



Weymouth

PUBLIC SCHOOLS

Weymouth School Committee

Humanities Center & Zoom

February 16, 2022

MEETING MINUTES

(approved 3/9/23)

Members In Attendance: Dr. John Sullivan, Chair; Tracey Nardone, Vice Chair; Carrie Palazzo, Secretary; Kathy Curran, Rebecca Sherlock-Shangraw; Steven Buccigross

Members Absent: Mayor Hedlund

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

The Meeting was called to order at 7:00pm

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

Dr. Sullivan led in the Pledge of Allegiance.

A moment of silence was observed for:

Robert West - Mr. West was a graduate of Weymouth High School, Boston College and Harvard University. He was an educator in the Weymouth Public Schools for 42 years, holding the positions of teacher, guidance counselor, Director of Guidance, Assistant Superintendent, and ultimately served as Superintendent for the last decade of his career.

Stephanie Darling - Stephanie was a dedicated educator, spending much of her career teaching math in Weymouth. After retiring she was very involved in the Weymouth and Massachusetts retired teachers associations.

Elaine Murphy - the mother of WEA President and HS Teacher Mike Murphy. Elaine was a proud school teacher for the Weymouth Public Schools She taught at the following schools throughout the Weymouth school system: Hunt, Fulton, Murphy, Pingree and Johnson.

Consent Agenda:

The Consent agenda included:

- Warrant 32-2023 in the amount of \$798,796.33. Dated 2/6/23
- Regular Minutes: 2/2/23
- Executive Session Minutes: 2/2/23

Motion by Mrs. Nardone to accept the consent agenda. Seconded by Ms. Palazzo. Roll call vote. Motion passed unanimously.

Student Senate

Students Josephine Burke, Brook Lenahan, Lauren Burn, and Daniel Rio came to the table to present their update (presentation attached to these minutes). Topics included: Progress reports and MCAS dates, CTE, Skills USA, Wildcat Athletic Leadership Council, Dance Team Baystate win, Model UN, clubs and extracurricular, Night to Shine Prom for Best Buddies, and class council news.

As Chair of Negotiations Mrs. Curran shared some remarks and figures (attached to these minutes) regarding the WEA negotiations .

Motion made by Mrs. Nardone to take the report of the Budget Sub committee out of order Seconded by Mrs. Curran. Motion passed unanimously.

Report of the Budget Sub-Committee: 2/15/23 (Action Requested)

Mr. Buccigross summarized the budget sub meeting which met at 6:01pm on February 15, 2023 and adjourned at 7:18pm. Topics included: community family engagement grant, internal audit deemed no findings performed by Brian Connolly. Among our DESE Dart data for fiscal year ending 2021 the average Weymouth teacher salary was \$95,490 and the state average \$86,105, For prior fiscal year 2020, Weymouth was 2nd from bottom and for fiscal 2021 2nd from the top, behind Cambridge -one of our DESE dart schools. Johnson and Primary school FY24 budgets and staffing, EdTech firewall and cyber security, maintenance, and district budget.

Motion by Mrs. Nardone to accept the budget sub committee report of 2/15/23. Seconded by Ms. Palazzo.

Discussion:

Vice Chair Nardone asked for clarification on ESSER fund spending.

Assistant Superintendent Smith advised that the ~\$6.8 was allocated between the 5 buckets: Unfinished Learning, Mental Health, O&M, Technology, and Community Engagement. For Fy23 & FY24 ~\$6M is for positions: department chairs, teachers, instructional coaches, MTSS supports, ESY tutors, adjustment and guidance counselors, curriculum and equipment. The information can be found on the website: <https://www.weymouthschools.org/district/news/esser-iii-updates>

Motion carried unanimously.

Public Comment

-Janet Daley, 46 Griffin Terrace

As a resident and JECC educator challenged the committee members to be in the classroom to see how teaching has changed from Covid. She asked for respect and a fair contract.

-Susan Ferrari, 33 Puritan Road

Shared that around 50% over teachers have 12 yrs experience and do not get inflation raises. She also mentioned taking 3 credit courses to increase pay for masters plus 15, 30 and 60. She asked for additional conversation regarding ESSER money and how it is coordinated to adjustment counselors. She asked for safe supported working environment in addition to a fair compensation.

-Teresa Quentin, 79 Front Street

As a resident and educator, and former WPS student asked the committee to listen to the needs of the teachers and offer a fair contract.

