

**BEDFORD SCHOOL COMMITTEE**  
**September 24, 2019**  
**Large Group Instruction Room, Bedford High School**

**1. Call to Order**

At 7:34 p.m., Ms. Santiago called to order the meeting of the Bedford School Committee. Other members present included Ms. Scoville, Ms. Marquis and Mr. Brosgol. Ms. Guay was delayed and arrived at 7:45 p.m. Also present were BHS Student Ambassadors Ms. Mia Federico, Ms. Eleannah Hernandez and Mr. Alex Oleksinski.

**2. Comments from Public**

None

**3. Personnel Report**

*Transfers/Changes:*

Elizabeth Brosgol	0.8 Behavioral Tech/Teaching Assistant	Lane
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*Appointments*

Alyssa DeYesso	1.0 Behavioral Tech/Teaching Assistant	Lane
Elise Lamoreaux	1.0 Behavioral Tech/Teaching Assistant	Lane

*Athletic Fall Assignments:*

Nicole Winters	Cheerleading	BHS
Rich Donnelly	Cross Country - Boys	BHS
Joel Hebert	Cross Country - Girls	BHS
Roseanne Ham	File Hockey - Varsity	BHS
Lisa Gocht	Field Hockey - Jr. Varsity	BHS
Thomas Tone	Football - Varsity	BHS
Jason Hill	Football - Assistant Varsity	BHS
Justin McAfee	Football - Assistant Varsity	BHS
Michael Schreiber	Football - Jr. Varsity	BHS
Calvin Carroll	Football - Freshmen	BHS
Jared Lasonde	Football - Freshmen Assistant	BHS
James Nagle	Golf	BHS
David Boschetto	Soccer - Boys Varsity	BHS
Gunnar Olsen	Soccer - Assistant Boys Varsity	BHS
Bill Berlino	Soccer - Jr. Varsity Boys	BHS
Patrick Culhane	Soccer - Boys Freshmen	BHS
Eric Driscoll	Soccer - Girls Varsity	BHS
Katie Weinstein	Soccer - Assistant Girls Varsity	BHS
Sean McGowan	Soccer - Jr. Varsity Girls	BHS
Jenna Fitzgerald	Soccer - Girls Freshmen	BHS
Lisa Predaina	Volleyball - Varsity	BHS
Demi Ruder	Volleyball - Jr. Varsity	BHS
Katie Lulsdorf	Volleyball - Freshmen	BHS
Ken Norling	MS Athletic Director	JGMS
Ken Norling	Cross Country	JGMS
Beverly Barton	Field Hockey	JGMS
Ryan Kilian	Football	JGMS
Carlos Caprioli	Soccer - Boys	JGMS

#### **4. BHS Student Ambassadors Presentation**

Mr. Sam Sprangel led a presentation of the Bedford High School Student Ambassadors program for the 2019-2020 school year. Mr. Sprangel is a Bedford High School math teacher and this is his first year working with students on the Student Ambassador program.

The Student Ambassador program is a student-organized program that welcomes eighth graders that are becoming freshmen and students new to the district to help them transition to their new school and make them feel welcome.

Along with Mr. Sprangel were the four Lead Student Ambassadors; Ms. Talitha Dantas, Mr. Ryan Knight, Ms. Caitlin Pequeno and Ms. Eleannah "Ellie" Hernandez. Ms. Galante was also present.

Each of the students took part in explaining how they worked hard during the summer planning their approach for the new year to welcome the freshmen and new students.

They spoke of how they collaborated to organize an orientation that took place the week before school started so that the new students would have a chance to get to know the Student Ambassadors and each other. The freshmen also got help reviewing their new schedules, going over how to use their IPADS, and a tour of the high school.

Mr. Sprangel talked about a survey that was created by the Student Ambassadors which was given to the freshmen in order to measure feedback after the orientation.

The outcome was that the majority of the freshmen enjoyed the orientation and they were more excited to start school.

The Student Ambassadors will continue to be available to students and visit during Flex blocks to check in with them to see how things are going and answer any questions they may have.

Some of Mr. Sprangel's goals are to interview more students to become future Student Ambassadors and add more training days for new Student Ambassadors.

*Some questions and comments were:*

Student Representative Mr. Oleksinski mentioned that he was a Student Ambassador in the past and he felt that the program is exciting and bond between the students and upperclassmen is very valuable.

