

TOWN OF NORWOOD
School Committee Meeting
James R. Savage Educational Center
Wednesday, January 25, 2017

A meeting of the Norwood School Committee was held on Wednesday, January 25, 2017. The meeting was called to order at 7:00 p.m.

Committee Members Present: Mr. James Gormley, Chairman, Ms. Lisa Igoe; Mr. Patrick McDonough, Mrs. Michele Eysie Mullen and Ms. Myev Bodenhofer.

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: Ms. Igoe made a motion to approve the minutes of January 11, 20, which was seconded by Mrs. Mullen. The Committee voted in favor 5-0.

Correspondence: Chairman Gormley acknowledged receipt of the following correspondence:

-Letter from William O'Donnell, Register of Deeds, Norfolk County, dated January 17, 2017 regarding information of the funds generated by the Community Preservation Act (CPA).

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

Public Forum: None.

Announcements: None.

Appearances: High School 4 A's: Mr. Bourn welcomed and introduced the following NHS students: Isabel Hurwitz, Nickole Klarou, Allison Copponi and Michael Dooley. These students were in attendance this evening to update the Committee on Academics, Arts, Athletics and Activities at Norwood High School and shared how each of the 4 A's are important to them.

The School to Careers Partnership (PPG Foundation Grant): Ms. Katherine Touafek was ill and could not attend this evening's meeting. Dr. Wyeth updated that thanks to the initiative of Ms. Katherine Touafek, the Norwood Schools have submitted \$30,272.00 in grant requests that have been pre-approved. He reviewed the requests for the Norwood Schools

Reports: 2017-2018 High School Program of Studies: Mr. Bourn was in attendance at this evening's meeting to share with the Committee some proposed updates to the program of studies. The proposed new electives were:

- Greek Mythology;
- Greek and Latin Roots of English; and
- Introduction to Computer Programming.

The Members received a handout from Mr. Bourn with a course description of each of the proposed electives.

Superintendent's Report and/or Late Agenda: None.

Policy: Referral of Homework Policy (IKB) revision to Policy Sub-Committee: Mr. Hayden said that would like to have the Policy Sub Committee schedule a meeting and to sit with Dr. Wyeth to come up with some recommendations for the Homework Policy.

Budget: Budget Balancing Report: Mrs. Bodenhofer and Mr. McDonough updated that they attended the first Budget Balancing Committee Meeting on Monday. After the first meeting the new target for the schools is \$41, 595,690.00. She updated that the Governor just submitted the State's Budget and there are still many moving parts and unknowns at this point. Mr. McDonough said we are very early into this budget process and we need proceed with a sense of caution.

FY18 Budget Adjustments to meet Town Meeting Allocations: Mr. Hayden reviewed the FY18 Preliminary Budget and explained the sobering decisions that will need to be made in the near future. Mr. Hayden said this was a "no-frills" budget. Mr. Hayden said that there were 11.6 paraprofessional aides added because the Kindergarten Grant was eliminated last year. Mr. Hayden said we are currently negotiating raises for our staffs, which are well earned. The Committee Members received a packet *FY18 Budget Reduction to Meet Town Allocation*, dated January 20, 2017, which Mr. Hayden reviewed. The summary of possible reductions in staff are:

- Elementary - 7.0 FTE's;
- Middle School - 4.8 FTE's;
- High School – 6.0 FTE's;
- Additional reductions:
 - Hire Down Savings (2 Retirements);
 - 4.0 Elementary Librarians;
 - 6.0 Elementary Reading Teachers;
 - 1.0 Elementary Violin Program;
 - Eliminate Athletics;
 - Eliminate Fine Arts;
 - Eliminate 4 buses;
 - 2.0 Elementary Science Teachers;
 - Circuit Breaker Increased Estimate (from \$1.1 to \$1.3 Million estimate)

Mr. Hayden reminded that we need to cut \$3.1 million.

He reviewed proposed reductions in Operations (Instructional Supplies, Textbooks, Library Books and Conference/Professional Development).

Mrs. Bodenhofer made a motion to approve the reductions in the amount of \$60,506.00 in Operational Expenses, which was seconded by Ms. Igoe.

Mr. Hayden said there was a correction that was made that changed the number to \$50,388.00.

Mr. Hayden also recommended reductions in the following areas of Operational Expenses:

- Sub OT Peak Load
- Office Supplies
- Postage
- Administrative Expenses
- SPED Tutor Aides
- Conf/Other Travel
- SPED Rep & Rep
- Elec. CMS
- Boiler Maint SHS
- Ground Maint
- Boiler Maint Callahan
- Computer Maint. Fees
- Applications/Software
- Coakley Repair and Replace
- Willett Repair and Replace
- Balch Repair and Replace
- Callahan Repair & Replace
- Cleveland Repair & Replace
- Oldham Repair & Replace
- Prescott Repair & Replace

There was much discussion regarding cuts.

Mrs. Bodenhofer amended her motion to approve a reduction in the amount of \$50,388.00 in Operational Expenses, which was seconded by Ms. Igoe. The Committee voted unanimously in favor 5-0.

The Members had an opportunity to share their frustrations and concerns but agreed that cuts in the classrooms are the absolute last resort. Other areas the Members said they would consider cutting before the teachers are Administrators, stipends and a reduction in buses.

