

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes April 2, 2019 HA Cafe**

5:30 PM

Hadley Public Schools – We are guided by the mission to provide a safe and supportive environment that fosters cooperation, critical thinking, creativity, and integrity; and educating students to contribute positively to a global society.

Call to Order/Members Present

The meeting was called to order at 5:30 p.m. by motion of Fasihuddin, seconded by Shannon and vote of 4-0-0. Members present: Klesch, Fasihuddin, Brugger, Shannon. Phifer arrived remotely at 5:35 pm. Student Representative, Jack Kelley

Addition to the Agenda

Klesch informed the committee that there would be an addition to the agenda that of the school transportation bid. She added that item would be addressed after the discussion of potential transportation changes.

Edward Hopkins Education Foundation Presentation (5:40 pm)

Kathy Tudryn was present. She provided a brief history of the Edward Hopkins Education Foundation and its mission of enhancing educational opportunities for Hopkins Academy students. She informed the committee that she was present on behalf of the foundation to present a dated photograph relevant to Hopkins. She introduced the officers and foundation members present. Vice President, Joe Pelis displayed the picture, identified the buildings in the photo and provided some background and history. The superintendent and SC Chair accepted the photograph on behalf of HPS and took the opportunity to thank the Edward Hopkins Foundation for their generosity and work for Hopkins Academy over the years.

Transportation (5:45 pm)

Klesch thanked parents, faculty and students for their survey response input regarding a later start time for Hopkins and consequently a one-tiered combined school wide transportation system. Klesch outlined the basic topics to be addressed in the open public forum. She said the later start time for Hopkins school day would 8:15 am and a dismissal time of 2:45 pm. HES hours would be unchanged. Klesch added that some of the bus run times would be a little longer due to the combined ridership. McKenzie reviewed the results of the survey. She noted that the majority (60%) of parents did not agree with the statement that the later start time would be beneficial to middle and high school students. McKenzie reported on responses from parents, faculty, and students to survey questions. The majority of parents disagreed with the combined ridership bus proposal. McKenzie reviewed several of the concerns parents expressed in regards to the later start time for Hopkins, including impacts on athletics, extracurricular activities, and

students attending Smith Vocational. She also responded to a question about assigned seating on the bus. McKenzie went on to explain that the combined ridership would actually be more expensive as there was one bus run that would require the addition of another bus to the fleet. Six parents were present at the meeting and voiced their opinions and concerns about the later start time, and combined ridership on the bus. One parent suggested that perhaps the bus pickups and drop offs could be combined to save time, especially in neighborhoods where there are several students being picked up in close proximity. Klesch thanked all those who participated in the forum as well as those who responded to the survey. She called upon each individual member of the school committee for their input and opinion regarding the two issues of a later start time and combined ridership on the buses. Each member of the school committee shared their thoughts concerns regarding the topics. The majority of the members were not in favor of having elementary students riding the same bus with the middle school and high school students. Fasihuddin and Phifer both expressed that the committee should not lose sight of the science and research data that demonstrates better academic performance by secondary students who have a later start time for school. McKenzie said there were many other ways of looking at the issue of a later start time.

McKenzie proposed to the committee that by the June meeting she would present some options for the configuration of a task force and a timeline for the task force to bring recommendations forward for next year. Discussion took place regarding the impact a change in start time at Hopkins would have at the HES level. McKenzie confirmed that if the start time changed at Hopkins and there was not a single tier bus system, HES start time would have to change, be it an hour earlier or an hour later.

Klesch entertained a motion to award the Hadley Public Schools Two-Tier bus transportation bid to the most responsive and responsible bidder, which was Five Star. Shannon moved. Fasihuddin seconds, vote 5-0-0.

Request for Census data from the Northampton/ Hadley Coordinated Family and Community engagement Grant (6:30 pm)

McKenzie explained that the group, through the MA Dept. of Early Childhood Education and Care, requests census information for an annual mailing to disseminate information about resources for childcare options, screening and early intervention services in the area. It would include the names and addresses of families with children from birth to 5 years of age from the town census. McKenzie informed the members that the law requires School Committee permission and vote to share this information. Fasihuddin expressed concern that sharing the list with neighboring communities may impact Hadley Preschool prospects. Shannon indicated that he was in favor of disseminating information about resources for parents of children who may have special needs. McKenzie made it clear that parents could opt out of being on the list.

After further discussion and clarification, Shannon made a motion to approve the request. Brugger seconded, the vote was 4-1-0.

Daily Rate- Substitute Nurses (6:40 pm)

McKenzie reminded the committee that Nurse Leader, Rene Denenfeld, had previously mentioned the issue of sub nurse pay rate when she had presented her annual report to the

committee in the fall. McKenzie said that Denenfeld had requested that the committee revisit the daily rate for substitute nurses. She said that Denenfeld had provided the committee with a salary survey for sub nurse rates from across the state. McKenzie narrowed the survey to school districts in Hampshire County. She noted that the average daily sub rate for nurses was about \$150.00/day, while Hadley currently pays \$125.00/day. McKenzie said that Hadley has been experiencing some difficulty in obtaining substitute nurses due to what may be considered a noncompetitive rate. Phifer asked what the annual cost of an increase would be. McKenzie said that it would be difficult to determine with accuracy, but deferred to Desjardins, School Business manager. Desjardins said the annual increase would depend on the daily rate increase amount, but noted that there is \$2,250 budgeted for nurse subs at each school and typically that is expended. He said that the nurse absences averaged 18-20 per year. McKenzie asked the committee members if they would like more information before making a decision. After some discussion, Fasihuddin made a motion to increase the sub nurse daily rate of pay to \$150.00/day. Brugger seconded and the vote was 5-0-0. Desjardins asked about the start date of the new rate. Fasihuddin amended her motion to include the language, "effective immediately". Brugger seconded and Desjardins confirmed that it was financially feasible. Vote was 5-0-0.

