

The Barnstable School Committee met on Monday, August 18, 2014, in the Barnstable Town Hall Hearing Room. Present were Chair Margeaux Weber, Vice-Chair Stephanie Ellis, and Committee members Chris Joyce and Patrick Murphy. Also present were Dr. Mary Czajkowski, Kristen Harmon, Bill Butler, and Town Council Liaisons Sara Cushing and John Norman. School Committee member Fran McDonald was not in attendance.

School Committee Reorganization

- Dr. Czajkowski called the meeting to order at 7:00 PM. She explained that it was an organizational meeting and the Committee would be electing a Chairperson, Vice Chairperson, and appoint a Secretary. As Superintendent, she would temporarily chair the meeting until a new Chairperson was elected. Nominations would be made by members of the Committee from the floor and the election of officers would be a majority roll call vote of the members present and voting.
- Mr. Murphy nominated Margeaux Weber to remain the Chairperson of the School Committee. Ms. Ellis seconded the nomination. Dr. Czajkowski declared the nominations closed and Mr. Butler took a roll call vote.
- Ms. Ellis, Mr. Joyce, Mr. Murphy, and Ms. Weber, voted Yes on a roll call vote to appoint Ms. Weber as the Chairperson of the School Committee.
- Dr. Czajkowski declared Ms. Weber as the duly elected Chairperson of the Barnstable School Committee. She then turned the meeting over to Ms. Weber to conduct the elections of Vice Chairperson and Secretary.
- Mr. Murphy nominated Stephanie Ellis to remain the Vice Chairperson of the School Committee. Mr. Joyce seconded the nomination.
- Ms. Ellis, Mr. Joyce, Mr. Murphy and Ms. Weber voted Yes on a roll call vote to appoint Ms. Ellis as the Vice Chairperson of the School Committee.
- Motion by Ms. Ellis, seconded by Mr. Joyce, and the Committee voted unanimously to appoint Jennifer Kruczek, the Superintendent's Executive Assistant, as the Secretary to the School Committee.
- The Committee also voted to appoint new representatives to the Cape Cod Collaborative and the Finance sub-committee.
- Motion by Ms. Ellis, seconded by Mr. Murphy, and the Committee voted unanimously to appoint Mr. Joyce as the new School Committee representative to the Cape Cod Collaborative.
- Motion by Ms. Ellis, seconded by Mr. Joyce, and the Committee voted unanimously to appoint Mr. Murphy, as needed, to the Finance sub-committee.

Core Values

Ms. Weber recited the core values of the Barnstable School System.

- All children have the right to every opportunity to achieve their full potential.
- Each person deserves to be treated with dignity and respect.
- Integrity and personal responsibility are the hallmarks of our daily interactions.

Video or Audio Recording of the Meeting

- Ms. Weber reminded everyone that the meeting was being telecast and recorded on Channel 18. She also reminded any member of the public who wished to make an audio or video recording of the open session of the meeting to first notify the Chair, who will then inform the public of the recording, as required by the Open Meeting Law.

Minutes

- Motion by Mr. Murphy, seconded by Ms. Ellis, and the Committee voted unanimously to approve the minutes of Monday, July 21, 2014.

Public Comment

- No public comments were presented.

School Committee/Sub Liaison Reports

- Town Councilor John Norman is the Chairman of the Appointment's Committee. At a recent meeting, the Committee was filling appointments for the Youth Commission. Two of the students that were interviewed mentioned that having the eighth graders in the high school is a problem. Councilor Norman has also heard this concern from constituents. The eighth graders are not as segregated as possible.

Superintendent's Report

- The first day of work for staff is Wednesday, August 27, and the first day of school for students is Tuesday, September 2.
- Eighth grade orientation will take place on August 21, at 5:30 PM, in the Astro Park.
- New teacher orientation will take place on August 20 – 22, at the Barnstable Intermediate School.

- New administrator orientation will take place on August 19, in the Harborview Room at the Barnstable County Complex.
- The Leadership Workshop took place on August 12 – 15. Topics of discussion included: A new discipline bill, Baseline Edge, conducting investigations, student and school safety, DDMs (District Determined Measures), and the *Schools That Work* initiative.

Assistant Superintendent's Report

- Summer curriculum projects are ongoing.
- New teacher orientation will take place on August 20 - 22 for approximately twenty new staff members.
- Mentor training will take place on August 21.
- The district had to submit an updated DDM plan to the DESE by August 1. The plan was approved. The DDMs need to be negotiated and the in-services days have been designated to develop the DDMs.
- The leadership workshop was an incredible four days. Every topic focused back to student learning. It was great work.

