

Joint School Committee Meeting  
Thursday, May 28, 2015  
Nauset Regional Middle School, Cafeteria

Present for the Committees:

Region: John O'Reilly, Chris Easely, Ed Lewis, Sue Skidmore, Tracy Vanderschmidt, Sarah Blackwell, Deborah Beal

Brewster: David Telman, Claire Gradone, and Jessica Larsen

Eastham: Ann Crozier, Mary Lou Sette, Amy Handel, and Joanne Irish

Orleans: Josh Stewart, Gail Briere, Hank Schumacher, and Ginger Marks

Wellfleet: Jan Plaue, Mort Inger, Betsy Pontius, Jill Putnam, and Martha Gordon

Present for the Administration:

Dr. Hoffmann, Keith Gauley, Giovanna Venditti, Tom Conrad, MaryBeth Rodman, Elaine Pender

REORGANIZATION

Dr. Hoffmann called the meeting to order at 7:01 p.m. and welcomed the new members to the Committees. Dr. Hoffmann accepted nominations for Chair of the Joint School Committee.

On a motion by Mort Inger, seconded by Sarah Blackwell, it was voted unanimously, to appoint Jan Plaue as Chair of the Joint School Committee.

Call to Order

Chair Plaue called the meeting to order at 7:06 p.m. and accepted nominations for Vice Chair of the Joint School Committee.

On a motion by John O'Reilly, seconded by Sue Skidmore, it was voted unanimously to appoint Ed Lewis as Vice Chair of the Joint School Committee.

On a motion by Gail Briere, seconded by Amy Handel, it was voted unanimously to appoint Ann Crozier as Chair of Union 54.

On a motion by Joanne Irish, seconded by Jill Putnam, it was voted unanimously to appoint Gail Briere as Vice Chair of Union 54.

Cape Cod Collaborative – Articles of Agreement

Paul Hilton, Executive Director of the Cape Cod Collaborative gave a presentation regarding the history of the Collaborative, the advantages of being part of the Collaborative, tuition programs offered, program development, strategic planning, service utilization, special needs transportation, professional development days, virtual high school, monthly meetings and grant coordination. He also reviewed the Cape Cod Collaborative Articles of Agreement which, he noted, have not changed significantly since 1975 and have been approved by the state. The Cape Cod Collaborative Board of Directors will review this draft one more time to discuss approval at their June meeting. He solicited questions from board members and highlighted

changes in the articles. Questions were asked relative to quorums, transportation costs, membership and non-member fees, and extraordinary expenses. Mr. Hilton indicated that the Cape Cod Collaborative will vote on the Articles of Agreement in June but does not anticipate any changes. The primary purpose for his presentation was to address questions in advance. He also indicated that the state is comfortable with the document as is the Board of Directors for the Collaborative.

Region -

Motion:

On a motion by Ed Lewis, seconded by Chris Easley, it was voted unanimously to approve the Articles of Agreement for the Cape Cod Collaborative as submitted and dated April, 2015.

Brewster –

The Chair asked that the committee take this up at their next meeting as two Brewster members were not in attendance.

Wellfleet –

On a motion by Jill Putnam, seconded by Mort Inger, it was voted unanimously to approve the Articles of Agreement for the Cape Cod Collaborative as submitted and dated April, 2015.

Eastham –

On a motion by Mary Lou Sette, seconded by Joanne Irish, it was voted unanimously to approve the Articles of Agreement for the Cape Cod Collaborative as submitted and dated April, 2015.

Orleans –

On a motion by Gail Briere, seconded by Ginger Marks, it was voted unanimously to approve the Articles of Agreement for the Cape Cod Collaborative as submitted and dated April, 2015.

#### Superintendent's Evaluation

Ann Crozier, Chair of Union 54 indicated she received 14 evaluations for the Superintendent.

Standard 1 – Curriculum, Instruction, & Assessment – 2 Exemplary, 12 Proficient

Standard 2 – Management & Operations – 4 Exemplary, 10 Proficient

Standard 3 – Family & Community Engagement – 13 Proficient, 1 Needs Improvement

Standard 4 – Professional Culture – 3 Exemplary, 11 Proficient

Overall rating: 4 exemplary, 10 proficient

Positive comments included:

- Has insured that the administrative team established high expectations for teacher and student performances.
- Developed a spending plan that included budget cuts without jeopardizing student learning.
- Loved the fact a new culture club was formed. The Middle and High Schools now have Mandarin language programs.
- Curriculum is an outstanding strength of Richard. K-5 proficiency development, common measurements, and ELA were commendable areas of growth.

- Dr. Hoffmann responded to requests for better communication of evidence for this review.
- Much better anticipation of matters that upset parents so that conflict is avoided.
- The professional practice goal has evidence from administrators and teachers to support its success.

John O'Reilly, Chair of the Region School Committee indicated he received 4 evaluations for the Superintendent with 1 Exemplary and 3 Proficient.

Comments included:

Relationship with Regional School Committee is improving

Needs work, resistance to do things another way

Impressed with professional manner and professional standards, competent, knowledgeable, responds to DESE, and promotes the District well.

Chair Plaue shared her concern regarding the small number of people who completed the Superintendent's evaluation. Mr. Lewis indicated that the reason for the low submission rate at the region is that the membership has been in flux. Sue Skidmore echoed what Chair Plaue said.

