



School Committee

MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

December 5, 2024

APPROVED 1-2-2025

The Chelsea School Committee held a meeting on December 5, 2024, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

Members Present: Yessenia Alfaro, Mayra Balderas, Kati Cabral, Claryangeliz Covas Caraballo, Jonathan Gomez-Pereira, Ana Hernandez, Dr. Sarah Neville, and Shawn O'Regan.

Also Present: Superintendent Dr. Almudena Abeyta, Director of Finance Monica Lamboy, Innovation & Opportunity Officer Malik Howshan, Communications Manager Michael Sullivan, School Committee Clerk Veronica Dyer-Medina, and School Committee Student Representatives: Rosalia Hernandez, Vanessa Lopez, and Diana Salinas Garcia.

The meeting was called to order at 7:31 p.m.

Pledge of Allegiance

Roll Call for Attendance:

Mr. Gomez-Pereira	Present
Ms. Alfaro	Present
Ms. Hernandez	Present
Mr. O'Regan	Present
Ms. Covas Caraballo	Present
Ms. Balderas	Present
Dr. Neville	Present
Ms. Henriquez	Absent
Ms. Cabral	Present

Having 8 school committee members present and 1 member absent, the meeting proceeded.

School Committee minutes: Ms. Balderas motioned to accept the meeting minutes of the Regular Meeting on November 13, 2024 and commend them to the record. Vice Chair Cabral seconded the motion.

Public Comment:

- Kathryn Anderson of 15 Powderhouse Terrace spoke in support of the resolution reaffirming Chelsea as a sanctuary city. She shared that she thought it was important to this was reaffirmed so families who feared being separated, felt safe. She added her appreciation for the gender identity piece in the resolution
- Ana Vanegas resident of Chelsea and immigrant of Guatemala. She shared her support for the resolution and it was important that students felt safe.
- Andy Fisher (did not state address), spoke of support of the resolution stating that it was an opportunity to offer protection to the youth.

Presentations:

- *Name, Strength, & Story Awards* were presented to crossing guard Emmanuel Garcia, CHS AP teacher Denise Grannis, and AVID/La Vida manager Jackie Boyd. Dr. Abeyta shared a message received from a caller who shared her gratitude from Crossing Guard Garcia (Smiley Manny).
- Dr. Abeyta then presented Monica Lamboy with an Outstanding Achievement award on behalf of Cabinet and the Chelsea School Committee. She thanks her for her years of service and for being committed and compassionate during Covid, and for holding CPS fiscally responsible over the years. Members of the committee also shared their heartfelt appreciation and thanked Ms. Lamboy for answering their budget questions over the years, and the work she put into the bigger projects like the CHS library and cafeteria.
- Dr. Abeyta then presented outgoing 2024 Chair Hernandez and Vice Chair Cabral with awards for their service during the 2024 term.

Report of the Superintendent of Schools:

Indicators of Success: Mr. Howshan presented the [Indicators of Success](#) for the month of November. Some highlights from the indicators she presented were:

- Attendance for the month of November averaged 95% district wide for grades 1-8 stating they were similar to October's numbers but a little higher YTD than last year.
- Mr. Howshan shared that the dropout rates were lower YTD than last year.
- The district's mobility rate was 52 students in and 60 out.
- Mr. Howshan shared CHS failing grades for both 9th and 10th graders stating they were also lower than last year.
- Dr. Neville asked about retention rates and Mr. Howshan answered that those numbers are seen at the end of the year and are for students who do not receive enough credit to move onto the next grade.

Student Representative Updates: Student representatives Vanessa Lopez and Diana Salinas Garcia shared updates from Chelsea High.

Here are some of the highlights they shared:

- Winter sports season is beginning and the CHS football team held their last game
- Snow Angel Play from 12/5/24-12/7/24
- CHS Winter Concert would be held on 12/10/24
- Students would be hearing back regarding early decisions over December break and other college applications are fast approaching
- College & Career nights were successful and one was held in the evening so parents could attend
- Winter Formal coming up will be LaLa Land theme
- Donation opportunities: Crossing Guard fund led by CHS teacher Sarah Ruddy and Toy Donation drive led by Student Rep. Vanessa.
- NHS having Candy Bag Sale up until 12/18.
- Student Achievement: 4 students received full rides to Amherst College through the QuestBridge scholarship

Committee Reports: Dr. Abeyta went over the Personnel and Enrollment reports to commend them to the record. Ms. Balderas motioned to accept the subcommittee reports and commend them to the record. Vice-Chair Cabral seconded the motion.

