

**WEYMOUTH SCHOOL COMMITTEE
M I N U T E S (approved 2/25/16)**

Date: January 12, 2016 (postponed from 1/4/16)

Location: Mary J. Livingstone Humanities Center
Weymouth High School

Present: Chair Belmarsh, Mrs. Sheehan, Ms. Flemer, Mrs. Curran, Mrs. Nardone,
Mr. Sullivan and Mayor Hedlund.

Also present: Superintendent Salim, Assistant Superintendent Jennifer Curtis-Whipple,
Assistant Superintendent Kustka and Business Manager Mickey
McGonagle.

Call to Order

At 7:00 p.m. Ms. Flemer sitting as chair called the meeting to order. The meeting began with the Pledge of Allegiance to the flag.

A moment of silence was held for Gertrude Ciampa a retired WHS Math Teacher and JoAnn Burns, mother of Donna Cady, WeyCare Site Coordinator who have recently passed away.

Reorganization of the Weymouth School Committee – 2016-2017

Ms. Flemer welcomed Dr. John Sullivan and Mayor Hedlund to the Weymouth School Committee.

Ms. Flemer opened the nomination for the chair of the School Committee.

On motion of Mrs. Nardone, seconded by Mrs. Sheehan, to nominate Lisa Belmarsh as Chair of the School Committee. No other nominations were made. So voted at 7:02 p.m.

On motion of Mrs. Sheehan, seconded by Mrs. Nardone, to nominate Diana Flemer as Vice Chair of the School Committee. No other nominations were made. So voted at 7:02 p.m.

On motion of Ms. Flemer, seconded by Mrs. Curran, to nominate Gail Sheehan as Secretary of the School Committee. No other nominations were made. So voted at 7:03 p.m.

Chair Belmarsh invited Town Clerk, Kathy Deree to the table to administer the oath to the Chair and Vice Chair of the School Committee. Ms. Deree administers the oath to both the Chair and Vice Chair individually at 7:05 p.m.

Consent Agenda

Warrant 26-2016 in the amount of \$487,139.49

Minutes

September 24, 2015

Field Trip Requests

Field Trip Request, Adams 5th grade to Camp Burgess, Sandwich, MA:
April 4-6; April 6-8; April 11-13, April 13-15, April 25-27, 2016

Field Trip Request; WHS, grades 9-12 Athletics, Indoor Track Teams, Yale Track Classic, New Haven, CT: January 15-16, 2016

On motion of Mrs. Sheehan, seconded by Ms. Flemer it was voted to approve consent agenda. So voted, 7:08pm

Student Advisory Committee

There was none.

Public Comment

Elizabeth Foster-Nolan came to the table. Welcomes Mayor Hedlund and Dr. Sullivan to the Committee. Came tonight to comment on the Superintendent Search. Discusses her views and comments on her previous experience as Chair of the previous Search Committee. Important not to limit ourselves to an internal search. Search needs to happen sooner than later. Discusses the timetable involved. Under policies and under MA law, strongly recommends the search be as wide as possible. The best will come forward internal or external.

Hank Goldman came to the table. Agrees with Ms. Foster-Nolan. Owes it to all taxpayers and children to conduct the best search possible.

Gus Perez came to the table. Congratulated Chair Belmarsh for election as chair. Echoes that he is a huge supporter of internal candidates but an external search would bring their quality to the forefront. Discusses confidentiality in applications. Discusses transparency and community engagement.

Chris Primiano came to the table. Welcomed new members to the School Committee. Shared his concern that time is running short and we need to open the search externally. Confident that internal candidates will shine.

Matt Bryer came to the table. Would recommend to the Committee to form a Search Committee and conduct an external/internal search.

Superintendent's Report

Correspondence

Assistant Director of Special Education Patricia Hayes is not able to join us this evening as her mother passed away last Friday. We will invite her to the next School Committee meeting.

Today we held our January early release PD Day. This month, schools developed building based professional learning activities that build on their PLC's and school-based goals. Paraprofessionals continued in their rotation of learning sessions including a focus on trauma-sensitive strategies, technology and movement based learning called "Activate Your Mind".

Last Saturday, we held our fourth STEM Hot Spot at Chapman Middle School. This event will feature "Salt" a life size 43 foot inflatable Humpback Whale. A special thank you to the NOAA Northeast Fisheries Science Center and NOAA Stellwagen Bank National Marine Sanctuary for making this event possible. Also to teachers Tina Conte, Lynn Howard, district staff Laura Stevenson, Mary Ann Bryan and Betsy Harris for supporting the event and the many staff that came to join us in this Saturday learning.

