

TOWN OF NORWOOD
School Committee Meeting
Savage Educational Center
Wednesday, May 8, 2019

A meeting of the Norwood School Committee was held on Wednesday, May 8, 2019. The meeting was called to order at 7:00 p.m.

Committee Members Present: Ms. Myev Bodenhofer. Chairman, Ms. Teresa Stewart, Ms. Maura Smith, Mr. Dave Catania and Ms. Joan Giblin

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: Ms. Stewart made a motion to approve the minutes of April 6, 2019, which was seconded by Ms. Giblin. The Committee voted in favor 3-0-2 (Mr. Catania and Ms. Smith abstained).

Mr. Catania made a motion to approve the Executive Session Minutes of January 23, 2019, which was seconded by Ms. Smith. The Committee voted in favor 4-0-1 (Ms. Giblin abstained).

Ms. Stewart made a motion to approve the minutes of April 24, 2019, which was seconded by Ms. Smith. The Committee voted in favor 5-0.

Correspondence: None.

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

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|-------------------|----------------|
| Payroll Warrants: | \$1,448,949.50 |
| | \$99,028.26 |
| | \$1,386,450.48 |
| | \$98,817.92 |
| Accounts Payable: | \$48,133.11 |
| | \$45,489.72 |
| | \$10,841.07 |
| | \$24,294.43 |
| | \$137,205.82 |
| | \$128,221.12 |
| | \$173,761.60 |
| | \$383,741.97 |
| | \$193,450.73 |
| | \$43,665.21 |

| | |
|-----------------------------|-----------------------|
| Interdepartmental Invoices: | \$6,334.08 |
| | <u>\$772.40</u> |
| Total Expenditure: | \$4,227,157.48 |

Public Forum: None.

Announcements: None.

Appearances: MASS Academic Excellence Award: NESDEC Academic Growth and Student Leadership in Learning Award: Ms. Emily Murray and Ms. Surya Adeleye were welcomed by Dr. Thomson to this evening's School Committee Meeting. Dr. Thomson shared the long list of achievements by these two students and explained their prestigious awards. The Committee had an opportunity to congratulate them both.

New Business: Out of State/Overnight Field Trip Request: - CMS National History Day Competition, College Park, MD, June 9, 20129 – June 13, 2019: Mr. Martin was here this evening to seek permission to accompany the students from the CMS to this Competition.

Mr. Catania made a motion to approve this request, which was seconded by Ms. Smith. The Committee voted unanimously in favor 5-0.

2019-2020 School Choice Public Hearing: Dr. Thomson began by reminding that Mass. General Laws, Chapter 76, Section 12B requires Norwood Public Schools to enroll non-residents unless the School Committee votes by June 1st not to participate.

Dr. Thomson recommended not participating in the School Choice Program for the 2019-2020 School Year, and he shared his reasons for that recommendation, including:

- Norwood's enrollments are increasing and in many cases we have reached capacity in some grades;
- Once in the system, School Choice students are the system's responsibility until they choice out or graduate (which could be 22 years old for special education students);
- The income stream is on a declining scale with less income per pupil this year than last year.

Ms. Stewart made a motion to not participate in the School Choice Program for the 2019-2020 School Year, which was seconded by Ms. Smith. The Committee voted unanimously in favor 5-0.

Appearances (cont.): High School Foreign Language Student, France, April, 16-26, 2020: Mr. Buhler, Mrs. Derrane and Ms. Kaplan were here this evening to request a reciprocal trip to France for April 16-26, 2020.

After some discussion, Ms. Smith made a motion to approve this request, which was seconded by Ms. Stewart. The Committee voted unanimously in favor 5-0.

Director of Student Services: Dr. Thomson welcomed Mrs. Lori Cimeno and introduced her as the next Director of Student Services.

Mrs. Cimeno thanked Dr. Thomson and said she is eager to begin her transition, adding that she knows she has big shoes to fill. Mrs. Cimeno shared a little of her background and Members had an opportunity to welcome her to Norwood.

Career Pathways: Dr. Galligan, Kristen McDonnell, Cindy Derraine, and Melaurie Jean-Noel were here this evening to update regarding High School *Career Pathways*. (My Career and Academic Plan – MyCAP).

