



**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:** August 7, 2019 at 7:00 p.m.

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

**MEETING CALLED BY:** Chair Adam Freudberg

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

**ABSENT:** Noval Alexander

**ALSO PRESENT:** Dr. Robert Tremblay, Superintendent  
Joseph Corazzini, Assistant Superintendent for Equity, Diversity  
and Community Development  
Rose Bailey, Student Advisory Committee Member

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The Chair called the meeting to order at 7:07 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. Dr. Tremblay asked for a moment of silence in

44 recognition of the memory of Richard “Ricky” Sullivan, Assistant Custodian of Cameron Middle  
45 School, who passed away on August 6, 2019. The Chair said that the School Committee met in  
46 executive session to conduct strategy sessions in preparation for negotiations with nonunion  
47 personnel or to conduct collective bargaining sessions or contract negotiations with nonunion  
48 personnel, specifically regarding the contract of Superintendent Dr. Tremblay; also to discuss  
49 strategy with respect to collective bargaining and litigation specifically on the Unit N MOA; and  
50 for approval of executive session minutes, specifically the July 17, 2019 Executive Session  
51 Meeting Minutes. He said that Noval Alexander is absent tonight due to a family funeral and  
52 traveling to bring his son back to school.

53

#### 54 Public Comment

55 Leslie Smart said she was here to comment on the Equity Audit, and to implore the Committee  
56 to vote on a disinterested party to come in and to help inform the practice of teachers, of the  
57 school committee, and of the district. She said that she knows an RFP went out last fall and she  
58 is really anxious for this to happen. She said she wants the Audit to go throughout the whole  
59 district and see what can be done to support the marginalized populations.

60

61 Nichole Dolke said that with two mass shooting within 24 hours, we are yet again confronted  
62 with gun violence increasingly becoming a normalcy and regularity. She said she is here to  
63 respectfully request to start a community conversation about school safety preparedness. She  
64 said that last May, several Framingham schools were forced into a precautionary lockdown due  
65 to an armed threat, which gave the opportunity to see how Framingham responds to a possible  
66 active school shooter; highlighted where Framingham did well, and areas that need to be  
67 improved. She said that it was her understanding that school safety procedures and protocols  
68 were being updated to ensure better communication and operational protocols. She said that  
69 she is requesting a clear communication of Framingham’s action plan in the event of an active  
70 threat to schools - that maintains the safety and security of the protocols and procedures in  
71 place, but outlines what will happen in a threatening situation. She said that this should include  
72 how parents will be notified in the event of a threat; what steps parents should take if they are  
73 notified there is a school lockdown; what steps they should take; and what resources are  
74 available for students and parents afterwards; how schools will address the situations with the  
75 students (it would be beneficial to include child psychologists in this conversation); how do  
76 parents talk to their children about active shooter drills; what age-appropriate language to use  
77 for kindergartners and first graders, middle schoolers to explain why they were in a lockdown.  
78 She said that this dialogue can be a community-wide forum, or it can be a series of  
79 informational sessions for parents of each school. She said that the purpose of these dialogues  
80 isn’t to support an organization, or push a political agenda, it is simply to make everyone -  
81 schools, police, the community aware of each others’ roles and responsibilities.

82

83 Mr. Freudberg said the Executive Assistant can send her the Safety and Security Presentation,  
84 as well as minutes from the Executive Session discussing it, as there are action items on both of  
85 those topics within those.

86

#### 87 Announcements from the Chair

88 Mr. Freudberg said the only update regarding negotiations with the Superintendent is that the  
89 School Committee is going to continue to meet and go over contract language.

90

91 Upon the request of the Parks and Recreation Commission, a Presentation and Public Hearing  
92 on the Proposal to Rename the Lower Athletic Field at Walsh Middle School bordering Dunning  
93 Elementary School after Barry Bograd

94 Mr. Freudberg said that Policy FF governs these practices, and there is a vote scheduled on  
95 September 4, 2019. He read the letter that Jim Snyder, Director of Parks and Recreation  
96 supplied in support of the renaming that was provided in packets.

