

# MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – August 23, 2023

A Regular Meeting of the Wayland School Committee was held on Wednesday, August 23, 2023, at 6:00 P.M. at the Wayland Town Building

*Present:*

Erin Gibbons, Chair  
Jeanne Downs, Vice Chair  
Ellen Grieco  
Erin Mueller  
Christina Rodrigo

*Also present:*

David Fleishman  
Acting Superintendent

Betsy Gavron  
Interim Assistant Superintendent

Susan Bottan  
Director of Finance & Operations

Debbie Dixson  
Interim Director of Student Services

**1. Welcome & Call to Order:**

Interim Chair Erin Gibbons called the meeting to order at 6:04 p.m. and announced that the meeting was being recorded by WayCAM.

School Committee members shared some highlights about fall sports and the Recreation/PASS after school program, including Christina's third grader's comment about Loker School being his favorite school.

**2. Public Comment:**

There was no public comment.

**3. Acting Superintendent Update:**

**3.1 Administrative Council Summer Retreat Update:**

David Fleishman noted that the start of school will begin in two weeks, adding that the new teacher orientation is next week. He described the recent two-day administrative retreat, including the focus of the retreat around relationships, trust, support, psychological safety (content learning), messaging, and the goals and the goal setting exercise. He will have a draft of the goals for the School Committee on September 20. The goal categories included academic achievement, equity and belonging, social emotional wellness and emotional learning, as well as two additional goals. They are Student Services (systems, structures, processes, review of programs, staffing and structures), as well as engaging the community, and operational goals. Ellen Grieco suggested that although there are financial limitations, the administrators should focus more on the goals being long-term. David also reported that Wayland High School will have five new department heads, all of whom met today with meeting facilitator Eva Thompson. All leadership teams will have a common district vision. A discussion ensued.

**3.2 Update regarding Structure of Human Resources:**

David updated the School Committee about his plan to hire a part-time Human Resources consultant this year who is retiring from the Natick Public Schools. He commented on the Teaching and Learning and Human Resources roles in several years past, including the past two years where the roles were separate from one another. David recommends that the Assistant Superintendent, Betsy Gavron, focuses on Teaching and Learning full-time. The Human Resources consultant, Suzanne Kenney, will review HR functions, including staffing, in the School Department, and will review the Town's functions and make recommendations moving forward. A discussion ensued in this regard.

**3.3 Introduction of Interim Assistant Principal at Claypit Hill:**

David announced that former Claypit Hill math coach, Marie Brigham, is the Interim Assistant Principal at Claypit Hill School. The math coach position was filled by last year's math interventionist. A discussion ensued about

## MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – August 23, 2023

replacing the math interventionist this upcoming year for which David confirmed that this position will not be reinstated.

### 3.4 *Update regarding Universal Free School Meals:*

Lastly, the Massachusetts Legislature approved and Governor Healey signed a bill for universal free school meals in the State for which Massachusetts is one of eight states in the country to offer this for school children. Erin Gibbons suggested a clarification email to the community due to some confusion regarding free school meals. A discussion ensued.

## 4. **Administrative Matters:**

### 4.1 *Approval of the Release with Redactions to the Following Executive Session Minutes: February 24, 2020, March 9, 2020, and May 24, 2023:*

Erin Gibbons announced the approval of the release with redactions the following executive session minutes: February 24, 2020, March 9, 2020, and May 24, 2023.

Erin also reported that the School Committee began reviewing executive session minutes in May from 2010 forward. There will be a more thorough update at the next meeting.

### 4.2 *Results of Committee's July 19, 2023 Review of Released Executive Session Minutes to Confirm Continued Non-Disclosure of Redactions, exclusive of the following Executive Session Minutes, pursuant to M.G.L. c.30A, §22(g)(1):*

Erin Gibbons announced the results of the School Committee's July 19, 2023 review of released executive session minutes to confirm continued non-disclosure of redactions exclusive of the following executive session minutes, pursuant to M.G.L. c.30A, §22(g)(1): January 4, 2016, December 3, 2018, and August 3, 2020 were re-released with revised redactions.

December 4, 2017, September 9, 2019, and September 25, 2019 continue to warrant non-disclosure of prior redactions.

