



Wakefield School Board Public Minutes

September 6, 2022

Held in the SAU Conference Room

Approved

BOARD MEMBERS		ADMINISTRATORS	
Mary Collins, Chair	✓	Anne Kebler, Superintendent	✓
Brennan Peaslee, Vice Chair	✓	Frank Markiewicz, Business Administrator	
Bob Ouellette	✓	Lisa Dubois, Special Ed Director	
Sandrea Taliaferro	✓	Kristen White, Principal	✓
Robert DeColfmacker	✓		

In attendance: Relf Fogg

Mrs. Collins opened the meeting at 6:00 with the flag salute.

Agenda Review

Mrs. Kebler said something came up within the last few days which require a non public session under 91-A 3:11 (3).

Relf Fogg

Contracts, Coercion and Consequences

Mrs. Collins reminded Mr. Fogg that in public we're not allowed to talk about staff. Mr. Fogg said this has to do with the Board and their commitment to contracts and the consequences of not following contracts. He said that contracts had ended and the Board took action to seek a remedy because of the wording of the contract. Mr. Fogg said he is aware of a driver who left who understood his contract was.... Mrs. Collins said she had to interrupt because he is talking about someone else. If a driver had an issue they should have come to the Board. Mr. Fogg said he isn't talking about people he's talking about positions. Mrs. Collins said when you say driver, it's a small group and everyone knows who it is. She told Mr. Fogg that we can't assume what someone else understood. Mr. Fogg replied that he can understand what he was told and has read. He asked to address those issues. Mrs. Collins asked if he had anything in writing? Mr. Fogg replied, yes, of course I do. I wouldn't be here if I didn't have the ability to verify beyond a reasonable doubt what I'm speaking to. Mrs. Collins asked Mr. Fogg to share that with the Board. Mr. Fogg asked, wouldn't that be an invasion of people's privacy?

Mr. DeColfmacker asked Mr. Fogg if is employed by the School District. Mr. Fogg answered no. He then asked, do any of these contracts have a direct effect on your wellbeing? Mr. Fogg said absolutely, as a taxpayer. Mr. DeColfmacker asked, can you supply the School Board with documentation and factual information regarding these things so we can actually address it? Mr.

Fogg replied, absolutely. Mr. Fogg said he is not prepared to give it to the Board right now but he certainly can. Mr. DeColfmacker said in reality it's hard to grasp what you're saying to us because the way you're presenting it makes it look like you're speaking on behalf of someone else. Mr. Fogg said, I'm speaking as a concerned resident of Wakefield. Mr. DeColfmacker said that contracts, coercion and consequences are pretty heavy things to bring to the Board.

Mrs. Peaslee said she invites anyone who has a concern about their contract to come to the Board. She doesn't want to hear it from a third party. She also said these are opinions and if there is an issue with the contract, I'd like to see the actual contract. She said we aren't involved with the contracts for support staff, only the contracts for teachers and paras. We can't hear anything right now because we don't have the contract in front of us to see what it says. Mr. Fogg responded to Mrs. Peaslee saying I totally disagrees as you are the governing body. He then said, let's talk about your contract. Mrs. Peaslee said we're not going to talk about my contract. Mr. Fogg said yes, we will. Mrs. Peaslee called for a Point of Order and said as an employee of the district I was protected and we're not going to talk about my contract when I was an employee. I am no longer an employee, I'm a School Board member. The Chair said to Mr. Fogg, you cannot bring up when Mrs. Peaslee was an employee of the school.

Mrs. Taliaferro said, I don't know where his conversation is going. It's on the agenda, do we have a back-up? Mrs. Taliaferro said I have no problem with Mr. Fogg being on the agenda or speaking. I don't know what he's going to say but he was put on the agenda without the back-up. Mrs. Kebler said there was no back-up. Mrs. Taliaferro responded; it shouldn't be on the agenda if you don't have the back-up. She said I also find it hard when people put time into their presentation and then aren't allowed to speak without interruption. If you're put on the agenda, you should be allowed to speak without interruption. Mr. Collins said that when Mr. Fogg starts talking about people and a contract and we don't have the contract in front of us it's hard to follow what he's saying. Mr. Fogg said to Mrs. Collins, I would have that information if I had received it from you according to law 91-A. He said I asked for this information on August 28th from Mrs. Collins and I haven't received it. He said I submitted it to the SAU addressed to Mrs. Collins asking for current and last years contracts and if anyone had complied with the 91-A he would have them. Mrs. Kebler said the 91-A says you are to reply that you are in receipt of the 91-A within 5 days. She said, I consulted with our attorney today. Mr. Fogg said to the Board I am requesting, in writing the information that Mrs. Kebler just cited. Mr. Fogg said to Mrs. Kebler, you just said you talked to him today, I want his response in writing. Mrs. Kebler said I will get it. Mrs. Collins told Mr. Fogg, I never received it and he said it was addressed to you, I don't know why anyone else would open it. Mrs. Kebler said it wasn't in an envelope, it was given to an employee and she gave it to me and I did respond in an email and told you our server was down and couldn't pull it up until the next day She said my assumption was because it was brought to the SAU, it was an SAU request.

