

MINUTES – WAYLAND SCHOOL COMMITTEE
Regular Meeting – June 6, 2016

A Regular Meeting of the Wayland School Committee was held on Monday, June 6, 2016, 7:00 P.M. in the School Committee Room of the Wayland Town Building.

Present were:

Ellen Grieco, Chair (arrived at 9:13 p.m.)
Barb Fletcher, Vice Chair
Jeanne Downs
Kim Reichelt
Kathie Steinberg

Also:

Paul Stein
Superintendent

Brad Crozier
Assistant Superintendent

Marlene Dodyk
Director of Student Services

Susan Bottan
Business Administrator

Also:

Leisha Simon, Director of Technology and Accountability
Jorge Pasoz, Town IT Director
Patricia Keefe, Wayland School Community Programs Director

Vice Chair Barb Fletcher convened the regular session at 7:01 P.M. and announced that the meeting is being broadcast by WayCAM.

1. **Comments & Written Statements from the Public:**

George Harris commented that he filed an Open Meeting Law Complaint on April 20, 2016 for which he described the School Committee's response and timeline for the response written by Jeanne Downs. Mr. Harris referred to the written response in terms of the explanation given as to why the response was delayed. In his opinion, the School Committee member who is responsible for an OML violation should write the response. In addition, he believes that if a Board cannot address an issue because of meeting schedules, then an additional meeting should be held in order to respond to a complaint in a timely manner.

2. **Special Matters:**

(a) Receive and Hear Presentation of the Exploration Committee ACE Report:
Student Information Systems (SIS):

Leisha Simon commented that the Exploration Committee began looking into a new Student Information System (SIS) in October 2015. The Committee looked at a total of five systems that contained the criteria most important to Wayland and narrowed down the number to three for further exploration. Several meetings were held at which principals, teachers, and administrative staff were invited to hear the presentations and provide input. To prepare for the RFP process, Leisha consulted with the Newton Public Schools to review their RFP process. The Exploration Committee is currently developing the RFP and the targeted date for the bid opening is August 9, 2016 at which seven staff members will be involved. Leisha noted that the new system will not be ready for school opening in late August, as many decisions have to be made and staff will need to be trained. The goal is to have the new student information system up and running either mid-year or in the Fall of 2017.

The Exploration Committee focused on key components, such as user friendly, customizable portals and dashboards, mobile device friendly, easy to access detailed student records and demographics, and easy, flexible reporting capabilities to name a few. Leisha expanded upon the key component of fee management. Susan can provide more information, if necessary, regarding the fee-based system. A discussion ensued about the staff training and implementation process moving forward.

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(b) RSM Town IT Rapid Assessment Update and Introduction of Town IT Director Jorge Pasoz:

Jorge Pasoz began his tenure as the Town IT Director on May 2, 2016. Paul commented that he is excited to have Jorge in Wayland, as it was difficult during the hiring process to find a candidate with technical, municipal and school experience.

Jorge highlighted projects that are being worked on as a result of the RSM Report and explained each process for the following:

- The Microsoft Exchange Email Server Upgrade for the Town has been completed.
- New firewalls for the Town and Schools are approved for the FY17 budget.
- New SAN for the Town and Schools are approved for the FY17 budget.
- Patch Management for Town and Schools are approved for the FY17 budget.

Jorge noted that he doesn't expect any major deviations in the recommendations made by RSM. In terms of security updates, there will be user training for all town staff which will be repeated yearly. A Patching Policy has been implemented, but will change when the town switches to a Patch Management System. This system will offer capabilities currently not in place and will address security issues. Jorge described further. He also plans to implement a new HELP ticketing system, which allows staff to track their own tickets in terms of the status of their request. The schools will follow suit regarding the HELP ticketing system during the next school year.

Leisha added that the Network Manager and the Systems Manager for the schools are reporting to Jorge. She noted her responsibilities for the schools as the Director of Technology and Accountability.

As recommended by RSM, a job description is being drafted to begin the hiring process for a Business Systems Analyst to fit the needs of the schools and town.

