

Weymouth School Committee Meeting
 MJL Humanities Center – WHS
 January 18, 2018
Minutes approved 2/1/18

Executive Session	<p>Pursuant to MGL Ch. 30A, Sec 21(a)(2), to conduct strategy sessions in preparation for negotiations with nonunion personnel and contract negotiation with nonunion personnel</p> <p>At 6:00 p.m. Chair Belmarsh called for a motion. Mrs. Nardone made a motion to go into Executive Session, seconded by Dr.. Sullivan to conduct strategy sessions in preparation for negotiations with nonunion personnel and contract negotiation with nonunion personnel. A roll call vote was taken 6/0 (yes – Belmarsh; yes – Sheehan; yes – Curran; yes - Nardone; yes – Sullivan; yes – Sherlock-Shangraw).</p>	
CALL TO ORDER PLEDGE OF ALLEGIANCE MOMENT OF SILENCE	<p>7:01 PM All that were present stood for the pledge</p>	
MEMBERS Strike out = absent	Lisa Belmarsh, Chair Tracey Nardone, Vice Chair John Sullivan, Secretary Gail Sheehan Kathy Curran Rebecca Sherlock-Shangraw Robert Hedlund, Mayor	Jen Curtis-Whipple, Superintendent Susan Kustka, Assist. Superintendent Mary Ann Bryan, Interim Assist. Superintendent Mickey McGonagle, Interim Business Manager
	<p>MOTION: by Ms. Nardone to remove the minutes from the Consent Agenda SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p>MOTION: by Ms. Nardone to table the minutes of December 21, 2017 SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p>	
CONSENT AGENDA * Items = tabled	<p>a. Payment of Bills - #28-2018 Warrant dated January 8, 2018 in the amount of \$623,220.12 b. Field Trips: c. Adams Middle School, Grade 5, Camp Bourndale, Plymouth, MA, New Dates: March 19-21, 2018, March 21-23, 2018</p> <p>MOTION: by Ms. Nardone to remove the minutes from the Consent Agenda SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p>	
PUBLIC COMMENT Bold = speaker	<p>Chair Belmarsh opened public comment. There was none.</p>	
STUDENT ADVISORY	<p>There was no report.</p>	
REPORT OF SUPERINTENDENT	<p>Dr. Curtis-Whipple noted that at Wessagusset was holding a training for the BOX program. This training for families was being offered by Reebok. This would be held on February 8th, 5:30 to 7:30 p.m. and childcare would be offered. At the Nash Primary School the Principal was overseeing a Bruins PJ drive. They are collecting pajamas for the Bruins Foundation. They held a career day at the Murphy School. She also noted that the Talbot School hosted an event for local veterans honoring Ralph Talbot.</p>	
NEW BUSINESS * Items = action required	<p>Chapman Middle School – Student Council Those in attendance introduced themselves: Evan Barruzza, Madison Nowinski, Henry Bates, Dyala Merhej, Emily Micchichi, Terri Zeng, Arbriel Murphy, Daniel Kowalski, Issac Conti</p> <p>Ms. Nowinski provided an overview of the ongoing events that were happening. She</p>	

Weymouth School Committee Meeting
MJL Humanities Center – WHS
January 18, 2018
Minutes approved 2/1/18

noted that they were very excited to be here tonight to present all the wonderful news was happening at Chapman Middle School. She explained a few items, such as, the positive impact that their council was having at Chapman. They would like to implement a student forum, Through this forum students would be advised of upcoming events.

Mr. Bates explained that they would like to keep holding school dances, food drives, etc. for the community. They are also working on the “pennies for patients” project.

The Board thanked them for coming to the meeting. They were very pleased with the students’ commitment to the community and each other.

Report on Teaching and Learning

Report of Organizational Structure – Anthony Bent Ed.D.

Dr. Curtis-Whipple introduced Dr. Bent to the Board. She noted that he has been reviewing a Central Office restructuring. She noted that it was determined that a review of the central office leadership positions was needed to strengthen the administration of the school district. (See report “Central Office Structure in the Weymouth Public Schools Analysis, Observations, Recommendations, December 28, 2017”).

