

SCHOOL COMMITTEE
HULL PUBLIC SCHOOLS
HULL, MA 02045

SCHOOL COMMITTEE MINUTES
TUESDAY, SEPTEMBER 27, 2005

SCHOOL COMMITTEE MEMBERS PRESENT

Kristen Evans, Chair
James Canavan, Vice Chair
Kevin Richardson, Secretary
Catherine Bowes, Member
Jack Wholey, Member

STAFF MEMBERS PRESENT

Paula Delaney, Superintendent of Schools
Gerald Fournier, Assistant Superintendent for Teaching and Learning
William Hurst, Chief Business and Financial Officer
Maureen Robishaw, Secretary to the Superintendent

- 1.0 Call to Order
Chair called the meeting to order at 7:05 p.m. at the Memorial Middle School, 81 Central Avenue, with the Salute to the Flag.
- 2.0 Approval of Agenda
Motion: James Canavan **Second:** Catherine Bowes
Moved to approve the School Committee agenda as presented. Jack Wholey requested that the EQA Audit report be added to the agenda. Chair stated that a presentation had already been made on this issue on June 20th. Mr. Wholey requested that it be placed on a future agenda. Dr. Delaney requested questions be given to her in advance.
Vote: 5-0-0
- 3.0 Input from Public on Agenda Items
None
- 4.0 Student Representative Report
Matthew Howard, Student Representative for the High School Principal Advisory Committee, was present.
- 5.0 Hull Teacher Association Representative's Report
None
- 6.0 Approval of Minutes
Motion: James Canavan **Second:** Kevin Richardson
Moved to approve the September 13, 2005 School Committee minutes as presented.
Vote: 5-0-0

7.0 Business Items – Superintendent

7.1 Hull Teachers Association

Patricia DiGiusto, HTA President, read an open memorandum from the Hull Teachers Association regarding beginning the school year without a contract, and low salaries for Hull teachers in comparison to other districts. Kristen Evans responded that the School Committee is currently working with the Town Manager to come up with creative solutions to the town's financial constraints so as to provide an appropriate contract for the hard working teachers and paraprofessionals.

7.2 Grade Six Event

Heather Hughes, Sixth Grade Lead Teacher presented a proposal on *Crossroads for Kids*. This program would combine science, literacy, community building and environmental education for the sixth grade students. The team building activities and behaviors would be incorporated into the field trips throughout the year. Ms. Hughes responded to questions from School Committee. Dr. Delaney stated that she supported *Crossroads for Kids*. Jack Wholey stated he was opposed to field trips. Chair requested that Heather Hughes come back and give School Committee and overview and assessment of this program.

7.3 Professional Development Day

Dr. Delaney stated that on Wednesday, September 28th staff would be attending the John Collins Writing Program during the full day professional development. Grades kindergarten through grade five would be attending the workshop at the Memorial School and grades six through twelve at Hull High School.

8.0 New Business

None

9.0 Old Business

Kristen Evans stated that she had received telephone calls from parents regarding the slow pace for repairing the Memorial School front steps. William Hurst, Chief Business and Financial Officer responded that the tiles had been purchased and that James Griffin, Facilities Manager would be cutting each new tile to fit on the Memorial School front stairs.

School Committee requested that James Griffin, Facilities Manager, attend a future School Committee meeting to discuss the maintenance plans for each school. Also, it was requested that a copy of the SBA and Federal Maintenance Guidelines be given to each Committee member.

10.0 School Committee Policy Issues

Motion: James Canavan

Second: Catherine Bowes

Moved to accept the following policies the third reading / adoption:

Policy IKF – Graduation Requirements

Policy JICA – Student Dress Code

Vote: 5-0-0

School Committee suggested the following changes to Policy GCF – Professional Staff Hiring:

- Second paragraph, first sentence – add the word **qualified** after the word *suitable*;

- Second paragraph, change the second sentence to read: **No new position may be created, that is not within the budget, without the approval of the School Committee;**
- Third paragraph, add the words **local as well as national** before the word newspapers in the last sentence;
- #3 under guidelines – add the following sentences before the last sentence: **The hiring process is given to the school site council. The school site council will be involved in all hiring at that school.**

School Committee suggested the following change to Policy GDF – Support Staff Hiring:

- Add a new paragraph to the end of policy that reads: **It is important that the support staff be given the necessary training to meet the needs of the students with whom they interact.**

Motion: James Canavan

Second: Kevin Richardson

Moved to close debate on this subject.

