

Franklin School Committee
Minutes
April 23, 2019
Municipal Building – Council Chambers
Additional Seating in 3rd Floor Training Room (Live Stream)
Meeting are recorded by Franklin TV and shown on Comcast Channel 11 and Verizon Channel 29

Chris Sterns of Franklin TV was present
No one present from the Milford Daily News

Call to order: 7:00 pm

Dr. Bergen

Attendance: Mrs. Dianne Feeley; Mrs. Cindy Douglas; Mrs. Mary Jane Scofield; Dr. Anne Bergen; Dr. Monica Linden; Mrs. Denise Schultz; Mr. Lucas Giguere; Dr. Sara Ahern; Mrs. Miriam Goodman; Dr. Joyce Edwards. Mrs. Zub was not present. There were no Franklin High School representatives.

Pledge of Allegiance

Tuhina Pal is a 5th grader in Mrs. Scuzzarella's class at Jefferson. She was chosen to represent Jefferson at this meeting because she consistently represents our Jefferson School core values and is a role model and friend for all students. Tuhina's favorite subject in school is science. Her favorite thing about 5th grade so far this year was the talent show. For the second year in a row, Tuhina performed a Bollywood-style dance, which was a big hit for the crowd. She has been taking dance lessons for several years, and also plays piano. Tuhina also loves to swim.

Moment of Silence

1. Routine Business

a. Review of Agenda - Correct

b. Citizen's Comments - None

i. In the spirit of open communication, “the School Committee will hear public comment not related to an agenda item at the beginning of each regular School Committee Meeting. The Committee will listen to, but not respond to any comment made. A Committee member may add an agenda item to a future meeting as a result of a citizen comment” – from Policy BEDH

c. FHS Student Representative Comments - None

d. Superintendent’s Report

Dr. Ahern – I have a few things. I would like to update you on ASMS and Keller and the progress on the water damage. It was all taken care of over break. There are some things to be done and will be finished over this coming weekend. We understand the sprinkler was too close to a heating duct. There are others like it and were relocated over the break. I want to extend our appreciation to staff, and students and custodians who support our staff. I want to highlight something at FHS before break a few of us attended TED talk style speakers. I saw three teachers giving speeches. The teachers shared their passions and what they like to do. Students opted into this and it was packed. The students were deeply engaged in this. The students loved it. I thought it was fantastic.

Lastly, update the middle school search process with Beth Witcoff retiring. We have a committee started for this search which is being chaired by Lisa Trainor and Paula Marano. We will have finalists back soon to interact with the school. We have an aggressive timeframe to recruit and obtain a candidate. There will be more information coming soon.

Mrs. Douglas - The ASMS band played in Worcester and it was great.

2. Guests / Presentations

a. None

3. Discussion Action Items

Dr. Ahern - We have the revised budget. This is the second time and it was brought to your attention previously on April 9. We want to put forward the school department budget. We have a reduction list, a revised salary budget and revised expenditure budget. We have had to change the budget due to a shortfall.

At the last meeting I shared a suggested list of reductions, which would bring us to the target, and this was put together with the Administrative Team and the Committee.

We updated all the budget figures. We looked at services; we proposed positions to be reduced that are enrollment driven. We looked at raising revenues based on increased costs in some areas.

There are a couple of areas that I would like to point out based on some hiring we adjusted the salary budget which brings us down to the target reduction. We had a gap to close and based on recent hiring we were able to close that gap.

The athletic fees and how they would be applied also helped. There is some clarity on how they would be applied and how it would be used. We added some detail on the fees to be set for athletics and there would be an increase for all the teams. The unified sports would remain the same fee because they are newer. I wanted to clarify the details about the fees.

We do have some favorable information for the School Committee to consider on April 10, the House was going to come out with their budget and they did increase the per pupil expenditure. Also from the House budget we will be able to support some of the budget items. There is another \$100,000 to be added back into the budget. \$64,600,000 is the new budget.

Four areas to add:

- Kindergarten education support professionals
- Middle adjustment counselor
- FTEs at the high school
- Middle teacher restoration at HMMS

We will need to look at what we need to do for the future. I would ask Dr. Bergen if we should have the discussion now.

