

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – June 13, 2016

A Regular Meeting of the Wayland School Committee was held on Monday, June 13, 2016, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Ellen Grieco, Chair
Barb Fletcher, Vice Chair
Jeanne Downs
Kim Reichelt
Kathie Steinberg

Also:

Paul Stein
Superintendent

Brad Crozier
Assistant Superintendent

Marlene Dodyk
Director of Student Services

Susan Bottan
Business Administrator

Also:

Robbin Rossi, Claypit Hill Teacher & China Exchange Teacher
China Exchange Students (as noted in minutes)
Leisha Simon, Director of Technology and Accountability
Bethann Monahan, K-12 Technology Dept. Head & WMS Computer Teacher
Maureen Tillett, Boosters President
Mark Lucier, Boosters Treasurer

Chair Ellen Grieco convened the regular session at 7:01 P.M. and announced that the meeting is being taped by WayCAM. Ellen reminded the viewing audience that the School Committee is considering its policy on public comment and encourages all comments regarding school operations, positive or negative. Ellen noted that although three minutes is recommended for each public comment, she could extend the time. Ellen read the current policy due to recent inflammatory remarks made at other meetings.

1. **Comments & Written Statements from the Public:**

Stephen Cass commented on the recent approval by the School Committee of athletic funds for uniforms and what he believes to be the current status of athletic funds. Mr. Cass also commented on the status of the athletic secretary's position. *He was interrupted by the Chair of the School Committee due to comments made about a specific employee. Ellen re-read the public comment policy.* Mr. Cass continued his public comment regarding the WHS scoreboard.

WHS sophomore Maggie Fiske spoke on behalf of the student body and music teacher Joe Oneschuk. She noted that a signed petition exists that contains over 300 student signatures in response to the curriculum changes at the High School. She commented on the change in Mr. Oneschuk's job and the music elective cuts due to low student enrollment, especially the AP Music Theory class. Maggie urged the School Committee to reconsider the changes, as many WHS students pursue music upon graduation and Wayland is widely known for its exceptional music program.

Kathryn Welter is a parent who is concerned about the reassignment of Mr. Oneschuk. She related her children's experiences in the WHS music program and commented that Mr. Oneschuk was instrumental in making it possible for them to pursue music, even though scheduling could sometimes be difficult. Ms. Welter added that it is the encouragement and support of the music director that keeps a music program going, and should Mr. Oneschuk be removed part-time from the high school, it is her opinion that the music program could be adversely affected. In summary, Ms. Welter listed many issues that could be raised as a result of Mr. Oneschuk's reassignment. Ms. Welter submitted her written statement for the record.

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Sophia Schroeder, a WHS freshman, commented on the decision to reassign Mr. Oneschuk part-time at Loker School. As a student who is extremely involved with the band/jazz program, she spoke about the importance of the music program and the elective offerings and how it has affected her education at WHS. Sophia spoke passionately about the Jazz Project for reasons to which she eluded. Sophia continued to speak highly of Mr. Oneschuk as well as his many contributions to the music program. His commitment has allowed WHS to stand out amongst other school districts.

Larry Stewart commented that his four children participated in the music program and believes that it would be a detriment to the program if the students couldn't participate because of the changes being made.

John Flaherty agrees that music is important and believes that music and the arts are shortchanged because of the sports program, especially football. Due to the School Committee policy regarding public comment, he encouraged the audience to reach out to other media with their concerns.

As a graduate of WHS, Victoria Gidden is pursuing theater performance in New York City. She spoke highly of Mr. Oneschuk and the Fine Arts Program at WHS and how it has transformed her life. Victoria urged the School Committee to continue the music program as it is without making any changes.

WHS student Wendy Wang spoke on behalf of the band and in support of Mr. Oneschuk, as he is her professional mentor and may not have that support should changes be made to the music program. She commented on her personal experiences as a member of the band and how Mr. Oneschuk has helped her. Wendy is so proud of the music program, and she asked the School Committee to reconsider the decisions being made.

Kathy Clark commented that her son is a 2016 WHS graduate whose life was completely changed by Mr. Oneschuk. Her son is a musician and will be attending Berklee in September. Mr. Oneschuk and the music programs, particularly the jazz project, inspired his future.

In response to remarks made at previous School Committee meetings, Susan Foster read the legal definition of a "public person." She referred to a lengthy public comment session during a 2015 School Committee meeting at which an employee was mentioned in a negative way, as she questioned the policy in terms of positive and negative comments towards employees. Ms. Foster questioned an evaluation done by the WHS Principal, as she believes the Athletic Director should have written the evaluation.

