

# DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

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## MEETING MINUTES March 4, 2015

### MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

Jen Barsamian, Chair	Tom Ryan, Vice Chair	Joe Heisler
Kevin Coughlin	Mayanne Briggs	Susan Butler-Walko
Rachel McGregor		

### MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael Welch, Superintendent  
Dr. Cynthia Kelly, Assistant Superintendent  
Samuel Rippin, Assistant Superintendent for Business and Finance

Meeting began at 7:04 p.m.

### RECOGNITION AND AWARDS:



The Dedham Public Schools custodians and maintenance staff were recognized for their tremendous efforts clearing all the roofs from the epic winter storms that the district endured since the end of January. Mr. Welch and the Director of Facilities, Denise Moroney honored the following:

Jim Abdallah, Nedal Althanbour, Daryl Begin, Keith Begin, Joan Begin, Brian Donahue, Scott Downey, Tom Evan, Joe Feeley, Bob Foley, Jim Gately, Paul Jenkins, Peter Kaltsunas, Ed Kavanagh, Donald Lazdowsky, Roger Lazdowsky, Steve MacDonald, Rich McCann, Tom Mucciaccio, Jim Norton, Susan Pimental, Bill Quinlan, Paul Radzikowski, Tom Roger, Louise Walmsley, Joe Zarthar, and Renee Zarthar

## **NEW HUMAN RESOURCE MANAGER**

Superintendent Welch introduced and welcomed the new Dedham Public Schools Human Resource Manager, Asha Marshall, stating the following:

*It is my pleasure to introduce to you our new Human Resources Manager Asha Marshall. Asha was selected for this position by a three-person screening committee consisting of Dedham's Human Resources Director Miriam Johnson, Assistant Superintendent for Business and Finance Sam Rippin, and Superintendent's Assistant Paula Jacobs. The position was posted on our electronic recruitment platform Talent Ed on December 8th. The committee reviewed 28 resumes and selected eight applicants for interviews. After full interviews three of the candidates were named finalists. The three finalists each interviewed with Superintendent Welch prior to reference checks and a final appointment.*

*Asha immediately impressed the committee. She has a bachelor's degree in Human Resources Management from St. Leo University in Florida, and a Master's Degree from Northeastern University with a concentration in Human Resources. She served for four years as a Benefits Administrator at Hewitt Associates in Orlando, Florida before serving three years as a Data Analyst/Benefits Administrator at Northgate Arinso in Norcross, Georgia.*

*For the last three years, Asha has been a Human Resource Specialist with the Needham Public Schools. She has handled the recruitment and on-boarding of all employees including attendance at educator recruitment fairs and communication with local colleges and universities that have educator licensure programs. She has also overseen compliance with state and federal hiring laws, participated in collective bargaining, and has worked closely with the Town of Needham Human Resource Director in providing services for all employees.*

*Asha has completely managed the hiring and placement of all substitute teachers and DESE licensing for all Needham educators. She is a wiz with data and technology, and a leader in developing systems and structures for an efficient organization. Her immediate supervisor in Needham stated "Asha is warm, caring and delightful. She finds joy in the work she is doing, and is often at her desk at 7:30 AM and still working after 5:30 PM. She is an excellent team player".*

*I knew immediately that she was the right person for the job. Near the end of her interview, I asked her if she had any questions. She immediately inquired as to whether or not she could come in and work on Saturdays. She will begin her tenure in Dedham on Monday, March 23.*

*It is my distinct honor and pleasure to introduce to you the new Human Resources Manager in the Dedham Public Schools, Asha Marshall.*

## **STUDENT UPDATE - Alison Sullivan**

March is a busy month at DHS! Yesterday was the career fair at Dedham High organized by the guidance department. Over 30 companies from Dedham and beyond sent representatives to meet with sophomores and juniors to discuss what their company has to offer for careers, what education or technical skills are needed for positions and how they reached their goals within their company. This week is National Breakfast week and all the schools are participating with fun activities for students. Today was free breakfast at DHS and was well attended by the students. The staff from food services made some tasty waffles and yogurt bar! Tomorrow, students are invited to stop into the cafeteria to take a picture with friends in the milk photo booth! Students will be putting on milk mustaches and there will be some funny props for the picture. There will also be a raffle to win a Dedham sweatshirt or t-shirt. Athletic registration for spring sports is now open and registration must be done online and all athletes must have an updated physical within 13 months on file. The link can be found on the DHS webpage.

There will be a boy's tennis team meeting this Friday at 2:15 in the cafeteria if students are interested in playing this spring. Next Tuesday progress reports will be distributed and parent conferences are at 6:00 PM. Junior College planning night is at 6:00 PM in the cafeteria then. All parents are invited to attend. At 6:45 PM, SEPAC will be meeting at Dedham Middle School. Wednesday, March 11<sup>th</sup> at 6:30 PM, there will be a parent / student meeting in the library regarding the trip to Europe. Monday, March 16<sup>th</sup> will be the National Honor Society induction ceremony at 7:00 PM in the auditorium. Monday, March 23<sup>rd</sup> is the winter booster sports banquet held at DHS in the cafeteria with dinner starting at 6:00 PM. The sophomore semi-formal is being held Friday, March 27<sup>th</sup> at the Endicott Estate from 7:00 PM – 10:00 PM. Friday March 13<sup>th</sup> and Saturday March 14<sup>th</sup> at 7:00 PM is the senior musical. Join us for "Legally Blond"! Tickets are \$15 for adults, students and seniors citizens are \$8. Pre-sale tickets are available now in the DHS main office.

### **SUPERINTENDENT'S UPDATE:**

All roofs are clear of snow. Roof collapse in Boston today just over the border on Sprague Street. No impact at ECEC other than some road closures today.