Student Representative Ms. Federico found it interesting because she had never participated in the program and thought it was a great idea that the meetings with students would continue past the first few weeks of school.

Ms. Guay appreciated the student's candor and thanked them for coming.

Ms. Marquis asked in what ways could the students reach the Ambassadors and also if there were requirements in order to become a Student Ambassador. Mr. Sprangel said that the Ambassadors were spending time with the students in their Flex blocks and homerooms. He also said that students can fill out a Google form explaining why they would like to become an Ambassador.

Ms. Scoville thought that since the Ambassadors consisted of both Juniors and Seniors, that it would be interesting to get feedback from students who have participated both when they were freshmen and then have gone on to become Ambassadors.

*Mr. Brosgol had questions for each of the Student Ambassadors individually:*

What was the most surprising or challenging question from students?

Ms. Hernandez said that most of the questions had to do with joining clubs, schedules and about lockers.

How many Student Ambassadors are there?

Mr. Knight answered that there are 56 Student Ambassadors

What is the hardest part of being a Student Ambassador?

Ms. Pequeno said that the hardest part for her was mostly the planning, anything last minute.

What is your favorite ice-breaker to do with students?

Ms. Dantas mentioned that she enjoyed a hand tapping game.

What was your most rewarding experience?

Mr. Oleksinski said that he liked getting to know students that he may not have gotten to know before.

Mr. Brosgol asked how the School Committee could help the program more?

Mr. Sprangel said since he was new to the program and would only need time and continued support.

Ms. Galante thanked the B.H.S.P.A.

Ms. Santiago asked what the percentage of Freshmen participate in the orientation?

Ms. Galante said that this year was all but 22 and that it is growing more each year

Ms. Elizabeth McClung was in attendance and commented that her son participated as a Freshman in the program and he showed lots of enthusiasm, felt welcome and transitioned well.

Mr. Sills appreciated her comments and thanked the Student Ambassadors.

##### **5. JGMS/BHS Building Update (Solar)**

Mr. Taissir Alani, Facilities Director at Bedford Public Schools gave an updated presentation on the JGMS and BHS Solar Project. An outline was given on an earlier project at the JGMS has been completed on the roof over the Business Office. This consisted of the installation of 10 solar panels and an inverter. The approximate size of this project was 4 kw which will feed a power panel board to power up small loads. The project was partially funded by Mothers Out Front (\$4,970) as well as funds from Facilities based rebate savings and other energy projects.

Mr. Alani's latest presentation is a follow up from a commitment that was made at the 2018 Annual Town meeting to consider renewable energy and reducing the carbon footprint while making efforts towards the Town's goals for Net Zero Energy (NZE)

He proposed roof top solar panels for Bedford High School in along with energy storage batteries to help offset energy costs and charges.

It detailed the benefits of Solar + Energy storage for BHS and the need for roof replacement at JGMS, Lane Elementary and Davis Elementary using Capital Improvement Plan (CIP) funding in order to continue to implement solar panels at these schools as well. Mr. Alani asked that the School Committee make a recommendation to the Town Manager to consider moving the roofing project from the current schedule of FY2026 to an earlier year if it can fit both fiscally and responsibly within the Town's CIP program.

He said that the goal for Net Zero goal is to generate enough solar energy to offset the cost of energy use per year. His plan is to use both solar and storage for a bigger savings and he feels it is a better option for Bedford Public Schools.

Mr. Alani mentioned some of the benefits to this project as it would reduce our carbon footprint, reduce carbon dioxide emissions, reduce electric bills and make Bedford more attractive as a progressive, green community.

The two proposed vendors for both providing installation and service are Slect Energy Inc, and Enel X who were recommended by Power Options, a non-profit that helps communities choose the best options for energy. He also mentioned that the installation and maintenance of the panels and batteries would be a zero cost to Bedford.

Mr. Alani showed a savings impact if this project is implemented for all four schools would be an annual savings of \$150,228.00 and a 20-year savings of \$4,345,050.00 but those savings will go down if we decide to delay as there are more incentives offered earlier in this program.

Mr. Alani's request is two phase:

*Request Phase 1:*

School Committee to authorize Superintendent of Schools to work with the Town Manager to engage toward agreement with the storage and solar companies

*Request Phase 2:*

School Committee to approve solar panel and storage install on Davis, Lane and JGMS one new roofing is in place.

