

TOWN OF NORWOOD  
School Committee Meeting  
Savage Educational Center  
Wednesday, March 13, 2019

A meeting of the Norwood School Committee was held on Wednesday, March 13, 2019. The meeting was called to order at 7:00 p.m.

**Committee Members Present:** Ms. Myev Bodenhofer, Chair; Ms. Teresa Stewart, Ms. Maura Smith and Mr. Dave Catania.

**Committee Member Excused:** Mrs. Michele Eysie Mullen

Chairwoman Bodenhofer informed that Mrs. Mullen had a death in the family and would not be attending this evening's meeting.

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

**Minutes:** Mr. Catania made a motion to approve the minutes of February 27, 2019, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

**Correspondence:** Chairwoman Bodenhofer acknowledged receipt of the following correspondence:

- Letter from the Selectmen informing that there will be a Special Town Meeting beginning on Thursday, April 25, 2019 (Articles are due to Selectmen by March 26<sup>th</sup>).
- A letter that was sent to Dr. Galligan was shared this evening complimenting Norwood High School student athletes Anya Bodenhofer, Mikayla Jordan, Erin Ryan and Gia Rodriquez on delivering a beautiful Rendition of the National Anthem before the Girls South Sectional Swimming Meet that took place at M.I.T. before February vacation. The students were complimented on their willingness to help out as well as their singing.
- A letter sent to Mr. Bryan Riley, Principal at the Prescott, inviting him to the State House for the 2018 Mass Schools of Recognition, 2018 National Blue Ribbon Schools, and the 2018 National ESEA Distinguished Schools Awards Ceremony. The Prescott Elementary School is one of 57 schools that will be receiving commemorative Certificates for the school's accomplishments.

**Warrants:** Chairwoman Bodenhofer informed that there were warrants to be signed. She then read the amounts:

Payroll Warrants	\$1,371,198.25
	\$ 89,921.11
Accounts Payable Warrants	\$ 54,452.39
	\$ 749.11
	\$ 450,948.84
	\$ 67,270.03
	\$ 27,900.75
	\$ 14,523.89
Interdepartmental Invoices	\$ 496.68
<b>Total Expenditure:</b>	<b>\$2,077,461.05</b>

**Public Forum:** None.

**Announcements:** None.

**Appearances:** Hosting Students From France: Mrs. Kaplan, Mrs. Derrane and Mr. Bueller of Norwood High School's Foreign Language Department, were here this evening to update the Committee regarding interest from Foreign Language Students in hosting 20 students from France in October, 2019. Additionally, families have inquired about reciprocal experiences for our Norwood students. (Mrs. Derrane explained that they were not seeking permission for students to travel to France this evening).

The Members had an opportunity for questions.

Ms. Smith made a motion to approve this request, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

**Old Business:** 2019-2020 School Calendar: Dr. Wyeth began by saying that since the last meeting, he has inquired about the December break concern with Administrative staff and the Union and there has been a modification to the 2019-2020 School Calendar. School will close at noon on Friday, December 20<sup>th</sup> for Winter Recess. He added that because of this change, school will go one day longer in June.

Mr. Catania made a motion to approve the 2019-2020 School Calendar, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

Facilities Committee Update: The Chair said that although she doesn't feel ready to make a decision this evening, Mr. Dave Hajjar was here to update the Members regarding the M.O.U. and to try to any questions and concerns the Members had. There was some discussion regarding the School's portion of custodians, utilities and maintenance (which total about \$4.6 million). The Chair said if we put that money into a shared account and then general government puts their portion into a shared account (approximately \$2.5 million), the 55-45 split would make it so the schools come out a little bit ahead at this point.

Mr. Hajjar said his goal is to show the Members the short-term and long-term benefits of combining facilities. He said the goal is for this project to begin to be rolled in after the New Year. That would then give Mr. Riccardi six months to set up and start the process of combing the two departments. Mr. Hajjar asked the Committee to not give up, adding that adjustments can be made if necessary, after the override vote.