-Leanna Labriola, 10 Cynthia, Tewksbury,

As an educator of 22 yrs and a Kindergarten teacher at Wessagusset shared stories of her dedication to Weymouth and its students as well as her connections to committee members. She referenced a letter where the offer of help was made to her that she received in 1999 from then State Senator Hedlund congratulating her on the dean's list. She urged the Mayor and committee to settle a contract with safer and smaller class sizes with fair compensation.

Assistant Superintendent Smith shared that the FY23 needs list as part of the FY23 budget book outlines ESSER staffing funding. The same exercise will be performed for FY24.

-Laurie Mayo, 19 Wampun Street

As a long time resident, educator and parent of WPS students expressed her dedication to the district and her worry for teacher exodus. She mentioned the work that is being done outside of the work day and the additional responsibilities taken on. She shared that teachers deserve to feel safe, and be in the most manageable class size in the most ideal learning environment and that students deserve to have properly compensated teachers and for teachers to be involved in the budget process.

-Lauren Spellman, 1064 Middle Street

As a lifelong resident and WHS teacher shared her feelings that the essential position of teachers should be paid a livable wage so that residents may live in the town they grow up in. She shared that teachers are the heart of the district and asked for the committee's loyalty and livable wage.

-Katherine Mueller, 289 North Avenue

As a WHS teacher expressed her frustration in teaching an additional class (now 4 math classes) as the position was not able to be filled and nor a sub hired. She shared that lack of support and low salary may be why Weymouth is not attracting new teachers and retaining older teachers.

-Justin Galusha, 41 Rosemary Lane

As a resident, teacher and parent of WPS students spoke of the status of the district after Covid and shared that students need healing from the effects and that teachers are the healers. He asked for the committee to empower and value the experts and pay them market value and to settle the contract.

-Corrine Brown, 12 Georgia Rd

Asked for elementary education to be equitable across the district with smaller class size, that 23-27 students with different plans and supports for special and general education is too much and that more mental health professionals are needed. She shared her support for 5th graders switching classes and for class cap. Asked for more information regarding average teacher salary.

-Daniel Rios, 385 Broad Street

He shared a vineyard parable that he wrote. Comparing the owner to the committee, the groundskeepers to the teachers and the students are grapes and asked for the committee's help in retaining the groundskeepers and nurturing the grapes.

-Kathleen Mahoney, Adjustment counselor at Chapman

Working 18 years in the district shared that there are 2 guidance counselors for 1195 students at Chapman and that the MASCA (Massachusetts School Counselor Association) recommendation is for a counselor per 250 students. Respectfully requested for a 3rd guidance counselor to be funded at Chapman.

The Chair read comments that were made via Zoom:

-Heather Auer, 248 Sheri Lane

As a parent and teacher in Braintree thanked teachers for their dedication to the students especially during Covid and shared support of a fair settled contract for all teachers.

-Alicia Lyons, 90 Taft Rd

As a parent and educator in another district trying to also settle a contract express support for a settled fair contract and expressed worry for the social emotional needs of students.

-Marykay White, 138 Academy Avenue

As a teacher in a neighboring town expressed support for a fair compensation contract and an increase in counselors due to social emotional needs and urged committee members to visit classrooms.

A brief recess was held for WEA members exiting the meeting.
Mrs. Nardone left the table at 8:21 pm and returned at 8:25pm

Report of the Superintendent:

Superintendent Wargo expressed his thanks and appreciation to the Chapman culinary classes, Ms. Jaime Mitchel and Mr. Robert Teehan for a hosted reception for architects visiting Chapman.

After instructional rounds at Nash the Superintendent was able to spend time in Ms. Siracusa's life skills class. He expressed thanks to Ms Siracusa and new friends Kevin , Jarrell, Casper, Ava and Robert. He also shared appreciation to Ms. Margetts for her ELL workshops for educators.

Work is continuing to be done on the district's strategic plan. Visioning work began with Dr. Locker and feedback from educators and the community. A finite plan is close to being completed that will focus on student learning and belonging as well as family and community partnerships.

Dr. Sherlock-Shangraw requested that parents be properly communicated with from the schools regarding field trips.

Dr. Sherlock-Shangraw shared a concern that she previously voiced to the Chair and the Superintendent regarding communication to families for The Nite to Shine prom being associated with the Best Buddies program and not the Tim Tebow foundation. A request was made for the field trip request form and permission slip.