97

98 Bob Merusi said he worked with Barry for three decades or so, and he was involved in a lot of  
99 projects including the Walsh Field complex. He said this project was in the planning stages for  
100 many years, but it was hard getting support for its advancement. He said that it was an  
101 underperforming facility for a long time, and there was a reluctance due to not having the  
102 importance in society that they do today. He said that Barry was ahead of the curve, society is  
103 now where he was thirty years ago, and his leadership and involvement helped shape the  
104 minds and sentiment in the Town of Framingham, and he deserves recognition.

105

106 City Councilor George King said that he knew Barry for many years, and he was a unique  
107 individual. He said that he was a mentor to people, including himself, and he appreciated his  
108 insight, as he was always there for anyone's questions. He said that many people benefited  
109 from that, and this complex is a good place to honor Barry, and it has been under-utilized. He  
110 said that Barry took adverse circumstances and made the best of them.

111

112 Kathy Hauck said she worked on many initiatives over the years with Barry. She said that he  
113 was a gentleman and always willing to help everyone and Framingham. She asked, as the  
114 current Parks and Recreation Commissioner, for the School Committee to give their support to  
115 rename the field.

116

117 Mr. Freudberg read two messages in support of renaming the field, that had been requested to  
118 be entered into the record- one from Co-Presidents of the Dunning PTO and one from City  
119 Councilor Dennis Gimobetti. . He said that these letters will be added to the Meeting materials  
120 and available on the School Committee website.

121

122 Mr. Finlay said Barry was about youth and community and schools, and believes this is a fitting  
123 tribute for him. Ms. Hugo said that he was a Framingham legend; everything he did, he did  
124 with his whole heart, and he inspired kids to do their best at all times.

125

126 Vote on the Unit N Food Services MOA

127 \*Mr. Finlay and Ms. Maskell recused themselves.

128 **Motion:** To vote to approve the Unit N Food Services Memorandum of Agreement.

129 **Moved:** Mr. Wadland      **Seconded:** Ms. Hugo      **Vote:** Unanimous (6-0-0)

130 \*Mr. Finlay and Ms. Maskell returned to the meeting.

131

132 Superintendent's Update

133 Dr. Tremblay said that the **budget status** has been finalized by the State, and the Central Office  
134 will start their retreat next week and begin to get started for the Fiscal Year 2021. He said that  
135 budget defense meetings will probably start in November, and frames on priorities for 2021 will  
136 be starting in a couple of weeks. He said that they are being mindful of increases that were  
137 supported this year, and will be looking to have the leanest budget without compromising  
138 student learning.

139  
140 Dr. Tremblay presented a **Student Achievement Update** about Robotics, including information  
141 about the Robotics' philosophy, information about the programs within all the different  
142 schools, and highlights. Mr. Finlay said he wants to make sure there are no fees associated with  
143 the Robotics Club, to help ensure equity. Dr. Tremblay said he is not aware of any problems  
144 with access, but he will double check to make sure fees are not prohibiting families from  
145 attending. Mr. Bryant asked how the technology education classes are being expanded. Dr.  
146 Tremblay said he would have to get back with an answer on this, he said that the computer  
147 science standards went up, and part of the updates were to make sure the classes are in  
148 alignment with that work. Mayor Spicer asked if there are opportunities for internships at the  
149 high school level, where students can leave school and get credit. Dr. Tremblay said he had a  
150 meeting today with the high school principal, and Assistant Superintendent of Secondary  
151 Education Anne Ludes, to look at creating more of those credit-bearing opportunities for  
152 internships for students to get exposure. He said that they want to give students a taste of it  
153 before college - for pursuing major and internship pathways; and there is a need to find ways  
154 to allocate transportation and give them credits to do so. He said that the next steps are that  
155 the Principal with her team are drafting how that would look, and coordinating a team to  
156 connect the dots between industries, MassBay, and Framingham State University. Mr. Epstein  
157 asked how out-of-state competitions are funded, and is there any grant support from  
158 companies such as Raytheon or NASA. Dr. Tremblay said he thinks it is a combination of  
159 personal contributions, donations, and fundraising, but he can get back to the Committee with  
160 more information. He said that the Robotics teacher would be happy to come to a meeting,  
161 show off robots, and answer questions. Mr. Epstein said that it would be interesting to  
162 combine students from Keefe Technology and Framingham High School to make a robotics  
163 team.