FY20 Budget Update (6:45 pm)

McKenzie informed the committee that the budget outlined in their packet was the budget that went to the finance committee and the Select board, which still shows a deficit of about \$123,000. She added that the budget would not be presented with a deficit at the April 30, 2019 Public Hearing. Once the hiring for next year has been completed she and Desjardins will have more accurate information of the salaries to be paid for those positions as well as more accurate data for the special education and transportation budgets.

Personnel Report (6:50 pm)

McKenzie noted the hire of an ELL Tutor for the remainder of the school year to accommodate needs of new arriving students at the Hadley elementary School. Other changes are replacement hires.

PublicComment

There were no members of the public present at this time for comment.

Business Manager Report (6:55 pm)

Expense Report

Desjardins informed the SC that there are currently adequate funds in the budget for the remainder of the school year and some grant accounts transfers were pending. Desjardins also mentioned that the water bill had stabilized with the new water meter at HES. Klesch inquired about the Propane costs and Desjardins responded, saying he would speak to Jeff Mish about the expenditure.

Grant Report

Desjardins addressed the balance in the grants and indicated that it is sound fiscal practice to keep some money in the circuit breaker account. He added that the rest of the grants would be spent by fiscal year end.

Revolving Account

Desjardins reported that there was an increase in Athletic Revolving due to basketball proceeds. He reviewed the preschool and student activity accounts and informed the committee that no school choice money had yet been expended. The food service account appears to have a larger than actual deficit due to expenses being posted but not revenues. Desjardins said that at the end of the fiscal year, monies would have to be transferred to balance the food service salary account. Phifer posed a question about the school choice account and McKenzie responded, explaining amounts to be applied to the FY19 budget and possibly applied to the FY20 budget.

School Committee Reports and Discussions (7:05 pm)

Policy

Klesch mentioned that the Policy subcommittee had met on February 26, 2019 and reviewed policies G, H, I as well as some other policies that had recommended changes from M.A.S.C.

Most of the revisions are language changes recommended for legal compliance as well as emerging trends, clarification and accuracy. Klesch said that the committee would consider that all the newly reviewed policies would be accepted as a first reading. She asked if any committee members had any questions on the policies under review. Klesch explained the process of the first reading, second reading and approval of school committee policies. Phifer asked if there were any concerns or questions about any specific policies during the subcommittee review. Klesch responded that the policies on drugs, alcohol, and tobacco would not include other forms of nicotine delivery, such as vaping and that there were some questions about how to address the issue of marijuana possession and use now that it is legal in the state. McKenzie clarified that since the district accepted federal funds, it must comply with federal law. Klesch said the committee would conduct a second reading at the next meeting.

Finance Tri Board

Klesch said the next meeting would be the April 30, 2019 FY 20 Budget Public Hearing.

McKenzie mentioned that the Finance committee and Select board were pleased with the School budget presentation, and expressed her gratitude at the approved 2.6% increase given to the schools.

Capital/ Fields

McKenzie said that issues surrounding the fields' project would be discussed in Executive Session.

CES

Fasihuddin said that the Collaborative held a meeting last week. She said that the Mt. Tom alternative school gave a heartwarming and impressive presentation of their school and how they were meeting the needs of individual students who did not meet with success in the traditional high school setting. She added that they also completed the Executive Director's annual performance review.

Action Items (7:10 pm)

Approval of AP warrants submitted in February 2019 – Motion: Shannon Second: Brugger Vote: 4-0-1

Approval of February 25, 2019 minutes – Motion: Brugger Second: Shannon Vote: 5-0-0

Approval of warrants submitted in February 2019 – Motion: Fasihuddin Second: Brugger Vote: 5-0-0

HA Start Time- Task force to be formed to study the issue

Approve awarding honorary diploma to M. Rodak Motion: Fasihuddin Second: Brugger Vote: 5-0-0

Daily Rate Sub Nurses \$150.00/ day effective immediately Motion: Fasihuddin Second: Brugger Vote: 5-0-0

Klesch reminded the committee that the next meeting was April 30, 2019 and mentioned that agenda items for that meeting include the Public Hearing for the FY20 budget, field Trip survey Data, and selection of officers and members of subcommittees. Fasihuddin requested consideration of changing the May meeting date from May 29th. Everyone was in agreement to change the May School committee meeting date to May 28, 2019.

Executive Session 7:15 pm

Klesch entertained a motion to enter Executive Session to discuss strategy with respect to contract negotiations with nonunion personnel and to discuss the purchase, exchange, lease, or value of real property as she has determined that an open meeting may have a detrimental effect on the negotiating position of the public body and not return to open session. Brugger made the motion and Klesch took a roll call vote:

Roll call vote:

Mr. Keith Shannon :yes

Ms. Heather Klesch: yes

Ms. Humera Fasihuddin : yes

Mr. Paul Phifer: yes

Ms. Tara Brugger: yes

Open Session adjourned at 7:15 pm

