

**UNION #28 JOINT SUPERVISORY COMMITTEE**  
**Thursday, June 28 2018**  
**Final Minutes**

**Present:** Johanna Bartlett, Anna Wetherby, Brian Guerin, Jack Radner, Jenn Eichorn, Carl Seppala, Bethany Seeger, Carla Halpern, Thomas-Paquin; Dan Hayes, Chair; Jennifer Haggerty, Superintendent.

**1. Meeting Called to Order by Dan at 6:07 P.M.**

**2. Public Hearings: None**

**3. Approval of the Minutes from May 21, 2018:**

**JOHANNA MOVED TO APPROVE THE MINUTES OF MAY 21, 2018. ANNA SECONDED. UNANIMOUS.**

**4. Central Office Personnel Changes**

a. New Hire for Student Support Services: Jennifer reported that Jennifer Chenette has been hired in this role. She comes from Frontier. She's worked as a liaison with IEP editing and is certified in SPED. She's been training with Terri. Pam has been coming in afternoons to work with BettyLou as well. Central Office bought nice mementoes for both departing personnel.

**5. Budget and Personnel Committee: None**

**6. Director of Finance and Operations Report**

Jennifer reported on behalf of Bruce; the budget balance looks like it might be just over \$2,000, but Bruce will have to tally outstanding expenses and so on once he returns from vacation. Dan wondered where a surplus would go – back to the Towns? Jennifer will look into it.

**7. Superintendent Report:**

Jennifer reported that new office personnel have been training, and she's conducting evaluations for office staff. We're going to have a Leadership Retreat on July 17 at which we'll reflect on what we did well and what we should focus on next year. She has completed the Superintendents Induction Program, a wonderful experience with an excellent cohort and inspiring and knowledgeable coaches.

**8. Union #28 Policy Subcommittee: None**

Dan noted that policy binders tend to go walking with departing JSC members. What might we do to encourage them to stay? Bethany suggested one binder per school committee, perhaps. Dan noted when he needs to look something up, he goes to the website.

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

Wendell / New Salem: Carla reported that we didn't have a quorum at the last meeting; we'll have another next week. One custodian and one SPED teacher have retired, and we hired a new Art teacher. The Talent Show was hilarious, and Carla and Johanna presented the Community Action Award in memoriam to Dick Baldwin. Next year's 6<sup>th</sup> Grade are starting to think about their trip to Nature's Classroom. In related news, Mahar Regional School is holding a Memorial Day fundraiser. Jennifer shouted out to the 6<sup>th</sup> Grade class at Graduation for their dancing entry.

Leverett: Bethany reported that Field Day happened in June; it was lots of fun. The Technology teacher is leaving, so there's a search on for that position. We've also hired a Physical Education teacher and a SPED teacher.

Shutesbury: Lauren reported that SES had a very busy end to the year, with a student-led performance of *The*

*Jungle Book*, an Art Show, and 6<sup>th</sup> Grade Graduation. The graduates all get up and give speeches, and it was marvelous to see how the children have grown. New 5<sup>th</sup> and 2<sup>nd</sup> Grade teachers have been hired. Dan reported that a principal from another school district praised SES; he also hears from others that the U#28 schools are like private schools. Jennifer noted that our strength lies in retaining each school's individuality while working together on creative commonalities. Carla offered the MCBA party (Books in Action), a co-production of SES, LES, and SRS, as an outstanding example. Perhaps EES could join in the fun?

Erving: Brian and Jenn reported that Field Day was excellent, and so was the Chorus performance. A School Psychologist has been hired, and the 6<sup>th</sup> Grade trip to NYC was a blast (the U.N., Times Square, the 9-11 Memorial, and Planet Hollywood). The 6<sup>th</sup> Grade Graduation was a great ceremony as well.

## **10. Superintendent Evaluation Summative**

Dan reported that there were 12 respondents, and he and Lauren created the Summative Report together. Jennifer was rated Proficient in all four Standards (Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture). The majority of respondents felt that Jennifer had met or exceeded all her goals as well. Summative comments praised her professionalism, knowledge, and "vision guided by values." One recommendation for change or improvement was to provide more support to Principals in general and, in particular, when there are contentious issues with Towns, and another was to engage staff more collaboratively in rolling out UDL.

Johanna praised the narrative Lauren prepared; she herself thinks of Jennifer as an outstanding Superintendent, and she thinks it's a design flaw in the evaluation that Proficient does not require comments (positive comments are often left off when Proficient is indicated). Lauren said she thinks the evaluation should support the Superintendent rather than highlight flaws. Jennifer said it's about indicating areas where there's room for growth; the Exemplary rating is hard to model across the state, so it makes sense that it's a very rare rating. Jack said there should be room for the Exemplaries to shine through the Proficient averages. Jenn added it's been a pleasure working with Jennifer, and that she's very professional. Anna praised Jennifer for reaching out to legislators to make our needs and strengths known. Bethany said there are far more cherries than pits in Jennifer's work; she's thrilled to have her here. Lauren identified that sentiment as the overall tone of the evaluations. Dan recounted all the Superintendents he's seen here, and he thinks Jennifer does a remarkable job, excelling in many areas, especially in building relationships within schools as well as between schools and their towns. She's organized, professional, and carries herself with a lot of integrity, and strives to create a culture of respect.

## **11. Future Items to Discuss**

a. Next Meeting Date: New Schedule for 2018/2019? Jennifer will schedule five meetings just in case we need them (one could be cancelled if there's no business).

## **12. Executive Session to Conduct Contract Negotiations with Nonunion Personnel (Superintendent of Schools) at 6:48 P.M.**

**JOHANNA MOVED TO ENTER EXECUTIVE SESSION TO CONDUCT CONTRACT NEGOTIATIONS WITH NONUNION PERSONNEL, TO RETURN TO PUBLIC SESSION AFTERWARD. LAUREN SECONDED. VOICE VOTES ALL AYE.**

(Minutes continued by Dan during Executive Session)

**ANNA MOVED TO RETURN TO OPEN SESSION. CARLA SECONDED. VOICE VOTES ALL AYE.**

## **13. Open Session – Superintendent of Schools' 2018-2021 Contract – Vote**

**JOHANNA MOVED TO ACCEPT THE CONTRACT AS AMENDED. BRIAN SECONDED. UNANIMOUS.**

The Contract was amended to change the time span indicated in Article 5 within which the Superintendent shall receive copies of the evaluation responses. There are also other amendments that do not address substantial issues.

**14. Adjournment**

**BETHANY MOVED TO ADJOURN AT 7:08 P.M. JOHANNA SECONDED. UNANIMOUS.**