

The Barnstable School Committee met on Wednesday, March 4, 2015, in the Town Hall Hearing Room. Present were Chair Margeaux Weber, Vice-Chair Stephanie Ellis, and Committee members Fran McDonald and Patrick Murphy. Also present were Town Counsel Liaison Sara Cushing, Student Envoy Olivia Brodt, Dr. Mary Czajkowski, Kristen Harmon, and Bill Butler.

Ms. Weber called the meeting to order at 7:00 PM.

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### **Core Values**

Ms. Weber recited the Core Values of the Barnstable School System.

BARNSTABLE TOWN CLERK

### **Video or Audio Recording of the Meeting**

Ms. Weber reminded everyone that the meeting was being telecast and recorded on Channel 18. Anyone who wished to make a recording of the session must notify the Chair.

### **Minutes**

Motion by Mr. Murphy, seconded by Mr. McDonald, and the Committee voted unanimously to approve the minutes of the regular meeting of Wednesday, February 4, 2015, and the District Leadership Meeting on Wednesday, February 4, 2015.

### **Student Envoy Report**

Ms. Brodt stated next week is March Madness Week where students will dress in different themes each day including dress like your favorite teacher day, tie dye day, and flannel shirt Friday. After school events will include ping pong, volleyball, and a spelling bee. The Student Council will be holding its blood drive tomorrow. A jazz concert "Death By Chocolate" will be performed at the high school Thursday – Sunday. The drama club is opening "Anything Goes" on March 20<sup>th</sup> and they are preparing for "A Midnight Summer's Dream" later this spring. The Swimming Team has set BHS School Records this winter. Owen Murray is the Division I State Champion in Wrestling and will compete in the NE Championships. The Girls' Hockey Team made it to the quarterfinals. The Boys' Hockey Team will play in the semifinals. The Gymnastics Team is Division I State Champions and will compete in the NE Championships.

### **Public Comment**

- Brendan Clark, a BHS Student and Vice Chair of the Youth Summit Commission spoke about the 7<sup>th</sup> grade Youth Summit being held on March 19<sup>th</sup> and 20<sup>th</sup>. The focus of the Commission and this event is prevention of addiction. They want to provide 7<sup>th</sup> grade students with the services and leadership they can turn to. Brendan gave a brief overview of the summit including the events, speakers, supporters and sponsors. Dr. Czajkowski thanked Brendan for leadership and hard work in putting program together.
- Jen Cullum, Town Counsel Liaison to the Commission, thanked Brendan and commended him on his presentation. She stated various organizations in the community are calling to see what they can do to help with the Youth Summit.
- Alex Wells, resident of Osterville and a BHS Track and Field Coach, spoke of the proposed track restrictions at BHS. He used an analogy of roads and how cars let ambulances and police to go by and sometimes roads closed due to parades, but that does not mean all cars are banned from the roads. If the restrictions become policy, what are the enforcement measures? Police called to apprehend joggers? The blanket ban is too restrictive.
- Sara Cushing, resident Marstons Mills and Town Counsel Liaison, spoke of the Village Association Meeting and the Greater Hyannis Civic letter sent to the School Committee Chair and local newspapers. She believes the School Committee is coming to a compromise with the use of the BHS track. She questions how the policy would be enforced. She understands the School Committee is tasked with the safety of our kids.
- Diana Mandeville, Marstons Mills resident and teacher at Hyannis West, spoke out against the Prevention Specialist position in grades 4-5 being cut. She knows students going onto the school where the person in that position will be their lifeline.
- Jay Conte, Personal Care Assistant at BWB, spoke about the Prevention Specialist position at BUE being eliminated and how disappointed he was in this decision. He previously held the position and believes the position does critical work with emotionally troubled children and cutting the position will be a disservice to the students.

### **School Committee Comments and Sub-Committee Reports**

- Ms. Weber stated that the School Committee is looking for community input before they take action on the public use of school facilities including the track. They are considering the needs of the student and the needs of the public.