A resident spoke in support of Mr. Oneschuk and commented that his skills would be more beneficial and cost effective at the high school, not the elementary schools. She believes that the decision to change the music program would discourage aspiring musicians and reduce an exemplary music program.

Alice Boelter referred to the evaluations of the Superintendent and Assistant Superintendent, as they relate to the ongoing issues in athletics and METCO. She questioned if there has been a sensible allocation of resources concerning the music program and the decision to change the job description/hours of the athletic secretary. Ms. Boelter compared the speeches given at graduation to the ongoing practices in the Wayland Public Schools.

Stephen Cass again commented on the athletic secretary's job. He described what he thought to be the job description changes for that position, and urged the School Committee to support this employee.

Linda Zhang presented a petition of 374 signatures in support of Mr. Oneschuk and against the music curriculum changes.

Wendy Wang noted that there were also 143 signatures on Face Book, which she will send to Ellen. She also commented that she believes Mr. Oneschuk to be instrumental in the success of the band program and the many events in Wayland, such as the Memorial Day Parade. Wendy commented on the impact the scheduling change will have on the program and the students and asked the School Committee to reconsider the decisions being made.

Ellen informed the audience that there wouldn't be a public comment period at the end of the meeting. She also explained the School Committee protocol during the meeting in terms of public comments.

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2. **Special Matters:**

(a) Discussion with China Exchange Students and Claypit Hill Teacher Robbin Rossi:

Robbin Rossi gave each School Committee member a “good luck” charm from China. Robbin noted that she has taught in Wayland for 30 years and was honored to accompany the following students to China and the Jingshan Yuanyang School: Andrew Briasco-Stewart, Julia Treese, Clarissa Briasco-Stewart, Myles Larsen, Edmond Giang, and John Batarekh. Nathan Hochberger could not be present this evening. She commented that she and the students were in Beijing for six weeks attending classes, touring the area, and making new friends. As part of the program, each student did an independent research project about different aspects of China. Each student created an interactive iBook which they briefly presented and described to the School Committee.

- The Opium Wars – *Andrew Briasco-Stewart*
- The Cultural Revolution and a Gang of Four – *Julia Treese*
- The Boxer Rebellion – *Myle Larsen*
- The Gaokao (Chinese College Entrance Exams) – *Edmond Giang*
- The One-Child Policy – *Clarissa Briasco-Stewart*
- Chinese Economics (a focus on the small economic collapse in 2016) – *John Batarekh*

The students answered questions from the School Committee. The students were surprised by the amount of American food in China and the driving on the streets of Beijing. As they experienced at the Jingshan Yuanyang School, the students would like to have longer lunch periods and morning exercises at the High School. Robbin described the daily schedule which included many breaks between classes. Robbin presented a gift to the School Committee.

Barb Fletcher commented that the best part of her trip to China was spending time with the students. Paul Stein commented on the level of sophistication as shown by the students while presenting their reports and the evolution of the exchange trip since its inception a few years ago. Paul thanked Donna Fong for bringing this program to Wayland.

(b) Receive and Hear Presentation of the Technology ACE Report, including Presentation of the Three-Year Technology Plan:

Leisha Simon and Bethann Monahan presented to the School Committee. The focus of the K-12 Technology ACE Report was the status of the district technology planning and where technology is headed in relation to the new state standards. Leisha reviewed the Massachusetts State Guidelines, gave a Wayland Public Schools computer science update, and reviewed the department’s goals.

There are four areas of Massachusetts Technology Standards:

- Computing & Society (CAS)
- Digital Tools & Collaboration (DTC)
- Computing Systems (CS)
- Computational Thinking (CT)

Leisha elaborated more on Computing Systems and Computational Thinking, as they are the newer standards and need more focus moving forward. She described how these standards will be expanded upon within the curriculum.

In the elementary grades, Computational Thinking and Computing Systems are being used in direct instruction classes. Bethann is working with the teachers to provide the skillset to accomplish this and finding a balance between direct instruction and the current curriculum. Leisha expanded upon the resources available to the school staff. Bethann described how these standards are being incorporated at the Middle School and in which classes. The focus, however, is on Computational Thinking Programming and Development. Some of the resources for coding have been made available by the Wayland Public Schools Foundation for the applied science curriculum. Leisha noted the high school technology electives with an addition of two new classes – College Topics in Computer Science and College Computer Programming with Python. There is a high continued interest in technology at the high school level.

