

FRAMINGHAM SCHOOL COMMITTEE MEETING MINUTES
Desmarais Room – King Administration Building November 3, 2014

Present

Beverly Hugo, Chair
Dr. Eric Silverman, Vice Chair
Heather Connolly, Clerk
Michelle Brosnahan
Andy Limeri
Jim Stockless
Don Taggart, III

Absent

None

Also Present

Dr. Stacy Scott, Superintendent
Dr. Sonia Diaz, Chief Academic Officer

AGENDA

- I. Meeting with the Public
- II. Recognitions/Announcements
- III. Private School Approval
Al-Minhaj Academy
- IV. Discussion Item
 - A. MASC/MASS Joint Conference Delegate Assembly
- V. FY16 School Department Budget
- VI. Action Items
 - A. FHS 2014-2015 Field Trips
 - B. School Committee Policy Revisions
 1. Policy JIC (Student Discipline)
 2. Policy JK (Student Conduct)
 3. Policy JII (Student Complaints and Grievances)
 4. Policy JH (Student Absences and Excuses)
 - C. SY14-15 Goals
 - D. Superintendent SY14-15 Goals
 - E. School Committee Selection of Arbitrator
- VII. Approval of Minutes
 - A. October 14, 2014 – Open Session
- VIII. Report of Committees
 - A. Academic Data Dashboard – Mr. Limeri
 - A. Buildings & Grounds/Capital Budget Subcommittee – Ms. Connolly
 - B. Finance Subcommittee – Ms. Hugo
 - C. District Wellness Committee – Ms. Hugo
 - D. MASC Legislative Liaison – Ms. Hugo
 - E. Policy Subcommittee – Dr. Silverman
 - F. Real Property – Ms. Connolly
 - G. Suburban Coalition – Mr. Limeri
 - H. TEC Board of Directors – Ms. Connolly
 - I. Delegate Assembly Resolution Task Force – Mr. Stockless

- IX. Member Reports
- X. Bills and Payroll
- XI. Adjournment

At 8:11 p.m., Chair Beverly Hugo convened the School Committee with six members present. The Chair announced that the meeting would be recorded and broadcast live with assistance from the School Committee's FHS-TV Producers.

After many nights of negotiation, the Committee successfully completed work on a successor contract with Dr. Scott. The contract is a three-year contract that includes a modest base increase with yearly performance incentives.

Ms. Hugo reviewed the open session agenda. The first agenda item at each regularly scheduled School Committee meeting is the Meeting with the Public.

I. MEETING WITH THE PUBLIC

Chair Beverly Hugo noted that the first 15 minutes of every regularly scheduled meeting are reserved for members of the public who want to comment on a topic within the School Committee's purview. No one came forward.

II. RECOGNITIONS AND ANNOUNCEMENTS

None

III. PRIVATE SCHOOL APPROVAL

Al-Minhaj Academy

Al-Minhaj Academy has requested that they be approved as an establishment to offer a private school within the Town of Framingham. The program offerings have been reviewed by staff and meetings have been held with Al-Minhaj Academy professionals. Based upon Framingham administrator feedback, the Al-Minhaj Academy may be approved by the School Committee. School Committee members had seen a synopsis of the curriculum.

The Chair said M.G.L. c. 76, §1, dictates School Committee approval of private schools operating within the city or town of their jurisdiction. The Chair requested information regarding the rigor of the academic program, specificity by grade of the program and more information about assessments. Mr. Limeri was interested in learning more about student services. Ms. Brosnahan asked if it intended to go beyond the projected grades of K-5. Mr. Stockless asked about the physical plant and safety and who would make sure those things are addressed. Dr. Silverman said his understanding was that it is the legal obligation of the School Committee to approve the establishment of any private school within the Town but it also could request a periodic review of the curriculum and various sorts of other things. He proposed that the School Committee do so for all private institutions in Town. Dr. Scott said he could work something out with Dr. Diaz to determine a format or setting where that could be managed. He also said that Dr. Diaz could sit with the petitioner and address the Committee's questions. This item will be an agenda item at a future meeting. The petitioners were thanked for attending tonight's meeting.