Dr. Bergen - Let's make a motion, discuss it.

a. FY20 Revised Budget Reduction List

Dr. Linden - How do we replace them?

Dr. Ahern - We would look at class size and student needs and allocate them based on that.

Ms. Scofield – For the parking fee, the hockey rink has spots, would we charge for those?

Dr. Ahern - It would not include the hockey rink. That would be a no charge situation. Some of the logistics need to be worked out.

Mrs. Feeley - The nurses are being cut and how will those responsibilities be taken care of and how do we make sure they are taken care of?

Dr. Ahern – We will restructure the responsibilities. We have a nurse coordinator that we will use to provide support.

Mrs. Feeley – What are the current fees?

Dr. Ahern - It is \$50.00 and will go to \$75.00

Mrs. Schultz - Right now we have 100k and then look at part of an FTE at the middle school?

Dr. Ahern - That would be up to the School Committee to have that conversation. If there are additional funds to have another add back that would be over the summer.

Dr. Bergen - Mrs. Zub is not able to be here and in mid flight. She did ask me to read a statement:

I regret not being there. As a new member of the committee and profess my thanks. This is tremendously difficult. We need to have our voice heard to the State and government...

Dr. Bergen – Any other questions. The vote will come.

I recommend the School Committee adopt the Revised Budget Reduction List as detailed.

Motion: Mrs. Douglas
Approve: 6

Second: Mrs. Schultz
Oppose: 0

b. FY20 Revised Salary Budget

Dr. Ahern – This is to adopt a salary and expenditure budget. The details are included in your packet.

Dr. Bergen – Any discussions or questions? None.

I recommend adoption of the FY2020 Revised Salary Budget as part of the total FY2020 Revised Budget of \$64,500,000.00 as discussed.

Motion: Mrs. Douglas
Abstain: Mrs. Feeley
Approve: 5

Second: Mrs. Schultz
Oppose: 0

c. FY20 Revised Expenditure Budget

I recommend adoption of the FY2020 Revised Expenditure Budget as part of the total FY2020 Revised Budget of \$64,500,000.00 as discussed.

Motion: Mrs. Douglas
Approve: 6

Second: Mrs. Schultz
Oppose: 0

4. Discussion Only Items

a. 2019-2020 School Committee Meeting Schedule - Draft

Dr. Ahern – There is draft of the School Committee meeting schedule for the 2019-20 school year. We have one meeting in July and two meetings each month after that. In October, there are two that follow each other. All meetings will be held here.

Mrs. Schultz – I am glad we made adjustments for the religious holidays.

b. School Start Times Discussion

Dr. Bergen – I wanted to put things in context that I want to remind people that we studied the start times and to come up with a recommendation for this. We had a lot of associations' all recommend that middle school and high school children should start later in the morning. They looked at the data and science of our adolescents'. The sleep patterns are disruptive. States all across the Country have later start times. 12% of districts in Mass have later times. 65% are now looking at starting with this. Athletics are aligning their schedules. Look at the top 50 schools in MA, 75% are implemented or are looking to changes start times. I would suggest that we need to investigate. We need to make the best decision regarding this.

Dr. Ahern - I have a few remarks to make and that I support the school start times to change and have the same view. There is a wealth of information that the Committee has read and taken to come to these conclusions. There are some unresolved questions that we need to look at. We need to return to the May meeting on the 28th. I think some items would be to thoroughly review the scenarios and what the Committee discussed for review. I think the community has some good suggestions that we need to look at. We will have more conversations about this.

Dr. Bergen - This is based on the incredible feedback from the community.

Dr. Linden – I want to thank everyone for sending me information and their thoughts. We need to look at the needs of the students and our schools for them to thrive.

She went on to read a statement regarding changing the school start times and how positively it affects the students.

Mrs. Feeley – How are you going to make focus groups?

Dr. Ahern - I am trying to break it down and take it one step at a time. I would like to reach out to the broader community. I want to have natural structures like school councils and PCCs to provide another avenue for reaching out. We need to gather more feedback. I would like to engage with prospective families. So many hinges on what the scenario is. The scenario makes some of the concerns go away.

Mrs. Feeley – I trust you and that you listen to all the concerns. Students need more sleep but we have to take into account the families as well. We don't want to create stress.

