



## *School Committee*

### MINUTES OF THE CHELSEA SCHOOL COMMITTEE MEETING

**December 4, 2025**

**APPROVED 1-8-26**

The Chelsea School Committee held a meeting on December 4, 2025, in the City Council Chambers, City Hall, 500 Broadway, Chelsea.

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

**Also Present:** Superintendent Dr. Almudena Abeyta, City Manager Fidel Matlez, Chief of Staff & Equity Dr. Aaron Jennings, Assistant Superintendent Michelle Martinello, Innovation, Access, & Opportunity Officer Malik Howshan, Communications Manager Michael Sullivan, Student Representatives Daniel Prudencio De Paz, & Allison Rivera Colindres, and School Committee Clerk Veronica Dyer-Medina.

**The meeting was called to order at 7:07 p.m.**

#### **Pledge of Allegiance**

#### **Roll Call for Attendance:**

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

Having 9 school committee members present, the meeting proceeded.

The student poem was skipped due to the student's absence.

At this time Ms. Covas Caraballo motioned to go out of order to vote on **Item #: 25SC77**: the amended contract for Dr. Abeyta. Ms. Henriquez seconded the motion. Chair Hernandez stated that the Chelsea School Committee thanks Dr. Abeyta for her service and her new contract is well deserved for all that she does for Chelsea. Dr. Abeyta answered that she was grateful for the support she receives from the committee.

**Item #: 25SC77**: Consideration and action to accept the adoption of the enclosed contract, which has been negotiated between Superintendent Dr. Almudena G. Abeyta and the Chelsea School Committee for the term of January 1, 2026 to January 1, 2031.

Chair Hernandez asked for a Roll Call Vote:

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

Having 10 votes in the affirmative the motions passed.

At this time Ms. Covas Caraballo motioned to return back to order on the agenda and Ms. Henriquez seconded the motion.

**Special Recognitions:** The Chelsea School Committee Recognized the following groups and people.

- **Chelsea's First Unified Sports Team:** Dr. Abeyta and Mr. Deleidi shared the history of putting together the first ever unified sports team for Chelsea Public Schools. Mr. Deleidi shared the steps taken to make this happen and thanked all the people involved in getting the program started. The students who participated in the first season were given certificates and coaches were also recognized.

- **Champion in Education Award-Senator Sal DiDomenico:** Dr. Abeyta presented Senator Sal DiDomenico with a Champion in Education award for the 15 years of support, advocacy, and dedication he has provided to Chelsea Public Schools and the City of Chelsea. Members of the committee along with the City Manager all in addition shared their thanks to the Senator. They mentioned that the Senator serves with his heart and leads quietly; always being there for the community. They added that he is always transparent and fights for systemic change and is a constant presence in Chelsea. The Senator then shared a few words thanking his team, adding that the work is a direct reflection of all they do. He added that he wants the best education for all students and that Chelsea has the best superintendent in the State. He ended by stating that he will always be in Chelsea's corner.
- **Outstanding Service Awards:** Awards were presented to:
  - Joseph Cooney for his 10 years of service as the Buildings and Ground Director. The committee honored his retirement and shared kind words of gratitude.
  - Yessenia Alfaro for her 10 years of service on the Chelsea School Committee. Each member shared a few words about Yessenia and the great impact she has made on the committee as an advocate for education equity. Yessenia also shared a few words stating she will still be fighting for Chelsea.
- **Name, Strength, & Story Awards:** the following people/groups received this month's Name, Strength, & Story Awards.
  - Sam Chirco-CHS teacher-student representatives Daniel and Allison both shared words about Mr. Chirco as their teacher;stating that the recognition was well deserved.
  - Chelsea Pride Coaches-Member O'Regan asked to recognize the coaches for their impact they make on Chelsea students.

**School Committee minutes:** Ms. Alfaro motioned to accept the meeting minutes of the Regular Meeting on November 6, 2025 and Ms. Balderas seconded the motion.

