

**REGULAR SESSION MINUTES**  
**January 28, 2014**

A meeting of the Swampscott School Committee was held in Room B208 at Swampscott High School commencing at 7:04 p.m. with the following members present: Mr. Rick Kraft, Chairman; Mr. Ted Delano, Vice Chairman; Ms. Carin Marshall and Ms. Marianne Speranza-Hartmann. Also Present: Dr. Garry P. Murphy, Ph.D., Interim Superintendent, Mr. Wayne White, School Business Administrator and Tristan Smith, Student Representative. Ms. Pamela Angelakis, Assistant Superintendent, Ms. Amy OConnor and Christopher Thomsen were absent.

Mr. Kraft called on 7<sup>th</sup> grade Middle School student Joseph Varghese to come forward to lead the Committee in the pledge of allegiance and to read the Mission Statement of the District.

**PUBLIC COMMENT**

There was none.

**COMMITTEE COMMENT**

Mr. Delano stated he recently read an article in which Selectman Greenfield spoke about a grant writer for the town and he suggested possibly exploring a relationship between the Committee and the town in utilizing a grant writer to help all departments. Mr. Kraft added that it fits in with the Committee and the town trying to work together.

Ms. Speranza-Hartmann reminded the community about the upcoming Pizza Wars fundraiser to be held at the High School for the Class of 2014.

Tristan Smith spoke about a recent article on the Swampscott Patch written by Jared Solomon which addressed High School electives. Tristan commented that he agreed that the High School offerings were somewhat thin compared with other Districts. He added that with the recent proposal of having out of District teachers bring their children into the Swampscott schools that this might help bolster enrollment numbers and help with adding additional electives.

Mr. Kraft acknowledged that tonight's meeting would be the last regular meeting in which Dr. Murphy is Superintendent. He thanked Dr. Murphy for all he has done for the District. Mr. Kraft added that there had been a lot of positive change in the six and a half months Dr. Murphy has been in District and that it was great to have his experience. Dr. Murphy thanked Mr. Kraft for his kind words.

**APPROVAL OF MINUTES**

**MOTION:**

It was moved by Mr. Delano and seconded by Ms. Marshall to approve the meeting minutes of January 14, 2014. The motion passed 3-0 with Ms. Speranza-Hartmann abstaining as she was absent from the January 14, 2014 meeting.

**SUPERINTENDENT'S REPORT**

Dr. Murphy stated he was truly honored to have worked with the Committee for the past six months. He added that he had recently spoken with Glen Koocher and was telling him that while this would probably be his last Superintendency that he felt he was working with the best Committee he had worked with during his career and that he felt that the team that has been developed over the past few months are all working for the best of the students in the District. He further thanked the Administrative Team, Maureen Caron, Joanne van der Burg, the Leadership Team and Teachers Association and employee groups. He also acknowledged Tristan Smith and Chris Thomsen and told them that he was very impressed with their participation and that it was something he had never experienced before with students on Committees. He thanked them for their service and encouraged them to return and give back to serve the Town of Swampscott in other ways. Dr. Murphy added that Ms.

Angelakis will be a great Superintendent and told the Committee that she was presenting at the Capital Planning meeting on behalf of the School Committee but would hopefully be arriving shortly. He added that she had recently visited the elementary schools and Middle School to meet with students. Dr. Murphy stated that connection with students is one of Ms. Angelakis' strengths and that she has a true desire to connect with the students. Mr. Delano added that he had heard from a lot of faculty and parents and that everyone was thrilled with the visits and that the energy in the District is 100% positive. Ms. Marshall added that her children came home and told her about Ms. Angelakis' visit.

Dr. Murphy requested to move up letter E in the agenda.

### **Budget FY15 – first read**

Dr. Murphy gave the Committee an overview of his understanding of the history of the budget process which included a review of historical budget comparisons. He added that he recently spoke with Tom Younger who informed him that he had assigned a 3% increase to the school's budget from last fiscal year. Dr. Murphy felt confident that the District could see additional funds but that the town was being conservative and waiting to assess state funding. With that information in mind, Dr. Murphy's budget proposal was with a 4% increase over last fiscal year.

Ms. Angelakis arrived to the meeting at 7:29 p.m.

Dr. Murphy referred the Committee to the supplementary funding portion of the budget documents. He explained that he did not have all the information at this point relative to grants but his hopeful projection was that the District would be level funded. He further explained the line item which covered pre-payment of out of District tuition and also that the salary differential figures would be reflected within the budget. With regard to revolving accounts he explained that he was estimating the same amount for FY15 but added there may need to be a discussion regarding what the District charges for fees and that he should have more information by the February 11<sup>th</sup> meeting and further explained that things were still fluid. Dr. Murphy explained that the Leadership Team had met on two days last week to discuss the budget and to discuss what the District is in need of to ensure student achievement. Dr. Murphy stated it was his goal to include the proposed positions in the FY15 budget. He reviewed those listed in regular education which included a library/media specialist at both the High and Middle Schools and increasing the art, music and health positions. Ms. Angelakis added that the idea was to reinstate band at the fourth grade level with the added time to the music position. Dr. Murphy spoke about a foreign language position at the Middle School as well as two fifth grade teaching positions due to the large class coming into the Middle School next year. He explained the need for a part-time clerical position in guidance at the Middle School to support guidance services. Dr. Murphy outlined the need for an addition ESP at Stanley due to enrollment and the needs of the children in Kindergarten. He also explained that at the High School level the social studies department has the largest class sizes currently and his hope was to add an additional teacher at that level to reduce class sizes as well as offer additional electives. Dr. Murphy also recommended adding a permanent substitute at the Middle and High Schools and explained that it made sense financially to have a permanent sub in place daily.

