

October 15, 2014

A meeting of the Wareham School Committee was held on Wednesday, October 15, 2014, at 7:00 p.m. in the Wareham Middle School Auditorium. Present were Geoff Swett, Mel Lazarus, Cliff Sylvia, Mike Flaherty, Rhonda Veugen, and Nicole Russo, student representative, as well as Superintendent Kimberly Shaver-Hood, and recording secretary, Mrs. Ruiz.

The meeting was called to order by Chair Sylvia at 7:00 p.m.

PUBLIC PARTICIPATION

Jaime Rebhan played a slide show on behalf of a group of teachers thanking Dr. Shaver-Hood.

GOOD NEWS

- 1) The Wareham High School band led by advisor Heather Ware performed.
- 2) John and Abigail Adams Scholarship Recipients - Principal Palladino stated that in order to be eligible for the John and Abigail Adams Scholarship, students must have scores of *Advanced* and *Proficient* on grade 10 MCAS tests in English Language Arts (ELA) and Mathematics (at least one score must be *Advanced*) and have combined scores on MCAS ELA and Mathematics tests that place them in the top 25 percent of students in the graduating class in their district. The scholarship covers tuition only to a Massachusetts state college or university. He announced the names of all 41 students. Those present were welcomed to the stage and congratulated. He also announced that 12th grader Timeo Sequeira was also a national merit scholar.
- 3) Mrs. Veugen announced that the SpEd Parent Advisory Meeting is on October 21st at the WMS Library.
- 4) Mr. Swett informed his colleagues and the public that there was another way to give back to the Wareham Public Schools by registering for a specialty plate for school districts through the Department of Motor Vehicles.
- 5) Miss Russo arrived at the meeting and stated that at today's volleyball game the team raised money for breast cancer awareness.

Minutes of the Meeting

Mrs. Veugen moved to approve the minutes of October 1, 2014 as presented, seconded by Mr. Swett.

VOTE: yea – 5; nay – 0; abstain - 0

Global Education Team Presentation

Henry St. Julien and Jessica Andrews of the Global Education Team were present and made the following requests:

- 1) Wareham Student Trip - 7 students from Cape Verde to visit Wareham in March of this school year and will be placed in the homes of the team members.
- 2) Cape Verde Student Trip in April 2016 for up to 5 adults and up to 10 WHS students who are active on the G.E.T. This trip encourages our students to be globally minded and we are building relationships with other schools, primarily the Island of San Phillip. Mr. St. Julien reviewed the steps in preparation for the trip.

In response to members' concerns, Mr. St. Julien stated that they would be adding travel insurance to allow money back to students should there be a need to cancel the trip. Upon returning from the trip students would be making presentations at each of our schools.

Mr. Swett moved to approve the Global Education Team trip to Cape Verde in April 2016, seconded by Mrs. Veugen.

VOTE: yea – 5; nay – 0; abstain - 0

Mrs. Veugen moved to approve students from Cape Verde attending our schools, the Wareham Student Trip in March 2015, seconded by Mr. Swett.

VOTE: yea – 5; nay – 0; abstain - 0

Acceptance of Gifts

Superintendent Shaver-Hood recommended the following gifts be accepted:

\$1,000.00 monetary gift from Mr. Geoffrey Swett for the Advanced Studies and Leadership Program for WMS students. Motion to accept by Mrs. Veugen, seconded by Mr. Lazarus.

VOTE: yea – 4; nay – 0; abstain – 1 (Mr. Swett)

\$400.00 monetary gift from Shaws Supermarket to WMS to support student clubs and after school programs. Motion to accept by Mr. Flaherty, seconded by Mrs. Veugen.

VOTE: yea – 5; nay – 0; abstain - 0

\$283.00 monetary donation from Target to WMS to support student clubs and after school programs. Motion to accept by Mr. Flaherty, seconded by Mrs. Veugen.

VOTE: yea – 5; nay – 0; abstain - 0

\$500.00 monetary donation from the Memorial Fund for Melissa Drake towards a sign at the John W. Decas School. Motion by Mrs. Veugen, seconded by Mr. Flaherty.

VOTE: yea – 5; nay – 0; abstain - 0

\$7,071.00 monetary donation from the Memorial Fund for Melissa Drake for technology for students in the Wareham Public Schools. Motion to accept by Mr. Flaherty, seconded by Mrs. Veugen.

VOTE: yea – 5; nay – 0; abstain - 0

Vote on Amendment to Agreement with AFL-CIO, Council 93, Chapter 30 Custodians

Superintendent Shaver-Hood stated that the amendment addresses changes made in the district for head custodian coverage in our buildings.

Mr. Lazarus moved to approve the amendment to the Custodians' contract, seconded by Mr. Swett.

VOTE: yea – 5; nay – 0; abstain – 0

Evaluation of the Superintendent of Schools

Chair Sylvia stated that it is the charge of the School Committee to evaluate the superintendent annually in public session in the presence of the superintendent. There was a new instrument used and an evaluation sheet was done by individual members and the chair prepared a consolidated report with commentary.