164  
165 Dr. Tremblay said that DESE has proposed tweaks to the superintendent evaluation and his  
166 goals will fit within that evaluation where goals go, but it has not been released yet. Dr.  
167 Tremblay went over his **proposed goals**: Enrollment and Facilities Planning - Framingham High  
168 School, Pre-School Expansion Research and Implementation Plan, and Framingham Public  
169 School Strategic Plan Development for 2020-2023. Mr. Wadland said that he understands that  
170 space at the high school is the most pressing issue from a facility standpoint, but there are a  
171 number of other aging facilities and a capital expenditure backlog which far outpaces the  
172 capital funding, as well as there is a gross disparity between where schools are located and  
173 where kids are. He suggests that there be a working group that could start articulating plans for  
174 the other space challenges, besides just the high school. He also said he thinks this goal and the  
175 next are strategic initiatives for the district, and can be of interest to the whole city, and asked  
176 how the SIFOC (Strategic Initiatives and Financial Oversight Committee) could play into these  
177 goals. Dr. Tremblay said he is trying to make it specific to the high school as a SMART goal. He

178 said that there will also be a pre-feasibility study at Hemenway, which is the next school  
179 scheduled to be replaced, but there is the question should it be replaced at that site or  
180 somewhere else in the city. He said he would like to articulate that as a separate goal -  
181 separate from the high school goal. Dr. Tremblay said that the preschool goal is also a whole  
182 city interest, and also can play a part into the school choice issue. He said he has been trying to  
183 make all schools equally desirable, for equity and opportunity for all our students in all of our  
184 schools, which is work that is on going. He said that he will focus on developmental curriculum  
185 for preschool expansion, and will be looking at ones that exist and how to involve community  
186 partners. He said he can look at a third goal, to also include how we look at the structuring of  
187 our schools and how to make it better, although it will be an ongoing goal, and one likely not  
188 able to be completed within one year. Mr. Epstein said that focusing on the high school is  
189 tactical, when confronted with the short-term, and to get capacity in line, in time from when  
190 demographics tell us, and with it being put into the next capital budget cycle. He said that the  
191 more strategic things, such as restructuring of schools and swing space within Hemenway, can  
192 take time to do so and to get support, with a necessity for a strategic group or effort.

193  
194 Mr. Epstein said that SIFOC may be good to engage on this effort, but they have a limited  
195 amount of resources. He said that it would be good to engage at least with the SIFOC School  
196 Committee appointees to see how best to communicate information they may need, and what  
197 they think of as School Committee initiatives. He said that he thinks there is a problem with  
198 SIFOC - on how the committee can provide input. He said that he currently has been speaking  
199 with a SIFOC member about whether the school systems are sustainable, and they are having a  
200 difference of opinion, as the SIFOC member has publicly presented to the City Council and  
201 Finance Subcommittee information that he believes is untrue. He said the SIFOC should be  
202 considering all things; looking at data, discussing and coming up with a report, but that does  
203 not seem to be happening. Mr. Freudberg said that SIFOC would be discussed later in the  
204 meeting.

205  
206 Ms. Pascual asked how the high school working group is going to be measured in regards to the  
207 equity within the working group. She said that there are already marginalized communities  
208 within the buildings, such as ESL students only being in certain parts of the building. She  
209 suggested bringing in the students in the groups that already feel marginalized, and she would  
210 like to be on the working group, since she is the high school liaison. Mr. Freudberg said the  
211 topic of the Superintendent's goals would be added to the next agenda also, to look over the  
212 revised goals.

