

**IPSWICH SCHOOL COMMITTEE MEETING  
NOVEMBER 5, 2013  
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

**OPEN SESSION**

**CALL TO ORDER**

Barry Hopping, Chair, called the meeting to order at 6:02 p.m. with the following members present: S. Player, J. Bauman, S. Gresh, , and C. Nylen. Also present were Sup't. W. Hart, and Finance Director J. Cuff, as well as Nathan Katz, attorney for the School Committee.

**A. VOTE TO GO INTO EXECUTIVE SESSION**

Mr. Nylen moved, seconded by Mrs. Bauman, to go into Executive Session for the purpose of strategy as it pertains to Collective Bargaining. Roll call: Nylen, Hopping, Player, Gresh, Bauman.

**II. OPEN SESSION**

**RETURN TO OPEN SESSION**

Mr. Hopping called the meeting to order at 7 p.m. with all members present including H. O'Flynn and R. Roesler, except for Nathan Katz.

**READING OF DISTRICT MISSION STATEMENT**

Sarah Player read the Mission Statement.

**ANNOUNCEMENTS**

Mr. Hopping read the following announcements:

Executive Session was held this evening

Athletic Subcommittee meets at 6 p.m., November 12, MS/HS Guidance Conf.  
Rm.

School Committee Budget Workshop will meet on November 12, 7 p.m.,  
Payne School

Policy Subcommittee meets at 5:30 p.m., November 18, Payne School

Tri-Board meets at 7:30 p.m., November 19, Room A, Town Hall

Communications Subcommittee will meet on November 20 at 1:30 p.m.,  
Payne School

School Committee will meet on November 21, 7 p.m., M/H School Ensemble  
Rm.

**CITIZENS' COMMENTS**

**SPECIAL ACKNOWLEDGMENTS**

Dr. Hart spoke about Raymond Morley who has served 15 years as Ipswich School Committee representative at the Whittier Vocational Technical High School and read the plaque to be given to Mr. Morley who, unfortunately, was ill and unable to accept in person. Mr. Hopping extended his congratulations and thanks for serving for 15 years and wished Ray well.

Dr. Hart recognized Doyon teacher Amy Gregory and Technology Integration Specialist Chris Burke who presented to over 200 people at the MASSCUE Conference. Very highly attended, the conference had district representatives who would like to visit Ipswich. Mr. Hopping remarked that Amy and Chris will be attending the December 19 School Committee meeting to make a presentation.

#### **ACCEPTANCE OF GRANT FROM SALEM FIVE TO IHS MUSIC**

Mr. Gerry Dolan, Fine Arts Director, introduced Steve Young, the Sales Manager of 92.5 The River (Haverhill radio station), who explained the competition among brass ensembles. The IHS seniors, members of the IHS Jazz Ensemble, performed several pieces with the BossTones on the Boston Common last July (shown by video at the School Committee meeting) as part of their prize. Karen Chase of Salem Five spoke a few words and presented a \$2500 check in a grant to the IHS Music Department. Mrs. Bauman moved, seconded by Mr. Nylen, to accept the Grant of \$2500 made by Salem Five as a result of the IHS brass ensemble's winning the Music Matters Mighty Mighty Horns contest. UNANIMOUS. Mr. Hopping offered congratulations to Mr. Dolan commenting that this adds to the legacy of the Ipswich Music program.

#### **A. SUPERINTENDENT'S ADMINISTRATIVE REPORT**

Dr. Hart reported on new district initiatives in three parts: first, 25 teachers will participate on November 12 in a workshop (one of 5) to build capacity as Professional Learning Community team facilitators; second, teacher representatives will participate in a curriculum development workshop (1 of 7), and third, an administrative workshop resulted in a co-created document that defines what principals and central office are responsible for in effectively balancing site-based management.

Dr. Hart and Ms. Player reported that PPS applications which began at 40, were narrowed to 7 for first-round interviews, and now are narrowed to a pool of 3, whereupon Dr. Hart will interview and candidates will visit the district. The selected candidate will be invited to the November 21 School Committee meeting.

Dr. Hart reported on safety/security installations which have not gone all that smoothly. The Task Force recommends crisis intervention training with a first objective of a comprehensive risk analysis of the schools.

