



# Framingham Public Schools

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

## SCHOOL COMMITTEE

Adam Freudberg, Chair • Gloria Pascual, Vice Chair • Tracey Bryant, Clerk  
Noval Alexander • Geoffrey Epstein • Richard A. Finlay  
Beverly Hugo • Tiffanie Maskell • Scott Wadland  
Yvonne M. Spicer, Mayor  
73 Mount Wayte Avenue, Second Floor, Framingham, MA 01702  
Telephone: 508-626-9121 Fax: 508-877-4240

---

### SCHOOL COMMITTEE: OPEN MEETING MINUTES

**DATE AND TIME:** November 13, 2019 at 7:15 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 Smart, Chair of Student Advisory Committee  
Anne Ludes, Assistant Superintendent of Secondary Education  
Amy Bright, Assistant Superintendent of Elementary Education  
Matthew Torti, Director of Building and Grounds  
Lincoln Lynch, Executive Director of Finance and Operations  
Framingham Police Chief Steven Trask

---

The Chair called the meeting to order at 7:33 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 in regards to review of 2010-2017 executive session minutes redactions for continued non-disclosure or release, approval of executive session minutes, and to hear three specific grievances from Units A and T.

### Public Comment

FTA President Christine Mulroney said that on behalf of the FTA leadership, they want to congratulate the community members who won seats on the City Council and School Committee. She said that public service is not for the light of heart, and their interest in this work is admirable. She said that they hope the newly elected members have familiarized themselves with the issues we face together; supporting this diverse and strong community has its challenges as well as its rewards. She said they may have heard educators from around the district advocating for what their students need to be successful, seen them talking about their increased workload, and heard from administration when they provided data on what supports schools have in place. She said that at times, the data the administration provides does not adequately describe what is happening in practice at the building levels - sometimes materials that every student needs to be successful are not available, and there are times that student supports for social emotional needs and english language support are stretched too thin to support the level of help needed. She said that daily, teachers' time is maxed, and the physical and logistical demands of preparing for a lesson get overlooked. She said that the educator's voice has been diminished, and there is a feeling among staff that there is no appreciation for the actual work that educators do daily. She said that it is disappointing that Framingham will lose high quality educators who are dedicated to this City and their students, because administration won't trust their expertise. She said that she hopes we can move forward in a professionally respectful way - one that acknowledges educator expertise and boots on the ground experience, along with the administration's perspective.

Nicole Karpierz said that they want families and the Framingham community to know that although conversations have quieted down, things have not changed. She said that teachers still have concerns and they are growing exponentially, and the District has much more serious issues to deal with besides the micromanaging of curriculum that already exists. She said issues like classrooms being evacuated on a daily basis, across the entire district, due to behaviors, and the fact that there are not enough support staff to address these behavior issues. She said that they get new students on a daily basis, the majority of whom are non-English speaking language learners. She asked what the plan is for those children - are we going to add more support or are we just going to say that if a teacher is SEI-certified, that they are able to teach the non-English language speakers to speak. She said that she would love to plan for these students, and all the other individual needs of her students, but she has been stripped of her planning time, and continues to watch the gap of our neediest students grow on a daily basis. She said that this mandate was done in the name of consistency, however it's being done differently in every building and there are varying degrees of preparation time at every level across the district. She said that the message that has been put out is that the sky is not falling in Framingham. She said that her colleagues and her are here tonight to tell you from the ground level, it is; and our students are going to bear the brunt of it.

Ilana Clift said that she is a teacher at Hemenway and is here about missing prep time every other early release day on Thursday. She said that this amounts to about five hours for the year, and although that doesn't seem like much, to an overworked teacher, they need every single ounce of prep time they can get. She said that they have been told there has been past practice of teachers not getting their prep time on early release days, snow days, holidays, etc., and these are all being lumped in together. She said that it is important that everyone knows that they have never had prep time scheduled on Thursday afternoons before, so this is a new problem, and not past practice. She said that they were told that they do not need that time on half days as they have less time with kids, but this is still a full day for teachers - meeting with families or in professional development. She said that they need to meet with other teachers, look at student work together, communicate with parents, submit lesson plans and so much more. She said that they are not just prepping for that afternoon, and it is insulting to suggest that. She asked to please reconsider and give them the amount of prep time that they are owed according to their contract.

