

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – December 9, 2019

A Regular Meeting of the Wayland School Committee was held on Monday, December 9, 2019, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

- Jeanne Downs, Chair
- Ellen Grieco, Vice Chair
- Nate Buffum
- Kim Reichelt
- Kathie Steinberg

Also:

Arthur Unobskey
Superintendent

Parry Graham
Assistant Superintendent

Richard Whitehead
Director of Student Services

Susan Bottan
Director of Finance & Operations

Also:

- Betsy Gavron, Principal, Wayland Middle School
- Klara Sands, WMS World Languages Curriculum Leader & Latin Teacher
- Allyson Mizoguchi, Principal, Wayland High School
- Nicole Hagdoust, WHS World/Classical Languages Department Head
- The Finance Committee

Chair Jeanne Downs resumed the open session in the School Committee Room at 7:06 p.m.; the meeting was recorded by WayCAM.

1. Executive Session #1:

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to enter executive session at 6:21 p.m. for the purpose of discussing strategy with respect to and in preparation for negotiations with non-union personnel, the Superintendent, pursuant to M.G.L. c.30A, §21(a)(2).

The School Committee will reconvene in regular session to continue with the meeting per the posted agenda. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Nate Buffum	X	
Kim Reichelt	X	
Kathie Steinberg	X	

Chair Jeanne Downs resumed the open session in the School Committee Room at 7:06 p.m.; the meeting was recorded by WayCAM.

2. Comments & Written Statements from the Public:

There were no comments and written statements from the public.

3. Educational Matters:

(a) Discussion of Programmatic Shifts in Middle School World Language and Applied Technology:

Betsy Gavron and Klara Sands spoke about proposed significant changes to incorporate more computer science into programming and to include world languages into the 6th grade curriculum beginning in the fall of 2020. As a

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pilot, one cluster of 6th graders built their own computers, and they were programmed in the Mine Craft world. Betsy explained why this pilot was a big success. As a result, the computer science and engineering standards will be considered, so that there can be continuity of computer science between elementary and middle school programs, beginning with 6th grade next year, 7th and 8th the next year, and then all three grades at once moving forward.

The second middle school proposal is to add world languages to the 6th grade curriculum, one that has been discussed for several years. This change would focus on ACTFL proficiencies rather than student performance, and it would impact the students' understanding, usage, and knowledge of foreign language. Klara Sands described how ACTFL proficiency levels work, which guarantees more exposure to the language allowing students to become more fluent.

There are many factors that go into the decision to begin this next year, particularly a shift in staffing. Betsy explained the staffing component of 2.2 FTE's to staff world language, while taking into consideration a 1.6 FTE retirement. Betsy added that there will be a need for special education reading and writing classes in 6th grade. Having 2 or 3 clusters in 6th grade is still being considered. There is also a possibility that 8th graders could visit the elementary 5th grade classes to introduce students to the options and opportunities of world language.

(b) Presentation of and Possible Vote of World Language Graduation Requirement:

Nicole Hagdoust summarized the presentation made to the School Committee in June regarding the proposed two-year world language graduation requirement for all high school students. This requirement represents the values of the Wayland Public Schools and the High School mission statement. Some colleges do, however, require a three-year requirement. Other districts have already adopted this graduation requirement, such as Andover, Acton/Boxboro, Arlington, Natick, Needham, Weston, Winchester, Medway, and Foxboro. Nicole spoke about the Seal of Bi-Literacy that is attainable by inter-mediate high students, 25 of whom received last year. Seal tests are given during mid-year exams. Foreign language proficiency learning is based on four skills – reading, writing, speaking, and listening. Given that there is a handful of students who do not take a foreign language for different reasons, Nicole is working with the Guidance Department to develop a waiver for these students.

Allyson commented on the steps that have been taken in this regard since June 2019 with the hope and expectation of making world language every high school student's experience. Questions were posed by the School Committee.

Upon a motion duly made by Ellen Grieco, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to institute a two-year world language requirement at Wayland High School.

Kathie Steinberg left the meeting at 7:32 p.m.

(c) Superintendent's Report:

- School Visits

Arthur met with Amanda White, WHS SPED Dept. Head, and they visited some classrooms to observe how services are delivered. They also discussed bringing a co-teaching model into the classroom.

Arthur also met with Carrie Dermeikis, WMS ELA Teacher and Curriculum Leader, and discussed the English standards-based report. Each department has crafted a report, and it will be issued to parents next year.

- School Start Times Update

The new bus routes are almost finished and they will be put into motion after the holiday break. Arthur met with the start time working group for the second time. A survey will be sent to students, staff, and parents to gather data about their experiences since the start times have changed. Arthur explained the goal of this working group, adding that this process will allow the district to build up the strengths and work on the challenges.

Kathie returned to the meeting at 7:37 p.m.

4. **Financial Matters (items moved out of order):**

(a) Update regarding Bus Contract:

There is no new information to report.