Dr. Salim shared that on Wednesday, January 20th we will be hosting a showcase for our early childhood and primary students at Chapman's cafeteria. This will be an opportunity for students and families to participate in activity stations, participation in demonstrations related to different careers.

Maintenance Director Paul Comerford and Dr. Salim have been working with the Town to make a commitment to being a green community in Weymouth. The designation of Green Community status has resulted in a \$277,000 grant from the MA Department of

Energy Resources. Half of the grant will be allocated to the schools and used to convert four of our schools to LED lighting which will increase energy efficiency and reduce utility costs. As part of being a Green Community, we anticipate access to additional energy savings grants next year.

Last week, the Weymouth Community Youth Council was held by South Shore Stars as part of the 21st Century Community Learning Centers grant. This grant was first obtained in January of 2013 and was renewed this year and supports Chapman Stars, an after-school program focused on student achievement and enrichment. The program provides homework support, project based learning and enrichment activities for students who are at greater risk academically. We plan to share more about this program, the benefits and positive outcomes we have seen with our students and the collaboration with South Shore Stars.

Weymouth Public Schools is continuing its participation in Project 351, a state-wide youth service organization that supports student leadership for eight grade students from each Massachusetts community. This year our Project 351 Ambassadors are Giftlin Rajarathinam and Bailey Norris from Chapman. These students are selected for their “exemplary ethic of services and the values of kindness, compassion, humility and gratitude.” We are proud to have these two students represent Weymouth in this student leadership program.

Dr. Salim shared that the Massachusetts School Building Authority staff will be making a recommendation to their board for further action on our proposal for a feasibility study for the Chapman building. We await further information and communication with the MSBA regarding their schedule of board meetings. Board approval would be the final step for approval of the feasibility study proposal. We will share additional information with the Committee and our Town partners when we receive additional correspondence from MSBA.

New Business

Chartwells Update – Cindy Lucas-Terra, Director Food Services WPS, Scott Valentino, District Manager and Kelsey Massis, registered dietician Chartwells

Chair Belmarsh invited Cindy Lucas-Terra and our representatives from Chartwells to the table. Cindy Lucas-Terra started the presentation by reviewing the roll-out of breakfast in the classroom at Seach and the benefits to the students. We received another grant to roll-out breakfast in the classroom to Pingree. Ms. Massis reviewed the results of breakfast in the classroom, less nurse visits, better scores. Mr. Valentino reviewed the increase in participation of purchases over this year. Showed a financial performance of a positive profit of \$40k through November. Mr. Valentino reviewed

Chef to School event demos and surveys at the primary level. Mr. Valentino also reported that they will be bringing back trays due to the student's advocacy, with a sign to use one only if needed. All questions asked by the Committee were addressed.

Reports of Sub-Committees

- Budget Sub-Committee
- Mrs. Nardone stated there has not been a Budget Sub-Committee meeting since the last School Committee meeting. The next meeting will be on January 26th at 6:15 p.m. at the School Administration Building.
- Policy Sub-Committee Meeting
- Mrs. Sheehan announced that there will be a meeting of the Policy Sub-Committee on Thursday, January 14th at 6:00 p.m. at the School Administration Building.

Committee Announcements

The next TWPC meeting will be on February 9, 2016 in the MJL Humanities Center at 7:30 p.m. All are welcome.

The next SEPAC meeting will be on February 2, 2016 in the Abigail Adams Library at 7:00 p.m.

Old Business

Superintendent Search

Chair Belmarsh stated that we received formal notification from Dr. Salim that he will be taking the position in Cambridge. We again congratulate him on this opportunity.

We are prepared to vote and or take action on how to progress. We are looking to talk about the job description, when it will get posted, how long it will be posted. We are looking to talk about a search committee or will the school committee do the search.

Mrs. Sheehan thanked Dr. Salim for adding in the 3-5 years of teaching in the classroom into the description.

Chair Belmarsh read the description so that all are clear.

On motion of Mrs. Sheehan, seconded by Ms. Flemer to approve the job description as written with the new additions read by Chair Belmarsh. So voted, 7:54 p.m.

Chair Belmarsh would look to have this posted as soon as possible. Chair Belmarsh asked Dr. Salim the timing around posting the job. Dr. Salim stated it could be posted immediately based on what kind of search the Committee wants to do.

Chair Belmarsh opened discussion around whether the Committee would do an internal or external search.

Mrs. Sheehan stated that she is in favor of both internal and external search. Mrs. Curran agrees. Mrs. Nardone asked about the survey results. Chair Belmarsh clarified and re-reviewed the results.

Mr. Sullivan respectively disagreed with Mr. Koocher's results. Reviewed the survey and did his own analysis and discussed. Discussed his views in detail. One possibility is to do a search with everyone all at once, internal and external.

