

Joint Meeting of the Nauset School Committees

Nauset Regional Middle School

June 20, 2011

ORLEANS TOWN CLERK  
D. L. L. L. L. L.  
11 AUG 26 11:15AM  
APPROVED

Present for the Brewster Committee: David Telman, Donna Kalinick, Jennifer Rabold, Marie Enochy, and Mara Liebling arrived at 7:11 p.m.

Present for Eastham Committee: Joanne Irish, Ann Crozier, Laura Freeman, Joanna Stevens

Present for Orleans Committee: David Abel, Eric Ehnstrom, Mary Lyttle, Gwynne Guzzeau

Present for Wellfleet Committee: Jan Plaue, Terry Frazier, Mort Inger, Jill Putnam, Elizabeth Pontius

Present for Region Committee: Dan McEnaney, Jean Souther, Ed Brookshire, Jon Porteus, Marie Enochy, Frank Cummings, Bob Jones

Present for Administration: Supt. Richard Hoffmann, Asst. Supt. Bonny Gifford, Ann Caretti, Director of Student Services, Hans Baumhauer, Business Manager, Principals Diane Carreiro,, Denise Fronius, Sue Helman, Keith Gauley, Tom Conrad, Maxine Minkoff, Mary Beth Rodman

CALL TO ORDER

Chair Guzzeau called the meeting to order at 6:11 p.m.

AGENDA CHANGES

None

CITIZEN SPEAKS

Vicky Reis, Middle School Cafeteria Staff member, addressed the Committee regarding outsourcing the Food Service Program. She stated the merits of cafeteria staffs in each school noting their dedication, commitment to children, and sensitivity to budgetary issues. She distributed information to the Chairs of each committee to review regarding misconceptions regarding outsourcing the program.

PRIORTY BUSINESS

Dr. Bonny Gifford introduced the Nauset District Literacy Action Plan sharing highlights of a year-long collaboration between teachers and administrators K-12. She introduced the team members which included: Bonnie Bartolini-Trott, Mary Berzinis, Marcia Cameron, Chris DeSimone, Tina Escher, Denise Fronius, Martha Jenkins, Lorraine Johnson, Maura Kerse-McMillin, Kathleen Kocaba, Betsy Lebow, Ed MacDonald, Tammy McCarthy, Patrice Michael, Carolee Rusielewicz, Brenda Vecchiione, and Bonny Gifford. A "Public Service Announcement" was created by the high school journalism students and a video was edited by Irene Bloomer and Kathy Schrock. Members of the Literacy Team highlighted the four key areas of the Action Map; Standards-based Curriculum, Data Use and Assessments, Tiered Instruction and Interventions and

Family and Community Involvement. Dr. Gifford thanked the Literacy Team for all their work in creating the plan indicating now they are ready for implementation.

#### Joint School Committee Voting

Dr. Hoffmann reviewed the procedure for Joint School Committee voting. The Committee created a subcommittee in 2004 who made recommendations relative to voting and obtained a legal opinion from Twoomey, Lamere, and Murphy relative to voting. The Superintendent reviewed the areas where Union 54 voting is in order: Appointing a Superintendent, Assistant Superintendent, Business Manager, Director of Students Services and legal counsel. They also vote on the Central Office budget and Collective Bargaining. All other matters, in particular, policy matters, must be voted by each individual separate committee. (town-by-town)

Chair Guzzeau thanked the Superintendent for the information and indicated that she will accept votes one of two ways; Chairs of each committee tally their votes and give them to the Joint Chair, or she will count votes person-by-person in each committee.

Mort Inger asked if the vote was 3-2 in favor of the Wellness Policy was it passed in the towns that voted for it. Dr. Hoffmann indicated it was passed in three towns but needs to be passed in all towns, as there is one District Policy Manual Handbook that all towns use for guidance. Chair Guzzeau asked that a copy of Robert Rules be included in packets for the fall meeting.

