

Ipswich School Committee
 MS/HS Ensemble Room
 134 High Street, Ipswich
 Thursday, October 7, 2021
 7:00 PM

AGENDA

All members present.

7:03 PM **1. Call to Order**

C. Whitten

2. Reading of the District Mission Statement

C. Jepsen

3. Announcements

C. Whitten

- Next School Committee Meeting - October 21, 2021 7pm in MS/HS Ensemble Room
- Special Town Meeting - Saturday, October 16, 2021 9am
- Communications Sub-Committee Meeting - October 18, 2021 5pm; Budget Sub-Committee Meeting - October 18, 2021 6pm; Negotiations Sub-Committee Meeting - 10/19
- No school for students on Monday, October 11, 2021 - Indigenous People's Day and Tuesday, October 12, 2021 - PD Day
- All District offices will be closed on Monday, October 11, 2021 - Indigenous People's Day
- Professional Development Day - Tuesday, October 12, 2021

4. Special Acknowledgements

B. Blake

- To the school nurses for their continued hard work during and after the pandemic with the added COVID-related responsibilities
- To Jen Spencer & Nina Lopez Ryan for their collaboration and piloting of the elementary math coaching model
- Thanks to all for their hard work.

5. Citizens' Queries - none

6. High School Student Representative Report

C. Jepsen

- Arts, chamber orchestra, jazz band: competitions & winter concert prep
- Sports: golf doing well; boys' cross-country undefeated season so far; girls' cross country is doing well; and girls volleyball currently having 9-1 season
- Clubs: 40% club, music, Boo bags fundraiser, environmental club-beach clean up
- Most students are doing well adjusting to full schedule, but are overwhelmed with schoolwork & activities since they have all gone back to pre-pandemic normal

7. Presentations

7:10 PM	<ul style="list-style-type: none"> ● Traverso-Weatherall Grant Committee Member Approval ● To clarify, this is to approve the candidate presented as the community representative to the grant committee. <p><i>Mr. Stevens made a motion to approve the appointment, Ms. Cannon seconded, and the vote was unanimous in support.</i></p>	Action	C. Whitten
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7:11 PM	<p>Overnight Field Trip Request: BC Model UN Conference</p> <ul style="list-style-type: none"> • \$300/student due 11/1, refundable until 12/31. April 1-3, 2022; 40 interested students - BC allotted 30 slots but he is hoping BC will give more; schools from MA, the country, and overseas have previously attended. Will work with BC to extend the fundraising deadline. BC has Scholarship money available (IPS has never turned a student away in 18 yrs). A SC member asked about vaccination requirements - no answer yet from BC, but will adhere to district policies/what Dr. Blake says - taking it one step at a time. Model UN is a collaboration of students from all grades seeking knowledge of the global community - dynamic competition, intellectual discussion, & civic improvement projects. This field trip provides students with the opportunity to participate in a mock United Nations: historic committees, future committees, this year has climate change, etc. • Dr. O'Flynn stated the school committee has supported this program for years. <p><i>Dr. O'Flynn made a motion to support the field trip, Ms. Cannon seconded, and the vote passed unanimously in favor.</i></p>	Information, Action	J.Krieger
7:20PM	<p>Illustrative Math Program</p> <ul style="list-style-type: none"> • State frameworks revised in 2012, Everyday Math no longer in alignment (20+ years) • Written by Bill McCallum, founder & lead writer of state frameworks, top rated program for grades 6-12. Core values of IM match IPS core values. • Dr. O'Flynn: Do children learn math/progress better with this program? Yes (showed examples) Warmup, 2 activities, Assessments: Cool Down (exit ticket), Section & End of Unit assessments, Universal Screeners - STAR Assessments (computer adaptive for grades 1-5 Sept/Jan/spring) standards-based. • Middle School IM - began staff discussions in 2019-20 because IM was originally a middle school program prior to the development of the elementary version. It took 2 years to implement after 2020-21 research, observation of Doyon class, PD, and pilot lessons. 2021-2022 school year: fully implemented in 6th grade; thoughtful implementation in 7th grade w/full integration next year; integration of specific lessons in 8th grade, working with the high school to implement in 9th/10th for algebra/geometry. Discussion regarding equity. • Dr. O'Flynn asked if algebra can be taught to everyone by 8th grade, as he sees it in other 	Information	T. Wagner, Math Specialists: Jen Spencer & Lina Lopez-Ryan, Kathy McMahan