Mr. Lewis added a personal note, thanking Dr. Hoffmann for all his hard work on behalf of the students and the towns in the Region. He also stated as a retiree, without students in the schools, it is hard to know what is going on in the schools. He stated Nauset has phenomenal schools and if we are good, the Superintendent is good.

Dr. Hoffmann prepared a statement for the Committee showcasing a few of the major accomplishments in the last six years that included: Region Financial status much improved over six years ago, International Student Program, School Choice bringing in more money and more students staying at Nauset as compared to FY2009, MCAS scores have consistently risen, ELA curriculum in all elementary schools the same for reading and writing, curriculum content in math and science aligned to Massachusetts, great MCAS scores in elementary schools, upgraded technology in the entire district, budget documents detailed and thorough, capital upgrades in many facilities and improved parent/community involvement.

#### Substitute Rate Increase

Dr. Hoffmann indicated that there was a survey done by the Old Colony School Superintendents regarding substitute rates and noted that Nauset was competitive with some of the districts but not all. It was recommended that the rates increase for teachers by \$5.00 for substitutes with a 2 year and 4 year degree or \$80 per day. A certified teacher or Nauset retiree will receive \$10.00 more or \$90 per day.

The nurses substitute rate remained at \$100. The secretarial rate will increase 25 cents per hour, to \$9.25, but usually substitutes are not called. The cafeteria rate increased ten cents to 9.25 and the custodial rate remained the same.

Many members felt the rate was too low but understood the implications that increasing it would have on budgets. Dr. Hoffmann reminded committee members that if the rate for substitutes is increased, they would have to reduce somewhere else in their budgets. Chair Plaue indicated that this is something they should look at next year during the budget process. Chair O'Reilly felt the committee should have the ability to make this decision. Dr. Hoffmann noted that many substitutes in the district are Nauset retirees.

### Wellfleet

On a motion by Mort Inger, seconded by Jill Putnam, it was voted 4 yeas to approve the substitute rates as submitted.

### Eastham

On a motion by Ann Crozier, seconded by Amy Handel, it was voted 4 yeas to approve the substitute rates as submitted.

### Orleans

On a motion by Genger Marks, seconded by Josh Stewart, it was voted 4 yeas to approve the substitute rates as submitted.

### Region

On a motion by Ed Lewis, seconded by Sue Skidmore, it was voted 7 yeas to approve the substitute rates as submitted.

### Brewster

On a motion by Dave Telman, seconded by Claire Gradone, it was voted 3 yeas to approve the substitute rates as submitted.

### Meeting Dates/Agenda

Chair Plaue asked the committee if there were items they would like to discuss this summer. Sarah Blackwell suggested a School Committee Roles and Responsibilities workshop that will help new members. Martha Gordon requested a presentation and ongoing attention to the substance abuse situation and suggested getting Gosnold as well as police and health organizations involved. Keith Gauley indicated that he could put together something so that the School Committees would know what is happening in the schools on this topic. Ed Lewis would like to discuss the school calendar at a future meeting and would like to involve the NEA in discussions prior to creating the next school calendar.

Ann Crozer, Chair of Union 54, suggested having meetings before the Joint Meeting, as in the past.

Keith Gauley mentioned the efficiency and effectiveness of Administration reporting some of the items five times and suggested consolidating repetitive items at a Union 54 or Joint meeting.

### EXECUTIVE SESSION

On a motion by Jan Plaue, seconded by John O'Reilly, it was voted unanimously to go into Executive Session for the purpose of conducting contract negotiations with non-union personnel, Superintendent-Elect. On a roll call the vote was as follows:

Region: John O'Reilly-yea, Chris Easley-yea, Ed Lewis-yea, Sue Skidmore-yea, Tracy Vanderschmidt-yea, Sarah Blackwell-yea, and Deborah Beal-yea

Brewster: David Telman-yea, Claire Gradone-yea, and Jessica Larsen-yea

Eastham: Ann Crozier-yea, Mary Lou Sette-yea, Amy Handel-yea, and Joanne Irish-yea  
Orleans: Josh Stewart-yea, Gail Briere-yea, Hank Schumacher-yea, and Ginger Marks-yea  
Wellfleet: Jan Plaue-yea, Mort Inger-yea, Betsy Pontius-yea, Jill Putnam-yea, and Martha Gordon-yea

The Committee went into Executive Session at 8:38 p.m.  
The Committee returned to Open Session and voted the following:

Union 54 –

On a motion by Mort Inger, seconded by Dave Telman, it was voted unanimously to approve the contract for the next Superintendent.

Region-

On a motion by Ed Lewis, seconded by Sue Skidmore, it was voted unanimously to approve the contract for the next Superintendent.

#### Approval of Minutes

On a motion by John O'Reilly, seconded by Ed Lewis, it was voted unanimously to approve the minutes of March 16, 2015.

On a motion by John O'Reilly, seconded by Ed Lewis, it was voted unanimously to approve the minutes of March 26, 2015.

#### Adjournment

On a motion by Mort Inger, seconded by Sue Skidmore, it was voted unanimously to adjourn the meeting at 9:00 p.m.

Included in the packet: Minutes for approval, revised school calendar-for information only.

Respectfully submitted,  
Ann M. Tefft