- Mr. Murphy stated that the process is important for policy discussions in terms of the use of the track. The final policy might be different than the proposed policy we started with. As for the budget and staff movement, the School Committee evaluates what Principals are recommending and does not weigh in on specific positions.
- Ms. Weber stated Ms. Ellis and the Search Committee are in the final stages of interviews for the BWB Principal search.

### **Superintendent's Report**

- Dr. Czajkowski stated the FY'16 Capital Improvement Projects Budget will be presented at the March 16<sup>th</sup> School Committee Meeting. The BIS roof, portable trailers, and Early Learning Center projects will be presented at the Town Council Meeting on April 2<sup>nd</sup> and a vote by the Town Council on April 16<sup>th</sup>.
- The Groundbreaking for the Early Learning center will be on March 11<sup>th</sup> at 10:00 A.M. at Hyannis West. The portable trailers were demolished over February vacation.
- Bill Cole has been leading the BWB Principal Search Committee. There are 9 candidates that are being considered and the Committee has met this Monday, Tuesday and finishing up tonight. They will have recommendations to me tomorrow, I will interview the candidates in the next couple of weeks and at the April 9<sup>th</sup> School Committee Meeting, I hope to have the name of the new BWB Principal.
- BPS still has 4 days in June that can be used as snow days. Schools in MA are looking to have school on Good Friday, April vacation, and Saturdays. She is not asking to change the schedule at this time. There has been \$16,000 worth of storm damage this winter including snow removal, red cross shelter, and building damage.
- This Friday MTSS is having an all-day meeting with the district and school-based teams.
- Last Friday, Dr. Czajkowski attended the HY West Dreams Speeches in honor of Martin Luther King, Jr. The Cape Cod Time had an article on the event on their front page. It was inspiring to see and hear these students. It was a good opportunity to have their voices heard.
- The Governor's budget released this afternoon, not as favorable as we would like.

### **Assistant Superintendent's Report**

- Ms. Harmon commented on the Hy West Dream Speeches saying it was incredible to hear their words.
- Ms. Harmon commented on 8<sup>th</sup> student Gabby Gould spending her own money (\$1200) to buy 45 coats for her classmates at BHS who did not have warm coats.
- March 13<sup>th</sup> is a half day in-service day. Teachers will continue their work on DDMs with 40 faculty facilitators.
- Due to the snow days across state, the Department of Education has expanded the testing window for PARCC and MCAS testing from March 23<sup>rd</sup> to April 13<sup>th</sup>.

### **Highlight in Education – Teen Wellness Special Report: Addiction and substance abuse amongst teenagers**

Mr. Gilbert spoke about the two completed episodes in a series of five they are producing. They have identified five people including a counselor, Assistant DA, student from BHS, the parent of child dealing with addiction, and the new treatment counselor in the high school. Mr. Gilbert is proud of this project which was shot and reported by BHS students. He showed clips for the first two episodes.

#### **Item # 030415-002 BCHMCPS MOU for FY'15**

- Ms. Podesky stated the MOU's purpose was to confirm the relationship between the Charter school and the School Committee.
- Ms. Weber asked if this MOU had been negotiated and Mr. Butler stated yes.
- Motion by Mr. Murphy, seconded by Mr. McDonald, and the Committee voted unanimously to approve a memorandum of understanding with the Barnstable Horace Mann Charter Public School for FY'15, as presented to the Committee.

#### **Item # 030415-004 BHS Cafeteria Façade Graphic Proposal**

- Mr. Kanyock stated that he has been working on plans for the façade in cafeteria. He thought of a creative way to dress up the area. It would be a panelized system. He showed a design and asked the Committee for suggestions.
- Ms. Weber stated that the graphic design should be inclusive and include students with special needs.
- Mr. Murphy asked if the Committee needed to approve this graphic design and Mr. Butler said yes. Mr. Kanyock said he would be back at a future meeting date to get the Committee's approval.

#### **Item # 030415-005 Preapproval for Contract Award for BHS Café Wall Project**

- Mr. Kanyock explained the BHS Café Wall Project and said the project would be completed over the summer.

- Motion by Mr. Murphy, seconded by Mr. McDonald, and the Committee voted unanimously to authorize the Superintendent to accept the bid of the lowest responsive and eligible bidder and award a contract for replacement of the façade of Barnstable High School café for a value not to exceed \$450,000, as recommended by the Town Purchasing Agent.