IV. DISCUSSION ITEMS

A. MASC/MASS Joint Conference Delegate Assembly

The School Committee discussed the MASC/MASS Joint Conference Delegate Assembly, proposed changes to by-laws, proposed resolutions, and possible amendments.

The Chair said the Delegate Assembly is on November 5th at 3:00 in Hyannis. Two of the seven resolutions have been developed by the Framingham School Committee. Brookline has added some wording to Resolution #1 (requiring out-of-district schools provide the same types of reports that are required by public schools). Newton Public Schools has asked to add a friendly amendment to the resolution regarding free and quality universal Pre-K programs. Members concurred that they did not want to agree to any amendment without seeing the language first.

V. FY16 SCHOOL DEPARTMENT BUDGET

The School Committee entertained a discussion with the Superintendent of Schools on the budget priorities for FY16.

Dr. Scott distributed copies of general notes. Dr. Scott said the budget process begins with the CFO's long-range financial projections in the fall. The business office and Human Resources Department work on projections for salaries and additional salaries. There are unpredictable items such as general increases in salaries, utility increases, increases in special education and transportation. He said the process will begin in November by identifying the budget concerns within the departments and schools in the district. In many respects, we do not have large increases for those budgets and roll those forward with level funded projections, he stated. Budget workshops are planned for December. He said the District would create a draft proposal for the budget that is visible to the Town and Town Meeting members in December. The budget is typically not fully flushed out by then but we want to try to present, as other departments try to do, a working draft before the end of the year and to give signal to the town and to those watching, where we are heading in terms of our general needs. There will be more formal discussions with the School Committee in January and public hearings in terms of the draft budget in February.

Critical challenges are to supplement the professional development in the Curriculum Department. We would like to look ahead at the prospect of significant infusion of professional development in the year ahead, he said. It would be his desire to dramatically add to the resources available for professional development, whether it be days or hours per week, to continue to meet the professional development needs of the district. We also continue to need help with building interventionists and coaches, he said. There is a need to add additional support for teachers to manage those students who need additional support. There are several departments that need assistant directors, such as Health and Wellness, Out-of-School time programming and the Bilingual Department. Initiatives around technology continue to move forward and hopefully the District will be 1:1 by the end of this year or next year for 6th and 9th grade. Staffing of the technology office has to continue to grow and develop as we meet the needs of a significant growth in technology. Enrollment is increasing and has increased for several years and has an impact on the District in terms of staffing. As the District grows King there is a need to add staffing to manage that building and make sure that as we grow, we also have to add custodial staff and staff in other departments that have been overlooked.

Mr. Limeri asked how the priority list will compare with the expectation set last year in terms of the long term budget that was promoted publically and in Town Meeting. Dr. Scott said that will remain to be seen over the next 4-6 weeks as we try to calculate the increases in student enrollment and other related expenses. Mr. Limeri asked if the things we are asking for are the things we said we were going to ask for in the plan. Dr. Scott said the District has stayed with the plan for the last two years

in terms of rebuilding and has met 99% of the predictions in terms of what we said we would do. This present year, the District entered into the new year with \$1,600,000 deficit that was projected to be filled by using revenues from a variety of sources that in the end, did not come through. Homeless transportation is twice what was expected or budgeted; deficit in that line item this year and last, creates a significant challenge. Circuit Breaker funds were also lower than expected and needed so we have to adjust. Mr. Taggart said he appreciated the plan that outlines the direction over the next several months. He encouraged Town Meeting members and those watching on television to keep abreast of the schedule and attend meetings to ask questions so the process is successful for the school district as a whole. The Chair said she would like to see more professional development time for PARCC and the new math program, more guidance counselors in the High School, specifically during college application time for seniors, more social emotional supports for students, smaller classes, more slots in the pre-school especially for children of poverty, increased middle school SAGE support, more family support, more money for supplies in the classroom and to have more supports for working with students to avoid the summer slide. Dr. Scott said in terms of the summer slide issue, there is a placeholder for \$683,000 for out-of-school time programming.