A NESDEC person has toured each school building and met with principals and Mr. Bedard. A written report is anticipated by early December. Mr. Nylen asked if the Town is cooperating with this; Dr. Hart, commenting that it wasn't part of the original task, can ask.

**I. SCHOOL COMMITTEE PRESENTATIONS****A. VOTE OF 2013-1014 SCHOOL COMMITTEE GOALS**

Mr. Hopping led the group through the naming of and measurement of each of the three goals from the draft:

1. Implement shared services programs with the municipal offices resulting in cost savings and/or operational improvements. Potential collaboration opportunities include, but are not exclusive to, facilities management, fields and grounds maintenance, and information technology.

**MEASUREMENT:**

- Implement and execute a minimum of one shared services program by June, 2014.
- Finalize and document the system's budgetary needs by December, 2-2013

Mrs. Roesler moved, seconded by Mr. Nysten to accept Goal and Measurement 1. UNANIMOUS.

2. Develop and implement a sustainable budget that provides the programs and personnel to enable measurable annual student growth in all areas, grades, and schools.

**MEASUREMENT:**

- Finalize and document the system's budgetary needs by December, 2013
- Identify and secure the funding necessary to support the system's budgetary needs by June, 2014
- Complete new, sustainable contracts with all bargaining units by June, 2014

Dr. O'Flynn moved, seconded Mr. Nysten, to accept Goal 2 and Measurement as written. UNANIMOUS.

3. Increased effectiveness in supporting the district's vision, mission, goals, and priorities through enhanced communications strategies that target students and families, the district workforce, external stakeholder groups, and the general public.

**MEASUREMENT:**

- Launch new or upgrade current website by March 1, 2014
- Announce information regarding Feoffee Grants via news releases by January 1, 2014
- Submit for publication 3-4 articles promoting school accomplishments

Ms. Player moved, seconded by Dr. Gresh, to accept Goal and Measurement 3. UNANIMOUS

**B. AGENDA FOR NOVEMBER 12 BUDGET WORKSHOP**

Mr. Nylén spoke about an agenda for setting a goal for moving forward in the coming school year. The Chairs of the BOS and Fin Com met with Mr. Hopping and Mr. Nylén and had discussions about cooperating with budget needs. Mr. Nylén advocated for reviewing the scenarios on two approaches before decisions are made. The end goal is to present School Committee approaches at the Tri Board meeting. Dr. O'Flynn inquired about preparation for negotiating contracts and making a decision in a timely fashion on the 12<sup>th</sup>. Mr. Nylén commented that presenting School Committee approach at the Tri Board meeting on the 19<sup>th</sup> is to allow the public to see School Committee process.

**C. OPEN LETTER TO COMMUNITY ON FEOFFEEES UPDATES**

Mr. Hopping had given the letter-writing task to Mrs. Bauman and thanked her for her work. After the Tri Board meeting on the 19<sup>th</sup>, Mr. Hopping would like a community-wide letter to be sent out. Board members made comments on Mrs. Bauman's draft of four pages in length. Mr. Hopping asked that the Board send edits to Mrs. Bauman. Dr. Hart felt that the point should be made that 50% of the Feoffee grant money spent has been on technology infrastructure thus far. When accepted, the draft goes to the Feoffees for review, and then the distribution decision must be made.

**D. MASC CONFERENCE PREVIEW**

Mr. Hopping asked for an overview of the MASC conference offerings. Each of the four members who will be attending between November 7 – 9 orally stated the conference sessions that they will be attending. Mr. Hopping announced that there will be an informative update on the sessions at the November 21 School Committee meeting.

**II. SCHOOL COMMITTEE REPORTS****A. VOUCHERS/BILLS****B. SCHOOL COMMITTEE REPORTS****1. ATHLETIC SUBCOMMITTEE**

Mr. Hopping spoke of the pressbox dedication. The Grimes family made a generous donation to the handicap lift.

**2. ATHLETIC FIELD STUDY COMMITTEE**

Mr. Nylén reported discussion concerning the Town meeting rejection of the Mile Lane article and what to do next. The Town Manager and all stakeholders must now take up the issues of Mile Lane and maintenance issues of all the fields. After discussion of artificial turfing of the football field, Mr. Hopping agreed to send a formal letter to the Town Manager requesting that the artificial turf be placed on the Capital Projects list.

