

DEDHAM PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING

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**MINUTES**

**October 16, 2019**

*(Approved 11/6/2019)*

MEMBER OF THE SCHOOL COMMITTEE PRESENT:

Kevin Coughlin, Chair

Lisa Laprade, Vice-Chair (Via Remote Participation @ 7:00 p.m.)

Stephen Bilafer

Mayanne MacDonald Briggs

Joshua Donati

Dr. Melissa Pearrow

Tracey White

MEMBERS OF THE SCHOOL COMMITTEE ABSENT:

NONE

MEMBERS OF THE ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent

Ian Kelly, Assistant Superintendent

Samuel Rippin, Assistant Superintendent for Business & Finance

Meeting Location: Dedham Middle School

Meeting Commenced: 5:30 p.m.

Mr. Coughlin announced the need to enter Executive Session under Exemption 3, contract negotiations.

Ms. Briggs motioned to enter Executive Session under Exemption 3, contract negotiations; Ms. White second; a roll call vote was taken:

Stephen Bilafer - Yes

Mayanne MacDonald Briggs - Yes

Joshua Donati - Yes

Dr. Melissa Pearrow - Yes

Tracey White - Yes

Kevin Coughlin, Chair – Yes

Motion passed 6-0

Mr. Coughlin announced the committee would be returning to open session at 7:00 p.m. The Committee returned to the regular meeting at 7:00 p.m. Mr. Coughlin announced that Ms. Laprade would be joining the meeting remotely.

Mr. Coughlin read the following statement:

I wanted to take a minute during tonight's meeting to briefly comment on the continued contract negotiations process between the Dedham Public Schools and the Dedham Education Association. There has been a lot of information shared, from both sides, and we are all in agreement that we would like to see this process come to a resolution with a fair and equitable contract, one that recognizes the hard work and dedication of our Dedham educators.

We want to commend our teachers for their unwavering enthusiasm and engagement in the classroom, and are proud that this long negotiation process hasn't impacted the quality of learning taking place in Dedham's schools.

When it comes to finding a resolution that is agreeable to all sides, we continue to remind our teachers, parents and community that as a School Committee we are charged with finding a balance between what our budgets can sustain year over year and what our teachers deserve. At present, the calculated gap between what we have been able to offer - and what the DEA is looking for - stands cumulatively at \$994,227 over the four years of the contract. Increasing the school budget each year by such significant degrees is not something we believe would be amenable to taxpayers, nor would we be able to meet that gap within current budget parameters without sustaining impacts to student programming and class sizes.

## **Recognitions**

The Committee and public were formally introduced to the new Communications & Community Engagement Coordinator, Sara Errickson. Sara will be working to help promote the positive activities and events happening throughout the Dedham Public Schools.

## **Student Update**

High school student representatives to the School Committee, Senior Macayla Madan and Junior Asal Al-Azzawi updated the Committee on events and happenings at each of the schools.

## **Superintendent's Update**

Spring 2019 MCAS scores were mailed out to all students in grades 4-11 on Saturday, October 5. The Leadership Team will be reviewing the overall performance of the entire district and individual school progress. Dr. Kelly will be presenting an overview of the district's performance at an upcoming School Committee meeting.

Last night was the first of three meetings at each of the older elementary schools with representatives from the architectural firm S.M.M.A. Last night's community meeting at Greenlodge School will be used as input for the district as it continues work to update the facilities master plan. The dates and locations for the next two meetings are listed below:

Riverdale = Tuesday, 10/22 @7:00 PM  
Oakdale = Wednesday, 10/23 @7:00 PM

Supt. Welch recognized Oakdale Principal Kim Hermes and Dedham Middle School Assistant Principal Brian Duffey who completed the Chicago Marathon and Assistant Superintendent for Curriculum, Instruction, and Assessment Dr. Ian Kelly who completed the New Hampshire Marathon.

Last week, Supt. Welch began his meetings with High School seniors. He will try to meet with every senior in the Class of 2020 on Tuesdays and Thursdays for most of the year.

Over the course of the past few weeks the ECEC has hosted a series of screeners from a research project at Children's Hospital. This project involves a tablet-based early literacy screener that is being piloted in twelve Kindergarten classrooms across the country. Twenty-three Kindergarten students from the ECEC participated in this pilot. Future plans include interventions and additional support resources for parents and schools based upon the results. Supt. Welch is excited to participate in this important and groundbreaking research.

On October 11 Supt. Welch was privileged to be at the Avery Elementary School to witness the awarding of a major donation from Burlington Stores. Burlington approached the district a few weeks ago and requested permission to donate \$10,000 directly to the teachers of an elementary school in the district with a high percentage of high needs students. Burlington Stores will be opening a new location in the Dedham Mall within the next month. Their corporate office has partnered with Adopt-A-Classroom to provide similar donations to 50 schools across the country in communities where they have opened new stores this year. The donation will be accessed directly by Avery teachers for classroom supplies.

On October 15 Supt. Welch attended a School Safety and Security Summit attended by Governor Baker, Lt. Governor Polito, Education Secretary James Peyser, DESE Commissioner Jeff Riley, and other state and local officials. The occasion was to promote the \$7.2 million in additional state funds set aside for school security in the Governor's budget. One hundred and forty-three school districts applied for these grant dollars. Dedham received \$31,873 which is being devoted to improving exterior and interior door locks and improvements in many schools. Supt. Welch thanked Facilities Director Denise Moroney for pursuing this grant and obtaining these available state funds.

## **Old/New Business**

### Out of State Field Trip Request

Fine Arts Director Eytan Wurman asked for the Committee's permission to allow elementary, middle, and high school singers to perform the national anthem at a Providence Bruins hockey game in Rhode Island on November 24, 2019. Mr. Wurman apologized for not adhering to the required two month notice as stated in the policy for out-of-state field trips. No further discussion occurred.