The rationale behind the Joint Committee voting was stated indicating that it helps to hear opinions from neighboring towns and it brings cohesiveness to the committee in a collaborative way. Others felt items should be thought about at individual committee levels and then brought to the Joint Committee for a vote. It was also expressed that when policies are brought forward for a first reading, it is then that questions and concerns should be raised for consideration.

#### Superintendent's Evaluation

Mort Inger, Chair of Union 54, and Bob Jones, Chair of the Region School Committee reported the results of the Superintendent's Evaluation. Mort Inger reviewed evaluations at the elementary level, evaluations were very good with an 8.2 score, which is very good. He indicated that some of the leading points were, effective in fighting for the override and has the ability to promote many points of view. Communication with School Committee members needs some improvement as some felt response time needs to be quicker and in some cases, member felt they were not informed about major issues until they are at a meeting.

Mr. Jones, Chair of the Region Committee indicated that Region Committee members gave the Superintendent a good to excellent performance rating. Some of the Superintendent's strengths included, very good at laying out plans, communication skills excellent, respectful and professional, challenges traditional thinking, communications have improved with the committee, thoughtful and compassionate leader. He went on to say he excels in the area of community relations with Boards of Selectmen and Finance Committees in each town. He works tirelessly on nights and weekends for the District. He indicated the Superintendent is not reluctant to let you know he does not know the answer and will do the research to get the answer. He added that some members felt he needs to get back to getting information to the Committee well in advance, especially noted by the Budget and Finance Subcommittee. It was suggested the Superintendent delegate some meetings to his administrators. Chair Jones asked the Region Committee to consider how they could help the Superintendent in this area. Mr. Jones stated that he does not

know how the Superintendent can get everything accomplished without additional staff, as demands on the position have increased greatly.

A Committee member suggested a bi-weekly or monthly newsletter to update School Committee members on what is happening in the District. Another Committee member indicated there may not be enough time for this but information is available on the website.

Overall scores: Leadership 8.6, Management 8.3, Community Relations 9.1, Professional Development 9.1, Relationship with School Committee 8.5 – total average 8.72.

The Superintendent thanked the Committees for their time spent on thinking about the Superintendent's performance. He shared that all the people he works with are excellent administrators and success is due to a strong team effort. He mentioned some major undertakings over the year including; hiring a new principal at the Middle School, building relationships with Selectmen and Finance Committees, hiring of Assistant Superintendent, revamping HR department, and negotiating a successful teacher contract without need or cost of legal counsel. He thanked the Committee for all their comments and assured them that he takes them all to heart.

#### Food Service Update

Hans Baumhauer indicated that an RFP was sent out to interested parties. The RFP Review Committee met to go over the process. The team will meet again on June 28th and will have something to you on July 11<sup>th</sup> at the next Joint meeting. He also indicated that he held a meeting with all cafeteria staff members to discuss the RFP. They are working on an insourcing option that will be part of the process. Mr. Baumhauer indicated that the RFP as written states that all our people working in the system be retained. It was noted by committee members that these are just proposals, and none have to be accepted. The District is just looking for alternatives. Only one proposal has been received. It is an information gathering process.

Julie Norgeot-Rose, a member of the audience, addressed the committee regarding concerns about community people losing their positions or getting wages decreased over time. She also shared her concerns about the quality of the food from these companies.

Clarification was given to the audience regarding questions asked during Citizens Speaks and the committees' prerogative to take it under advisement.

Judy Welch, a member of the audience, addressed the committee indicating she works for a food service company and that everything is negotiable.

Lori Brown, a member of the audience, stated her concerns that our children will be commercialized. She is also concerned about food safety issues.

Jennifer Flanagan, a member of the audience questioned using an out of state company, where do taxes go?

Vicky Reis asked that Committee members read the information distributed. She would like to arrange with the Chair of each Committee to put something on their agendas so that she can go through the material with them.