Dr. Scott acknowledged that FY16 will be a challenging year financially. He asked other Committee members for priority lists. He reminded members that this year will also be a negotiation year for successor union contracts.

Ms. Brosnahan said she would like to creative ways to better enhance summer programs to make it more accessible to more students. Dr. Scott significant work has been done in terms of auditing that department and that work is underway. At a future meeting the Director of out-of-school programing could come and speak to the Committee about insights we have gained from the audits and planning that is occurring. Mr. Limeri asked if professional development time included collaboration time. Dr. Scott said it was a separate entity but not mutually exclusive. The goal for advocating for more professional development time for teachers is to put the time on the calendar that allows teachers to spend time with each other around critical topics for growth and development. Mr. Limeri said he would increase student learning time. Dr. Scott stated that adding professional development time is not something that has been talked about with the teachers at the bargaining table. Ms. Connolly asked if the District would add more classes than projected to King and other buildings in light of enrollment increases. Dr. Scott said he has requested a report on the summary of increases by grade so he can review where there is growth.

VI. ACTION ITEMS

A. FHS 2014-2015 Field Trips

At its meeting of October 14, 2014, the School Committee heard a report from Mr. Adam Goldberg on upcoming field trips for Framingham High School students. A summary was attached to the agenda.

MOTION: Moved by Mr. Limeri and seconded by Ms. Brosnahan that the Framingham School Committee vote to approve and accept the proposed list of field trips planned for Framingham High School students over the course of the current school year. Discussion: Dr. Silverman said he supported the trips and requested that in late spring, an announcement be made to the current 8th graders so the families could plan, financially, during the summer preceding the student's

freshmen year. Dr. Scott agreed. Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

B. School Committee Policy Revisions

On October 20, 2014, the Policy Sub-Committee met to review revisions to several School Committee policies. The Sub-Committee met with Dr. Sonia Diaz, Ms. Judy Styer, Ms. Laura Spear, Ms. Paula Del Prete, and Mr. Jeff Convery.

Dr. Silverman, convener of the sub-committee, said it has met on two occasions to review the policies.

1. Policy JIC (Student Discipline)

The Policy Sub-Committee met and reviewed Policy JIC, Student Discipline. The Sub-Committee recommends that the School Committee vote to approve the first reading of the revision. The revision and original policy were attached to the agenda.

Dr. Diaz, Chief Academic Officer, addressed the Committee and said the revision adds significant framework in terms of the philosophy and thinking that supports this policy and outlining specifics. It is compilation of a variety of policies from other districts and taking strong guidance from MASC which has helped significantly in terms of the drafting and verbiage.

MOTION: Moved by Ms. Connolly and seconded by Ms. Brosnahan that the Framingham School Committee approve revised Policy JIC (Student Discipline) for a first reading. Discussion: Mr. Limeri and Ms. Brosnahan said this policy was revised but the sub-committee wanted to see the changes before the School Committee voted on it as a first reading. Action: Ms. Connolly withdrew the motion.

2. Policy JK (Student Conduct)

The Policy Sub-Committee met and reviewed Policy JK, Student Conduct. The Sub-Committee recommends that the School Committee vote to approve the first reading of the revision. The revision and original policy were attached to the agenda.

Dr. Diaz said the proposed policy has additional language and added the notion of framing student conduct with the philosophy around respect and consideration and ensuring students understand the basis and premise of student conduct.