**Item # 030415-006 Preapproval for Hyannis West Transformer Upgrade Contract**

- Mr. Kanyock stated this is a re-bid for the project since there is a redesign from the last bid.
- Motion by Mr. Murphy, seconded by Mr. McDonald, and the Committee voted unanimously to authorize the Superintendent to accept the bid of the lowest responsive and eligible bidder and award a contract for upgrade of a transformer at Hyannis West Elementary School for a value not to exceed \$35,000, as recommended by the Town Purchasing Agent.

**Item # 030415-007 FY'16 Final CIP Projects**

- Mr. Kanyock presented the funding needed for remaining CIP projects. The shortcomings would need to utilize the school savings account.
  - Modular construction Phases II and III: There was a need to increase floor space. The additional funding needed is \$720,000. Dr. Czajkowski stated that after closing three elementary schools, we need to have academically appropriate spaces. Mr. McDonald asked for more information at the next meeting. Ms. Weber asked for more detail as to what the extra money is going for – provide designs and drawings.
  - BPS Network infrastructure: Wireless access points through the school. An additional \$213,000 is needed.
  - BHS & BIS Boiler Upgrades: There are five individual boilers and there have been issues in keeping them running. The additional funds needed are \$350,000. Mr. Murphy asked if there are any funds for energy efficiency. Mr. Kanyock stated he would check.
  - WVE AC Chiller & Water Tower: Additional funded needed are \$250,000.
- In summary, the additional funding needed from the school savings account is \$1,533,000.
- Mr. Kanyock stated the BIS façade and roof improvements will cost over \$3.2 million, which the town will pay for. He will have an outline at next meeting of all CIP projects.
- Mr. McDonald commented on the fantastic relationship the school has with the Town Council, the fact that BPS have a savings account, and that having Mr. Kanyock on staff is good news for district moving forward.

**Item # 030415-001 Naming of the Barnstable Early Learning Center**

- Ms. Jezard proposed naming the new early learning center the Enoch Cobb Early Learning Center. The land Mr. Cobb left was meant to buy books for Barnstable students and used to supplement activities and events for Barnstable students.
- Mr. Murphy asked if there had been a recent donation. Dr. Czajkowski stated any funding would go to technology or for curriculum/furniture materials. They will be donating \$50,000 on July 1, 2015, and \$50,000 on July 1, 2016 for furniture, technology, and curriculum materials.
- Ms. Weber asked about the total amount donated. Dr. Czajkowski said over \$2 million total as they have been donating at least \$50,000 per year for many years.
- Ms. Weber stated that Ms. Ellis is not in favor of naming the building after a person.
- Mr. Murphy asked that given Ms. Ellis and Mr. Joyce are not in attendance tonight, should this item be tabled until the next meeting. Ms. Weber stated that this item will be on the agenda for the next meeting for a vote.

**FY16 Budget Presentation**

- Dr. Czajkowski stated the materials including the spiral bound packet, a copy of the PPT presentation, a copy of the school lunch fees, a copy of the facilities user fees, and copies of summary FY'16 budget changes were all given to the School Committee members. She thanked the central office leadership team, principals, teachers, staff, counsels, and Mr. Markwell for helping to prepare this budget with their guidance and wisdom. She stated the budget preparation began last October with a meeting with the Town Manager agreeing on the 60/40 revenue sharing, which is an increase of 3.5% over the FY'15 budget. The budget takes into account recommendations for specific positions, district priorities, BTA meetings, and not filling retirement positions. 13.4 FTEs are being added, 9.2 FTEs offset the increase for a total of a 4.2 FTEs increase. Principals and directors were asked to decrease their budgets by 1%. This budget is focusing on educating the whole child. Dr. Czajkowski spoke of the FY'16 goals, objectives and priorities of the FY'16 budget including negotiating and ratification of collective bargaining agreement, meeting existing fixed costs/contractual obligations, opening the new Barnstable Early Learning Center, MTSS, and support for ELL.
- Mr. Markwell presented the operating budget explaining the expenses and funding changes between this year and last including the appropriation from the Town, circuit breakers, transport fees, school choice, and school savings account. The

increase in the budget comes from employee obligations, fixed cost, and program changes. The fixed costs include district-wide copiers, utilities (favorable rate), maintenance, technology (e-rate rules where we lost subsidies, increase bandwidth), transportation (increase due to bus contract, adding an additional bus, and bus monitors).

