

WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Tuesday, September 25, 2012

Date: September 25, 2012 Time: 7:00 PM Location: School Committee Meeting Room

The meeting was opened for discussion

- o Chairman Makara

The following Committee Members were present:

- o Member Collins
- o Member Gorski-Strong

The following Committee Members were absent:

- o Member Czechowski
- o Member McNulty

Call to Order: Motion: Move to approve the meeting minute's of September 11, 2012

The motion was made by Member Gorski-Strong

The motion was seconded by Member Collins

The following roll call vote was taken:

- 3 members having voted in the affirmative
- 0 members having voted in the negative
- 0 members having abstained

The motion: x passed
 Failed

The Assistant to the Superintendent for Business, Mr. Ted Avlas updated the committee on

(1)Update on School Building Committee

- o The last School Building Committee meeting was September 13, 2102 – discussion included the development of the property, landscaping, parking, playground and service entrances
- o Everything is on schedule, all deadlines are being met
- o The Project Funding Agreement has been received, attached is an agreement from the town attorney, Kopelman and Paige giving Webster School Committee the legal authority to be the local government body for this project. This will require a vote of approval from the Committee

Motion: Move to appoint Chairman Makara to execute and deliver the Project Funding Agreement as recommended by Kopelman and Paige, P.C.

The motion was made by Member Gorski-Strong

The motion was seconded by Member Collins

The following roll call vote was taken:

- 3 members having voted in the affirmative

__ members having voted in the negative

__ members having abstained

The motion: x passed
 _____ Failed

Principal Report: Steven Knowlton, Bartlett Jr. Sr. High School

- NESAC status October 5-8, 2012. They will visit and review Bartlett Jr. Sr. High School for the upcoming accreditation. We are on schedule for that visit. Ned Gallagher from NESAC will be our liaison and will be presenting a 4 our professional development on November 7th to assist and guide our staff.
- The opening of school was excellent, the expectations were outlined, climate improved. Newsletter, Handbooks and Assemblies facilitated in getting these expectations out to the students and their families. The Open House was well attended, feedback has been very positive
- Mandatory evening for athletes and their parents also assisted in getting the message of expectations out
- New Attendance Policy has resulted in daily tardiness is down 25% and absentee numbers are much better than last year
- Discipline slowly improving with the level of accountability in place
- The Drop-Out Prevention ~ in process of setting up a district wide committee to study drop out prevention. In the process of creating a credit recovery program, helping students that previously had no hope of graduating. Trying to provide programs to give support to students in need
- Targeting At-Risk Students ~ the guidance staff and our new adjustment counselor have been working with that group
- There is a new Alternative Education Program at Bartlett Jr. Sr. High School run by Tom Morris; he is here tonight to highlight that program for you.

Tom Morris introduced himself to the Committee, thanking them for the opportunity to start this program at BHS. The new Alternative Education Program is known as the QUEST Program. Students with a long history of school failure, but showing aspects of not giving up. This program helps that student population. With grant funding i-pads have been purchased to assist students learn at their own pace. Another component is assisting with job skills, giving them the prospect of post graduation opportunities.

Chairman Makara asked how many students are enrolled in the program. Mr. Morris said currently there are ten that have been selected due to their ability to be most successful – there could have been 50. Chairman asked what grade levels these 10 students are. Mr. Morris responded that the program was currently grade 9-11, but that could change based on need. Member Collins asked about the other 40 students that aren't benefitting from this program. Mr. Morris said with the assistance of the Dropout Prevention that is being finalized will assist those students. This is just one program to improve success with this group of students. Member Collins asked what will we consider a success. Mr. Morris believed students getting a diploma will be the success.

District Wide Reports/Correspondence

(1). CDSA Final Report

Dr. Malkas presented the final report from the CDSA (Center for District and School Accountability) from their visit to the district in April 2011. Six areas of the district were reviewed: Leadership and Governance, Curriculum and Instruction, Assessment, Human Resources and Professional Development, Student Support and Financial and Asset Management. Many of the findings in the report have already been addressed. This report will be posted to the district website. Among the many findings there were some positive findings – one of importance is the recognition of the teaching staff and their ability of professionalism and common goal. The report also made note of the school budget being transparent and effectively managed. Among the challenges noted Central Office positions being filled by interim personnel – that has been rectified by the hiring of Steven Knowlton and Kathleen Baris. Although the district has a 3 year improvement plan, many groups were not directly involved in the development of the plan, which has also been rectified with the many professional development plans in place. The report identified a need in student support due to the high drop out rate, which is being address with the Alternative Education Classroom and the Drop Out Prevention Plan. There were 10 recommendations and of the 10 eight have been completed and two in process.

Student Representative to the School Committee Ashtin Morio

Ashtin was welcomed by the School Committee as this was her first meeting. She reported that this year is very different than any she has experienced.

