

School Committee Meeting  
November 19, 2020

A hybrid meeting of the Wareham School Committee was held on Thursday, November 19, 2020 at 7:00 p.m. in Room 320 at the Multi-Service Center.

**Call meeting to Order/Roll Call:**

Chair Bacchiocchi called the meeting to order. Present from School Committee: Joyce Bacchiocchi, Kevin Brogioli, and Michael Flaherty. Also in attendance Dr. Kimberly Shaver-Hood, Superintendent, Dr. Andrea Schwamb, Assistant Superintendent, and Jamie Wiksten, Recording Secretary.

Remote Attendance: Apryl Rossi and Mary Morgan.

Chair Bacchiocchi lead us in the pledge of allegiance.

Chair Bacchiocchi announced that the meeting is being recorded by WCTV, and audio recorded by Jamie Wiksten.

The hybrid meeting will consist of a roll call vote.

**Public Participation:**

There was no public participation.

**Good News:**

Dr. Shaver-Hood announced that Wareham High School recently announced the recipients of the John and Abigail Adams Scholarship, the Wareham High School 2020 AP Qualifying Score, and AP Scholarship Distinctions. Dr. Shaver-Hood prepared a slide show for the committee to recognize the merits of these students.

Ms. Chandler shared that Michelle Skolnik, a Decas Elementary teacher, volunteers her time to donate food through Farmers to Families, and today gave boxes of food to many Wareham Public School students and families.

**Student Representative Report: Emily Roberge**

Emily Roberge shared that Wareham High School had the NEASC accreditation last Monday. There was a filmed student lead tour, and NEASC watched it and the video

was well received.

Two students were interviewed, and provided a lot of information to NEASC. Miss Roberge mentioned she always look forward to speak about Wareham in a positive way.

Community Empowerment: Ms. Roberge had the opportunity to attend one of their zooms last night. The workshop covered sports, positivity, pandemic and gender equality.

Miss Roberge thanked the WHS teachers for being available and supportive. The student body is very lucky to have a staff that puts in the extra effort to help students be successful.

#### **APPROVAL OF THE MINUTES:**

Mr. Flaherty made a motion to approve the minutes of October 15, 2020, seconded by Mr. Brogioli.

Roll Call Vote:

Mr. Brogioli – yea, Mr. Flaherty – yea, Ms. Morgan – yea, Ms. Rossi – yea, Chair Bacchiocchi - yea

Yea – 5

Nay – 0

Abstain – 0

VOTE: 5-0-0

#### **E-SPORTS: Mr. Palladino, Mr. Brown**

Mr. Palladino introduced Carlisle and Candice Beach, as two student members of E-Sports.

Candice shared that the students meet in Ms. Sharples room, and log into the computers. Carlisle explained that the students play a game called League of Legends and Rocket League, which is a game played in a soccer field with cars.

Mr. Brown explained that the group plays against other schools, which have a significant amount of teams playing, and E-Sports has expanded into college level. Carlisle mentioned that a few schools have scholarships, and he knows of a student who received a full scholarship through E-Sports.

Mr. Brogioli asked how many students are involved.

Mr. Brown responded that usually 12-14 students. He has a dedicated 6 students attend, and an average of 10-12 students in the classroom playing a variety of games.

Mr. Palladino shared that PlayVS is a nationally recognized league. Mr. Brown runs the club with assistance from Christian Fernandes. Regarding Covid, safety measures are in place, and students can participate now from home.

To establish this as one of the clubs of Wareham Public Schools, Mr. Brown would be compensated with an advisor stipend for his work and time with the students and club.

Ms. Rossi noted that this is a club of the future.

Mr. Flaherty mentioned that the agenda reads that there would be an E-Sport presentation, but does not mention a vote.

In the interest of time, Chair Bacchiocchi mentioned she would like to vote now, unless Mr. Flaherty apposed.

Mr. Flaherty made a motion to approve the club, seconded by Ms. Rossi

Roll Call Vote:

Mr. Brogioli – yea, Mr. Flaherty – yea, Ms. Morgan – yea, Ms. Rossi – yea, Chair Bacchiocchi - yea

Yea – 5

Nay – 0

Abstain – 0

VOTE: 5-0-0

### **Report of the Office of Student Services:**

Ms. Fay shared information that was previously shared at the budget workshop. Currently there are 448 students in Special Education, 23.7% of the total enrollment of Wareham. There are 44 Out of District students (1.02%), and a total of students with IEP's are 528 students (25.9%).

