

Madison Park Working Group Meeting Minutes

Date: May 20, 2025

Attendees:

- Paul Neal, Head of School
 - Perino Watson, MP CTE Director
 - Brian Harris, MP Hospitality Instructor, SSC Member, BTU rep
 - Joe DeVeau, MP Building/Property Maintenance Instructor
 - Michael Norris, MP Co-op Coordinator
 - Michael Berger, CWPD Instructor
 - Brendan Pursel, Carpentry Instructor
 - George Ponte, Metal Fab Instructor
 - Lovette Harris, Head of MP School Parent Council
 - Shailah Stewart, Career Champions Network
 - Settenah Wright, Head of MP Cardinal Association
 - Judith Baker, Friends of Madison Park
 - Coach Dennis Wilson, Friends of Madison Park
 - Louis Elisa, Friends of Madison Park
 - Barbara Fields, Friends of Madison Park
 - Dion Irish, Chief of Operations
 - Patricia Cafferky, Deputy Chief of Operations
 - Tali Robbins, Deputy Chief of Policy, Mayor's Office
 - Lou Mandarin, Senior Advisor on Labor, Mayor's Office
 - Meghan Schroeder, BPS Capital Planning Project Manager
 - Del Stanislaus, BPS Capital Planning
 - Anshi Moreno Jimenez, Senior Policy Advisor, Mayor's Office
 - Jim Caradonio, Advisor to BPS/COB
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- **MSBA SOI Updates**
 - Statement of Interest (SOI) successfully submitted.
 - Next steps:
 - MSBA senior study visit might happen in **August or September**.
 - **Decision notification anticipated in December**.
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- **Co-Op Program Updates**
 - **Target:** Securing co-op placements for **up to 65 students**.
 - **Progress**
 - Co-op agreement streamlined to 5 pages; reviewed by BPS Legal.
 - City departments expecting to host **6 co-op positions** this summer/fall:
 - **Discussion Highlights**
 - Louis: What's the status of past partnerships (Painters Union, Carpenters Union, MBTA)?

- Michael: Many previous partnerships have ended. Those were mostly summer internships, not co-ops, which we are now focused on.
- Joe: Union partnerships were traditionally post-graduation, not co-ops.
- Michael: We are developing new partnerships, e.g., with Northeastern. Also correcting union misunderstandings—students do not need to be 18+ for co-ops. Current placements include:
 - 3 students in Co-Op for electric, 2 in plumbing with local 12, but it's a difficult market, and we're working to find new opportunities
- Louis: We should work to reestablish co-op positions with the MBTA.
 - Paul: MBTA has made offers, but only for Summer jobs, not Co-Ops
 - Del: We need to more fully understand this exact issue with the MBTA so the City can speak with one voice to say together what we need or want from the MBTA. We should follow up about this separately.
- Shailah: Let's amplify these city co-ops with marketing and press as a way to cultivate more partners and show the City is "walking the walk"
- Louis: Who is following up with National Grid?
 - Brendan Pursel: We have an open communication line with National Grid; they are on our Program Advisory Board
- Del: We need to understand who the universal of potential partnerships are, and which ones Madison Park is having trouble with.
- Judith: Are co-op placements limited to hard trades?
 - Paul: No—all programs are expected to have co-ops. For example: Seeking 7 placements for the CNA program. Instructors use a co-op index to prepare students. Unprepared students have previously led to loss of partners.
- Judith: Is English Language Proficiency required for co-ops?
 - Paul: Yes, this is an important qualification
 - Michael: For Co-op placements, we look at the languages spoken in the work place as well
 - Paul: We're not waiting for kids to get to junior year to reach point system but looking at younger kids to use restorative systems to get them back on track to be ready for a co-op. Applying for summer job is now requirement of all students
- Paul: We've brought in people to work with the students on resumes and how to dress for interviews
- **Project Labor Agreement (PLA) update**

