

School Committee Agenda for March 2, 2020

Video Conference Meeting

Accessible via SCTV15

(Made possible by Gov. Baker’s March 12 COVID-19 related Emergency Order

Chairperson Kyle Belanger called the Regular Meeting of the South Hadley School Committee to order at 6:00p.m.

Call to Order

Present: Kyle Belanger, Chairperson; Allison Schlachter, Vice Chairperson; Charles Miles; Christine Phillips; Eric Sarrazin; Maddy Foley, Student Representative

Attendance

Also present: Dr.Diana Bonneville P.h.D,Interim Superintendent

Mr. Belanger asks Maddie Foley to lead the “Pledge of Allegiance”

Chairperson Belanger moved that the School Committee approve the Minutes of the January 6th meeting; Mrs. Phillips moved, Mr. Miles seconded; motion carried unanimously.

Approval of Minutes

On motion by Mrs. Phillips, seconded by Mrs.Schlachter, the School Committee approved the following Accounts Payable Warrants from February 4th - February 18, 2020; motion carried unanimously.

Approval of Warrants

<u>Date</u>	<u>Warrant</u>	<u>Amount</u>
Feb. 4, 2020	A/P #2020	\$227,535.72
Feb.11, 2020	A/P#2020	\$194,657.53
Feb.18, 2020	A/P#2020	\$84,527.87
Feb.6, 2020	Bi-Weekly	\$704,037.89
Feb 20, 2020	Bi-Weekly	\$699,202.66
Feb,27,2020	Bi-Weekly	\$197,989.79

Mrs. Schlachter spoke about the finishes being put on the survey, and having MASCA looking it over. Survey Monkey will be blasted out to Principals and Public Libraries to be sent out to families and community members starting March 18 -April 13th live. Hard copies will be available at the Town Hall, Town Library and front desks of the 4 schools.The hard copies will need to be returned and entered into the survey; perhaps Student Council will help with that task. The next Superintendent Search Committee meeting will be held March 11, 2020 @ MESMS library at 6:00 pm.

Superintendent Search Committee

Dr. Bonneville recognized Maura McDermott and Rainy Wortelboer, who qualified for the 2020 national Merit Scholarships. Less than 1% of each state qualify.The Track Team joined Dr. Bonneville and the coaches to be recognized as Western Mass Champs.Boys Track team won Division II and qualified for Nationals. Jonas Clarke qualified for 60 meter and placed 2nd in the state for the 50 meter..Girls also qualified for the National Tournament.

Student Recognition

Majorie Asselin- questioned the bomb threat protocol and inquired why a threat at the High School led to an evacuation while the one at the Middle School did not? Dr.Bonneville asked for a brief hold on the topic until the superintendent's report, where she would cover this..

Public Forum

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Elena Burke- (6th Grade ELA Teacher at MESMS) introduced herself to the School Committee and public in order to put a face to the name as one of the teachers whose job is being potentially eliminated due to budget cuts. She wanted everyone to know that she is the face her students see and the teacher who cares about each one of them, and the teacher that comes to see them perform in plays, sports and school activities.

Josh Florence- (7th Grade Science teacher at MESMS) wanted the School Committee to know that this group of teachers is passionate about teaching and their community. 8 teachers are being eliminated or not replaced due to retirement. The STAR project research says without the stability of the teachers in the student's lives, it has shown 5% drop in scores, higher dropout rates and fewer college applications from those students.

Alex Temple- 6th Grade Social Studies teacher has the same feelings as his colleagues and came to express his support.

Laura says "I had 3 children go through the school system and does not want to see the impact on these children. She believes smaller class sizes will lead to fewer discipline issues and more time on learning. She hopes the Student Opportunity Act will help meet students' needs.

Chairman Belanger made a motion to extend Public Comment for another 12 minutes; the vote passes unanimously.

Jill Gagne- Cheerleading Coach encouraged School Committee to familiarize themselves in all aspects of coaching and asked for clear procedures for investigating and disciplining a coach. She encouraged clear communication with all, as well as consistent follow up.

