

WEYMOUTH SCHOOL COMMITTEE
Meeting of the Whole
MEETING NOTES
Approved 6/8/17

Date: May 25, 2017

Present: Chair Belmarsh Dr. Sullivan, Ms. Flemer, Mrs. Sheehan, Mrs. Nardone, Mrs. Curran and Superintendent Curtis-Whipple

Absent: Mayor Hedlund

Call to Order

At 6:04 p.m. Chair Belmarsh called the meeting to order.

Superintendent Evaluation

Chair Belmarsh reported that she had spoken with Glen Koocher regarding the draft Superintendent Evaluation plan. It was decided that we need to amend our plan. We had it “almost right” stated Chair Belmarsh. She described the changes needed to ensure the Evaluation form met the proper standards. First, the goals created by Superintendent Curtis-Whipple should be the goals included in the form. The goals previously approved will be set aside to add these goals to the final form. Second, the Committee as a whole will select goals from the rubric that correlate with the Superintendent’s goals. Chair Belmarsh used the goals selected in the evaluation of the previous Superintendent, Dr. Salim as an example. The Chair indicated that Mr. Koocher had sent over addition guidance for the Committee to review and follow through the final selection process.

Chair Belmarsh continued the discussion by instructing Committee members to agree upon a timeline for the evaluation of Superintendent Curtis-Whipple. She noted that Mr. Koocher felt it was a good year to do “a practice run” with the evaluation. The timeline could be anything that this Committee decided upon. She stated that the Committee would add indicators found in the rubric to emphasize our own focus. She concluded that Mr. Koocher was impressed with the timeline that we established; individual meetings with the Superintendent through the Summer of 2017, between July 1st and August 15th. Then, a Mid-Year cycle review by December 15th and an End of cycle review by June 1st of each year. Committee members agreed that this would be a good timeline to follow this year.

Chair Belmarsh asked the Committee members to review the goals within the rubric and match them up to the Superintendent’s personal goals.

1.E. - Knowledge and use of data /schools and district goals and improving school performance.
Promoting data driven decision making- Pg. 29. in the packet.

The Committee discussed the merits of this goal and the Chair asked members to comment.

Dr. Sullivan felt that these were a good fit for the evaluation. Chair Belmarsh asked Mrs. Sheehan if she had selected 1D. as well. Mrs. Sheehan indicated that she had been interested in that particular goal. The Chair suggested we add the specifics of 1 E3 as well (Standard one – instructional leadership – 1E 3). The discussion included adding one or two items from instructional indicators, the addition of 1D3-Needs of Diverse Learners and Practices and 1 D 2 – Quality of Content, student effort and work. 1D1 was also suggested as an option –Overall Observation Practices within the School.

Committee members continued the discussion and concluded with the use of 1 D3 (Diverse Learners under Instructional Leadership)1 E3- (under Multiple Data Assessment / Evaluating Student Work).

2 E1- Fiscal Systems will remain in place at this time.

A discussion regarding the addition of 2 C2 and 3D 1 & 2 (Student Support and Family Engagement) was held between Committee members. Superintendent Curtis-Whipple indicated that these additions would fit in well with several of her goals. She commented several times during the course of the discussion. Ms. Flemer noted that there several of these indicators were redundant and we needed to consolidate where applicable. She stated that they would also be invited to events at the schools.

Chair Belmarsh added 4 B1- Cultural Fitness Indicator was a good one to consider. Mrs. Sheehan stated she liked section F – 4 F1-Non- Confrontational Approach to Disagreement and Dissent and 4 F2- Conflict Resolution.

It is decided to select 4 F1- Non-confrontational Approaches to disagreement and dissent. Mrs. Flemer commented that the form was complete; there were two items in each standard.

Chair Belmarsh summarized how the form would appear once it was typed up and formatted. Superintendent Curtis-Whipple inquired as to whether she was allowed to update her goals to align with the approved timeline. The Chair indicated that was acceptable.

The Chair asked if this is ready put on the agenda of the next School Committee meeting. There was a consensus by all Committee members present to include the evaluation form on the next agenda.

Mrs. Sheehan asked for clarification. She asked if the Committee would be voting or discussing the evaluation at the next meeting. Chair Belmarsh clarified that there would be no vote necessary. The item would be on for discussion by Committee members.

Mrs. Sheehan asked that this document be typed up and distributed before the next School Committee meeting.

Traffic Supervisors-

Superintendent Curtis-Whipple opened the discussion with an explanation of the current status of the Traffic Supervisors in Weymouth. Currently, the traffic supervisors are managed by the Weymouth Police. It has been recently decided to move the positions back under the umbrella of the School Department. They will be coming back under the jurisdiction of the School Department as of September, 2017.

Mrs. Curran asked Superintendent Curtis-Whipple why they are coming back to the School Department. Superintendent Curtis-Whipple explained that the Police felt that the positions were best suited to be managed by the School Department; they were a better fit here. There had been so many issues with reporting and filling absences through the Police Department. The process was cumbersome and not rapid enough to fill the position if it was a last minute call. It was decided that the Building Principal would be better “direct report” for the traffic supervisor-crossing guard. Robin Howard, our Transportation Director, would be overseeing the day-today operations.

Mrs. Howard was present in the audience and was asked to speak by the Chair. Mrs. Howard was recognized and explained the past crossing guard issues and process. Superintendent Curtis-Whipple also commented that the process was more efficient and successful under the School Department jurisdiction.

