

## MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – October 24, 2016

A Regular Meeting of the Wayland School Committee was held on Monday, October 24, 2016, at 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Ellen Grieco, Chair  
Barb Fletcher, Vice Chair  
Jeanne Downs  
Kim Reichelt  
Kathie Steinberg

Also:

Paul Stein  
Superintendent

Brad Crozier  
Assistant Superintendent

Marlene Dodyk  
Director of Student Services

Susan Bottan  
Business Administrator

Chair Ellen Grieco convened the regular session at 7:01 P.M. and noted that the meeting is being recorded by WayCAM.

### 1. **Comments & Written Statements from the Public:**

Tom Sciacca commented on the recent announcement of Paul Stein's pending retirement at the end of this school year. In his opinion, it takes longer than six years to make an impact on a school district. He commented that when comparing public sector to private sector, it takes longer to accomplish things for many reasons. It is Tom's hope that the next Superintendent will carry the current Superintendent's initiatives forward.

As an Energy Advisory Committee member, Tom is interested in the energy usage by school buses and vehicles in Wayland. He specifically commented on not only school buses, but also the parents of students who drive their children to and from school and/or picking the students up at the bus stops and idling the cars in idle while waiting. Tom would like to work with the School Committee regarding this issue and to find ways to save energy.

### 2. **Educational Matters:**

#### (a) Hear Superintendent's Report, including Curriculum Spotlight:

Paul noted his appreciation to Kim Reichelt on behalf of the School Committee for writing the first article thanking and expressing appreciation for the many volunteers who impact the Wayland Public Schools. Given the many families/individuals that support the schools through other ways, i.e. the Gossels Family, he asked that another article be written thanking those who support the heart of the school system and allow the district to find creative ways to support academics.

Paul informed the School Committee that the administrators are continuing with instructional rounds at the elementary schools as part of ongoing professional development for administrators and some teachers. Paul described the instructional rounds at Loker the next day that will focus on student voice and engagement.

#### ***Curriculum Spotlight – Intro to Algebra and the Growth Mindset***

This spotlight focuses on how a student's learning is impacted when he/she is reluctant to take a chance in class, never volunteers, and is terrified if called upon in class. It can happen in all classes, but this presentation speaks to the math class specifically. A fixed mindset, not the lack of a student's ability, can be counterproductive and impede and stifle the progress in learning math. Students can shut down if a mistake is made.

One video – Boosting Math – guides students in class as narrated by math professor Jo Boaler and some of her students at Stanford University. They talk about the flexibility of the brain and its growth while learning.

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Mistakes are valuable and asking questions is important because everyone can learn math to the highest levels.

Depth in learning is more important than speed, as it is more important to understand things and their relationship to each other, as said by Laurent Schwartz, a Nobel Prize winner in physics and math.

A second video by Sesame Street – The Power of Yet – demonstrates that the word “yet” is a powerful word. It can change the mindset of students to believe that anything is possible at an early age.

Finally, research shows that when a mistake is made, the brain grows because it is struggling to get something right. Growth points are used as reference points in the mindset.

(b) Continued Discussion of Agenda for Meeting with Boston Parents on November 7, 2016:

Paul informed the School Committee that he has discussed this agenda with the Leadership for Equity team in terms of an activity with the parents. As in past meetings, Paul will briefly present the district UNITED goals. Kim will begin the discussion, present data, and inform parents that Wayland is considering changing school start times. If time allows, there will be an activity facilitated by Brian Jones.

3. **Financial Matters:**

(a) Discussion and Possible Vote to Approve FY18 Capital Improvement Plan for School Bus Parking at 207 Main Street:

Barb distributed a draft CIP for school bus parking at 207 Main Street. However, this project, including the cost, is still being reviewed by Ben Keefe. For this reason, Barb recommended that the School Committee vote to submit this CIP as a placeholder.

A discussion ensued regarding the bus bid and the deadline of November 14<sup>th</sup>. Again, the School Committee discussed other parcels of land in Wayland that might be possible for temporary alternative parking if the buses must leave the River’s Edge property by January 2017. Barb will revise the CIP to include a date and other available parcels, and she will follow up with the Board of Selectmen. It was noted that at the April Town Meeting, there must be justification that the proposal to park the buses at 207 Main Street is the most cost effective solution. Kathie will call several Wayland businesses to ask if they could provide temporary space for the buses. There are many unanswered questions. For instance, do the buses have to be moved from River’s Edge in January and is there a temporary location to which the buses can be moved if necessary.