Mr. Matthew Shortsleeve from Slect Energy was also present to speak further and answer any questions.

*There were some questions and comments after the presentation.*

Ms. Santiago thanked the Mothers Out Front for their contribution to the solar panels at JGMS.

Ms. Guay asked about the margin of profit vs. cost and if the cost would ever outweigh the benefit.

Mr. Alani said that the breakeven cost is .6 cents per kw and that it is highly unlikely we will drop lower than .6 cents.

Ms. Guay asked about snow removal and how snow may affect the panels.

Mr. Alani said that these newer panels have a roof management system to avoid any issues.

Ms. McClung from Bedford FinCom was also present and asked if there is a problem when ice drains from the roof.

Mr. Alani said that the newer technology also takes care of drainage as well.

Ms. Marquis asked where the battery cells will be stored.

Mr. Alani said that each location would have storage cabinets in place.

Ms. Marquis also asked what would happen if the panels could cause leaks or other problems with the roof.

Mr. Alani said that we have commercial roofs and that we practice preventative maintenance and that there is a fifteen-year warranty on the roofs. The solar panels have a twenty-year warranty and that we should replace the roofs on the JGMS, Lane and Davis before panel installation as it is more expensive to replace the roof after the panels are installed.

Ms. Scoville mentioned that she has solar panels at her home and they produce more energy during the summer and wanted to know if more panels were more effective.

Mr. Alani said that the schools have emergency backup generators and that a home can produce more than it can use whereas commercial buildings have a much bigger consumption and that we will never generate the more or equal to our usage. He went on to say that Enel X has software to monitor the systems and works with a company that will manage this for us and will shift our usage as needed.

Ms. Scoville asked how much these systems will cost.

Mr. Alani stated that all of the installation and material costs are free. The company will take .6 cents per kw of energy that is produced and Bedford Public Schools will keep the remaining and Solect Energy and Enel X perform all of the work free of cost.

Mr. Brosgol asked how long the window will be open for Bedford to benefit at the current rate.

Mr. Shortsleeve said that the newest program is the S.M.A.R.T (Solar Mass Renewable Target) program which rolled out in 2018 and it consists of a limited number of blocks at a certain rate. The S.M.A.R.T program will only be available until all blocks have been distributed.

Mr. Brosgol asked the cost of replacing the JGMS, Lane and Davis school roofs.

Mr. Alani stated that it is an estimated total of between 3.5 and 4M and added that these roofs are due to be replaced in 2026.

Ms. Santiago thought that the program sounded great because we would get renewable energy for a lower fixed price but she has reservations about putting solar panels in areas close to historic areas and homes and says this will have to be approved.

Mr. Alani mentioned that the solar panels will also serve an educational purpose and that school science department would use them as part of their curriculum.

Mr. Sills asked if only repairing the roofs would make them solar-ready or if replacement is the best option. He also asked that if we missed the current window to get on board with the program, would it still be cost efficient for us.

Mr. Alani said that we will need new roofs in the near future and he would have to look into the cost of the next program when that information becomes available

Ms. Santiago made the following motion:

**MOVED: That the School Committee approve a request for the Superintendent of Schools to partner with the Town Manager to engage in negotiations with a solar provider as well as an energy storage provider for the school buildings.**

**MOTION SECONDED by Ms. Marquis**

**MOTION APPROVED: 5-0**

Ms. Santiago made the following motion:

**MOVED: That the School Committee recommend to the Town Manger moving the roofs replacement project from the current schedule of FY2026 to an earlier year, if possible, as long as it fits both fiscally and responsibly within the Town's CIP program.**

**MOTION SECONDED by Ms. Scoville**

**MOTION APPROVED: 5-0**

## **6. Revote of School Budget and Disposition of Tangible Surplus Supplies**

Ms. Julie Kirrane presented a request to the School Committee for a revote to adjust the FY20 Operating Budget. The adjustment would move \$62,582.00 out of the FY20 non-salary expenses

to the FY20 salary line items based on revised salary and non-salary projections. This would result in no difference to bottom line of the originally approved FY20 School Operating Budget.

