

KING PHILIP REGIONAL SCHOOL COMMITTEE
Minutes
November 20, 2017
King Philip Regional High School - Library
201 Franklin Street, Wrentham, MA 02093

CALL TO ORDER:

Mr. Francomano, Chair called the meeting to order at 7:03PM.

ROLL CALL OF COMMITTEE MEMBERS:

Members Present:	Norfolk:	Michael Gee, Kenneth Dow, Jeff Chalmers
	Plainville:	Patrick Francomano, Samad Khan, Charlene McEntee
	Wrentham:	Erin DeStefano, Jim Killion, Trevor Knott

Members Absent:	Norfolk:	Present
	Wrentham:	Present
	Plainville:	Present

HS Student Council Representative: Miss Linde

The meeting is being videotaped by Wrentham Cable. Mr. Francomano explained that the public may visit the district's website at www.kingphilip.org to review informational documents pertaining to each school committee meeting. Videotaped meetings may be viewed in their entirety at www.wrenthamcableaccess.com Mr. Francomano also explained the procedure for public comment.

DELEGATIONS AND VISITORS

Dr. Mobley, HS Principal, Mr. Azer, Director of Finance

AGENDA

CONSENT AGENDA

All items listed with an asterisk () are considered to be routine and will be enacted by one motion if action is required. There will be no separate discussion of these items unless a member of the committee so request, in which event the item will be considered in its normal sequence:*

APPROVAL OF MINUTES

Following discussion, the following change was made to the November 6, 2017 minutes: delete the reference made to DECA on Page 5, paragraph 3 under Unfinished Business of the November 6, 2017 minutes and replaced it with the following: Private music lessons as a requirement for Honors credit were removed from curriculum, therefore, students can pay out of pocket if they choose to participate in lessons. Likewise, the requirement for DECA students to attend states and international competition was removed from the curriculum, therefore, students who qualify to attend these events have to pay for them themselves or fundraise.

- ✚ A Motion was made by Mr. Killion, seconded by Mrs. McEntee, to approve the Consent Agenda including the Minutes of November 20, 2017, with correction to Page 5, paragraph 3 under Unfinished Business, as noted. All in favor, with Mr. Chalmers abstaining. Motion carried (8-0-1)**

PAYMENT OF BILLS, FINANCIAL REPORT

Warrants/Budget Report/Budget Transfers

COMMUNICATION:

Appointments, Retirements, Resignations, etc.

In a memorandum dated November 20, 2017, Dr. Zielinski presented personnel changes.

AGENDA

APPROVAL OF MINUTES

- ✦ A Motion was made by Mrs. McEntee, seconded by Mrs. DeStefano, to approve and hold the Executive Session Minutes dated November 20, 2017. All in favor, with Mr. Dow abstaining. Motion carried (8-0-1).

NEW BUSINESS (Taken out of Order):

HS School Improvement Plan: Dr. Mobley

Dr. Mobley presented the HS School Improvement Plan that was approved the HS School Council on November 14, 2017. She explained that the Action Plan contains Goals 1-4 which have been revised to better align with NEASC in preparation for their visit in approximately 4 years. The goals and action steps for the following standards of evaluation: curriculum, teaching all students, family and community engagement and professional practice were reviewed.

Late Communication (Taken out of Order):

Wrestling Uniform: Dr. Mobley

Dr. Mobley presented a memorandum dated November 20, 2017, indicating that HS Wrestling Coach Adams is requesting permission for wrestlers who choose to so be able to purchase their own two-piece wrestling uniform, which the MIAA has recently approved. Dr. Mobley explained that this is more of a social/emotional issue that the wrestlers do not want to wear the singlets. She also noted that if someone cannot afford this choice, then principal will assist. Discussion ensued on the criteria for the color and logo for the new style of uniform, along with the cycle of uniforms.

Communication (Taken out of Order):

– KP Letter to the Community dated November 13, 2017 from Dr. Zielinski

Mr. Francomano referred to the letter to the KP Community dated November 13, 2017 from Dr. Zielinski and along those lines Dr. Mobley created a Cultural Proficiency Group. Dr. Mobley stated that the next meeting of the Cultural Proficiency Group will be held on December 4 at 7pm in the HS Principal's Conference Room. Dr. Zielinski indicated that an important aspect of this group is that a facilitator will be present at the meetings.

Dr. Mobley indicated that this year she has also started a principal's student advisory group which encourages students to participate who want a more active voice.

Mr. Francomano opened the conversation to the public in which several members of the audience expressed their views and concerns to the School Committee.

Mr. Gee noted that this topic could be a K-12 opportunity for further discussion. Ms. Linde, HS Student Council Representative stated that programs to educate students could be started at a much younger age, similar to the DARE Program, but dealing with discrimination where there could be a lot of improvement on acceptance and diversity. Mr. Samad Khan, who is a graduate of KP and a current member of the School Committee shared his experiences and encouraged everyone to move forward.

Mr. Francomano thanked Dr. Zielinski for the correspondence to the KP community and appreciated the straightforwardness and to openly address this topic.