213  
214 Mr. Freudberg said that SIFOC offered every elected official who wants to appear before them,  
215 the opportunity to be put on their agenda and do so. He said that the City Council did this and  
216 had 1-3 members. He added that the School Committee can also think about bringing in the  
217 three SIFOC members that were selected by the Committee. Mr. Finlay asked the Mayor if  
218 SIFOC meetings can be televised so people who are not able to make the meetings can watch it.  
219 Mayor Spicer said the SIFOC chooses to move around the City for their meetings, to make it  
220 more convenient for residents across the City to attend, and they cannot be televised in every  
221 location. She said she believes they have been recording and transcribing the meetings, and  
222 they have met two or three different times. She said that SIFOC has guidelines and a specific

223 role outlined in the City Charter, and cautioned that some members may be asking to involve  
224 the SIFOC more than what their defined role is supposed to be. She suggested that maybe a  
225 broader conversation around the role and responsibilities of the SIFOC should be had.

226

227 Ms. Bryant asked when universal Pre-K will happen, saying that a prominent citizen said the  
228 school district has been saying it for years, but it has never happened and he no longer believes  
229 they're really committed to it. Dr. Tremblay said they are discussing with the previous and  
230 current Commissioner of Early Education to see what money has been allocated, and what  
231 money can be tapped into from the state, to complete a pre-feasibility study. Dr. Tremblay said  
232 if you provide an investment early on, you are going to get payback dividends in the future for  
233 students. He said that there are a lot of practical considerations - such as where to put the  
234 schools, how to transport students, and will more people move to Framingham for free  
235 preschool. He said he cannot predict when it will be put into place now, but they are making  
236 sure we are not missing the opportunity. He added that it may not be a goal that can be  
237 achieved in one year, but he wants to at least gather information and plan what is next. Mr.  
238 Freudberg said that in the past a study said that every 3-5 years a new school will be needed,  
239 when the study from the RFP comes back he would like to see it for Hemenway. He added that  
240 he suggests that this be a part of the Superintendent's metrics, as it was a FY19 funded project  
241 and are still waiting on it. He said that it takes a long time to decide where a new school should  
242 go, or what to do with that money. Ms. Pascual asked if the goal for Pre-K could be made  
243 smaller in order to get it started faster; such as just in one school or combining it with  
244 kindergarten. She also suggested starting with small investments into buildings, and for SIFOC  
245 to report their thoughts on the District's Strategic Plan, which would be helpful while  
246 developing the next one. Dr. Tremblay said they are looking at the combination of Pre-K and  
247 kindergarten for the proposal, but he does not think there is space right now to roll it out in one  
248 of the schools. He said they are looking to possibly move kindergarten out to a new facility to  
249 combine with Pre-K, and start small, do it well, and then expand. Ms. Hugo said that  
250 kindergarten teachers are saying that kids are not coming in prepared, that even if kids are  
251 going to be preschool or daycare, they are not with licenced teachers. She suggested that it  
252 could be good for community engagement to have certified kindergarten teachers do some sort  
253 of community/family engagement training for the unlicensed teachers so they will know what  
254 kids need to do to be prepared for kindergarten, as a way to begin the process. She said that  
255 she also wants something more tangible as a goal, something time-sensitive that the whole  
256 district gets behind to make sure achievement improves. She suggested goals such as  
257 improving attendance in all schools by 5%, all third graders literate, every child has a mentor, or  
258 increasing graduation rates. Ms. Bryant said it could be uneven results with training unlicensed  
259 daycare or preschool teachers, as they can choose to implement or not implement the  
260 trainings. She said we could work with the state/the Office of Children to make it part of the  
261 licensing daycare providers.

262

263 **Update on the FPS Appearance at the SIFOC Meeting, and Next Steps.** Dr. Tremblay said he  
264 went to a SIFOC structural meeting with some of the senior leadership team to talk about  
265 budget priorities, the current strategic plan, and a look ahead. Mr. Freudberg asked the Mayor  
266 about how the SIFOC is or is not related to strategic planning, and how school is related to that  
267 or not, based on that section of the City Charter. Mayor Spicer said that page 43 of the Charter