Item # 081814-001 Waldorf Lease Agreement

- Dr. Czajkowski introduced Gary Cannon, the Administrator of the Waldorf School, and Joy Lapsertis, the Board President.
- Mr. Cannon stated that the Waldorf School has been located in Cotuit at the former Cotuit Elementary School for five years. The school started with 87 students and currently has 124. The school has participated in a dual accreditation process through the Waldorf Schools of North America and the New England Association of Schools and Colleges. Mr. Cannon recently submitted a renewal application to the town for a second five year lease.
- Ms. Lapsertis added that over the last five years, the school has invested a great deal of money to improve the property. The school is strategizing for growth and appreciates the security of remaining in that space and being part of the community.
- Mr. Murphy inquired if the school district has been accumulating some of the lease revenue in a capital fund.
- Mr. Markwell stated that all of the lease revenue goes into a special revenue fund under the school district's control. The lease revenue is earmarked for future capital upgrades to that building.
- Mr. Cannon added that several items are in need of improvement including the boiler, playground, and fields.
- Dr. Czajkowski stated that there has been some discussion with the Director of Facilities and the Town Manager regarding school and town fields. The Waldorf School will be part of that continued discussion.

Item # 081814-002 School Attorney Evaluation

- The form for the School Attorney's evaluation was provided to the School Committee in their packets. This item will be placed on the September agenda as an action item.

Item # 081814-003 Superintendent's Goals

- Dr. Czajkowski presented her proposed 2014 – 2015 goals to the Committee. The goals will be placed on the September agenda as an action item.
- The Superintendent's Proposed Goals 2014 – 2015 - Some of these are multi-year goals:
 - Improve the teaching and learning environment for our integrated PK programs for all students and teachers through the construction of a new Early Learning Center with an occupancy date of February 2015.
 - The recruitment and retention of 12 new administrators in Barnstable effective July 2014. Incorporate a retention rate of 75% or greater within three years of those new administrators. This will involve: Facilitating regular coaching meetings, focusing on the Educator Evaluation, data based decision making, and opportunities for professional growth.
 - Develop a cohesive, coherent approach to systemic tiered support of interventions that include academic, behavioral and emotional/social needs. This research based intervention model will assist in the reduction of referrals for special education by 25% across the district within two years.
 - Continued communication and collaboration with the SEPAC. Develop a program for training of paraprofessionals around inclusive classrooms concentrating on the roles and responsibilities of paraprofessionals.
 - By June 30, 10% of all certified employees will have identified two DDMs that will be used for Educator Evaluation.
 - Identify a recommendation of the school security/safety task force.
 - MCAS – Increase proficient or advanced for grade 4 ELA and Math by 4%.

Item # 081814-004 BCHMCPS Enrollment Policy

- Mr. Butler explained that DESE, as one of its conditions for renewal of the BCHMCPS's charter, had required the Board of Trustees to submit an amendment to the enrollment policy by June 30, 2014. That requires the approval of the School

Committee and the Teachers' Union. Since then, DESE has asked the school to delay submitting the enrollment policy amendment to the School Committee until DESE revises its checklist.

Item # 081814-005 Destination Imagination

- Ms. Karen Murphy explained that she came before the Committee in June to discuss changing Destination Imagination (DI) to a fee based extracurricular program. This would allow for expansion of the program and reduce the fund raising burden. Last year, the DI program had 104 students on 15 teams. Gateway paid for the cost of each team, which was \$208 per team. If a team advanced to the State Competition, it cost \$233. The total cost for DI last year was \$3,120. If a team then advanced to the Global Competition, it cost an additional \$1,200 per student per coach to attend. If a fee is charged for DI, whether it be \$125, \$75, or \$50, the funds would be used to pay the \$3,120 registration fee, provide scholarships to students in need, provide training, and help support the teams that advance to the Global Competition. If a determined fee amount is approved, a DI Coordinator position would be created and paid for through the Gateway budget.
- The Committee agreed that \$125 seemed a bit high for a DI fee and that \$75 might be a good starting point for the program.
- Destination Imagination will be placed on the September agenda as an action item.

Item # 081814-006 Vote on MASC Delegate Representative

- Mr. Murphy explained that each year, the Massachusetts Association of School Committees, through its membership, puts forward a variety of legislative priorities. The language attached to these legislative initiatives is vetted and approved by a delegate assembly. He recommended that Ms. Weber be appointed to participate in the delegate assembly.
- Motion by Ms. Ellis, seconded by Mr. Murphy, and the Committee voted unanimously to appoint Margeaux Weber as the School Committee's voting delegate to the MASC 2014 annual meeting.

