

REGULAR SESSION MINUTES

November 19, 2013

A meeting of the Swampscott School Committee was held in room B208 at Swampscott High School commencing at 7:00 p.m. with the following members present: Mr. Rick Kraft, Chairman; Mr. Ted Delano, Vice Chairman; Ms. Amy O'Connor and Ms. Carin Marshall. Also Present: Dr. Garry P. Murphy, Ph.D., Interim Superintendent, Ms. Pamela Angelakis, Assistant Superintendent; Christopher Thomsen and Tristan Smith, Student Representatives. Mr. Thomas Younger, Town Administrator was also present. Ms. Marianne Speranza Hartmann was absent.

PUBLIC COMMENT

Nancy Hanlon the President of the SEA came forward to thank the Committee in advance for their vote on the teacher's contract. She added she looked forward to continuing a positive relationship through the year.

Melissa DiFilippi came forward to speak about the library and inquired into the progress and whether the library issue would be discussed as part of the budget talks tonight. Dr. Murphy stated he had responded to Ms. DiFilippi's email and that she would be hearing from him shortly and that the issue would be before the Committee at a later date.

Jennifer Burns, a Middle School teacher, and member of the contract negotiation team thanked the Committee for its work and stated she appreciated the collaboration in regards to negotiations.

Norman Erlich a Swampscott resident came forward with concerns regarding the portion of the teacher contract which allows non-resident teachers to have their children enrolled in Swampscott schools. He questioned whether the questions asked at the last meeting had been explored by the Committee regarding reimbursement to the town as well as potential special education costs. Mr. Kraft stated that there was a provision that there would be no charge to the teacher and that other areas still needed to be explored before any determination was made to enroll a student. Mr. Delano added that Committee was very aware of class sizes. Mr. Kraft stated other issues would be discussed later in this meeting. Ms. O'Connor suggested the comments might be tabled until that portion of the meeting. Ms. Marshall suggested Mr. Erlich list his questions and that perhaps they would be answered during the contract discussion portion of the meeting. Mr. Erlich questioned possible outplacement of students due to special needs and the costs associated with that as well as that it was his opinion that this issue should be more a policy issue rather than a contract provision.

COMMITTEE COMMENT

Tristan Smith commented that there is a student at Swampscott High, a freshman Hannah Phelan, who was recently diagnosed with Hodgkin's Lymphoma. He stated that there have been ongoing fundraisers to help Hannah's family and wanted the community to be aware.

Chris Thomsen commented that it was Spirit Week at the high school with daily events leading up to the girls Powder Puff game this weekend and the boys Thanksgiving Day football game.

Ms. O'Connor stated she was glad to be back and thanked all for being so gracious with her absence. She also thanked the community for all the support her family has received. She stated she recently attended the Laramie Project held at the High School and that she was blown away by the presentation and gave kudos to the Drama Club. She further stated that she was happy with how the budget process is progressing and that she felt there was a great sense of transparency and that the taxpayers and community will feel good about seeing where the money is and isn't but that work has only just begun.

Mr. Delano reminded the community about the Public Forum being held 11/20 at 7:00 in the High School library for the search for the new Superintendent. He stated the Committee had a training with Mike Gilbert from MASC and that all were in agreement that the training was fantastic and that he felt that the trust factor between the Committee and Dr. Murphy and Ms. Angelakis was 100% and that he looked forward to moving forward with the strategic plan for the future. He reminded the community about the TLC greenery fundraiser and stated anyone interested could contact Cathy Kalpin. He congratulated all the fall sports teams and wished good luck to the girls powder puff team and as

well as the boys football team in their upcoming games. He further commented on the students who recently attended the meeting regarding the issues with the library and proposed an idea of having students come in to lead the meeting's pledge of allegiance and suggested help from the District in selecting students to participate. He referred back to Ms. Rivers' comments at a previous meeting of the District servicing the whole child and thought it was a nice way to recognize that. Dr. Murphy thought it was a wonderful idea. He concluded with thanking the families of the Committee members for their tolerance with heavy meeting schedules of the members. He also added he hoped the community realized they are all committed to making the District flourish.