NEW BUSINESS

a. Superintendent Evaluation: Committee & Superintendent discuss Formative Mid-Cycle Assessment

The Chair shared this agenda item as a reminder to the committee to schedule their meetings with the Superintendent re evaluations questions.

c. Report of the Policy Sub-Committee: 2/6/23 (Action Requested)

Dr. Sherlock-Shangraw read her report (attached to these minutes) into the record. Topics included: student senate and dress code as well as policy IJNDB where Mr. Lindholm provided suggestions.

d. Policy IJNDB - Acceptable Use Policy - First Reading

Mrs. Curran reminded that staff and students should read the policy.

Policy IJNDB will be moved to a second reading.

OLD BUSINESS

a. 2023-2024 School Year Calendar (Action Requested)

Superintendent Wargo advised that there have been 2 changes to the calendar:

- A full day off for students and full PD day for staff on March 5, 2023
- a half day for students and ½ PD for staff on May 14, 2023.

Mrs. Nardone shared her feelings that Kindergarten should start on the same day as the other schools.

Motion by Mrs. Curran to approve the 2023-2024 school calendar as presented. Motion passed 5-1. Yes: Mrs. Curran, Ms. Palazzo, Dr. Sullivan, Dr. Sherlock-Shangraw, Mr. Buccigross. No: Mrs. Nardone.

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

Assistant Superintendent Smith shared that the committee met February 14, 2023 at 3:30. Topics covered were the 30% submission document, 70% design plan, timeline and lead time JECC FF&E (furniture, fixtures and equipment), age appropriate play structure and funding. Currently \$4.525M has been funded. Committed ½ million money and expended \$300K and ~\$3.7M remaining. Preliminary #'s suggest that more funding may be needed.

The Adams planned opening is for September 2024. Bid will hopefully be released in March for award May 1. The Transportation building opening will be pushed out to Fall of 2024.

Thanks and appreciation was expressed to Mr. Manning, Mr. Faiella, Mr. Duane and all the maintenance and custodial staff for all of their hard work in preparing Adams for the central office moves.

Dr. Sherlock-Shangraw expressed her disappointment in the delayed opening of the transportation building.

Announcements:

- Budget Sub-Committee Meeting - March 1st - 6:00 p.m.- School Administration Building
- FY24 Public Hearing Budget - March 9th - 7:00 p.m. - MJL Humanities Center
- FY24 Public Hearing School Choice - March 9th - 7:00 p.m. - MJL Humanities Center
- Abigail Adams/Early Education Facilities Committee - March 14th - 3:30 - School Administration/Virtual
- SEPA-February 28, 2023-Understanding the IEP- Pre registration on the SEPA facebook page

Next School Committee Meeting:

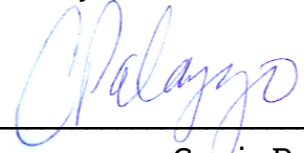
Regular Meeting: Thursday, March 9, 2023 - 7:00pm

The Meeting adjourned at 8:51pm on the motion of Mrs. Nardone, seconded by Dr. Sherlock-Shangraw. Motion passed unanimously.

Documents Attached to These Minutes:

- Statement from Mrs. Curran
- Student Senate Update
- Policy Subcommittee

Respectfully Submitted,



Carrie Palazzo
Secretary

Statement from Mrs. Curran:

Feb 16, 2023 SC meeting

As we are all aware, the Weymouth School Committee and the Weymouth Educators Association have been in contract negotiations for approximately one year. As Chair, I think it is necessary to provide an update to the Community at large due to concerns that we have regarding some confusing information that we have been hearing that is circulating in the community and to provide some clarity and transparency about the process.

Background:

Since we began this process in January 2022, we reached a tentative agreement on approximately 43 proposals. For reference, the WEA initially had approximately 55 proposals and the Committee had approximately 21. Some of these agreements include the Committee's agreement to continue the 5th grade team teaching model and agreement around limitations to class size.

It is important to note that the Committee never proposed to increase class sizes. In fact, the Committee has agreed to language that reduces class size and requires a group of teachers and administrators to continue to look at the issues of class size and caseloads, and if necessary, make recommendations for any needed changes.

Current Salary Information:

There has also been a lot of discussion around what the status is with respect to salary increases and wages for our teachers. There is updated DESE data, you can google DESE / Dart

As a starting point, the current average teacher salary in Weymouth is \$95,000. This is \$9,000 more than the statewide teacher salary average.

The Teachers' Contract currently has 12 steps that average 4.75% between the steps and approximately 50% of our teachers are on the steps.

The Contract also has seven educational lanes from Bachelors to Doctoral. When a teacher advances with their education, they can move to a new lane (i.e. Bachelors to Masters). The average lane increase is 3.5%