– Legal Opinion of Attorney Waugh and Attorney Spatafore dated 11/9/17 revised from May 2017.

Mr. Dow wanted to address this item with the Chair and the School Committee. He stated that this opinion letter dated November 9, 2017 was revised from the original legal opinion letter received in May 2017 following a Finance Subcommittee meeting in which Mr. Francomano used inappropriate language. Mr. Dow explained that he will continue to vote on matters relating to DECA as he has disclosed that his son is the DECA advisor. He met with legal counsel Attorney Spatafore and Dr. Zielinski again today to review conflict of interest procedures. Mr. Dow also referred to a school committee vote in which he was asked whether or not he was going to abstain by the Chair on a DECA matter. Mr. Dow indicated that he felt uncomfortable about that and wasn't sure if he should vote on that matter, so he abstained. Mr. Dow indicated that there was a phone conversation between him and Mr. Francomano.

Mr. Francomano stated that he feels that he should respond for clarification. The phone call Mr. Dow referred to was a conversation about the element of the conflict of interest law that reflects the appearance of impropriety. Mr. Francomano said that he was concerned about Mr. Dow's verbal representation about a conversation he had with counsel and what he reported seemed somewhat inconsistent with what the firm said on terms of different issues so there were 2 parts to that. Mr. Francomano stated that if there is any financial interest, Mr. Dow cannot participate, but it also gives the appearance of a conflict. Mr. Francomano said at that time that it is not our job as school committee members to say, you've got a conflict, but his concern was for Mr. Dow. Mr. Francomano told Mr. Dow that he was going to get in touch with the attorney so that her opinion can reflect the verbal conversation that she had. She was away on her honeymoon at that time, so the revised opinion has nothing to do with what occurred at the budget subcommittee meeting, but I wanted clarification. So I have said to you before that part of the conflict of interest law that references that needs to avoid the appearance of a conflict is very important. The other part of that is I am concerned as an individual of potentially violating the law and the committee being put in a position with a vote and someone calls your participation in question. This is not personal, but it is our duty to follow up on these things.

Discussion ensued that if there is an appearance of impropriety, then this reflects on the full committee not just one member.

Mr. Dow said that he understands that the burden is on him, and if he sees the topics of teachers' salaries, healthcare or the superintendent's salary being discussed, then he will recuse himself from those topics. Mr. Dow feels this is very broad and thanked Mr. Francomano for his concern.

Mr. Dow said, "Pat Francomano was very upset when I questioned that and I am still waiting for an apology from you for the language that you used. At the same time, Dr. Mobley has 200 people in the cafeteria for a DECA induction ceremony and we are in this place demeaning the group that these children are in, we owe DECA members and their parents an apology. We have a showcase DECA program here, I am not saying that because my son is the advisor. It was like that before he got here. KP has always had a premier DECA program and I think we should applaud it and not tear it down."

Mr. Francomano stated that he has done nothing but support the DECA program. But Mr. Francomano indicated that he cannot be supportive of poor recordkeeping of the DECA revolving account or the DECA store and there is a fiscal responsibility and the necessity to address it.

Discussion ensued on the Finance Subcommittee reviewing all accounts.

- **Finance Subcommittee approved Minutes of September 15, 2017**

REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT

None

UNFINISHED BUSINESS:

Joint Budgetary Meeting with Towns (Norfolk, Plainville & Wrentham) – Update

In a memorandum dated November 13, 2017, Mr. Azer provided the school committee with the requested information that will be shared with the towns (Norfolk, Plainville and Wrentham) at a joint meeting on November 28, 2017, in the Norfolk Town Hall.

This information includes the following:

1. Budget template showing the progression of requirements over a five-year period
2. Impact of FY18 budget cuts
3. How certified E&D will be applied to FY18 budget and what the intent may be for FY19.

Mr. Francomano explained that this meeting is a full school committee meeting and that a quorum needs to be present.

Superintendent Search Update: Mr. Hardy

Mr. Hardy asked that the school committee decide this evening on the superintendent advertisement and salary requirements. Discussion ensued on the salary to be proposed for the superintendent job posting/advertising. Mr. Hardy distributed a salary comparison of neighboring towns based upon FY16, with an average salary of \$167,103, with \$167,459 being the median range based upon 181 reporting districts. Mr. Knott asked that 5-6 surrounding districts be included in this data, such as North Attleboro, Sharon, Medford, Medway and Canton. Mr. Hardy will attempt to obtain this information, but indicated that providing this data is voluntary and not every district responds.

Discussion ensued on whether to place the ad on the national level in Education Week which would cost \$2260 for a month or to place this on the district's School Spring site, which is also seen nationally, and then to automatically post this to MASC and MASS.

The Committee decided that the job posting/advertisement would state salary commensurate with experience, and to post the position on the District's School Spring site. Mr. Hardy indicated that he will prepare the brochure with the final changes and send this to the chair and vice chair and once approved MASC will then mail.