Mr. Kraft also commended Mr. Pearse and the students who put together the Laramie Project and stated he felt it was a very important issue and to have our school address it was great. He challenged all involved and who attended the performance to incorporate some of the messages into their daily lives. He further added to Mr. Delano's comments regarding the MASC training and stated it was a great resource for the Committee.

MOTION: It was moved by Ms. Marshall and seconded by Ms. O'Connor to move up item 5B from the Superintendent's Report. The motion passed 4-0.

Recognition of Swampscott High School students - National Merit Commendation - Certificate of Achievements

Dr. Murphy and Mr. Rozmiarek recognized three SHS students who have received National Merit Commendations. Dr. Murphy gave the historical background on the requirements for the National Merit Commendation. They congratulated Colleen Curtis and Ari Malgay who were present at the meeting, and Andrew James who not present.

MOTION: It was moved by Mr. Delano and seconded by Ms. O'Connor to move up item 6D from New Business. The motion passed 4-0.

Approval of Memorandum of Agreement with Swampscott Education Association - extending the teachers' contract through 2016

Mr. Kraft summarized the provisions within the contract that had been changed or added. He commented that the Committee had come to realize that the elementary day is slightly too short to meet regulations and that at some point they expect to extend the elementary day by five minutes. He added that the work day for teachers would not change but students would be staying five minutes longer. He outlined the provisions relating to teacher planning time, reimbursement for professional development above and beyond regular duties, changes related to teacher evaluation as well as salary increases through the 2015-2016 school year. He further outlined changes for department heads as well as sick leave time for new hires. Mr. Kraft also addressed the provision that non-resident teachers may be eligible to enroll their children in the District. Mr. Kraft outlined the conditions for possible enrollment. Mr. Kraft added that he felt it was important for people to realize that negotiations are a whole process and that it is a give and take and that no portion of the agreement should be looked at in isolation. He added that there would be further research into the implementation of this portion of the agreement by the Superintendent. He added members of the Committee had heard concerns from the community and had spoken with legal counsel and have further looked at agreements that are in place in other Districts and that this Committee would still need to formalize its direction to the Superintendent. Ms. Marshall stated one issue she had heard about was transportation and that the parents would be responsible for all transportation. Dr. Murphy added that more research would need to be completed before anything was rolled out and that the job of the Superintendent is to implement policies set by the Committee. He added that there would be time for the Committee to set a policy which would address any issues to ensure the District and town are fully protected. Mr. Delano addressed the concerns of Mr. Erlich and stated he hoped it was understood that the budget and tax payers would not be affected and that there were issues that still needed to be worked out. Mr. Erlich commented that he was glad to see that the Committee had in fact done its due diligence and that he felt better knowing it's a determination made by the Superintendent on an annual basis. Mr. Delano added that the members had spent a lot of hours reading contracts and that this contract is a whole contract not just one-sided. Mr. Kraft addressed the issue of special needs expenses and Ms. Marshall added that legal counsel had informed her that the home district of the student would be responsible for any possible out of district placement costs. Mr. Younger commented on his role as part of the negotiating team and added that this was the first time the Town Administrator had been part of the negotiating team. He stated the issue had been the subject of long, serious discussions and he wanted people to feel sure that research went into the subject. He stated there were many examples from other communities to look at in their research. Mr.

Delano added that the District is not a district of school choice which is why there is no reimbursement from the home district of the student. Mr. Erlich added that there is a fee paid in Brookline and Mr. Younger explained that in Brookline the option is open to all members of town government not just school employees and it's a town policy not within a contract. Ms. Marshall stated she appreciated all those who came forward with questions and that all of the concerns were valid. Nancy Hanlon spoke and stated it was not the intention to fill every open seat but that when they looked at similar high performing districts their research showed it was one benefit to the teachers. Mr. Kraft stated that he felt that if a teacher has their own child within the District they would work to make sure that the District is the best it can be and that would benefit everyone. Mr. Kraft outlined additional provisions which included a Committee to look at the middle school schedule as well as the training and implementation of the X2 software.

MOTION: It was moved by Mr. Delano and seconded by Ms. Marshall to approve the Memorandum of Agreement with the Swampscott Education Association.

Mr. Kraft added that the teachers ratified the contract a month or so ago and Ms. Marshall added that while Ms. Speranza-Hartmann was absent she would be recused from the vote due to being in the union.

VOTE ON MOTION: The motion passed by the Committee 4-0. Mr. Younger voted yes.