**Public Comment:** None

**Presentations:** None

**Report of the Superintendent of Schools:**

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

- Attendance: Vast majority are on track to break last year's numbers. He stated the same is the case with drop out rates.
- Drop out numbers YTD is at 1.19%
- Mobility numbers this month were 31students in and 44 students out. YTD are 255 in and 137 out.

- Failing grades: On pace overall better than last year-being down by 3% in 9th grade, but higher in 10th grade.

Dr. Neville asked if we are seeing what we expect around this time of year for mobility rates. Dr. Abeyta stated that it is pretty much the same as what we expect. Mr. Deleidi added that with the exception of less newcomers from other countries. There have been 65 less this month than last year at this time which is slightly affected indicators.

### **Student Representative Updates:**

Daniel shared that news on generous donations for the senior prom thanks to the support from Dr. Abeyta and her team.

Allison shared updates on the Questbridge full ride scholarships that Chelsea students received. One student will be attending Yale on a full ride.

Daniel shared the student volunteer experience at Senator Sal DiDomenico's annual toy drive and Allison shared their experience participating in the opening of Catie's Closet at Chelsea High School.

**Committee Reports:** Dr. Abeyta went over the Personnel and Enrollment reports to commend them to the record. Ms. Henriquez motioned to approve the reports and committee minutes, and Ms. Cabral seconded the motion.

### **New Business:**

At this time Chair Hernandez requested a consent agenda for **Items#25SC69-Items#SC75** and requested one vote be taken for these items as a whole. She then read through each item and asked if anyone had questions. Dr. Neville asked that Non-bargaining salary wages and the policy items be pulled out and voted on separately to provide further information on those items.

- **Item #: 25SC69:** Consideration and action to accept six \$50 Market Basket gift cards from the Zonta Club of Chelsea.
- **Item #: 25SC70:** Consideration and action to accept a gift of 4 Holiday Pops Tickets for Boston Symphony Hall with a value of \$252 for a Berkowitz family donated by Rodman for Kids.
- **Item #: 25SC71:** Consideration and action to accept a gift of \$5,000 to the Chelsea High School Class of 2026 from the Robert Hildreth Foundation.
- **Item #: 25SC72:** Consideration and action to accept a gift of \$5,000 from Soccer Without Borders in grocery gift cards for Chelsea Public Schools families.
- **Item #: 25SC73:** Consideration and action to accept \$3,000 for FY 26 from DESE for the Influence 100 grant.
- **Item #: 25SC74:** Consideration and action to accept up to \$75,000 from the Department of Elementary and Secondary Education for the Transforming Diverse Educators Pathways grant.

- **Item #: 25SC75:** Consideration and action to accept an increase for the Supporting Students' SEL, Behavioral & Mental Health & Wellness grant for the 2025-2026 school year to \$44,910.

Chair Hernandez asked for a Roll Call Vote:

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

Having 9 votes in the affirmative the motions passed.

At this time Dr. Abeyta asked Christine Lee to explain this item further. Ms. Lee explained that the scales were increased to reflect increases other units received.

- **Item #: 25SC76:** Consideration and action to amend the Non-Bargaining Salary & Wage Schedules for 2025-2026 for hourly positions and salaried positions.

Chair Hernandez asked for a Roll Call Vote:

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

Ms. Covas Caraballo	Yes
Ms. Alfaro	Yes

Having 9 votes in the affirmative the motions passed.

At this time Dr. Abeyta explained the background behind updating these policies. DESE provided guidance on criteria and language that needed to be updated in our policies.

