

DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION

MEETING MINUTES

October 21, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler, Vice Chair
Mayanne Briggs	Kevin Coughlin
Rachel McGregor	Lisa Laprade
Steve Bilafer	

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent for Business and Finance
Attorney Sarah Catignani, Murphy, Hesse, Toomey & Lehane

Meeting began at 6:36p.m.

Mr. Ryan had previously opened the School Committee meeting at 6:30 p.m. and stated the need for the School Committee to enter into executive session under exemption III for the purpose of discussing pending litigation. A roll call vote had previously been taken in open session.

Attorney Sarah Catignani provided members of the School Committee [REDACTED]
[REDACTED]
[REDACTED]. Attorney Catignani explained [REDACTED]. Attorney Catignani noted that [REDACTED]. Attorney Catignani reported that [REDACTED].

The Superintendent reminded the Committee [REDACTED]
[REDACTED].

Attorney Catignani stated [REDACTED]. She explained that [REDACTED]. She advised the Committee that [REDACTED]. She reported that [REDACTED]. Attorney Catignani reported that, [REDACTED].

Attorney Catignani advised the Committee that [REDACTED]:
[REDACTED]
[REDACTED]
[REDACTED]

REDACTED

Attorney Catignani advised the Committee that [REDACTED].

Attorney Catignani stated that [REDACTED]. She also advised that [REDACTED].
[REDACTED].
She advised that the Committee [REDACTED].
[REDACTED].

[REDACTED] Attorney Catignani advised that t [REDACTED].
[REDACTED]. She explained [REDACTED].
[REDACTED]. Attorney Catignani then discussed [REDACTED].
[REDACTED].
She advised that a [REDACTED].
[REDACTED].

The School Committee authorized [REDACTED].
[REDACTED].

Mrs. Briggs motioned to come out of executive session at 7:14 pm, Mrs. Briggs seconded,

Roll call vote taken

Mayanne Briggs - Yes
Rachel McGregor - Yes
Steve Bilafer - Yes
Susan Butler - Yes
Lisa Laprade - Yes
Kevin Coughlin - Yes
Tom Ryan - Yes

School Committee reconvened in open session at 7:32.

REDACTED

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DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MEETING MINUTES November 18, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair	Kevin Coughlin
Mayanne Briggs	Rachel McGregor	
Lisa Laprade	Steve Bilafer	

MEMBERS OF THE ADMINISTRATION

Michael Welch, Superintendent
Samuel Rippen, Assistant Superintendent of Business and Finance
Attorney Kevin Bresnahan

Dorine Levasseur
Maureen Tannetta Mann
Timothy Dwyer

Meeting began at 6:21 p.m.

Mr. Welch explained the background of the grievance by [REDACTED] who
Dedham Public Schools has one teacher who is less than proficient, [REDACTED], who
was rated unsatisfactory in the spring 2014.

Unsatisfactory grievance upheld with at the principal level. Mr. Welch moved the level 2
grievance to "Needs Improvement" in the fall 2014. Again the teacher was rated as
"Unsatisfactory" in June 2015. Documents were provided for the School Committee to review.

Attorney Kevin Bresnahan stated [REDACTED]
[REDACTED]
[REDACTED].

Ms. Levasseur, [REDACTED] entered the room at 6:34 p.m. Each member
introduced themselves.

Ms. Levasseur presented her side of the story with the following information:

- Inquiry about [REDACTED] staying for both parts of the meeting
- This case has some history. [REDACTED] deemed unsatisfactory, filed a grievance then in 2013. Superintendent asked that the "Unsatisfactory" be changed to "Needs Improvement". An improvement plan not required.
- Timelines came Jan. 6 2015 and Jan. 9 meeting. Several meetings had taken place with [REDACTED] and [REDACTED] for improvement plan contents. Ms. Levasseur had attended those meetings
- Under a plan, under needs improvement, a teacher sets [REDACTED] own goals, which was never developed due to timing. Evaluators were looking for different things.

