

**HADLEY SCHOOL COMMITTEE  
HADLEY PUBLIC SCHOOLS  
HADLEY, MASSACHUSETTS  
November 22, 2010**

**5:30 PM Regular Meeting**

**Hopkins Academy Music Room**

PRESENT: Chair: Mr. Thomas Waskiewicz, Vice Chair: Mr. James Michalak (absent). Members: Ms. Linda Dunlavy, Mrs. Tracey Kelley, and Ms. Robie Grant.  
Dr. Nicholas Young, Superintendent of Schools. Carol Trane, Administrative Assistant, TV5's Walter Montani, Scott Payne, Rene Hembrough, Kent Haake, Terry Earle, Heather Ciaglo, Nadine Gallo, Noreen Ciaglo, Jo-Anne Konieczny, Molly Keegan and HEA President, Jack Horrigan.

**CALL TO ORDER:** Chairman Waskiewicz welcomed everyone in the audience and called the meeting to order at 5:35 P.M.

Mr. Waskiewicz started the meeting by reading the School Committee's policy governing public participation at open meetings given the large degree of interest that the Committee's has had lately in meeting attendance. In terms of meeting management, he read the Committee's policy that was adopted and voted on in the fall of 2008. that states ...at the start of each regular scheduled school committee meeting, individuals or group representatives will be invited to very briefly address the School Committee. Topics for discussion must be limited to those items listed on the school committee meeting agenda for that evening. Improper conduct or remarks will not be allowed, defamatory or abusive remarks are always out of order. If a speaker persists in improper conduct or remarks, the chairperson may terminate that individual's privilege of address. All remarks will be addressed to the chairperson of the meeting. Ms. Grant said to clarify, this was discussed previously and it was stated that there was not going to be a set time and there would be more give and take; asking, is the Chair changing policy? Mr. Waskiewicz said he was reverting back to the established policy, feeling he got to loose with it. From now on there will be a slot for public comment at the start of the meeting

**APPROVAL OF THE MINUTES**

**MOTION: (Grant/Dunlavy) move to approve the minutes of the October 4, 2010 Regular Session School Committee Meeting, VOTE: Unanimous.**

**RECOGNITION:** Chairman Waskiewicz noted the success of the boys and girls soccer teams and for their outstanding performance throughout the season. He thanked the Booster's Club for their support throughout the seasons, not just for soccer, and for putting on a tremendous Bright Nights that attracted a record turnout, the fans were super, the food was great and the games were excellent.

Mr. Waskiewicz also thanked the Hadley voters for supporting the purchase of a new school bus that is much needed.

Mr. Waskiewicz asked if anyone in the audience wanted to speak to any items on the agenda.

Ms. Keegan asked if there is a business plan related to the Virtual Innovative School and what due diligence process will be used to select a provider. This will be addressed during the virtual discussion.

Ms. Hembrough expressed concern that the policy to address the Committee at the beginning of the meeting should not be implemented tonight since she was not prepared and may have questions as the agenda items are presented. Mr. Waskiewicz will relax the policy for this evening and will implement it fully at the next meeting to give everyone the opportunity to adjust to the new format There was further discussion on the policy interpretation, members trying to resolve what will work best. Mr. Waskiewicz reminded everyone that a school committee meeting is a business meeting of the school committee and a

forum is open and invites discussion. Time will be made at the end of the meeting for audience input, after the Committee has conducted their business.

Ms. Dunlavy asked if the policy could be put on the next agenda for review.

### **CONTINUING BUSINESS**

#### **1. Adoption - Anti-Bullying Prevention and Intervention Plan**

Dr. Young recognized Mr. Jack Horrigan as the representative of the Anti-Bullying Task force to say a few words. Mr. Horrigan said he participated in the district-wide committee that included personnel from both schools, members of the community, and student representation. There was also a community open forum. From his perspective, Mr. Horrigan said there was no concern about the policy, rather there was interest in what it would look like in practice and what the school can do as a community to prevent incidents of bullying.

Dr. Young said what is being presented is a Prevention/Intervention Plan that is fully consistent with the parameters set forth by DESE and should get the job done.

**MOTION: (Kelley/Michalak) move to adopt the Anti-Bullying Prevention/Intervention Plan as presented. VOTE: (Unanimous).**

#### **2. Hopkins Roof Review/Green Repair Program-Update**

Dr. Young reported that the Hopkins roofs were discussed previously along with the latest round of grant funding by the Mass. School Building Authority. An application had been submitted and Hadley was unofficially notified that the roof replacement would be considered for funding and that a team will be assigned to work with him after the holiday break. While this has not been confirmed, Dr. Young is assuming that the reimbursement to Hadley could be in the 49 to 50% range of the estimated replacement cost of \$450,000. The stipulation of the grant requires we must use an architect from the MSBA list along with a project manager from their list. This will be a cost add-on, bringing the roof project to somewhere around the \$550,000 to \$600,000 range. While we are pleased to get a competitive grant, we have to figure out some of the finer details, along with a bidding process to get to the final dollar figure for financial planning on how this will get funded.

