

Joint School Committee Meeting
Thursday, July 10, 2014
Eastham Town Hall

Present for the Committees:

Region: John O'Reilly, Ed Brookshire, Sara Blackwell, Brian Kavanaugh, Sue Skidmore, Ed Lewis, Jayne Fowler, Chris Galazzi, and Cheryl Codair

Brewster: David Telman, Brenda Cazeault, Trish Hill, and Claire Gradone

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

Orleans: Josh Stewart, Ed Rohmer, Gail Briere and Ginger Marks

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

Present for the Administration:

Dr. Hoffmann, Keith Gauley, Barbara Lavoine, Maxine Minkoff, Mary Beth Rodman, Denise Fronius, Giovanna Venditti and Ann Caretti

Call to Order

Chair Plaue called the meeting to order at 7:00 p.m. and reviewed the agenda for the audience.

Agenda Changes

None

Citizens Speak

Russ French, Chairman of the Eastham Finance Committee, voiced his support for Dr. Hoffmann. He further stated that Dr. Hoffmann should be given the utmost respect and continues in the position of Superintendent.

Marge Fulcher addressed the committee with concerns about the teaching staff morale and the wording of a possible contract extension for the Superintendent.

Charlie Sumner, Brewster Town Administrator, voiced his support for the Superintendent. He indicated that his relationship with Dr. Hoffmann is a good one, thinks the system has continued to improve under Dr. Hoffmann's leadership and that financially, revenues are up and budgetary practices are very good. He thanked Dr. Hoffmann very much for his service to the District.

Mark Mathison, President of the NEA, voiced concerns that the School Committee/Staff Communication Policy was not going to be discussed, as it was not on the agenda. Chair Plaue indicated that the policy was not on the agenda for the meeting because several committee members are working together to revise the policy and the draft was not complete. Once they have revised the policy drafted and the attorney has looked at it, it will be discussed publicly. Vice Chair, Ed Lewis, indicated that he, Ms. Hill, and Mr.

Galazzi have only had one meeting and are working on a draft of the policy. Ms. Cazeault clarified that those three people will be working on the policy and legal will be involved.

Bob Sinclair addressed the committee regarding the School Committee/Staff Communication policy and indicated that the policy should be re-written so that teachers can have a voice at the meetings.

PRIORITY BUSINESS

Superintendent's Evaluation – Chair Plaue reviewed the events of the last meeting and indicated that the Superintendent would like to say a few words about his evaluation. Mr. Kavanaugh indicated the issue was already vetted. He was also disturbed that some members were given an extension to get their evaluations done. Chair of Union 54, Ann Crozier, indicated that three evaluations were received. The extension was given as a courtesy for members of the committee and had no political intent. Chair Plaue applauded members for getting their evaluations done as the Superintendent uses those comments to improve and make change to make the system better.

Chair Plaue indicate she would like to engage in a final discussion of the Superintendents evaluation. Mr. Kavanaugh indicated that the agenda indicated the committee would discuss the 14/15 evaluation and not the 13/14 evaluation. Discussion ensued about the agenda and the public posting of the meeting. Mr. Kavanaugh suggested it was inappropriate to keep discussing the issue. He questioned the intent of the meeting as he thought it was to re-examine the Galazzi motion and talk about the School Committee/Staff Communication policy, and neither were on the agenda. Other members shared concerns about discussing the evaluation and the process. Chair Plaue indicated that things have changed since May and the Superintendent is not asking for a one year extension to his contract. Chair Plaue indicated that there was an error on the agenda that no one caught, so the committee can either talk about it or not talk about it. She asked if it was the consensus of the Committee not to take up item A., Final Discussion of Superintendent's Evaluation.

MOTION:

On a motion by Ann Crozier, seconded by Mort Inger, it was voted to suspend with Item A. and move into Executive Session.

Members continued to discuss the agenda items, some indicating they did not like the wording on Item D. Ms. Putnam thought the meeting was to follow up discussion, to get more information, and receive a response from Dr. Hoffmann. She suggested that everyone learn from whatever happened with this policy and asked to hear from the Superintendent.

