



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

Humanities Center & Zoom

January 20, 2022

MEETING MINUTES

Members In Attendance: Dr. John Sullivan, Chair; Tracey Nardone, Vice Chair; Carrie Palazzo, Secretary; Kathy Curran; Rebecca Sherlock-Shangraw; Steve Buccigross

Members Absent: Mayor Hedlund

Also Present: Robert Wargo, Superintendent; Brian Smith, Assistant Superintendent; Melanie Curtin, Assistant Superintendent

The Meeting Came to Order At 7:01pm.

Chair Sullivan led in the Pledge of Allegiance.

The chair informed that the meeting is being recorded and available on WETC.

Consent Agenda:

The Consent agenda included:

- Warrant 28-2022 in the amount of \$385,277.88. Dated 1/10/22
- Regular Minutes: 1/3/22, 1/6/22
- Executive Session Minutes: 1/6/22
- Budget Sub-Committee Minutes: 1/12/22

Motion by Mrs. Nardone to accept the consent agenda. Seconded by Dr. Sherlock-Shangraw. Roll call vote. Motion passed unanimously.

Student Advisory

Students Josephine Burke, Brooke Lanahan, and Daniel Rios gave an overview of their report. Topics included mid year exams, Boys Basketball and Dance teams, class officers, and Human Rights Coalition (HRC) club collaborating with Black Student Union BSU and Wildcat Media club

The committee thanked the students for their report and for attending the meeting.

Public Comment

The Chair reminded that public comment be in accordance with Policy BED, items on the agenda and kept to 3 minutes and gave instructions if members wish to speak; name and address should be added in the chat.

Danielle Graziano, 430 Ralph Talbot Street

Suggested that all programs be available and listed for all students in the MWC program of studies and shared her support of increasing inclusion. Ms. Graziano also proposed that #13 of the job description for the Executive Director of Student Services should be focused on student needs and fiscal responsibility should be removed.

Kim Ferreira

Agreed with Ms. Graziano.

Report of the Superintendent:

Superintendent Wargo shared that Covid positive rates are decreasing (3.5%) and that there were 226 positive cases within the school community from 1/5/22. Since the test and stay program began on September 20, 2022 only 1.4% of testing was positive.

The Superintendent outlined the DESE at home testing program for students, families and staff. Administration is still deliberating to understand the program. If it is decided to implement, programming will be after February school vacation. Reporting/recording numbers will be affected if the DESE program is executed in the district.

Thanks was expressed to the nursing team for all of their help and assistance during Covid. Superintendent Wargo assured that schools are safe and that work is ongoing to keep it that way.

Kindergarten registration dates will be posted soon. As kindergarten is full day and there are slots for every student, registration is rolling. A future goal is to have the Family and Community Center be the central site for registrations.

Ongoing revamping of the website is happening. Appreciation was expressed to Alyssa Haggerty and Kelly Powers for their help. A suggestion was made to add the policy manual. The district is waiting for MASC to forward the digital copy.

A potential change in school start time or equitable distribution of students will be during the 2023-24 school year, giving families enough time to prepare. MWC start time for the school year 2022-23 will be the same as Adams. Abigail Adams will be closed for the 2022-23 school year.

Motion by Mrs. Nardone and seconded by Dr. Sherlock-Shangraw to take Old Business out of order. Motion passed unanimously.

OLD BUSINESS

Ms. Mohahan was welcomed back.

a. Weymouth High School Program of Studies-Second Reading-Principal Strauss & Associate Principal Monahan

Much discussion of 'successful completion' as a prerequisite versus the use of a percentage (clarification of 60%), and passing grade was had. Suggestion of passing with a 60% as a prerequisite was made. It was suggested to make the prerequisite of 'Successful completion with a passing grade of 60 or above'. CTE requirements, band and choir honors classes were also mentioned.

