



Date Approved/Released: 10-4-18

Date Approved/Hold: _____

School Committee Chair: Gregory Wini

SCHOOL COMMITTEE MEETING

Thursday, June 7, 2018

2nd Floor - Town Hall Auditorium

1. Call to order: 6:00 pm/ Pledge of Allegiance

Present: Larry Murphy, Danielle LaPointe, Dawn Fronte, Felicia Nurmsen (By Remote Phone), Greg Vine, Steven Haddad, Superintendent, Richard Ikonen, Business Manager

2. Audio/Video Disclosure: Barrie Martins, Recording Secretary

3. Citizen Questions and/or Comments:

The Girls Softball team won 6-2 at Bay Path; they next compete at Monty Tech on June 9 in the Varsity Softball Quarter Finals.

4. Student Representative Report: None

5. Student/Staff Recognition:

Students of the Month for May and June from the high school will be recognized at the June 21st meeting.

6. Teaching and Learning Highlights:

a. Boot Camp Presentation – Heidi Bevacqua

D. LaPointe moved to table the presentation to a future meeting. Second by G. Vine. Approved 4-0-0.

b. SEPAC Action Plan: Suzanne Michel, Samantha Oliveira, Pam Smith, Desirae Gaspar.

S. Michel reported the group participated in the Apple Institute on May 3-4, an organization that facilitates special education parent leadership and promotes SEPAC groups. She provided a handout that explains the requirement of the group and its purpose. Pam Smith, SEPAC Co-Chair, reviewed the activities the group conducted and interaction with the other SEPACS in attendance. Desirea Gaspar, the Secretary/Treasurer, read the Vision statement, noting key elements and the action plan timeline. Samantha Oliveira, the Co-Chair, stated the group hopes to empower families with education, create leadership opportunities for parents and encourage parent involvement in the SEPAC. They reviewed their priorities, including meeting quarterly with the School Committee. There will be a meet-and-greet in August. G. Vine thanked them for their continued work. L. Murphy commended their decisive action.

D. LaPointe moved to move Agenda Item 7b to before 7a. Second by G. Vine. Approved 4-0-0.

7. New Business:

- b. CAPS Update: Cindy Landanno, Executive Director for CAPS Collaborative, gave an overview of the organization, noting it allows districts access to services for special needs students with both physical and social emotional disabilities. The group facilitates inclusion of students in public schools and reverse inclusion, where districts give space for students to be involved in the school community. She noted the struggle around funding and explained the cost-effective aspects of sharing specialized services and staff as needed. The organization provides the least restrictive environment feasible while helping students reach their true potential. The tuition is based on the exact services and staff each student requires.

6:24 pm. F. Nurmsen joined the meeting via Remote Phone.

C. Landanno noted the philosophy is to get students back to their district; she commended the Murdock Academy as a great stepping stone. L. Murphy, Winchendon representative on the CAPS Board, stressed the importance of students knowing the door is not closed, that they can work/learn to come back and know that somebody cares.

- a. WTA Contract – G. Vine reported that the sub-committee met with the negotiators for the WTA this afternoon and it was agreed to move ahead. The Union may vote next week on a 1-year contract; the members seem to be fairly comfortable moving forward with the proposed contract. The contract will be presented to the school committee for a vote at the June 21st meeting, pending Union approval.

8. Consent Agenda:

- a. Field Trips: None
- b. Minutes – Regular Meeting Minutes: May 24, 2018

D. LaPointe moved to approve all items on the Consent Agenda. Second by G. Vine.

G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye.
Approved 5-0-0.

9. Superintendent/Business Office Report:

- a. Assistant Principal Update for the Middle School.
The finalist will spend next Thursday in district; S. Haddad hopes to introduce him to the committee at the June 21st meeting.

The Toy Town Elementary (TTE) Dean of Students – The two finalists will be interviewed next week, as will the two finalists for the TTE 5th grade teacher position.

- b. Lead Filters – The lead filters were installed at the Memorial and TTE kitchens. The water bubbler fixtures and other components to remedy the lead problem will be installed starting July 1.

- c. Communication Plan – S. Haddad and R. Ikonen created a draft plan; the administration team will continue to work on it at their retreat on June 22nd & June 25th. Comments and feedback should be sent to the superintendents' office. He stressed the need for a valid approach to communicating to the district. The plan will be presented to the committee at the June 21st meeting. L. Murphy noted the plan is very comprehensive and ambitious. S. Haddad agreed, adding 'The timeline will force us to work through it'.
- d. Superintendent Steve Haddad officially announced that he will retire from Winchendon Public Schools effective September 1, 2018, citing health reasons. He thanked the community for the opportunity to serve. He is very proud of the strong, cooperative partnership the district has established with the town, and building a strong, successful school system. This alliance has allowed collaboration on a variety of issues. The preliminary academic performance numbers have improved. Increased school pride, especially in the younger grade, creates a longer family commitment to the school system. Enrollment numbers have increased for the first time in 20 years. He commended the Murdock Academy for Success for its role serving the students in the district. He is honored to have played a role in all of these accomplishments.