MOTION: Moved by Mr. Limeri and seconded by Ms. Brosnahan that the Framingham School Committee approve revised Policy JK (Student Conduct) for a first reading. Discussion: Mr. Stockless asked if the intent was that handbooks be distributed to all students. He would like to see an electronic distribution to save costs. Dr. Diaz acknowledged that a phrase could be added that states copies can be distributed virtually or depending on the request of the student and parent, on paper. Mr. Limeri thought that in this instance, having hard copies made sense as it is an extremely important document. Mr. Taggart questioned who would oversee that receipts are actually turned in by the student/parent. Dr. Scott said that principals monitor that. Ms. Brosnahan agreed with Mr. Limeri and said the handbooks are also available electronically on each school's website. Dr. Silverman agreed with Mr. Stockless and did not think an electronic version would dilute

the importance of the document. It was decided that the Committee would vote on the policy as written, and the means of distribution could be taken up by the sub-committee. **Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.**

3. Policy JII (Student Complaints and Grievances)

The Policy Sub-Committee met and reviewed Policy JII, Student Complaints and Grievances. The Sub-Committee recommends that the School Committee vote to approve the first reading of the revision. The revision and original policy were attached to the agenda.

Dr. Diaz stated there are very few changes to this policy. There was a deletion of a sentence in the second paragraph.

MOTION: Moved by Mr. Limeri and seconded by Ms. Brosnahan that the Framingham School Committee approve Revised Policy JII (Student Complaints and Grievances) for a first reading. Discussion: Mr. Limeri offered a sentence which will be added. Vote as amended: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

4. Policy JH (Student Absences and Excuses)

The Policy Sub-Committee met and reviewed Policy JH, Student Absences and Excuses. The Sub-Committee recommends that the School Committee vote to approve the first reading of the revision. The revision and original policy were attached to the agenda.

Dr. Diaz said there were minor changes, deletions and additions.

MOTION: Moved by Mr. Limeri and seconded by Ms. Brosnahan that the Framingham School Committee approve Revised Policy JH, Student Absences and Excuses, for a first reading. Discussion: None. Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

C. SY14-15 Goals

At its meeting of October 14, 2014, the School Committee discussed the SY14-15 Goals.

Dr. Scott highlighted some adjustments that were made since the last School Committee meeting. It is more streamlined. He said the goals are a direct reflection on the long range strategic plan. In terms of use for his evaluation, Dr. Scott said the Committee evaluates his performance based on everything the District is trying to do and accomplish.

MOTION: Moved by Mr. Limeri seconded by Mr. Stockless that the Framingham School Committee vote to approve the SY14-15 goals as presented. Discussion: Mr. Limeri said it was worth noting that the District and the Superintendent goals are not 1-1 mapping. Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

D. Superintendent SY14-15 Goals

The Superintendent will lead the School Committee in a discussion of his individual goals for the SY14-15 school year.

Dr. Scott said the three goals chosen are reflective of the evaluation format recommended by the state in terms of goals for himself and teachers. It models the practice for teachers as well to have a student learning goal, a professional practice goal, and a District goal. These are refined and specific goals. Dr. Scott said he was looking forward to improving the ongoing challenge of quality of communication to stakeholders. The document will also measure specific growth in terms of student growth percentile and composite performance index. As Superintendent, he wants to improve in both areas. A lot of schools are focusing on student growth percentile, which is appropriate and some have performance related goals, he said. One of the major goals is to improve the delivery of service and integration of support with critical support programming including SAGE, Special Education and Bilingual programming, among others. As a District, we are striving to strengthen and integrate those programs in the least restrictive environment, he said.

Dr. Silverman commented on the improvement goal of increasing integration of SAGE, Special Education and Bilingual programming. He said as a District, we place a great deal of resources in Special Education and Bilingual programs but in speaking with parents, there is a sense that there is room for improvement in the delivery of SAGE services, specifically at middle school which is crucial for insuring success in high school years, he said. He said he knew there was considerable community interest in exploring how we deliver SAGE programming. Ms. Brosnahan said integration is wonderful and in her role as an occupational therapist going into the classroom, she saw an opportunity for additional professional development. She said one area she would like to see reviewed in the Special Educational program and how it could be integrated to run more smoothly. Over the years, Special Education programming has been hampered by space issues and movement of programs within the Department.

MOTION: Moved by Mr. Limeri and seconded by Ms. Connolly that the Framingham School Committee vote to approve the Superintendents Goals for SY14-15. Discussion: The Chair asked if action on this item could be postponed until the next session. Dr. Scott agreed. No action was taken on this motion.