Dr. Thomson reminded that Mr. Riccardi already has an incredible relationship with the DPW. Dr. Thompson said he meets with Mr. Riccardi weekly already. Eventually adding more tradespeople will be part of the plan.

There was a lot of discussion regarding the Members' many concerns should the override not pass.

Mr. Catania made a motion to table this item, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

The Chair updated that there will be an upcoming Joint Meeting between the School Committee, the Board of Selectmen and the Finance Commission to review Financial Policies, the MOU for the Override and possibly discuss Facilities. (This date has not been determined yet.)

Budget Balancing Update: The Chair updated that the Committee met a week ago and said that with regard to GIC, it does look like there will not be any savings in this area. She also updated that the charge for Blue Hills Technical School was down by \$11,728.00 and Budget Balancing Committee voted to allocate that money to the schools.

The Chair said, at this point, early estimates for snow and ice will be over budget, but not as bad as we have been over in year's past.

After Town Meeting voted to purchase the Forbes Hill property, the Finance Commission voted that costs would be paid out of free cash to try to avoid any negative impacts on the schools or general government. Based on the current plans for Forbes Hill, the Budget Balancing Committee has voted to use the money that has been earmarked for Forbes Hill to the schools in the event that an override does not

pass. So that will be approximately \$500,000.00. The Chair reminded that not only are we not level serviced, but we are not level funded compared to last year.

**Budget:** FY19 Budget Transfer & Budget Update:

<b>TRANSFER FROM:</b>		<b>TRANSFER TO:</b>	
0660-19 SCH INST SAL-CURR WKSHP	\$462.84	0630-19 SCH CONT SAL- HS	\$462.84
<b>TOTAL TO BE TRANSFERRED FROM:</b>	<b>\$462.84</b>	<b>TOTAL TO BE TRANSFERRED TO:</b>	<b>\$462.84</b>

Mr. Catania made a motion to approve, which was seconded by Ms. Smith. The Committee voted in favor 4-0.

<b>TRANSFER FROM:</b>		<b>TRANSFER TO:</b>	
1259-19 SCH EQUIP REP - CALL	\$300.00	0962-19 SCH IS/TB - CALL INST. SUP	\$300.00
<b>TOTAL TO BE TRANSFERRED FROM:</b>	<b>\$300.00</b>	<b>TOTAL TO BE TRANSFERRED TO:</b>	<b>\$300.00</b>

Mr. Catania made a motion to approve, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

Ms. Ellis reviewed the FY19 Budget Projections as of February 28, 2019.

Ms. Smith read a statement from DESE that states it requires a written agreement between the school department and the town outlining the reporting of municipal expenditures on behalf of the school department. The Town of Norwood and the School Department were not able to provide the signed written agreement. Ms. Smith recommended adding this requirement from DESE to the upcoming joint meeting as this is obviously something we need.

There was some discussion regarding this agreement.

FY20 Budget: The Chair updated that this Committee still needs to cut \$431,021.00 to achieve a balanced budget.

The Chair began by recommending that we reduce the Snow and Ice Budget by \$200,000.00.

Mr. Catania made a motion to approve reducing the Snow and Ice Budget by \$200,000.00, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

The Chair informed that Ms. Ellis, in reviewing the budget, realized that there were items still in the budget relating to Athletics (League Fees, Equipment Repair, Medals, Summer Conditioning, and others). These items total \$143,498. The Chair recommended paying the MIAA and Tri-Valley League Fees at this point. Reducing

everything with the exception of the League Fees would reduce the budget by \$130,203.00.

Mr. Catania made a motion to reduce items related to Athletics by \$130,203.00, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

The Chair explained that the Athletic Director's position is a little challenging, as we need to have an Athletic Director for our students to play sports in the leagues. She suggested changing the Athletic Director's position to a .5 position. (which would be a savings of \$59,169.00).

There was some discussion regarding this suggestion.

The Superintendent reminded that if we have "pay to play" we need to have an Athletic Director to oversee the teams, coaches, schedules, laws, transportation, Title 9 laws, etc.