Michelle Dubuc- spoke "Daughter of former coaches, mother of 3 athletes for 80 seasons and wife of Coach Dave Dubuc, advocated for her husband, when she believes he was terminated without an explanation. She voiced her concerns that a small group of parents should not run athletics.

Daniel Adams- says "I am advocating on behalf of Coach Dubuc, stressed the need for a better process with transparency. Varsity level is there to win, students should not be compared between their actions in sports to their activities in the classroom. Dave Dubuc carries himself the same wherever he is, even on the court."

Dr. Cheryl Bonica, our School Psychologist has resigned for other endeavors and has been replaced by Erin Johnson. Becky O'Dell, who was a para at Plains, is now the Assistant to the Business Manager.

Charter School expansion in our state needs to have a "Resolution of stopping expansion". South Hadley is in the top ten of budgets paying out to Charter Schools. SOA has charter reimbursements at \$10,000 per student, compared to money coming

Personnel Report

SHEA Update

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in at \$5000. "Let's put a limit and stop any expansion for more seats within their schools". This is a second reading of this resolution, Chairman Belanger would entertain a motion to approve the South Hadley Education Association in stopping expansion in Charter Schools. So moved, seconded by Mrs. Schlachter, motion passes unanimously.

SHEA would like the funds from the "Student Opportunity Act" to support funding for potentially cut positions. The Student Opportunity Act should not support a grant writer when teaching positions are being eliminated. Mrs. Phillips questioned the potential revenue a Grant Writer could bring in to offset the salary.

Environmental Club is doing a study with Mr. Hoagland using regular silverware during lunch to reduce plastic. Also, making available paper & plastic recycle bins. They will also be composting.

The Cheerleading Competition Team is ranked 11th in the nation. JV & Varsity Basketball teams along with Best Buddies and Student Council helped with Special Olympics and 200 athletes. The High School has added a Mindfulness classroom for religious meditation during the day. National Honor Society held a Star of South Hadley Beauty Pageant, Kenny Tran won and all proceeds were donated to the Food Pantry. Maggie Rahilly competed in the State Semi "Poetry Out Loud Competition". The National Honor Society is holding 3 on 3 and donating all proceeds to the Food Pantry. Girl's Track won Western Mass and second at States. Boys also won Western Mass. Maura McDermott was crowned Grand Colleen, Emily Couture, Miss Congeniality, Emily Couture and Holly Duseault were also on the Court. The Student Council will be attending the Ma. Association of Student Council Conference in Hyannis for 3 days.

Dr. Bonneville read a letter sent to her to sing the praises of Hank Skala and his Special Education Department on their implementation of their students' IEP's.. Mosier put on some great 100 day celebrations. T.M. Solutions was hired to be the Business Consultant and met with Dr. Bonneville and Jen Voyik to answer questions. Dr. Bonneville explained the assessment score (low, medium or high) for bomb threats. The threat at the High School was a moderate decided by Fire, Police and Administration; was significant enough to evacuate. The copy cat threat at the Middle School was deemed a low level threat-do not evacuate. If certain things are said during the threat, that would change or upgrade the threat. The MESMS shelter in place took longer than expected since bomb dogs were coming from Framingham,. The SWIG Grant for the water stations is in the process. During the last PD District day everyone participated in Vertical Teaming, after an Ice Cream Social celebrating Staff Recognition, Grinspoon Recipients and Retirees in the MESMS gym. National Honor Society will possibly have an early release day to raise \$1500.00 for "Pennies for Patients". Eric Sarrazin, steward to the people, will step away from his role as School Committee member in April, after 8 years of dedicated service He has always been a professional and always listened to other people's ideas, even if they were not his. Mr. Belanger presented him with a plaque and they celebrated with cake.