Nikki Fisher Quittmeyer said that she became aware that there is a new campaign pushing Framingham to participate in the United Against Hate Week, with a resolution, and subsequent ongoing activities that was just launched. She said that when she read about how it had been launched in the Framingham Source, she reflected on her own observations over the past two years in Framingham, and feels that it is important that we reflect on our actions, ordinances, and City-wide actions that directly contributed negatively to this discussion. She said that most of the people being asked to vote on these measures are White, and the individual promoting this community event is expressing White outrage at these events and demanding action. She said that if we are going to be radically honest, and make a meaningful difference we need to act differently - the group voting, acting, and enforcing policy needs to stop and reflect on what they contribute to these issues that brings us to this point where we are now so outraged about its impact. She said this is being seen through recent incidents affecting our children, while not holding each other accountable for our own contributions. She said that the language and content she has observed being regularly used by well-meaning community members, who would never agree to be associated with any kind of racial bias are numerous. She said she would suggest that we start with some meaningful introspection of our White fragility and how we are interacting in our own community, and what are we doing to hold each other accountable. She said she is donating books for the entire City Council and School Committee from a top sociologist in this field. She said that if we are serious about making changes in our community, it starts with educating ourselves.

Brandale Randolph said that next week across this country there will be United Against Hate Week for the days between November 17th and November 23rd, which will include hosting events to educate the general public about the pervasiveness of hate in our society and in our country. He said that as a City he thinks it is important, in light of recent actions, that Framingham takes a part. He said how we do this is up to us individually, as well as within working organizations, as to how this will take place. He said that they are still planning several events and are going to be involving a lot of community activists and organizations to be a part of this. He said there are three things they wanted to state emphatically tonight because the rhetoric online and everywhere else has gotten out of hand. He said that first, he has no

interest in running for any office whatsoever, and his intention in being part of this event is to create an atmosphere in which we create a better community for all our children, and particularly the most vulnerable. He said secondly, the key phrase in Framingham United Against Hate is “united”; as many scholars have noted, there can be no unity without healing, there can be no healing without atonement, and there can be no atonement without first having self-reflection. He said that it is his hope that we don’t re-emerge with more empty rhetoric, and instead emerge with more bold policies to help cure some of the ailments of our communities. He added that the creation, adoption and execution of those policies will not be easy. He said that finally, he is very disappointed at a lot of the rhetoric that has happened over the last couple of days. He said that this is a city that he believes can show the world what happens when we put aside our petty differences and bond together in unity and stand together against something that threatens the future for our children, particularly those who are most vulnerable.

#### Announcements from the Chair

Mr. Freudberg said that he wanted to remind members about subcommittee minutes as they are wrapping up their two-year term. He said that if they are not planning on having another subcommittee meeting, they can approve subcommittee minutes at our last open session meeting. He also said that, as a reminder, all subcommittee audio recordings have to be online within three business days, per policy. He said that a transition letter was sent to School Committee members-elect and they were invited to the MASC conference last week. He said the Committee voted to allow them to join the school committee meetings at the table - as non-voting members, and this will help members get to know each other as they get ready for the Inauguration on January 1, 2020. The Chair proposed to move the agenda around - to allow Chief Trask to speak about crossing guards, after members-elect introductions.

#### Introductions by Newly Elected School Committee Members

Members-elect introduced themselves with a brief background on why they decided to run for School Committee: Karen Dempsey/District 2, Priscila Sousa/District 5, Jessica Barnhill/District 8, and William LaBarge/District 9.