New Business:

Item #: 24SC92: Consideration and action to accept the Acceleration Academies grant for FY2024-2025 from DESE in the amount of \$53,000.

Chair Hernandez asked for a roll call vote.

Mr. Gomez-Pereira	Yes
Ms. Alfaro	Yes
Ms. Hernandez	Yes
Mr. O'Regan	Yes
Ms. Covas Caraballo	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Henriquez	Abs.
Ms. Cabral	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 24SC93: Consideration and action to accept an award of \$50,000 in private grant funds for the REACH Program for FY2024-2025.

Chair Hernandez asked for a roll call vote.

Mr. Gomez-Pereira	Yes
Ms. Alfaro	Yes
Ms. Hernandez	Yes
Mr. O'Regan	Yes
Ms. Covas Caraballo	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Henriquez	Abs.
Ms. Cabral	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 24SC94: Consideration and action to accept an award from the Mass Cultural Council Creative Projects for Schools program in the amount of \$5,000 for the FY2025.

Chair Hernandez asked for a roll call vote.

Mr. Gomez-Pereira	Yes
Ms. Alfaro	Yes
Ms. Hernandez	Yes
Mr. O'Regan	Yes
Ms. Covas Caraballo	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Henriquez	Abs.

Ms. Cabral	Yes
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Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 24SC95: Consideration and action to accept up to \$514,750 for FY2024-2025 from DESE for the English Learner Education Support grant.

Chair Hernandez asked for a roll call vote.

Mr. Gomez-Pereira	Yes
Ms. Alfaro	Yes
Ms. Hernandez	Yes
Mr. O'Regan	Yes
Ms. Covas Caraballo	Yes
Ms. Balderas	Yes
Dr. Neville	Yes
Ms. Henriquez	Abs.
Ms. Cabral	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 24SC96: Consideration and action to approve the proposed secondary Cell Phone Policy.

Chair Hernandez asked for a roll call vote.

Mr. Gomez-Pereira	Yes
Ms. Alfaro	Yes
Ms. Hernandez	Yes
Mr. O'Regan	Yes
Ms. Covas Caraballo	Yes
Ms. Balderas	Yes
Dr. Neville	Yes

Ms. Henriquez	Abs.
Ms. Cabral	Yes

Having 8 votes in the affirmative and 1 member absent the motion passed.

Item #: 24SC96: Dr. Neville provided a First read of Resolution Affirming Chelsea Public Schools' Status as a Sanctuary District that Welcomes and Educates Students of all Immigration Statuses and Gender Identities/Expressions. Dr. Neville then shared her reason for putting forth the resolution and how she felt it was important to publicly state that families are safe and welcome and people should still continue to seek services and not be afraid. She added that it was also important to add protection for our trans students because of the rhetoric. She stressed the importance of being prepared to call upon the State to be prepared if federal funds are threatened. Members shared their thoughts on the resolution. Mr. Gomes-Pereira encouraged members to hold City Council accountable and to apply pressure and organize at the State level. Ms. Covas Caraballo reminded folks that both CPS and the City have shared their commitment to welcoming all since the elections, and she asked if there could be legal advice sought to make sure we are covering all possibilities and mentioned bringing others into the conversation to discuss because of the nature and magnitude this could have. Ms. Alfaro shared her experience when in 2008 and 2016 school committee and members of the community organized to help protect the community. She added that this also affects our Haitian families and we need to reemphasize that families should not be afraid. Chair Hernandez that the committee would work together to make this a strong resolution and would bring this to a special meeting to work on.

Communications: Clerk Dyer-Medina shared three late communications submitted via email to members.