- [REDACTED] set goals as expressed by the principal, wanted to see collaboration. [REDACTED] goals also. Wanted to see good solid space in the [REDACTED]
- Next meeting was held in May with scheduling problems
- One meeting with [REDACTED] - talking about the observation [REDACTED] had done.
- [REDACTED] and [REDACTED] did an observation - concerns noted, appearance of the [REDACTED] taking pictures of [REDACTED], and presented pictures and then [REDACTED] took pictures days later, and totally different. Behaviors were hostile by the [REDACTED] got agitated, red in the face, deep concern from Dorinne Levasseur to get fair treatment.
- [REDACTED] never credited [REDACTED] side of the story.
- Dorinne L. has goals from [REDACTED]
- [REDACTED] was dissatisfied with [REDACTED]'s goals.
- Dorinne L. tried to encourage longer meetings, no way [REDACTED] could have a positive outcome. Scheduling was difficult. Admin did not want to seem to meet.
- Packets were distributed to School Committee members
- First set were grievance documents, and responses
- Second set were observations from [REDACTED] - Feb. 2013, response to observation. unannounced observation.
- [REDACTED]'s observation from March 25, [REDACTED]'s response to that report - announced
- Individual professional development goals that [REDACTED] developed
- Statistics and evidence provided to [REDACTED] and [REDACTED] on what [REDACTED] had done.
- Last document that describes the reading
- May 18, 2015 - various afterschool programs and extra classes and work that [REDACTED] had done
- Dorinne L went thru the summative and stated prejudice from [REDACTED] with [REDACTED] taking pictures of [REDACTED] harassment type of approach
- SUMMATIVE - section A - collaborations - did not report appropriately. Citations [REDACTED] and [REDACTED] grade level - [REDACTED] very valuable. Comments prefer to unsuccessful attempts. Deems as not having done enough. [REDACTED] presented 5 pages of documents working with teachers.
- Managed to work with every grade level, not necessarily with every teacher.
- [REDACTED] collaborations with [REDACTED] different people were expected, there is evidence to show that. [REDACTED] was working for specific info.
- Last paragraph in section A. [REDACTED] had been discouraged, staff collection to help support teachers in their work, not clearly true. Prior to Jan. 27, not once did [REDACTED] supervisors say to work on the staff collections.
- Section B - multiple observations. (2)
- Second paragraph under section B - emails that lacked completeness, not just one grade level. No evidence of being unclear.
- Last paragraph under B - reading incentives. Couple of glitches, one in regard to hour of code. It was clear [REDACTED] did work on the hour of code.
- [REDACTED] day. Didn't want to use the book, as it portrays administrators in a bad light.
- Tone is minimizing work [REDACTED] did, permeates this summative.
- [REDACTED] was always polite, always kept an even tone, not so with [REDACTED] attitude toward [REDACTED].
- One positive comment
- C1 - [REDACTED] did not create conclusive environment, makes no sense, no explanation
- [REDACTED] did not create a supportive environment, makes no sense, no explanation

- D section - [REDACTED] works with 30 volunteers, [REDACTED] had improved the [REDACTED] space. [REDACTED] made a comment saying morethan a dentist office, not a lot of substance there with [REDACTED]'s opinion.
- E section - indication by multiple parents - there were 2 that were brought to [REDACTED] attention and [REDACTED] dealt with them.
- Incidents with staff - shocking - bottom line [REDACTED] explained [REDACTED] side of the story. [REDACTED] stated [REDACTED] would talk about it sometime, never did.
- [REDACTED] student - deny to attend a classroom session. A very [REDACTED] child, [REDACTED] The whole burden fell on [REDACTED]'s head, [REDACTED] has never turned a student away.
- No follow-up - situation continued to be difficult
- E3 not sure what is being said. Student differences, no mention of this in the observation reports.
- The "gotcha" situation - there should not be anything in a summative that hasn't been brought to a teachers attention
- Legal and Moral responsibilities? What is that? Where is the evidence that supports that, it doesn't exist. Focus is on prejudice.
- Bus duties - Dorine stated some duty dates. Holiday dismissal - miscommunication with principal. March 11 - did miss it but never brought to [REDACTED] attention.
- Long term plan for [REDACTED] Center. In fact [REDACTED] had submitted a plan. Summative states it was not submitted.
- Tone - lack of positive feedback.
- Couldn't figure out what [REDACTED] was thinking of as a vision of the [REDACTED].
- [REDACTED] passed out documents of what [REDACTED] did professionally.
- [REDACTED] spoke: January - [REDACTED] got what needed to be collaborated. Other [REDACTED] were asked to do one collaboration in April. [REDACTED] was asked to make 14 collaborations.
- Dorine stated - [REDACTED] said there are collaborations going on - some work better than others
- There is evidence of clear examples of [REDACTED] working with teachers to help support the curriculum, didn't work with every teacher. Some are not working well with others (Jan. 9th meeting)
- [REDACTED] then gave out [REDACTED] website info. [REDACTED] would like to be recognized as [REDACTED] website being better than other [REDACTED]
- Dorinne - this was a set-up "Gotcha".
- Mr. Ryan stated we would take this under advisement and thanked everyone for coming in.
Dorine Levasseur, [REDACTED] and [REDACTED] left the meeting then.
- Mr. Bresnahan stated [REDACTED]
[REDACTED]
- Mr. Welch - has heard this before, thinks [REDACTED] and [REDACTED] worked hard to document what needed to be made clear. I [REDACTED] has been very methodical
- Mrs. McGregor - looked at her paperwork, with student names. Would like to take the time to look over the documents and take it home.
- Mrs. Butler - concerned with [REDACTED]'s personality.
- Mr. Welch - he made it very clear with [REDACTED] and [REDACTED] to make it clear.
- Mr. Rippin - [REDACTED]'s on an "Improvement plan", if [REDACTED] gets 2 "Unsatisfactory", [REDACTED] made be dismissed, Mr. Welch said yes
- Conversations regarding the student who had behavior issues.
- [REDACTED] updated the School Committee on that.