#### Crossing Guards

Framingham Police Chief Steven Trask said they currently have seventeen crossing guard posts and nine guards to fill those posts. He said that three crossing guards resigned in August, they hired other individuals and two resigned right after being hired. He said that they tried to recruit cafeteria workers who might be interested, with no success. He said due to this they had to suspend crossing guards at two locations: the Potter Road post and the Walgreens School Street post. Mr. Wadland asked for the Chief to elaborate on how they arrived at this decision, and who is in charge of the decision. Chief Trask said that bussing routes and bus stops fall under the School Department’s jurisdiction, but walking routes follow under the Police Department. He said that they have been looking at doing this for a year, and added that health benefits were taken away from crossing guards,, which has lowered the interest in the position. He said that this operational decision to suspend crossing guards is his, but he communicated with others and collaborated beforehand. Mr. Finlay said it is true that the bus waits at crosswalks for people to cross, and there are not walkers that are crossing at the Walgreens post. Mr. Epstein said that there are 3,000 walkers, and asked how much it cost for

the retirement benefits for cross guards. Chief Trask said that when the District switched to the insurance company GIC, part-time employees became noneligible for benefits; only those employees that were grandfathered in. Ms. Hugo said she is concerned about the Potter Road post not being covered, as there is a hill right there and cars often are going fast. She asked if auxiliary police are an option. Chief Trask said that crossing guards are unionized, and that auxiliary police often have other jobs. Ms. Hugo said some areas have flashing lights for when someone is crossing the road, and is that an option for safety until they hire more crossing guards. Chief Trask said that it could be an option, and they have done this in the past when having to get rid of a different post. Ms. Pascual asked for data for all routes and how many walkers are at each one. Chief Trask said that they look at this in the fall and in the spring, and that some are crossing only one child. He added that some students who are listed as walkers are actually being driven by their parents, so the data about who is listed as a walker is different than who is actually walking. Ms. Pascual said she is concerned about walkers on the Southside. Chief Trask said they have not gotten rid of a Southside post in over ten years. Mr. Freudberg said he wants to make sure that there is a plan to contact and have a conversation with every child's family who got their route cut, as part of an individual case management plan. Dr. Tremblay asked Chief Trask for help in figuring out who the regular walkers are.

#### Presentation and Discussion on Power Purchase Agreement for Solar for the Fuller Middle School Building Project

Framingham Sustainability Coordinator Sean Luz, SunPower Senior Director for Commercial Markets Chris Cantone, and Power Options Director of Innovations Kristen Patneau presented an introduction to options for a Power Purchase Agreement (PPA) for solar for the Fuller Middle School. Mr. Luz said when they were looking to explore renewable options for the Fuller Middle School, they found that the best option was a PPA. He said they are still developing plans for the Fuller Middle School and a good way to reduce cost is to introduce solar at the same time as developing the parking lot, instead of doing it after.

**Questions.** Mr. Freudberg asked if their statement about no up-front capital needed for a PPA included drainage needs caused by canopies, as it was discussed at a recent Building Committee meeting. Mr. Cantone said that this falls into the final design work, and they will have to consider it and see if it could be wrapped into the PPA. Ms. Pascual asked about any solar options for the roof of the new Fuller building. Mr. Luz said roofs are the first thing they look at, before solar canopies. He said that the more costly option is usually solar canopies, but when looking at Fuller there was not a lot of room on the roof, so the solar canopies ended up being the better option and more economical. Ms. Pascual asked if solar panels on the roof were thought of during the designing of the building. Director of Building and Grounds Matt Torti joined and said that the building was created solar ready, but the elevation and solar gain is not as optimal as the solar canopy would be. Ms. Pascual said looking forward we should make sure that buildings are solar ready, whether it be the roof or canopy. Ms. Sousa asked many questions including: if the tax credit that is about to go down on residential will have any affect on this municipal project, with the finite amount of energy what happens if there is a need for more power, how they are looking to store the power, and what happens to the PPA after 20 years? Mr. Cantone said that the tax credit is stepping down 30% to 26%, but part of the benefit of being a member of Power Options is that they have taken precautionary measures and will take that amount on, but if you were to do something in the future you would see step downs. He said that the panels they will use have a very low degradation rate -

