

Regular Session Meetings

May 27, 2020

A meeting of the Swampscott School Committee was held in virtually in Swampscott, MA commencing at 7:00 p.m. with the following members present: Ms. Gargi Cooper, School Committee Chair, Ms. Suzanne Wright, Ms. Amy OConnor, and Ms. Carin Marshall, School Committee members. Also, Present: Pamela Angelakis, Superintendent of Schools, Jean Bacon, Director of Teaching & Learning, Martha Raymond, Asst. Superintendent of Student Services, Martha Sybert, Business Administrator, and Max McDonough, student rep. Mr. Delano, School Committee, and Greg Vinitsker, student rep were absent.

The School Committee was meeting in a virtual setting, fully remote via teleconferencing, practicing social distancing, and in accordance with the Governor's suspension of certain open meeting laws. The meeting was being recorded and broadcast live on the local cable station.

Public Comment:

Mr. Tom Reed, a HS teacher and a member of the ratification team (16 years) spoke about how the negotiation teams worked together once the pandemic happened. He discussed the spirit of mutual respect, bargaining without lawyers, and flexibility from each side. They feel the agreement is fair and workable under the economic conditions. He urged the committee to vote to ratify without further delay. They are aware funding is uncertain but there are many potential and actual sources of money, and building a positive relationship is a top priority.

Ms. Cooper said she received many letters from the community and teachers surprised by the postponed vote. It was a matter of taking time for due diligence. She appreciates everyone's patience.

Community Announcements:

Max McDonough mentioned AP online testing went well.

Ms. OConnor attended a MASC conference. Dr. Melissa Sadin spoke about the COVID crisis and building resilience.

Ms. Cooper received her graduation banner and thanked the Love of Swampscott.

Superintendent's Report: Ms. Angelakis' report will be posted on the Superintendent's Page under the Swampscott Public School's web page.

Ms. Angelakis' provided an update on NEASC. We have been informed that they voted to award the HS continued accreditation. She reviewed the met and not met standards and areas for growth. The next step will be the development, submission, and implementation of the School Improvement/Growth Plan that needs to be submitted by July 15, 2020.

The Rotary is sponsoring two Chromebook carts with a total donation in the amount of \$12,000. Mr. Max Kasper has been appointed as the new Director of Facilities for both the school department and the general government.

Ms. Angelakis discussed transitions and celebrations (4th and 8th grade). She mentioned Commissioner Riley's memo providing guidance around HS graduation celebrations. That guidance allowed for parades to be part of the celebrations. The guidance stated that graduations held after June 18th could be held in person with very detailed and outlined restrictions.

Graduation Update 2020: Mr. Kohut discussed the graduation scheduled for June 14. The plan is to start with a parade, then one group of students will go to the HS, watch graduation on a Jumbotron (speeches, reading scholarships) from their vehicles, walk to the stage for their diplomas and a picture then go back to their parking space (2 groups -11 a.m. & 1:00 p.m.). Ms. Cull-Finn thanked everyone for their input.

Chair:

Ratification of Swampscott Education Association Teachers' Contract (vote requested) (this item was moved up)

Ms. OConnor thanked Mr. Reed for his comments. The town administrator Sean Fitzgerald is included in the contract vote. Ms. OConnor read the agreement and highlighted the changes: salary increase 1.75%, reinstate Swampscott University, create a calendar committee, create a joint Union/Management Committee to review Employee Handbook, create a joint Union/Management Committee to finalize stipend job descriptions, Article IX, Section 7: "Change language of first sentence, Article XI, Section 1: "... Teachers will be guaranteed a planning period equal in length to a class period.", Article XIX, Section 2: Nurses under teacher

evaluation tool, New Stipends, continue existing 403(b) match, eliminate the contract language regarding substitute teacher compensation, add extended School Year Program stipend to contract, eliminate Lead Nurse Stipend, and add a Retirement Incentive. The duration clause will be amended to reflect the new dates of the successor agreement.

Ms. Marshall said that although we are grappling with uncertainty we need our teachers to know they are appreciated. She stated that we cannot go into another school year without a contract. Ms. Marshall is cognizant that there will be budget fallout. She feels the contract is lean and includes structural savings. The contract serves to ensure teachers are with us to partner during post-COVID education. Ms. Marshall appreciates the feeling of collaboration, and everyone having the students' best interest at heart. She feels moral is important and urges a vote to ratify.

Mr. Sean Fitzgerald, the town manager thanked the teachers on the bargaining team. He mentioned the deficit projected over the next ten years, structural issues with contracts, category expense, and tax burden. He appreciates that the SC kept COLA at a reasonable increase. Mr. Fitzgerald said the state and town are in shambles due to the pandemic. He understands the importance of morale and the value of the teachers. He suggested deferring a vote to think more carefully about structural issues as a community.

Ms. Wright thanked everyone that spoke prior to her. She stated that we have to pay teachers for the work they have been doing all year. She discussed their hard work and adaptability to shift to distance learning, and the need to start next year with a contract in place. Ms. Wright spoke about being on the same page, working as professionals, and having a strong moral to operate effectively. She is aware that hard decisions are coming and the February budget is no longer the budget.

Ms. Cooper is worried that the SC does not have the support of the town administrator. She feels there will be tough decisions financially but it is important to support the staff. She discussed how the teachers are working harder than they have while being adaptable. Ms. Cooper discussed the shifting budget, need to work together, and the expectation of flexibility as they move forward.