Hybrid and Remote Learning: currently all of the sub-separate high needs special education programs are running 4 days a week (half-days). All services are made available in person for hybrid, or made available remotely, so that all students are having their needs met per their IEP's.

Ms. Fay shared that currently the Office of Student Services are holding meetings remotely (district wide), that were to be held between March – June due to the closure. 80% Special Ed evaluations between March and June have been completed. Teams worked over the summer, providing meeting times for parents, including testing over the summer, giving students the services they need at the start of the school year.

Ms. Fay stated that the multi service center is used as an alternative testing site for remote students, so that families have a secluded place for testing.

Mr. Brogioli asked is there are students who are on IEP's, who are not in sub-separate classrooms, and attend 4 days a week.

Ms. Fay responded that students with high needs (a student who spend 75% or more of their instructional time outside of the classroom for services) are the only students attending 4 days per week. Homelessness and students in care of DCF are also considered high needs. Due to space issues, social distancing, keeping our students safe, and avoiding cross contamination of the cohorts, high need students are the only students attending 4 days.

Ms. Morgan asked if our Special Education students have a remote learning plan in place.

Ms. Fay responded that the Special Ed Department spent several hundred hours in each school creating individual plans for students who require such support, and individual plans for students who are not successful with the their initial educational plan.

Contracted Services are not allowed into the buildings and are servicing students remotely. ABA is offered in-person, if families are comfortable with that option.

Ms. Morgan asked how many hours do the TBI's work per week.

Ms. Fay responded that Wareham used to employ their own. When the TBI took another position, and Wareham lost two students who needed these services, it decreased the hours of students that required TBI services. There are 9 hours of TBI services required; therefore, Wareham does not have the need for a full time TBI.

Ms. Fay continued that 7 of the 9 students attend Decas. Last year, Wareham had the largest influx of students. She added that the assessments are conducted through schools such as Perkins.

Chair Bacchiocchi stated that families must feel isolated and asked if this is something Ms. Fay is seeing.

Ms. Fay responded that families with students with severe needs, struggle with the

isolation.

**FY22 Budget Presentation:**

Christine Suckow stated the initial proposed budget request was \$33,556,973, the FY21 Approved Budget was \$29,430,737 (\$1,100,000 district revenue applied). With the revenue applied, the District's operating budget for FY21 is \$30,530,737.

Dr. Shaver-Hood shared that in FY22, the High School is looking for 1 Science Teacher and Textbooks for Chemistry, Biology, & Foreign Language. The Middle School requested 1-Paraprofessional and 1- BCBA. Minot Forest requested 1 FTE – Teacher, 1 FTE - Para-professional, additional staff to assist with evaluations, 1 Custodian, 2 Unified Arts Teachers and 1 BCBA (full time). Decas is not looking for any additional staff.

Mr. Flaherty asked if Minot Forest's staff request is due to the upcoming move to the new school. Dr. Shaver-Hood responded that the teacher position has been requested due to the class size shift from Grade 3 to Grade 4. The Custodian is due to the new building, the paraprofessional is a retirement, and the Unified Arts teachers is due to Minot currently sharing staff with the Middle School. The additional staff would be added to help with evaluations, when Minot moves to the new building.

Mr. Flaherty thanked Mrs. Chandler for having no staff requests.

Major Accounts: Christine Suckow presented the major accounts:

<b>Major Accounts</b>	<b>FY21</b>	<b>FY22 (proposed)</b>	<b>Difference</b>
Administration	\$760,103	\$1,019,852	\$259,740
Instructional Leadership	\$2,822,939	\$3,283,991	\$461,052
Classroom/Specialists Teachers	\$14,356,955	\$15,351,285	\$994,330
Other Teaching Services	\$2,668,374	\$2,728,501	\$60,127

<b>Major Accounts</b>	<b>FY21</b>	<b>FY22 (proposed)</b>	<b>Difference</b>
Professional Development	\$185,840	\$183,949	-\$1,891
Instructional Materials	\$346,650	\$427,897	\$81,247
Guidance/Counseling/Testing	\$1,598,628	\$1,748,471	\$149,843
Pupil Services	\$ 2,767,779	\$2,905,837	\$ 138,058
Operations & Management	\$2,416,247	\$2,700,620	\$284,373

<b>Major Accounts</b>	<b>FY21</b>	<b>FY22 (proposed)</b>	<b>Difference</b>
Insurance	\$274,172	\$297,570	\$23,398
Acquisitions, Improvements, Replacements	\$12,000	\$12,000	\$0
Programs with Other School Districts	\$2,413,000	\$2,882,000	\$469,000

Mr. Flaherty asked about the increase for administration.

