

**IPSWICH SCHOOL COMMITTEE MEETING
JANUARY 19, 2012
MIDDLE/HIGH SCHOOL ENSEMBLE ROOM**

OPEN SESSION

CALL TO ORDER

J. Loeb, School Committee Chair, called the meeting to order at 7:05 p.m. with the following members present: B. Hopping, S. Gresh, J. Bauman, H. O'Flynn, L. Dietz, and R. Roesler. Also present were R. Korb, Superintendent of Schools; J. Cuff, Financial Director; Principals C. Forster-Cahill, S. McAdams, S. Conley,

ANNOUNCEMENTS

Mr. Loeb made the following announcements:

Executive Session will be held for the purpose of strategies regarding ongoing litigation in relation to real estate matters and for the purpose of reviewing and approving Executive Session Minutes for determining their release, after which the meeting will adjourn.

Professional Development Day for teachers will take place on January 23; no school for students

School Committee/Administrators FY13 Budget Workshop for January 24 is cancelled
TriBoard will meet on January 24, 7:30 p.m., Selectmen's Meeting Room, Town Hall
Policy Subcommittee will meet on January 30, 5:30 p.m., Payne School

Central Office, Doyon School, and Winthrop School FY13 Budget Presentations will be made to the School Committee February 1, 7 p.m., M/H School Ensemble Room

School Committee will meet on February 2, 2012 in a regular meeting as well as Middle and High School Budget Presentations, 7 p.m., M/H School Ensemble Room

School Committee meets on February 16, 2012, 7 p.m., M/H School Ensemble Room

CITIZENS' COMMENTS

SPECIAL ACKNOWLEDGMENTS

Mr. Korb introduced Interim Town Manager Tom Younger to the School Committee and TV audience. Mr. Younger expressed pleasure in meeting the Town's administrators and business people at Rotary and at the School Committee meeting and looks forward to working cooperatively and with transparency.

1. SCHOOL COMMITTEE PRESENTATIONS

A. HEALTH INSURANCE REPORT

Jeff Krieger, President of Ipswich Educators Association, presented his background in the health insurance field until his employment as a teacher in Ipswich nine years ago. He reviewed the satisfaction of the majority of Town employees with Blue Cross, the vast majority of whom have a three-tiered HMO plan which includes different copays at different levels at 35% of the cost (the Town picks up the other 65%). Massachusetts Municipal Association (MMA) heads up MIAA, the current carrier which administers the Ipswich health insurance program, and delivers a renewal plan in March for the July 1 – June 30 FY.

GIC insures State employees and became available to communities in 2007. Ipswich looked at it in 2008 but did not respond. GIC was not well received across the Commonwealth but MIAA did lower costs a little and, in 2011, instituted a three-tier plan. The Governor signed a new law beginning in July, 2011, that if a Town can demonstrate at least a 5% saving between the current health insurance plan and the GIC, the town can make the unilateral decision to move into one of those plans. In the first year whatever savings are made, up to 25% of that savings is negotiable. Ipswich is doing an analysis. MIAA has also created a plan to mirror the GIC. The BOS has now voted to negotiate with all of the unions in Town. Confirmation by all unions must be completed by March 1 to join the GIC plan for July 1, 2012.

Mr. Korb intends to move forward with a comprehensive independent analysis, hoping to get Mr. Younger's assistance, costing from \$2 to 5,000. Mr. Loeb commented that, for every one percent of health insurance premium increase, the budget cost increases by \$100,000.

Dr. O'Flynn, concerned about OPEB costs, informed the audience that health insurance is 2.6% of the budget, yet the Fin Com insists that 1.5% increase in the school budget (new figure of \$450,000 is 2%) be included to cover post-employment benefits, thus creating one of the most important budget issues which the schools face.

Discussion ensued re the time factor, a possible GIC representative to talk to Ipswich soon, and Mr. Krieger's need to ask his 199 members of IEA. Mr. Hopping said the retirees also need to be contacted.