Ms. O'Connor thanked all for their hard work. Mr. Kraft recognized Larry Beaupre who had been on the negotiating team as well, first as a member of the Committee, and then continued on during the negotiations. Ms. O'Connor stated she very much appreciated connectivity between town and schools and hopes this it is a sign of much more to come. Mr. Younger added it was not the Town and the School Department separately, we are one town.

APPROVAL OF MINUTES

MOTION: It was moved by Ms. Marshall and seconded by Mr. Delano to accept the meeting minutes of October 22, 2013. The motion passed 4-0.

SUPERINTENDENT'S REPORT

Dr. Murphy commented on his meeting with the leadership of the PTO's. He stated that they had discussed the image of the school buildings with Garrett Baker and had further discussion with Tom Younger. He stated the next step would be to work with Mr. Younger and the DPW along with Gino Cresta to better coordinate how the fields and playgrounds would be maintained. He stated it was a very positive meeting and there was continued talk towards making further improvements and progress.

Swampscott Named to the 2013 AP District Honor Roll

Dr. Murphy announced that SHS was named to the AP District Honor Roll and gave an overview of the standards for the listing.

SAT, AP, ACT Test Results - Ed Rozmiarek, SHS Principal

Dr. Murphy asked Mr. Rozmiarek to present the SAT, AP and ACT testing results as well as the drop-out report. Mr. Rozmiarek gave further information regarding the AP District Honor Roll designation based on the data from testing scores from SHS students. He further gave some background information regarding AP classes and testing as well as a breakdown of the AP classes offered at SHS. Ms. O'Connor questioned the VHS classes. Mr. Rozmiarek explained that VHS was virtual high school classes and explained how those classes factored into the results and the schedule at SHS. Ms. O'Connor asked what consideration is given to looking into classes to be offered for students. Mr. Rozmiarek stated he speaks with his departments to ask them to think about what electives could be added and how that would impact the budget as well as class size. Dr. Murphy thanked Mr. Rozmiarek for his report. Mr. Delano spoke of a recent publication regarding offering finance classes and questioned whether SHS offered finance classes. Mr. Rozmiarek stated there were a few business classes such as accounting and advertising which touch on finance but that there was no school-wide financial literacy program or anything to that effect. Mr. Rozmiarek gave some background information on SAT testing and provided the Committee with some historical and current data regarding SAT scoring within the District. Mr. Kraft commented that the reading and writing scores appeared greater than the math. Ms. O'Connor questioned the information regarding performance of juniors taking the test. Mr. Rozmiarek explained it was more a statistical value on taking the test multiple times. Mr. Rozmiarek further gave

background information regarding the ACT test which he explained students have the option of taking the SAT or the ACT test and that most every college accepts either test. He further explained that the ACT has a different scoring method which provides a benchmark score towards achievement in college courses. He added that guidance advertises both tests.

Drop Out Report

Mr. Rozmiarek presented the Committee with student drop-out information for students at the High School over the past three years. He explained that the numbers were fairly stable and that guidance tries to work with students and parents before any student withdraws from SHS. He added that there were four students listed with graduation requirements pending and those could turn into High School graduates. Ms. O'Connor questioned whether he thought they would. Mr. Rozmiarek said he hoped so, but that he had no history with the students. He added that guidance reached out to these students in compiling the data and that counselors maintain contact with students. Dr. Murphy thanked Mr. Rozmiarek for coming in to present the information.

Personnel Report

Dr. Murphy presented the Committee with an updated District personnel report.

FY14 Budget Update

Dr. Murphy stated he and Ms. Angelakis had recently met with the Finance Subcommittee and that work is ongoing to not only develop the budget for next year but to also take the existing budget and update the format which will be much more transparent. Mr. Kraft questioned when the current budget would be available in the new format. Dr. Murphy stated that Sandy Halloran had joined the Business Office two days per week and that her primary job currently was to re-work the existing budget format as well as to look at the structure of the Business Office and that he expected to report back in December.

FY15 Budget Timeline

Ms. Angelakis stated she would begin preliminary discussion next week with administrators and would be receiving the information from the town government and would be bringing forward and update for the Committee at a future meeting.

Dr. Murphy concluded his Superintendent's Report.

