

TOWN OF NORWOOD  
School Committee Meeting  
James R. Savage Educational Center  
Wednesday, December 16, 2015

A meeting of the Norwood School Committee was held on Wednesday, December 16, 2015. The meeting was called to order at 7:30 p.m.

**Committee Members Present:** Mr. James Gormley, Chairman, Mrs. Courtney Rau-Rogers, Ms. Lisa Igoe and Mr. Patrick McDonough.

**Committee Member Excused:** Mr. John Badger

**Administrators Present:** Mr. James Hayden, Superintendent of Schools; Dr. Alec Wyeth, Assistant Superintendent for Instruction, Curriculum and Assessment; and Ms. Ann Marie Ellis, Director of Finance and Operations.

**Minutes:** Mrs. Rau-Rogers made a motion to approve the minutes of December 2, 2015, which was seconded by Mr. McDonough. The Committee voted in favor 4-0.

**Correspondence:** Chairman Gormley acknowledged receipt of the following correspondence:

-Letter from Chairman Greeley of the Finance Commission dated December 9, 2015 outlining the Town Budget Time Line.

**Warrants:** Chairman Gormley informed that there were warrants to be signed.

**Public Forum:** None.

**Announcements:** None.

**Appearances:** Chairman Gormley welcomed the Principals of the following Schools here this evening to present updates to the Committee their 2014-2016 School Improvement Plan Reports:

Balch Elementary School – Mrs. Jean Selines: Mrs. Selines said the Balch began the year with the staff reviewing data from formative and summative assessments and then were able to start the year heading in the right direction. Mrs. Selines said that the recent Family Literacy Night last fall was a huge success. She then shared some of the ways Ms. Jill Milton is working with staff to improve their math skills. Mrs. Selines then updated that she and her staff feel that the ELL and Limited English Students are currently under-staffed and an additional full-time ELL teacher is needed. She then said that due to the many students at the Balch with social/emotional issues, the .5 School Adjustment Councilor is not enough to meet the needs. She added that there are currently 14 languages being spoken at the

Balch. In order to encourage inclusion, there continues to be a school assembly every Monday to recognize students with birthdays, to acknowledge good behavior and achievements and to help new students to feel part of the school family. Mrs. Selines thanked her hard-working School Council, PTO and parent volunteers.

Cleveland Elementary School – Mrs. Nancy Coppola: Mrs. Coppola began by announcing that the recent PARCC scores helped move the Cleveland from a Level II School to a Level I School. She then acknowledged 5 Cleveland Students who had perfect scores on either their ELL or Math Tests. Mrs. Coppola informed that they have continued working to improve the PLC Classroom. Mrs. Coppola reviewed the updated safety improvements around the school and she thanked Mr. Ricciardi and his crew. She then thanked the PTA and School Council, as well as her staff and parents for their dedication and hard work.

Oldham Elementary School – Mr. Wes Manaday: Mr. Manaday said this summer, maintenance and upkeep has continued and Mr. Ricciardi and his crew did a great job. The Oldham houses the PACS Class for grades 3-5. Dr. Manaday was thrilled to share the successful PARCC scores for many of the groups at the Oldham. As a Level I School, he shared the goals in place for improvements. He thanked the very active School council and PTO Members for all they do. Mr. Hayden congratulated the Oldham on the grant they received to participate in the *WBZ Weather Bug Program*.

Willett Early Childhood Center – Mrs. Diane Ferreira: Mrs. Ferreira said that the Willett had a great opening to the School Year in September. There are currently 125 Preschool Students and 276 Kindergarten Students (in 13 classes). Mrs. Ferreira then updated on her new staff members. She thanked the School Committee for the addition of a new preschool and paraprofessional position they recently voted in favor of. She said that the preschool can share space with the DLC for the remainder of this year, but it would not be an ideal situation for next year. She thanked her active PTO, School Council, Parent Volunteers and professional and dedicated staff. Mrs. Ferreira thanked Mr. Joe Kidd on the installation of many new smart boards within the school. She was then pleased to inform that the Willett has again attained NAEYCE accreditation, which is good for the next 5 years. Mrs. Ferreira then updated on all the buildings and grounds improvements. She ended by thanking the School Committee for its support.

