



TOWN OF WORTHINGTON

**Worthington Public School District
R.H. Conwell Building
School Committee Meeting
April 06, 2015
Minutes**

Members present: Chairman John McDonald, Maria Bebee, Debbie Carnes, Alex Lak and Alison Todd.

Guests: Kim Ryder, Heather Dufresne and Sean Reagan.

1. Call to Order: Meeting was opened at 7:03 P.M.

2. Audience Participation- Alison informed the Board that Cummington will be auctioning off school equipment.

3. Routine Matters

3.1 Approval of past minutes: 11/20/ 2014 minutes were reviewed. Maria made a motion to approve the minutes as presented. Alex seconded. All were in favor. Alison abstained. 2/19/2015 minutes were reviewed. Maria made a motion to approve the minutes as presented. Alex seconded. All were in favor. Alison abstained. 2/26/2015 minutes were reviewed. Debbie made a motion to approve the minutes as amended. Maria seconded the motion. All were in favor. Alison abstained. 3/19/2015 minutes were reviewed. Maria made a motion to approve the minutes as amended. Debbie seconded the motion. All were in favor. 0 opposed.

3.2 Correspondence: Bills for ads; notice from SPED student's families; Gateway forwarded the REACH information to Craig; notice from Layla about the amended lawsuit and salary scheduling.

3.3 Annual Report: Debbie has submitted the annual report.

3.4 Family Survey: Alison has received 55 of the 155 sent out. 5 students - Voke Ed, 10 – Hampshire Regional, 13 - School Choice, 9 Home School, 2 – Private and 30 – R.H.Conwell which includes people that have not responded. She has forwarded a list to Craig for addresses that are not confirmed. Debbie has agreed to call the people who don't respond to the May 1st deadline.

3.5 Superintendent update: Craig is not in attendance.

Hampshire Regional is looking to line up summer SPED services beginning July 1 with some of the work being held at R.H. Conwell. John will be talking to Craig about this.

The amended lawsuit was discussed. The new hearing date is May 7. There will be a discussion in the Selectboard's open session tomorrow about this.

At the interviews to be held on Saturday, the candidates will be notified of the lawsuit and that their contract will have a release clause.

3.5.1 Principal Hiring Process: Alex recused himself from voting.

Craig Jurgenson reported that each candidate's references were excellent.

The Committee is going over a list of 10 questions provided by Craig and questions left from Round one.

Alison took notes and wrote up the following questions:

Second interview questions:

1. What inspired you to become a public school teacher and why have you continued your career in public education?

2. Worthington, having created a new public school district, occupies a unique space in the educational landscape of MA. As a result, we will be under a lot of scrutiny, statewide. Imagine the Commissioner of DESE, the Department of Elementary and Secondary Education, announces in December he intends to visit in a week to see what is happening here. What do you want to be able to say to him about our school?

3. We all understand that Language Arts, Math, and Science will be important elements of our elementary education. What else do you consider essential to a good elementary education? How do you propose to provide a full educational experience within tight fiscal constraints?
4. Please tell us about your experience working with town officials to create and manage budgets. (Don't remember if we wanted to keep this question or not?)
5. How will you help your staff set up multi-age classrooms? Specifically, how will you advise teachers to group students, and evaluate students, and what educational strategies will you recommend? What do you see as the advantages and disadvantages of multi-age classrooms?
6. What systems will you put in place for evaluating teachers and staff?
7. We have all made mistakes in our professional lives. Can you tell us about a time you've failed, and how you managed it?
8. You will be the face and focal point of our school when things go well and when they don't. How will you manage that? How will you ensure everyone feels included in the process? (this question doesn't feel clear to me. Can others of you remember better what we were trying to ask?)
9. Historically, almost ½ of the students in Worthington have gone outside the district for their education – either through school choice, home-schooling, or private school. What do you think of that trend and how will you respond to it?
10. Please tell us how you would handle the following scenario:
Your 3rd and 4th grade teacher is beloved by parents and students. You feel that the teacher is missing parts of the core curriculum in his teaching, though whenever you walk into the classroom you can see the students thoroughly engaged and having fun. You have addressed your concerns about the curriculum already with the teacher, but he has not made the changes you discussed. What will you do?

The written question will be given after the interview.

Meet and Greet: Maria has started on the social aspect and has planned the pastries and will provide the tablecloth and flowers. Heather will provide the beverages. John will ask the 5 kids who took babysitting classes to babysit. Alex will come early to set up tables and chairs. Sean can set up microphones. John will provide the name tags. John will have a wrap up discussion by 4:30. The Committee will meet at 7:00 at town hall before the Selectmen's meeting. The Committee will make the call to the chosen candidate, have Craig call and negotiate, then call the second candidate.

Maria made a motion to postpone some of the agenda items till the next meeting. Alex seconded 5.1, 6.1 will be transferred to next meeting's agenda.

4. Budget:

4.1 Update on town meeting warrant articles: Alison drafted this Article and presented it at the Finance Committee: This wording will appear on the warrant: To see if the town will vote to authorize a tuition based public preschool program for residents of Worthington and other towns for the ages of 2.9 to 5 to fund and administer such a program from the receipts of and federal state grants and from the establishments of a revolving fund established pursuant MGO C71, S26A,S26B and S26C or C71S47 for the receipts of tuition received from parents and child care financial assistance programs and to further seed the Revolving fund by raising and appropriating from taxation the sum of \$27,000.00 to help mitigate the timing of receipts to expenditures and for any shortfall which may exist. Discussion ensued.

5 Policy:

5.1 Hampshire Regional Contract Discussion: The Selectboard will not ask Hampshire Regional to perform any payroll or accounting services for our school district. This will be done by town employees.

5.2 Agreement with Sullivan, Hayes and Quinn for legal services: Discussion of quality of services ensued. Services will be performed from February 25 through June 3 and thereafter continue from year to year unless either party cancels prior to June 30 or an amendment is signed by all parties to the agreement. \$225 per hour for attorneys; \$100 per hour for paralegals. These rates represent a discount rate offered for school committees' status. Effected July 1st, the discounted rate shall and may increase without execution of new

engagement. The School Committee will receive notice prior to any rate increase. Alex made a motion to approve the agreement. Debbie seconded. All were in favor. 0 opposed.

5.2 Transportation policies:

5.3 Elementary

5.3.2 Grades 7-12: If the bus goes to every stop and we don't make anybody walk or drive more than a mile, it would involve a lot of transportation time. Alex made a motion to do one and two miles, have her draw two plans and then make a decision on that. Alison seconded. Alison asked if she can amend the motion, that if Joy Winnies cannot draw up two bids, that we ask her to work up the two mile bid and we review it. Alex was asked to withdraw his motion. Alison's motion is to ask Joy Winnie to do a pre bid on a one mile route and a two mile route, and if she can't do both, they'll ask for the two mile route. Maria seconded. All were in favor. 0 opposed.

Next meeting is April 23 at 7:00 P.M.

6. New Business/Future agenda items:

6.2 Salary schedule for teaching staff: Two approaches: One is to go with a very structured like Hampshire Regional. The first three years are frozen. Two is 'paid for performance'. Applies to the teachers, not the para-professionals pay scale. Both approaches were discussed.

7. Adjournment: Maria made a motion to adjourn at 10:40 P.M. Alex seconded the motion. All were in favor. 0 opposed.

Respectfully submitted,

Suzanne C. Lemieux
Recording Secretary