She concluded that she felt the crossing guard was part of the school. Superintendent Curtis-Whipple felt that the crossing guard was part of the school; they are the connection between home and the school. Safety is very important. Dr. Curtis-Whipple hopes that the SRO at the High School will be back in the fall."

Superintendent Curtis-Whipple described the contents of the agreement. There would be a slight increase in pay as an incentive to come back over to the School-side. This agreement was ratified by the Crossing representation. Mrs. Sheehan was concerned that this was ratified without the School Committee being consulted. Superintendent Curtis-Whipple clarified that this was a Police Department contract, not a School Department contract.

A discussion continued among the Committee members which included comments regarding how the new arrangement was initiated, the legal ramifications going forward and the various discussions that had taken place with representatives from the Police Department.

Superintendent Curtis-Whipple stated that she was supporting this decision and felt we should move forward as soon as possible. Chair Belmarsh explained how they would proceed. Town Council would have to vote to continue the ordinance that is currently in place. It currently allows the crossing guards/traffic supervisors to be under the jurisdiction of the Police Department. If the Town Council does nothing, the ordinance is then deleted. There will be a referral to the full Council on June 5th for a discussion. At this time, even if the Council voted no, the agreement may still move forward, because there is a valid contract in place. Chief Grimes could designate Superintendent Curtis-Whipple to oversee the Traffic Supervisor program. If the vote goes through, there would be a transfer of funds from the Town-side to the School-side budget for payroll, etc. Chair Belmarsh stated to Chief Grimes that we as a School Department did not want to overstep our bounds and he replied that the agreement was fine with him as written.

Dr. Sullivan expressed a concern regarding the similarities in the job descriptions of a Security Professional and a Crossing Guard. Superintendent Curtis-Whipple addressed his concerns stating the significant differences between the two positions.

There was a discussion surrounding the Weymouth High School traffic situation to clarify who was present in the parking lots and the street at this time. Mrs. Sheehan feels that they are more of a presence and authority under the Police Dept, as they have uniforms, badge and patch. Dr. CW stated that they would continue to wear what they wear now.

Mrs. Curran was also concerned about overstepping our bounds with the Police Department, but understands that there is a signed MOA in place and it is valid.

The details of the MOA were discussed by Committee members and Superintendent Curtis-Whipple.

The Chair asked Mrs. Howard to discuss the process of obtaining substitutes in the event of an absence, Superintendent Curtis-Whipple assured the Committee that this process would be established once the agreement was in place.

Chair Belmarsh responded to Mrs. Curran's inquiry as to the actual topic on the regular agenda this evening by stating the topic was on Traffic Supervisors and that there would be no vote this evening; it was a discussion item.

The terms of the agreement were outlined, the agreement was dated May 12, 2017 and it was established that the agreement was known as an MOA. Mrs. Flemer added that the agreement could become part of our contract only if the Police Union released those members to us and we bargained with them to become part of whatever unit they determined to be applicable.

Open Forum

Superintendent Curtis-Whipple distributed information about the Memorial Day Parade and the schedule of ceremonies around the Town. The Committee members reviewed and had a brief discussion regarding the information provided to them.

Superintendent Curtis-Whipple also reported on the status of Mr. Richard Swanson. There had been a question raised by our Town Council and our contracted auditors Melanson & Heath regarding his designation as an independent auditor. He has been confirmed as an independent auditor and can be considered to audit the Weymouth Schools going forward. A vote must be taken by the School Committee to be audited by the Town auditor. Chair Belmarsh clarified that the vote would be made to accept Mr. Swanson as an independent auditor or select another candidate.

Mrs. Curran asked why this had become an issue. Chair Belmarsh replied that there had been a question raised by Melanson & Heath, our contracted Town auditors.

Superintendent Curtis-Whipple reported that Mary Lee, our Business Manager, would be forming a committee to review the Food Service RFP proposal from Chartwells. She is looking for volunteers from the School Committee. Chartwells is the only vendor that responded to the RFP, but it is a requirement through M.G.L. that proposals are reviewed by a committee before they are accepted. Mrs. Flemer said that she would be interested and that she would contact Mary Lee as soon as possible. Mrs. Sheehan also expressed some interest.

Mrs. Curran discussed having Chartwells report to the School Committee before the end of the academic year. She referred to a previous report that Chartwells presented and stated that the Health and Wellness Sub-Committee would be interested in their report.

Mrs. Sheehan asked why Chair Belmarsh was shadowing Ellen Varneran, Interim Sped Director. Dr. Curtis-Whipple stated that it was only done once, as a personal request.

Mrs. Sheehan expressed an interest in being appointed to the Special Education Director Search Committee. Superintendent Curtis-Whipple asked Mrs. Sheehan to contact Dr. Kustka and give her that information.

Superintendent Curtis-Whipple stated that there were 9 different search teams that were actively meeting and interviewing at this time.

Mrs. Sheehan commented that it had been a while since the Meeting of the Whole had a report item on an Open Meeting agenda. She asked if there would be an updated report soon. Chair Belmarsh responded by saying that the minutes were supposed to be the report of the Meeting of the Whole; that had been decided previously. Mrs. Sheehan agreed that would be acceptable as long as the minutes are posted in a timely manner.

Chair Belmarsh called for a motion to adjourn the May 25, 2017 Meeting of the Whole.

On a motion by Dr. Sullivan, seconded by Mrs. Sheehan the Weymouth School Committee Meeting of the Whole was adjourned at 6:53 p.m.

The next Meeting of the Whole: June 22, 2017 @ 6:00 PM

Respectfully submitted,

Gail S. Sheehan – Secretary