The new state standards should be in place sometime in June. Leisha and her staff will work with Wayland employees and community members to establish a 2020 Vision for Blended and Digital Learning, STEAM, and

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Computer Science. The goal is to have it completed by June 2017. Leisha and Bethann answered questions from the School Committee. Leisha commented that the budget needs of the High School should be expanded to accommodate incoming Middle School students. Paul commented on the STEAM initiatives/curriculum at the elementary level.

3. **Financial Matters:**

(a) Discussion of the FY17 High School and Middle School Computer Maintenance Fee:

Leisha reviewed the high school funds for computer maintenance, including revenue and expenses to date. She commented that the high school expenses are fluctuating for reasons which she explained. In addition, the computer chargers are not lasting as long as anticipated and need to be replaced at a cost of about \$79.00. Leisha reviewed the Worth insurance summary in terms of expenses for all claims submitted. The consensus is that the district didn't get its value from Worth because a lot of the repairs could have been done in-house. Therefore, Leisha recommends that the district become self-insured in terms of the high school computers and is recommends an increase in the high school maintenance fee for 2016-2017 from \$66 to \$75. The Worth warranty ends September 1st and allows the district to submit claims for accidental damage to computers through the summer.

Due to unanticipated computer repair expenses at the Middle School, Leisha recommends that the district enter into a warranty with GO-CARE for the insurance; she explained why and added that GO-CARE does not cover charger replacement and she anticipates a purchase of additional computers. Leisha recommends a maintenance fee increase from \$31 to \$40 for Middle School students. Leisha elaborated on the plan for Chromebooks going forward and the problems associated as a result of the defective Chromebooks.

Upon a motion duly made by Barb Fletcher, seconded by Jeanne Downs, the School Committee voted (4-0-1) to increase the High School computer maintenance fee to \$75 per user for FY17 and to increase the Middle School computer maintenance fee to \$40 for FY17.

Ellen abstained because she did not file the necessary disclosure paperwork since she has a high school student.

(b) Discussion and Possible Vote to Accept a New WHS Scoreboard on the Stadium Field from Boosters:

Barb Fletcher and Jeanne Downs recused themselves from this discussion because their families donated funds for the purchase and installation of the scoreboard. They left the meeting.

Boosters President Maureen Tillett and Treasurer Mark Lucier informed the School Committee that Boosters will be donating funds totaling over \$21,000, made possible by many Wayland families, to purchase and install a new scoreboard at the High School. The current scoreboard has exceeded its life expectancy and replacement parts are not available any longer. Mark described the capabilities of the new scoreboard. The maintenance costs are minimal and should result in a savings.

Upon a motion duly made by Kathie Steinberg, seconded by Kim Reichelt, the School Committee voted unanimously (3-0) to accept the donation of the scoreboard from the WHS Boosters as presented tonight.

Paul acknowledged the commitment, time and effort given by Maureen and Mark on behalf of Wayland athletics and the school district.

4. **Educational Matters:**

(a) Hear Superintendent's Report:

Paul noted that he will present his last Curriculum Spotlight for this school year on June 20th.

Paul acknowledged the Staff Recognition Ceremony in June that honors many retirees and long-term employees. He further commented that, according to statistics, education is known for staff turnover. However, it is quite different in Wayland for many reasons. Paul cited that many received certificates for their tenure in Wayland, starting at 10 years and up to 30 years, which shows the commitment and development of a positive workforce.

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(b) Continued Discussion of Annual Evaluation of Superintendent, including Discussion of Key Elements Identified in the Evaluation:

Paul reviewed the process taken to date by the School Committee in preparation of his annual evaluation. There is also the step of looking at the standards, indicators and elements related to the goals. Paul referred to and explained a document “Elements and Evidence Overview” that he created for the Committee’s review.

Ellen reviewed the timing of the evaluation, given there is one more meeting in this school year. She will draft an outline of the Committee’s discussions thus far that can be used during the ranking process. Barb suggested that the Committee review the FY15 evaluation. Ellen noted that the goal is to finalize Paul’s evaluation by the end of July. Donna Bouchard will be asked for her input as a past Committee member.