Coakley Middle School – Mrs. Jackie Mann: Mrs. Mann and Ms. Romeo (Vice-Principal for Curriculum and Instruction) were here to update the Committee with their power point presentation. Mrs. Mann began by reviewing the goals of responsive teaching. She informed that a Special Education Committee has been developed with the assistance from Mrs. Paula Alexander. She said to encourage communication with families, a weekly newsletter is sent by e-mail every Friday (at 6:00 p.m.) The school website is updated weekly. The CMS received a Community Grant for programs such as *“Teen Speak-out”*. Mrs. Mann reviewed steps being taken to help students with social/emotional students. She said she would be

looking for smaller class sizes and to add back teams of teachers. Mrs. Mann ended by thanking the committee for the privilege of being the principal of such a great school.

Mr. Hayden and the Committee Members had an opportunity to comment and compliment each school after the presentations.

**Reports:** None.

**Superintendent's Report and/or Late Agenda:** Mr. Hayden updated that a District Safety Letter was recently send out with the elementary report cards and by way of the CMS and High School's weekly newsletters. Mr. Hayden said schools and families should have plans in place for emergency situations. This letter, in conjunction with the video Mr. Jack Tolman put together ("Run Hide Fight – What to do if an Intruder Enters the Building") is a tool to help to be prepared. Mr. Hayden said Norwood is lucky to have such great collaboration between the Fire Department, the Police Department, the Light Department, etc. He added that he will continue to have dialogue and to work to improve in the area of school safety.

**Policy:** Mr. Hayden said that there will be a Policy Sub Committee meeting tomorrow at 3;00 in Room 207

Mrs. Rau-Rogers made a motion for Ms. Igoe to Chair the Policy Sub Committee Meeting and to take minutes of the meeting, and for Mr. McDonough to lead the conversation with the topics he has researched, which was seconded by Ms. Igoe. After some discussion, the Committee voted in favor 3-0-1 (Mr. McDonough abstained).

Chairman Gormley reminded the Policy Sub Committee that they should review the policies and come back to the whole Committee with their recommendations for a vote.

**Budget:** FY17 Budget Presentation: Mr. Hayden shared a power point presentation on how to begin building a Budget. Mr. Hayden informed that he and his administration team have begun to build the 2017 Budget around the School System's strategic goals. To level fund the 2016 Budget in 2017, it would be a \$41,786,015 bottom line. The FY16 Budget x 2.5% would equal \$40,929,485. The FY17 + Priority 1 (\$826,453) 6.7% increase would equal \$41,786,015. Mr. Hayden then reviewed Future Personnel Needs – Prioritized. (Priority 1).

- Elementary Teacher Gr. 1 class size 16 or 21;
- Elementary Teacher Gr. 4 class size 15 or 22.5;
- Elementary Teacher Gr. 3 class size 19 or 28;
- Elementary Teacher Gr. 5 class size 19 or 29;
- Willett Integrated Preschool Teacher – projected enrollment;
- Willett Integrated Preschool Paraprofessional – enrollment;

- Elementary Adjustment Counselor;
- Elementary ELL Teacher Additional support;
- Foreign Language Teacher High School Reduce class size 30;
- Middle ELA Teacher Eliminate Split team (26-30 per class);
- Middle Science Teacher Eliminate Split Team;
- Middle Social Studies Teacher Eliminate Split Team;
- Physical Education Teacher Class Size reduction;
- Middle School Reading – loss of Title I support;
- Foreign Language Teacher (.4 now)
- Physical Therapists increased caseload;
- School Psychologist;
- TEAM Chair at Willett – increased referrals.

The Members had an opportunity for questions and comments.

Mr. Hayden then reviewed with the Committee Levels 2 and 3 that have been put together with the Administrative Team. Mr. Hayden reminded that teacher contracts will need to be negotiated.

Mr. McDonough said he does not want the budget situation to end up like last year where we have to plan to cut teachers.

Mr. McDonough made a motion to approve Priority Numbers 10, 11, 12 and 26 for a total of \$173,424.00, which was seconded by Mrs. Rau-Rogers for discussion.

