

**North Adams Public Schools
School Committee Meeting
October 2, 2018**

MINUTES

The School Committee of the North Adams Public Schools met Tuesday, October 2, 2018, in the Office of the Superintendent, 37 Main Street, Suite 200, North Adams.

Members present

Mayor Thomas Bernard, chair
Heather Boulger, vice chair
Ian Bergeron
Nicholas Fahey
James Holmes
Tara Jacobs

Members not present

Karen Bond

Also attending

Dr. Barbara Malkas, Superintendent
Carrie Burnett, Business Administrator
Andrew Callahan, Student Representative
Timothy Callahan, Principal, Drury High School
Kimberlee Chappell, Literacy/Title I Coordinator
Amy Meehan, Principal, Colegrove Park Elementary School
David Racette, Athletic Director, Drury High 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
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.

HEARING OF VISITORS

Drury High School nurse Ruth Loomis spoke and asked that the committee and administration consider the breadth of work experience of school nurses, outside of the school environment.

Maris Owczarski, 37 Monroe Street, North Adams, asked that the committee and administration consider the importance of a well-rounded health team working together.

READING AND APPROVAL OF RECORDS

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

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

It was **moved** by vice chair Boulger and **seconded** by committee member Bergeron to approve the minutes of September 4, 2018.

Action #6116: minutes	
Ayes	6
Nays	0
Result	Motion carried

B. Minutes of September 18, 2018, special School Committee meeting

The committee considered the minutes from the September 18, 2018 special School Committee meeting. Vice chair Boulger indicated the minutes needed to be amended to correct a typo in the September 18, 2018 minutes.

It was **moved** by committee member Fahey and **seconded** by vice chair Boulger to approve the amended minutes of September 18, 2018.

Action #6117: amended minutes	
Ayes	6
Nays	0
Result	Motion carried

C. Balance sheet

Business Administrator Carrie Burnett reviewed the balance sheet as of September 17, 2018. Ms. Burnett reviewed format changes to the balance sheet. Ms. Burnett responded to a question about the adjusted budget column, indicating that the column may be updated over the course of the year if adjustments are needed as the result of changes to revenue, grants, or other items.

No action was required.

D. Personnel Report

Superintendent Malkas reviewed the re-formatted personnel report. Committee member Jacobs thanked Superintendent Malkas for the new format and indicated the report was easier to review. Vice chair Boulger asked if there were currently any teacher vacancies. Superintendent Malkas indicated that coverage is provided by teachers whose schedules and licensure can accommodate other classes or subjects.

It was **moved** by committee member Bergeron and **seconded** by vice chair Boulger to place the personnel report on file.

Action #6118: personnel report	
Ayes	6
Nays	0
Result	Motion carried

POINT OF ORDER

A. Re-order October 2, 2018 School Committee Meeting Agenda

Chair Bernard asked if there was any objection to moving *New Business* forward on the agenda. There were no objections.

NEW BUSINESS

A. Settlement Agreement by and between The North Adams School Committee and The North Adams Teaching Assistants

Negotiations sub-committee chair Holmes reviewed the new terms of the Settlement Agreement, including the pay schedule as outlined in Appendix A.

It was **moved** by vice chair Boulger and **seconded** by committee member Fahey to approve the Settlement Agreement by and between The North Adams School Committee and The North Adams Teaching Assistants.

Action #6119: settlement agreement	
Ayes	6
Nays	0
Result	Motion carried

B. Memorandum of Understanding by and between The North Adams School Committee and the North Adams Police

Superintendent Malkas presented the Memorandum of Understanding by and between the North Adams Public Schools and the North Adams Police. Superintendent Malkas indicated that the

Memorandum of Understanding was based on a model that had been collaboratively developed by various bodies including the Attorney General’s office, the Department of Secondary and Elementary Education, and the Massachusetts Association of School Superintendents. Superintendent Malkas noted that the model was also vetted by the North Adams Public School’s legal counsel.

In response to questions of conflicts of interest and lines of responsibility, Superintendent Malkas noted that the language in the Agreement is intended to acknowledge real world circumstances and chains of authority and communication whereby the superintendent is the “designee” and the principals are the “designees” of each building.