	<p>places/countries where they start math much younger.</p> <ul style="list-style-type: none"> Ms. Cannon thanked them for the presentation because it finally gives an understanding of what they've heard about for a year. She also asked what happens with students who don't "get it" quite as quickly. The presenters explained that the writers planned for "unfinished learning". "If students don't know this, here is what to do" and gives teachers plenty of options for follow-up. The "coaches" gave this year's teachers adaptation packets to assist them with the students who did not progress as far last year due to difficulties with COVID schedule. Mr. Stevens indicated he sees a difference in his middle school son's attitude toward math this year. Ms. Spencer & Ms. Lopez-Ryan explained themselves in this role: Act as math coaches in their respective schools; see themselves as internal PD for teachers (in buildings & classrooms); use co-teaching model; need data; passionate about aligning schools, collaborating, all using the same assessments, scoring the same, pacing guide; Low threshold/high ceiling; important that all students have access. 		
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8:04 PM	<p>Strategic Planning Working Group Executive Summary</p> <ul style="list-style-type: none"> High level overview of findings/recommendations for town meeting - final published report will have graphs, etc. SC comment: Illustrated timelines would be better/clearer 	Information	B. Blake
8:05 PM	<p>Special Municipal Employee</p> <ul style="list-style-type: none"> Discussion re: designation of certain positions working in different positions paid or unpaid (conflict of interest for SC & school council members). SC members were designated previously, but need to add school council, substitutes, EDP staff, lunch aides, food service staff, and coaches. Dr. O'Flynn wanted more explanation regarding SC members since this had been done before. Ms. Herrick-Stella explained for example, if a SC member were to coach a sport, it would require this designation. This is done in nearly all municipalities. They were informed earlier in the day that this actually needs to be approved by the Select Board, so no action is needed by the school committee. 	Discussion, Action	B. Blake, Cheryl Herrick-Stella
8:15 PM	<p>Substitute Teacher Pay Increase Request</p> <ul style="list-style-type: none"> Discussion between the Northshore Superintendents regarding sub pay since everyone 	Discussion, Action	B. Blake

	<p>is having difficulty recruiting subs. Current rate is \$90/day for teachers and \$70/day for teaching assistants. Dr. Blake is recommending that the rate for subs be increased to \$100/day for non-licensed subs; \$110/day for licensed & retired teachers; and \$80/day for teaching assistants. These rates would put us in the upper 1/3 of area districts; right now we are in the lower 1/3.</p> <p>Mr. Stevens made a motion to approve the pay increase, Dr. O’Flynn seconded, and the vote was unanimous in support.</p>		
8:22 PM	<p>Request for Benefits Coordinator Position</p> <ul style="list-style-type: none"> History: About 3 years ago, we combined Human Resources & Payroll with the town. When it proved too difficult to maintain, given the complexity of the school payroll, the district took back the school-side of payroll. HR remained shared with the town, but they are unable to take on additional responsibilities. Ms. Herrick-Stella met with Dr. Blake week to discuss the ongoing issue. There has been a gap and nothing fell through the cracks, but it can be done better. Benefits administration has been a gray area as to whom is responsible for health & life insurance, retirement, et al, as well as the numerous different types of pay rates. We are currently working with “Band-aids” in that the Payroll Coordinator is stepping up, working overtime and we have hired outside consultants to correct and resolve the problems that occurred over the years. In fact, there have been 7 payroll associates in the past several years, extremely high turnover, and she is concerned about the current payroll coordinator burnout and the fact that there is no secondary payroll person to be a back-up. Checks & balances: payroll coordinator should not be also doing benefits administration. Accounting office staff have not had full vacations since the pandemic began. Ms. Cannon does not support this given ELL support needs. Asked why the funds for this position can’t be used to hire more support for students. Central Office staff is not a priority. Mr. Whitten and Dr. Blake explained that the part-time ELL teacher being hired is from ESSR funds for 2 years, and the position should not be included in the school budget while we have ESSR funds. Central Office staff comes from a different source. Consensus of members was that it is not one or the other. It can be both. Discussion re: budget impact over next 2 years for new benefits coordinator. Town of Ipswich has HR doing town benefits. Recommendation from the town 	Discussion, Action	B.Blake, C. Herrick-Stella

manager was for the school department creating a position specifically for them. School benefits are extremely complicated.

Mr. Stevens made a motion to approve the Benefits Coordinator position, Dr. O'Flynn seconded, and the vote passed 5:2 in favor.