Mr. Fogg said the Board is responsible for everything that goes on in the district. Mr. Fogg said I am trying to provide insight and guidance and am talking about contracts that were signed that the Board is aware of and contracts that get violated with no follow up. He went on to say if you have a contract that says you will do everything in the best interest of the school district then you have to do everything in the best interest of the school district. Last year people were fully aware of a contract being violated, the Board made a decision and instructed the employee at the time

to write a letter to the violator of the contract and seek restitution. Now, 12 months later, the very same contract is getting violated again. He went on to expound on said contract giving his opinion on what the Board is teaching kids and that the taxpayers are the ones who are losing out when contracts are broken. And he stated that the person who is breaking the contract takes half of the school with them. You're left in a situation that Wakefield finds themselves in now, desperately seeking help.

Mr. DeColfmacker asked Mr. Fogg, how do we address situations when it's not our fault that we are dealing with certain personalities, people making it difficult for the jobs to be done, a naysayer, a rabblouser and they're in a contract. How would you suggest we handle those situations because that can be just as detrimental to the operations of the school and the taxpayers as the perfect employee that just wants to do just what's in their contract? Mr. Fogg said there are expectation of behavior and discipline in the CBA. He said a verbal warning then a written warning that goes into their file.

Mr. Ouellette asked Mr. Fogg, are you just looking for one contract? Mr. Fogg said I've been advised to ask for all contracts, every single contract signed and all contracts with vendors and the district Mr. DeColfmacker asked, who is advising you to get this information? Mr. Fogg replied, my conscience and there are other concerned residents of Wakefield who would love to have the same information. Mr. DeColfmacker asked if the others would come before the Board and Mr. Fogg replied, there aren't a whole lot of people in town who want to subject themselves to ridicule or instances of abuse.

Mrs. Kebler asked Mr. Fogg if he wants all employee contracts from 2021-2022 and all vendors contracts from 2021-2022 and Mr. Fogg said, that is correct. He said by receiving them I will be able to see where there has been coercion and consequences. Mr. DeColfmacker said there is a cost to this. Mr. Fogg said no there isn't. Mr. DeColfmacker said it does say in the policy that there can be a cost. Mr. Fogg said, ok, in the policy but you don't understand what Board action has already been taken. He said we've already waived fees. Mrs. Collins said a previous Board she believes in 2016 waived the fee for paper copies. Mrs. Colbath asked is that was in the policy book? Mr. DeColfmacker said the policy gives no amount.

Mr. Fogg said Mrs. Collins immediately sought out the policy that would create this obstacle and colluded with people within the district to communicate this cost. Mr. DeColfmacker said the policy says The School District will charge a fee of [insert fee amount] per page for copying/photocopies of records when the person requests a paper copy. No fee will be charged for the inspection of records. Mr. Fogg replied, this policy has already been addressed and the law has been amended that the district can't charge employee time but the actual cost which is six one-hundredths of a cent per page. He went on to say when you receive an email that says 25 cents, go back and research the history of the Wakefield School District. We have waived those fees by a vote of the Board. He said you can use discriminatory action and charge me. Mr. Ouellette said we never voted on a fee. Its in the policy with a blank and the Board never took action on any fee at all.

Mr. Collins said she has something to say as she has been accused of colluding and being abusive. She said she was taking a class about costs to the district and when she found out about the request, she contacted the Superintendent and said, we do have a policy and me and Mrs.