Marge Fulcher raised a point of order asking why the communication policy was not on the agenda. Josh Stewart, member of the Policy Subcommittee, indicated that the policy subcommittee did their work and that the current policy is still in effect. Several members wanted to work on this policy to advance it. Neither the Administration nor the School committee is against revising this policy. The policy is not ready because it is summertime and effort of committee members who have not finished yet. He

expressed that he was upset that she would insinuate that the school committee or the Administration is trying to prevent this policy from moving forward. The Policy Subcommittee spent hours on this policy and brought it to the full committee with the legal opinion. It was not approved by the full committee and the volunteer subcommittee members are working on this at this time.

EXECUTIVE SESSION

Motion:

On a motion by Ed Lewis, seconded by Ed Brookshire it was voted to go into Executive Session at 7:50 p.m. to conduct negotiations with nonunion personnel specifically related to the Superintendent of Schools and to discuss strategy with respect to collective bargaining as an open meeting may have a detrimental effect on the bargaining position of the school committee and to conduct collective bargaining relating to the following units: teachers educational assistants, secretaries, Eastham cafeteria workers & custodians, SIEU custodians in Brewster and SEIU custodians in the Region. The school committee will be returning to open session.

Judy Lindahl and Josh Stewart recused themselves.

Mr. Rohmer questioned the wording for the Executive Session with regard to the Superintendent's contract. Mr. Kavanaugh questioned the need for Executive Session to ratify contracts. He indicated that this is not negotiating but ratifying contracts. Dr. Hoffmann indicated that this was the recommendation and wording of the School Committees' legal counsel. Chair Plaue indicated that this is what has always been done and indicated there was a clear need for it. She stated that the Committee discuss the Superintendent's contract in Executive Session. The Committee will come back into open session and let the public know what was decided.

Trish Hill called a Point of Order indicating that there may not be proper accommodations for the audience when they go into Executive Session. She felt they might want the information before they leave the room. Some committee members requested that another meeting of the Joint Committee wait until September for discussion of the School Committee-Staff Communication policy because it is summer vacation and people are planning trips.

A motion was made by John O'Reilly, Chair of the Region, seconded by Ed Brookshire; and it was voted, to have the Joint School Committee meet on August 14th.

On a motion by Ed Brookshire, seconded by Josh Stewart, it was voted to move the question.

Gail Briere stated her displeasure of the tone of the meeting and the previous meeting. She asked members if a school committee member saw an error on the agenda, why they would not call the Superintendent's office to let him know and the agenda could have been re-issued. She was upset that the committee is wasting time and accomplishing nothing.

On a roll call the vote was as follows:

Brewster – Trish Hill – yea, Claire Gradone – yea, Brenda Cazeault – no (wanted legal opinion),
Dave Telman – yes

Region - John O’Reilly-yea, Ed Brookshire-yea, Sara Blackwell-yea, Brian Kavanaugh - no,
Sue Skidmore-yea, Ed Lewis – yea, Jayne Fowler-yea, Chris Galazzi - yea, and Cheryl Codair-yea
Eastham - Ann Crozier-yea, Mary Lou Sette-yea, Amy Handel-yea, Joanne Irish-yea

Orleans – Ed Rohmer-no, Gail Briere-yea, Ginger Marks – yea

Wellfleet – Mort Inger–yea, Martha Gordon–yea, Jill Putnam–yea, Jan Plaue-yea, Betsy Pontius-yea

The Committee went into Executive Session at 8:00 p.m.

The Committee reconvened in open session at 9:20 p.m.

Mr. Lewis made a motion, seconded by Mr. O’Reilly, that the committee vote to approve a contract with Dr. Hoffmann or extend Dr. Hoffmann’s current contract for the period July 1, 2015 to August 15, 2015 under terms and conditions to be negotiated by a subcommittee to be named and legal counsel for both parties.