Vote: 5-0-0

Motion: Catherine Bowes

Second: Kevin Richardson

Moved to approve Policy AD-E1 Mission Statement for second reading.

Vote: 5-0-0

Motion: Catherine Bowes

Second: James Canavan

Moved to approve Policy ADA – School District Goals and Objectives for second reading with the following change:

- Insert the word **parents** after the word students in the seventh bullet under the Core Values section.

Vote: 5-0-0

Motion: Jack Wholey

Second: James Canavan

Moved to approve Policy BDB – Committee Member Conflict of Interest for first reading with the following suggested changes:

- Change the first paragraph under Nepotism to read: **The Committee will not employ any teacher or other employee if such teacher or other employee is an immediate family member of the Superintendent or any member of the Committee. “Immediate Family” as defined in Massachusetts General Laws is the employee and his spouse, and their parents, children, brothers and sisters.**
- Add a paragraph below the above changed paragraph to read: **Should a member of the Superintendents’ or School Committee members’ extended family be considered for employment the State Ethics Commission would be contacted for a ruling on the matter.**

Vote: 5-0-0

Motion: Kevin Richardson

Second: Catherine Bowes

Moved to approve the following policies for first reading:

- Policy GBEA – Staff Ethics/Conflict of Interest
- Policy GBEB - Staff Conduct
- Policy GBEC – Drug-Free Workplace Policy

- Policy GBGA – Staff Personal Security and Safety
- Policy GBI – Staff Participation in Political Activities
- Policy GBK – Staff Complaints and Grievances
- Policy GCBC – Professional Staff Supplementary Pay Plans
- Policy GCC – Professional Staff Leaves and Absences
- Policy GCCC – Professional Staff Family and Medical Leave
- Policy GCD – Professional Staff Vacations and Holidays
- Policy GCH – Professional Staff Orientation
- GCIA – Philosophy of Staff Development

Vote: 5-0-0

Motion: James Canavan

Second: Catherine Bowes

Moved to approve the following policies for first reading with suggested changes:

- Policy GA – Personnel policies Goals
 - Change #5 to read: To develop and use for personnel positive processes of evaluation that contribute to the improvement of both staff professional growth and the structured learning program.
- Policy GBEBC – Staff Gifts and Solicitations
 - School Committee requested the opinion from James Lampke, Town Counsel, regarding gift giving in this policy.
- Policy GBJ – Personnel Records
 - School Committee requested the opinion of James Lampke, Town Counsel regarding privacy issues in this policy.
- Policy GCA – Professional Staff Positions
After discussion by School Committee no changes were suggested.
- Policy GCBA – Professional Staff Salary Schedules
After discussion by School Committee, no changes were suggested.
- Policy GCBB – Employment of Principals and Administrators
No changes to this policy were suggested. Catherine Bowes requested a copy of the contracts for the two new principals.
- Policy GCCC-R – Family and Medical Leave
No changes were suggested to this policy.
- Policy GCE – Professional Staff Recruiting / Posting of Vacancies
Motion: Kristen Evans **Second:** James Canavan
Moved to delete Policy GCD – Professional Staff Recruiting / Posting of Vacancies due to the similarity to Policy GCF – Professional Staff Hiring.

Vote: 5-0-0

- Policy GCG – Part-Time and Substitute Professional Staff Employment

- Add to the second paragraph under Substitute Teachers section: **It is preferred that substitutes teachers hold a bachelors degree.**

- Policy GCJ – Professional Teachers Status
No changes

Vote: 5-0-0

11.0 Approval of Warrants

Motion: Kevin Richardson **Second:** Catherine Bowes

Moved to approve school warrants as presented.

Vote: 4-0-1 (Jack Wholey)

12.0 Correspondence to and Comments from School Committee Members

Chair stated that six students at Hull High School have earned the designation of AP Scholar by the College Board in recognition of their exceptional achievement on the college-level Advance Placement Program (AP) Exams. School Committee congratulated students.

School Committee discussed the September 22nd Hull Times editorial regarding student's participation in extracurricular activities. It was requested that Policy JJJ – Extracurricular Activity Eligibility be revisited and discussed at a future School Committee meeting.

Jack Wholey read an email from the Superintendent regarding a K-9 search at Hull High School. This will be a routine activity.

Motion: James Canavan **Second:** Catherine Bowes

Moved to go into Executive Session at 9:40 p.m. for the purpose of discussing collective bargaining and not to come back into Open Session.

Roll Call Vote: Kevin Richardson, Jack Wholey, Kristen Evans, James Canavan, and Catherine Bowes.