Kebler being on the policy committee said it would be taken up at the next policy meeting. That is not colluding. She said your 91-A request was responded to within the five days by law. Mr. Collins said, just because you have a right to do something doesn't mean it's the right thing to do. You requested the contracts on the first day of school when we have new staff and students coming in and we're short an employee at the SAU. She said the RSA says if it's immediately available you'll get it right off, if not, the law will be cited why you can't have that material right off. It was stated that you would get the material at a certain date. Mr. Fogg said you can't pick and choose what part of a law you want to apply.

Mr. Ouellette called for a point of order and Mrs. Peaslee said, Mrs. Kebler you will get that information and follow up? Mrs. Kebler said yes. She then said, thank you for your time Relf. Mr. Fogg said I don't believe I'm done. Mrs. Peaslee said, you've gone round and round and I assume you want to see the contracts before we go any further and then you're going to bring something back to us. Mr. Fogg said yes, I am. Mr. Colbath said it's been over the allotted 15 minutes. Mr. Fogg asked if that was by policy and Mrs. Colbath replied yes, it is. Mrs. Taliaferro asked, when is the date you gave him to let him have that? Mrs. Kebler responded September 30th.

Public Comments

Mrs. Soares said she would love to be on the Policy Committee but you meet at 10:00am. She asked that they consider having it before or after school. She said the Board is trying to get teachers to join committees but when they're in the middle of the day it's impossible for them to join. Mr. Fogg said he wished the district the best year ever.

Consent Agenda

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to approve the Consent Agenda. (Vote 5-0)

Meeting Minutes

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to approve the 8-23-22 public minutes with any additions or corrections. Mrs. Taliaferro said under the PTA; she didn't offer she was asked and accepted. **(Vote 5-0)**

Reports

Superintendents Report

We had a very exciting and positive start to our school year with the Back-to-School Barbecue as a kick off. The Barbecue was well attended, and we all received very positive feedback on the opening of school. We are excited to start the year off in such a positive manner, and we continue to move forward and not allow the barriers of the current state of education change our positive approach to the school year.

It has certainly been a very busy summer at the SAU office and some updates are listed below: Food Service - our application has been submitted and was submitted well within the time limit - first time in 3 years this has happened. Thank you goes to Frank our BA for the hard work he put into this. In addition, our Corrective action plan has been submitted and approved. Back up documentation of our food service CIP and food service contract is in the back up.

Also, with regard to food service, our technology company has worked with Fresh Picks to get our POS up and running for School Bucks, the problem has been that the system does not communicate with our new student infinite campus student information system, Howard Technologies has made this a priority and we hope that it will be corrected by the first of the next week. Currently we are keeping track of the breakfast and lunch purchases that have been made, and we will input this information into our POS . I have used school messenger to announce any updates we have on our MY School Bucks status. All students have had access to both breakfast and lunch. This has been communicated to our school community more than once this week. Frank Markiewicz is working with Laurie Newsome, who will process our free and reduced lunches and work with Fresh Picks to do the monthly reporting of food service.

Technology: Howard Systems is working hard to get our technology needs in place and we are currently working on roles and responsibilities for all members of our technology team. Job descriptions for our technology employees will be brought to the board for approval at our next board meeting. Frank Markiewicz is working directly with Howard Systems to develop a hierarchy of services that will best meet our teacher's needs.

Transportation: While we continue to have some struggles with the times of pick up and drop off, we are working to refine our routes, Our two bus drivers training for their CDL licenses tested on September 2, this date is as I write this appointment, so I will be able to share the updates on our driver status on Tuesday at the board meeting. A big shout out to Celeste, our trainer for the year, as she has stepped up to the plate and performed many tasks related to the job of a transportation manager and is training our bus drivers need to assist with the day-to-day operations of transportation. This has been very helpful, and we are grateful! In addition we have hired a bus monitor who we hope will also train to be a small bus driver, and we have two other potential applicants to drive for us. I will be meeting with these two candidates this coming school year.

Grants: Catching up on grant posting and cleaning up our grant information in our accounting system has been a long project which took Frank Markiewicz most of July and August to clean up. We are finally caught up and we have started to see the revenue come in for the expenses of our grants this year. Frank is now training Laurie Newsome to do the monthly grant posting which should improve our system of grant reporting greatly This will be a great improvement for the processing of grants.