Ms. Suckow responded the increase includes \$90,000 for legal; \$75,000 anticipated moving costs to the new elementary school, \$50,000 management and contracted services for a technician that resigned and was not replaced.

Mr. Flaherty asked if the moving costs are not covered by MSBA. Dr. Shaver-Hood responded that they have \$50,000 in the budget. The move from Minot to Middle School, we spent \$160,000, so the school is a little shy for moving costs.

Mr. Flaherty asked about the stipends, and which line the stipends come from. The Superintendent responded that the line is called *District Other Services and Other Expenditures*, and has \$72,000 allocated.

Initial Budget Request	\$33,541,973
Proposed Reductions Additional Staff requested	\$ 520,000
Anticipated Revenue Sources: Circuit Breaker	\$ 700,000
Stabilization	\$ 100,000
COVID Funds	\$ 200,000
Proposed Supplies and Materials Reduction	\$250,000

Applying the funds listed above, the current total expenditures for the FY 22 Budget:  
**\$31,771,973.00**

**The total deficit would be \$2,341, 236**

Mr. Flaherty asked what would be lost in the additional staff requests. Dr. Shaver-Hood responded that Wareham would lose all of the requests.

Mr. Flaherty asked for confirmation that no additional staff would be hired, and Dr. Shaver-Hood confirmed the information was accurate.

Mr. Flaherty stated that the School Committee have not received information from the town, and the schools would most likely not receive the 7% to meet the deficit.

Mr. Rossi asked about the Science teacher and if that would impact the High School requirements.

Mr. Palladino stated that the science teacher was requested as a position was cut last year, which made the science class-size higher, and offered less science electives. Mr. Palladino stated, "The Sky won't fall if we don't get this, but would be advantageous if we could."

Dr. Shaver-Hood explained that each year when they work to reduce the budget, we cut supplies, equipment, major repairs, and pay for it. What that does is provide a false budget.

Mr. Flaherty asked about transportation.

Ms. Suckow responded that transportation (non-net) is going up, including the contractual services and salaries.

Mr. Flaherty mentioned that perhaps his remarks should be brought up later in the

meeting; but he is hearing reports that Wareham is driving buses around town with one or no students on the bus.

Dr. Shaver-Hood responded that could be true. She explained we have an assigned seat for every student who is going to ride the bus. We have "x" number of seats, and if those children decide not to ride for that day, or week, we have to keep that seat open.

Mr. Flaherty stated that if it is anticipated the schools will not receive the 7%, so what are the must-haves.

Ms. Suckow responded that we would want to hold onto staff, but there have been such drastic cuts in supplies. Unfortunately, it is a vicious circle, which does not happen only in this district. We cut and cut, and then at some point, the only thing left to cut is people.

Dr. Shaver-Hood stated if you go back and look at the budget for this year, \$31 million, we are 1.2 million away. Our priority is keeping teachers and staff in front of students, and we are doing everything possible to make that happen.

The Chair asked if it would be safe to say that this budget would be different at the hearing.

Dr. Shaver-Hood responded that she will be meeting with the Administrator and Directors and see how we can make any other adjustments. When Principals and Directors do not receive extras, the school goes into survival mode to maintain. We have been in survival mode for quite a while now.

Mr. Flaherty responded that we are doing quite well in survival mode. We do a lot with what we got.

Dr. Schwamb stated that our students are amazing, we offer them some wonderful opportunities, and we cannot forget that.

Chair stated that this budget sounds discouraging, but this is just the beginning.

### **Monthly Financial:**

Ms. Suckow presented the committee with the October Monthly Financial Report.

Mr. Flaherty asked if we have done any transfers, and in what areas.

Christine Suckow responded that in January, we would take a hard look at it and see if budget transfers are necessary in Special Ed, some savings in salaries, and potentially in utilities.



Mr. Flaherty mentioned that last year's monthly reports were tough to follow as the district played catch up from errors made the previous year. Mr. Flaherty asked Ms. Suckow if she is finding the accounts lining up as they should.

Ms. Suckow confirmed that the budget looks good, but would like to condense some of the line items, and while working on the End of Year report was able to familiarize herself with the line items. Ms. Suckow happily announced that the end of year report is complete.

The Chair asked if there are any unexpected expenses of Covid that impacted line items in any way.

Ms. Suckow responded, currently Covid has not impacted the budget, but we do not know what the next few months will bring.

