

**North Adams Public Schools
School Committee Meeting
January 8, 2019**

MINUTES

The School Committee of the North Adams Public Schools met Tuesday, January 8, 2019, in the Office of the Superintendent, 37 Main Street, Suite 200, North Adams.

Members present

Mayor Thomas Bernard, chair
Ian Bergeron
Karen Bond
Nicholas Fahey
James Holmes
Tara Jacobs

Member not present

Heather Boulger

Also attending

Dr. Barbara Malkas, Superintendent
Carrie Burnett, Business Administrator
Timothy Callahan, Principal, Drury High School
Sandra Cote, Principal, Greylock Elementary School
Amy Meehan, Principal, Colegrove Park Elementary School
Nancy Rauscher, Administrative Assistant to the Superintendent
Kimberly Roberts-Morandi, Director of Curriculum, Instruction and Assessment
Thomas Simon, Director of Student Support Services
Carolyn Wallace, Principal, Brayton Elementary School

Press

Tammy Daniels, iBerkshires
Adam Shanks, Berkshire Eagle

CALL TO ORDER

Chair Bernard called the meeting to order at 6:00 p.m.

The mission of the North Adams Public Schools is to help every child learn every day and empower all students to recognize and optimize their full potential.

ELECTION OF OFFICERS

A. Chair Bernard called for nominations for vice chair.

It was **moved** by committee member Jacobs and **seconded** by committee member Bergeron to nominate Heather Boulger to serve as vice chair.

Action #6141: vice chair	
Ayes	6
Nays	0
Result	Motion carried

B. Chair Bernard called for nominations for secretary.

It was **moved** by committee member Jacobs and **seconded** by committee member Holmes to nominate Karen Bond to serve as secretary.

Action #6142 : secretary	
Ayes	6
Nays	0
Result	Motion carried

COMMITTEE APPOINTMENTS

Chair Bernard appointed Tara Jacobs, Karen Bond, and Nicholas Fahey to serve on the negotiations subcommittee for professional staff, with committee member Jacobs to chair.

Chair Bernard appointed Ian Bergeron, Heather Boulger, and James Holmes to serve on the negotiations subcommittee for non-professional staff, with committee member Boulger to chair.

Chair Bernard appointed Nicholas Fahey, Ian Bergeron, and Tara Jacobs to serve on the finance and facilities, with committee member Fahey to chair.

Chair Bernard appointed Ian Bergeron, Karen Bond, and Nicholas Fahey to serve on the policy sub-committee, with committee member Bergeron to chair.

Chair Bernard appointed Karen Bond and James Holmes to serve on the endowment subcommittee.

HEARING OF VISITORS

There were no visitors to be heard.

READING AND APPROVAL OF RECORDS

A. Minutes of December 4, 2018, School Committee meeting

The committee considered the minutes from the December 4, 2018 School Committee meeting.

It was **moved** by committee member Fahey and **seconded** by committee member Bergeron to approve the minutes of December 4, 2018.

Action #6143: minutes	
Ayes	6
Nays	0
Result	Motion carried

B. Balance sheet

Business Administrator Burnett explained that the overall spending to-date is consistent with the FY19 appropriated budget. Committee member Jacobs asked why the networking and communication budget line (4400) had a remaining balance of 91%. Business Administrator Burnett explained that the account is aligned with the e-rate and will change once that amount is received and reconciled.

No action was required.

C. Personnel Report

Superintendent Malkas reviewed the personnel report. Committee member Jacobs asked about the impact of the Safe and Supportive Schools grant. Principal Cote indicated that Greylock Elementary staff were receiving training with a goal of becoming a trauma sensitive school. Principal Wallace added that the training would provide consistency with the way students are supported across each of the schools. Chair Bernard asked if there were any open teaching positions. Superintendent Malkas explained that there are postings for substitute teachers in multiple areas. Additionally, two special education positions are currently filled by staff teaching under DESE granted waivers. NAPS must keep those positions posted in case a highly qualified candidate applies.

It was **moved** by committee member Jacobs and **seconded** by committee member Holmes to place the personnel report on file.

Action #6144: personnel report	
Ayes	6
Nays	0
Result	Motion carried

REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. Distribution from the Gailanne M. Cariddi Estate

Superintendent Malkas presented a distribution from the Gailanne M. Cariddi Estate in the amount of \$35,000 to Drury High School for “library purposes only.”

It was **moved** by committee member Holmes and **seconded** by committee member Bergeron to accept the distribution from the Gailanne M. Cariddi Estate.

Action #6145: Gailanne M. Cariddi Estate distribution	
Ayes	6
Nays	0
Result	Motion carried

Chair Bernard asked Principal Callahan if there were ideas at this point as to how the funds will be spent. Principal Callahan indicated no plans have been made as of yet. The Chair stated that this gift reflects Representative Cariddi’s belief in literacy and love of our schools and will benefit our students for years to come. Committee member Jacobs added that it was wonderful for Representative Cariddi to have left such a legacy to the city. Committee member Jacobs suggested that the school find a way to commit the funds to a purchase that will continue to have an impact in perpetuity.

B. FY20 budget timeline

Superintendent Malkas and Business Administrator Burnett provided a review of the budget timeline for fiscal year 2020. Business Administrator Burnett indicated upcoming milestones include meeting with school sub-committees in early March and a review of the draft budget at the April school committee meeting. Business Administrator Burnett stated that the objective would be to seek to collaborate and finalize a draft, working with the City, closer to June. Chair Bernard asked that a step be added to incorporate a meeting with the city council finance committee. Committee member Jacobs asked if the finance and facilities sub-committee could have an opportunity to provide input on the draft budget prior to March. Superintendent Malkas agreed that this would be worthwhile and possible, but noted that any discussion would be very preliminary, pending more complete state budget information. Committee member Jacobs noted that a preliminary discussion would help inform the later stages of the budget planning and approval process.