Mr. Hayden updated the Committee regarding a legal opinion he said previously that he would get regarding stipends. Mr. Hayden said that we will need to bargain this item with the Union.

After much discussion, Mr. McDonough made a motion for the School Committee to cut:

- Two Middle School Vice Principal positions;
- High School Vice Principal position;
- Resource Officer training;
- Assistant Superintendent position.

Mr. Hayden informed that the Police Department covered the salary of the Resource Officer and in that agreement that they would pay his salary, we agreed to pay for the training. Mr. Hayden informed that it was a great deal.

The Committee asked Mr. Bourn of the High School, who was still in the audience, to come forward and explain how losing the Assistant Principal would affect the High School.

Mr. Bourn explained how the loss of an Assistant Principal position would adversely affect the High School.

Mr. McDonough made a motion to amend the motion to keep the High School Vice Principal position

Mr. Hayden went on record this evening saying for the safety of the children at the Coakley Middle School, both Vice Principals need to stay in place at the Coakley Middle School. Mr. Hayden then went on to say that he would like to put all this energy into an override, which would be in the best interest of the students and staff.

After discussion and clarification, Mr. McDonough said if it was the will of the Committee we could eliminate just one Middle School Vice Principal and the Assistant Superintendent, which was seconded by Mrs. Mullen. The Committee voted in favor 3-2 (Mrs. Bodenhofer and Chairman Gormley opposed).

Mrs. Bodenhofer made a motion to increase the circuit breaker by \$200,000.00 as proposed, which was seconded by Ms. Igoe. The Committee voted unanimously in favor 5-0.

Mrs. Mullen made a motion to put a freeze on all administrative wages, which was seconded by Mr. McDonough.

Ms. Igoe made an amended motion to put all administrative wages on freeze except the Superintendent's, which was seconded by Mr. McDonough.

Mr. Hayden asked the Committee's will on the salaries of the two Principals he is currently hiring.

With regard to the amended motion on the table the motion passed 3-2 (Mrs. Bodenhofer and Chairman Gormley opposed.)

Mr. McDonough also recommended looking into early retirement options.

Ms. Igoe asked if motions could be made on stipends (specifically lunchroom stipends) or if we would need to negotiate them.

Mr. Hayden said if we take jobs away that are in contracts and we do not pay the stipends, we will have grievances and we will not win.

Mrs. Mullen said she is in favor of this idea, but feels maybe they should look into this a little further at this point.

Mrs. Bodenhofer made a motion to table the rest of the budget talks this evening as it is almost 11:00 p.m. and we still have more items on the agenda, which was seconded by Mrs. Mullen.

Mr. Hayden asked if it was the will of the Committee to add another meeting and call in the principals.

With regard to the motion on the table, the Committee voted unanimously in favor 5-0.

Old Business: Superintendent Search Process Update: Mrs. Mullen and Ms. Igoe updated the Committee with regard to the Superintendent Search.

Ms. Igoe said they Committee was excited that they received 37 very good applications. In less then a week, the Committee went through all the applications and they are still coming up with semi-finalists.

Mrs. Mullen said the biggest problem they are going to have is who to choose as the applicants are all fantastic.

New Business: Draft 2017-2018 School Calendar: Mr. Hayden suggested tabling this item until the next meeting as there is some more work to do on the calendar.

Consent Agenda:

Acceptance of One Donation: Mr. Hayden recommended accepting the following donation:

-PPG Foundation Grants \$3,848.00 (High School) (4 checks).

Mrs. Bodenhofer made a motion to accept this donation, which was seconded by Mr. McDonough. The Committee voted unanimously in favor 5-0.

Personnel: None.

School Committee Addenda:

Mr. McDonough wished the Civics Group good luck at the Kennedy Center this weekend. He also thanked the Student representatives who came to this evening's meeting. He also wished the Search Committee luck on their work.

Mrs. Bodenhofer thanked Mr. Bourn and the students that were here this evening. She said this Committee is doing the best we can in a very ugly budget situation.

Mrs. Mullen thanked her fellow School Committee members for the very serious discussion on the budget this evening. She also thanked the Search Committee on going full force in the mission to find the best Superintendent for our Town. She also said she will be going to the art studio at Patriot Place to see our students work. The reception is 5-7 this Friday night.

Ms. Igoe thanked the students for coming this evening and Mr. Bourn for staying this late. She also announced that the cheerleaders will be going to the Nationals in Florida in March and will be holding a fundraiser at the Old Colonial Café.

Chairman Gormley wanted to note the passing of Matty Folan, owner of Shurfine Market. Chairman Gormley then announced that he would not be running for his seat again on the School Committee due to personal reasons.

Mr. Hayden suggested moving Executive Session to the January 31st meeting due to the lateness of the hour.

Mrs. Bodenhofer suggested a quick update for Executive Session.

Executive Session: Chairman Gormley informed that there would be an Executive Session for the following item:

-Unit A Negotiation.

Mr. McDonough made a motion for Executive Session at 11:15 p.m., which was seconded by Mrs. Bodenhofer. The Committee Members were polled and voted unanimously in favor 5-0.

Adjournment: Mrs. Bodenhofer made a motion for adjournment at 11:40 p.m., which was seconded by Mr. McDonough. The Committee voted unanimously in favor 5-0.

Respectfully Submitted:

Donna G. Doliner, Clerk
Norwood School Committee