8:41 PM 8. **Superintendent's Administrative Report**

B. Blake

- 1st coffee with the superintendent last Friday - no feedback other than how well we handled pandemic learning. Over 30 people were there. Overall theme was how well their students were doing (grandparents, parents, others). Next one will be before the next SC in the afternoon.
- North Shore superintendents met in Danvers for 1st time in over a year, many in same boat, frustration w/DESE
- Several meetings regarding ESSR 3 funds
- Met with Cheryl Herrick-Stella & legal counsel to review several negotiation scenarios regarding AFSCME units
- Attended IEF meeting with Mr. Stevens
- Participated in a webinar focused on Leading and Learning about Race, Racism, and Equity and submitted an application to be part of a pilot Superintendent Leadership Project with the state
- Held discussions with Dr. Hegedus regarding complex special ed cases
- Meet regularly with elementary principals
- Rotary meeting last week (elementary principals will attend in November)
- Attended a kickoff meeting with the Greater Cape Ann Chamber of Commerce (Ipswich Chamber rolled into theirs) and their school program along with Jonathan Mitchell and Justine May, Guidance Department Head
- Jury duty, was picked - out 2 days next week
- Attended Policy Sub-committee meeting
- IEA negotiations session
- Whittier luncheon today - discussion regarding possible program for our juniors & seniors heading into the trades instead of college. During 2nd semester, Whittier teachers are still there while their students participate in the work-study program, so will be available to provide an opportunity for our students to participate in vocational classes, not receiving certificates, but could also enroll in the night classes in order to obtain certification.
- Tuesday, October 12, 2021 is PD day. This year's book was distributed here tonight. The author of this book is this year's keynote speaker, workshops focused around social/emotional learning and mental for both staff & students.

9. Subcommittee, Working Group and Liaison Reports

- Communication: Ms. Elliot reviewed the newsletter contents - Grants, SC monthly Meet & Greets, Diversity/Inclusion updates. Please notify Ms. Elliot by tomorrow morning with edits. Ms. Elliot and Mr. Stevens will be at Zumi's tomorrow at 8:30am; Mr. Whitten & Mr. Poirier will greet community members in November, date and location TBD; and Mr. Stevens & Ms. Kneeder will greet community members on a December afternoon, date & location TBD
- Policy: Ms. Kneeler said this is the 2nd year of a 3-year review cycle. Policies in the folder, minor changes. No real revisions since last review, but added new policies. H/W policy was reviewed in May, 2020, so are not reviewing at this time; however, it is scheduled for the spring.

Mr. Stevens made a motion to approve the EB, EBAB, EBB, EBC, EBC Supplemental, EBCD, EBCE, and EBCFA policies as written, Ms. Elliot seconded, and the vote was unanimous in favor.

- IEF: Mr. Stevens attended the 1st meeting after summer break. IEF's big focus is how to start raising money again. They have moved on from past issues, approved a new mission statement, and created a website. IEF wants to help the district with funding, aligning with Feoffees and FRIES funding. What are district needs? It is an engaged, well run board. Early stages of planning a golf tournament, likely held next year.
- High School Council: Mr. Poirier said the council met on Monday to review MCAS results, some review of strategic plan for district improvement, discussed the role of SAT in future - prepare within curriculum, and closing the gap in the 8th to 9th grade transition.

9:05 PM

New Business

- MASC Bulletin received - Mr. Whitten asked if anyone has or plans to register for the annual conference on 11/3-6/2021. Mr. Poirier will reach out to Mr. Whitten.
- Ms. Cannon informed the SC that there is discussion among many SpecEd families that services are being transitioned from IEPs to 504 Plans when their students transition from 5th to 6th grade. If there is a shift in the philosophical approach, then special ed needs to be transparent and discuss this with parents beforehand. Dr. O'Flynn thinks this has been ongoing for years, explaining that the middle school model is different than elementary with different supports. Ms. Cannon insisted there must be a much better job of educating families and including families in decision-making. It is repeatedly coming up anecdotally, in SEPAC, and by parents.
- Dr. O'Flynn spoke with Matt Christopher, who wants the Feoffees to do more and make it bigger. Dr. Blake said that at the Administrative Retreat this summer, the team looked at funding sources - overarching theme was to look to Feoffees for larger items that the budget can't nor will ever support and look to have ongoing support (changes to policy for use of Feoffees funds). Things like the Feoffees supporting all field trips, professional development, potential for the modernization of the MS/HS science rooms. (A science specialist has already done a preliminary review, submitted his report, and will now make recommendations of how to modernize the rooms.) There is a constant push to do more for us. Mr. Stevens said that the Feoffees needs to also change their distribution policy.
- Mr. Whitten suggested that SC members volunteer at "The Dinner Bell", a program that serves between 60-70 people each Monday night from 4pm-6:30pm. People are needed to set up, serve meals & coffee, and break down. They request a \$300 donation from the sponsoring group. Dates available are 11/1, 11/22, 11/29, 12/6. After discussion, the SC members supported the request to participate and decided to serve on 11/29/2021. The superintendent & principals were also invited to join. Reminded that the \$300 has to come from individuals not public funds. Those wishing to participate should email Mr. Whitten. Ms. Cannon is unavailable on Mondays.

Vouchers and Bills - all set

Consent Agenda - none

9:25 PM

Adjournment - Mr. Stevens made a motion to adjourn, Ms. Cannon seconded, and the vote was unanimous to support.