips

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

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

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

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

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

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

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

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

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

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

#### Adjournment

**Motion:** To adjourn.

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

Meeting adjourned at 8:45 p.m.

#### Meeting Materials

Agenda

Report on Safety and Security

Report on Food Services Pilot Program to Respectfully Collect Unpaid Meal Balances

Warrants

Equity Audit - Request for Quotes Draft  
June 5, 2019 Open Session Draft Minutes  
June 19, 2019 Open Session Draft Minutes  
Gifts of \$500 from Retirees School Volunteer Association for Walsh, Cameron, and Fuller  
Public Comment Speech Regarding Audit  
Email Read by Beverly Hugo

*These minutes were approved by the Framingham School Committee in Open Session on September 4, 2019.*

*These minutes were sent to the City of Framingham for posting on September 5, 2019.*