- The City signed a Project Labor Agreement (PLA) on a project-by-project basis for school construction projects.
 - First time since the late 90s we've used a PLA for a school project in Boston
 - Each project is assessed individually for PLA fit, with the goal to include as many school projects as possible under a PLA.
- For the six hard construction trades at Madison Park:
 - The top 8 students in each trade program will receive automatic admission into Building Pathways (pre-apprenticeship program) and then an apprenticeship program with one of 17 unions.
 - Students are not restricted to apprenticeships directly aligned with their Madison Park trade—more flexibility and career options are now available.
 - Implementation: Trying to embed Building Pathways here at Madison as possible.
- Joe: Will our current graduating seniors be accepted?
 - Lou: No, unfortunately, it doesn't apply to this class. We have to build the program.
- Brendan (Carpentry): We run a pre-apprentice program here now. We need this program to get kids on the job sites. Some contractors take Madison Park students and some don't. Right now, they're getting into the apprenticeship program, but they're not getting off the bench. Just getting into the union doesn't solve the work problem so can we get the students on city projects or push the partners to hire MP from unions.
- Coach Wilson: this is great insight from on the ground instructors seeing where kids end up so the press event was a great start for awareness and putting MP on the map but now we know how to follow up so this initiative is effective for long term careers
- Does PLA give you the ability to push specific job placements on city jobs?
 - No - we negotiated direct pre apprentice placements for students and there's students that were never getting into these programs so we're building the pipeline even if we're not solving all the problems - no other city has this level of agreement
 - Guaranteed Up to 8 slots per program – building pathways includes getting students equipment, entry, soft skills of employment etc.
 - Agreement also includes a commitment to study how to make childcare for construction workers more attainable → goal to create trust funds like pensions for child care as part of the worker compensation/benefit model
 - Lovette: COB has many construction sites - what can we do to get more MP students hired since they are Boston residents? Can the city help advertise these local project jobs to students rather than putting them into

a general pipeline rather than oversaturating/repeating programs/initiatives already being done?

- Clarification from Lou: this is codifying into a signed agreement an important part of pathway
 - The agreement we reached is about BPS construction projects
 - This is an important challenge and one we need to tackle -
- Paul: most of these programs have historically been gatekeepers; this agreement opens the door but doesn't solve all the problems so i can appreciate bringing up the real challenges

- **POS System and the Culinary/Hospitality programs**

- Current Culinary and Hospitality programs are limited to **cash-only transactions** due to the lack of a **digital Point-of-Sale (POS) system**.
- **Spot-On** has committed to **donating hardware**, and the **City of Boston** will assist with covering costs.
- The new system will:
 - Enable the food truck to operate off-site.
 - Allow students to learn digital sales tracking systems.
 - Reduce the need for instructors to fill multiple roles that don't reflect real industry experience.
- Staff are currently working through electronic payment privacy issues and receiving training on the system.
- Paul: Ultimately we want to expand POS systems to all public-facing programs. Internal coordination challenges delayed this effort.
- Perino: While more work is needed, this is a major step forward that's been years in the making.
- Shailah: This system is a more effective way to manage transactions.
- Paul: We are bringing in a City team with expertise in high volume transactions to train Madison Park staff how to run operations.

- **Aviation Program Planning**

- A Request for Information (RFI) has been drafted and will be shared this Friday.
- Purpose of the RFI: Gather input from aviation partners to help define the scope, structure, and implementation strategy for an aviation program at Madison Park.
- Research Summary (Meghan):
 - Nationally, most aviation programs began in the 1980s–1990s as magnet school initiatives.
 - Program types vary:
 - ~50% offer a Private or Professional Pilot License, requiring substantial ground and air training hours.
 - Some offer drone pilot certification.
 - Others do not provide certification but include aviation-related coursework.