-Career Development Education:

- Career Awareness;
- Career Exploration;
- Career Immersion.

-Norwood High School Career Week;

- Featured Motivational Speaker Matt Brown;
- Various Workshops (Ex: Personal Branding, Authenticity);
- Inaugural NHS Teacher Job Shadow Day;
- Town Government Day;
- Career Focused Lessons in Academic Classes;
- Career Interest Seminars; and
- Career and Resource Fair.

Dr. Galligan reviewed the applicant criteria for IP. He then reviewed the preliminary Part A Timeline (which began in August, 2018). Dr. Galligan informed that Norwood High School will partner with Norwood Hospital (NHS Healthcare Innovation Pathway) and MassHire Metro-South/West in this venture.

Ms. McDonnell added that they will begin sharing this program with 8th Graders who may want to participate. The goal is to have 20-25 students participate in this first year.

The Members had an opportunity for questions and comments.

Old Business: Strategic Plan: Action Plan Approval: Dr. Thomson, Dr. Wyeth, Mr. Kidd, Dr. Galligan, Dr. Fraczek, Mrs. Brown and Mr. Riley reviewed the *Norwood Public Schools District Plan Overview 2019-2024* and the Action Plans.

1. **Investment and Resource Allocation** – To create a purposeful and sustainable budget to provide sufficient funds to operate and improve the Norwood Public Schools.
2. **Facilities and Operations** – Create facilities that are centers for innovation and comprehensive educational experiences that will foster and promote problem solving and creativity for both staff and students within a safe environment.
3. **Innovative Instruction and Personalized Learning** – Implement Core curriculum through instructional practices that will inspire lifelong curiosity through collaborative problem solving and authentic learning.
4. **Programs and Pathways** – To create pathways that enable students to explore and pursue their interests and passions while contributing to the overall good of the community.
5. **Safe and Supportive Schools** – Through the implementation of Social Emotional Learning, create a culture of care, inclusion, and safety for every student and their family in the Norwood Public Schools.

The Committee Members had an opportunity for questions and comments.

Ms. Stewart made a motion to approve, which was seconded by Mr. Catania. The Committee voted unanimously in favor 5-0.

Superintendent's Report and/or Late Agenda: Dr. Thomson said that there have been many questions from the public regarding the Transportation Bid. He explained why we needed another bus this year and said that if it is not in the contract, the price is not locked in. He added that routing software should make for more efficiency. Dr. Thomson said that he does not anticipate using more than 13 buses, but 16 buses will give some wiggle room that will be included in the contract.

Dr. Thomson was excited to share that this summer (through MassHire), we will be bringing in some new interns who can get some job experience, and it will be extra help for our Tech Department.

Dr. Wyeth updated that the ELA Committee is looking into some new programs and will hopefully go from three to two programs before choosing one for a possible pilot program.

At this point in the meeting, the Committee voted to take a five-minute break.

Policy: Pay to Play: Ms. Stewart shared that the Members have received:
-Pay to Play Discussion: School Committee Meeting 5/8/2019 (prepared by Teresa Stewart); and
-Sports Fundraising and Gender Equity: Clearing Up the Confusion – (By David Kelley, Ph. D. CAA on April 13, 2016).

Ms. Stewart met with Dr. Galligan and Mr. Longley on May 7th. There were Four key “takeaways” from this meeting that Ms. Stewart shared:

- (1) The first is to bundle by season (fall, winter, spring);
- (2) Timeline for Sports Commitments;
- (3) Fundraising Policy;
- (4) NEASC Updated.

Should sports be run solely by student fees, there has to be equity between boys and girls in order for that sport to be held. If students cannot pay the full amount, then we cannot have that sport. Title IX dictates that there has to be equity between girls’ and boys’ sports in numbers and in fundraising.

At this point, the Members fear that this is not feasible, equitable or sustainable.

The Chair said that we will know the outcome of the override late in the night on June 3rd. Decisions have to be made by June 15th.

Our Attorneys recommend having one account for fundraising.

Dr. Galligan updated that the NEASC visit went very well and he shared that Norwood High School received some commendations and recommendations that he shared with the Committee this evening. If there are substantial changes, Dr. Galligan said we need to report those to NEASC within 30 days.

