

Weymouth School Committee Meeting
 MJL Humanities Center
 May 23, 2019
 Minutes

Approved 6/6/19

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| <p>CALL TO ORDER PLEDGE OF ALLEGIANCE MOMENT OF SILENCE</p> | <p>At 6:02 p.m. Dr. Sullivan moved that the committee enter executive session as permitted by MGLc. 30A, s. 21(a). Pursuant to M.G.L. c. 30A, s. 21(a)(2) to conduct strategy sessions involving a Level III Grievance regarding Team Chair Stipends as part of the collective bargaining agreement b. Pursuant to M.G.L. c. 30A, s. 21(a)(2) and 21(a)(3) to discuss strategy regarding litigation filed by Gerard F. Mackin, Jr., including the allegations and claims made him and an individual Unit B member. c. Pursuant to M.G.L. c. 30A, s. 21(a)(2) and 21(a)(3) to discuss strategy regarding a prohibited practice charge filed by the WEA alleging that a management member allegedly interfered with, restrained and coerced a union employee in the exercise of his or her rights under the public employee collective bargaining law</p> <p>Mrs. Sheehan seconded, Roll Call Vote: Sheehan - yes, Nardone - Yes, Sullivan - Yes, Curran - Yes, Belmarsh - Sherlock-Shangraw - Yes).</p> <p>7:20PM The regular meeting was called to order. All that were present stood for the pledge.</p> | |
| <p>MEMBERS Strike out = absent</p> | <p>Lisa Belmarsh, Chair Tracey Nardone, Vice Chair John Sullivan, Secretary Gail Sheehan Kathy Curran Rebecca Sherlock-Shangraw Robert Hedlund, Mayor</p> | <p>Jennifer Curtis-Whipple, Superintendent Susan Kustka, Assistant Superintendent Mary Ann Bryan, Assistant Superintendent Brian Smith, Assistant Superintendent</p> |
| | <p>On motion of Mrs. Nardone, seconded by Dr. Sullivan to remove the Executive Session Minutes on 5/9/19 from the consent agenda. Unanimously voted.</p> <p>On motion of Mrs. Nardone, seconded by Dr. Sullivan to table the Executive Session Minutes of 5/9/19. Unanimously voted.</p> | |
| <p>CONSENT AGENDA * Items = tabled</p> | <p>Payment of Bills Warrant 48 -2019, in the amount of \$858,612.14 Approval of Minutes:</p> <p style="padding-left: 40px;">Regular Minutes: 5/9/19</p> <p>MOTION: by Mrs. Nardone to accept the consent agenda SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> | |

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| STUDENT ADVISORY | <p>The Student Advisory committee came to the table. They reported out on the School Nutrition Survey, Sandy Hook Promise, Parking Fees and Weycathlon. The full report is attached to these minutes.</p> <p>Chair Belmarsh thanked the Student Advisory Committee for their hard work. She asked that they be sure to continue their conversations with Mr. Strauss and report back to School Committee.</p> |
| PUBLIC COMMENT Bold = speaker | <p>Chair Belmarsh opened public comment.</p> <p>MaryEllen Devine - came to the table to make two announcements. Prom will be on Friday, May 31st and the post-prom theme this year is Willy Wonka. This is an annual event after prom and parents should encourage students to attend.</p> <p>Elizabeth Foster Nolan came to the table to ask when the Administration Compensation Study is presented the information presented sets forth underlying data. Feels what is in the presentation is not consistent with the data that was presented to Town Council. Need to know where the methodology came from.</p> <p>Linda Roy came to the table to make a statement that the agenda that was posted for the meeting tonight was posted wrong.</p> <p>*Please note the agenda postings were checked at the time and all was in order.</p> |
| REPORT OF SUPERINTENDENT | <p>The Superintendent reported out on the following:</p> <p>Academy had a fantastic International Night last Thursday. Cultures from over 21 countries were shared, as were performances, foods, and arts. This year we incorporated our STEAM classes to construct many of the famous structures from around the world. We also had all 304 students participate in the</p> <p>“Story of Me” binders we made for each grade level.</p> <p>Our second annual 4th grade Overnight Field Trip is on Friday, May 31st. Thank you again for your support in this outstanding experience for our fourth graders.</p> <p>Grades 1 and 2 have their annual spring concert on May 31st.</p> <p>Abigail Adams art show on Wednesday was a huge hit! Hundreds of art projects were displayed for parents to see and purchase.</p> |