Along with the survey to the community which has been sent, Mr. Hardy has set up several focus groups listed below:

1. November 28th Plainville Town Administrator
2. December 4th Norfolk Town Administrator
HS Staff
3. December 6th HS students
Parents and Residents
4. December 11th MS Staff
5. Not yet scheduled: Administrative Team
Wrentham Acting Town Administrator
3 elementary superintendents, coordinated by Mr. Raiche

The next step will be forming the Superintendent Search Committee which will be finalized at the December 4 school committee meeting. Mr. Hardy noted the overall time commitment is between 40-60 hours and indicated that this is a very rigorous interview review schedule and reviewed the process in order to maintain a fair and equitable process. The interview session are posted meetings to be in compliance with Open Meeting Laws.

Discussion ensued on the composition of the search committee which was determined to be total of 13 which would include:

- 2 - School committee members
- 1 - Director of special education
- 1 - Director of Finance
- 2 - Teachers
- 2 - Administrators
- 2 - Parents
- 2 - Students
- 1 - Municipal representative or elementary superintendent.

These items will be finalized with Mr. Hardy at the next school committee meeting on December 4, 2017.

Revised FY18 Budget

In a memorandum dated November 13, 2017, Mr. Azer noted that FY17 E&D fund have been certified at \$941,788 and requested that the School Committee adopt a revised FY18 budget of \$33,886,835 where the member town assessments remain the same.

-  **A Motion was made by Mr. Gee, seconded by Mrs. McEntee, to adopt a revised FY18 budget of \$33,886,835 with the following member town assessments: Norfolk - \$8,944,597; Plainville - \$6,145,512; and Wrentham – \$10,332,921. All in favor (9-0); motion carried.**

NEW BUSINESS (continued):

2017 MASC/MASS Annual Meeting Update: Mr. Francomano, Mrs. McEntee, Mr. Killion.

This item was tabled to 12/4/1

2017/2018 Home School Request:

- ✦ **A Motion was made by Mr. Gee, seconded by Mrs. DeStefano, to approve the 2017/2018 home school plan of A.L. as presented for the 2017/2018 school year, noting that assessments will need to be provided for the 2016/2017 school year. All in favor (9-0); motion carried.**

(Mr. Knott left the meeting at 9pm.)

REPORTS FROM SCHOOL COMMITTEE MEMBERS:

- HS Student Council Report: Miss Linde presented her report dated November 20, 2017.
- Norfolk School Committee Representative: Mr. Chalmers - No new information at this time.
- Plainville School Committee Representative: Mrs. McEntee – The next meeting will be held on November 28, 2017.
- Wrentham School Committee Representative: Mrs. DeStefano - The WSC met on 11/14 and discussed MCAS results for 2017 which were very good.

District Goals:

Mr. Francomano noted that the District Goals have been distributed at the table and will be discussed at the December 4, 2017 meeting.

LATE COMMUNICATIONS

REPORTS OF SPECIAL COMMITTEES

RECOMMENDATIONS OR QUESTIONS FROM INDIVIDUAL COMMITTEE MEMBERS

PUBLIC COMMENT

Mr. Kavanaugh (Plainville): When and where do we have a hypothetical conversation about regionalizing the superintendent's role? People are asking this question with relation to the budget and is there a real need to have 4 superintendents?

Mr. Francomano explained that this topic has come up with the community working groups, and he personally thinks it is an excellent question and makes a lot of sense and efficiencies to be had with curriculum and infrastructure.

ADJOURNMENT INTO EXECUTIVE SESSION:

Mr. Francomano announced that Mr. Jim Lehan (Norfolk) is the municipal representative to the school committee, making a committee of 10 members.

- ✦ **A Motion was made by Mr. Khan, seconded by Mr. Killion, at 9:25pm, to enter into Executive Session to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares; and not to reconvene in open session except for purpose of adjournment. All in favor by roll call vote: Yes (8); No 0; Abstain 0 (8-0-0)
Note: Mr. Knott left the meeting at 9pm, for a total of 8 voting members.**

ADJOURNMENT

- ✦ **A Motion was made at 9:50pm by Mr. Killion, seconded by Mr. Khan to adjourn. All in favor by roll call vote: Yes (8); No (0); Abstain (0).
Note: Mr. Lehan is included in this vote; Mr. Knott left the meeting at 9pm and Mr. Dow recused himself from Executive Session for a total of 8 voting members.**

Respectfully submitted,

*Lisa Barrett Witkus
Secretary to the School Committee*

List of documents presented to the School Committee on November 20, 2017:

Draft Minutes November 6, 2017
Appointments, Retirements, Resignations, etc.
Draft November 6, 2017 Executive Session Minutes
Legal Opinion of Attorney Waugh and Attorney Spatafore dated 11/9/17
Letter to the KP Community dated November 13, 2017 from Dr. Zielinski
Superintendent Search (handout)
Finance Subcommittee approved Minutes of September 15, 2017
Joint Budgetary Meeting with Towns (Norfolk, Plainville & Wrentham) - Update
Revised FY18 Budget
2017/2018 School Improvement Plan/HS Report: Dr. Mobley
2017/2018 Home School Request
HS Student Council Report: Miss Linde