Mr. Catania said he believes this is not possible to pull off in any way. There is no way to be equitable and we may open ourselves up to lawsuits if we do this wrong.

The Chair said we should put these programs and costs on the website because we need to see how many people sign up and pay for their sport by a certain date. We need to then see if we are going to be compliant with Title IX and then we can then determine if we will have those sports. The Chair thought a memo should be sent to all families so they know what’s on the line.

Ms. Giblin clarified that this is being discussed in the context of “Pay to Play”, but NEASC is the governing group that provides our accreditation.

Mr. Catania made a motion to approve the self-funding plan for “Pay to Play” that will put the Athletic Program on life support if the override does not pass, as long as we are in compliance with Title IX regulations, with a June 15th deadline for registration for all sports for the whole year, which was seconded by Ms. Stewart.

Dr. Galligan said putting the responsibility of determining what sports can play and keeping in compliance with Title IX is a lot to lay on an administrative team, so he requested an added layer for approval by School Committee along with review from the legal team.

There was much discussion regarding timelines, equity, funding and how impossible this all seems.

At this point, Mr. Catania withdrew his motion.

Mr. Catania made a motion to say that, at this point, there is no way to equitable, legally and morally to be able to provide Athletics if the override does not pass, as it goes against our Core Values because all students should be able to participate regardless of the ability to pay or not, which was seconded by Ms. Smith.

The Members were torn apart over this issue.

Ms. Smith said she does not feel comfortable closing the door on everything. She suggested that we work over the summer to find a way to create a scholarship plan and create one fund to be able to provide scholarships to students who need them.

With regard to the motion on the table, the Committee voted against 4-1 (Mr. Catania voted in favor).

Ms. Smith made a motion to move forward with pay to play option with the time line deadline of June 15th for registration of sports, fine arts and activities (June 1st for Marching Band), with further understanding that we will continue to explore setting up an Education Foundation for sports, fine arts and clubs and to fund the schools, which was seconded by Mr. Catania.

Ms. Stewart amended motion that Mrs. Connor-Moen’s recommendation of dates would be followed, with the exception of Marching Band and Summer Musical (which would be June 1st), and students who wanted to participate in activities would have until August to commit.

The Committee voted unanimously in favor 5-0.

Budget: FY19 Budget Transfer: The Committee voted to table this item.

| <u>TRANSFER FROM</u> | <u>TRANSFER TO:</u> |
|--|--|
| 0965-19 SCH IS/TB Presc. Inst. Sup. \$3,506.65 | 0874-19 SCH IS/TB Presc. Txtbks \$3,506.65 |
| TOTAL TRANSFERRED FROM: \$3,506.65 | TOTAL TRANSFERRED TO: \$3,506.65 |

FY19 Budget Monthly Reports & Payroll Budget Projection Report: The Chair asked everyone to review this information and suggested that we can discuss this at our next meeting.

Old Business: Facilities Department Update: The Chair updated that she has continued discussions with the Town Manager and Dave Hajjar (Facilities Committee Chair). The Chair shared Dr. Thomson’s and her own concerns regarding shared costs and expenses. She said that is one of many issues that need to be worked out.

Long Term Agenda & School Committee Calendar: The Members received these documents in their packets.

Consent Agenda: Acceptance of Two (2) Donations: Dr. Thomson recommended accepting the following donations:

- Bay State Textiles – March Rebate \$381.50 System-Wide;
- Dedham Institute for Savings - \$175.00 – CMS

Ms. Smith recommended accepting these donations, which was seconded by Ms. Stewart. The Committee voted unanimously in favor 5-0.

Personnel: None.

School Committee Addenda: None.

Executive Session: Chairwoman Bodenhofer informed that there would be an Executive Session for Contract Negotiations.

Ms. Smith made a motion for Executive Session at 10:30 p.m., which was seconded by Ms. Stewart. The Committee members were polled and voted unanimously in favor 5-0.

Adjournment: Ms. Stewart made a motion for adjournment at 10:55 p.m., which was seconded by Mr. Catania. The Committee voted unanimously in favor 4-0. (Ms. Smith had been excused from Executive Session.)

Respectfully Submitted:

Donna G. Doliner, Clerk
Norwood School Committee