Motion by Mrs. Nardone to combine the second and third reading of the WHS program of studies with the changes of successful completion discussed. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

Mrs. Curran made a motion to approve the WHS program of studies with changes discussed. Seconded by Mrs. Nardone. Motion passed unanimously.

b. Chapman Program of Studies-Principal Meehan & Associate Principal Paulhus Middle School Opening 2022-Assistant Superintendent Melanie Curtin

Talk of expanding world language offerings with ASL and including 6th grade was had. Other topics discussed were lack of additional fees for labs, physical education curriculum, weight training and safety, and wellness classes. Addition of NHES skills analyzing influences, and accessing valid information resources was suggested. Student support and guidance/adjustment counselor, mentor roles as well as advertising Chapman and orientation/offerings were mentioned. Touring the building for students was suggested. Mrs. Paulhus advised that special education definition changes suggested by Ms. Graziano on behalf of SEPAC will be made.

Motion by Mrs. Nardone and seconded by Dr. Sherlock-Shangraw to combine the second and third reading of the MWC program of studies with the changes discussed. Motion passed unanimously.

Motion by Mrs. Nardone to accept the MWC Program of Studies with the changes mentioned tonight. Motion passed unanimously.

c. Updates and Status of Chapman Middle School Opening 2022-Assistant Superintendent Curtin

Assistant Superintendent Curtin advised that staffing assignments, master schedule, and teams are being finalized. Hard copies of the presentation will be available.

6 videos have been posted to the website. A suggestion was made to reach out to WETC for the community to see the videos as well. Upon completion of the building it will be turned over to the town, then to the school department-more updates to come.

A tour will be arranged for school committee members.

Chapman Project Updates

NEW BUSINESS

a. Organizational Structure - Superintendent Wargo:

To improve efficiencies and support for families and students, The Superintendent shared his reorganization structure to decentralize the central office, placing empowerment, autonomy and accountability at the building level. The plan was developed over months with many stakeholders feedback. His restructure includes an Executive Director of Human Resources and Executive Director of Student Services. The Executive Director of HR marks the level of work that the office handles. The Executive Director of Student Services will oversee Special Education, 504, Counseling, and Wellness. The 2 phase plan will also include an Assistant Director, Primary assistant Principals, Family/Community Center and department heads. Superintendent Wargo assured that the structure will provide consistency and continuity across the district.

Consensus was reached to discuss both organizational structure and new job descriptions together.

b. Job Descriptions - Superintendent Wargo & HR Director Foley

i.Executive Director of Student Services (action requested)

ii.Executive Director of Human Resources (action requested)

Qualifications of the Executive Director of Human Resources were discussed. It was suggested to change Required Qualifications to Preferred Qualifications. Having an Assistant Superintendent or Superintendent license as part of the qualifications was deliberated.

Assistant Superintendent versus Executive Director was talked over.

Wellness, Athletic Director (where position fits in the structure and with Chapman opening), Health service coordinator, DEI coordinator, and Public School staffing by enrollment laws were talked over.

Mrs. Curran expressed her support of the restructure and the building based empowerment it provides as the Principals know students best. In response to a direct question from Mrs Curran with respect to the funding mechanism, the Superintendent stated that there will be no new expense in Phase I of his recommended new organizational changes. A copy of the Athletic Director job description was requested.

Seeing the salary grid range before voting was requested.

Dr. Sherlock-Shangraw expressed worry that there could be implications on unit b members as bargaining is a partnership. A suggestion was made to add 'support school committee sub bargaining committee' to number 2 of HR description. It was remarked that the School Committee hires Superintendents, Assistant or Associate Superintendent and inquired what future Superintendents might do if Executive Directors are added. Dr. Sherlock-Shangraw also shared her hope of having more time, for the public, to digest the chart and job descriptions and feels comfortable voting at the next meeting.

It was suggested to have the library designated somewhere on the new structural chart.

The Committee supports language of Preferred Qualifications instead of Required Qualifications on the job description.

Chair Sullivan expressed his support to reorganize and clarified that there is fiscal room between Principals, Executive Director and Assistant Superintendents.

The Superintendent reassured that everyone is working together as a team; working in unison. Phase 1 will place Assistant Principals at 6 primary schools and 3 schools (including JECC) the following year.