Budget Process: I will be meeting with the Budget Committee on Wednesday September 7, 2022. At this meeting I suspect that we will have a timeline for the process. We will need to schedule a budget workshop meeting to review the initial draft of our budget for this year and I believe the Budget Committee is hopeful to have their first reading of the budget prior to Thanksgiving. I will share the budget committee timeline with the board next board meeting. I will be looking for the board to recommend a direction as to what they are looking for in regard to budget development, and what they will be looking for in the budget i.e.: what type of increase they are looking for, do they have specific needs they would like me to address.

School Administration Report

Beginning on August 1st, many staff had the opportunity to participate in a four day Literacy Seminar facilitated by Pam Stiles. This Literacy Seminar had us exploring ideas around literacy and uncovering a common definition and understanding of literacy, digging into our standards, and exploring ways to develop a common pre-k through I structure for literacy development. These four days helped all of us envision the next steps in curriculum development for Literacy at The Paul School. Our School Leadership team met on August 10th to plan for our school year. We discussed the schedule, routines, and the need for consistent and clear communication to help facilitate the flow of information and collaboration throughout the school. In addition, our dynamic Middle School team met on August 17th to ensure appropriate placement and to begin setting expectations and routines for students.

On August 22nd and 23rd we welcomed our Paul School New Staff to join us for New Staff orientation. Breakfast was provided by the WEA and WPA, and the PTA came to welcome the new members of the Paul School team and share about their program. We used the two days to build relationships among our new and mentor staff and to ensure that we provided our new staff with the tools and resources they needed to have a successful start to the school year, including learning more about assessment at The Paul School, standards, emergency procedures, and our community.

Our incredible PTA provided our new staff with a Back to School goody bag that promoted encouragement, support and an appreciation for the hard work they do. The PTA welcomed our new Kindergarten families and our school community during our Kindergarten Orientation and Back to School BBQ, their support of our school is inspiring and we are looking forward to continued collaboration with all members of the PTA.

A special thank you to our School Board for the Meet and Greet event they sponsored to welcome our Assistant Principal Ivy Leavitt Carlson and our Director of Special Education Lisa Dubois. We are excited to have both of them as members of the Paul School District Administration team their impact has been positive and we are excited to build off the hard work and collaborative approach we are taking as a team.

We welcomed all staff back on August 24th with a powerful presentation of hope from Superintendent Kebler. We would like to thank the Wakefield School Board for providing a wonderful breakfast from the Wakefield Inn. During Our Professional Development Days, we took time to reflect on the experiences and strengths each member of our Paul School Staff brings to our team. Collectively we have 1,071 years of experience working with children and families. We are grateful for each member of our team and look forward to the 2022-2023 school year.

We are thankful to the Wakefield Police Department for the Active Shooter training that all staff received on Wednesday, August 24th. While a sobering concept, this training helped staff feel better prepared for emergency situation and to have their questions answered.

On Monday August 29th we had our Back to School Barbeque, and it was a huge success. We served hamburgers, hotdogs, watermelon, salad, chips, cookies. and water to more than 400 people. The highlights of the evening were happy families seeing their classrooms and meeting

their teachers while also enjoying a community event by The Wildlife Encounters' and playing on our new playground. We have received wonderful feedback on the first days of school by both students and families that they can see and feel the hard work that our incredible Paul School staff has put in to make this year a positive experience for our community. A special thank you to Mary Collins, Gino Bernier, Michelle Bernier, Liz Parker, Elishia Slattery, Karen Nason, Jeanne Baker, Joseph Palmariello, John Burger, Margie O'Kane, Bobbie Shearer, Gloria and Glen Ballinger, Paige Horan and Mary Wing Soares for all their hard work in setting up, breaking down and serving food at our Back to School Barbeque. Events such as these are only possible when you have amazing community members working together to create a positive culture, our success is built upon a supportive community that works together for our children. As a school community, our goal is to Spread Kindness.

Superintendent Kebler designed a wonderful T-shirt for all our staff and students. We will be wearing these on Community Days and special event days. Thank you to Collins Sports for working with us on the design and for making a special delivery to our school to ensure that we had our t-shirts in time for our Back to School events. We would like to thank Cindy Trench for sorting, folding and delivering to all of our classrooms.

Our first day of school was on August 30th and went smoothly. It was wonderful to welcome our students back to the Paul School, to have them eating in the cafeteria, using our new playground, and traveling to their Integrated Arts classes. As I walked through the building and joined in on each classroom, I was impressed with both the students and our staff for taking time to foster positive relationships and build classroom communities that promote our school theme of spreading kindness. This school year is off to a great start!