(c) Student Data Privacy Update:

Leisha updated the School Committee on the initiative of student data privacy. Jeanne Downs, Bethann Monahan, Mark Hayes and she are engaged in this initiative. The goal of this initiative is to improve communications with staff and parents surrounding student data privacy, as well as adhering to State and Federal Guidelines. They are also working with staff to define the online applications that are being used. Leisha noted that the district joined the Massachusetts Student Privacy Alliance (MSPA) to guide the initiative to work with the vendors who are managing student data. The vendors will sign a new contract during the summer that will outline the vendors' approach in managing student data. Leisha described how the MSPA can help with this vendor process. About 80% of vendors agree to sign the contract.

Leisha referred to and displayed the school website for information related to student data privacy. She elaborated on some of the information provided. Leisha described the process for teachers to request new software applications that support the curriculum initiatives. Paul noted that the downside to this process could be that the teacher may not be able use the application he/she requested.

(d) Receive and Hear Presentation of the Exploration Committees ACE Report (continued):

Paul noted that the following reports originated from the Summit held a year ago September.

Early Childhood Education (Katy Merrell and Gretchen Lutz):

Katy reviewed some early childhood facts taken from a report from Harvard's Center on the Developing Child from infancy to five years old. One finding is that in the first few years of a child's life, 700 to 1,000 neural connections are formed every second in a child's brain. Caring, stable and healthy adult relationships are essential to the development of children five and under, as well as safe and supportive environments. Harvard's Center concluded from scientific evidence that there are significant mental health problems in young children, and it is far more costly to professionally treat children in the later stages of his/her life than it is to form strong brains before the age of five.

The Early Childhood Education Committee (ECEC) was made up of The Children's Way staff and parents, other Wayland school and town staff, a member of the Community Partnerships for Children and Families, a staff member of the Wayland Montessori School, and a Wayland School Committee member. Gretchen reviewed the charge of the Committee and its purpose, which was to determine the resources available in the

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Wayland area and to determine if additional resources are needed.

Gretchen described the work of the ECEC. Among other issues, the Committee found that there is an increase in emotional and/or behavioral challenges and increased anxiety in children. The ECEC discovered that there are many resources in Wayland for parents and families, but somewhat limited in the areas of guidance and clinical resources. The Committee developed a list of recommended new resources, including the level of funding for each recommendation. Katy noted that Beverly Mobilia, the Coordinator of the Community Partnerships for Children and Families updated the Wayland Family Resource Guide. Katy described many ways that the Committee is pursuing to make the resource information available to families, including working with Wayland programs in this regard. The ECEC also explored ways in which to fund the work necessary to support families at the preschool level. They asked the School Committee to consider funding a part-time school psychologist or guidance counselor and a part-time clinician through the Town's budget for Wayland Youth and Family Services. A discussion ensued in terms of why these issues are occurring in children.

Going forward, a Wayland Early Childhood Advisory Board will be formed to continue the work of the ECEC.

Full Day Kindergarten (FDK) (Christie Harvey, Marlene Dodyk, Susan Bottan):

Christie Harvey noted that the Committee consisted of educators, administrators, parents, and business office staff. The Committee reviewed Kindergarten models from 13 comparable school districts. The results included the following:

- 6 districts have universal full-day kindergarten
- 6 districts have traditional with a fee-based full-day
- 1 district has a hybrid model – A and B groups; each having 3 half days and 2 full days; afternoons are smaller group with no TA

A parent survey was administered and 189 K-5 parents responded. Results were as follows:

- Of the 86 parents whose children attended FDK, 99% would make the same choice over again
- Of the 75 parents whose children attended traditional kindergarten, 53% would choose it again. However, the other 47% said that if there was no cost for FDK, they would choose FDK.

Christie explained the results of the K-5 parent survey in more detail.

The FDK Committee also surveyed 142 Pre-K parents with results as follows:

- 88% of parents would choose full-day kindergarten and 77% of those have children currently in a full-day preschool program, thus, traditional is not an option

Parents cited many other reasons for choosing the full-day option. Parents also felt that an FDK long-term trial program creates uncertainty and stress among parents and believes it causes a class divide in the town because of the lottery and between those who can pay and those who cannot.

Christie reviewed the K-5 staff survey for which 56 staff participated. Eighty-five percent of those staff surveyed believes that Wayland should offer free universal FDK. However, there is much concern that no matter which program is offered, kindergarten should be developmentally appropriate and offer opportunities for play and exploration. Christie described how the Committee studied academic outcomes between full-day and traditional kindergarten by looking at GMADE, GRADE and DIBELS data from those students who attended kindergarten in Wayland and are now enrolled in Grades 1 to 5. They did not find any statistically significant differences. Data visuals of academic outcomes were provided and reviewed by Christie. It was noted that urban and suburban data is different based on many variables within family situations. Christie also reviewed the curriculum implications and varied factors that should be considered when discussing the possible transition to universal full-day kindergarten.