**Student
Representatives**

**Superintendent's
Report**

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<p>Read Across Mosier, Special Olympics, Seniors signing acceptance letters for colleges and seeing families as they are. The community was invited to join the School Committee at "Know Your Time" on March 12. The School Committee will march in the St. Patrick's Day Parade.</p>	<p>Reminder</p>
<p>Matt Hoagland & Cindy Roy joined the School Committee to talk about saving money on buses and discussed the survey done by Mr. Lebric. Cutting buses (2) from the High School would be a cost savings of \$9000 but the School Committee was not prepared to do that based on family concerns. Merging MESMS & SHHS would not save money because you would have to add buses to get everyone to school on time. Possibility of asking parents to sign their students up to use the bus service? Should ask other districts like Northampton what they are doing or if they have changed school times and what that has done to their busing. Matt Hoagland will call Five Star to get a copy of the survey done on our busing for data purposes. There was discussion about setting up a Sub-Committee to research this, but then Chairman Belanger asked Mr. Miles if he would do some research this month and present at a School Committee meeting in about a month and he agreed. Matt Hoagland said he would share the survey with Mr. Miles and Jenn Voyik, our Business Manager who volunteered to help. There was a question asked about renegotiating with the Paras to be the monitors on the buses.</p>	<p>Transportation & Food Service</p>
<p>Free & Reduced Lunch program-State wants us to break even or be under which has been done for the last 6-8 weeks. The School Committee wanted to know how "Free and Reduced" was determined. In August before school starts we put all of the students' names that are registered at school into a Gateway system which kicks back already certified "Free & Reduced students. Then as school begins anyone who believes they qualify fills out an application by October and the results come back to Cindy Roy who sends home letters to make Parents/ Guardians aware of the determination. We gain 4 or 5 students per month and they keep that determination for the full year, until they are put in the system the next summer and they are weeded out by Gateway. This process is totally driven by the State, and we have to randomly pull a percentage of students to check that they verify during the year. We are reimbursed for all "Free and Reduced" students through State and Federal funding.</p>	
<p>Mrs. Cooke joins the School Committee for an update about SPED business. Traci Napoli had a baby boy and Jaclyn Provencher was hired to replace her. As we add more PreK we are needing more Speech services, which are on the IEP's which by law need to be accommodated, So we will be contracting out for additional services, Mrs. Cooke and Mr. Skala have been visiting and looking at various PreK programs in other schools to model. On March 31, 2020 we will have a SPED Transportation audit which could help Charles Miles with his research on busing savings. Foster care student transportation will begin reimbursement this year at 25% of transportation costs and will continue to rise to 50% and so on until it is fully funded. The Special Education Department will host a Title 1 Reading Night and a Title III ELL Family Night in May. The School Committee asked if we are charged per student, but we are</p>	<p>SPED Update</p>

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<p>charged by the run not by the student. Mrs. Cooke is meeting with other SPED Directors to update our Transportation Rubric, which gives us the breakdown of safety standards for each student's needs. Mrs. Cooke is looking into leasing vans for PreK in order to save transportation costs.</p>	
<p>A letter written to Dr. Bonneville from Karen Eempio requesting that money be transferred to a Scholarship fund in memory of Parmatma Khalsa was presented. Mr. Khalsa was a 3rd Grade teacher at Mosier. This scholarship will be given to a Senior who plans to study Education but if no student exists then the Senior that best represents the spirit of community, warmth and kindness and a sense of humor and personality, with a love of Art, Music and Carpentry. GPA will not play a role in this decision. There will be \$250.00 given to a Senior for 2020 and a Senior in 2021. Chairman Belanger will entertain a motion, Mrs. Phillips moved, Mrs. Schlachter seconded and the vote passed unanimously.</p>	<p>New Business</p>
<p>School Committee asked when the "Budget Hearing" was posted originally? It was posted in the Town Reminder and the Republican on the 13th of March, so that it would be posted 10 days before the actual hearing. Dr. Bonneville acknowledged the teachers in attendance that were having their jobs eliminated. So as the Admin Team looked at cutting 2 million dollars from the budget, they collectively prioritized goals and pooled resources. Keeping as many teachers possible to keep the class numbers low, we take students' social-emotional well being into account were priorities. We want to keep STEM learning, Music, Arts, Athletics, Vocational Programs and Field trips. Then we made a list of programs that have made a big impact on the schools which included: Technology, Interactive Technology, Access points, Security Hardware. The Growth Mindset program at Mosier, Western Ma. Writing Program at MESMS, Professional Development on Sexual Abuse, Special Education, ELL, Cultural Diversity and Restorative Practices K-12. Project Based Learning, Vertical Teaming, Vocational Programming, Stem Diplomas & Stem Curriculum. We talked about Social Emotional Programming, PBIS in K-8, a M.S. Scheduling & Program of Studies, Streamlining Business Practices, NEASC, Special Education Practices, Behavioral Response Teams, Tailoring schedules for Individual students, M.S. & H. S. Therapeutic Classrooms and going lean on positions. Administrators are taking some furlough this summer to save teacher positions. Town will give a \$350,000 increase, but as we went through the line by line budget we found amounts that were never used by schools but moved to other things to fill holes that were not estimated based on last year's numbers. Dr. Bonneville, Jenn Voyik and Beth Cooke gave the overview of the budget review process, starting with identifying goals and reviewing the budget line by line. There was a discussion about collaborating on costs with the Town, such as maintenance, IT and HR. This discussion ended with plans to have a School Committee meeting on March 9, which would be line by line with full notes and questions that would be sent before the meeting and data to back everything up.</p>	<p>Budget Workshop</p>
	<p>Shea Updates</p>