Mr. Rohmer indicated he could not vote in favor of the motion because of the wording, “or extend.”

Mr. Kavanaugh indicated he could not vote in favor of the motion because of the wording either and suggested the committee use the word, “attempt.”

Mr. Galazzi asked if someone would like to amend the motion.

Mr. Rohmer suggested the extension be a separate contract. Mr. Kavanaugh stated we are obligating the committee to enter into a contract.

Mr. Inger indicated that it was the consensus of the Joint Committee to be obligated to do this six week contract. Chair Plaue agreed.

Mr. Rohmer made a motion that was seconded by Mr. Kavanaugh to strike the wording, “or extend” and add the wording, “enter into negotiation.”

Mr. Stewart stated that by removing the possibility of extending the contract, it may also remove the possibility for the six week agreement. He would like it to succeed and have Dr. Hoffmann’s contract be extended.

Mr. O’Reilly made a motion that was seconded by Mr. Brookshire, and it was voted by majority to move the question. It was noted that Mr. Galazzi did not want to end debate.

The amended motion, made by Mr. Rohmer, seconded by Mr. Kavanaugh, to strike the words, “or extend” was defeated. (Union 54 – 9 yeas, 3 yeas/ Region 1 yeas, 8 nays)

The main motion was then amended by Mr. Lewis, that the committee vote to negotiate a contract with Dr. Hoffmann or extend Dr. Hoffmann’s current contract for the period July 1, 2015 to August 15, 2015 under terms and conditions to be negotiated by a subcommittee to be named and legal counsel for both parties. (Union 54 – 9 yeas, 3 nays/Region 7 yeas, 1 not voting, 1 nay)

Mr. Lewis thanked all the members of the negotiating committees for doing a professional job. He thanked Harry Terkanian, Town Administrator from Wellfleet who did a marvelous job.

Mr. Lewis made a motion that was seconded by Mr. Inger, it was voted unanimously by the Region and unanimously by Union 54, (minus Josh Stewart and Judy Lindahl who recused themselves), to ratify the successor contract with the Nauset Education Association TEACHERS for the period July 1, 2014 to June 30, 2017 as submitted.

Mr. Lewis made a motion that was seconded by Ed Brookshire and voted unanimously by the Region and Union 54, to ratify the successor contract with the Nauset Education Association EDUCATIONAL ASSISTANTS for the period July 1, 2014 to June 30, 2017 as submitted.

Mr. Lewis made a motion that was seconded by Sue Skidmore and voted unanimously by the Region and Union 54, to ratify the successor contract with the Nauset Education Association SECRETARIES for the period July 1, 2014 to June 30, 2017 as submitted.

Ms. Crozier made a motion that was seconded by Ms. Irish and voted unanimously, to ratify the successor contract with the Nauset Education Association EASTHAM CAFETERIA WORKERS AND CUSTODIANS for the period July 1, 2014 to June 30, 2017 as submitted.

It was noted the cafeteria workers and custodians have not ratified this contract yet but ALL other contracts have been ratified by the various unions.

Mr. Telman made a motion that was seconded by Ms. Hill and voted 4 yeas to ratify the contract with the SEIU Custodians for BREWSTER for the period July 1, 2014 to June 30, 2017 as submitted.

Mr. Lewis made a motion that was seconded by Sue Skidmore and voted unanimously, to ratify the successor contract with the SEIU Custodians for REGION for the period July 1, 2014 to June 30, 2017 as submitted.

Policy Updates

Chair Plaue indicated that each of these policies is being read so that they can become part of the existing policy book now.

BACKGROUND CHECKS POLICY

On a motion by Mr. O'Reilly, seconded by Ms. Fowler, it was voted unanimously 7-0, (Mr. Kavanaugh and Ms. Blackwell left the meeting) to approve Background Check Policy (ADDA) and Model Cori policy (ADDA-R) for a second reading and adoption.