### 4.3 *Existing High School Turf Field Update:*

Erin Gibbons gave an update on the 2018 replacement of the turf field, adding that there has always been concerns about the crumb rubber especially when it rains. She and Jeanne Downs met with Conservation, Facilities, Susan Bottan, and the Town Manager to ensure that certain protective measures are established to prevent the crumb rubber pieces from landing in the swale/river. The track area was cleaned up of the crumb rubber pieces. Further evaluations will be ongoing in collaboration with the Town. A discussion ensued in terms of why this situation has emerged, given that there has been so much rain this summer.

## 5. **Consent Agenda:**

### 5.1 Approval of Accounts Payables & Payroll Warrants:

- Wayland Public Schools Accounts Payables Warrant, dated August 23, 2023, in the amount of \$653,740.58

### 5.2 Declaration and Approval of Surplus Items/Equipment to be Recycled

### 5.3 Approval of Minutes: July 19, 2023

### 5.4 Approval of Revised Minutes for the Following Special Joint Meetings with the Select Board: June 5 and June 20, 2023

Jeanne announced that the June 5 and June 20, 2023 minutes were amended with additional detail although they were approved at a prior meeting. Christina suggested an edit for the June 5 minutes.

Upon a motion duly made by Ellen Grieco, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to approve the consent agenda with the comments made for the June 5 minutes.

## 6. **Matters Not Reasonably Anticipated by the Chair:**

None.

## 7. **Executive Session:**

Upon a motion duly made by Erin Gibbons, seconded by Jeanne Downs, the School Committee voted unanimously (5-0) to enter Executive Session at 6:43 p.m. for the purposes of (a) discussing strategy with respect to collective

MINUTES – WAYLAND SCHOOL COMMITTEE

Regular Meeting – August 23, 2023

bargaining with Wayland Educational Secretaries Association (WESA) and Custodians, as permitted by M.G.L. c.30A, §21(a)(3), as an open session may have a detrimental effect on the negotiating position of the School Committee; (b) discussing strategy with respect to the following litigation matters where an open meeting may have a detrimental effect on the litigating position of the School Committee: (a) Richard Whitehead v. Omar Easy and Wayland School Committee (CA No. 23-1862) and (b) Easy v. Wayland Public Schools, et al (MCAD Complaint), as permitted by M.G.L. c.30A, §21(a)(3); (c) discussing strategy with respect to negotiations with non-union personnel as listed on the agenda, as an open session may have a detrimental effect on the negotiating position of the School Committee; (d) approving executive session minutes, as permitted by M.G.L. c.30A, §22: July 19, 2023 with the intent to withhold said minutes; and (e) reviewing executive session minutes for potential release with redactions, as permitted by M.G.L. c.30A, §22: January 16, 2020 and March 2, 2022; and, (f) discussing the August 4, 2023, August 11, 2023, and August 17, 2023 open meeting law complaints filed by George Harris, as permitted by M.G.L. c.30A, §21(a)(1). A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Erin Gibbons, Chair	X	
Jeanne Downs, Vice Chair	X	
Ellen Grieco	X	
Erin Mueller	X	
Christina Rodrigo	X	

The School Committee will be joined by David Fleishman, Acting Superintendent, Betsy Gavron, Interim Assistant Superintendent, Susan Bottan, Director of Finance & Operations, Debbie Dixson, Interim Director of Special Education, and Diane Marobella, recording secretary.

The School Committee will adjourn in Executive Session and will not reconvene in open session.

8. **Adjournment:**

Upon a motion duly made by Christina Rodrigo, seconded by Ellen Grieco, the School Committee voted unanimously (5-0) to adjourn at 10:05 p.m. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Erin Gibbons, Chair	X	
Jeanne Downs, Vice Chair	X	
Ellen Grieco	X	
Erin Mueller	X	
Christina Rodrigo	X	

Respectfully submitted,

Erin Gibbons, Interim Chair  
Wayland School Committee

**Corresponding Documentation:**

1. Agenda
2. Surplus Property for Recycle
3. Accounts Payables & Payroll Warrants
4. School Committee Minutes of July 19, 2023
5. School Committee Minutes of June 5 and June 20, 2023
6. School Committee Minutes of July 16, 2020 and March 2, 2022
7. Executive Session Motion