### Strategic Plan Update

The Strategic Plan meeting has been scheduled for July 11<sup>th</sup> at 9:00 a.m., location to be determined. The goal will be to look at the Themes and identify goals within those themes. (Unique and special for different towns) Dr. Hoffmann and Dr. Minkoff will be co-facilitators. It was asked that the Superintendent send some questions for consideration so they can begin to think about it.

### Wellness Policy

Dr. Hoffmann updated the Committee regarding the Wellness Policy. He recommended that the Committee not vote on this and that the item be tabled. His reason for this included that some of the information may not have been accurate. He attended a conference at the John Stalker Institute in Framingham with the Department of Education and the Director of U.S. Department of Agriculture for the Northeast indicating there will be no bans on flavored milk. The 2012 regulations state that flavored milk with 22 grams of sugar or less can be served. There are 65 new regulations coming forward in 2012-13 but most have to do with cafeteria finances.

On a motion by Mort Inger seconded by Jean Souther, it was voted to table the issue with one opposing vote, Mara Liebling.

Discussion ensued regarding the vote, 3 committees in favor and 2 not in favor of the Wellness Policy, tabling it and returning it to the Wellness Committee for another review and then onto the Policy Subcommittee for approval. Dr. Liebling stated her frustration with idea of tabling this. She stated that the Wellness Committee cannot move forward without an approved Wellness Policy. She stated this vote stymies making anything better.

Dr. Hoffmann indicated that the Chair of the Wellness Committee would prefer to postpone the vote. She would like to consider having a parent forum to talk about the policy and the thoughtful thinking behind it. The Wellness Committee might want to revisit this and think about how to amend it.

Jan Plaue – point of order – 3 groups adopted the policy do they have to rescind their votes, then vote again and have one unified vote. Dr. Hoffmann answered ultimately yes and then vote for an amended policy. Dr. Hoffmann indicated he would like one broad policy and have the two subcommittees review it. Dr. Hoffmann will bring the policy back in September after the Wellness Committee and Policy Committee review it. The Committees adopted Dr. Hoffmann's recommendation to postpone the vote. Chair Guzzeau indicated this will go back to the Wellness and Policy Committees and they will determine how to move it forward.

### Approval of Minutes –

On a motion by Marie Enochy, seconded by Frank Cummings, it was voted to approve the minutes of May 23, 2011 with the following correction: On the vote regarding the adoption of the Wellness Policy – Jennifer Rabold – abstained, Marie Enochy voted aye on both the Region and Elementary Committees. (Abstaining: Jill Putnam, Dave Telman)

*Bittersweet news –*

Dr. Hoffmann announced the retirement of Bob Jones, Chair of the Region School Committee, effective June 30, 3011. The Superintendent expressed his appreciation for Bob's unwavering support and commitment to the children in the Nauset District over a seventeen year period as a member of the Region and Orleans Committees.

Executive Session

On a motion by Frank Cummings, seconded by Jean Souther, it was voted unanimously to go into Executive Session for the purpose to discuss strategy with respect to collective bargaining for non-union personnel.

On a motion by Jan Plaue, seconded by Mort Inger, it was voted unanimously to go into Executive Session for the purpose to discuss strategy with respect to collective bargaining for non-union personnel.

On a motion by Jennifer Rabold, seconded by David Telman, it was voted unanimously to go into Executive Session for the purpose to discuss strategy with respect to collective bargaining for non-union personnel.

On a motion by Ann Crozier, seconded by Laura Freeman, it was voted unanimously to go into Executive Session for the purpose to discuss strategy with respect to collective bargaining for non-union personnel.

On a motion by Mary Lytle, seconded by Eric Ehnstrom, it was voted unanimously to go into Executive Session for the purpose to discuss strategy with respect to collective bargaining for non-union personnel.

The Committee went into Executive Session at 8:13 p.m.

Respectfully submitted,  
Ann Tefft, recording secretary