#### **3. Second Reading – Management of Sports Related Concussions**

Dr. Young reported that this is a new state law requiring that we have a policy in place for managing a sports related concussion. This is a protocol that athletic directors and coaches need to follow if a student has some of the common signs of a concussion. This outlines the best practice to evaluate and deal with a potential injury. The first reading was presented on October 4, 2010; this is the second reading required for adoption.

**MOTION: (Michalak/Kelley) move to adopt the Hadley Public Schools Management of Sports-Related Concussions policy as presented. VOTE: Unanimous.**

#### **4. Virtual Innovative School**

Dr. Young said there is some excitement around this subject. Documents were provided listing the Regulations (CMR48.00) outlining the developed for Innovation Schools, along with a proposed timeline for Committee consideration. Dr. Young said there is a set of legal guidelines that have to be followed and the proposed timeline outlines the steps that will be followed over several months that will cause a sequence of events to occur.

Dr. Young said he has talked at several forums on his interest in wanting to pursue a virtual innovative school. He said he met with the faculty at both schools, the administration and had many conversations on what may make sense for Hadley. He also addressed trying to provide on-line college courses. What is being proposed for Hadley is different than the virtual school started by our colleague to the north. Dr. Young was one of only a few superintendents that served on the state's Virtual Task Force that met with the Commissioner and his staff in setting up the virtual innovative school regulations.

While Dr. Young said he knows there are several providers, at this time he is only trying to forecast the steps of exploration, how this works in terms of the process. Members received a step-by-step outline of the process that are necessary to go through in order to give this serious consideration. Dr. Young then reviewed the steps, a copy of which is included and made a part of these minutes. Noting that the first

step also involved conversations with the teacher's union, he acknowledged that Mr. Horrigan, president of the HEA was present at this meeting, and has been involved.

In Step 2 there is a bidding process to collect information. He did a pilot bid during the summer to allow him to look at the economics, and the opportunities it will provide for students.

Step 3 is to convene an Innovative School Planning Committee who will be charged with developing an innovative plan, which will be the academic and business plan, having stakeholder representation. With School Committee support he will work through completing the innovative planning committee stage that would result in a document that will be up for public hearing and formal review by the School Committee in January. If the School Committee is comfortable with the business plan and the academic plan and felt that they could support that, then it would go forward to seek a waiver requirement, noting that he has had a conversation with the Commissioner and feels this is attainable. This waiver would lift the stipulation in the regulations that requires 25% of students would need to come from within the founding district of a virtual innovation school. The state could waive it down to 2%, which is the national average of the 23 states that have adopted a virtual program of this kind. In response to a question, Dr. Young said there is currently a 500-student limit on virtual schools, so that 2% would equate to 10 students that would come from Hadley. Dr. Young said in his research he's discovered that states typically start with caps on virtual schools but break those caps within a fairly short period of time. He said he believes there is already legislation being proposed to expand these caps.

Dr. Young said he is only looking for approval on the process to show how this could be done, appreciating that a lot of work has been done just to get to this stage. In response to a question on college courses, he said it would be nice if we could also offer on-line college courses and that it is his hope that this will be possible with the virtual school and also made available to our students. Adding when it comes to college credit, it would require a charge. Ms. Grant said it makes her uncomfortable to establish a two-tier system, having some students being able to afford it and some not. Dr. Young said there could be a cost differential, this could possibly be addressed in another way, or could be addressed on a sliding fee for students and parents that can't afford it. There are a lot of different ways to address this issue and could be included in the business plan.

In response to when the SC would receive the Innovative Plan, Dr. Young said the Plan would look at the academics, the financials and other applied components and would be available before a public hearing. He would envision, much like the anti-bullying plan, to have it posted for review before the public hearing that would most likely be part of the next school committee agenda.

Ms. Grant asked if there could be more than one parent on the planning committee since the PTO is so based on the elementary level. Dr. Young said he is following the law, which states the PTO must be included or some representative that's been appointed or elected to represent their constituents.

In response to Ms. Dunlavy's question as to how many students are in the Greenfield Virtual School, Dr. Young said his understanding, while not verified, is around 300 students in the course of a very few months. Dr. Young added that if you looked at the number of students that are taking advantage of virtual schools in other states, you'd expect within a few years that there will be a few thousand in Mass; adding, expect this to be a growth area.

## 5. Transfer Management of the Old Gym Grounds and Playing Field

Chairman Waskiewicz met the Selectboard on October 20, 2010 and as a result of that meeting, the Selectboard voted to approve the transfer of the management of the Old Gym grounds and adjoining ball field to the School Department. A letter dated November 5, 2010 from David Nixon, Town Administrator, confirms this action.