- Dr. Czajkowski spoke about the programming changes including the proposed school schedule changes, preschool, 4.2 FTEs increase, supplies including textbooks and curriculum materials, and operation costs including costs associated with the new preschool and ELL iPads.
- Mr. Markwell discussed the multi-year projections, Special Education Circuit Breaker, and the School Choice Program. He stated the school savings account would only be used for one-time expense funding of capital improvement projects. Mr. Markwell explained the user fees of transportation, athletics, building rental, and school lunch.
- Dr. Czajkowski summarized the changes: 16 positions are retiring, there will be a savings on utilities, principals were asked to reduce 1%, there are a 9.2 FTEs position reduction, and 13.4 positions being added. The additions include preschool SPED with a .4 FTE, two PCAs at .5 FTEs, custodian, and the MTSS schedule included the addition of specials (art, music, etc.).
- Mr. McDonald asked is the ELC was a breakeven venture. Mr. Markwell stated that 50% of their population is SPED, so they do not receive much in grants. Preschool can be included in Ch. 70, so they are looking into reducing fees since the collection and administration is expensive.
- Mr. McDonald asked about the circuit breaker for next year. Mr. Markwell stated that it is level funded. He has a conference call with DESE tomorrow and will know more at the next meeting.
- Mr. McDonald asked about School Choice and if it is a good thing. Dr. Czajkowski stated that yes; School Choice is a good thing. Barnstable has a surplus of 69 students – we are bringing in more than are leaving. Marketing efforts are helping to keep students in Barnstable.
- Mr. McDonald asked if the savings account items were all a onetime cost. Dr. Czajkowski stated they were.
- Mr. Murphy stated that it is still early in budget process since the School Committee does not vote until April 9<sup>th</sup>. He is noticing three major commitment areas: early childhood education, 440 ELL students, and the MTSS work. He stated the investment in supplies spans across a lot of areas and suggested looking into paying for this increase from the school savings account, if needed, as the numbers go up and down.
- Ms. Ellis commented that there is a \$30,000 fixed cost in technology without any new technology in the hands of students. She would like to see more of a commitment in technology.
- Ms. Ellis asked if the MTSS schedule change had been vetted through the union. Mr. Butler does not think it has to be and is checking into this.
- Ms. Ellis commented on the large jump in athletic fees especially in swimming and hockey. If the justification is for equipment and uniforms, the fee increase in swimming is too much – bathing suits are not that expensive.
- Mr. Thomas spoke of the athletic fee increase and assessment he has done. He looked into what each team has received regarding uniforms and equipment replacement. The current fees have been in place since 2006. Ice time for hockey now cost money with HYCC and we used to get the gate at games and now we do not. In some cases, the Booster Clubs are paying coaches' salaries, which makes him uncomfortable. Mr. Murphy commented that he didn't realize that it has been 10 years since raising athletic fees and feels Mr. Thomas has made the case that something needs to be done.
- Ms. Weber commented that there is a large increase in supplies and asked if that was because we have not spent any money in the past few years. Dr. Czajkowski stated that was the case.

### Interim Superintendent

- Mr. Butler stated that he and Ms. McKay were going to present a plan the School Committee requested they prepare for the management team option for the Interim Superintendent. The goal of their plan is to ensure the progress the district has made continues next year. The plan starts with Co-Interim Superintendents: Mr. Butler and Ms. McKay. Mr. Butler stated he would be in charge of any problems, issues, etc.
- Ms. McKay stated her duties would focus on the instructional leadership piece of the job. She would focus on aligning the district goals with the schools' goals and improvement plans, as well as educator evaluations.
- Mr. Butler stated that he would be the primary contact for district, School Committee, the town, staff, parents, the community, human resources, finance, civic leaders, and compliance with legal and regulatory issues. Both would attend School Committee meetings, weekly management team meetings and share responsibility with MTSS. Mr. Butler stated the rest of team would include the current COLT team with enhanced responsibilities. Ms. McKay is limited by law the amount of time she can work - .37 FTE. Mr. Butler would continue to serve as school attorney. Mr. Cole would work more with the school district and could handle grievances, administrative searches, etc. Mr. Butler would handle day to day advice and would need to refer out SPED proceedings and grievance arbitrations since they require a lot of time and he can't predict when he'd have to spend time on them. The budget for the Co-Interim