5. **Administrative/Procedural Matters:**

(a) Review and Continued Discussion of Hiring New Counsel to Advise regarding Negotiation of Contracts, Labor Matters, and Matters related to the Delivery of Student Services, including Review of Draft RFP:

The School Committee reviewed a draft timeline and the draft RFP for hiring new counsel. Since Gini Tate is retiring on June 30th, there will be a lapse of time until August 1st. However, Gini has offered to transition Special Education matters for pending cases. If new cases arise, Marlene will ask Gini if legal counsel will be available until the RFP process is complete and a new attorney is hired. A discussion ensued regarding the needs of the School Department and will share information with the Board of Selectmen and Town Administrator, as they are drafting an RFP for new town counsel.

Susan explained the bid process, including the bid opening, interviews, and price proposals. Susan recommended that the top 2 or 3 law firms that are chosen be invited to a School Committee meeting. Ellen and Susan will review the list of criteria/qualifications.

(b) Discussion of and Possible Vote to Approve School Committee Officers and Representatives on Various Committees, Organizations, and Subcommittees:

The School Committee discussed appointments to various committees, organizations, and subcommittees that include Negotiations, Communications, PTO representative, WPSF representative, Technology Task Force, Athletic Advisory Committee, Wellness, etc.

The Committee discussed collective bargaining training for newer members Kathie Steinberg, Jeannie Downs, and Kim Reichelt, as interest-based bargaining was the process for the last round of negotiations. Ellen recommended that Kathie participate in collective bargaining moving forward, the Committee appoint Kim to handle communications for the Committee, and Barb continue with the Finance Subcommittee with Jeanne. Liaisons to the Audit Committee and Minuteman were eliminated, as Paul will meet with the administrators to address Minuteman issues going forward. Other roles were discussed, including a recommendation from Paul that each School Committee member become a liaison with each school and The Children’s Way. Paul commented on the role of the School Committee for each school. It was agreed that the following School Committee members become liaisons for these schools.

- Loker and The Children’s Way – Ellen Grieco
- Happy Hollow – Kim Reichelt
- Claypit Hill – Jeanne Downs
- Middle School – Barb Fletcher
- High School – Kathie Steinberg

Paul asked for nominations from the School Committee for Chair of the Committee.

Upon a motion duly made by Barb Fletcher, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to elect Ellen Grieco as Chair of the School Committee for the 2016-2017 school year. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

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Upon a motion duly made by Ellen Grieco, seconded by Kathie Steinberg, the School Committee voted unanimously to elect Barb Fletcher as Vice Chair of the School Committee for the 2016-2017 school year. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Ellen Grieco, Chair	X	
Barb Fletcher, Vice Chair	X	
Jeanne Downs	X	
Kim Reichelt	X	
Kathie Steinberg	X	

- (c) Discussion of Alternatives to Facilitate School Communication with the Public:
 The School Committee discussed its options regarding its communications with the public and whether to participate in Face Book, Twitter and other social media. As the communications representative, Kim will consult with Glen Koocher of the Massachusetts Association of School Committees to ask if this is possible and how other school districts communicate with the public. The Committee discussed continuing writing articles for the Crier for next year. One suggestion was to write about the members' liaison responsibilities for each school.

- (d) Continued Discussion of Outstanding Public Records Requests and Open Meeting Law (OML) Matters, including Review and Possible Approval of Responses to Extension Filed on May 23, 2016, Alleging Improper Notice of Executive Session under M.G.L. c.30A, §21(a)(3):
 Ellen confirmed with George Harris that the May 23, 2016 OML complaint is a new complaint, but similar to the April 26, 2016 OML complaint which has to do with the same Executive Session posting by the School Committee in April. Ellen explained why there are two complaints and what each one addresses. The Committee reviewed the response drafted by Jeanne. The Committee also reviewed the timeline of their actions in terms of responses related to the OML complaints. Changes were made to the response and finalized by the School Committee.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to authorize Ellen Grieco to sign and send this response to George Harris's Open Meeting Law Complaint of May 2, 2016 to the Attorney General's office with the changes discussed tonight.

- (e) Continued Discussion of Process to Appoint School Committee Representatives to Audit Committee:
 Barb distributed an update of a document used during the last process to appoint a School Committee representative to the Audit Committee. The charge for and the responsibilities of the representative are included. Interested parties will be asked to send a letter and/or resume to the School Committee recording secretary by July 15th to be reviewed at the July 25th meeting. Ellen will confirm with the current representative that he no longer will continue in this role.

- (f) Review and Possible Vote to Approve the 2017-2018 School Year Calendar:
 The School Committee reviewed the 2017-2018 school calendar.

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to approve the 2017-2018 School Year calendar.

