



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

Humanities Center & Zoom

October 19, 2023

MEETING MINUTES

(approved 11/16/23)

Members In Attendance: Tracey Nardone, Chair; Rebecca Sherlock-Shangraw, Vice Chair; Carrie Palazzo, Secretary; Kathy Curran, Steven Buccigross; Danielle Graziano

Members Absent: Mayor Hedlund

Also Present: Robert Wargo, Superintendent; Brian Smith, Assistant Superintendent; Melanie Curtin, Assistant Superintendent

The meeting began at 6:00pm

Ms. Palazzo moved to enter into executive session;

Pursuant to M.G.L. c. 30A, s. 21(a)(2): To conduct collective bargaining session: Two WEA Unit A Level III Grievances

Motion seconded by Dr. Sherlock-Shangraw. Roll call vote. Passed unanimously.

The meeting was called to order at 7:04pm

The chair informed that the meeting is being recorded and available on WETC.

Mrs. Nardone led in the Pledge of Allegiance.

A moment of silence was observed for Richard Mosca, a former WHS Spanish Teacher who passed away on October 2, 2023.

Consent Agenda:

The Consent agenda included:

- Payment of Bills: Confirmation of Warrant: 16 -2024 Date: 10/16/23 Amount:\$731,878.92
- Regular Meeting Minutes: 10/5/23

- Meeting of the Whole Minutes: 9/14/23
- Budget Sub Minutes: 10/11/23

Field Trip Approval:

- Grades 9-12, Princeton Model UN Conference, East Brunswick, NJ November 16-19, 2023
- Grade 8 - Jumpstreet Tours, Montreal Quebec, April 10-12, 2024

Motion by Dr. Sherlock-Shangraw to accept the consent agenda. Seconded by Ms. Palazzo. Ms. Graziano opposed. Motion passed.

Report of the Superintendent:

The Superintendent shared that the Adams Academy (Alternative pathways program for Middle and High School Students) Open House was today and thanked Assistant Superintendent Curtin and Director Maureen Sullivan.

Superintendent Wargo reviewed detailed MCAS data reiterating his goal to have all Weymouth students meeting or exceeding expectations. District vs. state percentages, student groups, MCAS Alt, historical data and growth were commented on.

All questions by the committee were addressed. The committee thanked the Superintendent for the detailed presentation. Superintendent Wargo expressed his thanks and appreciation to Weymouth educators for their hard work in addition to students for their motivation.

NEW BUSINESS

a. Budget Sub-Committee Report: 10/11/23 (Action requested)

Mr. Buccigross summarized the meeting of 10/11/23. Topics included HQIM grant award of \$259K, Audits/Reports, Contracts, Increase in retired Weymouth teacher sub rate, fixed asset disposal, and 5 year budget forecast.

Motion by Dr. Sherlock-Shangraw and seconded by Ms. Palazzo to approve the budget sub report. Motion passed unanimously.

b. Policy Sub-Committee Report: 10/17/23 (action requested)

Dr. Sherlock Shangraw summarized the meeting of 10/17/23. Assistant Superintendent Curtin and Smith attended to review the below policies and suggested language edits.

Motion by Ms. Palazzo and seconded by Mr. Buccigross to approve the report of the policy subcommittee. Motion passed unanimously.

- Policy - ADDA - Background Checks - First Reading
- Policy - ADDA - R - CORI Policy - First Reading
- Policy - IJOC - First Reading - School volunteers
- Policy - IJOA - First Reading - Field trip chaperones
- Policy - DJ - Purchasing - First Reading -

Policy - DJA - Purchasing Authority - First Reading
Policy - DJE - Procurement Requirements - First Reading
Policy - JICFB - Bullying Prevention - First Reading

Motion by Mrs. Curran to move forward for second reading policies ADDA, ADD-R, IJOC, DJ, DJA, DJE, and JICFB. Seconded by Ms. Palazzo. Motion passed unanimously.