No action was required.

C. Potential issues related to a prolonged government shutdown

Superintendent Malkas informed the committee of potential issues that may arise if there is a prolonged government shutdown. Superintendent Malkas noted that the district’s food services director, Cory Nicholas, had informed her that NAPS has funding to operate nutritional programs through February and into early March. If the shutdown extends beyond that point, the district may need to seek to use school funds to temporarily cover costs. If this were to transpire, the

school would eventually be reimbursed once the federal government has resumed operation and distribution of payments.

Superintendent Malkas also explained that a prolonged shutdown might affect disbursement of grant funds. Such grants currently fund 32.5 full-time equivalent TA and paraprofessional positions. There is no immediate need to access school funds to cover these expenditures, but this could potentially be an issue if the government shutdown is extended.

No action was required.

NEW BUSINESS

A. Paraprofessionals' request to open negotiations

Superintendent Malkas presented the paraprofessionals' request to open negotiations. Per Article III of the Agreement Between The North Adams School Committee and The North Adams Paraprofessional Association/MTA/NEA, July 1, 2016 – June 30, 2019, the Paraprofessional Association has requested to open contract negotiations as the current contract expires on June 30, 2019.

It was **moved** by committee member Bergeron and **seconded** by committee member Jacobs to accept the paraprofessionals' request to open negotiations.

Action #6146: paraprofessionals' request to open negotiations	
Ayes	6
Nays	0
Result	Motion carried

B. Discussion of school business administrator position

Superintendent Malkas presented a draft letter addressed to North Berkshire School Union #43 indicating the North Adams School Committee will not exercise the option to renew the agreement beyond June 30, 2019. Superintendent Malkas stated that the district is very grateful for the North Berkshire School Union's willingness to participate in this one year pilot arrangement. The Superintendent explained that a part-time Business Administrator did not meet the longer-term needs of either district. In an effort to best serve the administrative needs of the North Adams Public Schools, the NAPS Business Administrator position will be restructured to a 1.0 fte and posted for fiscal year 2020.

It was **moved** by committee member Jacobs and **seconded** by committee member Bergeron to approve the draft letter to North Berkshire School Union #43 confirming that the North Adams School Committee will not exercise the option to renew the Shared Services Agreement for Business Manager. NAPS will post a 1.0 fte Business Administrator position for fiscal year 2020.

Action #6147: letter to North Berkshire School Union #43	
Ayes	6
Nays	0
Result	Motion carried

C. Proposal to increase daily substitute pay rate

Superintendent Malkas and Business Administrator Burnett provided a proposal to increase the substitute teacher daily pay rate from \$75 to \$80. Superintendent Malkas reviewed a comparison of substitute pay rates throughout Berkshire County, indicating that increasing the North Adams Public Schools pay rate will enable the district to remain competitive with other districts. Committee member Jacobs asked if there was a projection of the financial impact of the pay increase. Business Administrator Burnett indicated that the financial impact had not yet been prepared. Committee member Fahey suggested that once the financial impact was determined, the rate might be adjusted higher, if needed, to be more competitive. Committee member Bergeron agreed with the possibility of reviewing the impact but suggested that be done at a later date. Committee member Bond agreed that given it was mid-year, the committee should consider a pay increase for now to address the immediate issue. Committee member Jacobs agreed that it was best to make some progress with a pay increase in January, but to plan for further discussion to get a better sense of the impact.

It was **moved** by committee member Jacobs and **seconded** by committee member Holmes to approve the increase to the substitute teacher daily pay rate from \$75 to \$80.

Action #6148: increase daily substitute teacher pay rate	
Ayes	6
Nays	0
Result	Motion carried

Superintendent Malkas reviewed the need to increase the hourly rate paid to substitute teacher assistants (TA) and substitute paraprofessionals (Para).

It was **moved** by committee member Fahey and **seconded** by committee member Holmes to approve the increase to the substitute TA/Para hourly pay rate from \$11.10/hour to \$11.60/hour.

Action #6149: increase hourly substitute TA/Para pay rate	
Ayes	6
Nays	0
Result	Motion carried

REMARKS FOR THE GOOD OF THE COMMITTEE

Student Council Representative Andrew Callahan indicated that members of the Drury High School Student Council will apply for funds from the Berkshire Taconic Community foundation’s Robert Hardman Memorial fund for a grant to provide food packages for families in need.

Superintendent Malkas announced that students of the E3 Academy of Drury High School have created a handmade book by compiling the stories of over a dozen long-time residents of the city. As part of MASS MoCA's history harvest program on January 26, E3 students will present copies of the book to representatives of the North Adams Historical Society and the North Adams Public Library. Students will read excerpts from the book at the event.

Chair Bernard shared that he visited all three elementary schools during their holiday programs. Chair Bernard thanked Superintendent Malkas and Principal Wallace for supporting the KIDS 4 Harmony performance at city hall.

ADJOURNMENT

Chair Bernard indicated that there was no more business to come before the committee.

It was **moved** by committee member Jacobs and **seconded** by committee member Bergeron to adjourn the meeting.

Ayes	6
Nays	0
Result	Motion carried

The meeting adjourned at 6:56 p.m.

Respectfully submitted,

Nancy Rauscher
Administrative Assistant
/nr