L. Murphy congratulated S. Haddad on his retirement and accepted the resignation.

G. Vine moved that the committee, with regret, accept the retirement of Superintendent Haddad. Second by F. Nurmsen. G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye, with regret. Approved 5 -0-0.

L. Murphy noted the committee should have a plan to discuss at the June 21st meeting. D. Fronte stated the superintendent position should be posted on School Spring by Monday, June 11th and MASC should be consulted regarding potential candidates. After discussion, F. Nurmsen moved for the district to advertise for an interim superintendent now and conduct a full search in the Fall. G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye. Approved 5-0-0.

10. Sub Committee Report:

- a. Policies Update – The policy sub-committee met today and is in the process of going through the policies that were suggested to be removed, more policies will be brought forward. D. Fronte moved to approve the updated Sexual Harassment Policy, File: ACAB, seconded by D. LaPointe. The only change is to the grievance officer contact information; Suzanne Michel is now the contact person. G. Vine moved that the committee accept the amendment to the district's Sexual Harassment Policy recommended by our policy sub-committee.

G. Vine withdrew his motion. G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye. Approved 5-0-0.

At D. Fronte's recommendation, G. Vine moved to approve Nondiscrimination File AC with the contact information changed to read S. Michel. The motion was seconded by D. LaPointe. G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye. Approved 5-0-0.

The policy sub-committee next meets on June 15th at 4:00 pm. The Audit Committee met last week and voted to conduct mini-audits of the School Lunch accounts and the Town Clerks Office. The reporting and recording of attendance regarding the reconciliation of school lunches at one specific school was discussed.

D. Fronte reported that two notices were sent to the Custodial (Janitor) Union; there has been no response. Their contract expires June 30, 2018. S. Haddad stated that he will set something up. The negotiating committee wanted their efforts to start negotiations recorded in public record. Bill Schlosstein, Town Accountant, expressed his regret about the Superintendent's retirement and offered his appreciation to Steve Haddad for everything he brought to the table, including S. Haddad approving his hiring. He has enjoyed working together to make many positive impacts on the town. He noted 'they will be big shoes to fill'.

11. Old Business:

- a. School Committee Retreat – The committee discussed dates; the new member will be consulted. D. LaPointe has asked her to be at the June 21st meeting to be publically introduced.

12. Future Agenda Items:

- a. End of Year Report - S. Haddad (6/21/18)
- b. End of Year Financial Report - R. Ikonen (6/21/18)
- c. FLLAC - End of Year Report
- d. WTA contract – School Committee Vote (6/21/18)
- e. Communication Plan (6/21/18)
- f. Executive Session – New Superintendent Position (6/21/18)
- g. School Committee Retreat (6/21/18)
- h. Introduction of new Murdock Middle School Assistant Principal (6/21/18)

13. Committee Member Comments:

D. Fronte voiced regret regarding the Superintendent's retirement, noting much was accomplished. F. Nurmsen echoed that thought, thanked S. Haddad and commended the creation of the Murdock Academy and the district's relationship with the Town. D. LaPointe agreed. She recommended that the recent staff survey results be used during the superintendent search process to best serve the needs of students, parents and staff. R. Ikonen noted he worked with Chris Ricard, WTA President, on the survey and will compile the results. It is not clear if individual, anonymous comments will be made public but sentiments behind the comments will be included and shared with faculty and staff. He wants to identify the culture of the school and what to do to change it. The committee requested the results for their retreat. R. Ikonen noted the survey was open for 1 week and had a tremendous response. The committee's Superintendent Evaluations are due to L. Murphy by June 18th. S. Haddad will have his supporting data to the committee by June 11th.

G. Vine reported that he was invited to a meeting held by the Families for Empowering Education parent group regarding Summit Learning. Although he was unable to attend, he wants to encourage that group and community members to come to these meeting and speak at public comments. He echoed his regret regarding the Superintendent's retirement, thanked S. Haddad

for his service and commitment. Noting S. Haddad came in at a tough time, he acknowledged the hard work to correct the financial mess and the abysmal relationship between town and district. L. Murphy agreed, noting the daunting task and successful efforts to create a supportive culture and that S. Haddad made a true commitment to turning the district around.

14. Executive Session: None

15. Adjournment: 7:09 pm. G. Vine moved to adjourn. Second by D. Fronte. G. Vine – Aye; D. LaPointe – Aye; F. Nurmsen – Aye; D. Fronte – Aye; L. Murphy – Aye. Approved 5-0-0.

Respectfully submitted: Barrie E. Martins, School Committee Recording Secretary

List of Documents and Exhibits used:

- SEPAC Action Plan
- Communication Plan
- Policy File: ACAB
- CAPS Overview Presentation