In terms of providing energy savings, it was recommended that an addendum be added to the bus bid. A discussion ensued about what to include in the addendum.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve and submit as a placeholder the FY18 Capital Improvement Plan for bus parking as amended tonight.

(b) Continued Discussion regarding the FY18 Budget Process and Meetings with Various Stakeholders:

The stakeholders with whom members of the School Committee will meet to discuss the FY18 budget process are the Council on Aging, the Wayland Business Association, the Wayland Children’s and Parents’ Association, the Boston Parents’ Council, Wayland BUZZ, and various condo associations in Wayland. There were no additional suggestions.

(c) Finance Subcommittee Update:

There was no update.

4. **Administrative/Procedural Matters:**

(a) Discussion of Waiving Attorney Client Privilege regarding Town Counsel’s Invoices, “related to the alleged theft of a MacBook computer owned by the Wayland Public Schools,” as requested in Linda Segal’s Public Records Request dated April 1, 2016:

This agenda topic was passed over, as there were concerns about discussing this in open session.

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(b) Discussion regarding Superintendent Search Process and Timing:

Barb provided information about the last superintendent search process. The School Committee reviewed the timeline and the process leading up to the School Committee interviews and ultimately the selection of a new superintendent, aware that the timeline was slightly different for the last search. Given the timing of this search, Barb noted that an RFP process is not recommended. The cost would be below \$35,000.

A discussion ensued about what type of firm to engage, the scope of services, schedule, and price point. Susan had received information from Future Management Systems, Hazard, Young and Attea, Ray & Associates, and NESDEC – state-wide, regional, and national firms. Susan described each firm's services and their approach to the process and commented that the level of involvement varies from firm to firm. At the end of the process, the firms will work with the transitional process.

As having been involved in the last superintendent search, Barb described the process taken by Future Management Systems. The Committee agreed that more clarification is needed from these firms in areas such as recruitment/selection of candidates, evaluation and assessment, community participation, and post selection of candidates. Barb noted that a School Committee member did not participate on the Screening Committee during the last search.

Paul commented that an important part of the process is finding the best candidate and community ownership, whereby the community will support the new superintendent. The School Committee should also consider a firm who is familiar with the superintendent network.

The School Committee will meet again on October 28 for a continued discussion of the superintendent search. Barb will send the survey instrument and the screening committee application to the Committee for its review.

(c) Discussion regarding School Start Times and Possible Vote to Approve the related Communications:

The School Committee reviewed the communication documents regarding public meetings for School Start Time that Kim distributed at the prior meeting – an announcement, a flyer, and an article. The Committee edited the documents. A discussion ensued regarding the article in terms of the message the article is sending based on the research cited and whether or not the article reaches out to parents of children in all grade levels. Alternative language, including presenting three different options, was recommended for the purpose of presenting a commentary and not a biased opinion by the School Committee. The Committee reviewed the options.

(d) Continued Discussion regarding Proposal to Develop Bus Parking and Additional Car Access:

Ellen agreed to reach out to the DPW to understand the process for determining whether 195 Main Street could be used as a temporary parking location for the buses.

(e) Review and Possible Vote to Approve the Following Policies:

*Policies IHAMA & IHAMB – Teaching about Alcohol, Tobacco & Drugs:*

Due to recent legislation, all public schools are required to have two policies regarding substance abuse and prevention and educating students about the dangers of substance abuse that must be filed with the Department of Secondary and Elementary Education by October 28<sup>th</sup>. The policies must be posted on the website and put in the school handbooks.

The Committee previously approved Policy JICH (Alcohol & Drug Use). However, the revised policy regarding the education has not been approved. Policy IHAMA was the original policy (Teaching about Alcohol, Tobacco & Drugs). MASC updated its model policy to comply with the new laws. It is recommended that Policy IHAMA be changed to IHAMB, which reflects the changes needed to comply with the law. Paul commented that the district has and does comply with these policies. Wayland Cares will be asked to review the policy as well.

Upon a motion duly made by Kathie Steinberg, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve Policy IHAMB (Teaching about Alcohol, Tobacco & Drugs) as amended.

Paul noted that Policy IHAMA must be deleted from the Policy Manual.

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Kathie amended the motion, Ellen seconded, and the School Committee voted unanimously (5-0) to delete IHAMA and replace it with IHAMB as amended and put out for public comment.

*Policy GCCD – Domestic Violence Leave:*

This policy was put out for public comment and no public comments were received. This policy was approved together with Policy FFA as noted below.