Mrs. Douglas – She went on to gave a quote and read a statement.

Mrs. Schultz – I want to be appreciative of all comments. I want to appreciate Sara's hard work. This is an ongoing dialogue. We need to pause and make sure it is the best for the children and families. There are many communities that have successfully made this change.

Dr. Bergen – There are many students and towns that have done this and it was hard at first but after it was done, the data shows that it worked. We will make a wise decision.

Dr. Bergen - Read a statement from Mrs. Zub who could not attend.

Ms. Scofield – Every one of us has our own thoughts of how this change may or may not come into play. The Committee did a lot of work, the sleep research; we get it. We as a Committee are going to hand this over to Dr. Ahern and continue the work and will come back to us with the answers. I look forward to hearing Dr. Ahern's responses and concerns and from there we move forward and if we do not we will move forward together.

Dr. Bergen - Any other concerns?

Shannon – I live in Franklin and I brought my children here today. That is how important this is. There are many not proposed to the change in times but the rush to doing this. We have this one problem about sleep and we need to look at this. The elementary school is going to have an earlier time and it will be hard for them to get to bed early. I don't see how the time will work for the working families. It will be hard for the younger students to go earlier. The sports are a big concern as well. The rushing and the implementation of smaller kids get up earlier, not all do. How is that a solution?

Dr. Bergen – Thank you.

Shannon – No, that is a question.

Dr. Bergen – We have not come up with a solution. We rejected that and based on feedback, this is a valid concern. The community will need to work together. The towns have had these exact same conversations as well. We are looking at data across the Country. We have to look at the successes that have happened. So many in Massachusetts have and are looking at this. I am not prepared to vote on this. It is our job to be respectful and you are being heard.

Shannon – What is the measure of that success? They must have a playbook for how that worked? What did they do?

Dr. Linden – we did have research from the other communities.

Dr. Ahern – we did talk to them and we do have their playbooks. We looked at their communication, timetables and how they handled that. I think

though there is a part that is local and not applicable to other towns. We have our own uniqueness with all the schools. There is a lot to be learned from other districts.

Shannon - Is there a reason this is not voted in the Town?

Dr. Bergen – This is under the School Committee policy. By law School Committee can make these changes.

Shannon - The town council can take this as a vote?

Dr. Bergen – I believe so.

Shannon – It seems significant enough to put in on the Town Council.

Dr. Bergen - It is not at this time. Our fundamental time is to do this and diminishes our responsibility. It is the School Committee's responsibility and listen to the residents and are weighing it all and trying to make a wise decision on this. We will go forward.

Mrs. Feeley - You don't know Dr. Ahern well but she has heard everything that has been said and asked. She is going to come up with another proposal and have another one that will meet the needs of students and families.

You would like to have the community vote now to vote on what? We are trying to use data and again I haven't said I am voting yes or no but need more information.

Shannon - The Town wouldn't vote now. The power is for you to make the vote as well as allow us to have the vote. If they would like you to put it to a vote will you do that?

Dr. Bergen - The School Committee can do that. I personally think it would undermine our Committee and our work. I would be absolutely opposed to hand that over. I did this to serve. It doesn't mean other members would.

Mrs. Schultz - Other towns have not done that.

Shannon - There is not way for the Town to put this on the ballot?

Dr. Bergen - I don't know.

Shannon - I know.

Dr. Bergen - Anyone could propose that. I would not.

Ms. Scofield - Could we hold on here. Can we give Dr. Ahern the opportunity to come back to us and address all of these concerns? It is a possibility. Do we want to do this; no.

Shannon - How do we as citizens get this on?

Ms. Scofield - The School Committee has to do this and then go to council.

Jessica Pisano - I would ask the school committee to have you set aside bias and not build roadblocks before we run into them. Invite the district to support SEL of our students over the duration of their time in their schools. Life changes we cannot fix everyone's moment in time. I believe we can find a solution for the district and within their own homes.

Janine – I want to thank you all for what you have done. I understand what that woman is going through. We have some questions that come back to us. What is the problem and solve? Has there been a change or is this new research? Is there a warning signs in MCAS? If we do make this change, what does the community get for this? What is upside? Is there a metric we can look too? I am worried about my kids getting less sleep. What can we do better to help our kids?