The estimated costs and savings to implement full-day kindergarten were reviewed. There would be a total net cost of \$516,000 with a possible savings of \$41,000 after eliminating 4 mid-day busses and the possibility of a \$30,000 savings from potential DESE FDK planning/implementation grants. The amount of appropriation requested at Town Meeting could range from \$486,000 to \$516,000.

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K-6 World Languages (Betsy Gavron and Jim Lee):

This Committee consisted of two principals, teachers, curriculum leaders, and parents. It researched the advantages and disadvantages of putting into practice K-6 World Languages in the Wayland Public Schools. The Committee found that there are many benefits to learning a world language during the early educational years and, although world language programs are increasing in the United States, it is still behind most European countries.

Based on research, Betsy noted that learning a language early on benefits academic progress in other subjects, narrows achievement gaps, benefits basic skills development, benefits higher order, abstract and creative thinking, enriches and enhances cognitive development, enhances a student's sense of achievement, and helps students score higher on standardized tests, just to name a few of the benefits.

Jim reviewed the many issues to be considered when contemplating a world languages program in Wayland, such as deciding the language proficiency goals for students, the program structure, which languages to implement, in what grades, and at what cost.

There are three common models based on the amount of class time spent for the chosen world language. Betsy explained the differences in the following three models.

- FLEX (Foreign Language Exploratory)
- FLES (Foreign Language in Elementary School)
- Immersion

The FLES is the most common model in those Massachusetts school districts that have world language programs, and Spanish is the language most commonly taught in elementary programs throughout the United States. This is true in peer towns of Brookline, Dover/Sherborn, Lexington, Lincoln, Needham, Wellesley, and Weston. Sudbury and Carlisle follow the FLEX model.

The Committee identified Wayland's elementary program proficiency goals of listening, reading, speaking, and writing and considered the full immersion model as well as the FLES model for Wayland. Other considerations when implementing a world language program are programming costs, scheduling, hiring quality instructors, and parent and community input. Results of a K-5 parent survey indicate that 70% of the 416 people who responded support increasing the school budget to implement a world language program, and Spanish was preferred, with Mandarin and French as second and third choices.

Betsy and Jim shared and explained a sample rollout schedule from the Wellesley FLES program that included action steps and the impact to the budget, as well as a sample rollout schedule if Wayland were to implement an immersion program. Should Wayland consider a world language program, the Committee identified the next steps in moving forward.

3. **Financial Matters:**

(a) Discussion of the FY17 High School and Middle School Computer Maintenance Fee:

This agenda item was deferred to June 13th, as a School Committee member who has a high school student will need to fill out the Ethics Form.

(b) Discussion and Possible Vote to Approve WSCP Compensation Restructuring:

Pat Keefe presented her recommended WSCP compensation restructuring plan for BASE and Pegasus employees driven in part by the increase to the minimum wage as of January 2017. Pat described how she restructured the wages to be fair and equitable and made it fit within her 2017 budget. Pat is recommending a rate per hour for the different jobs/job descriptions within WSCP. This restructuring will not affect about 22% of BASE employees and 19% of Pegasus employees who have worked for WSCP for many years.

Ellen arrived at 9:13 p.m.

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to approve the compensation restructuring for BASE and Pegasus for FY17.

(c) Update regarding End-of-Year FY16 Financial Status:

Susan Bottan updated the School Committee regarding the projected year end balances as of June 5, 2016 for personnel and non-personnel. The Personnel year-end balance is estimated at \$150,000 due to unissued

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degree changes and staffing exchange, which is the salary differential in hiring and staffing. Non-Personnel is projected to have a net balance of \$30,000 due to SPED prepay and surpluses in SPED transportation and instructional materials and general supplies.