Announcements:

- Mr. Gomez Pereira congratulated the QuestBridge scholarship recipients and to all those who are receiving scholarships. He wished them the best of luck.

Adjournment: At this time Ms. Balderas motioned to adjourn the meeting. Ms. Alfaro seconded the motion. The meeting adjourned at 8:52 pm.

Recorded by



Veronica Dyer-Medina
School Committee Clerk



Chelsea Public Schools

School Committee

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ENCLOSURE D

Budget and Finance Subcommittee Meeting November 21, 2024

Call to Order:

Claryangeliz Covas Caraballo called the meeting to order at 5:35 PM.

Present:

Ana Hernandez, Shawn O'Regan, Lucia Henriquez, Katherine Cabral, Claryangeliz Covas Caraballo, Dr. Almi Abeyta, Monica Lamboy, Stephanie Ferraz, Christine Lee, Dr. Sarah E. Neville, Laurie Giardella

Agenda Items:

- Dr. Almi Abeyta welcomed attendees, and Monica Lamboy presented the agenda items.
- No questions were raised regarding the agenda items.
- Shawn O'Regan motioned to move agenda items 2-5 to the full committee. The motion was seconded by Lucia Henriquez and passed.

Budget Transfers:

The subcommittee reviewed budget transfers without additional discussion.

Adjournment:

A motion to adjourn was made by Lucia Henriquez, seconded by Shawn O'Regan. The meeting adjourned at 5:52 PM.

Minutes submitted by:

Claryangeliz Covas Caraballo





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A meeting of the Human Resource Sub Committee was held on Thursday November 21, 2024

Present for the meeting were: Superintendent Dr Almi Abeyta, Christine Lee, Ana Hernandez, Lucia Henriquez, Claryangeliz Covas Caraballo, Shawn O'Regan, Kati Cabral and Sarah Neville. Also present were: Kathryn Anderson, Christian Kelly, Kate Vigil and Katie Lee.

Meeting was called to order at 6:08 pm

A motion was made by Lucia Henriquez and seconded by Claryangeliz Covas Caraballo to move into Executive Session at 6:08 pm.

A motion was made by Claryangeliz Covas Caraballo and seconded by Lucia Henriquez to exit Executive Session at 7:01 pm.

Motion made by Claryangeliz Covas Caraballo and seconded by An Hernandez to adjourn the meeting at 7:02 pm.

Recorded by Shawn O'Regan





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Policy & Procedure Subcommittee Meeting November 14, 2024

Meeting Called to order November 14 at 6:13PM.

Attendees: Almi Abeyta, Malik Howshan, Tamara Blake Canty, Ana Hernandez, Claryageliz Covas, Kati Cabral, Jonahtan Gomez-Pereira, Sarah E. Neville Jiminez and Yessenia Alfaro.

Agenda:

Cell Phone Policy Review

- Dr. Abeyta provided an update and review of the current Cell Phone Policy
- Dr. Neville Jimenez provided written feedback and suggestions for the current language
- Decided that comments should be directed to Michelle Martinello, the original author of the Cell Phone policy language.

[at 6:30 Sub Committee Chair, Jonny Gomez-Pereira Steps away and hands the meeting over to School Committee Chair Ana Hernandez]

Members agreed to move the policy to the whole with the edits provided by Dr. Neville to vote at the next regular meeting. Motion was made by Dr. Neville and Kati Cabral seconded the motion.

Review of Operating Protocols-This item was tabled to the next sub-committee meeting as time ran out.

Meeting adjourned





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Chelsea Public Schools Cell Phone Policy

Cell phones are a normal means for parents/guardians to coordinate after-school activities, schedules, and transportation issues. However, in the classroom cell phones are a distraction, taking away from the educational process by decreasing classroom engagement, hindering student communication, negatively impacting school culture, and limiting student success. Recognizing this reality, the following policy will apply to cell phones within the above schools:

Prohibited Cell Phone Use—No cell phones in classrooms, while out in the hall during class time, or during any other part of the school day, including lunch and free periods. Cell phones (and other electronic devices) must be turned off at the time and place designated by individual school procedure, and cell phones must be put into the container, pouch, or other storage area designated by the school.