*Policy FFA – Memorials:*

Jeanne noted that when this policy was put out for comment, no public comments were received.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve Policy GCCD – Domestic Violence Leave – and Policy FFA – Memorials – as presented tonight.

(f) Review and Possible Vote to Put Out for Public Comment the Following Policies:

*Policy GBEA – Staff Ethics:*

Although this policy was approved by the School Committee in August 2015, it was revisited. The policy was reviewed by the MASC and Mark Lanza. A discussion ensued regarding the policy.

Upon a motion duly made by Barb Fletcher, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to put out for public comment Policy GBEA as presented.

*Policy DIB – Fee Based Revenue Funds & Guidelines:*

Written by the School Committee, the Policy Subcommittee commented that it would like the policy to be in place a little while longer before further changes are made. During previous discussions, changes were recommended by the School Committee and those changes have been made. Kathie addressed her concern about the Committee's goal to keep balances at a certain percentage point, and she recommended a language change regarding the surplus funds. A discussion ensued in terms of the need for specificity and/or adding too much detail. The Policy Subcommittee will discuss this policy at its next meeting.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted to put out for public comment Policy DIB – Fee Based Revenue Funds and Guidelines – with the amendments as proposed tonight.

*Policy JFABA – Nonresident Students:*

Jeanne noted Kim's concern from the last meeting related to seniors having to start the school year when families move to Wayland over the summer. Jeanne and Paul discussed this concern; however, this issue has not been a problem in the past. Therefore, no changes were made.

*Policy IGD – Curriculum Adoption:*

The Policy Subcommittee reviewed Wayland's policy against MASC's. The changes in the policy reflect MASC updates. Paul agreed that the School Committee should be notified of curriculum changes, with some caveats. A discussion ensued in terms of the timing of this process and what is required of the Committee. The Policy Subcommittee will ask the MASC for more clarity regarding this policy.

*Policy DJE – Bidding Requirements:*

Jeanne commented that this policy must be updated, and the changes made to the policy reflect the new threshold that the legislature adopted regarding competitive bidding (\$35,000 or greater). Susan revised the policy according to the current practice.

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted to put Policy DJE – Bidding Requirements – out for public comment as revised.

*Policy AC – Nondiscrimination:*

Jeanne noted that this policy was updated and that Wayland's policy matches MASC's.

Upon a motion duly made by Jeanne Downs, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to put Policy AC – Nondiscrimination – out for public comment.

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5. **Communications Update and Discussion regarding Future Articles:**

Kim will write another article thanking other support groups, such as the Gossels Fund for Academic Excellence, the Henley Foundation, Kantor Foundation, Lynch Foundation, Mary Johnson Travelship Award, and WHSSC. Kim will call the Gossels family regarding this article.

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

None.

7. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Payroll Warrant, dated 10/26/2016, in the amount of \$1,324,393.45

(b) Approval of WHS Model UN Trip

(c) Approval of Minutes:

- Regular Session of October 5, 2016

Upon a motion duly made by Barb Fletcher, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to approve the Consent Agenda as presented tonight.

8. **Executive Session:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to enter Executive Session at 9:31 p.m. for the purposes of discussing strategy for collective bargaining with the Wayland Teachers Association, Wayland Educational Secretarial Association, the School Custodians Union and the Food Service Association, as permitted by M.G.L. c.30A, §21(a)(3), as such discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, and approving minutes from prior executive sessions, as permitted by M.G.L. c.30A, §22, for the following meeting: October 17, 2016. A roll call vote was taken as follows:

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

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session for adjournment purposes only.

9. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to adjourn at 10:00 p.m.

Respectfully submitted,

Paul Stein, Clerk  
Wayland School Committee

**Observers:**

Tom Sciacca, WVN, Wayland BUZZ

**Corresponding Documentation:**

1. Agenda & Backup Information
2. WPS Payroll Warrant & Summary

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3. Superintendent Search 2010 Timeline & Information
4. Capital Appropriation Request for School Bus Parking Lot
5. Policies:
  - GBEA – Staff Ethics
  - DIB – Fee Based Revenue Funds & Guidelines
  - JFABA – Nonresident Students
  - IGD – Curriculum Adoption
  - DJE – Bidding Requirements
  - AC Nondiscrimination
  - GCCD – Domestic Violence Leave
  - IHAMA & IHAMB – Teaching about Alcohol, Tobacco & Drugs
  - FFA – Memorials
6. WHS Model UN Trip Request
7. Regular Session Minutes of October 5, 2016
8. Executive Session Motion