

UNION #28 JOINT SUPERVISORY COMMITTEE
Monday, September 17, 2018
Final Minutes

Present: Johanna Bartlett, Anna Wetherby, Jenn Eichorn, Erik Semb, Carl Seppala, Bethany Seeger, Carla Halpern, Lauren Thomas-Paquin; Prudence Marsh, Director of Student Support Services; Bruce Turner, Director of Finance and Operations; Jennifer Haggerty, Superintendent.

1. Meeting Called to Order by Jennifer at 7:25 P.M.

2. Reorganization of the Committee – Chair and Vice-Chair:

JOHANNA NOMINATED LAUREN FOR CHAIR OF U#28 JSC. ERIK SECONDED. UNANIMOUS.

JSC discussed nominating Dan for Vice Chair, but decided he should be present. JSC will leave the vote on Vice Chair until the November meeting.

3. Public Hearings: None

4. Approval of the Minutes from June 28, 2018:

BETHANY MOVED TO APPROVE THE MINUTES OF JUNE 28, 2018. JOHANNA SECONDED. UNANIMOUS.

5. Budget and Personnel Committee:

JSC discussed a timeline for setting up B&P meetings; we certainly need to meet in October. Bruce and Pam will put together a Doodle poll with potential dates. Bruce asked whether he should post an updated union budget incorporating the Superintendent salary increase or just leave what's out there with the understanding that there are some changes involved. Bethany said she'd rather have an updated budget so that there are no surprises down the road. Carl agreed, noting that since it's a public document, we should make it accurate. Bruce will rework the budget to bring it up to date. Jenn noted she won't be able to attend the January meeting.

6. Superintendent Report: Present 2018-2019 Educator Evaluation Goals

Jennifer provided an overview of the U#28 goals this year.

The first goal is move from exploration to implementation of Universal Design for Learning, integrating UDL at all levels. Staff on the union-wide implementation team will be provided with professional development for their roles; all staff will also be provided with additional professional development around UDL. She emphasized that variability among students is assumed in the classroom, so the curriculum will be correspondingly flexible in order to meet all students' individualized needs. She clarified the difference between social context and opportunities to learn: the former is all the relationships that make learning possible in the classroom, while the latter concerns removing obstacles and providing access to learning.

The second goal is to thoroughly revise the obsolete District Curriculum Accommodation Plan to address the needs of students in general education and to align that plan with the guidelines of UDL. Jennifer and Pru will research other such plans in order to get a sense of how best to do this.

The third goal is to examine school culture and climate through a survey that will be administered to all staff in all schools. What is enhancing the learning environment and strengthening relationships among students and adults, and what obstacles may be in the way? This year, the survey will be researched, developed and administered. The data will be used to identify places where climate and culture can be improved and to drive professional development.

Johanna voiced a concern about how this survey might be perceived by various people, or how its results might be seized upon; there's a great deal of potential for political football here. Lauren pointed out that it wouldn't be

helpful to know a certain level of detail, so it's just a matter of designing a survey that gathers useful information without pointing fingers or hanging undue emphasis on particulars. Jennifer affirmed that professional practices within the union are all focused on building relational trust, so she'll take this concern to heart. Bethany speculated that there might be a big disconnect for people if changes started in the schools based on the survey results but the results weren't shared publicly. Jennifer offered the idea of "growing edges" as an organizing principle for survey topics and for presenting and acting on survey results. She also said that the survey will be confidential between the Leadership Team and the staff. Bethany would be interested in a high-level summary of what's happening at LES, but she recognizes that personnel issues are outside the scope of the survey. Jennifer said that the survey is only a document that would guide our professional practice.

Johanna also noted that concerns about these goals should be brought forth now; Lauren said JSC could take more time to review the goals before voting on them. Bethany wondered how the cost of salaries related to professional development would be handled: they'll be handled as each district handles them. Carl had a question about climate: he wants to know that people are emotionally, socially, intellectually and physically safe, which is essentially the job of JSC members. Why wouldn't JSC have access to the survey results as a means to verify that the school climate is healthy? Lauren questioned how JSC should have access to the survey results if at all: sharing that information outside of the professional circle might be corrosive. Carl responded, but how can JSC members ascertain climate through other means if Jennifer isn't going to report on the survey results? Johanna mused that there might be other ways JSC members can be involved with their schools to get a sense of climate. Carl continued that if the survey results are part of an evaluation, and the results are not made public, they can nevertheless inform JSC. His fundamental point is that JSC members need to know the climate in their respective schools, and that this knowledge could be obtained in many ways other than a survey.