Dr. Murphy turned to the proposed Special Education positions and explained that the proposed positions looked to service students in the best ways and meet their needs in-District. Ms. Angelakis referred back to Mona Blumstein's presentation in which one of the goals was to offer programs to be able to educate students in **the** District. She added that with the influx of students coming in from the preschool she has found that filling positions with candidates who are more specially trained is much more beneficial for those students.

Dr. Murphy then directed the Committee to a listing of future considerations and explained that these positions were not listed in any priority order but were a listing of positions which were brought forward by staff. Ms. Speranza-Hartman questioned if these were the wish list items. Dr. Murphy confirmed they were positions that if the District received additional monies he would recommend. Mr. Kraft asked if they would be put in priority order. Ms. Angelakis stated that the Leadership Team had ranked the first cluster of positions but not the wish list items but that they could go back and poll staff. Mr. Kraft said it would be good to have at a later time.

Mr. Delano stated the process was very refreshing from years past in regards to what is needed and where the District is going. He further stated that he wanted to go on record saying that he would need to be thoroughly convinced on any fees being increased and that he would not be in favor of raising fees for students.

Dr. Murphy added that on the other side of the ledger they would be reviewing all positions and departments and that they will have to not only present the recommendation of additional positions but, in order to make room for those, decide what may be done with existing staff to help fund positions and that will be tough. Dr. Murphy also explained that at the next budget hearing the Committee would vote on a bottom line figure but that as time goes forward in subsequent meetings there would be time to fine tune the line items and those remained fluid. Mr. Kraft agreed and added it was not the end of the discussion and that even through the school year things could change as needs evolve. Dr. Murphy thanked Mr. White for the work that he has done in such a short period of time and added he was proud of the staff and felt the District was making great progress.

### **School Visits**

Ms. Angelakis reported on her recent visits to the elementary and Middle schools. She stated that she met with all students at the elementary level and read a story to help them understand her role in the District. She added they were very thrilled to find out one of her responsibilities was to call the snow days. She added at the Middle School the questions and comments were very different and that students questioned the possible new elementary school as well as team sports. She stated she would be meeting with the High School students the next day and that she looked forward to hearing from them as well.

### **Curriculum and Professional Development and Central Office Personnel – Feb 1<sup>st</sup> – June 30<sup>th</sup>**

Ms. Angelakis requested to move letter D up in the agenda as it ties in with letter B. She explained that curriculum and professional development are key to student achievement and that ongoing quality professional development does impact student achievement. Ms. Angelakis announced that beginning February 1<sup>st</sup> through June 30<sup>th</sup>, Lois Longin would come up to work in those two areas to assist with multi-year planning. She added that Ms. Longin currently heads the Professional Development Committee.

### **Central Office Personnel – FY15**

Ms. Angelakis explained that she and Dr. Murphy were proposing that going forward in to FY15 to eliminate the position of Assistant Superintendent and instead the position would be Curriculum Director.

### **UNFINISHED BUSINESS**

#### **Interim School Business Administrator Appointment – vote on changes to contract.**

Mr. Kraft stated they did have an item for vote on the Interim School Business Administrator but was requesting a motion to postpone until the special meeting scheduled for Friday, January 31, 2014 so that all contracts could be voted on at one time.

#### **MOTION:**

It was moved by Mr. Delano and seconded by Ms. Speranza-Hartmann to postpone the vote on changes to the contract for the Interim School Business Administrator until Friday, January 31, 2014. The motion passed 4-0.

### **SUBCOMMITTEE REPORTS**

Mr. Delano reported on the Committee's recent training with Mike Gilbert. He felt it went very well and that the Committee left with a lot of information. He added they have another training scheduled for February 24<sup>th</sup>. Mr. Delano also added that he and Ms. OConnor would be working with Ms. Angelakis on the District organizational chart. Mr. Kraft elaborated on the training with Mike Gilbert and felt it was a great resource and the Committee was working on trying to formalize protocols on how to operate as a Committee and that while this Committee works well together, they felt there could be plans in place to deal with any issues or conflicts raised in the future.

Ms. Speranza-Hartmann reported that the Policy Subcommittee had met earlier this evening to gather information to pass on to Mike Gilbert for the policy review. Mr. Kraft questioned the time frame for the policy review and Ms. Speranza-Hartmann guessed it could take months. She also added that she and Ms. Marshall met with Nancy Hanlon to begin basic talks on drafting a policy for non-resident teachers enrolling their children in Swampscott. She stated they simply touched on basics to see where everyone's expectations were but added it was a great conversation and gave them areas to research.

**ADJOURNMENT**  
**MOTION:**

At 8:15 p.m. it was moved by Mr. Delano and seconded by Ms. Marshall to move into Executive Session to discuss strategy with respect to non-union negotiations or to conduct collective bargaining sessions with non-union personnel – Contracts for Garry P. Murphy and Pamela R.H. Angelakis. A roll call vote was taken. Mr. Delano – yes; Ms. Marshall – yes; Ms. Speranza-Hartmann – yes; Mr. Kraft – yes.

Respectfully submitted,

*Pamela R. H. Angelakis 2/12/14*

Pamela R. H. Angelakis, M.A., M.Ed.  
Superintendent of Schools

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