268 says that the SIFOC'S role is to advise on the status of Framingham's long range strategic plan.  
269 She said that they need to have some grounding in city government on what has been done,  
270 what hasn't been done, and what they can aim their works towards. She said that they are  
271 supposed to have a neutral view, looking at the community, and trying to think outside of the  
272 box. She said that there is strategic planning that is a separate part of the Charter for 2020, and  
273 will be tied to the five pillars she has spoken about - excellence in schools, economic  
274 development, transition from town to city, preserving our assets, and investing in our people.  
275 Mr. Epstein requests that the SIFOC meetings be recorded, posted, and transcribed. Mr. Finlay  
276 said SIFOC has met six times, and has only been on the road once, and the School Committee  
277 still gets it televised even if on the road. Ms. Pascual asked for the Executive Assistant to put  
278 recordings, minutes, and transcription from these meetings in a shared folder. She said that  
279 SIFOC is not required to come before the School Committee except annually. Mr. Freudberg  
280 said SIFOC is working on an initial plan to submit, and he can reach out to the Chair and find out  
281 where things stand, as well as what type of meeting could happen, and for copies of the  
282 minutes and transcriptions to share with the committee.

283  
284 Mr. Freudberg said that SIFOC members should not have preconceived notions, and one  
285 member during the budget process presented misinformation, and after being provided with  
286 facts that person chose to ignore them and give alternative facts and he feels it is important  
287 that that be called out. He said that information has been corrected via email by Mr. Epstein  
288 but with no response, and he thinks it's important to convey to SIFOC the need to have due  
289 diligence as is described in the charter, and not attack the schools not based on fact. Ms.  
290 Pascual said if members are going to talk about it, there is a need to be transparent, and the  
291 School Committee shouldn't be getting information the day of the meeting to process and read  
292 it. Mr. Epstein said a question came up that asked if the schools' budget increase was  
293 sustainable, and he said that the increase is about 2% a year over the past few years which is  
294 less than inflation, but there is a difference of opinion. He suggested that this be put on the  
295 agenda for the Finance and Operations Subcommittee to come up with information sheets to  
296 convey online, and to the SIFOC to consider it as they should be looking at sustainability with  
297 legitimate, sourced information. Mr. Epstein said the schools were under continual attack in  
298 public comments with wrong information during the last budget cycle with misunderstandings  
299 of the Chapter 70 money, and it should not be in public comment, it should be objectively  
300 looked at and discussed within SIFOC. Ms. Pascual asked for clarification on exactly what Mr.  
301 Epstein was talking about. Mr. Epstein said Mamoud Aktar went to the City Council for two  
302 meetings and three subcommittees, and claimed that the increases of the school system  
303 budget are on an unsustainable trajectory. He said that this is misleading to the public,  
304 derogatory to the school system, and undercuts the school budget, and he is trying to get a  
305 more rational debate. Mr. Freudberg said that his issue was less about sustainability, and more  
306 due to the insults thrown at all students and staff, after being provided with data on student  
307 achievement growth where he said there has not been shown any progress. Mr. Freudberg  
308 said he will send the video of this meeting to the Chair of the SIFOC and ask them to take a look  
309 at it, and he says he thinks there needs to be a better collaborative relationship with them, and  
310 figure out how to move forward, he will report back to committee. Ms. Pascual said this is just  
311 the opinion of one member of the SIFOC, and does not understand what it has to do with  
312 getting an update from the SIFOC. She said that he also is a member of the public when making

313 those comments, and if they wanted to have a discussion about this member it should have  
314 been listed on the agenda as such. Mr. Epstein said that anybody can make a public comment,  
315 but do not all have the gravitas of a person who is on a committee of the city. He said the  
316 person doing this was a past member of the town council and town finance committee, and has  
317 gravitas so people will listen, and there is no rebuttal available during that arena of public  
318 comment. He said that budget increases should be looked at by SIFOC and look at the data and  
319 vote on it, and instead he is in public talking on topics that may come before the SIFOC.

320

321

### 322 Subcommittee Reports

323 Mr. Wadland said that the last **Policy Subcommittee** had to be cancelled due to lack of quorum,  
324 the next meeting will be on August 28, 2019. Mr. Epstein said three **warrants** were signed. Mr.  
325 Finlay said he wanted to thank all of those who came out for the McCarthy playground build  
326 and attended and supported. Ms. Hugo said that the **Accountability and Student Achievement**  
327 **Subcommittee** will be meeting the following week after school starts.

328

329 Ms. Pascual provided a timeline of work from the **Racial Equity Subcommittee** that has been  
330 accomplished to date. Assistant Superintendent of Equity, Diversity, and Community  
331 Development Joseph Corazinni said he took into consideration the feedback provided by the  
332 committee, as well as the greater counsel, and made some edits based on communication that  
333 was shared from different directors across the district, and the updated document was shared  
334 with the entire senior leadership team. He said that most of the edits were minor in terms of  
335 grammar, and some for clarity. He said that he specified the number of focus groups that they  
336 want to conduct to ensure broad representation. He said that there was a comment on bullet 2  
337 under deliverables on whether it should be moved to minimum requirements or qualifications,  
338 but this recommendation was not taken; cannot ask someone to begin the work until they  
339 receive a contract to do the work. He said that there was also a question about why it is  
340 targeting K-1 for reviewing behavioral challenges, and this is due to the Social Emotional  
341 Learning Team looking at data and many referrals, somewhere around 80 percent, come from  
342 kindergarten and grade one. He said that 23-25% of students coming in have no Pre-K or Head  
343 Start Program prior to kindergarten, and they are looking to pilot some work to those grades.  
344 He said that there was a summer program this year that provided about 30-40 of those families  
345 a free summer program at BLOCKS, to help transition those students over the summer  
346 successfully into a school environment. He added that this was partnered with FSU, and the  
347 goal next year is to have it at two sites. He said that this Pre-K program came at no cost to the  
348 district, as it was paid for by outside money and not out of the operating budget. He said that  
349 they also combined the requirements and qualifications sections into one section based on  
350 recommendations from the Business Office, and updated the timeline to ensure they have  
351 adequate time for consultants to be able to do this work, and to report back to the School  
352 Committee with an actual written report. He said that this will not be able to cover the full  
353 scope of the district: First they will need to parcel it out to manageable pieces of the district;  
354 there are 96 items that are being prioritized what will be going out to audit, and pieces that are  
355 already being worked on. He said they are also seeing how to use higher education partners to  
356 speed up other priorities, so they won't have to wait for the audit to drive the work, and be  
357 intentional to influence and exhilarate the work. Ms. Pascual asked to see the specific equity



358 strategic plan, as long as there is work that is already being done, and said there is a need to  
359 talk about the structures that are currently in place - on how a child is referred for discipline,  
360 etc. Mr. Corazinni talked about the last subcommittee meeting where the consultant spoke  
361 about the achievement gap begin a focus, but that only gets us so far, and that there is a need  
362 to ask what is perpetuating those inequalities, and is it more of an opportunity gap - kids that  
363 have access to certain resources and supports generally do better. He said that if we can look  
364 at resources and supports that kids need, it will help all students to be put on a level playing  
365 field to give everyone an equitable opportunity for success in life. He said there is a need to  
366 create spaces for kids to integrate into any part of the educational pipeline regardless of where  
367 they come from or the experiences they have had. Ms. Bryant thanked the public who had  
368 given comments regarding some of the suggestions that were taken for the equity audit, and  
369 read a comment from a community group leader from FFREE (Framingham Families for Racial  
370 Equity in Education) in support of the equity audit. Mr. Wadland said that it is unfortunate that  
371 a year later after taking a vote to approve the audit, we are just now voting on the request for  
372 quotes.

373 **Motion:** To approve the request for quotes for the equity audit.

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

375 **Discussion:** Mr. Epstein asked that as the audit proceeds, that we develop the data, and views  
376 of the data that we already have in the school system. He said that we have multiple subgroups  
377 within equity, and those play into the various other things that play into the school system like  
378 sports participation, MCAS and ACT scores, graduation rates from high school, absenteeism,  
379 discipline and Special Education referrals, all of which are measurable. He said that if we took  
380 those and broke them down by subgroup, then we could start to see things such as kids in  
381 lower income brackets are classified in Special Education at a higher rate than the general  
382 population. He said once you have the parameters, you can identify the symptoms, and can  
383 find root causes, and try and make changes and see if the parameters change. He said it would  
384 be good to get this information from the district while the audit is being completed to help  
385 inform it. He said this may be an area where we might need to put some resources. Ms. Bryant  
386 said that Mr. Corazzini is committed to getting data on all of those groups and putting it into  
387 focus. Mr. Corazzini said they have established an Equity Operating Committee, which is  
388 chaired by himself, and will meet on a monthly basis with all the senior district leadership team  
389 and directors, to specifically look at those exact issues and to look at this work with a systemic  
390 lense, to start developing our own set of culture and systems that we can usher people into.

391  
392 Discussion on Transition Meetings and Trainings for Newly Elected School Committee Members  
393 After the November Election

394 Mr. Freudberg said there is a policy regarding transitions for newly elected School Committee  
395 members, and this agenda item is looking to discuss things post-election to improve upon. Mr.  
396 Freudberg said he think an improvement would be if newly elected members were invited to  
397 the MASC conference after the election, as it includes new member orientation and multiple  
398 other items. He said he would also suggest including member elects, after the November  
399 election, in School Committee meetings so they are not bound by public comment rules, and  
400 can be treated as ex-officio non-voting members. Ms. Bryant gave some suggestions on the  
401 proposed letter that would be sent to new members, which was an example of one that was  
402 sent out previously, including to update with newer information. Mr. Wadland said the MASC

403 conference is a great opportunity, but if invited it should be clear what the financial  
404 responsibility is for that, as may have people register for it that do not get elected. Mr.  
405 Freudberg said no communications would go out until after the election, but one option is to  
406 send communication from the Chair on behalf of the committee, and could go out equally to all  
407 candidates specifically on School Committee meeting dates that are set now, as well as a save  
408 the date for the MASC conference. He said that the election day is the day before the  
409 conference so who is going will need to be known soon, and asks if money should be allocated  
410 in the budget on behalf of member elects. He added from the MASC prospective they welcome  
411 it and allow it, and there is enough money in the budget if nine people were able to go, and the  
412 MASC discount for early registration expires in mid-August. Ms. Hugo said she is covered by  
413 MASC as past president, which opens up some additional money. She said that since people  
414 need to make plans for the conference ahead of time, to let member elects know about it now.  
415 She added that the four members from the current committee that are not running for next  
416 term, will have a different set of professional development through the Mass Municipal  
417 Association, and does not think it's fiscally responsible to pay for them as they will only be on  
418 the committee for three meetings after the conference. She said that this would also open up  
419 four spots for new people.

420 **Motion:** To approve for 9 members to go to the Conference, not to include those who are not  
421 running for the committee again, but to have that money available for new people coming in.

422 **Moved:** Mr. Finlay                    **Seconded:** Ms. Bryant

423 **Discussion:** Mr. Wadland asked if a candidate expresses interest, registers and is not elected,  
424 what do we do with that seat, he suggested reaching out to all the current candidates to see  
425 who would have an interest and opportunity to go. He said that it may also be good to inform  
426 people about all meetings, as it would be great for them to start attending to acquaint  
427 themselves. Mr. Freudberg said that MASC allows committees to reserve spots without names,  
428 which helps so not a loss of funding, and he will have the committee's staffer confirm any late  
429 cancellation fees. Ms. Maskell asked to clarify the motion; does it mean all current School  
430 Committee members or members elect. Mr. Finlay said there is money budgeted for 9  
431 members; if four members are not running again, that's automatically a new four, and then the  
432 five running again, so 9 members. Mr. Freudberg said he thought that members who are not  
433 returning to the committee in 2020 would not be eligible, and thought that was the intent of  
434 the motion. Mr. Finlay confirmed that was correct.

435 **Motion Restated:** To approve up to 9 School Committee member elects, after this November  
436 municipal election, to be eligible to attend the MASC Annual Joint Conference on November 6-  
437 9, 2019 if they so choose.