Mr. Catania made a motion to change the Athletic Director's position to a .5 position. Mr. Catania reminded how devastating this will be to our schools, but he said he had no choice but to agree with this. The motion was seconded by Ms. Stewart. The Committee vote in favor 4-0.

The Chair spoke with Mrs. Mullen earlier today who suggested freezing administrator's salaries.

There was some discussion regarding this.

The Chair said that she worries if there are salary increases on the Town side, it would not be fair to the school side. The Committee Members

Ms. Smith made a motion to reduce Instructional Supplies and textbooks by \$41,649.00, which was seconded by Mr. Catania. The Committee voted in favor 4-0.

The Chair said, at this point, we have a balanced budget. She then reviewed everything that was eliminated in order to balance this budget:

- All High School athletics;
- All afterschool fine arts, including the marching band and the summer musical;
- All afterschool activities and the late bus at the Middle School;
- National Honor Society and Student Council will not be funded;
- Close the Willett School and squeeze those kindergarten classrooms into the elementary schools (this will mean art and music will no longer have dedicated classrooms);
- We have reduced elementary teachers by 4;
- We have reduced our middle school teachers by 3;

- We have reduced our high school teachers by 2.2;
- We have reduced text books and snow and ice; and
- We have reduced our Athletic Director by .5.

**Total reductions: \$2,887,926.00.**

Dr. Thomson said there are people out there that do not believe these cuts are real. He wants to assure them that these numbers are real. This is the budget if the override does not go through.

Mr. Catania said these are horrible cuts, but could have even been worse if we did not get the free cash that was allocated for Forbes Hill.

At 8:40 p.m. the Chair suggested a five- minutes recess.

Mr. Catania made a motion for a recess, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

The Chair welcomed everyone back to open session. She said at this point in the meeting, we would continue with the restoration discussion for the budget should the override pass.

**Personnel:**

Technology Assistant	\$63,128.00 (1 FTE)
High School Staffing (Career Pathways/AP Intervent)	\$171,936.00 (3 FTE)
High School Foreign Lang. Teacher (MassCore)	\$57,312.00 (1 FTE)
Middle School Teacher of Health/PE	\$42,425.00 (0.6 FTE)
Elementary Teacher	\$52,493.00 (1.0 FTE)
ELL Teacher	\$85,968.00 (1.5 FTE)
Literacy and Writing Coordinator	\$ 95,130.00 (1.0 FTE)
Restore Middle School Staffing (Librarian)	\$ 39,098.00 (0.5 FTE)
Elementary Adjust. Council.	\$119,978.00 (2.0 FTE)
Middle School Adjust. Council.	\$ 57,312.00 (1.0 FTE)
Middle School Resource Room (TASC)	\$ 65,338.00 (1.0 FTE)

**\$850,118.00**

**Added in the following to expense accounts:**

Curriculum Refresh	\$300,000.00
ELL Curriculum Materials	\$ 48,184.00
Personalized Learning	\$ 67,370.00
Intervention Materials	\$ 56,320.00
Intervention Coaching/Training	\$ 23,000.00
Project Based Learning training	\$ 6,200.00
Project Lead The Way (6-8) STEAM	\$ 79,854.15
Career Pathways Materials	\$ 28,500.00

Personalized Assessment & Interv.. Software	\$ 39,000.00
Expenses brought back to FY19 request/ School safety/PTO relieve	\$ 30,643.65
	<b>\$679,071.</b>
<b>Restoration and Improvement Request</b>	<b>\$1,529,189.80</b>

Mr. Catania made a motion to restore the budget cuts and improvement requests (for a total budget of \$49,116,446), which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

Ms. Smith clarified that our non-override budget figure is \$44,999,330.

**Superintendent’s Report and/or Late Agenda:** The Superintendent congratulated the Winter Sports teams for their winning season. Several teams made tournament and there were a great number of honorable mentions and all-stars.

Dr. Thomson was excited to announce that Extended Day was able to do all their registrations for next fall on-line thanks to Joe Kidd. It has worked extremely well and parents were very happy that they did not have to take a day off from work to register their children.