(Mr. Flaherty stepped out of the meeting).

### **Report of the Superintendent:**

#### **Acceptance of Gifts and Donations**

Dr. Shaver-Hood recommended the committee accept of the following gifts:

- School Supplies donated by Staples of Wareham, to be distributed to all Wareham Schools
- School Supplies donated by Sandy Antista of Buzzards Bay, to the Office of Beyond School Time
- Several hand knit hats, mittens and school supplies donated to the John W. Decas Elementary School from *Knit Wits*
- HP Chrome book and power cord (gently used with factory reset) from Anonymous Donor
- \$100 Stop & Shop Gift Card and \$100 Visa Gift Card to be used to the discretion of school personnel by an Anonymous Donor. This donation will be gifted once each month for the remainder of the school year
- \$100 donated by Gateway Graphics, & Carren and Guy DiAntonia for Virtual Bingo game prizes.
- \$25 Gift Certificate to Marc Anthony's, donated by Ace Hardware and Edgar Simineau for Virtual Bingo.

Mr. Brogioli made a motion to accept the gifts, seconded by Apryl Rossi.

Roll Call Vote:

Mr. Brogioli – yea, Ms. Morgan – yea, Ms. Rossi – yea, Chair Bacchiocchi - yea

Yea – 4

Nay – 0  
Abstain – 0

VOTE: 4-0-0

### **Bill and Payroll Warrants:**

The Superintendent asked the committee to accept the Bills and Payroll Warrants as listed in the Superintendent's newsletter.

Ms. Rossi made a motion to accept the bills and warrants, seconded by Mr. Brogioli.

Roll Call Vote:

Mr. Brogioli – yea, Ms. Morgan – yea, Ms. Rossi – yea, Chair Bacchiocchi - yea

Yea – 4  
Nay – 0  
Abstain – 0

VOTE: 4-0-0

A brief update: The Superintendent shared that she would like our students to return for a longer school day. One of the hurdles is transportation, due to the regulations and requirements around the cleaning of the buses, with a 60-90 minute cleaning process between routes to make sure the buses are clean.

(Mr. Flaherty returned to the meeting).

Dr. Shaver-Hood also shared that Administration is looking at how to provide lunches safely at school and how to provide lunches to our remote students

Administrators recently met, and reached out to the WEA, and as the plans come together, we will bring it back to the committee. She shared that it is her goal to have students return to school, adhere to the guidelines, and would like this to happen at a time with enough warning for parents, students, and staff.

Ms. Rossi asked how comfortable the buses have been with the windows down during the cold weather.

Dr. Shaver-Hood responded that she imagines that it is not enjoyable with the windows down, but there is nothing we can do.

Ms. Rossi questioned the shortage of bus drivers. She continued that in the committee packet there is a list of personnel and vacancies, and bus drivers are not listed.

Dr. Shaver-Hood responded that Mr. Andrews is preparing a listing. In the past we have posted on School Spring, and placed it in the Wareham Weekly. Mr. Andrews is exploring other posting sites, and has assured her that he will have a posting up in the next week or so.

Ms. Rossi also asked if the buses are getting cleaned between the morning run and afternoon run, or between each run, as she is getting conflicting information.

Dr. Shaver-Hood responded that it takes 60-90 minutes and the buses are to be wiped down every time there is a change in cohorts.

Ms. Rossi asked if parents and bus drivers are notified if their child rides a bus with a student who tests positive and how does the tracing working?

Dr. Shaver-Hood responded that the schools do not do the contact tracing, as that is the job of the public health nurse.

Dr. Shaver-Hood explained that she notifies the board of health, and the Dept. of Education of a positive case. The public health nurse is responsible for calling the family of the student. The public health nurse then determines who the close contacts are. If it is someone in our school, the district helps the board of health by making initial contact. The official contact must come from the public health nurse. If we have sent someone home due to Covid, we would never send the child home on the school bus. After a few cases, we found that we needed to expand who needs to be notified, such as bus drivers, so they would not be waiting for students at bus stops during their quarantine.

Ms. Rossi asked how long and often does the public nurse work, and does she work in the town hall?

Dr. Shaver-Hood explained it is a public health nurse and the schools do not have anything to do with the public health nurse, and she is based out of the board of health. She explained that we do not quarantine students, we help and provide information but that is not the role of the school.

Dr. Shaver-Hood shared that as far as she knows, the public health nurse works promptly.