Riverdale Principal Search - Mr. Welch met with the Riverdale staff on Monday, March 2nd.

- 24 Candidates narrowed to 10 interviews narrowed to 4 finalists
- 4 finalists doing site visits next week
- Parent discussions, instructional rounds, faculty discussion, leadership team, central staff

Budget Process = Town Manager's budget has DPS in at 3.97% increase. We will present on Tuesday, 3/10 @ Finance Committee. Report out to CEC last week regarding Chromebook initiative at DMS. Favorably received.

Governor's Budget proposes \$105 Million in Chapter 70 aid. New per pupil support = minimum \$20/student.

Reservations at 4 upcoming Education Job Fairs for recruiting:

1. Diversity Fair at Lesley University on 3/14
2. Boston College on March 18
3. Bridgewater State on April 8
3. MERC on April 23

ECEC visit yesterday to discuss Full Day Kindergarten Curriculum work. Mr. Welch was a guest reader at Oakdale on Monday. MCAS extensions extended by DESE. Unit A negotiations on-going. Custodians and Secretaries in the on-deck circle. All Principals at a Teachers 21 workshop this Friday on "Refining Short Observations for Maximum Impact". The DEF Spelling Bee will be held this Friday. Lining up strategic planning meetings in later March. Mr. Welch will report out on "Students Who Exited" at 3/18 meeting. The Aspiring Leaders Academy will be held on Tuesday, March 17. Barry Jentz will be the guest speaker; Educational leader who is currently a consultant with fortune 500 companies. He wrote book and article "First Time In A Position Of Authority". The Leadership Team completed Instructional Rounds at Riverdale yesterday and at DMS on Tuesday, 2/24. Looking at DATA. A meeting has been scheduled with Steve Traister, Athletic Director, and Bob Stanley, Parks Recreation Director, to discuss use of the district fields. Dr. Kelly updated the member regarding CAPD - there are three sub groups, each one is being chaired by a Dept. Chair at the HS. The next tier will be the elementary teachers regarding professional development. Mrs. Barsamian thanked Mr. Town Manager, Jim Kern for attending the meeting tonight.

### **REPORTS:**

None

## OLD/NEW BUSINESS

### ECEC PROJECT UPDATE:

Members Present: Dan Bradford, KBA Architects, Derrick Moulton, Chair of the SBRC Meeting, Paul Griffin

Mr. Moulton update the Committee since the last week:

- Reduced the site options from 14 options down to 6 sites
- Scoring system 0-5 (0 being the best score)
- SBRC took a straw poll vote this week - came up with 3 possible sites
- The next SBRC meeting will take place at the Avery School on Monday, March 9th. This meeting will be a public meeting with questions and answers

The 3 options from the straw poll that was taken this past week at the SBRC meeting were:

1. Greenlodge School new construction Pre-K-5 - with 24 votes
2. Dexter School New ECEC - with 11 votes
3. OakdalePre-K-5 - add renovations - with 10 votes

(One option per MSBA has to be a renovation site)

SBRC has attempted to meet every Monday night but with the snow, 4 meetings have been cancelled.

Upcoming deadlines:

Dan Bradford from KBA:

Feb 19 - deadline was met

April 16 - Preferred design has to be submitted (6 weeks left)

Discussions followed.

Mr. Griffin stated the reasons why SBRC did not support a stand-alone ECEC and looking to combine the project with another school. Mr. Griffin explained how MSBA looked at the buildings, and if the school building is adequate to support an educational model.

Discussions regarding:

Education model - specific to Dedham

Ed spec - 187 page document from DeJong-Richter

Educational Program

SBRC Meeting - Monday night March 9th at 7:00 at Avery - community meeting - all public comment

SBRC Meeting - Tuesday night Mrch 10th at 6:00 at Town Hall - vote on the final 3 options (not a preferred option). SBRC will determine the preferred option.

Mr. Ryan thanked KBA Architects for a good job for the past few months creating proposals and performing analysis for MSBA and SBRC and explained the MSBA process.

Mr. Heisler questioned Mr. Griffin about the estimated costs. Mr. Griffin stated MSBA will pay 47% of the eligible amount. Then the formula gets broken down: example: 8% site cost, 1% change order etc.

Documents can be found on the Dedham website, under the SBRC location. Mr. Moulton will send Mr. Welch the link to pass along to parents. To reach Derrick Moulton - email address:

damoulton@comcast.net

Discussions took place regarding the Educational Model, Mrs. Briggs stated that 11a and 11b do not fit the model.

## **2015-2016 SCHOOL CALENDAR**

Mr. Welch updated the committee regarding next 2015-2015 School Calendar. The first day of school will be before Labor Day on September 2, 2015. The Professional Development days were discussed.

### **MINUTES**

NONE

### **DONATIONS**

Mrs. Briggs motioned to accept \$500 from Wells Fargo Foundation to the Early Childhood Education Center on behalf of their employee, an ECEC parent, Ms. Virginia Melendez, seconded by Mrs. Butler-Walko. The gift is in the process of being determined with the use for the interests of all the students.  
**Accepted: voted unanimous.**

### **PUBLIC COMMENT**

NONE

### **ACKNOWLEDGEMENTS AND ANNOUNCEMENTS**

- DEF Spelling Bee will be held this coming Friday, March 6th.
- March 17th - Junior breakfast for class of 2016
- March 17th - Coalition for Drug and Alcohol meeting - with Town nurse
- McMillan's Family Benefit in honor of Office Michael McMillan will take place at Kings on March 30th. Tickets can be purchased thru the Police Dept.

Mrs. Briggs Motioned to adjourn, Mrs. Butler-Walko seconded, voted unanimous.

Meeting ended at 8:55 p.m.