- (d) Discussion and Possible Vote to Approve Increasing Special Education Tuition Prepay to Reallocate Funds in Order to Adjust FY17 Staffing to Address Identified Unmet Needs, including Middle School and Kindergarten Staffing:

Susan asked to consider a request for allocation to increase the Special Education prepayment to free up funding in the FY2017 budget in order to fund the unmet staffing needs of a 0.20 FTE middle school social worker position, a 0.60 FTE middle school grade 8 teacher, and a 0.65 FTE Claypit Hill Kindergarten teacher assistant for a total of \$66,485. In addition, Susan is requesting an allocation for \$20,000 for athletic uniforms and \$7,000 to purchase a golf cart that will be cost shared and used by both athletics and the parking supervisor. Taking these requests into consideration will leave a projected net end-year balance of \$86,515.

Susan noted that she will report back to the School Committee in August with final balances.

- (e) Discussion and Possible Vote to Approve Budget Transfers:

Susan described the fund transfer process if the School Committee approved and authorized the budget transfer. Although Paul would prefer not to add staff after the budget has been approved, he supports the staffing needs that Susan identified, as they were a part of the budget discussions and they, for the most part, are not recurring costs. A discussion followed in terms of rolling costs for the Middle School 8th Grade staffing for FY2017 for those students who will move to the High School in the Fall of 2017. Paul commented that there will be very little benefits impact regarding these positions. In terms of benefits savings, Paul explained the Kindergarten structure at Claypit Hill that includes the hybrid model. The School Committee asked questions about the Special Education prepay going forward as described in Susan's presentation.

Upon a motion duly made by Barb Fletcher, seconded by Kathie Steinberg, the School Committee voted unanimously (5-0) to transfer \$66,485 from 2000 Personnel Instructional Services account at Wayland High School to 9000 line item Non-Personnel Special Education tuition district for the SPED prepayment and to transfer \$27,000 from the 2000 Personnel Instructional Services at the Middle and High Schools to the 3000 Non-Personnel athletics district line items for the athletic uniforms and cart as presented tonight.

- (f) Review and Possible Vote to Approve Pinck & Co. Invoices for the Claypit Hill Windows MSBA Accelerated Repair Project and Amendment to Project Funding Agreement with MSBA for the Claypit Hill Project:

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve the invoice for Pinck & Co. in the amount of \$2,827.50 for the Claypit Hill windows and doors repair project.

Upon a motion duly made by Barb Fletcher, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to authorize Ellen Grieco, Chair of the School Committee, should she be the appropriate signing authority, to sign the First Amendment to the Project Funding Agreement for the Claypit Hill School windows and doors project.

Jeanne commented that the project is coming under the amount budgeted.

4. **Educational Matters:**

- (a) Hear Superintendent's Report, including Curriculum Spotlight #15:

Paul reported on many recent events, such as Senior Week, Graduation 2016, and the Script to Screen film night, in which students showcased their award-winning work.

Paul updated the School Committee on the kindergarten placement process for the 2016-2017 school year. Paul noted that the buffer zone policy will allow the system in place to work over time. Because ten families could not be placed in full-day kindergarten, a pilot class which is a hybrid Traditional/FDK model will be implemented at Happy Hollow.

Ten students will remain in the class after the traditional day dismissal. Paul pointed out the advantages of this pilot program as well as one disadvantage that the day can't be paced or planned as happens in FDK.

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Curriculum Spotlight #15 – Grade 6 Granny Torelli Unit:

This unit is from the book Granny Torelli Makes Soup, which is a story about how a grandmother helped her young granddaughter while they were making soup with an issue involving one of her friends.

There are three parts to this unit: Story Signposts, the Flipped Classroom, and Growing Talk. Paul noted that teachers use a professional text to help students realize and interact with what they are reading. It is “Notice and Note: Strategies for Close Reading (Excerpts).” Paul related what the concerns of the authors were in terms of those readers who read books and have no thoughts, reactions, or interactions to what they just read. Thus, the authors want just the opposite in terms of noticing everything and questioning everything within the text.

Paul described how the teachers approached these assignments using Signposts, which are common elements in all types of books, and created a series of questions that students could ask themselves when they came across a signpost. Signposts help the reader delve into the story for a better understanding and to become a better reader. Paul noted the most common signposts. Students, for instance, are taught how to recognize a “memory moment” in the text in order to understand why it was referenced in the story.