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(b) Review and Possible Approval of Invoices for the Athletic Fields & Stadium Project:

Jeanne noted that the invoices were approved for payment by the PMBC at its last meeting.

Upon a motion duly made by Jeanne Downs, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to approve the invoices for the athletic fields and stadium project that were in the School Committee packet.

(c) High School Master Athletic Plan:

- Project Update:

Jeanne provided a project update. Bathroom walls are up, concession stand is almost done, the track will be ready for use in the spring, and the tennis courts will need another top coat in the spring. Kathie commented that the CPC application for funding was submitted.

(d) Receive and Discuss FY2020 Q1 Financial Report:

This agenda item was passed over.

5. **Administrative/Procedural Matters:**

(a) Review of State of Town Presentation/Topics:

Jeanne distributed the topics to the Committee that will be addressed during the State of the Town Presentation. Jeanne explained the format of the evening.

(b) Discussion of Columbus Day Holiday:

Kim recapped the discussion at the last School Committee meeting regarding the Columbus Day holiday and why she is proposing to change the day to Indigenous Peoples' Day. She added that many districts have made this change and some are lobbying for this change. It was important to some not to lose the narrative of the history surrounding Christopher Columbus, but to change it to be more accurate. This day is a Federal holiday, but not celebrated by all states. A discussion ensued in this regard. The topic was tabled to the next agenda.

6. **Financial Matters (resumed) (Finance Committee was present):**

(a) Presentation of Superintendent's FY2021 Recommended Budget:

As a result of budget preparation that began in May 2019 with Central Office administrators and principals, Arthur presented his FY21 recommended budget which is intended to create a long-term sustainable environment that serves all staff members and students. Two district goals, identified three years ago – Elevating Achievement and Deepening Social-Emotional Learning – will continue to engage every student every day.

Steps taken toward the highest priority needs regarding social-emotional learning include the change in school start times, an ongoing grant-funded partnership with McLean Hospital to provide workshops about anxiety in students, a continued focus on the CASEL core competencies, mindfulness training for teachers (K-8), and providing continued support for individual students in need. To ensure this work is supported, this budget proposes a .4 guidance counselor at Loker School, an additional .5 assistant principal at Claypit Hill, and a 1.0 ALRT teacher at the High School. Arthur explained the basis and some reallocation of funding regarding these new FTE's for FY21.

Elevating achievement challenges the students by creating a rigorous environment for learning and providing more individualized responses to students' work. Arthur reviewed the district efforts in this regard that includes K-2 Science (FOSS), Grades 3-5 reading and writing, middle school standards-based reporting, and middle and high school individualized math instruction and FUSE coaching. In addition, a partially grant-funded equity coordinator was hired, and the focus on global citizenship continues through the elementary Spanish immersion program. Arthur reviewed those proposed FTE's that are needed to continue the districts' toward this goal, some partially grant-funded and some due to resource reallocation.

Lastly, this budget supports school leadership and facilities. Arthur proposed elementary principal salary increases, hiring a human resources administrative assistant, stipends for before and after school staff, and providing maintenance basics, such as much needed repairs and painting in buildings, as well as classroom computer hardware. The Superintendent's FY21 proposed and recommended budget totals \$43,084,467, a 2.78% increase above the FY20 budget which does not include FY21 new contractual obligations.

Ellen left the meeting at 8:28 p.m.

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Arthur answered questions from the School Committee, including the possibility of presenting a list of unmet needs as has been done in the past. The Finance Committee also had questions about the proposed FY21 budget regarding projected enrollment, current and future grants, reallocation of funding, and the number of Wayland students attending technical schools. More specific questions will be presented by the Finance Committee after they have reviewed the proposed budget.

The Finance Committee left the meeting at 8:40 p.m.

A discussion continued about the proposed FY21 budget, including projected COLA increases and the Special Education budget.

7. **Administrative/Procedural Matters (resumed):**

(a) Discussion of Community Budget Presentation Dates:

The community budget presentation dates are as follows:

Community @ Loker School – Tuesday, January 14 @ 6:30 or 7:00 p.m.

Council on Aging – Monday, January 13 @ 10:30 a.m.

After much discussion, the combined middle school/high school community presentation will be invited to attend the presentations at Loker and the Council on Aging.

(b) Diversity Training Update:

Four potential dates were discussed.

(c) Update regarding Lawsuit Titled Stephen Cass v. Town of Wayland, et al USDC D. Mass., CA No. 1:17-CV-11441:

Jeanne announced that this matter has been resolved in its entirety.

(d) Review and Discussion of any Outstanding Document and/or Minutes Requests:

None. A discussion ensued regarding the process/protocol.

(e) Review and Discussion of any Outstanding Open Meeting Law Matters:

None.

(f) Discussion of School Committee Communications and Information for the Buzz:

No updates or information provided in some time. Kim will reach out to The Buzz.