Jennifer summarized by saying that the goal is to examine the school culture and climate, and to identify any issues that might need working on. Anna pointed out that the goal itself is evidence of Jennifer's care for our schools; the results of the survey don't matter to JSC so long as Jennifer and the Leadership Team act on them to improve the schools.

Bethany asked Jennifer whether she checks in with the Principals on her goals; Jennifer replied that the goals arise from the Strategic Plan, which incorporates areas of improvement and concern for all the schools.

JOHANNA MOVED TO APPROVE THE SUPERINTENDENT'S GOALS. ANNA SECONDED. UNANIMOUS. (ONE ABSTENTION.)

7. Director of Finance and Operations Report:

Bruce reported that we got projects approved for a couple of the schools. Overall, school budgets came out fine last year, even with an unexpected (and late) Out-of-District placement at SES. Bethany asked about the state program for accelerated repair; that only applies to windows, doors, roofs, and boilers.

There's a little bit of overage in the U#28 budget last year that caught us by surprise (an unbudgeted vacation payout upon retirement), and there were some computer issues we had to take care of in June, so Bruce requests that the overage be covered in next year's budget. Legal counsel recommends this.

JOHANNA MOVED TO COVER THE FY 18 OVERAGE OF \$2,108.12 IN THE FY19 BUDGET. CARL SECONDED. UNANIMOUS.

Bruce also noted that the union doesn't have a credit card it can use to book rooms and pay for things online; he's proposing using a purchase card (P-card) for all of these expenses as well as monies that employees put up themselves for registration, etc., that are later reimbursed. Carla asked about what other districts do; can Bruce do some research? Yes, and there are some policies and procedures we'd have to adopt to make this happen. He'll bring more information to the next JSC meeting.

Bruce clarified some line items for JSC.

8. Union #28 Policy Subcommittee:

Lauren reported that she'd emailed Pat Carrera about policy areas for which we seem to have no policies. She suggested we buy the MASC Policy Manual for \$500, but Lauren doesn't think that's necessary. Many policies we don't need simply because we're a supervisory union, not a school district. She plans to bring policy areas to JSC to see if we might need to develop policies. Jennifer offered to partner with Lauren on that project.

9. News/Updates from Each School and Union #28

Wendell / New Salem: Anna reported that Swift River has a new physical education teacher, new paraprofessionals, and a new waterproof shed built with materials donated from an alumnus. The asbestos has been removed and the new parking lot is beautiful. We're getting more chickens and might be getting goats.

Leverett: Bethany reported there are new physical education, technology and ESOL teachers. LSC is trying to foster more communication with the Select Board, so members of each committee are going to be attending each other's meetings. We've lost Title I funding because we don't meet all the requirements (number of needy students that fit the criteria). LSC is starting to explore new grant opportunities by reaching out to grant writers in the community. Bethany noted that some UDL features being integrated into classrooms are interesting and popular. Pru echoed that teachers are excited by these features as well.

Shutesbury: Lauren reported that SES has new 2nd and 5th Grade teachers and new playground equipment. Things seem to be off to a good start.

Erving: Erik reported EES has a new gym teacher. There are new modular carpets in one of the rooms. As the classrooms get renovated, students and teachers are being asked to help design the improvements.

Jennifer is continuing to work with the Mass Rural Schools Coalition to advocate for fixes to the Foundation formula as well as increased Sparsity Aid, and to identify efficiencies that rural schools could take advantage of.

10. Future Items to Discuss

a. Next Meeting Date: November 19, 2018

11. Executive Session: Approval of the Executive Session Minutes of May 21, 2018

ANNA MOVED TO ENTER EXECUTIVE SESSION TO APPROVE EXECUTIVE SESSION MINUTES OF MAY 21, 2018, NOT TO RETURN TO PUBLIC SESSION AFTER. JOHANNA SECONDED. VOICE VOTES ALL AYE.