The Grade 6 Granny Torelli unit uses the flipped classroom method in which students watch a slide show at home and complete the readings and answer the questions in their notebook in preparation for the work and discussions in the classroom with the teacher the following day. During discussions, the third aspect of this unit, Growing Talk, comes into play. Students learn how to engage with others by learning the basic skills of a good discussion, such as making eye contact, taking turns speaking, addressing others by name, and using open books.

(b) Discussion of Annual Evaluation of Superintendent, including Dr. Stein’s District Wide Exploration Improvement Goal:

Paul noted that the district-wide Exploration Improvement Goal is directly related to the Exploration Committees and their goals in terms of the outstanding presentations given this evening. The evidence is taken from these presentations. A discussion ensued in terms of Paul’s process regarding this goal.

5. **Administrative/Procedural Matters:**

(a) Discussion and Possible Vote to Approve School Committee Appointment of a New School Physician – Dr. Marni Roitfarb:

Upon a motion duly made by Barb Fletcher, seconded by Kim Reichelt, the School Committee voted unanimously (5-0) to approve the School Committee appointment of the new school physician Dr. Marni Roitfarb.

(b) Continued Review and Discussion of Hiring New Counsel to Advise regarding Negotiation of Contracts, Labor Matters, and Matters related to the Delivery of Student Services:

Ellen wrote a brief description of suggested services to include in the RFP for legal counsel, which she read to the other Committee members for their input. During discussions between Susan Bottan and Nan Balmer, it is not certain if there will be one RFP to include town and school legal services or two separate RFPs, depending on the expected scope of services. Susan will work with Beth Doucette, the town’s financial analyst, to review the scope of services for both the town and schools. Susan will update the School Committee on June 13th.

(c) Discussion of Process to Appoint School Committee Representative to Audit Committee to Replace Paul Brennan:

The School Committee discussed how to move forward with the process to appoint a School Committee representative to the Audit Committee. Ellen will call Mr. Brennan to ask if he would be willing to have his appointment extended until this process is closed and a replacement is appointed.

(d) Discussion of Outstanding Public Records Requests and Open Meeting Law (OML) Matters, including Review and Possible Approval of Responses to Extension of OML Complaint Filed by George Harris on April 26, 2016, Alleging Improper Notice of Executive Session under M.G.L. c.30A, §21(a)(3), and Report on Status of Responses to Several Public Records Requests:

The School Committee discussed if it is necessary to draft a response to the May 23, 2016 OML complaint filed by George Harris as an extension to the April 26, 2016 OML complaint. Ellen will consult with the Attorney

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General if a response is required and, if so, she will request an extension. Jeanne will draft a response, if needed, for the June 13th meeting.

The Committee reviewed the status of the public records requests, and Paul noted that he has responded in a timely manner to George Harris and Linda Segal. Paul informed the Committee that he received a public records request from Brigham Young University regarding individual salaries, gender, experience, etc. from 1996 to the present for the purpose of doing a gender equity study.

6. **Policy Subcommittee Update:**

(a) Discussion and Possible Approval of the Following Policies and School Committee Protocols:

Jeanne reported on the status of the following policies:

- DBJ – Budget Transfer Authority
- DIB – Fee-Based Revenue Funds (passed over)
- JRA & JRA-R – Student Records
- JICH – Alcohol and Drug Use
- JFABA – Non-Resident Students
- GCRD – Tutoring for Pay
- BEDH – Public Participation at School Committee Meetings

Policy DBJ will be put out for public comment, as additional language was added. There was no change to Policy JRA; however, a separate guideline will be added. Policy JICH will be put out for public comment and revisited by the Policy Subcommittee due to new legislation. A discussion ensued in terms of identifying the legal definition of drugs. There was one change to Policy JFABA regarding the residency guidelines, as suggested by school counsel. Policy GCRD was recently put out for public comment and is an MASC policy. There is one addition and will be put out for public comment again. A discussion ensued regarding the addition of language to Policy BEDH (Public Participation at School Committee Meetings). It will be put out for public comment.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to put out for public comment the following policies: DBJ (Budget Transfer Authority), GCRD (Tutoring for Pay), BEDH (Public Participation at School Committee Meetings), and JICH (Alcohol and Drug Use).

Paul noted his concerns regarding the language of Policy BEDH.

7. **Matters not Reasonably Anticipated by the Chair:**

None.