B. WINTHROP CO-TEACHING MODEL REPORT

Mrs. McAdams felt honored and happy to be reporting on the complete change in a year's time from the losses of common planning time, service delivery delays to students, etc. Currently, everyone is scheduled for ELA and math in the same blocks. Three classroom teachers (three sections of a grade level) and multiple professionals (a Title I reading teacher, a Special Ed teacher, and a TA –four sets of eyes) are monitoring assessments every day with curriculum development, modifications, interventions, and student achievement levels. These professionals have reacted positively to the co-teaching model in collaboration. After-school interventions have resulted with flexible scheduling, cost free. The program saved almost \$50,000 in the risk-taking experiment of cutting 5 TAs and increasing a .5 math specialist with great results.

Mrs. McAdams commented that a few questions exist for the second half of the year, but the staff is excited about the program. Ms. Conley, Doyon Principal, spoke of learning and visiting the model at Winthrop with an eye to moving ahead at Doyon. Mr. Hopping asked Mrs. McAdams to return in the spring with a data update. Mr. Korb expressed appreciation to Mrs. McAdams and staff for their risk-taking, their willingness, and their talent.

C. RESTRUCTURING BELL SCHEDULE

Mr. Loeb remarked that the four presentations tonight have not been adopted by anyone and won't be until the School Committee adopts the budget on March 1. He is asking for another School Committee meeting between February 2 and 16 for more separate talks on issues affecting

the budget.

Mr. Korb reviewed discussions with Ms. Cuff on elimination of bussing, Grades 7-12, as law allows, and losing revenue from bus fees. Also, a change in bell schedules necessitates negotiations with IEA. Ms. Cuff reviewed the proposed restructuring of the bell schedule for SY12-3 which would save the district \$100,000. The new schedule would utilize 5 buses to get students to school rather than eight, but each school building would have a different start time. A new transportation contract goes out to bid in the next few months. \$44,000 would be lost from student transportation fees.

Dr. O'Flynn was in favor of a change. Mr. Hopping opined that educators and research say that younger kids benefit from an early start and those at Winthrop who arrive at 7 a.m. in EDP and breakfast programs would have as much as a two-hour wait for classtime to begin at 9 a.m. Mrs. Dietz, feeling that saving money is the driver, would like to hear from parents. Mrs. Bauman appreciated the work put into the proposal, approved the MS/HS later start, and asked about other bus company bidding. Ms. Cuff explained that there was only one bidder last year and part of the problem is because Ipswich is so spread out geographically.

Several parents asked about times and buses, budget timeframes, parent survey, and override. Mr. Loeb gave answers where possible including his goal of no override. Dr. Gresh remarked that budget problems need a parental groundswell. Research has stated, as one parent quoted from an article he then presented to the Committee, that teenagers need a last hour of sleep which allows short-term memory to become long-term memory. Ms. Cuff offered to work with Mr. Gadd again for an earlier elementary start time and a later start time for M/H school.

Mrs. Bauman left the meeting at around 9:30 p.m.

D. MIDDLE SCHOOL RESTRUCTURING MODEL

Mrs. Forster-Cahill prefaced discussion with the news that 78 students showed up for after-school activities today, and Mr. Korb replied that the money the Town provided for recreation will not meet current expectations.

Mrs. Forster-Cahill reviewed the number of times that the Middle School has restructured. She presented an 8-page questionnaire of same-sized middle schools. Dr. O'Flynn offered to fill the classes using Choice which money would retain the teachers. Mr. Korb said that Mrs. Forster-Cahill will be directed to cut four teachers. Mrs. Forster-Cahill responded that she does not disagree that the MS does not need to restructure itself, but faculty and parents find this upsetting. Mrs. Roesler mentioned the needs without Mrs. Forster-Cahill (in retirement) and questioned some thought of restructuring the high school to complete a full view. School Committee and Mr. Korb thanked Mrs. Forster-Cahill and the staff and the IEA as well.