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<p>In consideration of 8 positions being cut, Scott Beaulieu suggested examining MESMS schedule. Mr. Beaulieu questioned if field trips and busing are more important than teachers. Mrs. Schlachter encouraged everyone to take a step back and work together. Everyone should compile their questions and send them to Chairman Belanger and he will send them along to Dr. Bonneville and Jenn Voyik.</p>	Reminder
<p>Chairman Belanger set the next meeting on March 9, 2020 @ 6:00 PM and knowing they have March 16th if needed before the posted "Budget Hearing" on March 23rd.</p>	
<p>Student Opportunity Act- We will receive \$453,000 to close the achievement gap and target students with the greatest of needs. There are 17 pre approved programs, these are some that match our District Improvement Plans: Enhanced Care Instruction, College prep programs, Co-teaching, Talent Development- Diversified Workplace, Hard to staff positions, and Student Success. So the Building Administrators sat down as a team and worked on the programs we have that fit into these categories and matched our District Improvement Plan.</p>	Student Opportunity budget
<p>TTC Programs which includes 4 teachers & 6 paraprofessionals at \$280,000 Professional Development for Restorative Practices \$5,000 Mosier SAC.5 ESL & Literacy Positions Adjustment Counselors Accelerated or Honors teacher at MESMS Afterschool Programs</p>	
<p>We also had Curriculum & Grant Writer which the School Committee thought should come out of the Town Increase, and Prek Coordinator and restructuring the program should come out of the local budget.</p>	School Choice
<p>School Choice was discussed and questions about past numbers and how many slots were filled and if we lost teachers how many should be added to those classrooms. The School Committee asked for updated numbers so they could do the math of how many would be in a class with lean positions. After many questions and not being able to pin down numbers based on budget decisions they decided to settle the budget first and vote on numbers at a later date with more solid data.</p>	
<p>2018-2019 Mosier MOA has been denied so the School Committee and Dr. Bonneville discussed that Mike Sullivan said he would help us save \$100,000 per year so that when we apply next time we would have that money to help with the process. The School Committee thinks we should reapply and tell them we have \$100,000 in the stabilization fund to put towards the project. Dr. Bonneville will talk to Matt Cowie to see if we could add those things to the report and include the work we have done this year and what was spent.</p>	MOA at Mosier

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<p>Mr. Miles makes a motion to table Policy Updates until the next session, vote was taken and motion passes unanimously.</p> <p>Executive Session- Under M.G. L.c.30A, Section 21 (a)(2) “ to discuss strategy with respect to collective bargaining or litigation”. We will not resume after the Executive Session.</p>	Executive Session
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A true copy:

Diana Bonneville, Ph.D.
Interim Superintendent of Schools

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Date approved: 3/2/20 *DB*