8. **Consent Agenda:**

(a) Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Payroll Warrant, dated May 26, 2016, in the amount of \$1,536,099.37
- Wayland Public Schools Accounts Payables Warrant, dated June 6, 2016, in the amount of \$394,951.94
- Wayland Public Schools Accounts Payables Student Activities Warrant, dated June 6, 2016, in the amount of \$61,788.18

(b) Approval of Minutes:

- Special Session of April 21, 2016
- Regular Session of May 2, 2016

(c) Declaration of Technology Surplus Equipment and Furniture:

Barb noted one change in the list of technology surplus equipment and furniture.

Upon a motion duly made by Barb Fletcher, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to approve the Consent Agenda with Special Session minutes of April 21, 2016 as amended and the one change as noted to the declaration of the technology surplus equipment.

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9. **Comments from the Public:**

Interested in the world language discussion, Tom Sciacca commented that he recently met with the widow of the Superintendent of the Holliston Public Schools from 1966-1991. Tom noted that Holliston has had a French immersion program, including a Montessori track, for almost 40 years. In his opinion, the performance of the elementary school program is equivalent to Wayland's. Tom also believes that what is introduced early on in a child's education will reap many benefits later. Tom explained that the programs in Holliston are free, and the assumption that to get more, more money has to be spent is not true in his opinion. Some believe that kids are over-programmed, thus, more after-school programs are not necessarily better.

10. **Executive Session*:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to convene in Executive Session at 10:50 p.m. to discuss strategy with respect to collective bargaining with the Custodians, as permitted by M.G.L. c.30A, §21(a)(3) as such discussion in open meeting may have a detrimental effect on the bargaining position of the School Committee and an Executive Session is necessary to protect the bargaining position of the School Committee, discussing strategy with respect to threatened litigation under Title IX Anti-Retaliation Provisions and M.G.L. c.149, §185, by the former Athletic Director Stephen Cass against the Wayland Public Schools and the School Committee, as permitted by M.G.L. c.30A, §21(a)(3), as such discussion in open meeting may have a detrimental effect on the litigation position of the School Committee and an Executive Session is necessary to protect the litigation position of the School Committee, and reviewing and possible vote to approve minutes from prior executive sessions, as permitted by M.G.L. c, 30A, §22, for the following meeting: May 16, 2016.

The School Committee will be joined by Paul Stein, Superintendent of Schools, Brad Crozier, Assistant Superintendent of Schools, and Diane Marobella, recording secretary.

The School Committee will reconvene in open session to conduct regular matters as noted on the meeting notice.

*Agenda item 10(b) was going to be passed over, thus, it was not included in the Executive Session motion.

11. **Regular Matters (continued):**

(a) Possible Vote to Ratify the Custodial Memorandum of Agreement through June 30, 2017:
This agenda item was passed over. The Chair noted that there is no reason to vote at this time.

12. **Adjournment:**

Upon a motion duly made by Ellen Grieco, seconded by Barb Fletcher, the School Committee voted unanimously (5-0) to adjourn at 11:22 p.m.

Respectfully submitted,

Paul Stein, Clerk
Wayland School Committee

Observers:

Tom Sciacca, WVN and BUZZ
George Harris, Wayland
Lynn Dowd, Director of Wayland Youth & Family Services
Malcolm Astley, Wayland

Corresponding Documentation:

1. Agenda & Backup Information
2. Town IT Rapid Assessment Report
3. Exploration ACE Report FY16
4. Early Childhood Education Exploration Committee Presentation
5. Wayland Family Resource Guide
6. Full Day Kindergarten Exploration Committee Presentation
7. K-6 World Languages Exploration Committee Presentation
8. FY16 Technology Department Update

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9. Pinck & Co. Invoice for Claypit Hill Windows & Doors Project
10. Policy DBJ – Budget Transfer Authority
11. Policy DIB – Policy for Fee-Based Revenue Funds
12. Policy JICH – Alcohol & Drug Use
13. Policy JRA – Student Records
14. Policy JFABA – Non-Resident Students
15. Residency Guidelines
16. Policy GCRD – Tutoring for Pay
17. Policy BEDH – Public Participation at School Committee Meetings
18. Accounts Payables & Payroll Warrants
19. Special Session Minutes of April 21, 2016
20. Regular Session Minutes of May 2, 2016
21. Declaration of Technology as Surplus for Recycling
22. Executive Session Motion