

DEDHAM PUBLIC SCHOOLS SCHOOL COMMITTEE MEETING

MEETING MINUTES

January 14, 2015

MEMBERS OF THE SCHOOL COMMITTEE PRESENT:

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

MEMBERS OF THE CENTRAL ADMINISTRATION PRESENT:

Michael J. Welch, Superintendent
Dr. Cynthia Kelly, Assistant Superintendent
Sam Rippin, Assistant Superintendent for Business and Finance
Kathy Gaudreau, Director of Special Education

Meeting began at 7:03 p.m.

MASS DEP Sustainable Materials Recover Program Municipal Grant – Recycling Policy

Environmental Coordinator Virginia LeClair described information about the recycling policy. The grant funds projects that will increase diversion of municipal solid waste from disposal converting Dedham High cafeteria and Avery School cafeteria from the use of foam trays and disposable silverware to reusable trays and silverware. The Middle School and three other elementary schools are served brown bag lunches and the plan to phase in composting district wide over the next three years of the grant to further divert materials from the waste stream.

Jeanne Johnson, Director of Food Services, explained the cost to the districts and information about foam trays vs. reusable trays. An estimated cost of \$2000/year would be needed to support this program. The MASS DEP is requesting a draft of the recycling policy tomorrow. February 15th will be the deadline. Mrs. Briggs stated that the Policy Sub-Committee met last week to discuss the time-line and language. Mrs. Briggs read the following language that was prepared from legal council and the Policy Sub Committee is recommending for the draft.

DPS Recycling Policy First Reading- Read by Mrs. Briggs:

The Dedham School Committee recognizes the importance of recycling materials whenever possible to conserve the world's limited resources and conserve energy while exercising sound financial practices. To this end, the Dedham Public Schools will support the recycling of materials what would otherwise become waste, including paper, cardboard, bottles and cans, in compliance with Massachusetts Department of Environmental Protection waste ban (310 CMR 19.017), which prohibits the disposal of recyclable paper, cardboard and paperboard, glass and metal containers, and single resin, narrow-necked plastics. Success in reducing waste through recycling is based on the cooperation of all the individuals in the school community, including the School Committee, administration, faculty, staff, and students.

Virginia LeClair will produce a scope of work prior to the Feb. 4th School Committee Meeting.

Paraprofessional Contract

Mrs. Barsamian read first paragraph of the Paraprofessional MOA:

The Negotiating Subcommittee of the Dedham School Committee ("the Committee") and the Negotiating Team of the Dedham Education Association, Paraprofessionals Unite ("The Association"), both acting subject to the ratification of this Memorandum of Agreement by their full memberships, to whom both the Negotiating Subcommittee and the

- Effective September 1, 2013: The rates for all job classifications shall be increased by 3%.
- Effective September 1, 2014: The rate for certified aides only shall first be increased by \$0.15/hour; the rates for all job classifications shall then be increased by 2%.
- Effective September 1, 2015: The rate for certified aides only shall first be increased by \$0.20/hour; the rates for all job classifications shall then be increased by 1.5%.
- Effective September 1, 2016: The rates for all job classifications shall be increased by 1%.

Mrs. Briggs motioned to accept the Paraprofessional MOA effective September 1, 2013 - August 31, 2016, Mrs. McGregor seconded, voted unanimous.

FY16 PROPOSED OPERATING BUDGET

Superintendent Welch presented a powerpoint presentation on the FY2016 Dedham Public Schools Operating Budget inclusive of Facilities and Maintenance totaling \$39,049,570 or a 6.00% increase over the FY2015 budget which is currently at \$36,839,260.

The FY16 Operating Budget Public hearing and input will take place at the School Committee meeting next week on January 21st.

Mr. Welch explained that the budget planning began last summer. Priorities were presented in December from Principals and Directors. The Budget Sub-Committee provided input to Administration and the next step will be headed toward a vote on February 4th.

Improved student achievement and Goals:

- Progress towards full day Kindergarten by fall 2018. Current fee is a \$3500 tuition. Goal is to reduce this fee by \$1000 to a \$2500 tuition for the 2015-16 school year, thereby making this program more accessible to Dedham families.
- Improved faculty/staff capacity through increased training and professional development. Urgent need for district wide training in best practices (RTI, PBIS). Implementation of technology and data analysis. FY16 Goal – Additional full professional development day for all faculty and staff. The cost would be \$125,000.
- Upgrade rigorous curriculum for all students. District-wide C.A.P.D. committee (Curriculum Assessment, Professional Development). 5-Year curriculum development cycle, on-going upgrades to all curricula; aligned to budget. Development of on-line database of curricula and best practices. 50 teachers x 10 days at the daily professional development rate \$25/hour. Cost for FY16 = \$75,000
- Investment in qualified substitute teachers to allow release time for faculty training. Growing need for consistent, quality coverage for teachers. Increased leave of absences; 75% of needed coverage cannot be accommodated. Building-based sub coverage for teacher teams to observe innovative best practices. 14 subs at 3 days per week (1 per elementary school; 2 at the Middle School & High School; 5 for teacher observations)

FY15 to FY16 Level Service Comparison

Contractual Obligations, steps, lanes \$792,012
Human Resource Manager \$70,000
ELL Teacher \$50,000
Special Education Teacher \$50,000
Utilities Increases (Electricity) \$66,156
Out of District Transportation \$85,000
Total \$1,113,168 (3.02%)

Summary

Full Day Kindergarten - \$125,000
Increased Training – Professional Development \$125,000
Curriculum Upgrades \$75,000
Substitute Coverage \$151,200
Finish Everyday Math adoption \$100,000
Other supplies/expenses \$114,942
Total \$691,142(1.87%)

Additional Proposed Budget Personnel Request

2.0 FTE Classroom Teachers at Avery \$100,000
1.0 FTE Paraprofessional at Riverdale \$20,000
1.0 FTE Art Teacher at the High School - \$50,000
2.0 FTE Nurses at the Middle School and High School \$100,000
1.0 FTE Assistant Principal at Avery \$90,000
1.0 FTE IT Technician for the district \$40,000
6 Team Leader Stipends at the Middle School \$6,000
Total 406,000 (1.1%)

Superintendent’s FY16 Proposed Budget Additional requests

1. Level Service increase \$1,113,168 (3.02%)
 2. Increase District Capacity \$691,142 (1.87%)
 3. Additional Personnel \$406,000 (1.1%)
- Total \$2,210,310 (6.00%)

Mr. Rippin, Assistant Superintendent for Business and Finance presented the FY16 Operating Budget Book describing the DPS Budget Drivers, budget guidelines, contractual obligations, projected payroll, and non-personnel budget projections. The committee thanked the administration for a very detailed presentation and amount of work that went into the budget presentation and followed with questions and discussions.

The budget presentation will be posted on the Dedham Public School website.

INVITE - Feb. 4th KBA Architect invited to the SC meeting. Need the vote from the SC for the feasibility study. Get the materials in advance of the meeting

Mr. Coughlin suggested to have voter registration at the High School in the future.

Mr. Coughlin congratulated High School student Hockey player, Sam Girard for her 100th goal.

Mrs. Briggs motioned to adjourn, Mrs. Walko seconded, voted unanimous.

Meeting ended at 8:35 p.m.