Ms. Kirrane also requested an approval from the School Committee for the disposal of surplus goods that are no longer needed by the district with an estimated value of less than \$10,000.00 in accordance with Massachusetts Chapter 30B public procurement law.

The items are as follows:

- Library books (removed from the collection based on established criteria – 10 boxes)
- Text books (out of date / no longer used – 10 boxes)
- Mobile folding cafeteria tables (18 tables purchased in 2003)

Ms. Santiago made the following motion:

**MOVED: That the School Committee approve an FY20 Operating Budget Adjustment of \$62,582.00 from the FY20 Non-Salary Expense line to the FY20 Salary line resulting in no difference to the overall amount of the originally approved FY20 Operating Budget**

**MOTION SECONDED by Ms. Scoville**

**MOTION APPROVED: 5-0**

Ms. Santiago made the following motion:

**MOVED: That the School Committee approve a request for the disposition of surplus tangible supplies using established procedures according to Massachusetts Chapter 30B public procurement law**

**MOTION SECONDED by Ms. Scoville**

**MOTION APPROVED: 5-0**

## **7. Annual Report**

Mr. Sills submitted his second presentation of the Bedford Public Schools Annual Report (2018-2019) for FY19.

The School Committee members reviewed the report and proposed some changes to the formatting and also suggested a few edits.

Mr. Sills will make revisions as needed and resubmit this report for a third reading at a future meeting to seek a vote for final approval by School Committee.

## **8. Superintendent's Evaluation Goals Presentation**

Mr. Sills presented the annual Superintendent's 2019-2020 Evaluation Goals to the School Committee. He outlined his three major goals as follows:

### **1. Goal 1**

- Effectively lead the strategic planning process, beginning with the creation of the Portrait of a Graduate and the first phase of the backwards planning process.
  - Hold faculty meetings at all four schools
  - Hold parent/community meetings in Bedford and in Boston
  - Create strategic planning process
  - Assemble representative committee to create strategic planning process

### **2. Goal 2**

- Ensure that the JGMS/BHS Project meets the deadlines and that the Davis Project punch list is completed.

- Monitor progress with Facilities Director and Director of Finance
- Intervene as needed to ensure progress

### 3. Goal 3

Programmatic Culture Shift Leadership by:

- Ensuring improvement of non-fiction reading comprehension and student independence across the district
- Strengthening classroom-based culturally responsive practices
- Continue to improve the racial diversity of our faculty and staff
  - Introduce the challenge and responsibility to shift to a fuller METCO identity
  - Use district leadership meetings to coordinate and create lead literacy, independence and equity work
  - Support the Interracial Parent Advisory Committee (IPAC)
  - Implement district-wide PD around culturally responsive practices using all-faculty read of *Culturally Responsive Teaching and the Brain*
  - Engage in two out-of-state visits to Historically Black Colleges and Universities (HBCUs)
  - Collaborate with the Town for Housing Initiative – town owned property as reduced rent/group support residence for newly recruited educators of color

Mr. Sills also presented his anticipated Student Learning Goal. He projected that he would like to bring the overall growth percentile of 63% at JGMS and 68% BHS to 75% at each of those schools. Another anticipated goal is to improve select subgroup scores (African-American students and students with disabilities) at JGMS and African-American students at the Lane School by 30%.

Ms. Guay stated that she thought that the 30% was a very ambitious goal and she also asked if she could have more information on the co-teaching model in the classroom. She wondered if the model is actually working and that the students were getting any additional support that they may need.

Mr. Sills assured her that there is still additional support for students that require it and that he will bring additional data forward in response to the success of the co-teaching model in the classroom. Ms. Guay also asked if there was any data to show the difference of the performance of students who attended pre-school and those who did not. Mr. Sills said that he would definitely look into that.

Ms. Marquis had questions about Goal 3. She noticed that the focus was primarily on METCO students and she was looking to see if there was also inclusion of challenged students, students with special needs as well as students that struggle with sexual orientation.

Mr. Sills said that as a district, we are working in all of those areas but the stubbornest areas of change has to do with geographic difference and the straddling of two cultures and the challenges around identity. He believes that the work that has to be accomplished there will make a difference to everyone. Mr. Sills also said that we need to focus on the particularities of all students.

Ms. Marquis asked what the overall growth percentile means and if it pertained to testing.