Chair Belmarsh stated she feels that we would not be where we are today if it had not had Dr. Salim as our Superintendent for the past four years. Feels his practices are strong for the community. Chair Belmarsh feels if we bring in a new person we might lose them and it is a concern.

Chair Belmarsh would like to see an internal search first. We can make a decision very quickly and have the internal process done within a four to five week period.

Mayor Hedlund asks if we go with an external/internal search, how would that process move forward. What would the decision process look like? What was the process like four years ago? Chair Belmarsh addresses.

The Chair recognizes Elizabeth Foster-Nolan who discusses the search committee and its make-up from four years ago. Mayor Hedlund through the chair asks Ms. Foster-Nolan who wrote the job description? Ms. Foster-Nolan stated School Committee wrote the description. Description of the process continued in detailed.

Ms. Flemer would like to see some continuity and see all of the good work that is being done to be continued. In favor of an internal search and go external if we absolutely have to.

Mrs. Sheehan stated she has spoken to a lot of Weymouth Educators; they would like a dual search both internal/external.

This does not have to be a 4-5 month process, limit the posting to 30 days and complete the process in two months.

A robust discussion continued regarding time constraints and search committees. A question was asked about concurrent superintendents. Chair Belmarsh addressed the

question around concurrent superintendents, time constraints, timelines, screening applicants and number of applicants.

Chair Belmarsh reviewed the process of the search committee, cannot go into executive session to review applicants.

Ms. Foster-Nolan came to the table reads the MASC recommendations for the timeline for superintendent search.

A motion was made by Mrs. Sheehan, seconded by Mrs. Curran to perform an internal and external search simultaneously for our next Superintendent. 8:30 p.m.

A discussion was had around the 30 day posting being a must. Dr. Salim addressed and Mrs. Kustka clarifies contractual process.

Chair Belmarsh clarified all points that were made. Does not support this motion. There are strong candidates in Weymouth that we should consider first. Would like to do an internal search at that time.

A vote was taken on the motion to do an internal/external search. In favor, Mayor Hedlund, Mrs. Curran, Mr. Sullivan, Ms. Flemer, Mrs. Nardone. Not in favor, Chair Belmarsh. Motion passes with a 6-1 vote, 8:35 p.m.

On motion of Mrs. Sheehan, seconded by Mrs. Curran to appoint a search committee for the purpose of searching for a new Superintendent. So voted, 8:37 p.m.

A discussion ensued around the posting, how long the posting should be, timelines, and how to get the posting out there.

Mr. Sullivan asked through the Chair if Dr. Salim could clarify the recommendations or standards of practice for this search and posting. Dr. Salim and Mrs. Kustka discuss the process through the contractual process. Dr. Salim discusses MASC recommendations.

On motion of Mrs. Sheehan, seconded by Mrs. Curran to post the Superintendent Job posting immediately through Sunday, February 7th. In favor, Mayor Hedlund, Mrs. Curran, Mr. Sullivan, Mrs. Nardone. Not in favor, Chair Belmarsh and Ms. Flemer. Motion passes with a 5-2 vote, 9:50 p.m.

On motion of Mrs. Sheehan, seconded by Mrs. Curran to post the Superintendent Job posting on School Spring and MASC. So voted, 9:51 p.m.

On motion of Mrs. Sheehan, asks that Ms. Foster-Nolan to be chair of the Search Committee. Mrs. Sheehan withdraws the motion.

The Chair reviewed the motions, asks Dr. Salim if the posting will be done tomorrow. Dr. Salim addressed.

Ms. Belmarsh explained the process of soliciting Search Committee members. Anyone can email the Chair. The Committee can email the chair their interest. School Committee members spoke to their experiences. Mrs. Sheehan stated that interested parties could contact the Chair and/or the Superintendents secretary.

The Chair recognizes Mr. Perez. Mr. Perez asked for clarification on the chair's result on the motion that Mrs. Sheehan made to have Ms. Foster-Nolan as chair of the Search Committee. The Chair clarified that it is not appropriate to discuss at this meeting until the search committee is formed.

Next Meeting of the Weymouth School Committee

The Weymouth School Committee will next meet on January 21, 2016 at 7:00 p.m. in the Mary J. Livingstone Humanities Center at Weymouth High School.

Adjourn

At 9:00 p.m., on motion of M. Flemer, seconded by Mrs. Sheehan, it was unanimously voted to adjourn.

Respectfully submitted,

Gail Sheehan – Secretary

Weymouth School Committee Meeting
January 12, 2016

Documents Related to Meeting and Retained at School Administration Building

- Agenda
- Warrant 26-2016 in the amount of \$487,139.49
- Minutes: September 27, 2016
- Field trip requests
- Chartwells Update