Brewster – 4 yeas to approve the policies ADDA and ADDA-R for a second reading and adoption

Wellfleet – 5 yeas to approve the policies ADDA and ADDA-R for a second reading and adoption

Eastham – 5 yeas to approve the policies ADDA and ADDA-R for a second reading and adoption

Orleans – 4 yeas to approve the policies ADDA and ADDA-R for a second reading and adoption

STUDENT RESPONSIBLE USE POLICY

Ms. Crozier asked that we remove the wording, “refer to page 49, as voted by the Policy Subcommittee.

Ms. Skidmore indicated that there will be an update version for the elementary schools.

On a motion by Mr. O'Reilly, seconded by Ed Brookshire, it was voted unanimously 7-0, to approve the policy for a second reading, with the revision as suggested by Ms. Crozier, and adoption.

MANAGEMENT OF LIFE-THREATENING ALLERGIES

On a motion by Mr. O'Reilly, seconded by Sue Skidmore, it was voted unanimously 7-0, to approve the policy on Management of Life-Threatening Allergies, for a first reading for the Region.

Elementary Committees voted as follows:

Brewster – 4 yeas to approve the policy for a first reading

Wellfleet – 4 yeas to approve the policy for a first reading

Eastham – 4 yeas to approve the policy for a first reading

Orleans – 4 yeas to approve the policy for a first reading

Item D. – Topics as a consequence of possible previous action

2014-15 School Calendar

On a motion by Mr. O'Reilly, seconded by Mr. Galazzi, it was voted unanimously by all committees to adopt the 2014-2015 school calendar as submitted dated 7/9/2014.

Chair Plaue indicated that Dr. Hoffmann intends to retire on August 15, 2015 and that the Committee must begin a search for a new Superintendent of Schools. The Chair explained the reason for the wording of item D. She suggested that Committees who do not have a meeting before August 14th, schedule one for the purpose of selecting a member to be on the Superintendent's Search Committee. She indicated

that one member from each elementary committee and two members from the Region will be on the committee. Parents, Teachers, and Principals will also be involved when the search is conducted.

On a motion by Mr. Lewis, seconded by Mr. O'Reilly, it was voted by a majority that a subcommittee be formed comprised of the Chair of the Joint School Committee, Chair of Union 54 and Chair of the Region along with legal counsel to negotiate a contract extension or new contract with the Superintendent.

Mr. Lewis made a motion that was seconded by Mr. Inger and voted unanimously that a search committee be appointed at a future date consisting of one member of each elementary school committee and two members from the region to include other members as they move forward.

Mr. O'Reilly modified the motion to identify August 14th is the date the committee will give the subcommittee a charge.

Ms. Cazeault inquired about the time commitment. Mr. Inger and Mr. O'Reilly indicated that the time commitment is considerable. Mr. Inger indicated that the Cape Cod Collaborative could do the initial search and cull the applications. Mr. O'Reilly indicated that the Collaborative does the heavy lifting with publications, advertisements, etc. and culls down the applicants, after receiving criteria from the Committee. It was noted that members of the search committee must be able to spend time serving on the committee. It was also noted that there will be definitive dates established and that the Collaborative helped keep the search committee on track. Ms. Putnam stated that the "Collaborative" is the center for Executive Searches and is highly recommended to help with the search. She also indicated that this board will have a vote on the final 2-3 candidates.

APPROVAL OF MINUTES

On a motion by John O'Reilly, seconded by Sue Skidmore it was voted unanimously to approve the minutes of the May 22, 2014 meeting with the following corrections:

In attendance: Jill Putnam, Claire Gradone and Joanne Irish

Not in attendance: Cheryl Codair

The last page of the minutes should read: Mr. Lewis and Mr. Galazzi, not Mr. Rohmer

ADJOURNMENT

On a motion by Mr. Telman, seconded by Mr. Inger, it was voted unanimously to adjourn the meeting at 10:00 p.m.

Respectfully submitted,
Ann M. Tefft

Included in the packet: Executive Session note and contracts, Letter from Superintendent, policy information on background checks, RUP for MS & HS, Management of Life Threatening Allergies, minutes of May 22nd.