At this point in the meeting, the Chair suggested moving Dr. Galligan and the *Athletics, Arts & Activities – Pay to Play* item forward in the agenda.

**New Business:** Athletics, Arts & Activities – Pay to Play – Dr. Thomson and Dr. Galligan were here to begin the conversation regarding pay to play for Athletics, Arts and Activities.

Dr. Galligan said if there is interest in entertaining the possibility of funding extracurricular activities through private donations, the ideal situation would be for interested community partners to create a private foundation that is established with the sole purpose of raising funds to replenish the budget lines in the NPS budget related to athletics, fine arts, clubs and activities k-12. There would need to be focus on equity in participation in all extracurriculars, the school department would be responsible for administering the programs in compliance with all local, state and federal regulations, including Title IX Programming and Union Contracts.

Ms. Smith made a motion to support this recommendation and to look into a Task Force to oversee how this will work, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

Special Town Meeting Warrants: The Chair said that Snow and Ice does not need to go back on this Warrant. She asked if anyone had anything else at this point. The Chair said she has submitted the Capital Outlay requests and does not believe there is anything else.

Special Education Para Professional: Dr. Thomson said a student recently aged into the Preschool program who really needs an aide. There was some discussion regarding this request.

Mr. Catania made a motion to approve this request, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

Preschool Full Day Tuition Options: Dr. Thomson said the principal would like to add another option to the LMPA (Little Mustang Preschool Academy). This option would be for families seeking to enroll their children as peer role models in the integrated public preschool program for the 2019-2020 school year. This option would be for three full-day peer model spot Tues, Thurs and Fri for an annual tuition amount of \$4000 or \$400 per month. A five-day full day spot costs \$600 a month and a four-day half-day spot costs \$340 a month.

Mr. Catania made a motion to approve this request, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

**Consent Agenda:**

Acceptance of Four (4) Donations:

- Bay State Textiles – January Rebate - \$511.75
- Women’s Community Committee \$500.00 – CMS
- Cleveland PTA - \$1,983.60 – MCAS Tutoring
- Oldham PTO - \$600.00 – Spring After School Stipend

Mr. Catania made a motion to accept these donations, which was seconded by Ms. Stewart. The Committee voted in favor 4-0.

**Personnel:** Dr Thomson shared the retirements  
Brenda Farulla – LEAD Program Paraprofessional Aide;  
Paula Olson – Food Services;  
Charlene Saad – LMPA Paraprofessional Aide;  
Ted Thomas – Senior Custodian at the Savage.

**Resignations:**

Sarah Griffin (on leave and has decided not to return).  
Sarah Payne (on leave and has decided not to return).

**School Committee Addenda:** Ms. Stewart said she wanted to celebrate the good things going on. She was thrilled that the extended day registration is on-line this year. She said that families have until Friday to register. She also informed that people have until Friday to nominate a Teacher of the Year. She informed that she has been able to go to some of the elementary school for read across America. She said she is encouraging everyone in the community to go to some of the school events. This will help the community to really understand how much the schools do.

Ms. Smith shared what the school PTO's and PTA's have contributed over the past couple of years to the schools. She shared some of the items PTO/PTA's are funding, including: Paint, rugs, buddy benches, playground equipment, etc. She feels incredibly grateful that these groups have organized and fundraised to this level and still keep going for our schools.

Mr. Catania said he is still recovering from the flu and pneumonia and will save his comments for the next meeting.

The Chair said this is the last meeting in March, and then reminded that there is an election in April. The Chair said she is at the end of her first term. She added that Mrs. Mullen was also at the end of her term. Mrs. Mullen was going to read a short statement, but since there was a death in her family, the Chair said we will read her statement at the first meeting in April.

**Executive Session:** None.

**Adjournment:** Mr. Catania made a motion for adjournment at 10:05 p.m., which was seconded by Ms. Smith. The Committee voted unanimously in favor 4-0.

Respectfully Submitted:

Donna G. Doliner, Clerk  
Norwood School Committee