Item # 081814-007 Barnstable Public Schools Fees

- Dr. Czajkowski explained that Mr. Markwell developed an informational document regarding the school district's fees. It describes the types of revenue we have, the purpose, authorization, and if there is a fee attached. This document will be very useful when starting discussions for the FY '16 budget.
- Ms. Weber added that the School Committee has a policy that states each year the Committee will consider fees that are charged in the district as part of the budget process. The Committee has not received any requests to increase fees.
- Mr. Markwell stated that the district will be undergoing an internal review by the DESE in the fall. The document he created was a starting off point for that process. The fee schedule needs to be worked into the FY '16 budget hearings as part of the budget development process.

Item # 081814-008 Facilities Update

- Mr. Kanyock gave an update on the FY '14 facilities projects that have been worked over the summer.
- The BUES roof will be completed by September 2.
- The Early Learning Center is moving along nicely. An advertisement for contractors will be placed in the State Central Register on August 20. A pre bid meeting will take place on site on August 25. The RFP is due on September 12. A letter of intent signed should be signed by September 19. The completion date is February 14, 2015.
- The BHS and West Villages solar projects are in the works and will produce 468 and 40 kW respectively. Both projects will be interconnected to the grid by October 2014.
- BCHMCPS: There is a new surround around the front door that will be fully completed by September 2.
- BCHMCPS: The new playground is in progress and should be completed by the start of school.
- BUES: The chiller pipe installation is a capital project. New insulation has been installed in the high problem area.
- BHS: There is a new wireless internet driven clock system that will be installed by the district's electrician.
- Performing Arts Center and Knight Auditorium: Smoke hatch testing has been completed.
- West Villages: New lane lines have been painted near tennis courts to manage the traffic during pick up time.
- Centerville: Walk in coolers will be replaced by the start of school.
- District kitchen equipment replacement continues.
- BIS: The existing conditions report on the façade has been completed. There are roof and window flashing issues. It will be a multi-year project.
- BHS Library: The three air conditioning units will be replaced next summer.
- Field of Dreams: We are working with the landscape architect, the athletic director, and the parent boosters. There are some sketches and a more detailed plan will be developed.
- Locks will be upgraded at the elementary school. Hyannis West has already been completed. The goal is to have every lock at each school on the same system.

- Fire extinguishers and fire blankets have been installed in various areas of the schools.
- Hyannis West has been deep cleaned.
- Miscellaneous paint jobs and floor and tile repairs have been completed throughout the district.
- John Patriquin is the new courier for the district.

**Item # 081814-009 Approve Accounts Payable Warrant
FY '15 Warrant #8**

- Dr. Czajkowski stated that warrant # 8 had been through the Finance Department's system of checks and balances.
- Motion by Ms. Ellis, seconded by Mr. Joyce, and the Committee voted unanimously to approve Accounts Payable Warrant # 8 in the amount of \$ 176,949.88.

Executive Session

- Stephanie Ellis, Chris Joyce, Patrick Murphy, and Margeaux Weber all voted Yes on a roll call vote to go into executive session - to reconvene in public session – to discuss non-union contract strategy and to conduct non-union contract negotiations regarding the Superintendent's employment contract. The Committee entered into executive session at 8:42 PM.
- The Committee returned to public session at 9:03 PM.
- Mr. Butler stated that the Superintendent and the School Committee have reached a tentative agreement on an amendment to the Superintendent's employment contract. The amendment will extend the term of the Superintendent's contract which is currently due to end August 27, 2015, for five additional years through August 28, 2020. It will set the Superintendent's annual salary at \$200,000 effective August 29, 2014, \$204,000 effective August 29, 2015, \$208,000 effective August 29, 2016, and \$212,000 effective August 29, 2017. The parties agree to meet and confer prior to August 29, 2018 to negotiate the salary for the last two years of the contract. In addition under the amendment, the School Committee will reimburse the Superintendent beginning August 29, 2014 for up to \$1,000 per year for disability insurance premiums, and up to \$3,000 per year for long term care insurance premiums. Further, the amendment will increase the Superintendent's annual vacation effective August 29, 2014 from 25 days per working contract year to 30 days per contract year. Finally the amendment will change the notice required for the Superintendent to terminate her contract from 120 days to six months effective August 29, 2014.
- Motion by Ms. Ellis, seconded by Mr. Murphy, and the Committee voted unanimously to approve the amendment to the Superintendent's employment contract as presented.

Meet adjourned at 9:06 PM.

Respectfully Submitted,

Betsy McKane
Administrative Assistant