Ms. Morgan voiced her concern, as she is facing this issue in her own school district (Fall River). The Public Health is six days behind in notifying people, and she has to wonder if we should consider going full remote at least through the holidays.

Mr. Brogioli asked Ms. Morgan if we know if Public Health is six days behind in Wareham.

Ms. Morgan responded "yes", as there have been some cases here (Wareham), and we were questioning when the people would be notified, and learned they were six days behind.

The Chair asked for clarification from Ms. Morgan and to clarify if she speaking in regards to Wareham, and not Fall River.

Ms. Morgan responded that if it's happening in Fall River, she couldn't imagine it is not happening in Wareham.

Dr. Shaver-Hood asked Ms. Morgan if she is stating that Wareham is six days behind, or Fall River is six days behind.

Ms. Morgan confirmed that she was stating the district she works in (Fall River) is six days behind, and would like to know if there is a way to find out how far behind Wareham is.

Dr. Shaver-Hood responded that we certainly can ask, but explained again how it is handled in Wareham. Wareham makes notification to the Public Health Nurse when we know about a case. There are many cases we are not aware of in the community. However, Wareham staff has called to check on students who are quarantining to see if they have been contacted. In a couple of instances, that had not, and we contacted the board of health. Our staff took the time to make the extra call, as we have had a better handle on this.

The Chair asked about rapid testing in the schools. Dr. Schwamb responded that there are rules around the rapid testing. There are percentages as to how many cases we have, and Wareham wouldn't qualify at this point.

Mr. Flaherty asked how many active cases do we have in the district?

Dr. Shaver-Hood responded that she is not aware of any at the moment. We have had several, but the staff and students have all returned.

Mr. Flaherty asked if he has heard correctly that the bus garage is shut down.

Dr. Shaver-Hood responded that he did hear correctly.

Mr. Flaherty asked for more information.

Dr. Shaver-Hood stated that she would respond, but was not happy to do so. She shared there have been some events at the bus garage that bring concerns to the

health and well-being of the drivers. From her understanding, some of the drivers are not social distancing, and not maintaining proper protocol. Dr. Shaver-Hood stated that our staff is very important to us, and we have shut down the bus garage because it was becoming a gathering place, and we cannot afford to have drivers unable to work.

Mr. Flaherty heard that there is no bathroom for them to use.

Dr. Shaver-Hood responded that is not true. The use of the restroom is available one at time, to maintain social distancing. If they need supplies, they need to inform Vanessa Coles, and she will provide them. Social Distancing was not being followed and the superintendent cannot afford to have our drivers quarantined.

Ms. Morgan asked if there were any cases from that incident.

Dr. Shaver-Hood answered that she cannot speak to that because of confidentiality.

Ms. Rossi asked if confidentiality is not releasing the name, but not necessarily naming positive cases, by letting it be known if there have been positive cases, especially if the bus drivers are driving the kids, and the kids are going into the schools.

Dr. Shaver-Hood responded to Ms. Rossi that with all due respect we cannot continue this conversation. There are no bus drivers quarantined, and will not continue the conversation; it has to do with town property, not the schools.

### **Evaluation of the Superintendent.**

The Chair opened the evaluation by stating the superintendent is the only employee who is evaluated in such a public way, and the Chair struggles with this process each year. The Chair received the evaluations from each member and created a summary.

24-Hours prior to the meeting, a summary report was emailed to the School Committee members and made available to the public on line. The Chair announced that each member filled out two forms (the DESE End-Of-Cycle Evaluation form and a form developed by previous school committee members). Each member filled out both forms. Each school committee member will have the opportunity to speak to his or her own evaluation and what he or she feel is important.

The Chair explained that on the numeric form the average rating was 80.3%, which equates to a rating of proficient based on the field on the numeric form. A summary of excerpts, by each member was attached.

On the second page of the End-of-Cycle Evaluation form, there is a summary rating by each member. On this evaluation form, four members rated the superintendent proficient, and one member rated the superintendent as needs improvement.

Based on those two documents and ratings, the superintendent is eligible for a raise between 0-3%, and based on an amendment to her contract, her contract will be extended one year to July 31, 2022.

Mr. Flaherty questioned that the Chair stated four members gave a proficient rating. The Chair confirmed this to be correct, according to the tally of the ratings on page two of the End-Of-Cycle Evaluation report.

The Chair also stated that committee members asked questions of her prior to the meeting, but she did not feel it was appropriate to speak before the meeting.

Mr. Flaherty asked for clarification, stating that only three members gave a proficient score. The Chair responded that the average of the scores listed on the numeric form, with three members voting proficient, the average equated to 80.3.