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| | <p>Mary Poppins play was incredible! A huge thank you to all of the crew members, actors and Mr. Cawley and Mrs. Saracino for all of their hard work.</p> <p>Sandy Hook Promise presented an awesome message of “Just say Hi” today to grade 6 students. A simple and strong message of belonging in all schools. Huge thank you to Mr. Materna for taking on the organization of the event.</p> <p>Wildcat leaders are heading down to the Elementary schools to help transition grade 4 student up to Adams.</p> <p>Camp Bournedale trips are beginning June 12 and Grade 6 Treetop adventure trips begin on June 17th.</p> <p>JECC just completed 2 successful afternoons of PreK screenings for incoming preschoolers. We still have a few openings for the fall. If interested call the school office for more information about program availability.</p> <p>Our next Family Literacy Night will be held the evening of June 6 from 6-7:00 p.m. This is the last social emotional literacy night this school year. We were able to offer a 6 part series using funding from the 298 grant to support this PBS initiative to foster the home to school connection.</p> <p>Mrs. Nardon shared that she had the opportunity to meet with the Administration team who will be at Chapman next year. Really impressed with how everything is going to be handled.</p> <p>Dr. Curtis-Whipple shared that there will be a survey going out to parents asking for for ideas. Great energy from the community and the staff as well.</p> <p>Mrs. Sheehan how this will be sent out. Dr. Curtis-Whipple shared it will be sent out via school messenger by Tuesday of next week.</p> |
| NEW BUSINESS | <p><u>CPR Gift Donation Presentation – Betsy Harris</u> Mrs. Harris came to the table with Firefighter Douglas Bocash and MKC Robin Scott from the US Coast Guard. She reviewed the presentation attached to these minutes.</p> <p><u>Administrator Compensation Study – Brian Smith, Assistant Superintendent of Finance and Operations</u> Mr. Smith came to the table with Principals Burm, Meehan and Costello. They presented a powerpoint presentation attached to these minutes. The reviewed the challenge, educational leadership, data, recommendations.</p> |

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Dr. Curtis-Whipple thanked the team for coming to present this. It is an awkward conversation and spoke of how appreciative she and the Committee are for doing the work and presenting.

Mrs Nardone thanked the Committee stating it was a long time coming. We know the facts and need to figure out what we are going to do to retain our staff.

Dr. Sullivan shared that this presentation is consistent with the analysis he worked on 3-½ to 4 years ago and unfortunately we have not made a lot of progress yet.

The data is out there. There may be cynics out there with concerns about principals talking about principal salaries, but they have been very conservative with their numbers. Mr. Smith shared that they went with the median data - not self serving data.

Dr. Sullivan reminded everyone that with the Superintendent's contract we very consciously wrapped items in her base salary This is not so when comparing to other superintendents' base salaries. We need to do something about the salaries and retention. His daughter is in 4th grade and has had 5 principals. \

Dr. Curtis-Whipple shares that compensation of some of our staff is starting to come close to surpassing administrators.

Chair Belmarsh thanked the Committee and stated this tells us that you are dedicated to this town and school district. Other districts may have more money but you have stayed. We need to get this right and get some stability.

Mrs. Curran shared she only went to a couple of meetings and that the principals did all of the work. She shared that one-third of the town is over 60 and suggested that they re-read the role of the principal so that the constituents can understand what the principals are doing. There is an incredible amount of work put on the principals today. She is supportive of whatever we can do to raise the salaries. We will just need to figure out where the money will come from and does not want to answer to be breakage.

Mrs. Sheehan shared that she appreciates all the principals do. Also agrees we need to adjust the salaries.

Dr. Curtis-Whipple shared that this item will need to go back to budget sub and will then come back to the table again. We are trying to be thorough and transparent. Everyone is welcome to come to budget sub on May 30th at 6:00.