- **Item #: 25SC78:** Consideration and action to approve the Career & Technical Education (CTE) Middle School Policy.
- **Item #: 25SC79:** Consideration and action to approve the Civil Rights Policy.
- **Item #: 25SC80:** Consideration and action to approve the Bullying Policy.
- **Item #: 25SC81:** Consideration and action to approve the Physical Restraint Policy.
- **Item #: 25SC82:** Consideration and action to approve the No Vehicle Idling Policy.
- **Item #: 25SC83:** Consideration and action to approve the Annual Program Access & Equity Policy.
- **Item #: 25SC84:** Consideration and action to approve Home School Petitions for 2 Chelsea families with a total of 2 students for School Year 2025-2026.
- **Item #: 25SC85:** Consideration and action to approve on the recommendation of the Superintendent an Overnight Field Trip for 4 students and 8 chaperones to Wellsworth Hotel in South Bridge, MA to attend the Barr Winter Convening aligned with the CHS Reimagination work.

Chair Hernandez asked for a Roll Call Vote:

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

Having 9 votes in the affirmative the motions passed.

**Communications:** None

**Announcements:**

- Ms. Cabral wished Chair Hernandez a happy birthday and ended by saying how grateful she was for Ms. Alfaro's years of dedication in the community. Dr. Neville added that Ms. Alfaro is an incredible organizer and it was great to see Ms. Alfaro shine. Ms. Balderas and Ms. Covas Caraballo added remarks about Ms. Alfaro's leadership; Ms. Covas Caraballo stated that her guidance and different perspective helped her.

**Adjournment:** At this time Ms. Cabral motioned to adjourn the meeting. Ms. Covas Caraballo seconded the motion. The meeting adjourned at 8:58pm.

Recorded by



Veronica Dyer-Medina  
School Committee Clerk

*Recording of the meeting can be found [here](#), courtesy of the Chelsea Community Cable YouTube channel.*



## *School Committee*

### **Curriculum & Instruction Subcommittee Meeting Minutes**

**Thursday, November 13, 2025**

In attendance: Lucia Henriquez, Yessenia Alfaro, Dr. Sarah Neville. Also in attendance: Dr. Almi Abeyta, Adam Deleidi, Kathryn Anderson, Tamara Blake Canty, Vanesa Mendoza, and Veronica Dyer- Medina.

The meeting was called to order at 5:33 PM by Dr. Neville and then handed over to Dr. Abeyta. Homeschooling petitions were reviewed.

A motion was made by Dr. Neville to move the petitions to the full committee, and Ms. Hernandez seconded. Dr. Neville then made a motion to adjourn at 5:35 PM, which was seconded by Ms. Alfaro.

### **Policy & Procedures Subcommittee**

**Thursday, November 13, 2025**

In attendance: Lucia Henriquez, Yessenia Alfaro, Dr. Sarah Neville, Ana Hernandez. Also in attendance: Dr. Almi Abeyta, Adam Deleidi, Kathryn Anderson, Tamara Blake Canty, Vanesa Mendoza, and Veronica Dyer-Medina.

The meeting was called to order at 5:45 PM by Dr. Neville and turned over to Dr. Abeyta.

Dr. Abeyta explained that DESE now requires a CTE Pathway Exploration Policy, most of which reflects current practices; the main new requirement is that the vocational school will now be responsible for funding transportation for field trip tours.

The district has also been undergoing DESE special education and civil rights monitoring, during which DESE identified several required updates such as correcting DESE's address and making minor language changes to the Civil Rights and Bullying Policies. The Physical Restraint Policy was updated to include language about preventing self-injury and prohibiting the use of time-out spaces. Two new policies were introduced: a No Vehicle Idling Policy and an Annual Program Access and Equity Evaluation Policy, which requires the

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superintendent's office to review equitable access to all programs each year and send the evaluation to the school committee.

Ms. Henriquez made a motion to move the policies to the full committee, which Dr. Neville seconded. Dr. Neville moved to adjourn, and Ms. Henriquez seconded.