It was **moved** by vice chair Boulger and **seconded** by committee member Bergeron to approve the Memorandum of Understanding and Standard Operating Procedures by and between The North Adams Public Schools and the North Adams Police.

Action #6120: memorandum of understanding	
Ayes	6
Nays	0
Result	Motion carried

C. Review school nurse position and proposed plan

Superintendent Malkas provided a summary of her research detailing organizational practices and salaries for school nurses throughout districts in Massachusetts. Superintendent Malkas noted that she received 111 responses from roughly 350 districts throughout the state. The responses ranged from small rural districts to large urban school systems.

Superintendent Malkas presented the challenges faced by the North Adams Public Schools with regard to the position of school nurse, including the need to offer a competitive salary. Superintendent Malkas noted that DESE now requires school nurses to be licensed, which includes a requirement to hold a current MA Registered Nurse (RN) license with a Bachelor’s Degree and to demonstrate competency on the Massachusetts Tests for Educator Licensure (MTEL). This is consistent with DESE’s requirement for all public school professionals. The majority of school nurses in Massachusetts earn a school year salary of \$60,000 or more.

Superintendent Malkas shared the nurses’ salary grid for the Pittsfield Public Schools for comparison. Superintendent Malkas proposed a new nurse pay scale for North Adams Public Schools’ nurses for FY19.

Director of Student Support Services Thomas Simon stated that the North Adams Schools’ nurses are very busy—having handled 22,000 visits last year. The nurses’ work includes time spent on students who have significant medical needs, working to prevent or reduce absences and long term illnesses, and providing care that reduces the need for outside placements. Vice chair Boulger stated that she appreciates the work of the nursing staff but would have liked to have seen more of a comparison with other Berkshire County Schools. Superintendent Malkas indicated that the McCann Tech nurse’s annual school year salary is \$72,000 and Mount

Greylock is close to \$55,000. Superintendent Malkas responded to a question from committee member Bergeron by confirming that with the proposal as presented, the nurses would receive typical year over year cost of living adjustments going forward.

It was **moved** by committee member Bergeron and **seconded** by committee member Jacobs to approve the proposed North Adams Public Schools’ nurse salary schedule.

Action #6121: nurse salary schedule	
Ayes	6
Nays	0
Result	Motion carried

Superintendent Malkas proposed that \$15,000 in School Choice funds be used to help offset the cost of a part-time nurse leader stipend. Business Administrator Carrie Burnett indicated the School Choice account has a current balance in excess of \$1,000,000.

A second motion was added for approval of \$15,000 to be paid from the School Choice revolving account, which is a non-appropriated account, in support of the nurse leader stipend. The motion to approve \$15,000 to be spent from the School Choice account to offset the cost of the nurse leader stipend was **moved** by committee member Jacobs and **seconded** by committee member Bergeron.

Action #6122: School Choice funds to offset nurse leader stipend	
Ayes	6
Nays	0
Result	Motion carried

D. Fall sports programs

Athletic Director (AD) David Racette provided a review of participation in fall sports programs from 2015 through 2018. AD Racette stated that typically we plan for fall sports in June of the prior school year. While reviewing the status of the golf team, AD Racette noted three factors from the summer of 2018 including:

- Drury had no golf coach (with no applicants)
- Drury no longer had access to a local golf course (with no-cost transportation)
- Drury had only one player sign up for golf

Principal Callahan explained that the school allocates resources based on student interest and need. This decision making applies to academic courses as well as to athletics and extra-curricular activities.

No action was required.

REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. Draft District Improvement Strategy

Superintendent Malkas provided an overview of a draft of the District Improvement Strategy. Superintendent Malkas reviewed revised strategic objectives and initiatives for the District Improvement Strategy. Components of the draft presented included the district's mission, vision, core values, action items, and objectives. Superintendent Malkas indicated she will plan for school committee approval of the final draft in January, 2019. Superintendent Malkas noted that the District Improvement Strategy sets the stage for the Superintendent's goals.

No action was required.