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| | <p>Mr. Smith thanked the team again, including Karen Monahan who could not be at the meeting tonight. He has only been here since September and this work started before he got here.</p> <p><u>Non-union Job Descriptions (Action Requested)</u> Pre-K-12 - Curriculum Manager - Fine and Performing Arts Pre-K-12 - Curriculum Manager - Science, Technology, Engineering and Math (STEM) Pre-K-12 - Curriculum Manager - Director Social Emotional Learning (SEL) Pre-K-12 - Curriculum Manager - Director Humanities</p> <p>MOTION: by Mrs. Nardone to table the Non-Union job descriptions noted above. SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> |
| OLD BUSINESS | <p><u>Student Handbooks – Third Reading</u> District & High School Changes Ms. Fisher reviewed the minor changes from the May 9, 2019 meeting with the Committee. MOTION: by Mrs. Nardone to approve the District and High School Handbook changes. SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p>Primary School Changes MOTION: by Mrs. Nardone to approve the Primary School Handbook changes. SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p>Middle School Changes MOTION: by Mrs. Nardone to approve the Middle School Handbook changes. SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p><u>Unit B Job Descriptions (Action Requested)</u> As previously discussed at the May 9, 2019 meeting the Unit B job descriptions are being brought forward for approval by School Committee this evening. As of tonight we have a tentative agreement with Unit B. We would like to move forward to approve.</p> <p><i>Pre-K-12 - Assistant Curriculum Director Fine and Performing Arts</i> MOTION: by Mrs. Nardone to approve the Assistant Curriculum Director Fine and Performing Arts job description SECOND: by Dr. Sullivan</p> |

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| | <p>UNANIMOUSLY VOTED</p> <p><i>Pre-K-12 - Assistant Curriculum Director Science, Technology, Engineering and Math (STEM)</i> MOTION: by Mrs. Nardone to approve the <i>Assistant Curriculum Director Science, Technology, Engineering and Math (STEM) Job Description</i> SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p><i>Pre-K-12 - Assistant Curriculum Director Social Emotional Learning (SEL)</i> MOTION: by Mrs. Nardone to approve the <i>Assistant Curriculum Director Social Emotional Learning (SEL) Job Description</i> SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p><i>Pre-K-12 - Assistant Curriculum Director Humanities</i> MOTION: by Mrs. Nardone to approve the <i>Assistant Curriculum Director Humanities Job Description</i> SECOND: by Dr. Sullivan UNANIMOUSLY VOTED</p> <p><u>Chapman School Building Update</u> Chair Belmarsh shared that now the vote for the New Chapman Middle School Building is moving forward, the next meeting will be on May 28th. We will be looking at an agreement sent over by MSBA and next steps for next year. There will be many meetings about the many areas as they relate to Chapman. We plan to collaborate and continue to have open discussions with the community.</p> <p>Assistant Superintendent Smith advised that the School Building Committee will be holding a a meeting Tuesday, May 28, 2019. Meetings are taped and televised.</p> <p>All presentations, minutes and other information regarding the School Building can be found at: www.anewchapman.org</p> |
| Announcements | <p>Budget Sub-Committee-May 30, 2019 at 6pm, Administration The next Weymouth Market will be June 5, 2019 at 3:30pm in the WHS Gold Cafeteria</p> <p>Post-Prom will start decorating on Friday, May 31st at 2:30 Town-Wide Parent Council - June 11th Policy May 29th at 6:00 at Administration SEPAC-June 4, 2019 at Abigail Adams Library</p> |
| NEXT MEETING | Meeting of the WSC |

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| | Thursday, June 6, 2019 - 7pm - MJL Humanities Center, WHS |
| ADJOURNMENT | MOTION: by Dr. Sullivan to adjourn the meeting at 9:10 p.m. SECOND: by Mrs. Sheehan UNANIMOUSLY VOTED |
| ATTACHED DOCUMENTS | Warrant 48 -2019, in the amount of \$858,612.14 Regular Minutes: 5/9/19 CPR Presentation Compensation Study Presentation Handbook Summaries Pre K-12 Assistant Curriculum Director Job Descriptions |

Submitted by:

John Sullivan, Secretary