**A meeting of the Budget & Finance Sub Committee was held on Thursday November 20th**

Central Office: Dr. Almi Abeyta, Christine Lee, Veronica Dyer-Medina

School Committee:

- Shawn O'Regan, D1
- Jonathan Gomez Perreira, D3
- Mayra Balderas, D4
- Claryangeliz Covas Caraballo, D5
- Kati Cabral, At-Large
- Ana Hernandez, D7
- Yesenia Alfaro, D8

Guests: Katherine Anderson, President of CTU, Vanesa Mendoza-Mercado, Vice President of CTU

Meeting Called to Order: 5:36 PM

Chair: Claryangeliz Covas Caraballo

The meeting was called to order by Chair Covas Caraballo at 5:36 PM. Members were greeted, and the meeting was then turned over to Superintendent Dr. Almi Abeyta, who, along with Ms. Lee, reviewed the action items on the agenda.

Member Cabral raised a question regarding Action Item 8, asking whether the collective bargaining agreement would also apply to stipends. Ms. Lee clarified that the review pertained solely to hourly wage contracts.

With no further questions raised, Chair Covas Caraballo requested a motion to move the items forward to the next meeting.

- Motion to move items forward: Made by Yesenia Alfaro
- Second: Mayra Balderas

As no further business remained, a motion to adjourn the meeting was requested.

- Motion to adjourn: Made by Yesenia Alfaro
- Second: Kati Cabral

Meeting Adjourned: 5:50 PM

Minutes respectfully submitted by CCC.

Claryangeliz Covas Caraballo

**A meeting of the Human Resource Sub Committee Of The Whole was held on Thursday November 20th**

Present for the meeting were: Superintendent Dr Almi Abeyta, Christine Lee, Cheryl Watson Fisher, Ana Hernandez, Lucia Henriguez, Mayra Balderas, Yessenia Alfaro, Katherine Cabral, Jonathan Pereira, Claryangeliz Covas Caraballo and Shawn O'Regan.

Meeting was called to order at 6:04 pm.

A motion was made by Claryangeliz Covas Caraballo and seconded by Katherine Cabral to move into Executive Session.

Roll call to move into Executive Session was passed with 8 in the yes and 1 Absent

A motion to exit Executive Session was made by Claryangeliz Covas Caraballo and seconded by Lucia Henriguez.

A motion to adjourn was made by Lucia Henriguez at 6:42 pm.

# Chelsea Public Schools

## Indicators of Success

2021-2026

**November 2025**

### 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	%2025	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%	91.8%	93.7%	94.0%	93.2%	93.7%							
Grade 2	94.4%	91.2%	91.2%	92.0%	92.2%	94.1%	94.6%	94.5%	94.4%							
Grade 3	95.2%	92.2%	91.6%	92.0%	92.1%	94.2%	94.9%	94.3%	94.5%							
Grade 4	95.5%	92.5%	91.9%	92.4%	92.7%	94.1%	94.7%	94.5%	94.4%							
Grade 5	91.9%	91.7%	93.1%	93.1%	92.9%	95.4%	94.8%	94.8%	95.0%							
Grade 6	93.1%	91.1%	92.8%	92.9%	93.2%	94.3%	94.6%	93.9%	94.3%							
Grade 7	91.0%	91.2%	91.8%	93.5%	93.5%	94.0%	93.2%	93.0%	93.5%							
Grade 8	90.7%	90.7%	90.9%	91.9%	92.4%	94.1%	93.0%	93.3%	93.6%							
Grade 9	88.8%	85.4%	85.0%	81.2%	79.0%	86.9%	84.6%	81.1%	84.3%							
Grade 10	85.3%	81.4%	82.6%	82.0%	81.3%	84.6%	83.0%	82.5%	83.2%							
Grade 11	81.0%	75.5%	77.8%	81.9%	82.3%	85.5%	83.9%	81.6%	83.7%							
Grade 12	78.2%	48.1%	74.8%	77.3%	80.4%	86.2%	83.2%	82.0%	83.9%							
Post-Graduate	93.8%	90.3	88.8%	94.7%	87.0%	87.3%	90.4%	89.7%	90.0%							
Kindergarten	93.1%	89.4%	88.7%	90.8%	90.2%	93.5%	92.4%	91.1%	92.5%							
Grade PreK	91.5%	89.8%	89.5%	90.8%	90.2%	93.5%	91.9%	91.0%	92.1%							
District Total	90.8%	88.1%	88.0%	88.8%	87.3%	91.6%	90.9%	90.0%	90.9%							