half of what is typical, and would still have enough production; it will never be disconnected from the grid. He said you will always have access to power. He said that they are exploring storage options right now; they have to look at siting and what it looks like for design. Mr. Finlay asked what is included in the warranty on the twenty-year plan. Mr. Cantone said that SunPower is responsible for the operations and maintenance, the panels are warranted for 25 years, and at the end of the 20 years they would look to renew. He added that the panels have a lifespan of 40 years, and they monitor the system to see if it is producing what it is supposed to be, and do maintenance and fix anything damaged or broken at least once a year. Mr. Wadland said there are other options with the same benefits by owning solar panels, as discussed at the MASC Conference, and would like to make sure the committee is doing their due diligence on procuring solar. Mayor Spicer asked about the curriculum piece of the Lead the Way Engineering Program, and what grades it involved. Mr. Cantone said it involves grades K-12 and even advanced Ed. Mayor Spicer asked about incorporating EV stations and LED lighting. Mr. Luz said they have been talking about this, including in the School Building Committee meetings, to integrate LED lighting with the canopy system, and implementing electric charging stations; in some cases the stations can be mounted on the columns of the canopy themselves. Ms. Bryant asked if it would be more advantageous to include solar panels on the roof now, while the school is being built. Mr. Luz said when they looked at solar panels very early in the beginning and the intent was to serve a lot of the buildings' electric load; there is space on the rooftop, and they can go back and look again, to see if that can be included with the proposed (carport) canopies. He said that if they produce more energy than the schools use, it can be applied to other municipal electric accounts. Mr. Epstein asked why we cannot start this project for all the other schools. Mr. Torti said they are looking at solar within capital projects with the Brophy stormwater project. He said they are going to continue looking at them while looking at parking lots of the schools. Ms. Dempsey asked if the solar canopies would allow access for handicap vehicles, and asked if there was a price difference between solar panels and solar canopies. Mr. Cantone said there is a major price difference, but with the Massachusetts Smart Incentive Program, there are extra incentives for solar canopies, which brings it closer towards having the same benefit. He said that the canopies are designed for emergency vehicles, which are higher than the vans.

Approval of Proprietary Specification for Materials for the Fuller Building Project, as Required by the MA School Building Authority, and as Requested by the School Building Committee on October 28th

Mr. Freudberg said that the item to be voted on has been reviewed by the architect and they agree with the recommendation. He said this vote is a correction to the list approved by the School Building Committee at the June 3rd meeting, and adds distech controllers to the description which were inadvertently not included in the original list that was approved by the School Committee on June 5th. He said that this new addition was approved by the School Building Committee on October 28th.

**Motion:** To approve the proprietary specification for materials for the Fuller Building Project.  
**Moved:** Mr. Finlay                      **Seconded:** Ms. Hugo                      **Vote:** Unanimous (9-0-0)

Superintendent's Update

Dr. Tremblay said that for the **Student Achievement Update**, the Bilingual Department has been looking at long-term forecasting, as part of the FY21 budget process, and for facility