REDACTED

- [REDACTED] - almost every item [REDACTED] said - if you read thru that, no documentation, no work with the kids, [REDACTED] credited things for things [REDACTED] didn't do. If [REDACTED] offered a program, that was taken into account. [REDACTED] spoke about equity across the system
- Mr. Welch - data and information that comes back is overwhelming negative. Documenting what you know. [REDACTED] says there are never students in the [REDACTED]
- Mr. Ryan - read what was provided and have an executive session before the next School Committee meeting. at 6:30 p.m.

Other items: Custodian ratified their contract with [REDACTED] percent increase. Voted [REDACTED]
Meeting monthly regarding rentals. [REDACTED]
[REDACTED] Vote will be taken in public session.

Ms. Butler motioned to end the executive session, seconded by Mrs. McGregor.

Roll call vote taken

Roll call vote taken:

Mr. Coughlin- Yes

Ms. Briggs - Yes

Mr. Bilafer - Yes

Ms. Laprade- Yes

Ms. McGregor - Yes

Ms. Butler - Yes

Mr. Ryan - Yes

REDACTED

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING

EXECUTIVE SESSION MINUTES

December 2, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Susan Butler-Walko, Vice Chair (Absent)	Kevin Coughlin
Mayanne Briggs	Rachel McGregor	
Lisa Laprade	Steve Bilafer	

MEMBERS OF THE ADMINISTRATION

Michael Welch, Superintendent
Cynthia Kelly, Assistant Superintendent
Samuel Rippen, Assistant Superintendent of Business and Finance

Mr. Welch updated the School Committee with these statements on the [REDACTED]

- Mr. Welch attended the [REDACTED]

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Mr. Welch updated the School Committee regarding the Level 3 grievance Update on [REDACTED] and the need to take a vote:

- Dorinne Levasseur, [REDACTED] met on two occasions
- Improvement plan drafted up -listed eight improvements, supports were put in place.
- The District hired a mentor to work with [REDACTED] a retired [REDACTED]
- [REDACTED] was agitated with the union rep
- Added feedback an support before Thanksgiving
- Made changes
- [REDACTED] came up with [REDACTED] rebuttal on Tuesday - entirely different improvement plan, followed up with a rebuttal
- [REDACTED] agreed to give [REDACTED] two hours of support
- District is being fair and offering [REDACTED] support
- [REDACTED] called [REDACTED] and stated [REDACTED] Then stated [REDACTED]

Mrs. McGregor stated we are offering an opportunity to improve by getting [REDACTED] a mentor
Mr. Rippen - [REDACTED] is subject for grievance is [REDACTED] rating

Ms. Briggs motioned to deny the grievance for [REDACTED] seconded by Mr. Coughlin, voted unanimous 6-0.