D. REAPPOINTMENT OF RAYMOND MORLEY TO WHITTIER SCHOOL COMM.

Mr. Morley wishes to be reappointed when his term expires in March, 2012. Mr. Hopping

moved, seconded by Mrs. Dietz, to reappoint Raymond Morley as Ipswich representative to the Whittier Regional School. UNANIMOUS.

F. FEOFFEES OF THE GRAMMAR SCHOOL

In discussion re two appointees to the new administrative board to oversee the Little Neck financial management, Mr. Loeb set a target date of early March. The Master Deed will be in place by early April. Richard Howard, Fin Com, suggested coordinated recruitment, and Mr. Loeb promised to speak with the Chairs of the Fin Com and BOS to determine the method for advertising and selection.

II. SCHOOL COMMITTEE REPORTS

A. VOUCHERS/BILLS

B. SCHOOL COMMITTEE REPORTS

1. IPSWICH HIGH SCHOOL STUDENT REPRESENTATIVE

Victor was studying for exams and not present.

2. ATHLETICS SUBCOMMITTEE

Dr. Gresh reported repercussions with the \$50,000 cut in the Athletic budget and the \$150 increase in fee, parent interest in adding alternate sports, discussion of fees for other programs, and problems when other activities take the Tiger bus and Athletics has to pay. The Mile Lane field received \$5,000 for clay-based treatment to help the field, a \$5,000 donation to the schools to do a shallow drilling for a well, and there was discussion of artificial turf. Ken Swenson will come before the School Committee with a followup re the Doyon School land for additional work.

3. ATHLETIC FIELD STUDY COMMITTEE

4. AD HOC TOWN/SCHOOL COLLABORATION COMMITTEE

Mr. Hopping requested that a letter signed by the Chair be sent to the Town Manager asking that this committee be reinstated.

5. BUDGET SUBCOMMITTEE

6. COMMUNICATIONS SUBCOMMITTEE

Dr. Gresh, Mrs. Roesler, and several administrators attended a session at Burlington High School to explore the use of technology.

7. DAY CARE CENTER SUBCOMMITTEE

8. FEOFFEES SUBCOMMITTEE

Mrs. Dietz reported that the Working Group met and voted to approve four bills for the School Committee to sign. They voted also for outside counsel other than Casner & Edwards before the final signing. The Board of Selectmen voted to oppose use of Town resources to defend against the citizens' Motion to Intervene, amended to read "until otherwise convinced by the School Committee". The Finance Committee had voted 5-4 to ask the School Committee not to oppose the Motion to Intervene. Mr. Howard supports the idea of taking time to review the new trust and get a second professional opinion on the trust before a School Committee vote. The Working Group voted unanimously that history, discovery documents, memos, etc. should be reviewed before the School Committee votes.

Mrs. Roesler, in reviewing the trust, questioned whether S. Perry is the best attorney and would feel more comfortable with a new set of eyes making sure that that document will have everything hoped for.

9. LONG-RANGE FINANCIAL PLANNING

Dr. O'Flynn referred to the \$23 million obligation of full actuarial costs imposed by the Finance Committee by 2014. Only one other town in Massachusetts has done this and they had an override to do it. The \$300,000 figure has become \$430,000 per year. Mr. Seidler had an idea to increase the School budget by \$600,000 and decrease the Town budget by \$600,000. Mrs. Dietz remarked that the Town needs to take a harder look to find finances; the Town is under no such pressure as the schools are. Dr. O'Flynn commented that the Finance Committee would like a role in negotiations—to be able to sit in on conversations with the Superintendent and Town Manager for negotiations. Mr. Loeb asked Mr. Korb to check with labor counsel as to whether the Finance Committee has a right to be in the room for negotiations.