Motion by Mrs. Nardone to accept the Exec Director of Student Services and Human Resources Job descriptions included in the packet. Seconded by Mrs. Curran.

A supplementary motion made by Mr. Buccigross to accept descriptions with the changes and modification of 'required' to 'preferred' for Superintendent/Assistant Superintendent license. Seconded by Mrs. Nardone. Roll call vote. Tie 3-3. Motion does not pass.

Motion to table both job descriptions and to reconsider at the next meeting to allow time for public posting made by Mrs. Nardone. Seconded by Dr. Sherlock-Shangraw. Motion passed.

It was suggested that committee changes go directly to the Superintendent by January 27, 2022. It was requested to receive school committee info 3 days (Monday prior) prior to the February 3, 2022 meeting.

Mrs. Curran left the table at 9:30pm and returned at 9:33pm.

Mrs. Nardone left the table at 9:32pm and returned at 9:35pm

c. Capital Plan - Assistant Superintendent Smith (action requested)

The Assistant Superintendent reviewed the Capital Improvement Plan (Attached to these minutes). He gave an overview of the capital planning process. Requests of the plan are over 25K and have a useful life of over 5 years. Highest priorities were summarized for Curriculum, Instructional Technology, and Operations & Maintenance. High priority items total \$6,220,650. FY22 was 8.8M

The entire capital plan totals \$21M. A decrease from FY22 which was \$23M.

All questions by the committee were addressed. Topics included, Adams renovations, duct cleaning, JECC requests, and memo timing.

Motion by Mrs. Nardone to accept the Capital plan as explained by Assistant Superintendent Smith. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

The plan will be forwarded to the Mayor's office.

d. Substitute Rate Critical Shortage Increase - Assistant Superintendent Smith (action requested)

Due to a critical shortage of staff, a temporary increase in the substitute pay rate is proposed. The topic was discussed at the last budget subcommittee meeting. The proposed short term increase rate for substitute teachers and certified/retired teachers is \$105 and \$90 for ESP's. The current rate for substitute teachers is \$80, \$90 for certified/retired teachers, and \$75 for ESPs.

Esser II funding can be used for the increase for the remainder of this year. If the temporary rate would continue into the next fiscal year it would have to be worked into the operating budget and the current allocation of \$900K would need to be increased to \$1M.

Motion by Mrs. Nardone to accept the new recommended short term substitute increase. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

e. Report of the Budget Sub-Committee

Dr. Sullivan summarized the last 2 meetings. During the 1/12/22 meeting committee composition and naming of a chair as well as the Capital plan was discussed. Budget subcommittee chair is Dr. Sullivan and members are Mrs. Curran and Mr. Buccigross. Johnson and primary school budgets were reviewed at the 1/19/22 meeting. Middle and High School budgets will be reviewed 1/26/22. Thanks and appreciation was expressed to the Principals.

Motion by Mrs. Nardone to accept the report of the budget sub committee. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

f. Report of the Collective Bargaining Committee

Mrs. Curran summarized the meeting of 1/11/22 which adjourned at 5:45. Members present were Mrs. Curran (Chair), Mr. Buccigross, Dr. Sherlock-Shangraw, Superintendent Wargo, Assistant Superintendent Smith, HR Director Foley, Principal Burm and Monahan as well as Attorney Brunt. Executive session was also held to discuss strategies, housekeeping and language in preparation for Unit A negotiations. Virtual attendance and silent observers was also discussed.

Motion by Mrs. Nardone to accept the report of the collective bargaining committee. Seconded by Mr. Buccigross. Motion passed unanimously.