Dr. Bent noted that this was a perception study and review of Central Office, based on 39 interviews and 30 surveys of principals, central office staff, and others who had regular contact with the central office. He mentioned that those that were interviewed were involved and simply terrific. Respondents were asked the following five questions. Their average answers on a 1-10 scale can be found in parentheses after each item.

1. What is your view of the efficiency of central office operations based upon the daily flow of the work? (5.4)
2. What is your view of the clarity of the job responsibilities in central office (i.e. who is responsible for what – administrators, support staff)? (6)
3. What is your view of the overall staffing in central office (i.e. enough to get the job done, not enough, changes needed)? (5.5)
4. What is your view of how well and efficiently the central office serves the needs of the schools? (6.2)
5. What is your view of the level of trust among the people who work in the central office (i.e. Administrators, support positions)? (3.2)

He explained that he reviewed districts that the state Department of Elementary and Secondary Education consider similar to Weymouth (Attleboro, Methuen, Peabody, and Waltham). He also included Brookline, because they recently reorganized their central office). He offered his recommendations:

1. Strengthen the professional culture in central office as highest priority.
2. Adjust job descriptions and communicate, by multiple means, the roles and responsibilities of central office administrators.
3. Consider a second assistant director of special education.
4. Hire a fulltime business manager and add maintenance to the portfolio.
5. Reconfigure the position of Assistant Superintendent of Human Resources. Consider a Director of Human Resources and move most operations currently listed with this position to other positions.

Weymouth School Committee Meeting
MJL Humanities Center – WHS
January 18, 2018
Minutes approved 2/1/18

6. Reconfigure the position of Director of Athletics and Physical Education. Eliminate any coaching associated with the position. Ideally, the Physical Education and Athletics should be 1.5 FTE in the district.
7. Reporting Recommendations:
 - a. All principals to the Superintendent along with central office administrators.
 - b. The Administrator of Special Education to the Superintendent.
 - c. Health Services to the Administrator of Special Education.
 - d. The Director of Athletics and Physical Education to the High School Principal (for Athletics) and to the Assistant Superintendent (for Physical Education).
 - e. Maintenance to the Business Manager.
 - f. WeyCare to the Assistant Superintendent for Instruction and Support.
 - g. Technology to the Assistant Superintendent for Instruction and Support or to the Business Manager, depending upon the nature of the position.

Ms. Nardone thanked Dr. Bent for his hard work and she looks forward to reading the report in depth.

Dr. Sullivan stated that he hopes people understand that there is not a cause and effect relationship between the new superintendent and these findings. In the past, jobs were created to fit the talent of individuals. This is a good opportunity to look at the future, and design the administration so it focuses on the best interest of the students and community. He noted that change cannot be made without discomfort and that discomfort is a part of any significant change.

Mrs. Sheehan thanked Dr. Bent for his work on this report. It's very interesting. She mentioned the fiscal and municipal oversight of the district. It's a smart move to see how things are working within the district.

Ms. Curran asked how the 39 people were chosen.

Dr. Bent noted that he was provided with names from the Superintendent's office and interviewed over three full days.

Ms. Curran asked about the Director of Human Resources position and the overseeing of same. She also asked for a copy of the invoice for this report; although Dr. Bent is well worth it, but she would like to see the cost.

Mrs. Sheehan commented on the section regarding "Municipal / School Relationship" that she agrees that municipal side of town is very involved with the school side. If the Committee members remember, I brought my concerns regarding this to the table June 22nd with my statement."

Dr. Bent stated that he is recommending that all principals report to the Superintendent so that there is continuity and they know that direction is coming from the top.

Chair Belmarsh thanked Dr. Bent for his report and stated she looked forward to further review of same.

Weymouth School Committee Meeting
MJL Humanities Center – WHS
January 18, 2018
Minutes approved 2/1/18

Non-Union Personnel Policies (action requested)

Dr. Kustka provided an overview of the amended Non-union Employee Personnel Policy. (see policy for further review)

Ms. Sheehan asked for a copy of the salary for the grade levels. She liked the very clear writing of the days off. She asked for clarification of the vacation approval process.

Dr. Kustka explained same. She also noted that as this policy would be in place as of July 1st, this year, and explained the transition from the current system to one where vacation time is accrued over time.