Dr. Bergen – She went on to share the data from districts that have changed their times.

We will be looking at data that these towns will be collecting in the months to come.

Ask the kids from Sharon, they were angry at first and ask them now, they love it. They don't want it to change. We are not ready to vote.

Janine – More sleep is better for us. The obstacles are why now? What is different now? Maybe the Sharon parents could come and talk to us. There were tons of energy and ideas. I look forward to seeing you in the future.

Connie –I am a scientist and I know the research is there. I felt blindsided and didn't hear about this. I didn't get the survey. I want to emphasize my commute is over an hour each way. I live in Franklin because I can't afford any other place. I work a lot of hours. I hope that the next step that you bring the entire community into this. Let us fill out the surveys even if I don't have a child in the system yet.

Amy Danahy – I used to teach in Sharon. I want to talk about how it worked for them. They did not change the middle or elementary times. They only did the high school times. We are not Sharon. We have different opportunities than Sharon. I love Franklin. We shouldn't compare to just one town. We need to compare apples to apples. Let's look at Burlington. They are thinking of going back. We are Franklin, how are we going to fix Franklin? The expert that you talked to about but is the opposite of what the pediatricians told us. You can find data that supports what you want.

Dr. Linden We looked at studies that did not support it as well.

Amy – The pediatricians said that the data did not support this.

Dr. Linden - there is no support to say that.

Amy – I think that they are skewed a little

Dr. Ahern - We will break this down and look at it stepwise fashion. My goal is to break it down and dive deeper into the elementary students.

Amy That is great. I am excited to see the new proposal.

Dr. Bergen – Thank you. The reference to Sharon is that I played tennis with the Coach from Sharon. That is why I stated that. It was on my mind.

Amy – You are not the only one who referenced it. Ask them if elementary would be going early?

Dr. Bergen – Good Questions.

Linda Kabat – I have been teaching since 1996, we had late start times in the beginning. It was a long day for some of them. I teach in two schools, one school has a start time 8 to 2:50 and K-3 are 7:25 to 2:05, it is early. I like the early mornings. If you are working it is a tough time. As a teacher, the kids are so much more alert in the morning. You lose them later in the day. Middle school changing that time, losing their after school clubs, will be hard. Kids who are athletes get up early. Why are we doing this? We should think about the families. I don't think it will affect the grades. Middle school and high school need activities.

Dr. Bergen - Thank you.

Linda Kabat - I believe in all the research. I feel like implementation is the key. For Sharon, high school is 8:05; middle school is 7:40; elementary school is 8:50. What is the urgency? Do we have lower tests scores? I don't see why. We have chorus and bands getting medals. I believe the research but not rush into this.

Dr. Linden - The teachers talk about the SEL about students, and how they can help.

Stacey Federico - I do believe it has something to do with smart phones and devices. I have a friend who is a counselor and the time change made it worse.

Dr. Linden - We can help them while others are getting worse and worse

Stacy Federico - We can't ignore it though.

Dr. Linden - We are looking at that.

Stacey Federico - More exposure during the day, is a good idea. Making the changes smaller may make it work.

Dr. Bergen - Feedback is worth it. Life is pretty complicated.

Rebecca Parslow – I have a special needs student and other student. I have to wake up my son to get him to school and drag him out of bed. Starting him later would be good but will change his routine. The later time would make me late to work. To go back to Nauset or Sharon, we have a large town. They start at 7:50. There are students that get up early and succeed. Are we having issues that requires us to change start times? There is a lot more that has to go into it. Going back to saying the bus company controls everything, couldn't they just say no we will not do it? That confuses me.

Dr. Bergen - The bus company has worked with us. The reference was, the start times back years ago it was done through transportation issues. We did not consider the students. It wasn't the bus company telling us what to do.

Mrs. Douglas – Do you have a timeline for this committee?

Dr. Ahern - I think May is the start of the timeline?

Mrs. Douglas - For a vote, this year?

Dr. Bergen - We have to know what the solutions are. We don't know yet what they are. We need to solve the issues. For me, I am not willing to vote for anything.

Dr. Ahern - What have you learned from other districts? It is a different process and you start to put it in place, it is an iterative process. The vote seems very final at this time.