The Chair invited each member to give a brief summary of his or her evaluation.

**A Summary from Mr. Brogioli:**

Mr. Brogioli stated that as a new member he did not have the luxury of a full year serving. He expressed that the Superintendent has done an incredible job under unprecedented times. Wareham was ready with technology in place, due to foresight of the Superintendent. The Elementary building project is both ahead of schedule and under budget. Serving as the business manager in a split role should be noted. Mr. Brogioli observed that we have a leadership team that works very well and is appreciated. Leadership is respected within the buildings, which stems from the leadership of the superintendent.

**A Summary from Ms. Morgan:**

Ms. Morgan stated that the rating of one of the members confused her.

Ms. Morgan summarized that the superintendent did so well transitioning the schools to remote learning; she had chrome books in place, and recognized that the principals are doing a great job with discipline. Ms. Morgan's main concern is she believes there is no focus in special education. In the self-assessment and evidence produced, she did not feel there was anything regarding special education.

Ms. Morgan went back to her opening remark stating that she is confused as to why a member's score of 75% is listed as proficient.

The Chair responded to Ms. Morgan's initial question and explained that the five numeric scores were averaged to a combined score of 80.3%.

The Chair explained that on page two of the DESE form, the committee members were to rate overall summative performance and each member rated the

Superintendent. The Chair took each member's score from page 2.

Ms. Morgan stated that she does not believe that has been done in the past.

Mr. Flaherty responded that he believed the Chair made an error, as there is an average and then the scores, and does not understand where the Chair got a score of four proficient scores.

The Chair reiterated again that on her written summary she explained that she retrieved the scores on page 2 of the End-Of-Cycle overall summary and it was not a mistake.

Mr. Flaherty explained that the extension of the superintendent's contract should be based on a score of three proficient scores, not four.

The Chair responded that there is a flaw in the process, which has led to conversations to improving the process.

Ms. Morgan stated that it goes against what has been done in the past.

The Chair responded that she honestly felt she was providing more information than necessary in her summary and that every chair has summarized the evaluation in a different way, without a template to go by.

Mr. Brogioli stated that the DESE form is required, the committee filled it out, and the Chair reported on it. Mr. Flaherty responded that contractually the committee must go by the results of the numeric form. Mr. Brogioli pointed out that the DESE form had four proficient scores, differing from the numeric form with only three proficient scores given by the members.

Mr. Flaherty stated that on the summary report, the Superintendent's contract should be extended not because of a score of 4 proficient scores, but the committee only of 3 proficient scores.

**A Summary from Ms. Rossi:**

Ms. Rossi gave a lot of credit to the steps Wareham took to prepare for remote learning. Her biggest concern is consistent communication. Ms. Rossi commented that many families are not receiving emails and phone calls, and believes that proactive is better than reactive, and that is why her rating totaled as it did.

**A Summary from Mr. Flaherty:**

Mr. Flaherty rated the Superintendent proficient. He shared a positive summary under curriculum and instruction. Mr. Flaherty shared that there is nothing positive about the pandemic. Wareham has fully embraced digital learning into the curriculum. The day-to-day curriculum is fully integrated, which made the district far more prepared than surrounding districts and the state. This did not happen

overnight. He shared he was nothing short of proud, and it was tough not to gloat a little.

Mr. Flaherty stated that this is first time the committee members are seeing the evaluations of the other members. Mr. Flaherty asked for confirmation of when the superintendent received the Evaluation.

The Superintendent responded that she saw the summary online, at the same time the committee received the summary that was emailed to them. Mr. Flaherty asked if the Superintendent had seen the full evaluation from each member, and she responded that she has not seen it yet. The Superintendent confirmed that she did not receive her evaluation until tonight, as the committee did not receive all of the evaluations until tonight as well.

**A Summary from Chair Bacchiocchi:**

She shared that the Superintendent led us through a pandemic under her leadership and her administrative team, with very little down time or guidance from the state. During the absence of a business manager, Dr. Shaver-Hood and Dr. Schwamb took on this role, and did an extraordinary amount of work and it did not go unnoticed.

The Chair remarked that we listen to the Superintendent thank her staff for everything they do, and the Chair thanked the Superintendent and her team for everything they have done, and for all of her work.

Mr. Flaherty thanked the chair for her work on the evaluations.

Under the evaluation of the superintendent, the chair asked the committee to make two motions, one to accept the summary and second vote for a raise.

**Summary:**

The Chair asked for a motion to accept the summary.