Roll call vote taken:

Mr. Coughlin- Yes

REDACTED

Ms. Briggs - Yes
Mr. Bilafer - Yes
Ms. Laprade- Yes
Ms. McGregor - Yes
Mr. Ryan - Yes

Mr. Welch stated he will draw up the paperwork within the twenty day period

Roll call vote taken to close the executive session meeting

Roll call vote taken:

Mr. Coughlin- Yes
Ms. Briggs - Yes
Mr. Bilafer - Yes
Ms. Laprade- Yes
Ms. McGregor - Yes
Mr. Ryan - Yes

Meeting ended at 9:59

**DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION**

**MINUTES
January 20, 2016**

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Tom Ryan, Chair	Kevin Coughlin
Susan Butler, Vice Chair	Lisa Laprade
Mayanne Briggs	Rachel McGregor
Steve Bilafer	

MEMBERS OF THE ADMINISTRATION

Michael Welch, Superintendent
Samuel Rippin, Assistant Superintendent of Business and Finance

EXECUTIVE SESSION

Session commenced at 7:02 p.m.

Discussion and VOTE: Superintendent's FY16 Salary

Contract Amendment- Superintendent's annual rate of compensation, which was \$168,000 for the period July 1, 2014 to June 30, 2015, will be increased to \$173,400 for the period July 1, 2015 to June 30, 2016. This increase will be retroactive to July 1, 2015.

Mrs. Briggs motioned to accept the contract amendment, Ms. Butler second; a roll call vote was taken:

Tom Ryan, Chair-Yes	Kevin Coughlin-Yes
Susan Butler, Vice Chair-Yes	Lisa Laprade-Yes
Mayanne Briggs-Yes	Rachel McGregor-Yes
Steve Bilafer-Yes	

Mr. Coughlin motioned to adjourn session, seconded by Mrs. Briggs, voted unanimously.

Session Concluded at 7:07 p.m.

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION

MINUTES
May 4, 2016

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Susan Butler, Chair
Steve Bilafer
Kevin Coughlin
Lisa Laprade
Tom Ryan
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

Mayanne Briggs, Vice Chair

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent of Business and Finance

MEMBERS OF THE ADMINISTRATION

Michael Welch, Superintendent
Samuel Rippin, Assistant Superintendent of Business and Finance

Meeting Location: The Shapiro Center at NewBridge on the Charles

EXECUTIVE SESSION

Executive Session commenced at 9:40 p.m.

Ms. White motioned to begin executive session, seconded by Mr. Coughlin, a roll call vote was taken:

Susan Butler, Chair- Yes
Steve Bilafer- Yes
Kevin Coughlin- Yes
Lisa Laprade- Yes
Tom Ryan- Yes
Tracey Whit- Yes

REDACTED

The session was called to discuss the ongoing legal case involving [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Mr. Bilafer motioned to adjourn executive session, seconded by Ms. Laprade, a roll call vote was taken:

Susan Butler, Chair- Yes

Steve Bilafer- Yes

Kevin Coughlin- Yes

Lisa Laprade- Yes

Tom Ryan- Yes

Tracey Whit- Yes

Executive Session Concluded at 9:58 p.m.

REDACTED

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DEDHAM PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
EXECUTIVE SESSION

MINUTES
May 18, 2016

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Susan Butler, Chair
Mayanne Briggs, Vice Chair
Steve Bilafer
Kevin Coughlin
Lisa Laprade
Tom Ryan
Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

None

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael Welch, Superintendent
Cynthia Kelly, Assistant Superintendent
Samuel Rippin, Assistant Superintendent of Business and Finance

Meeting Location: The Shapiro Center at NewBridge on the Charles

EXECUTIVE SESSION

Executive Session commenced at 7:03 p.m.

Mr. Ryan motioned to begin executive session, Ms. Briggs second, a roll call vote was taken:

Susan Butler, Chair- Yes
Mayanne Briggs, Vice Chair- Yes
Steve Bilafer- Yes
Kevin Coughlin- Yes
Lisa Laprade- Yes
Tom Ryan- Yes
Tracey White- Yes

Superintendent Welch summarized the ongoing legal negotiations with [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

REDACTED

Mr. Ryan motioned to adjourn executive session, Ms. White second, a roll call vote was taken:

Susan Butler, Chair- Yes

Mayanne Briggs, Vice Chair- Yes

Steve Bilafer- Yes

Kevin Coughlin- Yes

Lisa Laprade- Yes

Tom Ryan- Yes

Tracey White- Yes

Executive Session Concluded at 7:10 p.m.