Ms. OConnor has been working on the bargaining committee for the last eighteen months. She feels it is imperative especially with so many unknowns to reach a contract before the new school year. She said the COLA and substitute spending were a focus. Ms. OConnor feels the contract sustained a slow growth, contains structural changes with financial impacts, and most importantly protected and reinforced a crucial partnership with teachers.

Motion: It was moved by Ms. Marshall to accept the SEA contract & seconded by Ms. OConnor.

Vote on Motion: The motion passed 4 (Ms. Cooper, Ms. OConnor, Ms. Marshall, Ms. Wright) to 1 (Mr. Fitzgerald) via roll call vote.

Tri-Chair: Ms. Cooper said they met and discussed the MS roof. She is happy about the idea of a new joint facilities person. Mr. Kasper will be helpful, should we apply again. Ms. Cooper is concerned with leaky roofs during the SY but Mr. Kasper can take this off the superintendent's plate. Ms. Angelakis mentioned that Ms. Sybert still had dialogue open with the MSBA.

Emergency Management Update: Ms. Marshall stated they cover a bunch of topics, and update on COVID cases. Ms. Marshall will share the graduation plan with them. The team has been having discussions around providing meals to students, adults, and seniors. There will be a survey to assess the summer needs.

Ms. Cooper appreciates Ms. Marshall taking the lead and sitting in on the town calls daily.

Superintendent Evaluation: There was a discussion regarding the Superintendent's goals. Ms. Angelakis stated she is not as prepared as she would like with her goals. She mentioned the events that had happened since her mid-year. In February, the flooding issue at the pre-school took a month of her time. Then in mid-March, COVID and remote learning changed the course.

Ms. Cooper did not feel the Superintendent evaluation was the most important thing at this time. She mentioned the update of superintendent goals in January. Ms. Cooper talked about extending goals and strategic plans. She wants to keep the committee on a timeline for wrap up in June. Ms. Cooper suggested if the committee agrees that they base the evaluation on the January information.

Ms. Wright asked about treating June like a mid-year as if going through a two-year cycle. Ms. OConnor liked the idea. Ms. Wright stated that so much has happened since March 13th that it did not seem fair to judge work on earlier goals.

Ms. OConnor felt that it is fair to judge and credit on work that is being done. She stated that though the evaluation tool is set up to respond to specific goals, there may be an opportunity to expand it.

August 1st is the deadline to have the evaluation submitted. Ms. OConnor stated the onus is on the SC. Ms. Cooper will get the template for the members. The goal is to complete the evaluation for mid-June so it can be completed by the last meeting.

Proposed Dates of SC Meetings for 20-21SY: Ms. Cooper reviewed the Proposed dates which will remain on Wednesdays.

Sub Committee:

School Building Committee (SBC) Updates: Ms. Wright discussed the community forum last week on sustainability. She is impressed with the design team. They had a meeting last night where Ms. Angelakis shared her educational programming, space plan, square footage, and different options. The architect took them through each space plan and how it meets the educational vision. Ms. Angelakis noted her confidence in the team.

There will be another community meeting on June 16. They will discuss sustainability goals, preliminary alternatives, and 3D renderings of spaces.

Ms. OConnor asked about community involvement. Ms. Wright said it has been different people at the meetings. Some forums have had 40 to 50 people.

Ms. Angelakis gave a shout out to the communication subcommittee. Ms. OConnor asked if the select board and finance committee have been involved. Ms. Wright stated that members have come. Ms. Sybert noted that a member of the Finance committee is on the SBC committee.

Consent Agenda

Ms. Cooper read the purpose of the consent agenda and the items on the agenda.

- A. Regular Session Minutes – April 13, 2020
- B. Executive Session Minutes – April 13, 2020
- C. Regular Session Minutes – May 13, 2020
- D. Executive Session Minutes – May 13, 2020
- E. Executive Session Minutes – May 19, 2020
- F. Warrant 20-47

Motion: It was moved by Ms. OConnor to accept the agenda & seconded by Ms. Marshall.

Vote on Motion: The motion passed 4 to 0 via roll call vote.

Next meeting to be held on June 10, 2020

Adjournment

Motion: At 8:45 p.m. It was moved by Ms. OConnor to accept the motion to adjourn & seconded by Ms. Wright.

Vote on Motion: The motion passed 4 to 0 via roll call vote.

Respectfully submitted,



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



Date: June 11, 2020



Approved: June 10, 2020

Supporting Documents:

 [x 20-21 School Committee Proposed Meeting Dates.pdf](#) 



 [Updated Agenda May 27, 2020, School Committee Meeting.pdf](#) 



 [Tentative Agreement letter to Membership 5-6-2020 \(3\).pdf](#) 

 [Swampscott Schools - Teachers - DRAFT MOA - FY20-FY22.docx](#) 

 [Swampscott High Notification Letter.pdf](#) 



 [Superintendent's Report to SC 5.27.20.pdf](#) 

 [On the Desktop 5 21 20 High School Graduation Guidelines.pdf](#) 

 [May 19, 2020 School Committee Executive Minutes DRAFT.docx.pdf](#) 

 [May 13, 2020 School Committee Executive Minutes.pdf](#) 

 [May 13, 2020 Regular Session Meeting Minutes Final.pdf](#) 

 [April 13, 2020 School Committee Regular Session Meeting Minutes.docx.pdf](#) 

 [April 13, 2020 School Committee Executive Minutes.docx.pdf](#) 