10. NORTH SHORE COALITION FOR SCHOOL FUNDING

11. OPERATIONS SUBCOMMITTEE

12. POLICY SUBCOMMITTEE

- (a) School Committee Recommendation to Recreation Department to Enforce Wearing of Helmets on Ski Trips

Mr. Hopping reported that a letter had been sent with words to that effect. The AD has requested to speak with Policy Subcommittee on January 30 because of the final date of March 1 for a policy on concussions.

13. PUBLIC SAFETY FACILITIES COMMITTEE

14. SPECIAL EDUCATION PARENTS ADVISORY COMMITTEE

15. OTHER

Dr. O'Flynn asked for information on foster care children coming to Ipswich when Cornerstone closes at the end of the month because he needs to report the numbers at his Board meeting next Monday.

III. SUPERINTENDENT’S REPORT

A. SUPERINTENDENT’S ADMINISTRATIVE REPORT

Mr. Korb reported the January 23 Professional Development Day is on schedule and invited anyone who is interested to attend.

IV. CONSENT

A. CONSENT AGENDA

Dr. O’Flynn moved, seconded by Dr. Gresh, to approve the Consent Agenda as follows:

Acceptance of Minutes of January 5, 2012, Open Session

Acceptance of donation of \$11,850 from 12 Winthrop parents to benefit the Winthrop School

Acceptance of donation of \$887.20 from Box Tops for Education to benefit the Winthrop School

Acceptance of the donation of 11 printers from New England BioLabs, valued at \$6,900, to benefit the Ipswich Schools

UNANIMOUS.

V. EXECUTIVE SESSION

Mrs. Dietz moved, seconded by Dr. O’Flynn, to go into Executive Session at 11:10 p.m. to discuss strategies regarding ongoing litigation relating to real estate matters after which the meeting will adjourn. IN FAVOR- O’Flynn, Dietz, Hopping, Loeb, Gresh, Roesler.

Mrs. Dietz moved, seconded by Dr. O’Flynn, to go into Executive Session to review and approve Executive Session Minutes for determining their release. IN FAVOR- O’Flynn, Dietz, Hopping, Loeb, Gresh, Roesler.

DOCUMENTS REVIEWED IN OPEN SESSION

- District-wide Professional Development Day
- Winthrop School, Co-teaching Model Analysis
- Restructuring Bell Schedule Proposed Change for SY2012-13
- Restructuring Decisions (Powerpoint Presentation) of IMS
- Middle School Questionnaire 2010-2011

Open Session resumed at 11:17 p.m.

Mr. Loeb reminded the Committee that the Budget Subcommittee consists of H. O’Flynn, J. Bauman, and J. Loeb.

Dr. O’Flynn moved, seconded by Mrs. Roesler, to approve four bills as follows:

Casner & Edwards, 12/13/11, \$42,011.57

WilliamBeaupre, 12/21/11, \$525.00

The Mediation Group, 12/23/11, \$1,225.00

Colliers International, 12/29/11, \$3,750.00. UNANIMOUS.

Mrs. Dietz moved, seconded by Dr. O’Flynn, to adjourn at 11:20 p.m. UNANIMOUS.

EXECUTIVE SESSION

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Convened in the M/H School Ensemble Room at 11:05 p.m.

Attending: J. Loeb, H. O'Flynn, L. Dietz, B. Hopping, S. Gresh, R. Roesler,
R. Korb

Approval of Executive Minutes

Dr. O'Flynn moved, seconded by Mrs. Dietz, to approve and release
January 5,
2012 Executive Session; December 15, 2011, Executive Session; and December 17,
2011, Executive Session Minutes. Roll call IN FAVOR- Roesler, Gresh, Loeb,
Hopping, Dietz, O'Flynn.

Mr. Loeb asked if there were any questions regarding the four bills
involving the litigation. There being none, Mr. Hopping moved, seconded by Mrs. Dietz,
to adjourn Executive
Session at 11:15 p.m. IN FAVOR- Roesler, Gresh, Loeb, Hopping, Dietz, O'Flynn.