- There are many new faculty members, new rules, and new AP classes.
- SAT's are scheduled for Oct 6, 2012
- PSAT's are Oct. 1, 2012
- For the first time at Bartlett there will be a Junior High Art Club; it will be held during the first half of the school year. The second half will be for a Sr. High Art Club
- National Honor Society will be October 25th – there are 27 possible inductees

Old Business

A. Second Reading of Nondiscrimination Policy

No Discussion

B. Second Reading of Equal Employment Opportunity Policy

No Discussion

C. Second Reading of Emergency Plans Policy

No Discussion

D. Open Meeting Law Violation – A.G. Response

Chairman Makara read the letter received from the Attorney General. Since we have met the requirements stated in this latter and have now made this a public response the matter is closed

New Business

A. Approval of Substitute Handbook

Dr. Malkas pointed out the changes in the Substitute Handbook

- Changes in current administration
- Page 5 – daily rate pay increase

Motion: Move to approve the 2012-2013 Substitute Handbook as presented this evening

The motion was made by Member Collins
The motion was seconded by Member Gorski-Strong

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

B. Approval of Revised School Calendar

Dr. Malkas explained to the Committee that historically Webster Public Schools has had a ½ day early release in November to accommodate parents unable to meet with parents in the evening hours. That half day was omitted from the calendar approved in March – the revised calendar has Thursday, November 15th as an early release for Parent/Teacher conferences. The evening hours for conferences will be November 13th for PAE, Nov. 14th for BHS and Nov. 15th for WMS. Also the date for the Q3 has been corrected to show a date of April 5, 2013 as an end date

Motion: Move to approve Revised 2012-2013 School Calendar

The motion was made by Member Gorski-Strong
The motion was seconded by Member Collins

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

C. Preliminary 2012 District and School Accountability & Assistance

Dr. Makara presented a PowerPoint Presentation to assist in outlining the new School Accountability System (enclosed) that has been developed by the DESE. It enabled the district to apply for a waiver of certain No Child Left Behind requirements allowing us additional time to meet the accountability requirements. The Strategic Plan Goals are Attendance, Achievement, Attainment of diploma, Association with community partners and Academic environment in and out of school (parent engagement) Dr. Malkas continue to outline the differences with the previous goals and new measurable goals. Slides were shown with Webster MCAS scores and other “like” districts.

Dr. Kelley added that the first step to address is why did our MCAS scores drop - we were making progress in 2009, 2010 and 2011, but dropped in 2012 – how did this happen? Plans are now in place to support teachers and students across the frameworks.

Dr. Malkas pointed out that MCAS scores are only one measure, there is a lot more that happens in a school, we are very rich in many other ways.

D. Approval of 1.0 Paraprofessional position

Kathleen Baris, Director of Student Support Services told the Committee that in the Bartlett Jr. Sr. High School Life Skills classroom increased enrollment requires an additional paraprofessional. We applied for a waiver since the enrollment numbers have increased. Special Education regulations are included in packet. The funds for this additional staff will be grant funded.

Motion: Move to approve 1.0 Paraprofessional Position to accommodate Bartlett Jr. Sr. High School Life Skills Classroom

The motion was made by Member Collins
The motion was seconded by Member Gorski-Strong

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

E. Acceptance of IA/TA Bargaining Unit Contract

Chairman Makara outlined recent discussions to ratify the latest IA contract. Dr. Malkas stated that this is a two year contract (FY12 and FY13). The only monetary change not discussed previously is the longevity stipend (last page of agreement). Previously there was a three step stipend, transitioning to a two step stipend. The bargaining group met last Wednesday to ratify the contract.

Motion: To accept the IA/TA Bargaining Unit Contract as presented for FY12 – FY13

The motion was made by Member Gorski-Strong
The motion was seconded by Member Collins

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Motion: Move to adjournment this meeting at 9:10PM

The motion was made by Member Collins
The motion was seconded by Member Gorski-Strong

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Review / Transfer / Signing of Bills, Payrolls and Vouchers: Committee reviewed and signed bills and vouchers.

Ted Avlas asked for a transfer request at Park Avenue Elementary to transfer funds for contracted services from Walker Associates. This year the FY13 budget had included the hiring of an adjustment counselor at PAE. That position was difficult to fill and so we will contract with Walker Associates again this year. We must take funds out of the salary account and put into the contracted services account.

Motion: Move to approve the transfer in the amount of \$58,291 from various Park Avenue Elementary accounts to accommodate the contracted services of the Walker Associates.

The motion was made by Member Collins
The motion was seconded by Member Gorski-Strong

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Motion: Move to adjournment this meeting at 9:10PM

The motion was made by Member Collins
The motion was seconded by Member Gorski-Strong

The following roll call vote was taken:

3 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Respectfully Submitted,

Lori Glennon, Recording Secretary Webster School Committee

Documents used during this meeting include:

- Agenda for Tuesday, September 29, 2012
- Minutes from September 11, 2012
- CDSA report from the DESE
- Nondiscrimination Policy – 2nd Reading
- Equal Employment Opportunity Policy – 2nd Reading
- Emergency Plan Policy – 2nd Reading
- OML Violation – Response from The Commonwealth of Massachusetts Office of the Attorney General
- Substitute Handbook
- 2012-2013 Revised School Calendar
- DESE Preliminary 2012 District and School Accountability and Assistance Report
- Request for hiring of additional paraprofessional to BHS Life Skills Classroom with supporting laws and regulation
- Memorandum of Agreement between The Webster Instructional Assistants Assoc.