**3. AD HOC TOWN/SCHOOL COLLABORATION COMMITTEE**

4. BIRTH TO THREE SUBCOMMITTEE
5. BUDGET SUBCOMMITTEE
6. COMMUNICATIONS SUBCOMMITTEE
7. GRANT SUBCOMMITTEES

Mrs. Roesler mentioned work on changes in policy with the Payne Grants. Ms. Player mentioned that Mr. Loeb felt that term limits on the instructional mini-grants should be done by Policy Subcommittee; Mr. Hopping suggested that the two committees come together and mirror the way they do business. Documents of mid-year and final reports should come before the School Committee. Mr. Hopping wondered if, because Payne Grants have used so much money, there will be any for mini grants.

8. LONG-RANGE FINANCIAL PLANNING
9. MUTUAL CONCERNS SUBMITTEE
10. OPERATIONS SUBCOMMITTEE
11. POLICY SUBCOMMITTEE
12. SPECIAL EDUCATION PARENT ADVISORY COMMITTEE (SEPAC)

Dr. Gresh reported that Mrs. Donovan, the head of SEPAC, invited a number of parents to come to the second round of interviews.

13. TECHNOLOGY

Mr. Nysten reported that a number of people working in the industry have come together and will be meeting to work with the Superintendent re tech supervision in the buildings.

14. NEW BUSINESS

Mrs. Roesler inquired of the Manning Fund, and, following Mr. Hopping's comment that there has been no progress in speaking with Mr. Markos/Whiston, she suggested contacting the Attorney General. Mr. Hopping will do so.

Mr. Hopping expressed appreciation to the Board for their camaraderie and willingness to do the work going forward, standing shoulder to shoulder and speaking with one voice.

#### **V. CONSENT**

Mrs. Bauman moved, seconded by Mrs. Roesler, to accept the following consent agenda items:

Acceptance of October 17, 2013, Open Session Minutes

Acceptance of a donation in the amount of \$1,500 from Ipswich Recreation and Culture to the Birth to Three Family Center UNANIMOUS.

#### **VI. ADJOURNMENT**

Mr. Nysten moved, seconded by Dr. Gresh, to adjourn at 8:58 p.m.  
UNANIMOUS.

6:02 p.m.

Present: Bauman, Gresh, Nysten, Hopping, Player, O'Flynn, Roesler, Cuff, Hart, Atty. Katz.

Mr. Hopping asked Mr. Nysten, who is in charge of negotiations, to conduct the session. Nathan Katz and Board members introduced themselves. Because of relatively new Board members and the fact that they are the negotiating team for new contracts, this strategy session was called. Mr. Katz clarified that, because only three of the Board members have relatives as school employees, there is no need to invoke the Rule of Necessity. Mr. Katz advocated for the Massachusetts Education Interest-based Association because of a new Superintendent, a fairly new Ipswich Education Association, and new negotiation team of the School Committee. The training will be a team-building exercise, talking about goals and objectives, reviewing old language, and giving the contracts a new and creative look with a goal to modernize the contract in language conducive to the best interests of students. The Town Manager, the Superintendent, and Finance Director would be included in the training.

Mr. Katz suggested getting the Partnership training done between now and the end of the year with 8 hours of classroom training so that bargaining sessions can take place sometime towards the end of January. Mr. Hopping will notify IEA; Mr. Katz will not attend the training sessions. Mr. Katz distributed a two-page document entitled "Collective Bargaining: Issues, Tactics and Strategies" which the group reviewed and discussed. The Board discussed "steps and lanes" vs. "merit pay." Mr. Katz commented that everything is negotiable. The linking of teacher assistants with professional teachers was not in the last three-year contract, and Mr. Katz felt that was negotiable. Discussion topics included the lack of money for settling new contracts, the override question, and the need for IEA to be aware of the economic situation. Mr. Katz said early bargaining focus is on non-economic items. Mrs. Roesler asked to meet to red-line the current contract and Mr. Katz agreed.

Mr. Hopping will funnel communications between the negotiating team and Mr. Katz.

Mrs. Bauman moved, seconded by Dr. Greh, to adjourn Executive Session and return to Open Session at 6:58 p.m. Roll call: Bauman, Gresh, Nysten, Hopping, Player, O'Flynn, Roesler.