Mr. Flaherty made a motion to approve for discussion, seconded by Mr. Brogioli.

Mr. Flaherty asked the proficient score to be amended from a 4 to 3.

Ms. Morgan and Ms. Rossi agreed based on previous evaluations.

Mr. Flaherty withdrew his motion and made a new motion to approve the summary as amended (amending the proficient score from a 4 to a 3 in the fifth paragraph), seconded by Ms. Rossi.

**Roll Call Vote:**

Mr. Brogioli – yea, Mr. Flaherty – yea, Ms. Morgan – yea, Ms. Rossi – yea, and Chair Bacchiocchi – nay.



Yea - 4  
Nay - 1  
Abstain - 0

VOTE: 4-1-0

Mr. Brogioli made a motion to increase the salary of the superintendent to 2%.

After no one seconded the motion, Chair Bacchiocchi transferred her role to the Vice-Chair, and Mr. Flaherty accepted.

Ms. Bacchiocchi seconded the motion.

Chair Flaherty asked for any further discussion.

Ms. Bacchiocchi supported her motion due to the longevity of the Superintendent, proficient rating, and that a raise is deserved.

Mr. Brogioli reminded the committee that the cost of living has increased and Ms. Bacchiocchi included that the superintendent did not receive a raise last year.

Ms. Morgan reminded the committee that the teachers and principals did not receive a raise this school year.

Chair Flaherty reminded the committee that although the score was proficient, it was barely proficient, as far as an average.

**Roll Call Vote:**

Mr. Brogioli - yea, Chair Flaherty - nay, Ms. Morgan - nay, Ms. Rossi - nay, and Chair Bacchiocchi - yea.

Yea - 2  
Nay - 3  
Abstain - 0

VOTE: 2-3-0

Chair Flaherty relinquished his role as chair.

The Superintendent went on record that she has a right to do a rebuttal, and will be responding to some of the members at a later date.

**School Committee Building Committee:**

The outreach committee has been busy trying to connect with the community.

**Policy on Covid-Related Issues:**

Mr. Brogioli feels the spirit of this policy gives the superintendent more latitude during the pandemic, and can rescind after the pandemic. He asked how many policies supported in the document are not policies in Wareham. Chair Bacchiocchi believes there are only four policies.

Ms. Rossi asked which policies listed are not part of Wareham. Ms. Rossi wondered if the policies would be listed in the handbook, and wondered if it could be called a policy or policy/handbook making it more encompassing.

Chair Bacchiocchi explained that we have policy handbook and the new policy would support the policies that are already in place, but there are policies included in the Covid Related Policy that we do not have in our policy handbook.

With little work done on this policy, it was decided to table the policy to the next meeting.

**Policy Review Committee:**

Mr. Flaherty read the suggested changes made by the Policy Review Committee:

**Attendance Grade 8-12:**

- Add: a Physician's note may excuse the absence.
- Remove the hyphen from make up (make-up).

Mr. Brogioli made a motion to approve the policy as amended, seconded by Mr. Flaherty.

**Roll Call Vote:**

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea, Chair Bacchiocchi - yea

VOTE: 5-0-0

**Non-Discrimination on the Basis of Gender Identity:**

- Add: If the student is age appropriate at the end of the first sentence.
- Change the word "is" to "are" in the first paragraph of the policy.

Ms. Rossi made a motion to approve the policy as amended, seconded by Mr. Brogioli.

**Roll Call Vote:**

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea,  
Chair Bacchiocchi – yea

VOTE: 5-0-0

**Recognitions of School Personnel:**

No changes were made.

Mr. Brogioli made a motion to approve the policy as is, seconded by Ms. Rossi.

Roll Call Vote:

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea,  
Chair Bacchiocchi - yea

VOTE: 5-0-0

**Expense Reimbursements:**

- Remove the word “not” in sentence two.
- Add, “If residence is closer to the destination.”

Ms. Rossi made a motion to approve the policy as amended, seconded by Mr. Brogioli.

Roll Call Vote:

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea,  
Chair Bacchiocchi – yea

VOTE: 5-0-0

**Security Cameras:**

- Remove the comma after “contents”
- Use a semi-colon in place of the comma

Ms. Rossi made a motion to approve the policy as amended, seconded by Mr. Flaherty.

Roll Call Vote:

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea,  
Chair Bacchiocchi – yea

VOTE: 5-0-0

**Transportation of Drivers/Monitors' Children:**

- Add "at least" under statement
- First paragraph, change the word "on" to "in".