needs. He said that they are looking vertically at the needs of the programming to make sure they are being thoughtful about where programs exist, so they do not have disjointed programming and to look at the 10-20 year forecast. He said that they can look ten years out, in what might be needed for staffing, etc., based on the current programming they have with dual language programs, etc. He said that they are doing a similar exercise with the Special Education Department in order to make sure they have a continuum of services. He said currently not all programs afford students the opportunity to move with their typical like peers when they move from one school to the next; from elementary to middle. He said that the programs were put into place out of necessity, but also often where space was available, and they are trying to be more intentional about this. He said that both assistant superintendents - of elementary and secondary education have been working with administrators on deep data dives; looking at data points such as absenteeism, student engagement, discipline, and root causes. He said that this work will dovetail into strategic planning. He said that he would like to address some topics from Public Comment: He appreciates the hard work teachers are doing, and knows it is a hard lift; but he thinks it is a passing challenge as we right the district-wide operation. He said that he will try and work with teachers, but there are expectations, and there are some schools under-performing which needs to be addressed. He said that we are expecting a high level of rigor in education in our community, and it is not a failing of our teachers or administration - it is a failing of not having an organized scope of sequence and thoughtful curriculum that's measured and put in place with expectations that will actually complete the work that we started. Ms. Pascual asked for a timeline for the behavioral programs and social emotional needs programs and cohorts. Dr. Tremblay said that as part of the budget, they have an earmark from the Senate for a three-year Social Emotional Learning Plan, and are currently in year one; this is a million dollar investment from the State. He said, recently what seems to be more problematic are student behaviors, which he is aware of and that needs to be addressed. He said that there is a forum coming up at Stapleton with a speaker on this topic who has led professional development before. He said they are looking to support staff and have an expectation of consistency for consequences across the district for student behaviors, and to make sure we are not reinforcing disruptive behaviors. He said that behaviors are often a manifestation of other things that are going on in a child's life. He added that the answer is not always adding more people to the equation; one, it's expensive and two, there is a need to look at if we are allocating the resources in the right way in our schools. Mr. Finlay said that there is a need to work on a solution for behaviors on the busses as well, since we are losing drivers due to them. Ms. Pascual asked about the timelines for behavioral programs, such as at Cameron, and making sure all schools have resources, as it seems like the only choice is for students to go to Cameron, since their needs can't be met in programming in other schools. Dr. Tremblay said this will be part of the vertical alignment conversation that will happen next with the Special Education Department; adding, this is harder to do than looking at the Bilingual Program, due to the need of space.

Mr. Lynch said that within **FY20**, the largest amounts encumbered are for out-of-district tuition and transportation. He said that the District is at about 37% encumbered plus expended which is right on target. He said that his department will be monitoring open purchase reports and sending year-to-date budget reports to all schools and all departments. He said that in the future they will be looking to see what purchase orders can be closed and reduced, so at end of year the budgets are not left with available balances. Ms. Maskell said that the amount for

out-of-district tuition is almost at 100% already, and asked if he anticipates going over the budgeted amount. Mr. Lynch said that they encumber the entire tuition at the beginning of the year, and with the City allowing the District to carryover the FY19 Circuit Breaker Fund, that will be used first, then the operating budget, and anything over that we can use the FY20 Circuit Breaker Funds. Mr. Lynch said that the **Food Services Negative Balance Report**, as of last week was \$36,276.89, and said that it is too early to really consider a straight line projection. He added that he will be working on different projection types in future. He said, so far they made over 619 phone calls and texts and sent 697 letters out regarding negative balances. Mr. Alexander asked for a status report on Free and Reduced Lunch applications, as well as historical data. Mr. Lynch said he will have this for the next meeting. Mr. Lynch said that the **FY21 Budget** process was started the first week in October, he sent out request sheets to all directors and principals to be filled out. He said that there is a master sheet now, and budget meetings have started. Ms. Hugo said she attended a meeting with the Lieutenant Governor yesterday who said the state coffers are very healthy, which is good news for Capital Aid. Mr. Freudberg said that the **Capital Budget agenda item** can be deferred to another meeting, as it is not timely and members were not given the Mayor's Subcommission until 4:00 p.m. today. He said that the Chief Financial Officer also offered to attend a meeting, but was unable to attend today. All in agreement to defer this agenda item for a future meeting.

Mr. Freudberg said the **joint proclamation request for Framingham Stands United Against Hate** came in this morning from the City Council Office. Dr. Tremblay said that we have faced these acts of hate and racism in schools and communities, and need to talk about what action to take, so when this was presented as an opportunity to engage our school community in conversations he willingly offered up whatever school space is needed for a community conversation around that. He said offering space is the school department's current level of involvement. Mr. Freudberg read the proclamation into the record. Ms. Hugo said that she supports lending the School Committee's name to this request, especially in lieu of horrendous acts that have happened in the past few weeks on social media and other physical acts. She said it is necessary to educate our entire community and protect our kids and show our support.

**Motion:** To approve the request of lending the School Committee's name to the proclamation.

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

**Discussion:** Ms. Pascual said we have been dealing with lots of different issues of hate in our community for some time now, specifically around racism which is why the Racial Equity Subcommittee was created. She said that most recently, work has included starting many different initiatives to address the curriculum and policies, looking at hiring diversity and professional development for our staff. She asked what are we really supporting with this proclamation, who started this initiative, and who is going to run this? She said in order to be serious about this matter, it is not about a proclamation or a resolution or an ordinance, it is about the work we do. She said she has watched this Committee hold up an Equity Audit for over a year, so if the intentions are real, to be able to come and do this, and not just get behind it as a photo opp this evening, to say we are going to get behind this, she wants to know what we are actually going to do. Ms. Bryant said she felt there needed to be some questions and answers, to get to the point where there is an understanding collectively, on where we are going with it and what would be occurring that week. She asked what actions would we be committing to, and at what locations will the events be held; since they were due to take place

next week? She also asked who were the members of this newly formed group, driving this initiative and the Framingham Stands United Against Hate Week. She said she'd spoken to many community groups that do this type of work and none were aware, contacted, or engaged in the planning. She said she researched the United Against Hate Week and it's primarily in 5 counties in California - Oakland, Marin and 3 others. Mr. Freudberg said while these were great questions, the motion is specific to the proclamation, which doesn't speak to the items that are being asked. Ms. Maskell said this is just a proclamation not an ordinance or anything else besides saying that we are denouncing hate, that we celebrate our diversity and that we are declaring the week. Mr. Epstein said that the proclamation is a way for the Mayor, City Council, and School Committee to get together and say this is something we are on board with and then actions will follow. Mr. Alexander said that he thinks the proclamation is opening up that channel for people to do something; giving an opportunity for people to act. Mayor Spicer said diversity has always been important and front and center during her tenure as Mayor. She said that this particular proclamation came to her yesterday and it sounded like something we can do as similar joint proclamations in the past; however, she has since learned that this was something that people and community leaders were excluded from. She said that it is important to make a statement, but it's not just the statement, it is - what is the action that comes behind the statement, what are the proactive steps so that our children can come to school and feel that they are safe and protected whether in school or on sports fields; and they will not have to feel that they don't have an adult that they can work with. She said that this feels reactionary as opposed to being proactive. Mr. Wadland said it sounds like this proclamation is not sufficient - there is specific work that we need to do as a community; but he does not think it detracts from the proclamation itself or the words within it.

**Motion:** To call the question.

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

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

**Motion:** To approve the request of lending the School Committee's name to the proclamation.

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

Dr. Tremblay said the timing of this proclamation is to align with the national effort, but there is a need to make sure that there is someone involved that is skilled at having this conversation. He said he was looking at how the school department can be a partner in engaging student voice and giving space for it. Ms. Pascual said she is disappointed in the Committee for rushing to do a proclamation, when in the past, when the Committee has been asked to take action around racial equity, they dragged their feet and held up the work by withholding or delaying the needed approval. She said that this causes harm and hurt to the community of Color when you don't care who is running these events, and who was excluded or not included. She said that there is an entire community that has been working on these issues, leaders speaking to us on all of these issues for years, and they were not respected enough to be included, and as the Chair of the Racial Equity Subcommittee, she advised this Committee to wait on this proclamation, so that it could be a unified effort with all those working on this issue. She said that the intentionality behind this is harmful - the community that is being harmed by these racist attacks that have happened - children, crying to the leadership and their organizations - their voices are nowhere to be found in this. She said that members are saying, we are just standing behind this, but we don't even know what we are standing behind. She said that she

now holds all of you (- the School Committee members) accountable to do the work. She read an initiative from the Black Student Union for members to understand the work that is actually happening, and that we can get behind. Ms. Bryant said that information was deemed unimportant because the proclamation/ordinance sounds good and looks good, even though it doesn't have any specific events or details yet; which are supposed to take place next week. She said she objects to the process, and thinks the Committee rushes some things and then waits on others, such as the Racial Equity Audit. Ms. Bryant said she is disappointed that when she and Ms. Pascual are not yet ready to vote, often, a motion to call the question is summarily put forth and approved in order to silence and override them. She said that we cannot have unity when you run rough-shod over people and their feelings in terms of their input. Mr. Freudberg said that this was originally supported by the City Council Chair, the Mayor and the Superintendent when it was requested to be put on the agenda.

### Subcommittee Reports

Mr. Epstein said that six warrants were signed. He said there was a **Finance and Operations Subcommittee** meeting yesterday on transportation and bussing, and Durham representatives were present. He said there are three things that seem to be affecting us - a lack of drivers, a communication problem between Durham and our staff, and having control over bus tracking. He said that a number of bus drivers are out each day, some days six drivers were out, and it is not getting any better. He said that at the MASC Conference there was a resolution which involved having the Attorney General looking at the overall bussing problem. Mr. Lynch said that Durham and the Transportation Office will now meet every day to discuss what happened the day before, and in the morning, and to plan for the afternoon and the following day, to make sure it is a collaborative effort. He said they are looking to pilot the Edutracker App, which parents/guardians can have on their phone to see where their child's bus is. He said that this is part of the upgrade to the current routing system, and the idea is to pilot it, starting in one school in January, and then roll it out to the other schools. Mr. Freudberg said that he asked Durham to confirm at the subcommittee meeting that the seven new drivers were going to work only in Framingham, as there have been some rumors about sharing of drivers across Durham communities. Mr. Finlay said they have asked to have Durham come back to the larger School Committee meeting, and to answer to the full committee, not just the subcommittee. Mr. Freudberg said this will be planned, as well as discussing the idea of a public forum for the parent community to attend to solicit ideas from the public. Mr. LeBarge asked what bus routes bus 9 and 40 serve. Ms. Pascual said that the Committee used to get data updates on busses being late. Mr. Lynch said the reporting that Durham provides doesn't match, they said they are going to look at that, so he should be able to get updated reports next week. He said that these reports will include every bus, every school, what time they should be there, what time they get there, and the difference. Mr. Epstein said they also spoke about Student Activity Account audits, since the District was out of compliance not having completed them in past years. The last audit was completed by an auditor hired by the City as required by the charter, and it was very delayed. He said the City Council now agreed that this part of the audit would be under the School Committee control. He said normally there would be an external audit every three years, and an internal every year, but since the last audit was not done well they are looking to develop a new scope of work to vote on in the future, and complete another outside audit.

Ms. Hugo said that the next **Accountability and Student Achievement Subcommittee** meeting will be on November 18, 2019 and will delve into issues that stand in the way of achievement. She said that at the MASC Delegate Assembly, two resolutions that were written by Framingham, mitigating the ravishing effects of poverty and getting access to quality universal Pre-K, were both voted on positively.

Ms. Pascual asked for an equity audit update for the **Racial Equity Subcommittee**. Mr. Lynch said that they put a scope of work together and received two responses for quotes. He said that Mass Insight and Research came in with a \$48,000 quote, and RES Equality Consulting LLC came in with a \$44,000 quote. He said however that Mass Insight and Research submitted a quote that included travel, and the other company did not. He said that he consulted with the City Procurement Office and they said to create an apples to apples quote and take out the piece that included travel. This would then make Mass Insight and Research's quote \$43,500, which is the lowest bid and per MGL Chapter 30b, that is who needs to be selected. He said that they are scheduled to start on December 1st, which is pushed back from the original start date of October, and they have seven months to complete this work. Ms. Pascual asked for updates along the way on what is happening and has been completed within the audit.

#### Referral to Legal Counsel for a Response to a R. Alexander Open Meeting Law Complaint Dated October 17, 2019

**Motion:** To refer the Open Meeting Law complaint filed by Mr. Alexander to School Committee counsel, working with the Chair, to draft a response.

**Moved:** Mr. Wadland      **Seconded:** Mr. Finlay      **Vote:** 8-1-0  
(Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Bryant. No: Pascual).

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

**Motion:** To approve the September 18, 2019 Open Session minutes.

**Moved:** Mr. Finlay      **Seconded:** Mr. Alexander      **Vote:** 8-1-0  
(Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Pascual. No: Bryant).

**Motion:** To approve the October 2, 2019 Open Session minutes.

**Moved:** Mr. Finlay      **Seconded:** Mr. Alexander      **Vote:** 8-1-0  
(Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell, Pascual. No: Bryant).

**Motion:** To approve the September 18, 2019 Executive Session minutes as approved in Executive Session.

**Moved:** Mr. Finlay      **Seconded:** Ms. Hugo      **Vote:** 7-0-2  
(Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Maskell, Pascual. Abstained: Epstein, Bryant).

**Motion:** To approve the Executive Session minutes from the previous School Committee from years 2010-2017 with various dates listed on the agenda as approved in Executive Session to comply with the periodic review of redactions of the minutes.

**Moved:** Mr. Finlay      **Seconded:** Ms. Maskell      **Vote:** 7-0-2  
(Yes: Hugo, Finlay, Wadland, Freudberg, Alexander, Epstein, Maskell. Abstained: Pascual, Bryant).

The Chair suggested approving all three gifts in one motion, no objection.

**Motion:** To approve all three gifts listed on the agenda from the Builders and Remodelers Association of Greater Boston, United Way of Massachusetts Bay and Merrimack Valley, and from We Are All in This Together.

**Moved:** Ms. Hugo                      **Seconded:** Mr. Wadland              **Vote:** 9-0-0

#### Second Round of Public Comment

Robert Bolles said he has asked before if the Committee would change the bylaw that has come about in the past two years. He said that for over 20 years, as a concerned taxpayer, he was able to ask a question or make a comment that was relevant to what was being presented at the time, and not wait until everyone has gone home. He said he is asking the new School Committee to change this bylaw immediately. He said that if they intend to get solar canopies, they need to make sure they are high enough for a town truck to plow under them. He said that for the crossing guard situation, in the past, for schools that were close enough to the crosswalk, they gave the custodians a stipend to go out and do that in the morning.

#### Adjournment

**Motion:** To adjourn.

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

Meeting adjourned at 10:27 p.m.

#### Meeting Materials

Agenda

New Member Letter

Power Purchase Agreement Information for Solar for the Fuller Middle School Building Project

PPA Process

Proprietary Specification for Materials for the Fuller Building Project

FY20 YTD Budget

Food Services Negative Balance

FY21 Capital Budget Status Memo

Other Municipal Resolutions-United Against Hate

Article on Framingham Stands United Against Hate

Framingham Proposed Resolution

Warrants

Draft Student Activity Account Audit Scope

Open Meeting Law Complaint

September 18, 2019 Draft Open Session Minutes

October 2, 2019 Draft Open Session Minutes

Gift from Builders and Remodelers Association of Greater Boston

Gift from United Way of Massachusetts Bay and Merrimack Valley

Gift from We Are All in This Together

Public Comment Letter

Mayor Capital Budget Letter

Capital Budget Narrative

FY21 Energy Projects

FY21 Capital Budget Recommendation

White Fragility: Why It's so Hard for White People to Talk About Racism by Robin Diangelo

Waldman, K. (2018) A Sociologist Examines the “White Fragility” That Prevents White Americans From Confronting Racism. *The New Yorker*  
List of the Executive Session minute dates from the previous School Committees from years 2010-2017 (still with redactions)

*These minutes were approved by the Framingham School Committee in Open Session on December 18, 2019.*

*These minutes were sent to the City of Framingham for posting on December 20, 2019.*