Mr. Sills confirmed that it did pertain to testing and that the state has identified a 75% growth percentile as meeting the challenges that particular baselines present.

Ms. Scoville had questions pertaining to the MCAS testing and how the students do as a whole. She asked if Mr. Sills could create a fictional student to demonstrate the performance and growth of MCAS and how it works for a particular student and how it fits into the bigger picture.

Mr. Sills said planned on doing a study on tenth grade students who underperform on the MCAS and creating a ten year back look of where these students were at each stage and what interventions and strategies were used for these students to create a historical analysis which he will present at some point in the future.

Mr. Brosgol applauded the effort that Mr. Sills is putting forward in attempting to meet these goals but fears that they may be too aggressive. He went on to say that these goals will be quite a challenge and he looks forward to seeing the final outcome in the spring.

Mr., Sills agreed that the 30% goal is high but he is encouraged by seeing how the JGMS and Lane students are excelling and he hopes to be able to achieve this goal.

Ms. Guay asked if Mr. Sills has met with parents of students who are not doing well.

Mr. Sills said he has met quite a few on an individual basis but not as a group.

Ms. Santiago had a question about the meaning of meeting agendas and collaborative analyses of student work and instruction adjustments from Mr. Sill's Goal 3.

Mr. Sills went on to explain that the schools have teams such as leadership teams and grade-level teams that will get together and collaborate to create analyses to improve instruction or any adjustments that may benefit the students.

Ms. Santiago also suggested that in the hiring piece of the presentation that not only is recruitment important but staff retention is also a very important consideration.

Ms. Santiago made the following motion:

**MOVED: That the School Committee approve the 2019-2020 Superintendent's Evaluation and Goals**

**MOTION SECONDED by Ms. Scoville**

**MOTION APPROVED: 5-0**

## **9. Housing Initiative**

Mr. Sills presented to the School Committee the proposal for a Housing Initiative which would be put in place to attract educators of color, retain them and build supports in order to offer housing for them in Bedford. Mr., Sills proposed working with the Town Manager and the Bedford Housing Authority in order to identify property/housing for rental purposes. Mr. Sills said that he realized that there could be legal issues that would have to be looked into before this could happen. He mentioned that the City of Cambridge may have started a similar program already, offering housing to people of color hired from outside of their city. Mr. Sills said that he has put a call into their Superintendent and he is waiting for a call back in order to set up a meeting to discuss this further and gather more information. Mr. Sills said that he has talked to the Bedford Town Manager, Ms. Sarah Stanton and that they are also working on a date to talk further on this. He hopes to eventually present this idea at Annual Town Meeting.

Ms. Guay was fascinated by this idea and also suggested that perhaps a foundation could be set up in lieu of asking the School and Town to pay for this. She also mentioned that private or corporate donors may be an idea also.

Mr. Brosgol thought that the idea was very complicated and said that he did not have an opinion at this time.

Ms. Santiago thought it was too early for her to comment but she did ask Mr. Sills if he had a vision and if he would update the School Committee when there is a process in place.

Mr. Sills said yes, he would. He was just trying to see if there was an initial interest and there is still a lot to explore.



She also asked if there were any requirements with the Town and she also encouraged Mr. Sills to document all of the work and research that he does for this potential project. She said that she realizes that it is important for students to have teachers that look like them.

#### 10. Minutes

There were no minutes to approve.

#### 11. Adjournment

Ms. Santiago made the following motion:

**MOVED: Motion to adjourn at 10:05 p.m. to Executive Session.**

**MOTION SECONDED by Ms. Scoville**

**MOTION APPROVED 5-0**

**Mr. Brosgol** Yes

**Ms. Santiago** Yes

**Ms. Scoville** Yes

**Ms. Guay** Yes

**Ms. Marquis** Yes

  
School Committee Secretary

  
Date

#### 12. Executive Session (For purpose of discussing Non-Union Personnel Contract)

**BEDFORD SCHOOL COMMITTEE**  
**September 24, 2019**  
**Exhibits/Documents**

- Personnel Report for September 20, 2019
- Student Ambassadors Presentation
- JGMS/BHS Building Updates – Solar Project
- Revote of School Budget and Disposition of Tangible Surplus Supplies
- FY19 Annual Report (Second Reading)
- Superintendent's Evaluation Goals Presentation