Any student who repeatedly violates the cell phone policy will have his or her phone confiscated, lose the privilege to carry a cell phone in school, and will need their parent/guardian to come collect the phone and discuss the potential further disciplinary action.

Photography and videography are prohibited in school or on school grounds without prior permission. Use of the cell phone in unauthorized ways, including unauthorized picture taking or filming, harassing and bullying behavior, or a complete disregard for the policy, may result in more serious disciplinary actions.

Though the school will secure the phone, the ultimate responsibility for any loss or damage remains with the student.

Any parent/guardian who feels the need to reach his or her child during the school day is asked to call the main office of the designated school. In the case of an emergency, students can be reached quickly.

APPROVED BY THE CHELSEA SCHOOL COMMITTEE ON DECEMBER 5, 2024



Chelsea Public Schools

Indicators of Success

2021-2026

November 2024

Monthly:

1. District-Wide daily attendance rate will be 95% (p. 2)
1. The CPS dropout rate will decrease by 2% per year (p. 9)

Bi-Annual Updates (beginning and end-of-year):

1. # of grade 8 students enrolled in Algebra I (p. 3)
1. # of students enrolled in AP courses (p. 3)
1. # of students enrolled in Calculus courses (p. 3)
1. # of students enrolled in Early College courses (p. 3)

Tri-Annual Updates:

1. Iready progress for ELA grades K-8 (p. 4-6)
1. Iready progress for Math grades K-8 (p. 4-6)

End-of-Year Updates:

1. 85% of grade 4 students will exit grade 4 and enter grade 5 with a 3 or better in ELA, Math and Science (p. 8)
1. 85% of grade 8 students will exit grade 8 and enter grade 9 with a C or better in ELA, Math and Science (p. 8)

Annual:

1. Growth in ELA and Math on MCAS 2.0 will be 2-5% (p. 1)
1. 85% of High School Students in AP courses will attain a 3, 4, or 5 (p. 9)
1. The CPS four-year graduation rate will increase by 2% per year; the five year graduation rate will increase by 2% per year (p. 9)
1. All students will graduate from Chelsea High School with a plan for college, career and life (p. 9)
3. Annual staffing data will show improved teacher retention (p. 11)
 - Retention rate of teachers.
 - Retention rate of administrators
 - % Increase of diversity for teachers and administrators

Appendix: Additional Relevant Data:

- Mobility and Mobility Rate (p. 12)
- CHS Grade 9 & 10 Failing Grades (p. 13)
- CHS Grade 9 & 10 Retention (p. 13)



Indicator 2: District-Wide daily attendance rate will be 95%

	%2021	%2022	%2023	%2024	Sept	Oct	Nov		Dec	Jan	Feb	March	April	May	June
					Month	Month	Month	YTD	Month	Month	Month	Month	Month	Month	Month
Grade 1	93.8%	91.0%	90.0%	91.8%	94.0%	92.7%	93.2%	93.3%							
Grade 2	94.4%	91.2%	91.2%	92.0%	94.5%	93.9%	93.6%	94.1%							
Grade 3	95.2%	92.2%	91.6%	92.0%	94.3%	93.3%	93.6%	93.7%							
Grade 4	95.5%	92.5%	91.9%	92.4%	94.7%	94.0%	93.6%	94.1%							
Grade 5	91.9%	91.7%	93.1%	93.1%	95.0%	94.2%	93.6%	94.3%							
Grade 6	93.1%	91.1%	92.8%	92.9%	94.5%	94.7%	94.0%	94.4%							
Grade 7	91.0%	91.2%	91.8%	93.5%	93.9%	94.6%	93.3%	94.0%							
Grade 8	90.7%	90.7%	90.9%	91.9%	93.3%	92.7%	93.0%	93.0%							
Grade 9	88.8%	85.4%	85.0%	81.2%	82.9%	81.9%	78.9%	81.5%							
Grade 10	85.3%	81.4%	82.6%	82.0%	85.3%	83.9%	84.1%	84.5%							
Grade 11	81.0%	75.5%	77.8%	81.9%	86.2%	85.3%	86.0%	85.9%							
Grade 12	78.2%	48.1%	74.8%	77.3%	86.8%	84.9%	83.3%	85.1%							
Post-Graduate	93.8%	90.3	88.8%	94.7%	80.5%	87.1%	76.2%	81.8%							
Kindergarten	93.1%	89.4%	88.7%	90.8%	93.9%	90.7%	90.0%	91.5%							
Grade PreK	91.5%	89.8%	89.5%	90.8%	93.8%	91.1%	91.4%	92.1%							
District Total	90.8%	88.1%	88.0%	88.8%	91.3%	90.4%	89.9%	90.6%							