We would like to thank our bus drivers for their patience, flexibility, and hard work as they have revised routes to ensure that students are transported to and from school on time. They have worked tirelessly to ensure coverage and a successful start to the school year.

Sign-ups for soccer and Heart and Sole have begun, we are looking forward to after school activities that encourage our students to try new skills as well as work together as a team to achieve a common goal.

Infinite Campus, our new School Intonation System. is nearing completion. Thank you to Jen Hayward for tirelessly working the mitigation from PowerSchool. Staff training has begun and additional training will be based on the needs of staff. When implementation is completed, Paul School families will be notified of how to access their children's accounts.

Custodial staff were hard at work this month assisting with moving classrooms, painting, and completing repairs. Throughout this summer we had many staff volunteer their time to help with moving boxes, completing inventory checks and helping with any need we had, our school community is what makes us a better school and when we all work together as a team, our potential is limitless.

Mrs. White said one of the community builders have been Faces of our School. She said she had visions of what she wants and Mrs. Soares makes them come to life. She said there has been great positive feedback.

Mrs. Taliaferro said she has had a lot of positive feedback also about the school. She and Mrs. Peaslee said it was great to see the Lions Club with signs and they received a lot of positive feedback. They thanked the Lions Club.

The PBIS meeting has been changes to September 14th.

Mrs. Collins asked if any fundraisers have started. Mrs. White said the PTA sent them out today. Mrs. Collins asked if any grade level fund raisers have started. Mrs. White replied that eighth grade started their Little Caesars fundraiser today. Mrs. Peaslee asked to put fundraisers in coming events in her report. Mrs. Collins said there has been talk about having a calendar with all fundraisers listed. Mrs. Taliaferro suggested selling Paul School calendars next year with that information on them.

Follow Up

Mrs. Kebler said they were able to hire a long term sub for their Title 1 Teacher position and the other position we thought we were losing has decided to stay. She said we have a parent who is interested in sponsoring uniforms for the soccer team. She's not sure if there is a policy for that. The Corrective Action Plan and the School Foodservice grant included in the packet are FYI's. Paving is also an FYI. Mr. Mitchell told Mr. Williams he could pave the back parking lot up to the storage trailer for an additional \$20,000. So far, we have spent \$26,000. The Board approved up to \$30,000. She has language from three different school districts that has used ESSER Funds for paving. She asked if the Board wanted her to see if ESSER funds could be used for this paving. Mr. Peaslee said being concerned with washouts it would be good to use ESSER funds to complete the project.

Mrs. Kebler said she would submit this and make sure Mr. Williams has documentation for the next meeting. Mrs. Taliaferro asked to see the list of what ESSER Funds have been used for because she's concerned that other schools have used ESSER Funds directly for the kids. She is in favor of this project but wants to make sure the Funds are used for helping our children. She would like to see what has been done already before the Board votes on the paving. Mrs. Kebler said ESSER 1 has been spent. ESSER 11 has been broken down by categories, amount budgeted, amount spent and what it was spent for. She said it's a detailed report and the Board and Budget Committee will both receive it. She said we still have a lot of ESSER Funds to spend. Mr. Ouellette said plowing would be much better having the area paved rather than going from asphalt to dirt. The asphalt would eventually get ripped up.

Transportation Update

Mrs. Taliaferro said of the two that have been testing we now have one new driver and the other one will be testing in ten days. The additional driver will have a high school route and that should alleviate some problems. They're still working out routes. There is a possibility of hiring another small bus driver. It was determined by Diprozios that bus 28 is too expensive to fix. A new bus takes two years to purchase and receive. Mr. Ouellette asked to get the bus inventory including year, milage, repairs, maintence and costs. Mrs. Peaslee said maintenance files are required by law. She said bus 24 is older but more reliable that bus 28. Mrs. Peaslee would like to know what is wrong with bus 28 and the cost to repair and also what someone like WC

Cressey's would say because that's what they specialize in. Mrs. Kebler said the issues were the back door and around the back door. She was told it's a rust bucket. She will get this in writing from Ed Diprizio and send it to the Transportation Committee. There was a discussion about putting out an RFQ.

Mr. Ouellette said the Board should know how many drivers there are, how many buses there are and how many spare buses there are. At one time there were one and a half buses per driver. Mr. Fogg said there are seven drivers and nine big buses, three small buses and a van thirteen in all. Mrs. