



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: September 4, 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
Geoffrey Epstein
Richard A. Finlay
Adam Freudberg
Beverly Hugo
Tiffanie Maskell
Gloria Pascual
Scott Wadland
Mayor Yvonne Spicer

ABSENT: None

ALSO PRESENT: Dr. Robert Tremblay, Superintendent
Nicholas Small, Chair of Student Advisory Committee
Joel Seeley, Project Manager for Fuller Middle School
Anne Ludes, Assistant Superintendent of Secondary Education
Lincoln Lynch, Executive Director of Finance and Operations
Kerry Wood, Interim Principal of Fuller Middle School

The Chair called the meeting to order at 7:00 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 Committee met in executive session prior to this meeting, specifically for the approval of executive session minutes.

Public Comment

Don Taggart said that he has observed and worked with many superintendents while he was president of the Weston Educational Association. He said that, in his opinion, the key to a successful district which allows students to be ready to meet post high school challenges, relies on two main factors. He said the first is a faculty and staff who are driven to help students succeed, and the second is a superintendent who provides the support to allow this to happen. He said he was on the Framingham School Committee in the past, and the highlight was the hiring of Dr. Tremblay. He said that Dr. Tremblay is a person who wanted to be here, and pledged to stay for the long-term; filling a void left by the seemingly revolving door of past superintendents. He said that he is a visible figure in classrooms, hallways, and extracurricular events. He said he thinks that a six-year contract is forward thinking and provides stability which allows continued positive progress and goals that can be extended. He said that the contractual, yearly evaluations will ensure that all is going well.

Erica Mash thinks that the current superintendent is having a marvelous moment right now, being so well liked and revered in this community with all that he does, which is not an easy thing to achieve. She said that the School Committee has done a great job this time, as it has been a great effort to steer this huge City of public school students forward. She said, however, she wants to remind members that the one job left after education reform, is the supervision of the superintendent, and it is a very heavy task. She said that there are some real issues in the City. She said that three schools were bowed into receivership, and she has never heard about testing in those schools, equity issues in those schools, or what is being done to bring all elementary schools into an equitable pod of great education. She said that to do things right, they should not rush to add things to the contract which the community hasn't had a chance to talk about. She said that this community supports public education, but the money carrying out this contract is big, and the community deserves a chance to rest, digest, and do this right.

Gerry Bloomfield said that the people of Framingham are very concerned about their community, their government, and what lies ahead. He said that problems are not getting solved fast enough or with enough momentum to get out in front of the old problems, and at the same time properly accessing new issues. He said that Framingham homeowners are correctly concerned that affordability issues are not being addressed. He said that there are an insufficient number of quality classrooms, and large apartment complexes are being built with no end in sight or forethought into what infrastructure impact it has. He said that more and more students are putting greater and greater demand on our old and tired school buildings. He said some of the other problems are special education, before and afterschool issues, a total inability to logically or financially properly manage school bussing, parents' dissatisfaction, teachers being imported from Spain, among many more. He said there is much more justifying,

all this is much more justification that the Superintendent's unprecedented six-year employment contract is like a sports celebrity, and asks if we have forgotten about the Stacy Scott episode.

Michael Najarian said he is here in response to the extension of Dr. Tremblay's contract. He said that he came up with 3 Cs about what he wants to talk about. He started with Confidence, saying that he found in just a short period of time more confidence in Dr. Tremblay than previous superintendents in many years prior; not just because we like him, but we like him because of what he is doing. He said the Commitment that Dr. Tremblay has made, jumping in with the playground build, marching in parades - not because he is running for office or attention, but because wants to be with students that he is representing in that office. He said the third C is Continuity - and said that we haven't had this before in almost any office held in this City. He said that it means when an election cycle is coming up some people are here, and some people aren't here - there are school cycles, and PTO changes every year. He said that one thing needed in every level of government is that one anchor and cog that holds everything together, and at this time Dr. Tremblay is that person. He said that keeping him here guarantees continuity and a continuation of all the accomplishments he has made to date.

Bill McCarthy said he wants to preface his remarks by saying that he has never heard anyone say anything other than great things about Dr. Tremblay, but he does have a problem with the contract and the process of how it came to be. He asked what the hurry was to get it signed, when it just became public, right before the holiday weekend, after only executive sessions and with no public input. He said that several members voluntarily decided not to run for re-election, and asked why they are not waiting for the new Committee for the contract. He said that he really has a problem with six years, and that it should be for three years with a clause indicating that it can be renewed by the Committee at certain time periods, if they think he deserves it and has earned it - based on criteria set forth in the contract. He said that with this contract, if Dr. Tremblay maintains his license, there is virtually no way, short of criminal activity, that he can be terminated, because it just says "where good cause exists". He said that there are no goals or benchmarks to be accomplished, or any methods indicating a way of measuring his performance. He said that this contract could easily exceed 1.5 million dollars over the six years; and if, for whatever reason, you decide to terminate him prior to June 30, 2026, a lump sum payment of the remaining contract would be due to him if there is not "good cause". He said the Committee needs to rework the contract so it's fair to both parties - for less than six years and not a one-sided, guaranteed contract. He said that the School Committee has a fiduciary responsibility to be fair to the City of Framingham, and this contract does not meet that criteria.

Jim Hansen asked that the six-year contract not be approved. He said that Dr. Tremblay is a nice guy, speaks well, writes well, is good at communicating, and has goals in alignment with the schools' mission statement. He said, however, there is no clear reason to be rushing ahead to approve a six-year contract tonight, with scant time for public comment and discussion. He said that a quick look through the contract proposal shows a few objectionable items. He added that chief among them, is any public employee, let alone one of the most highly paid

ones, getting a raise of inflation, plus 1% when they get a performance rating evaluation showing less than meeting expectations. He said that it seems that the Superintendent's performance, based on the proposal and other public documents, are the current feelings of the people who would then be sitting in the School Committee seats. He asked to please table the contract proposal, gather more public input, and bring back another draft.

FTA President Christine Mulroney said that the FTA Executive Board welcomes a continued relationship with Dr. Tremblay, however they are frustrated that no input was sought on how the Superintendent's decisions impact the student's learning environment, which is the teachers' working environment. She added that they appreciate the acknowledgement of social-emotional development for students, however there still is professional development that is not varied enough to meet new teachers' needs, and new programs implemented without proper support or training. She said that the opportunities for scheduled co-planning times for educators to work together in grade level or departments to align their curriculum to provide equity of education to students were restructured to review data. She said that a new homework policy is having a first reading here tonight, but prior to an email this afternoon there was no prior support or feedback sought from teachers. She said that teachers at all levels are feeling overwhelmed, undersupported, and not heard. She said that data-driven decisions by Administration have left the human, both educator and student, out of the equation. She said that educators are being asked to do too much with too little material, and she said that several Central Office positions and other positions that do not provide direct services to children have been created - however the same number of positions to provide direct care to students have not been created. She said that high quality educators are either choosing to leave or being nonrenewed; about 180 staff members did not return to the schools this past year, only about 27 were retirees. She said we cannot continue to have new initiatives and new demands added that will take our time away from work that provides direct support to our students. She said that we hope that the Committee will do its due diligence to fully capture the students' and educators' experiences in future evaluations.

Nancy Novo O'Connor said she has a letter in support of the Superintendent's contract, signed by 24 people. She said that she served on the search committee that recommended Dr. Tremblay as the candidate. She said that he has been extraordinarily present and visible throughout the district, and has led the turnaround efforts of our elementary schools, and the initiatives and ideas he has implemented, and collaborative leadership he has demonstrated, have put us on a solid path. She submitted her letter as part of the record that was added to the website.

Sarah McKeon said she is here to implore the Committee, as someone who is in the classrooms, to consider the many demands that are being put in, placed on the shoulders of the District's educators, with little to no input from the educators themselves. She said that they have been given much more to do, but with fewer resources, time, and materials. She said that educators across the district have been told to document every lesson that they teach across all curriculum areas, adhere to guidelines regarding templates to use, timeframes to deliver lessons, and prep time for lesson planning and working with the team. She said that this is

micromanagement at its finest, and has created a level of stress and distrust unlike anything she's seen in 21 years of teaching. She says teachers work hard to reach both the academic and social emotional needs of students through many avenues, and as a result of these new expectations, they have watched prep time devoured by co-planning and lesson planning meetings, which is work teachers would already be doing as professional, highly qualified, educated staff members. She said that it's inconceivable that decisions were made unilaterally about our students, the curriculum we teach, time management, and our own professionalism and expertise, without including us in the discussions or decisions. She asked Dr. Tremblay to please focus on students as individuals with individual needs, and recognize teachers as professionals who know what they are doing. She added that without trust, that relationship will deteriorate, and if you want relationship-building to occur, and successful collaborative communities of students and staff, then stop chipping away at what makes them unique.

Greg Palmer said he is the President of Framingham Girls Softball, a youth program that serves 225 girls and families. He said he wanted to talk about the program and the fields they use, and said that the program grew dramatically over the past few years: The under 14 team won the championship. He said that they play primarily in the Walsh and Dunning field complex; they utilize three fields, plus batting cages, and play mostly weekends, but also weeknights. He said as the program continues to grow, they have enjoyed a strong partnership with the Parks and Recreation Department, but they are limited to what they can do on school grounds. He said that there is a long list of things they would love to do to enhance the program, that other programs in town are able to do based on where their fields are located. He said theirs are exclusively on school grounds, so they have some challenges. He said he has been aware of the \$660,000 capital project, and has been involved on a small level, and it sounds like a great program, but it really only addresses the track area and outer field areas and not the softball field. He said he is here to advocate for the program, and is asking to become more involved with the schools, and the Parks and Recreation Department to figure out what can be done to improve the site. He said that the Board of Directors for the Framingham Girls Softball Program are unanimously supportive of renaming the field in honor of Barry Bograd. He said that Barry's commitment to Framingham's youth was unparalleled and he's greatly deserving of that honor.

Adam Blumer said that he was a former School Committee member and Charter Commission member, and came to share a few thoughts about the proposed contract for Dr. Tremblay. He said none of his comments really have anything to do with Dr. Tremblay - he thinks he has done a good job as superintendent and looks forward to him continuing; but that this is more questions about the process. He said that the main question is about the length of the contract: He said it is extremely unusual in education circles, and 75% of superintendents have contracts that are three years or less. He said in addition, it is actually an extremely different contract than any other contract of any other employee in the City, as this contract would mean he is there significantly longer than all his counterparts. He said a concern he has about committing the City to such a long extension is that we really only have one years worth of state assessment data to see whether changes or programs are paying off for all our students, but especially for our most needy students. He said that a six-year contract significantly

decreases power and flexibility of future school committees, and would make it difficult to make a leadership change for them if they felt it was necessary without a sizeable fiscal settlement. He said that it doesn't really give Framingham much more security that he will stay, than a shorter contract would: He can leave for any reason, with notice, with no strings attached, with a short notice period. He said he is respectfully asking the School Committee to consider delaying voting tonight, to inform the public on the thinking and rationale of this very important decision, and also to go back to the negotiating table to see if they can mutually agree to tweak the contract, even slightly, to still be able to ensure the long-term relationship we all want, but provide the School Committee with a level of flexibility that is important.

Audrey Hall said she is a former Town Meeting Member and a former Chair of the Ways and Means Committee, where she looked at contracts and the impact they will have on the community, and she is very concerned about the impact of this contract. She said that the contract seems to be designed to achieve a certain level of stability, but this contract does not achieve stability because the superintendent can leave with just five months notice, but if we want a change we need to give one full year's notice. She said that there is no early termination penalty for the superintendent, and thinks it is one-sided. She added that if we want to end the relationship with the superintendent, it will cost the district a lot of money because it will end up in court, since there is no definition in the contract or "good cause". She asked the Committee to please go back to the drawing board and better protect the interests of Framingham, and also next time around to give the public more consideration.

Brian Sullivan said he came because of the way he thinks this looks: He said that the contract was dropped on a Friday, as a six-year contract for almost a million and a half dollars, with no notice, and said that the optics are pretty bad, especially because a number of School Committee members are leaving soon. He said it is nothing against the Superintendent, he is just talking against the contract. He said a six-year contract will go through three school committee election cycles, and this is tying upcoming committee members' hands. He said he is asking the Committee not to vote on this tonight, and let the public get a feel for what's going on. He said that in terms of the contract itself, the five-month handcuff is not fair, and on our side we would have to pay out the whole contract. He said the guaranteed raises for being rated as "needs improvement" should not be in there, as "needs improvement" means you did not get your job done; and you do not get a raise for not doing the job. He said that if the Superintendent had five years of "needs improvement" (evaluation ratings), we are potentially giving up an additional \$100,000 of cumulative raises. He said statistical data is needed in this contract and there is nothing in this that ties to any type of statistics.

Announcements from the Chair

The Chair said due to the time he will save announcements for later.

Upon the request of the Parks and Recreation Commission, a Vote on the Proposal to Rename the Lower Athletic Field at Walsh Middle School bordering Dunning Elementary School after Barry Bograd

The Chair said the School Committee followed Policy FF which governs the process, and there was a public hearing held at the last meeting.

Motion: To approve the renaming of the Lower Athletic Field at Walsh Middle School bordering Dunning Elementary School after Barry Bograd.

Moved: Mr. Finlay

Seconded: Ms. Hugo

Vote: Unanimous (9-0-0)

First Reading on a new Policy IKB: Homework, as recommended by the Actions Civics Commission and FPS Staff

Mr. Wadland said this policy was referred to the Policy Subcommittee some time ago, but was held, as one of Dr. Tremblay's goals was to convene the Actions Civics Commission (ACC) to take up this policy. He said that based on the discussion at the Policy Subcommittee, he figured that there would be work to do to further socialize this policy with teachers, parents, and students, but did not want to hold it up, due to it now being the beginning of the school year and wanting to set up expectations as quickly as possible. Dr. Tremblay said the demand and stress on students was looked at, as well as the value of homework itself. He said there is a need to balance schoolwork and extracurricular activities, family time and possible jobs, and coordination needs to be worked out, as there is a possibility of teachers cumulatively assigning many hours of homework. He said that the ACC met and came up with a proposal which was circulated to staff in the spring, and a meeting was held with staff where they heard feedback, which was integrated into the policy before presenting it to the School Committee in the spring. He said that the proposed policy only spoke to grades 9-12, and there was a need to consider the rest of the school district. He said that Central Office staff put a comprehensive policy together, with best practices, and allocation of time by grade level, based on other districts. He said that it was circulated to one member of the Framingham Teachers Association, as well. He said that this should be vetted further and be given more input, which was always the intention. Ms. Hugo said that some feedback she received was that the timelines are not clear. For example, do the time limits include the 30 minutes of reading children are supposed to do every night, she asked. Ms. Hugo said that the section regarding religious holidays needs to have stronger wording regarding not assigning work on specific holidays.

Motion: To refer Policy IKB back to the Policy Subcommittee, with concurrent referral to the Student Achievement and Accountability Subcommittee.

Moved: Ms. Hugo

Seconded: Mr. Alexander

Vote: Unanimous (9-0-0)

Discussion: Mr. Epstein asked why is this our policy, and why instead it is not in a manual on how homework is managed, which can then be approved and not a policy of ours. He said that he thinks this is beyond the scope of what the Committee should do, and is penetrating into micromanaging. He added that maybe there should be a health and wellness policy piece, due to the impact on stress. Mr. Finlay said that at the elementary level, kids do not have enough recess time, and it continues to get cut down. He said that there is also a need for students to just think about getting home and enjoying their family life, and does not think there should be homework in the elementary schools. Nicholas Smart said there are some concerns, from the perspective of a high school student: Since they get homework from each teacher, how do they decide which subjects are completed within the timeframe? He asked if there is a way to re-word the timelines in order to make sure the most important homework is being done and completed. He added that certain classes are called flip classrooms - where you learn the

homework material and practice it in class. He said that if the student hits the time limit before s/he can learn the material, it would become problematic, as then s/he cannot do the work in class. Ms. Bryant said that the policy is a good safeguard so students will not get assigned more homework than allowed by the policy, but a lot of students may exceed that by choice. She said there is a need to restore more recess time during the day; this would help achieve better behavior, more attention, more focus, and studies have shown that students need breaks. She said that some of the homework guidelines have some vagaries - for example, reasons students can ask for an extension on an assignment should be defined, because leaving it to a teacher's discretion, with no guidelines at all, may become problematic, as questions of fairness could be raised. Mr. Freudberg said that subcommittee meetings to discuss this should happen as soon as possible, as students led this proposal way back in June, and we do not want to lose sight of it. Ms. Hugo said she is hearing from kids that they can have multiple tests in one day, and asks if the Superintendent can see if staff can coordinate when tests can be given, such as for certain classes on certain days.

Fuller Middle School Building Project Update

Mr. Freudberg said that this was a regular item on the agenda before the debt exclusion vote, and now that the project has been in process since June, this is for a quick update. Project Manager Joel Seeley and Onsite Project Manager Bob Smith from SMMA said this project started off with public hearings, and approvals from the Conservation Commission and the Planning Board, as well as had neighborhood meetings. Mr. Seeley said that they had put out a bid a siteworks package, which was awarded and then started construction. He said they have submitted the 60% construction drawings and cost estimates to MSBA, and the project is on budget. He said that construction started in late June and included the construction fence, the temporary bus and parent dropoff, and staff parking lots at Fuller, Farley, and McCarthy, and are commencing earthwork around the building footprint area in preparation for foundation work. He said that bidding on the foundation and structural steel package is happening right now, and they anticipate bringing the bids to the School Building Committee at the September 16, 2019 Meeting.

Questions. Mr. Wadland said he has heard that in the afternoon, parents have been coming early to pick-up, to try and avoid traffic, even up to 45 minutes early, and asks if this is causing the traffic to back up even more. Mr. Seely said that historically this area has had traffic issues with the morning and afternoon pickups, as well as people cutting through due to Union Ave construction. He said that there needs to be more education and sharing of information to parents for optimal times to show up for pickup, and how well they will be able to move the line through for release. Mr. Alexander asked if a constituent's suggestion of possibly reducing bus fees for parents affected by this would be feasible. Mr. Lynch said that fees cannot really be decreased for one school and not others - it would not be equitable. He added that any elimination of fees would need to be offset by finding money in the operating budget, as the revenue from the fees helps pay for the bus contract. He said he would not recommend reducing the fees at this time, and suggested having a conversation during the FY21 budget discussions. Mr. Alexander agreed. Mr. Epstein said that at tomorrow's Finance and Operations Subcommittee meeting, transportation is listed on the agenda, so it could also be discussed a bit there. Ms. Bryant asked if there was enough parking for Fuller staff during the

construction, as well as if someone was selected by the Mayor to fill the empty spot on the School Building Committee. Mr. Seely said they built 140 spots in front of the building, which is more than the 100 spots needed for teachers and staff. Mayor Spicer said there was a recommendation given to fill the spot on the committee, but it needs to be approved by the City Council. Mr. Finlay said when looking at the possibility of reducing or getting rid of bus fees, they will also have to look at the ramifications of how many additional students will be put on the bus, and if that means adding more busses, which would mean more cost.

Report on the Fuller Middle School Turnaround Plan

Assistant Superintendent of Secondary Education Anne Ludes and Interim Principal of Fuller Middle School Kerry Wood presented slides on the Fuller Middle School Turnaround Plan that included the vision for students and educators, the alignment between turnaround practices and educator standards, and information on the four turnaround practices, as well as implementation, measurable annual goals, and progress monitoring.

Questions. Ms. Pascual said it is great to hear that there is a second assistant principal, that it sounds like a lot needs to be done in a crunched time period, and want to make sure you are provided all the support needed. She asked if updates can be given at all progress monitoring stages - to start to track the plan and make sure we are keeping accountable to a measurable goal, and have a standard to meet. She said that in this plan, a lot of ownership is put on the students, but the District needs to share the ownership - what it means to value education and to have an environment in which they can speak up, and suggests looking at how to create that environment, and how to get the kids more involved as being stakeholders. Mayor Spicer said the plan requires many levels of engagement, such as with parents, and she sees it as an opportunity to find those kernels of measured success, and look at ways to maximize success that potentially can be used in other locations. She said that if we learn from those best practices it will move the needle forward for some of our most fragile learners. Ms. Bryant said that middle school is a critical time of learning, because it just precedes high school and graduation. Mr. Freudberg said this will be put on the agenda again later in the year.

Vote on the New Long-Term Contract Beginning July 1, 2020 for the Superintendent Dr. Robert Tremblay, as Agreed to Between the Parties

Mr. Freudberg gave a summary of the School Committee's actions since they started negotiations with the Superintendent - including meetings that were held and postings made. He also gave a summary of the proposed contract - the time period from July 1, 2020 to June 30, 2026, a \$225,000 base salary, a minimum percent increase equal to the percentage increase in the Consumer Price Index with an annual cap at 3% and percentage increased based on his annual evaluation from the School Committee.

Motion: To approve the Long-Term Contract Beginning July 1, 2020 for the Superintendent Dr. Robert Tremblay, as Agreed to Between the Parties.

Moved: Mr. Finlay **Seconded:** Mr. Epstein

Discussion: Mr. Finlay said that he thinks that this contract was negotiated fairly, there is a need for stability in the system, and the attorney was present during the negotiations. Ms. Bryant said she loves Dr. Tremblay, but agrees with people who spoke earlier about not rushing it, and does not agree that the public could weigh in on it since June, as was mentioned in Mr.

Freudberg's opening remarks. She said that she doesn't think we (the School Committee) really considered both sides, and instead led with our hearts, and that it is unbalanced in regards to termination. She said she doesn't think the contract should double down on cost of living increases and other increases, especially when the City just approved the Fuller increase and school budget. She said it is not to say that we cannot go with the proposal, but she thinks we need to spend more time to tweak certain things, and it was mainly the process that was found wanting. She said she was offended that the press release said the Committee voted to extend the contract, as it really doesn't count until it is voted on in Open Meeting, and it was not proper to be announced beforehand.

Motion: To table this vote.

Moved: Ms. Bryant

Seconded: Ms. Pascual

Mr. Epstein said with a contract, what is most important is that they are competent, of good character and it should reflect your feelings about them. He said that although three-year contracts are standard, with seeing all the changes and positive progress that Dr. Tremblay has made, it does not equal an average three-year contract. He said he did not want to run into a situation where the new committee would only know the Superintendent for six months when conducting negotiations, such as would happen with a five-year contract. He added that this committee has had 18 months of experience with the Superintendent and a complete evaluation, and therefore is very well-positioned to make that decision for the contract. He said the evaluation is where the public needs to give input; there was a very extensive evaluation and the public should turn up there, and not many did, so the assumption would be that they thought everything was fine. He said that future committees have plenty of control within evaluations which help determine raises, and a two-thirds vote at any point can bring the contract back to the negotiation table. Mr. Freudberg said that he wanted to clarify, due to a member questioning, that according to Policy BEDD, debate on a motion to table is allowed before calling the question. Ms. Pascual said that members are elected by community members to be a voice for the community, and to uphold and respect tax dollars and the public education system. She said that the Committee has had several contracts come into question this year that have had to be looked at, and this one should be looked at more. She said that this vote is not about Dr. Tremblay, it's about the process and doing what's best to serve the public in an open and transparent manner. She said only two districts in the entire state have said they have a six-year contract, and it really concerns her that teachers were not brought into this matter. She said that the current contract does not expire until June 2020, and four members of this existing committee are going unopposed into the next election, so there should be no need to rush on this. Ms. Maskell said it was a unanimous vote in the last meeting (executive session), but two members decided not to come; it was gone over with a fine-tooth comb with the attorney there. She said when working with Dr. Tremblay you know his work ethic, and she is excited he wants to be here for six years, as there has been a lot of turnover in the last decade. Ms. Hugo said she is careful, as the past superintendent's contract didn't go well, but from all stakeholders it does seem like Dr. Tremblay is an excellent fit for Framingham. She said that it is the Committee's goal to make sure to have measurable annual goals that are specific to student achievement, and school accountability data consistently approved, and if that is not the case, then there should be just cause. She said that the Committee needs to give him their full confidence that they will work with him as a team to make sure that he is the

best Superintendent for the City of Framingham, for the benefit of our kids. Ms. Bryant said she wanted it on the record that she objects to Ms. Maskell's comment apologizing to Dr. Tremblay for it being a political year, saying it was a miscategorization of people's motives. She asked if seven members are already going to vote yes, and that's not going to change, why can't there be more time for the public to get a feeling of readiness, research, and feel sure about it? Mr. Finlay said the members that asked for this to be tabled did not express this at the meeting they came to (the first executive session on the matter), didn't come to the last meeting (the second executive session prior to this meeting), and didn't bring it up prior to now. Both Ms. Bryant and Ms. Pascual said they did bring up their contract concerns in the executive session they attended. Mr. Freudberg said he was originally thinking four years was a good term, but after listening to colleagues and Dr. Tremblay, and him saying very publicly that he wanted to be here to see the kindergartners he started with graduate, he is in agreement with six years. He said that the statement he read early with contract information was not required, and members can't ask for transparency and then criticize the press release that was specifically done in the interest of transparency to promote the fact that there was a deal. He said they are voting tonight to release executive session minutes, and these will show a lot of facts if the vote passes. He said that the negotiations did go quicker than he thought it would, but that is due to the collaborative relationship and commitment of this Superintendent to remain in Framingham. Mr. Alexander said he does not think the process was rushed, it has been on the docket since June, and it was based a lot on his job performance. He added that everyone completed the evaluation, and it was public record. He said that he understands that educators have some concerns, but he thinks the Superintendent will be faithful in addressing that with them, and educators should come back and express if it is not satisfactory.

Mr. Freudberg restated the **Motion**: To table the vote until the meeting on October 16, 2019.

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

Main Motion: To approve the contract as agreed to between the parties; the Superintendent Dr. Tremblay and the School Committee.

Discussion: Mr. Wadland requested a roll call vote. Ms. Bryant asked for a friendly amendment. Mr. Freudberg said that the contract is not eligible for edits.