Indicator 10: The high school dropout rate will decrease by 2% per year

Data for each year is period to date

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
October 1 Enrollment	1558	1616	1764	1852	1827
# of Drop-Outs	18	37	33	55	44
Drop-Out %	1.16%	2.30%	1.87%	2.97%	2.41%

Programmatic Breakdown

	2021-2022 End of Year		2022-2023 End of Year		2023-2024 End of Year				2024-2025 Year to Date			
High School Enrollment	Students	EL Students	Students	EL Students	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID
October 1 Enrollment	1079	537	1164	600	1008	567	193	84	960	556	213	98
# of Drop-Outs	43	86	44	79	50	96	8	10	9	29	3	3
Drop-Out %	3.99%	16.01%	3.78%	13.17%	4.96%	16.93%	4.15%	11.9%	0.94%	5.22%	1.41%	3.06%

11/1/24 - 11/30/24 DROPOUT NOTES:

- 11 Students have withdrawn
- 11 Location Unknown
- Grade 9 = 3
- Grade 10 = 4
- Grade 11 = 2
- Grade 12 = 2

APPENDIX:

Mobility

	21-22 Total		22-23 Total		23-24 Total		Sept		Oct		Nov		Dec		Jan		Feb		March		April		May		June		Total	
	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out
ELC (K)	78	30	73	43	72	37	29	11	13	6	6	1															48	18
Elementary	218	104	161	97	210	120	59	33	47	38	12	20															118	91
Middle	182	100	149	96	202	86	45	33	31	21	13	10															89	64
High School	338	209	337	215	287	245	84	55	49	25	21	29															154	109
District Total	816	443	720	451	771	488	217	132	140	90	52	60															409	282

*District-wide mobility rate (sum of transfers in and transfers out divided by October 1 enrollment (6094) is 11.34% year to date.

Student Mobility Rate September 1 – June 30 (10-month calculation)

Year	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Rate	32.0	32.4	33.7	33.5	23.9	36.0	28.6	37.5	23.6	32.0	28.5	25.0	24.8	17.0	20.0	17.6	20.6
Year	2014	2015	2016	2017	2018	2019	2020**	2021	2022	2023	2024	2025					
Rate	17.0	18.7	17.0	20.8	21.9	24.0	16.86	18.04	20.73	19.03	20.5						

**Because of the stay at home order, students who moved out of district were kept in district until the end of the school year and were officially transferred out in the summer

CHS Failing Grades

	2020-2021 Final	2021-2022 Final	2022-2023 Final	2023-2024 Final	2024-2025 Quarter 1	2024-2025 Quarter 2	2024-2025 Quarter 3	2024-2025 Final
Grade 9 Total # Students	437	497	520	510	511			
G9: One failing grade	92	75	59	76	89			
G9: Two failing grades	38	48	53	49	53			
G9: Three failing grades	9	30	39	35	40			
G9: Four or more failing grades	0	19	88	64	40			
G9: Total percent	31.8%	34.6%	46%	43.9%	43.4%			
Grade 10 Total # Students	411	356	437	439	400			
G10: One failing grade	94	77	39	63	67			
G10: Two failing grades	39	32	38	53	40			
G10: Three failing grades	16	14	33	35	19			
G10: Four or more failing grades	5	9	65	37	10			
G10: Total percent	37.5%	37.1%	40%	42.8%	34%			

CHS Retention

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Grade 9 retained	24.7%	10.9%	16.4%	21.8%	
Grade 10 retained	26.8%	11.2%	2.5%	10.5%	