Policies are posted on the website.

c. MASC Resolutions (Action Requested)

Dr. Sherlock-Shangraw explained that the delegate that attends the MASC conference in November will be voting on behalf of the committee and read the 'Therefore be it resolved' for each resolution (attached to these minutes).

Resolution 1: Full, Stable funding for METCO

Motion by Mrs. Curran to support Resolution 1; Full, Stable funding for METCO. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

Resolution 2: Regarding Investigations and Recommendations for Transportation Bidding Procedures

Motion by Mrs. Curran to support Resolution 2; Regarding Investigations and Recommendations for Transportation Bidding Procedures. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

Resolution 3: Regional Transportation

Motion by Dr. Sherlock-Shangraw to support Resolution 3; Regional Transportation. Seconded by Mr. Buccigross. Motion passed. Mrs. Curran opposed this resolution as it pertains to regional schools.

Resolution 4: Diversity, Equity and Inclusion

Motion by Ms. Palazzo and second by Dr. Sherlock-Shangraw to support resolution 4; Diversity, Equity and Inclusion. Motion passes. Mrs. Curran supports the position however not the resolution as there is no funding attached.

Resolution 5: MA School Building Authority

Motion by Mrs. Nardone and seconded by Dr. Sherlock-Shangraw to support Resolution 5; MA School Building Authority. Motion passed. Ms. Palazzo abstained.

Resolution 6: School Bus Stop Arm Surveillance Act and Enforcement and Penalties

Motion by Ms. Palazzo and seconded by Dr. Sherlock-Shangraw to support Resolution 6; School Bus Stop Arm Surveillance Act and Enforcement and Penalties. Motion passed. Mrs. Curran supports the resolution however not the unfunded mandate.

Resolution 7: Related to MCAS

Motion by Mrs. Curran to support Resolution 7; Related to MCAS. Seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

Resolution 8: Safe Storage of Firearms

Motion by Dr. Sherlock-Shangraw not to endorse Resolution 8; Safe Storage of Firearms. Seconded by Ms. Palazzo. Motion passed unanimously.

d. Discuss School Committee Goals & Workshop Dates

The Chair distributed district calendars with suggested workshop dates as well as blank Superintendent evaluation sheets and last year's goals to committee members and asked that they start thinking about planning.

OLD BUSINESS

a. Update and status of Abigail Adams and Johnson - Assistant Superintendent Smith

Assistant Superintendent Smith shared that a contract of \$4,949,242 for interior renovation of Adams has been awarded to GVW Inc. Work is slated for November, estimated completion is Summer 2024 and target opening is September 2024. Internal meetings will continue. He thanked the building sub committee and community members and advised that meetings will be suspended. Ms. Palazzo expressed her thanks to the community as well. Updates will be shared out at school committee meetings.

Public Comment

In accordance with Policy BEDH and kept to 3 minutes.

-Mike Murphy, President of the WEA, 33 Union St.

Advocated for the hardworking ESP's and administrative assistants and asked the committee to settle a fair contract with a living wage. He commented on the cost of living, utilities and clothing. He expressed his thanks to the fire department for attending and ended with asking the committee to do what's right.

-Joni Cederholm, 14 Clapp Ave.

Ms. Cederholm read a statement (attached to these minutes) from MTA president Max Page supporting fair pay, safe environment to work in, longevity, professional development and mentoring and referenced the ESP Bill of Rights.

Ms. Cederholm shared all the different positions an ESP has in the district as well as a resolution voted on by the school committee in November 2021 supporting the ESP bill of rights. She asked the committee to settle a fair contract that pays a living which recognizes and respects admin assistants and ESPs as educators.

-Heike Tupland, 12 Emeline Rd.

Shared her 23 years experience as an inclusion teacher working with EPS' and their dedication and essential work they perform and asked the committee to compensate and respect ESP's by giving a fair contract with a living wage.

-Kathryn Monteiro, 8 Chauncy St.

Asked the committee to honor their commitment to the ESP bill of rights and for a fair contract and a living wage. She commented that ESPs received 0% COLA in 2019.