Mrs. Rau-Rogers said that by level-funding next year's budget, we are starting off just keeping the ship afloat. Mrs. Rau-Rogers said we need to add all the items that have been put together by the Administration Team to put our students in a good position to succeed beyond Norwood High School.

Ms. Igoe agreed with Mr. McDonough and Mrs. Rau-Rogers but did not want to see the priorities split up. She wanted to include all of the necessary positions on the priority list to be put in the first draft.

Ms. Igoe amended the motion to include approving the first round draft 2017 F. Y. Budget including all the items on the Priority 1 List, which was seconded by Mrs. Rau-Rogers for discussion. The Committee voted against 3-1 (Ms. Igoe voted in favor).

With regard to the original motion, the Committee voted in favor 3-1 (Mrs. Rau-Rogers voted against).

Ms. Igoe made a motion to approve items 3, 4, 5, 6, 7, 8, 9, 13, 14, 15, 16, 17, 18 and 20 on the priority list, which was seconded by Mrs. Rau-Rogers.

There was some discussion regarding these priorities.

Ms. Igoe amended the motion to approve items 1-9, 13-18 and 20 on the priority list, which was seconded by Mrs. Rau-Rogers. The motion failed 3-1 (Ms. Igoe was in favor).

Ms. Igoe made a motion to reconsider the previous motion of including items 1-18 on the priority list on the first round FY17 Budget,

The Committee vote was a tie 2-2.

Mrs. Rau-Rogers said we have been taking the easy road for five years by piecing the budget together. It is time to stop nickel and diming this budget and give the schools what they need to service the students.

Ms. Igoe made a motion to reconsider the previous motion to approve the first round draft for FY17 plus Priority 1 (\$826,453) for an amount of \$42,612,468.00, which was seconded by Mrs. Rau-Rogers. The Committee voted in favor 3-1 (Mr. McDonough opposed).

Mr. Hayden added \$42,612,468.00 plus priority #26 that was previously approved for a total of \$42,620,028.

Ms. Igoe made a motion to accept the FY17 Budget of \$42,620,028 and to accept the Student Activity Clubs as listed, which was seconded by Mrs. Rau-Rogers. The Committee voted in favor 4-0.

Ms. Igoe made a motion to accept the School Improvement Plan Reports that were presented this evening, which was seconded by Mr. McDonough. The Committee voted in favor 4-0.

**Old Business:** Superintendent's Evaluation: Mr. Hayden said the Committee Members have been sent an invitation to access their Teach Point accounts, so that everyone should be able to fill out their comments for the Superintendent's Evaluation.

**New Business:**

**Consent Agenda:**

**Acceptance of Two Donations:**

(1) Dedham Institute for the Village Center in the amount of \$3,500.00;  
Mr. McDonough made a motion to approve this donation, which was seconded by Mrs. Rau-Rogers. The Committee voted in favor 4-0.

(2) Women's Community Committee for the Village Center in the amount of \$700.00

Mrs. Rau-Rogers made a motion to approve this donation, which was seconded by Mr. McDonough. The Committee voted in favor 4-0.

**Personnel:** None.

**School Committee Addenda:** Ms. Igoe wished everyone a happy holiday break.

Mrs. Rau-Rogers wished everyone a wonderful and joyous holiday season.

Chairman Gormley wished everyone a safe and wonderful season.

Mr. McDonough thanked everyone for the tremendous turnout for the Circle of Hope event on the common. He then wished everyone a Happy New Year and a wonderful holiday season. Mr. McDonough said he looked forward to serving with his School Committee family in the New Year.

**Executive Session:** Chairman Gormley informed that there would be an Executive Session for a Coakley Middle School grievance.

Mr. McDonough made a motion for Executive Session at 11:20 p.m., which was seconded by Mrs. Rau-Rogers. The Committee voted in favor 4-0.

**Adjournment:** Ms. Igoe made a motion for adjournment at 11:45 p.m., which was seconded by Mr. McDonough. The Committee voted unanimously in favor 4-0.

Respectfully Submitted:

Donna G. Doliner, Clerk  
Norwood School Committee