Mrs. Douglas - With summer coming, you don't want them to miss anything.

5. Information Matters

a. School Committee Sub-Committee Reports (e.g. Budget; Community Relations; Policy; Transportation; Public Schools Advocacy; Ad Hoc Superintendent's Evaluation)

b. School Committee Liaison Reports (e.g. Joint PCC; Substance Abuse Task Force; School Wellness Advisory Council [SWAC]; School Start Times Advisory Committee [SSTAC], MASC)

BUDGET Dr Bergen - Next meeting is with Fin Com and Town Council in June.

COMMUNITY RELATIONS Mrs. Zub - We will meet on May 27 in the library to discuss portrait of a graduate.

PUBLIC SCHOOL ADVOCACY Mrs. Schultz -We have not met. May 1st is Day on the Hill.

AD HOC Dr. Bergen - We will be meeting soon.

POLICY Mrs. Scofield - nothing to report

JOINT PCC - Dr. Bergen and Mrs. Douglas - We met on May 13. Schools are winding down.

SUBSTANCE ABUSE - Mrs. Douglas - We will meet on April 30. It will be a reorganizing meeting and we will be interviewed by Franklin TV.

SCHOOL START TIMES Dr. Linden - see above.

6. New Business

a. To discuss any future agenda items

Dr. Ahern – May 14 is the next meeting. We will have Ms. Marano about the private school application.

There will be school improvement plans from high school and middle schools.

We will need a vote for school choice.

7. Consent Agenda

a. Minutes

I recommend approval of the minutes from your April 9, 2019 School Committee Meeting as detailed.

b. Transfers

I recommend approval of the budget transfers as detailed.

c. JFK Gift

I recommend acceptance of a check for \$1,900.00 from the JFK PCC for field trips as detailed.

d. Oak St. Gift

I recommend acceptance of a check for \$1,450.50 from the Oak Street PCC for field trips & in-house enrichment as detailed.

e. Parmenter Gift

I recommend acceptance of a check for \$1,337.50 from the Parmenter PCC for field trips as detailed.

f. ASMS Gift

I recommend acceptance of a check for \$100.00 from Medtronic for in-house enrichment at ASMS as detailed.

g. Music Gift

I recommend acceptance of a check for \$1,981.00 from Franklin Music Parents for in-house enrichment for the Music Department as detailed.

Motion for all: Mrs. Schultz
Approve: 6

Second: Ms. Douglas
Oppose: 0

8. Payment of Bills Dr. Bergen - correct

9. Payroll Mrs. Douglas - correct

Page 15 of 16

Franklin School Committee
April 23, 2019
Final

10. Correspondence - none

11. Adjournment at 8:55 pm

Mrs. Douglas made a motion to adjourn, seconded by Mrs. Schultz. All were in favor.

Adjourned by 8:55 pm

Respectfully Submitted,

Beth Simon

SCAgenda 4-23-19 Supt Eval Workshop.pdf
SCAgenda 4-23-19.pdf
Discussion ActionA - FY20 Revised Budget Reductions.pdf
Discussion ActionB - FY20 Revised Salary Budget.pdf
Discussion ActionC - FY20 Revised Expenditure Budget
FY20 Revised Budget 04232019 sc cost centers.pdf
FY20 Revised Budget 04232019 sc part 2.pdf
FY20 Revised Budget 04232019 sc.pdf
Revised FY 20 Budget Reductions Memo to SC 4_23_19 (1).pdf
Revised FY 20 Budget Reductions for SC Vote 4_23_19 - Sheet1.pdf
19-20 SCSchedule-DRAFT.pdf
SST Memo to SC 4_23_19.pdf
Consent ActionA - Minutes.pdf
Consent ActionB - Transfers.pdf
Consent ActionC - JFK Gift.pdf
Consent ActionD - Oak St. Gift.pdf
Consent ActionE - Parmenter Gift.pdf
Consent ActionF - ASMS Gift.pdf
Consent ActionG - Music Gift.pdf
FPS Summary & Sign Off 042319.pdf
SCWarrant040419.pdf
Pledge Student.pdf

Page 16 of 16

Franklin School Committee
April 23, 2019
Final