6. **Policy Matters:**

(a) Update/Review of Policies to Put Out for Public Comment:

- IJNDD – Policy on Social Media

(b) Review of Policies for Possible Approval:

- BEDH – Public Comment at School Committee Meetings
- ILD – Student Submission to Educational Surveys and Research
- IHAM – Health Education

Policy IJNDD was passed over, as well as Policy ILD. The Committee discussed Policy BEDH in terms of a public commenter identifying his/her affiliation to the town, such as serving on a board/committee or an employee of the town.

Upon a motion duly made by Kim Reichelt, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to approve policies BEDH and IHAM.

7. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Accounts Payables Warrant, dated December 2, 2019, in the amount of \$428,401.93
- Wayland Public Schools Payroll Warrant, dated July 31, 2019, in the amount of \$307,835.31
- Wayland Public Schools Payroll Warrant, dated August 14, 2019, in the amount of \$352,166.34
- Wayland Public Schools Payroll Warrant, dated August 28, 2019, in the amount of \$1,477,146.33

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- Wayland Public Schools Payroll Warrant, dated September 11, 2019, in the amount of \$1,570,945.54
- Wayland Public Schools Payroll Warrant, dated September 25, 2019, in the amount of \$1,666,014.60
- Wayland Public Schools Payroll Warrant, dated October 10, 2019, in the amount of \$1,605,347.19
- Wayland Public Schools Payroll Warrant, dated October 23, 2019, in the amount of \$1,527,390.96
- Wayland Public Schools Payroll Warrant, dated November 6, 2019, in the amount of \$1,613,971.95

(b) Approval of WHS Trips:

- WHS European Trip – April 2021
- WHS Varsity Debate Team to Minnesota – December 2019

(c) Approval of Minutes:

- November 18, 2019

Upon a motion duly made by Kathie Steinberg, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to approve the Consent Agenda.

8. **Matters not Reasonably Anticipated by the Chair:**

Kathie reported on today's Finance Subcommittee's meeting regarding the most recent Capital Improvement Plan. The Recreation Committee is putting forth a capital request for playgrounds at Happy Hollow and Claypit Hill Schools. If approved, the summer program will not have use of these playgrounds over the summer and would be moved to the middle school. As a result, the capital plan was adjusted in terms of summer capital maintenance and repairs at the schools. Kathie explained the review process. The design work for the air handlers and the design work for the roofs will be done in FY21, but questions still remain in terms of priorities for the air handler units, particularly the financial risks. The School Committee reviewed the capital improvement chart prepared by Susan, although more information is needed regarding these projects. Susan explained the request from the Town Manager in terms of the capital projects. A School Committee re-vote for new capital requests was discussed. The November vote still stands in terms of funds requested, but could change moving forward.

9. **Executive Session #2:**

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to enter executive session at 9:42 p.m. for purposes of discussing strategy with respect to collective bargaining with the Wayland Teachers Association (WTA), as permitted by M.G.L. c.30A, §21(a)(3), as a discussion in open session may have a detrimental effect on the negotiating position of the School Committee; discussing strategy with respect to litigation with the Wayland Teachers Association (WTA), as permitted by M.G.L. c.30A, §21(a)(3), as a discussion in open session may have a detrimental effect on the litigating position of the School Committee; reviewing executive session minutes for possible declassification as listed on the agenda, as permitted by M.G.L. c.30A, §22 The approval of the executive session minutes was passed over.

The School Committee will be joined by Arthur Unobskey, Superintendent of Schools, Parry Graham, Assistant Superintendent, and Diane Marobella, recording secretary.

The School Committee will reconvene in regular session for a possible vote to declassify executive session minutes as listed on the agenda. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	absent	
Nate Buffum	X	
Kim Reichelt	X	
Kathie Steinberg	X	

10. **Possible Vote to Declassify Executive Session Minutes as Listed on the Agenda:**

Upon a motion duly made by Kathie Steinberg, seconded by Kim Reichelt, the School Committee voted unanimously (4-0) to declassify the executive session minutes listed on the agenda as redacted and discussed in Executive Session.

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11. **Adjournment:**

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to adjourn at 10:10 p.m.

Respectfully submitted,

Arthur Unobskey, Clerk
Wayland School Committee

Corresponding Documentation:

1. Agenda & Backup Information
2. Superintendent's PowerPoint Presentation FY21 Recommended Budget
3. Invoices for Athletic Field & Stadium Project
4. State of the Town Outline of Topics
5. CPC Application
6. Capital Improvement Plan FY21 to FY25
7. Policies BEDH (Public Comment at School Committee Meetings), IHAM (Health Education), and ILD (Student Submission to Educational Surveys & Research)
8. Accounts Payables & Payroll Warrants
9. WHS Trips – Debate Team and European History
10. Regular Session Minutes of November 18, 2019
11. Executive Session Motions