Ms. Rossi made a motion to approve the policy as amended, seconded by Mr. Brogioli.

**Roll Call Vote:**

Kevin Brogioli – yea, Mike Flaherty – yea, Apryl Rossi – yea, Mary Morgan – yea, Chair Bacchiocchi – yea

VOTE: 5-0-0

**Any other business:**

Chair Bacchiocchi mentioned that the next meeting is the budget hearing, and will be held fully remote.

Mr. Flaherty asked if the committee could revisit the evaluation. Mr. Flaherty remarked that it might have sounded worse than he meant, when he mentioned that the evaluation score was barely average. He stands by that statement as the score of 80.32%, fell on the point scale between 80-89 (proficient). With that said, he asked to mention that in the Superintendent's contract, there is a performance incentive payment. The committee may award a merit bonus up to 5% of the annual salary. Mr. Flaherty continues that there was a lot of good work, and the district has stipends. Where the Superintendent was acting as business manager, it should be recognized.

The Chair responded that she was trying to recognize this work, by seconding the motion for a raise.

Mr. Flaherty made a motion to recognize there was a lot of good work, and made a motion for a \$2000.00 merit bonus.

It was announced by Ms. Suckow that the number is 1.2% of her salary.

Mr. Brogioli reminded the committee that her addressed her work as business manager in his evaluation, and motioned for a 2% increase in her salary. Mr. Brogioli stated that \$2000 is an arbitrary number, and asked Mr. Flaherty what he based the number on?

Mr. Flaherty responded that he just wanted to do something.

Chair Bacchiocchi mentioned that teachers also benefit from steps and leans, and this would be the second year without a raise.

Mr. Brogioli stated that he would much prefer a 2% salary increase, which is the right and just thing to do; but would second Mr. Flaherty's motion if there were not other alternative.

Mr. Brogioli seconded the motion.

Chair Bacchiocchi asked Mr. Flaherty if he would consider changing it to 2%.

Mr. Flaherty stated that they could motion to amend his motion, but feels it was proficient work, and barely crossed the threshold of proficient and wanted to recognize her hard work. The evaluation is a comprehensive instrument, and he did not get into the negativity of his evaluation during his summary, and thinks the stipend amount is fair.

Mr. Brogioli seconded, and would like the motion to be amended.

Mr. Flaherty stated that the "mationer" would have to agree to amend the motion, and he does not.

Chair Bacchiocchi stated that if she cannot amend the motion, something is better than nothing. She appreciated what Mr. Flaherty said, but she disagrees and that is ok.

Ms. Rossi did not disagree with Mr. Flaherty. She felt that credit should be given where credit is due. Wareham lead the pack during the pandemic, and she recognized the Superintendent was wearing multiple hats, and requested a dollar or percentage amount written out.

Mr. Flaherty addressed Ms. Rossi and stated that he had already suggested a dollar amount, a one-time bonus of \$2000.00

Ms. Morgan disagrees, as no other administrator is taking a raise at this time, and is still uncertain and what actually happened with the previous business manager, and the district paid the town accountant to help the school district during that time.

Roll Call Vote:

Ms. Rossi - yea, Ms. Morgan - nay, Mr. Brogioli - yea, Mr. Flaherty - yea, and Chair Bacchiocchi - yea.

yea - 4

nay - 1

abstain - 0

VOTE: 4-1-0

Mr. Flaherty added stated that he would like to do the same for Dr. Schwamb, for all of the work she did as the business manager.

Ms. Rossi made a motion to adjourn, seconded by Mr. Brogioli

Roll Call Vote:

Ms. Rossi –yea, Ms. Morgan – yea, Mr. Brogioli – yea, Mr. Flaherty – yea, and Chair Bacchiocchi – yea.

Yea- 5

Nay – 0

Abstain - 0

VOTE: 5-0-0

Meeting adjourned at 9:31 p.m.

Respectfully submitted by: \_\_\_\_\_

A handwritten signature in black ink, appearing to read "Ken Brogioli", is written over a horizontal line.

List of Documents: Superintendent's Newsletter, October 15, 2020 Draft Minutes, Policy on Covid Related Issues File: EBC-S, Policies: File JEB, File ACA, File AGA, File DKC, File ECC, File EED, Wareham Public Schools FY22 Budget Presentation, Student Service Report, October 2020 Monthly Report, ESPORTS @ WHS, Personnel List (2), Notice of Vacancy Listing (2), Superintendent's Evaluation 2019-2020.