- Program lengths, certifications, and requirements differ widely.
- Madison Park will need:
 - A flight school partner for elective courses.
 - Postsecondary partners (universities, training programs, etc.) to ensure students can enter the workforce quickly after graduation.
- Question: What about aviation maintenance?
 - Trish: Research on this is available and will be shared.
 - Meghan: Due to strict FAA and facility requirements (e.g., needing a hangar), it's not feasible to host this program on-site at MP.
- Louis: It's critical we involve trainers who can connect students to jobs. Suggests exploring the Roxbury Community College pilot program. Asked for a clear timeline if we want a summer cohort at MP.
- Coach Wilson: We've heard multiple presentations and see value in this program. What we need now is a firm commitment from the City to move it forward.
- Del: The City is committed. The RFI is the necessary next step to develop an informed and effective RFP.
- Coach: Understood. We want a clear public commitment from BPS and the Mayor's Office to get this done.
- Tali: Yes—and the RFI helps us understand the landscape of partners, requirements, and best-fit models before implementation.
- Timeline for Aviation Program Development
 - June 2025: Publish RFI
 - Summer 2025: Receive and review responses
 - August 2025: Evaluate submissions (from potential partners or national programs sharing best practices)
 - January 2026: Select partners and begin budget and implementation planning
- Louis: Why is this timeline so long?
- Del: There are City and BPS processes to follow to ensure success. Neither has launched a program like this before, so we're proceeding carefully with deep research to support a long-term, sustainable program.
- Coach Wilson: Given delays in other renovations, can we start something by this fall, even if it's not perfect?
- Del: Starting in 4 months isn't realistic. A quality program requires lead time for equipment, certified instructors, and planning.
- Lovette: Agreed. A rushed "microwaved" version isn't acceptable. For something as impactful as aviation, it's worth taking the time to do it right.
 - Paul: Acknowledged that the team should have acted sooner on developing the program. Emphasized that there is misinformation circulating about what an aviation program entails.
 - Becoming a pilot involves many steps—starting with drones and simulators, which do not require a hangar and can be implemented earlier.

- Highlighted the added hesitancy for Black and Brown students to enter pioneering career fields.
 - Supported the City's methodical approach but urged a balance between quality and urgency: "I don't have the expertise myself, but I want us to do this well and with urgency—we should be pioneers here and start small wherever we can."
- An instructor at Madison Park has a pilot's license (Michael Berger); the City will follow up directly with them to explore ways they can support or accelerate the program.
- Louis: Reiterated that the aviation initiative is not starting from scratch, and we should leverage existing expertise.
 - City/BPS: we've discussed but haven't formalized the process and it takes time to do this well
- Barbara: Urged the group to reconnect with the potential partner who previously presented to the team and submit follow-up questions. Noted this discussion is reminiscent of delays in other past projects and emphasized the need for direct engagement.
- Del: Clarified that the RFI is intended to keep the process moving forward and is a necessary legal and strategic step.
- Barbara: Agreed with the process but stressed the need to re-engage with the presenting partner in parallel.
- Tali: Suggested the RFI enables this group to all operate from the same base of information. .
- Paul: Cautioned against showing preference to any one organization before the RFP stage, noting legal constraints: "We must be careful not to show preference before a competitive process."
- Barbara: Acknowledged the legal concern but emphasized her desire to move faster with capable partners.
- Tali: Proposed using RFI responses to shape a strong, transparent RFP that sets up any future partner for success by clearly outlining expectations and supports.
- Louis: Closed by raising concern about the extended timeline, urging the group to consider ways to shorten the process where possible.
- Judith: We'd like to figure out ways for Mr. Neal to have more autonomy on these decisions
- Coach Wilson/Barbara: Can you clarify what milestones set the proposed timeline? And can we get the aviation partner here?
 - Dion: we can't bring the group in to do this - there are legal ramifications for this that puts the partner at risk too.
 - Del: as part of RFP process, we'll bring the submissions to this group
- Joe Deveau: Can you try to see how we can accelerate this process?
 - Michael Berger: maybe we can build the interest in this program through a club while this process is underway
 - Michael Berger: there are implications of aviation/drones that create challenges we need to be mindful of - like where we can fly drones

- Robotics: Didn't get to this topic due to time constraints.