E. School Committee Selection of Arbitrator

The MASC is offering its members an opportunity to designate MASC as one of its representatives for the purpose of selecting an arbitrator and receiving Arbitration opinions.

MOTION: Moved by Mr. Limeri and seconded by Mr. Taggart that the Framingham School Committee designate the Massachusetts Association of School Committees, Inc. (MASC) as one of the Framingham School Committees representatives pursuant to M.G.L.c. 150E, §1, for the particular purpose of selecting an arbitrator and receiving arbitration decisions. Discussion: None. Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

The Chair said that MASC will need a letter from the School Committee stating the date of this action.

VII. APPROVAL OF MINUTES
October 14, 2014 – Open Session

MOTION: Moved by Mr. Limeri and seconded by Mr. Taggart that the School Committee approve the October 14, 2014 open session meeting minutes. Discussion: None. Vote: 6-0-1 with Ms. Brosnahan, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor; Ms. Connolly abstained due to absence.

VIII. REPORT OF COMMITTEES

A. Academic Data Dashboard – Mr. Limeri

No report.

B. Buildings & Grounds/Capital Budget Subcommittee – Ms. Connolly

Dr. Scott said bids were received on October 31st for central office administrative rental property. They will be reviewed and determinations made within the next few weeks.

C. Finance Subcommittee – Ms. Hugo

The Chair stated that the End of the Year report was given to the Town. Once the School Department receives it back, it will be given to the Department of Elementary and Secondary Education. The next meeting of the Finance Sub-committee is December 9th at 6:00 p.m. in the King Building.

D. District Wellness Committee – Ms. Hugo

The Committee is continuing to work on nutritional guidelines, student stress issues, and recognizing symptoms and supports.

E. MASC Legislative Liaison – Ms. Hugo

There will be MASC by-law changes made at the Convention. It changes the date for when an officer takes office following an election. The School Committee will need to vote on it once it is passed at the Convention.

F. Policy Subcommittee – Dr. Silverman

No report.

G. Real Property – Ms. Connolly

No report.

H. Suburban Coalition – Mr. Limeri

The President of the Mass. Taxpayers Association along with State Representative Tom Conroy spoke at the last meeting. The next meeting is February 11, 2015.

I. TEC Board of Directors – Ms. Connolly

The next meeting is November 21, 2014.

J. Delegate Assembly Resolution Task Force – Mr. Stockless

No report.

IX MEMBER REPORTS

Mr. Stockless said the Dunning Elementary School is having an auction on November 15th. The High School will be staging a Mid-Summer Night's Dream just before Thanksgiving and tickets are now on sale.

X. BILLS AND PAYROLL

The Chair asked members to remain after the meeting to review and sign warrants.

XI. ADJOURNMENT

The Chair called for a motion to adjourn.

MOTION: Moved by Mr. Taggart and seconded by Ms. Brosnahan that the School Committee adjourn the meeting. Discussion: None. Vote: 7-0-0 with Ms. Brosnahan, Ms. Connolly, Ms. Hugo, Mr. Limeri, Dr. Silverman, Mr. Stockless and Mr. Taggart voting in favor.

The meeting adjourned at 9:50 p.m.

MEETING DOCUMENTS

Al-Minhaj Academy Curriculum Synopsis

MASC/MASS Resolutions

FHS 2014-2014 List of Field Trips

School Committee Policy JIC – Current and Revised Policy

School Committee Policy JK – Current and Revised Policy

School Committee Policy JII – Current and Revised Policy

School Committee Policy JH – Current and Revised Policy

SY14-15 Goals

SY14-15 Superintendent Goals

MASC Legislative Bulletin dated October 22, 2014

October 14, 2014 Meeting Minutes

**These minutes were approved, without change or amendment, at the School Committee meeting of November 18, 2014.*

A copy of the minutes was sent to the Office of the Town Clerk on November 20, 2014.