B. Superintendent's Performance Goals for 2018-2019

For the committee's consideration, Superintendent Malkas reviewed a draft of her performance goals for the current school year. Superintendent Malkas explained that superintendents are required to have three goals to reflect student learning, performance, and district improvement goals. Superintendent Malkas noted that the process includes unannounced and announced observations at schools.

It was **moved** by committee member Fahey and **seconded** by committee member Bergeron to approve the Superintendent's Performance Goals for 2018-2019.

Action #6123: superintendent's performance goals	
Ayes	6
Nays	0
Result	Motion carried

C. DESE District Review

Superintendent Malkas provided a final review of the leadership and governance sections of the DESE district review. Superintendent Malkas noted the evidence indicated under leadership and governance. Superintendent Malkas reminded the committee that the deadline to submit the *Self-Assessment* to DESE is October 10, 2018.

It was **moved** by vice chair Boulger and **seconded** by committee member Holmes to accept the *Self-Assessment* documents.

Action #6124: self-assessment documents	
Ayes	6
Nays	0
Result	Motion carried

D. Accountability Data

Superintendent Malkas presented DESE’s recently released *Accountability Data*. Superintendent Malkas stressed that DESE has implemented a new accountability system and the data should not be compared to historic results. Superintendent Malkas noted that there are some cross linkages, but this is a very different system with different categories and comparison data, along with new targets. Superintendent Malkas reviewed the statewide accountability data, explaining that there is essentially a 50/50 split between “meeting expectations or higher” versus “partially meeting expectations or not meeting targets.” The Superintendent noted that the North Adams Public Schools’ data landed into the same category as 75% of schools in the state that had achieved a level of “partially meeting targets.”

Superintendent Malkas noted that Colegrove Park Elementary School and Drury High School fell into the accountability percentile that indicated a need for focused, targeted support. Schools in need of this type of support are asked to write turnaround plans to address data and indicators. Components of such a plan include providing professional development and focusing efforts on curriculum. Superintendent Malkas noted that the math data across all of our schools could benefit from replicating the model the District has effectively implemented for English, Language, and arts programming.

Vice chair Boulger noted that we have a school system with teachers and staff who have great ideas and provide meaningful activities for our students. Vice chair Boulger stated that this is just one set of data and wanted to reiterate that we need to stay the course, validate the hard work that continues to take place and the results will ultimately reflect this effort. It was noted that there are many variables that influence student achievement and the North Adams Public Schools have students who are achieving at very high levels. It was stated that while it is important to recognize all the mitigating factors, it is also important to acknowledge some situational factors are out of our control, such as dropout data for newly enrolled students.

It was **moved** by committee member Bergeron and **seconded** by committee member Holmes to accept the report of the *Accountability Data*.

Action #6125: accountability data	
Ayes	6
Nays	0
Result	Motion carried

REMARKS FOR THE GOOD OF THE COMMITTEE

Student Representative Andrew Callahan shared that Start with Hello week was a great success at Drury High School. Students were excited about the compliment cards distributed as part of the program as well as by the community members who greeted students as they entered school on Friday, September 28.

Andrew Callahan also noted that this fall Drury had 23 students participate in MCLA’s day of service as compared to the 6 students that participated last spring.

Committee member Holmes offered kudos to the Drury band for their strong showing in both the fall foliage parade and the children’s parade.

Vice chair Boulger congratulated Greylock Elementary School on their float in the fall foliage parade.

Superintendent Malkas noted that the Governor’s STEM week runs October 22 – 26, and presented an overview of STEM programming in the District and county.

Chair Bernard commented on all the activities that are taking place this fall and encouraged participation by all. Chair Bernard stated that it is always nice to have energetic crowds supporting Drury’s sports teams and he has enjoyed attending these events.

ADJOURNMENT

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

It was **moved** by vice chair Boulger and **seconded** by committee member Jacobs to adjourn the meeting.

Ayes	6
Nays	0
Result	Motion carried

The meeting adjourned at 8:14 p.m.

Respectfully submitted,

Nancy Rauscher
Administrative Assistant
/nr