Each member gave a short synopsis of their evaluation of Superintendent Shaver-Hood as follows:

Mr. Flaherty read his cover letter and gave an overall score of Proficient and Exemplary in the community.

Mr. Lazarus stated that the law requires the school committee to make this evaluation public. As a new member, he was not privy to actions prior to April 1st. There were no goals to be evaluated on this year and there was a lack of evidence presented except for standard # 3. He rated Standards #1, #2 & #4 Proficient and #3, Exemplary.

Mr. Swett stated that this document should be public but the best way for an evaluation is a thoughtful, constructive dialogue one on one. He thanked the superintendent for being part of the district.

Mrs. Veugen stated that the evaluation form was a good first step as constructive feedback. She scored community engagement and communication Exemplary and was pleased with Data Driven Decision-making. She read her overall comments.

Dr. Sylvia evaluated the superintendent on the Standards as follows: #1 Instructional Leadership – proficient; #2 Management and Operations – proficient; #3 Family and Community Engagement – exemplary; #4 Professional Culture – proficient.

Chair Sylvia then read for the record the Consolidated Evaluation of Dr. Kimberly Shaver-Hood for School Year 2013-2014. For the 2013-14 school year using a multiplier of 2.5, Dr. Shaver-Hood's average point total was 85. He recommended a motion be made to give Dr. Shaver-Hood a 2% increase in salary for the school year 2014-15 retroactive to the beginning of the year in compliance with her contract.

Mr. Lazarus moved to increase Dr. Shaver-Hood's salary by 1%, seconded by Mr. Flaherty for discussion.

Mr. Lazarus stated that he had a philosophical problem with giving a higher raise to the superintendent then was given to other administrators and staff in the district.

Mr. Flaherty reiterated his objection to tying our hands as a committee with the evaluation process and felt no one should get any money with the town's financial problems.

Mr. Swett stated that when not compensating for efforts at the top, a huge price is paid. The town is struggling with resources but educators are rewarded in three ways - increased education, experience, negotiated increases in the system.

Dr. Sylvia stated that the evaluation calls for a proficient rating to be 1%-3% on the evaluation, whose terms were set by the committee. The mean average was 2% and that is his recommendation.

VOTE: yea - 2; nay - 3 (Sylvia, Veugen, Swett); abstain - 0

Mrs. Veugen moved to accept the Chair's recommendation of a 2% raise based on the combined scores on the evaluation, seconded by Mr. Swett.

VOTE: yea - 3; nay - 2 (Lazarus, Flaherty); abstain - 0

Mr. Lazarus moved to accept the Consolidated Evaluation Report as presented, seconded by Mrs. Veugen.

VOTE: yea - 5; nay - 0; abstain - 0

Superintendent's Report

Dr. Shaver-Hood thanked the members for their time and effort in the evaluation process.

She reported that the bus bid went out and is on our website and will be in the local newspaper October 23rd.

The scheduled Tuesday workshop meeting is the day after town meeting begins so she recommended changing this meeting to Wednesday, October 29th. It was agreed.

School Committee Reports

Mr. Swett announced the Policy Review Committee Meeting in Room 228 of the Multi-Service Center on Tuesday, October 21st at 6:30 p.m.

Mr. Lazarus reported that he had attended the Cape Cod Collaborative meeting and that Wareham has seven students involved this year. He also took the course offered by CCC.

Mt. Swett thanked the Superintendent and Minot Forest Principal for allowing the New Bedford Symphony to come to grades 3 & 4 students.

Any other business

Mr. Lazarus referenced an article in the October 5th Globe South listing Wareham Public Schools as one of the three lowest pay scales for our teachers.

Mr. Swett stated that he would be remiss in not commenting on the recent tragedy on Main Street. He complimented our management team for the idea of individual success plans for every child in the district to make kids believe they have a future.

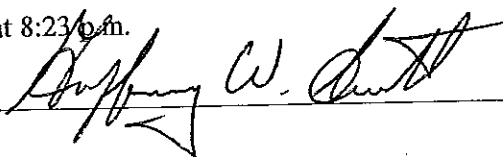
Dr. Sylvia stated that registration for the NSBA conference is open and members interested in attending should see Mrs. Ruiz.

Mrs. Veugen moved to adjourn, seconded by Mr. Swett.

VOTE: yea - 5; nay - 0; abstain - 0

The meeting adjourned at 8:23 p.m.

Respectfully submitted:



List of documents:

Correspondence: Superintendent's Newsletter, List of Vacancies, Personnel List
John and Abigail Adams Scholarship Awards 2014-15

Global Education Team Wareham Student Trip and Cape Verde Student Trip
Memo Gifts to Wareham Middle School
Amendment to the Agreement between Wareham School Committee and AFL-CIO, State Council 93,
Ch. 30
Consolidated Evaluation of Dr. Kimberly Shaver-Hood for School Year 2013-14 by the Wareham School
Committee