Roll Call Vote: 7-2-0

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

Superintendent's Update

Dr. Tremblay reflected on the discussion of his contract and some of the comments from public comment. He said he is not going to be able to fix overnight what he views as a lot of years of not minding the house in a way we should have been. He said that at the state level the established baseline for student achievement continues to change, which is hard to then have a comparison point if using just MCAS or the State alone. He said that the Teachers' Association and he are going to debate all the time, as that is a healthy way to run a school district, to push on each other. He encourages everyone to sit down with him, shadow him, and see the day-to-day work, to get a depth beyond the public popularity. He said he has a debt of obligation to the community that he takes very seriously, and his intention and heart is to be serving this community which deserves stable leadership. He said one of the common reasons

why superintendents do not stay more than two years are so are due to burnout, as they often have to educate the committee while at the same time prove their worth, and it is impossible to please everyone. He said that his beginning visits showed him the tremendous disparities within the district, and if we had kept doing what we were doing, we would be in some sort of receivership, and not just a couple of our schools. He said that the second reason that superintendents commonly leave is to chase the paycheck, which he does not want to do.

Dr. Tremblay said for the **student achievement update** he wanted to discuss the theme of this year being welcoming; on the first day of school, students were welcomed with smiles, words of encouragement, and even some mascots. He talked about the importance of engagement, and making students feel valued and have a sense of belonging. He welcomed Kerry Wood as the Interim Principal at the Fuller Middle School, and Dr. Marguerite Lackard as the Principal of the King Elementary School. He thanked Dr. Wong from the Department of Public Health to address concerns around EEE, which is why there won't be too many evening events. He said that the Back to School Picnic is taking place on September 6, 2019. He said he would like to acknowledge two Eagle Scout projects. He said student Brad Bogovich is re-doing the Memorial Garden in front of the High School, and purchasing a plaque in memory with all the names of former Framingham High School students who were killed in the 9/11 attacks. He said that former FPS student Devin Maskell met with him and is working on helping Framingham be an active participant in the 2020 census. He added that the census provides useful data and directly translates into funding for emergency services, roads, and schools. He said that Devin will have a table with information at the Back to School Picnic.

Executive Director of Finance and Operations Lincoln Lynch said that as of now the **FY20 Budget** has expended just over 3.3%, and have encumbered just under 15%. He said that most of the encumbrance is transportation contracts and Special Education out-of-district tuition costs. He said that this is right on track, and moving forward his department will be projecting earlier than last year

Dr. Tremblay presented his **goals**, which were presented at the previous meeting, with added feedback incorporated; which included sub-diving the facility goal and adding a student attendance goal. His goals are: to have an inclusive, hands-on planning process designed to build district and school capacity and coherence while also building community understanding and support for a new, three-year district plan, a Framingham High School Space Utilization Plan, a Framingham Public Schools Long-Term Facility Plan, Pre-School Expansion Research & Implementation Plan, Enrollment & Facilities Planning and for 90% of Framingham Public School students (K-12) to attend school more than 90% of their days enrolled during the academic year - exceeding the current targets set by the Massachusetts Department of Elementary & Secondary Education.

Discussion. Ms. Pascual asked to be a part of the workgroup regarding high school space utilization, as she is the high school liaison. Dr. Tremblay suggested possibly discussing this in the Facilities Subcommittee, instead of having individual members as part of the working group, but he said he will defer to the Committee on that decision. He added that the meetings are scheduled to accommodate students in the early afternoon. Dr. Tremblay said he will be

sending information out through the principal; they will be sending out a survey to anyone who is interested to be part of it, in order to make sure have good representative sampling across the student body and have every department ideally represented in the conversation as well. Ms. Pascual asked if there is a utilization report of all the schools. Dr. Tremblay said only one was completed on the high school, as that is where we see the enrollment projections to be the highest. He said that they can be done, but it comes at a cost, because they have to work with someone who has some expertise. Ms. Pascual said that it is important to look at where we have space that we are not utilizing, especially when looking at administration and renewing the lease at Perini, Pre-K-K, etc. and how to maximize that, and suggests that this be looked at in the Facilities Subcommittee. Mr. Wadland said that the High School Utilization Workgroup is within the Facilities Subcommittee's purview and strongly suggests that they be extended an invitation to participate in those groups.

Ms. Pascual asked what the current student attendance baseline is, and asked to see where every school is with attendance to be able to compare in the future for this goal and be able to monitor. Dr. Tremblay said the targets have changed as the state changes them every year. Dr. Tremblay said according to the 2017-2018 data 13% of our students were chronically absent and 34% were absent ten days or more. Ms. Hugo said that the statistics say that absences of ten days or more affects future drop-out rate, and failing grades. She said that the goal of 90% equals around 18 absences, based on 180 days of school, and she is concerned about this amount. Dr. Tremblay said that there is sometimes limited control over the amount of absences, but it was important to set a mark. He said this percentage is higher than the state's expectations, and will allow us to look closely at how we manage our database and what our practices are, as well as try and make families understand that taking vacations during school days has a residual negative impact on the performance of the district. He said that there is a challenge that has to be addressed with the state, because there is not a provision necessarily for kids who are hospitalized; no forgiveness for that. Ms. Hugo said she would also like to see the new DESE evaluation tool to make sure the committee is on the right page and not missing anything. Dr. Tremblay said the state provided some starting information and the only thing that seemed to have changed was the rubric; and he is happy to adopt that as a pilot, which would need to be voted on together.

Ms. Pascual said she received feedback that the Back to School Picnic signs were seen more in some communities than others, and suggested thinking about how the community and stakeholders can help contribute and distribute those signs. Dr. Tremblay said there was a live map showing placement of every sign, and Mr. Freudberg said there was an email asking members for any recommendations for placement of the signs.

Motion: To approve the Superintendent's goals.

Moved: Ms. Bryant

Seconded: Mr. Wadland

Vote: Unanimous (9-0-0)

Subcommittee Reports

Mr. Epstein said that four warrants signed for **Payroll and Bills**.

Mr. Finlay said will be having a **Facilities** Subcommittee Meeting on September 25, 2019.

Ms. Hugo said she will poll the Office of Teaching and Learning and subcommittee members to see if can have an **Accountability and Student Achievement** Subcommittee meeting on September 9, 2019 or September 16, 2019.

Mr. Fruedberg said that there will be a **Communications** Subcommittee meeting on September 23, 2019.

Approval of Grants/Gifts/Field Trips

Motion: To approve the July 17, 2019 Open Session minutes.

Moved: Ms. Hugo **Seconded:** Ms. Bryant **Vote:** Unanimous (9-0-0)

Motion: To approve the August 7, 2019 Open Session minutes with the suggested edits, except for the addition around a header for public hearing.

Mr. Freudberg said he is the one who suggested that edit as he wanted it just to be shown that there was a public hearing section, but he is fine with that friendly amendment.

Moved: Ms. Bryant **Seconded:** Ms. Pascual **Vote:** Unanimous (9-0-0)

Motion: To approve the August 7, 2019 Executive Session minutes as approved in Executive Session.

Moved: Mr. Wadland **Seconded:** Ms. Maskell **Vote:** 8-0-1

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

Motion: To approve the August 21, 2019 Executive Session minutes as approved in Executive Session.

Moved: Ms. Maskell **Seconded:** Mr. Epstein **Vote:** 7-0-2

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

Motion: To accept the cash gift of \$1,000 from Spanish Ministry of Education for MA to Support the Visiting Teachers Program

Moved: Ms. Hugo **Seconded:** Ms. Bryant **Vote:** Unanimous (9-0-0)

*Ms. Pascual left the meeting.

Second Round Public Comment

Robert Bolles said that he likes Dr. Tremblay a lot, and was at both interviews when he interviewed for the job. He said now that he has a six year contract he hopes he is alive to see him get rid of school choice, save money on bussing, and make our schools compatible from which they have not been for many years.

Adjournment

Motion: To adjourn.

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

Meeting adjourned at 10:21 p.m.

Meeting Materials

Agenda

Letter from Parks and Recreation in Support of Renaming Field
Letter from Parks and Recreation Director in Support of Renaming Field
Letter from City Council in Support of Renaming Field
Plan for Updated Lower Athletic Field at Walsh Middle School
Proposed Policy IKB: Homework
Fuller Middle School Building Project FAQs
Fuller Middle School Turnaround Plan Presentation
Fuller Middle School Turnaround Plan
Contract Overview
Proposed Contract for Superintendent Dr. Tremblay 2020-2026
Dr. Tremblay's Current Contract 2017-2020
Letter in Support of Proposed Contract
Public Comment Regarding Proposed Contract
FY20 Budget Status
Slide for Superintendent's Proposed Goals
Superintendent's Proposed Goals
Warrants
July 17, 2019 Open Session Minutes
August 7, 2019 Open Session Minutes
Gift from Spanish Ministry of Education for MA

These minutes were approved by the Framingham School Committee in Open Session on October 2, 2019.

These minutes were sent to the City of Framingham for posting on October 3, 2019.