438 **Discussion:** Ms. Pascual said she was planning on attending, and that it should be a choice -  
439 they are still current members of the School Committee. Mr. Freudberg said that School  
440 Committee policy gives the Committee the ability to add any language or budget requirements  
441 to make sure taxpayer money is being used properly. Ms. Bryant said she was intending to go  
442 to it, because she would like to get as much knowledge and information to help support  
443 educational work. She suggested that if there is a free slot, she would like an amendment to be  
444 able to go or to go to another conference. Ms. Hugo said the conference costs around \$1,000  
445 per member to go, and members who are not running again will only have three meetings left,  
446 so would be spending \$4,000 to use that knowledge for the next three meetings, and she does  
447 not think it is fiscally responsible. She said that the point is to educate the people who are

448 going to continue to be on the School Committee. Mr. Epstein said the whole point of going to  
449 the conference is to get the latest in school systems, and to take advantage of knowledge. He  
450 said he thinks it should be allocated to member elects as it gives them a means to socialize and  
451 get to know each other as well, and it would not be fiscally prudent to allocate for members  
452 who are moving on. Ms. Bryant said she understands the point about fiscal responsibility, but  
453 does not agree that the knowledge would only be used for only three meetings, as one can  
454 utilize what have learned to be able to advocate for education. Ms. Pascual said there seems to  
455 be a big piece on equity that is happening, and she would like it to be considered if anything is  
456 available after member elects chose if they want to go or not, that current members who are  
457 not running again be able to go. Ms. Maskell said anyone who isn't going to continue on the  
458 committee should not be going, even if open seats are available as it is not fiscally responsible.  
459 Ms. Hugo said that should register less than 9 seats for the early bird pricing, as things may  
460 come up and may not have 9 members able to go.

461 **Vote:** 6-1-1

462 (Yes: Hugo, Finlay, Wadland, Freudberg, Epstein, Maskell. No: Pascual. Abstained: Bryant).

463  
464 Mr. Freudberg said that on November 20, 2019 there is an Open Meeting Law Regional training  
465 led by the state held in Southboro, which is the only local one, and he would include this in the  
466 letter to member elects. Mr. Epstein said once they are a member elect, they should have a  
467 meeting with the Chair, as well as the Superintendent and Assistant Superintendents, which can  
468 help to know everyone's function and feel welcomed. Mr. Freudberg said that most of that is  
469 included in policy.

470

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

472 Mr. Freudberg said that the Open Session minutes were not ready, so they will be on the next  
473 meeting agenda along with the minutes from this meeting.

474 **Motion:** To approve the July 17, 2019 Executive Session minutes as approved in Executive  
475 Session.

476 **Moved:** Ms. Hugo                      **Seconded:** Ms. Maskell

477 **Vote:** 6-0-1

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

479

480 **Motion:** To accept a gift from Stop and Shop to the Framingham High School for field trips and  
481 educational materials (non-curriculum) for a total of \$1,727.18.

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

483

#### 484 Adjournment

485 **Motion:** To adjourn.

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

487 Meeting adjourned at 9:44 p.m.

488

#### 489 Meeting Materials

##### 490 Agenda

491 Letter from Jim Snyder Proposing Naming of the Walsh Field in Honor of Barry Bograd

492 Letter of Support for this Proposal from the Parks and Recreation Commission

- 493 Planned Improvements for this Field
- 494 MetroWest Daily News Article on Barry Bograd
- 495 Letter of Support for this Proposal from City Councilor Dennis Giombetti
- 496 Letter of Support from Dunning PTO Presidents
- 497 Unit N Summary of Changes
- 498 Unit N Proposed MOA
- 499 Student Achievement: Robotics
- 500 Superintendent Proposed Goals 2019-2020
- 501 Warrants
- 502 Memo: Equity Audit Scope of Work
- 503 Equity Audit Scope of Work
- 504 Policy BIA: New School Committee Member Orientation
- 505 Letter for New Members Example
- 506 Gift Memo
- 507 Gift Check

DRAFT