Ms. Curran suggested the language “one year” be changed to “zero” for clarification.

Dr. Kustka will make that change.

MOTION: by Ms. Nardone to accept the Nonunion Personnel Policy as amended
SECOND: by Dr. Sullivan
UNANIMOUSLY VOTED

Assignment of School Committee Subcommittees

Chair Belmarsh explained that at a meeting held on January 2, 2018, the Board was reorganized. As such, John Sullivan is the Secretary, Tracy Nardone is Vice Chair and she remains as Chair. She also welcomed the new member, Rebecca Sherlock-Shangraw.

Mrs. Sheehan felt she should be Chair of Negotiations; and that traditionally and historically, the Chair of Negotiations has been the longest serving member. The reasons being that that person has the institutional knowledge, a good grasp of the dynamics over the years and is familiar with the history of all the issues which are important components of being Chair. It should not be a member who has only been a School Committee member with only two years’ experience on this sub-committee.

Chair Belmarsh thanked the Committee for their input. She indicated she is keeping the Committee as it stands and took into consideration the school committee experience of the members and their outside/work experience. She feels the committees are made up in consideration of the members’ strengths and will leave them the way she has assigned them.

Weymouth School Committee Meeting
MJL Humanities Center – WHS
January 18, 2018
Minutes approved 2/1/18

<p>OLD BUSINESS</p> <p>* Items = action required</p>	<p><u>ECAF – Security Cameras in Schools – third reading</u> Chair Belmarsh opened this item up for public comment. None at this time. She then closed the third reading.</p> <p>MOTION: by Ms. Nardone to approve the ECAF – Security Cameras in Schools as presented SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p><u>MSBA Chapman Feasibility Study</u> Chair Belmarsh noted that at the meeting held on January 2nd, it was decided to study placing a new school on the current Chapman site. This eliminated consideration of the area next to Adams as a possible site.</p> <p>Ms. Curran noted that they reviewed Adams and Chapman and it was decided that Chapman was the best site.</p> <p>Dr. Curtis-Whipple explained that they did review enrollment, class sizes, layouts, etc. It was a lot of information provided and a lot to consider.</p> <p>Ms. Curran noted that the next meeting is January 30th. Although the previous meeting was not televised live, it is on tape. She is hoping that it can be televised in the future in order to allow the community to see and hear the presentation. It is a very exciting proposal.</p> <p>Mrs. Curran stated that the website for this project is: anewchapman.org</p>
<p>Announcements</p>	<ul style="list-style-type: none"> • Policy Sub-Committee –January 22nd – 6:00 p.m. – School Administration Building • Budget Sub-Committee – January, 31st – 6:00 p.m. – School Administration Building • Weymouth Market – February 7th – 3:30 – 5:00 – Chapman Middle School • Community Series: Off the Ladder of Addiction – Prescription / Over-the-counter drugs and Methamphetamines, February 15th – 6:00 p.m. – Weymouth Police Station • TWPC – Tuesday, February 13th – MJL Humanities Center • SEPAC workshop on Tuesday, Feb 6th at 7pm Adams library "Dissecting an IEP"
<p>NEXT MEETING</p>	<p>School Committee Meeting of the Whole: Thursday, February 1, 2018, at 6 p.m. – MJL Humanities Center, WHS</p> <p>Next Meeting of the WSC Meeting Thursday, February 1, 2018 – 7:00 PM – MJL Humanities Center, WHS</p>
<p>ADJOURNMENT</p>	<p>MOTION: by Ms. Nardone to adjourn the meeting at 8:25 p.m. SECOND: by Mr. Sullivan UNANIMOUSLY VOTED</p>
<p>ATTACHMENTS</p>	<ul style="list-style-type: none"> • Warrant- #28-2018 Warrant dated January 8, 2018 in the amount of \$623,220.12 • Field Trips: Adams Middle School, Grade 5, Camp Bourndale, Plymouth, MA, March 21-23, 2018, March 26-28, 2018 • Dr. Anthony Bent's – "Report of Organizational Structure" • ECAF Security Cameras in Schools policy

Submitted by:

Weymouth School Committee Meeting
MJL Humanities Center – WHS
January 18, 2018
Minutes approved 2/1/18

John Sullivan, Secretary