-Kerry Cantrino, 45 Holmes Ave.

Shared the importance of special education ESP's and asked for a contract that honors a living wage for ESP's.

-Kim Ferreira, 105 Charles Diersch

As a parent shared the importance of ESPs and the essential work of special education ESP's and their dedication and shared her support for a fair contract that respects ESP's with a living wage.

-Lynn Howard, 4 Judson Rd.

As an educator of 25 years and Murphy 4th grade teacher shared her support for ESP's and political action sharing that they are Extra Special People and urged a contract with a living wage.

-Milly Ficara, 65 Grant St.

As a former 16 year ESP shared her retirement expense worries and support for ESPs and a fair contract with the a living wage noting that many times ESPs are pulled for coverage elsewhere and work multiple jobs to make ends meet.

-Sydney Lennon, 19 Coolidge,

As a 6 year ESP shared her hardship of finances as well as her support for fair contract that pays a living wage.

-Ed Cowen, 56 Wilson Ave.

Expressed his support for educators and asked that Weymouth be a leader on the south shore with this contract.

Announcements:

-Budget Sub-Committee-November 15, 2023, 6:00pm - Abigail Adams Library

-SEPAC-Fore River Bridge will be lit up yellow on November 1, 2023.

-WHS Football game on Friday , 10/20/23

Next School Committee Meeting:

Regular Meeting: Thursday, November 16, 2023 - 7:00pm

The Meeting adjourned at 8:39pm on the motion of Ms. Sherlock-Shangraw, seconded by Ms. Curran. Motion passed unanimously.

Documents Attached to These Minutes:

- Superintendent MCAS presentation
- Policy - ADDA - Background Checks - First Reading
- Policy - ADDA - R - CORI Policy - First Reading
- Policy - IJOC - First Reading - School volunteers
- Policy - IJOA - First Reading - Field trip chaperones
- Policy - DJ - Purchasing - First Reading -
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- Policy - DJE - Procurement Requirements - First Reading
- Policy - JICFB - Bullying Prevention - First Reading
- Report of the Resolutions Committee
- Letter from Max Page, MTA President

Respectfully Submitted,



Carrie Palazzo
Secretary

Good afternoon, Weymouth educators!

I am so sorry I could not be with you today. But I will be here at your next battle in this righteous fight. Please know that me and your VP, Deb McCarthy, were with you in the teacher contract fight last spring, and will be with you to the end of this fight.

My first visit to Weymouth was in my first year as MTA vice president, when we surprised one Joni Cederholm, who won ESP of the Year. The gym was festooned in purple, every politician was there, and, most importantly, every student in the school was quietly brought in to honor their beloved Ms. Cederholm. Those kids at the Johnson Early Childhood Center knew that that the school would not run with her. That goes for all schools in Weymouth!

Given the love and respect paid to this long-time educator, you would think she'd be making a million bucks a year. But, no, she wasn't even making a living wage. The average ESP wage of \$20,000 is just disgusting. These wages display disrespect for you, the ESP's of Weymouth. These wages are also show pure and simple sexism, because most ESP's – and most teachers – are women. Educators in Massachusetts pay a 20% penalty – that is, lower wages compared to other

professionals – by choosing to be called to education, and not other professions.
That is wrong.

It is a very simple principle to me: any adult who works a full-time job in a public school deserves a living wage! How hard is that for the school committee to understand and accept?

You deserve fair pay. You deserve longevity bonuses. You deserve to work in a safe school environment. It is NOT “part of the job” to be injured at work! You deserve valuable professional development and mentoring. All of these are elements of the ESP Bill of Rights, which more than 200 locals in the MTA have endorsed.

So, Weymouth members, WHEN you win, you will have done right by yourselves and your colleagues. You will also have given greater momentum to a statewide fight that is finally – finally! – starting to lift the wages and respect paid to our ESSENTIAL Support Professionals.

Go let the school committee know how you feel. Because – when we fight, we win!