**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	2025-2026
October 1 Enrollment	1558	1616	1764	1852	1827	1683
# of Drop-Outs	18	37	33	55	44	32
Drop-Out %	1.16%	2.30%	1.87%	2.97%	2.41%	1.90%

**Programmatic Breakdown**

	2021-2022 End of Year		2022-2023 End of Year		2023-2024 End of Year				2024-2025 End of Year				2025-2026 Year to Date			
	Students	EL Students	Students	EL Students	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID	Students	EL Students	SWDs	Dual-ID
High School Enrollment																
October 1 Enrollment	1079	537	1164	600	1008	567	193	84	960	556	213	98	928	435	201	119
# of Drop-Outs	43	86	44	79	50	96	8	10	32	71	10	4	6	21	2	3
Drop-Out %	3.99%	16.01%	3.78%	13.17%	4.96%	16.93%	4.15%	11.9%	3.3%	12.8%	4.7%	4.1%	0.6%	4.8%	1.0%	2.5%

**11/01/25 - 11/30/25 DROPOUT NOTES:**

- 12 Students have withdrawn
- 10 Location Unknown, 2 Adult Ed Program
- Grade 9 = 2  
Grade 10 = 5  
Grade 11 = 4  
Grade 12 = 1

## APPENDIX:

### Mobility

	21-22 Total		22-23 Total		23-24 Total		24-25 Total		Sep		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	In	Out	
ELC (K)	78	30	73	43	72	37	89	63	7	2	5	2	2	2																14	6
Elementary	218	104	161	97	210	120	218	180	43	15	16	15	9	10															68	40	
Middle	182	100	149	96	202	86	169	131	35	13	18	11	9	8															62	32	
High School	338	209	337	215	287	245	249	247	79	27	21	8	11	24															111	59	
District Total	816	443	720	451	771	488	725	621	164	57	60	36	31	44															255	137	

\*District-wide mobility rate (sum of transfers in and transfers out divided by October 1 enrollment (5749) is 6.82% year to date.

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

<b>Year</b>	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Rate</b>	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
<b>Year</b>	2014	2015	2016	2017	2018	2019	2020**	2021	2022	2023	2024	2025	2026				
<b>Rate</b>	17.0	18.7	17.0	20.8	21.9	24.0	16.86	18.04	20.73	19.03	20.5	22.1					

\*\*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 Final	2025-2026 Quarter 1	2025-2026 Quarter 2	2025-2026 Quarter 3	2025-2026 Final
Grade 9 Total # Students	437	497	520	510	462	433			
G9: One failing grade	92	75	59	76	67	78			
G9: Two failing grades	38	48	53	49	52	49			
G9: Three failing grades	9	30	39	35	44	40			
G9: Four or more failing grades	0	19	88	64	52	21			
G9: Total percent	31.8%	34.6%	46%	43.9%	46.5%	43.4%			
Grade 10 Total # Students	411	356	437	439	404	354			
G10: One failing grade	94	77	39	63	57	75			
G10: Two failing grades	39	32	38	53	40	39			
G10: Three failing grades	16	14	33	35	11	14			
G10: Four or more failing grades	5	9	65	37	25	4			
G10: Total percent	37.5%	37.1%	40%	42.8%	32.9%	37.3%			

### CHS Retention

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
Grade 9 retained	24.7%	10.9%	16.4%	21.8%	11.7%	
Grade 10 retained	26.8%	11.2%	2.5%	10.5%	6%	