Superintendents and management would be within the Superintendent's salary of \$204,000. This would include a salary for Ms. McKay, an additional salary for Mr. Butler, stipends for the members of management team and outside counsel costs. Mr. Butler stated the next steps would include communication of the transition to parents and staff with letters and meetings along with meetings with the leadership team including principals and directors. Mr. Butler would refine the management plan, roles and responsibilities, and submit a timeline for action. During the transition period, Mr. Butler and Ms. McKay will work with Dr. Czajkowski and the leadership teams regarding the summer leadership workshop and opening of school. In the early fall, they would focus on opening day activities, back to school nights, and an open house for ELC. In the late fall, the focus will be on the budget, phases II and III of the modular project and assisting the School Committee in the search for a new Superintendent.

- Ms. McKay stated that this idea would not lend itself to every district, but after having met with the proposed management team, they are a committed group of people who said they would step up, work together and meet together weekly.
- Mr. McDonald stated that he appreciated everyone's efforts, but does not like the plan. It's the School Committee's responsibility to pick the CEO of district. He would have thought the subcommittee would have come back with options and recommendations, but instead he has received an illusion of choice. He is not in favor of two heads of the district. The School Committee should have the choice and he wants a couple of options.
- Mr. Murphy stated this is a process and at this given time they are considering the management team option or interim superintendent. This presentation was to vet out management team option - to see if this option is doable. There are pros and cons for both the options of a management team or interim superintendent. All Interim Superintendents are retired Superintendent and we question if we would be paying someone to learn about Barnstable Schools. Or do we want to try something new and he felt the management team was a creative option that would keep the district moving forward in a clear way with district member who are well-known and well-trusted by the staff and the community. Mr. Murphy has questions around what the stipends would buy us and having Co-Superintendents. This is a decent start on the management team option.
- Ms. Weber stated that the School Committee should try to develop this plan before we rule it out. The budget salaries and stipend would be the School Committees decision.
- Ms. Ellis stated that this is the School Committees first opportunity to publically vet options. She thanked Ms. Weber and Mr. Murphy for being on the subcommittee, as well as, Mr. Butler and Ms. McKay for putting together this proposal. She felt that when things are going great, Co-Superintendents is a great model, but when they are not going well, and then there are problems. She believes Mr. Butler is invaluable with his depth of knowledge of this district and the law and thinks the fact that he is willing to step up and add another level is admirable. Ms. Ellis does have concerns that Mr. Butler will be stretched too thin. She believes the work he does is what the School Committee needs him to be doing. She stated that all the principals and leadership team are sitting in front of the School Committee. She has full confidence in the leadership team, but is concerned about adding more work. Ms. Ellis would like more options.
- Ms. Weber stated that she spoke to leadership and this option was met with enthusiasm and the next steps will focus on acquiring more information on Interim Superintendent and other management team options.

**Item # 0304 Approve Account Payable Warrant**

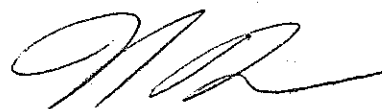
Motion by Ms. Ellis, seconded by Mr. McDonald, and the Committee voted unanimously to approve FY2015 Treasury Warrant #35 in the amount of \$421,168.18.

**Executive Session**

Motion by Ms. Ellis to go into executive session, and the Committee unanimously approved – not to reconvene in public session – to discuss collective bargaining and collective bargaining strategy. Meeting in an open session may have detrimental effects on the School Committee bargaining position.

Adjourned 10:00 P.M.

Respectfully Submitted,



Jen Kruczek  
Executive Assistant