Announcements:

- Status of the Compressor Status Review Process to which the Weymouth School Committee provided written testimony - Dr. Sherlock-Shangraw summarized the FERC hearing advising that legal basis was not found to change course. The School Committee filed a federal brief last Spring. It was requested to place the Compressor Station on a future meeting agenda.
- Budget Sub-Committee-January 26, 2022, 6:00pm, Administration
- Weymouth Market-February 2, 2022-3:30pm-WHS, Gold Cafeteria-Market will return to pre-Covid model of in person pick up
- Town of Weymouth is accepting scholarship applications.<https://www.weymouth.ma.us/scholarship-fund-committee>
- SEPAC-January 25, 2022 at 6:30pm-ABA presentation via mZoom

Next School Committee Meeting:

Regular Meeting: Thursday, February 3, 2022 - 7:00pm

The Meeting adjourned at 9:58pm on the motion of Mrs. Nardone, seconded by Dr. Sherlock-Shangraw. Passed unanimously.

Documents Attached to These Minutes:

- Student Advisory Report
- Capital Improvement Plan

Respectfully Submitted,



Carrie Palazzo
Secretary

Student Advisory - School Committee Update 1/20

Thank you for the opportunity to report out. We will again be organizing our report into three sections

1. School-wide happenings 2. Athletics 3. and Activities/Clubs

1. Under School-wide happenings

- a. **Midyear exams** - Tomorrow we will conclude midyear exams week. The high school kept the normal exam schedule shortening exams to 45mins and reducing their weight in course averages to 5%. Keeping the half days was certainly important for students, allowing us time to study for our exams. Given the number of students absent due to Covid, the 45 min exams were a good compromise. This allowed us to have tests where we could show what we knew from the semester, while making it possible to makeup missed exams. The necessary timing of the decision, combined with the inexperience that many of us have with exams due to remote learning, did make it difficult. Exam week is not fun, but unfortunately good preparation for college and career.

2. For our Athletics update we will focus on our Boys Basketball Team and our Dance Team

The Boys Basketball team is currently working hard and competing to qualify for the Division 1 boys basketball tournament. After a tough loss to Newton South last Thursday, the team hopes to have a better result against Stoughton tonight.

The Dance Team program started their winter season in early December after having an extremely successful fall season. They had a blast pumping up the crowd and dancing at home football, soccer and Unified Basketball games and they placed second against many intense competitors for Pom and Jazz at the Endicott College Competition and at the State Competition in November. This winter they have been excited to help fill the gym with pride and perform at basketball games and they are preparing to compete at the Bay State, State and New England Competitions. The program looks forward to continuing to provide spirit to the WHS community and to participate in other awesome events and opportunities throughout the rest of the year!

3. Now onto clubs and activities

a. First class councils

- i. The **Freshman Class Officers** are hard at work fundraising for the class. With the support of Weymouth businesses and community members, they had a very successful gift card raffle, and have earned money selling popcorn and with restaurant fundraisers, as well. The officers are excited to keep working on future fundraisers involving the community in-and-out of school!
- ii. **The Sophomore Class Officers** are working hard with their upcoming fundraiser for Valentines Day. They will be selling flowers at all lunches from February 7th-11th. Anyone can purchase a flower for \$2 and write a message to a friend. It will later be delivered to that friend's homeroom before Valentine's Day. The officers are excited for this fundraiser and the many more to come!
- iii. The **Junior Class** has had three junior committee meetings with our last meeting being last week on Thursday January 13th. After a new nomination of the vice president, we have 31 members on our junior committee and our numbers continue to grow. We are getting close to sending out our ideas for class songs and our class slogans. We also have our Super Smash Bros tournament fundraiser that is on January 27th (Next Thursday) after school in the library classroom space. We are also very excited to be planning Battle of the Classes and our Junior prom. We are very happy and proud to see all of these events happening after two years of "is this really high school?"

b. For our Clubs we wanted to highlight a collaboration between the Human Rights Coalition, BSU and the Wildcat Media Club.

- i. During the month of February, BSU will be doing daily announcements for Black History Month. To support their efforts, the HRC and the Wildcat Media club are helping to produce weekly videos on Human Rights. The first one aired this past Friday with a spotlight on Martin Luther King Jr. and the second one will air this next Friday with a spotlight on Human Rights Day. These announcements and Friday videos will continue for the rest of the semester as we celebrate National Women's History Month in March, Arab Heritage month in April, Asian American Pacific Islander Month in May, and PRIDE month in June.