**MOTION: (Grant/Dunlavy) move to accept the Selectboard's transfer of management of the Old Gym grounds and adjoining ball field. VOTE: Unanimous.**

## NEW BUSINESS

### 1. School Department Employees – Benefit Liability

Dr. Young said this item was a request from one of the members and referred to an email to the town accountant which reads..the school liability to the town for FY10 as of 6/30/2010 is \$148,289.12. Ms. Dunlavy said every year the Committee should review the liability and adjust the reserved amount accordingly to make certain there are funds to cover the cost. Since there is no specific established account

currently in existence, Ms. Dunlavy believed there is a plan to establish an account to pay accumulated benefits for the chief of police. Further discussion suggested that a line be placed in the school budget as a reminder that funds are being set aside to cover benefit liabilities.

**MOTION: (Dunlavy/Grant) move to designate \$148,289.12 as a liability that will be taken from the School Choice Account that will be noted in the budget in some manner; and further, the School Committee will review this annually to be sure there are sufficient funds to meet the liability obligation. VOTE: Unanimous.**

**2. Trip Request to Costa Rica**

Hopkins Academy teacher, Susan Duncan, requested Committee approval for a 7-day trip during the February 2012 school vacation to Costa Rica for an eco-adventure. This program offers students the opportunity to learn about our changing earth and conservation efforts resulting from interactions among the lithosphere, biosphere, hydrosphere and atmosphere.

**MOTION: (Michalak/Kelley) move to approve the trip request to Costa Rica in February 2012.**

**VOTE: Unanimous.**

**3. Trip Request to Newport, RI**

Hopkins Academy teacher, Jason Burns, requested Committee approval for a one-day field trip to Newport, RI for members of the US History Class to tour The Breakers and The Elms, mansions of the "Gilded Age".

**MOTION: (Grant/Kelley) move to approve the trip request to Newport, RI as outlined in Mr. Burns' letter dated November 2, 1010. VOTE: Unanimous.**

**4. Update – New School Bus**

Dr. Young said the town has voted the funds to purchase a new school bus; the next step will be the procurement process. The town has allotted \$90,000 for this expenditure. Mrs. Kelley added that this amount was approved as a non-override, the money coming from a fund established for capital expenditures using the hotel and meals taxes. Mr. Waskiewicz again thanked the voters for funding the bus.

**5. Teacher Supply Money**

Dr. Young reminded the Committee that when developing the FY11 budget, monies were tight and grant money had to be used to fill the gap, and although it's come close, there is still a small gap issue. Money that ordinarily would have been supplied at this time of year, \$100,000, to cover all of our textbooks and supplies, very routine, having done this for years so that when we return in January we have a budget that is more palatable. Pro or con, the teachers have gotten use to the pre-purchase cycle and many are dependent upon it. This requires buying materials for a year out and some have done it for so long that they look upon it as the year we are in. This would be our normal timeframe to move forward with teacher supply requests in the month of December. To allow this to go forward, Dr. Young said he is requesting \$100,000 for teacher supply money. Dr. Young said this amount would have to come from the School Choice Account and reminded the Committee that there is still the dangling issue of the \$27,000 shortfall from last month, but is not asking to have the Committee cover that at this time but will at some point.

**MOTION: (Dunlavy/Kelley) move to transfer from the School Choice Account and amount of up to \$100,000 into the FY11 School Department Budget for the pre-purchase of teacher supplies and materials. VOTE: Unanimous.**

**OTHER:**

Reports, and/or Informational Items, etc.)

1. Town Reports are due 1/21/2010.
2. Info on 12/1/2010 Invitation HC Retirement System re: 2010 Actuarial Study.
3. Invitation to Pro Merito Induction
4. Message from Town Clerk thanking the school department for the cooperation extended to the town during the elections.
5. Copy of brochure cover re: International Ed Symposium, Abu Dhabi, UAE, attended by Dr. Young. Mr. Waskiewicz extended his congratulations.
6. Balance sheets from July 1 to Nov. 22, 2010.

7. Mrs. Kelley announced that the PTO has a subscription site that sends out updates on school activities and information for both elementary and secondary. Mrs. Kelley encouraged interested parties to sign up so they can receive these emails.

Members of the audience asked questions around virtual school, administrators attendance at school committee meetings and curriculum requirements under innovative schools. Also asked when the search would start for a new elementary principal.

**NEXT MEETING DATE**

January 24, 2011, 5:30 PM, Hopkins Academy Music Room.

**EXECUTIVE SESSION**

Chairman Waskiewicz called for a vote to enter into Executive Session for the purpose of strategy planning with respect to Collective Bargaining with Unit A and Unit C; and further state, that conducting the aforementioned business in open session will have a detrimental effect on the public body's negotiating position.

**MOTION: (Kelley/Michalak) move to enter into Executive Session as stated by the Chairman and further stated that the Committee will not reconvene in Regular Session at the conclusion of the Executive Session.**

**Chairman Waskiewicz asked for a Roll Call Vote:**

**Michalak-Yes; Grant-Yes; Dunlavy-Yes; Kelley-Yes; and Waskiewicz-Yes.**

**ADJOURNMENT**

**MOTION: (Kelley/Michalak) move to adjourn the meeting at 6:45 PM. VOTE: Unanimous.**