Ms. White motioned to approve the request of an out of state field trip allowing students to perform the national anthem at a Providence Bruins hockey game in Rhode Island on November 24, 2019, Dr. Pearrow second; the Committee voted 7-0 in favor.

## **Reports**

### 2019 MetroWest Adolescent Health Survey Results

Director of Counseling Services Ashley Dubé, Director of Health Services Gail Kelley and Director of Health and Wellness Mark Carney presented. The presentation will be available on the District website.

The presentation includes the features of the MWAHS, history of the district's participation, administration timeline for 2018-2019, substance use survey results (marijuana use by grade, alcohol use by grade, electronic cigarette use), SBIRT (Screening, Brief Intervention, Refer to Treatment) questionnaire, student support services, mental health findings and symptomatology (positive trends, stress symptoms, depressive features), middle school trends in mental health, high school trends in mental health, association of current vaping and mental health, counseling supports and initiatives, and Health and Physical Education curriculum (Second Step curriculum, substance abuse prevention, mental health awareness, time on learning).

The Committee discussed how to incorporate more physical education into the high school where the highest level of stress occurs and the difficulty meshing this with current academic demands and schedules; how parents can get involved at the elementary level with the Second Step Curriculum by reviewing the curriculum maps; the impact of the SBIRT screening in helping to reduce risky behavior; how health education is incorporated into the elementary physical education curriculum using common language and breakout sessions; and concerns of student vaping and the possible increase of cigarette smoking with the recent ban.

Ms. Kelley announced there would be a community event on November 18, 2019 to bring awareness to the harmful effects of vaping. The keynote speaker will be Dr. Lester Hartman and there will be informational tables set up.

## **Subcommittee Reports and Updates**

### Budget

The next meeting will be Wednesday, November 6 before the regularly scheduled meeting.

### Coalition for Drug & Alcohol Awareness

A strategic planning meeting is being planned, hosted by the Town's Drug Free Communities Program Director Kristina King, to determine best ways to move forward with prevention services.

### Equity & Inclusion Task Force

Mr. Donati has met with ELL Department Head Jennifer Robins and bilingual psychologist Veronica Zapater-Raberov. They are working on ways to increase student voice in the committee.

### Negotiations

Nothing further to report

### Policy

Mr. Coughlin announced that all policies can be found online via the District Website.

Ms. White read the first reading of policy KBAA - Title I Parent and Family Engagement Policy. The full policy can be found at the end of the minutes.

### SBRC

The next meeting will be on November 4.

### Traffic Circulation Study

Consultants VHB have completed the 3<sup>rd</sup> and final data collection counts. Next they will begin analyzing the data.

## **Minutes**

Ms. Briggs motioned to approve the minutes from October 2, 2019, Ms. White second; the Committee voted 7-0 in favor.

## **Donations**

Ms. Briggs motioned to approve a donation in the amount of \$10,000 to the Avery School on behalf of Burlington Stores and the Adopt-A-Classroom program, Ms. White second; the Committee voted 7-0 in favor.

Mr. Bilafer thanked Burlington Stores for supporting the schools and welcomed them to Dedham.

## **Public Comment**

Dan Willey, 36 Chauncey Street, teacher at DHS, described his daughter's autism diagnosis and her positive experience with the ECEC staff. He asked the School Committee to please go back to the bargaining table.

Lucinda Hilbert, 163 Jefferson Street, presented the School Committee with 180 postcards in support of the teachers. She is concerned that teachers are leaving Dedham for higher paying districts. She stated the teachers deserve a fair contract, fair compensation, updated sexual harassment and cell phone policies, and meaningful professional development.

Timothy Vaughn, 16 Roosevelt Road, DHS Senior, explained how his teachers have developed him into the person he is today. He asked the Committee to invest in its teachers and go back to the negotiating table.

Julie Perillo, 8 Heritage Hill, expressed how she has been receiving conflicting information and is concerned that the numbers coming from both sides do not seem to align. She understands that sexual harassment and cell policies do not belong in a contract, however she does feel if the teachers are seeking help with these issues and they need to be addressed.

## **Acknowledgements and Announcements**

The Blue Hills Adult Education Program will be hosting an Open House at the Capen School on November 13 from 5:30 to 7:30 p.m.

Ms White motioned to adjourn the meeting of October 16, 2019, Mr. Donati second; the Committee voted 7-0 in favor.

Meeting concluded at 9:00 p.m.

### Proposed Policy KBAA - Title I Parent and Family Engagement Policy

The Dedham Public Schools (DPS) is committed to ensuring that all students have access to a high quality educational experience. Effective parent and family engagement at all levels is critical in making this belief a reality. We define parent and family engagement as an ongoing process that supports parents and families in effectively supporting and enriching learning in the home, promotes clear two-way communication between home and school, and involves parents and families as leaders and decision makers at all levels concerning the education of their children.

To ensure that parents and families have meaningful opportunities to engage in the education of their children and the ongoing development of the programs that serve their children, the Dedham Public Schools ensures that:

1. All schools hold regular School Council meetings where designated Title I programs can be discussed and reviewed regularly.
2. Student progress is communicated regularly through conferences, report cards and informal communication between school and home.
3. A Title I family compact is reviewed annually, revised as necessary and signed by all families participating in designated Title I programs.
4. Relevant and meaningful learning opportunities for families are developed, communicated and implemented annually.

5. Annual surveys of parents in designated Title I schools are administered and used to gather feedback and inform programmatic decisions.

Information about these opportunities will be published annually to all families in identified Title I schools via email, web and print communications.