- (g) Review of School Committee Meeting Schedule for Summer 2016 and 2016-2017 School Year:
 The Committee will continue this discussion on June 20th regarding what the Committee would like to address during the summer, including the School Committee's goals and a self-evaluation. The Committee also reviewed its meeting calendar for the 2016-2017 School Year. Some adjustments were made to the schedule.

6. **Policy Subcommittee Update:**

- (a) Discussion and Possible Approval of the Following Policies:
 Jeanne reported on the status of the following policies:
- JH – Student Absences and Excuses – approved at a prior meeting and no changes made
 - GBEA – Staff Ethics

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Jeanne commented that this policy was approved minus the 3rd paragraph. It was then revisited and has been reviewed by the School Committee, Town Counsel, and the Massachusetts Association of School Committees. She noted the changes made and recommended by Town Counsel. Policy GBEA

will be put out for public comment. A discussion ensued regarding the clarification of a portion of the policy in terms of using school information to benefit a staff member's employment outside of the schools. Jeanne will ask Town Counsel for further clarification.

7. **Matters not Reasonably Anticipated by the Chair:**

Kim addressed the concerns communicated during public comment regarding the High School music electives. She shared her own similar concerns with the School Committee about the AP Music Theory class. A discussion ensued regarding the process that the administrators and teachers take when making class and scheduling decisions. Low enrollment is a major factor in eliminating electives. Paul added that regardless of the decision made this year in terms of eliminating electives, they could be added back next year should circumstances change.

8. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Payroll Warrant, dated May 26, 2016, in the amount of \$1,536,099.37
- Wayland Public Schools Accounts Payables Warrant, dated June 6, 2016, in the amount of \$394,951.94
- Wayland Public Schools Accounts Payables Student Activities Warrant, dated June 6, 2016, in the amount of \$61,788.18

(b) Approval of WHS Trip to Cuba in April 2017

(c) Approval of Minutes:

- Special Session of April 21, 2016 (re-approve)

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to approve the Consent Agenda.

9. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to convene in Executive Session at 11:17 p.m. to discuss strategy with respect to collective bargaining with the Custodians and Food Service workers, as permitted by M.G.L. c.30A, §21(a)(3) as such discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, discussing strategy with respect to collective bargaining related to healthcare with the WTA, WESA, Food Service, and Custodial unions, as permitted by M.G.L. c.30A, §21(a)(3), as such discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, and reviewing and possible vote to approve minutes from prior executive sessions, as permitted by M.G.L. c, 30A, §22, for the following meeting: June 6, 2016.

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, John Senchyshyn, Assistant Town Administrator/HR Director by remote, Susan Bottan, Business Administrator, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session to conduct regular matters as noted on the meeting notice. If a member is participating remotely, he/she shall state at the start of any Executive Session that no other person is present and/or able to hear the discussion at the remote location, unless presence of that person is approved by a simple majority vote of the public body.

10. **Regular Matters (continued):**

(a) Possible Vote to Ratify the Custodial Memorandum of Agreement through June 30, 2017:

This agenda item was passed over.

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11. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to adjourn at 11:40 p.m.

Respectfully submitted,

Paul Stein, Clerk
Wayland School Committee

Observers:

Tom Sciacca, WVN and BUZZ
Marie Briasco, Wayland
Catherine Briasco, Wayland
Lawrence Stewart, Wayland
Maureen Tillett, Boosters
Edenia Giang, Wayland

There were many other residents and WHS students in attendance but they did not sign in.

Corresponding Documentation:

1. Agenda & Backup Information
2. Public Statement by Kathryn Welter
3. Public Statement by Sophia Schroeder
4. Signed Petition regarding WHS Electives
5. ACE Report – Technology Gains STEAM
6. Summary of High School Computer Maintenance Expenses
7. Boosters' Proposal to Purchase a New Scoreboard
8. Draft RFP for Legal Services
9. Draft Response regarding the May 2, 2016 OML Complaint
10. Draft Communication regarding Appointment to the Audit Committee
11. Draft Guidelines for Public Comment
12. School Committee Roster
13. Draft School Year Calendar 2017-2018
14. Draft Schedule of School Committee Meetings 2016-2017
15. Policy JH – Student Absences and Excuses
16. Policy GBEA – Staff Ethics/Conflict of Interest
17. WHS Trip Request for April 2017 to Cuba
18. Special Meeting Minutes of April 21, 2016
19. Executive Session Motion