NEW BUSINESS

Amendment to Anti-Bullying Policy - Second Read - Vote Requested

Mr. Kraft stated the change to the Anti-Bullying Policy would include staff as persons covered under the policy and requested a motion to adopt the change.

MOTION:

It was moved by Ms. Marshall and seconded by Ms. O'Connor to approve the Amendment to the Anti-Bullying Policy. The motion passed 4-0.

Chemical Health Policy discussion as it relates to current events in the news.

Ms. Marshall stated the item was on the agenda asking for clarification of the District policy relating to someone who assisted a friend by giving them a ride. Mr. Rozmiarek clarified that the recent story in the news from North Andover was recanted and the student had admitted she had lied and had been drinking. He read a follow-up to the story which included the student's version of events. Mr. Rozmiarek did outline the District's policy and how each situation could be handled. He stated that should something occur in school it would be a clearer situation but that generally the High School Administration relies on reports from police as to issues outside of school. He explained that the procedure called for a hearing with the student and parent and that the determination generally falls on the Principal to make any decision. He also added that the District's policy does have a bystander provision which would cover other situations such as the news story originally presented. Ms. Marshall thanked Mr. Rozmiarek for the clarification.

Requesting Mass. Dept. of Revenue evaluate town and school services for potential cost savings from combining or restructuring particular functions.

Mr. Kraft explained there had been discussions to look at ways the town can operate more efficiently and to prevent overlap in departments such as Facilities, Finance and IT. He stated that the DOR has a consulting service, at no cost to the Town, in which it would provide suggestions for the town to operate more efficiently. He added that the Board of Selectmen had approved the review at their last meeting. All agreed it would be a good idea and Mr. Kraft added that due to the open Business Manager position the District may be able to move up the list of towns looking for the service quicker.

MOTION: It was moved by Mr. Delano and seconded by Ms. Marshall to request the Mass. DOR evaluate the town and school services for potential cost savings from combining or restructuring particular functions. The motion passed 4-0.

Appointment to the Town Beautification Committee

Mr. Kraft explained that the Board of Selectmen requested that the Committee fill one of its vacancies to the Beautification Committee which provides advice on how the Town maintains properties as well as deals with the aesthetics of town properties. Mr. Kraft requested a motion to appoint Kim Burns to the Beautification Committee and stated she was willing to serve and volunteered for the position. Ms. O'Connor asked for clarification on how the School Committee is involved in the appointment. Mr. Kraft stated because the District has a large amount of property in the town and the schools would work in conjunction with the Beautification Committee. Ms. O'Connor stated she was thrilled someone was willing to step into the role.

MOTION: It was moved by Ms. Marshall and seconded by Ms. O'Connor to appointed Kim Burns to the Town Beautification Committee. The motion passed 4-0.

Gifts - Cameras to Anita Balliro, High School, to be used by photo class from Mr. & Mrs. Gibbs; Gifts - dark room supplies to Anita Balliro, High School from Mr. Bruce Male.

Mr. Kraft brought forward the request to approve gifts to the High School. Ms. O'Connor questioned why approval needed to come before the Committee. Mr. Kraft questioned if it was driven by state law and Dr. Murphy stated that typically all gifts to the Department came before the Committee for acceptance. He added he would look into whether there was a threshold amount that needed to be approved and put on agendas in the future.

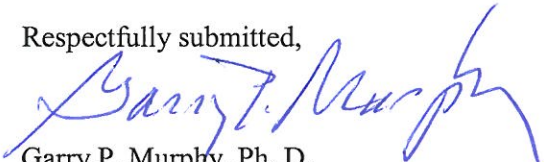
MOTION: It was moved by Ms. O'Connor and seconded by Ms. Marshall to accept the gift of cameras valued at \$250 from Mr. & Mrs. Gibbs. The motion passed 4-0.

MOTION: It was moved by Ms. O'Connor and seconded by Ms. Marshall to accept the gift of dark room supplies valued at \$300 from Mr. Bruce Male. The motion passed 4-0.

ADJOURNMENT

MOTION: At 9:25 p.m. it was moved by Ms. O'Connor and seconded by Ms. Marshall to adjourn. The motion passed 4-0.

Respectfully submitted,


Garry P. Murphy, Ph. D.
Superintendent of Schools

12/8/13

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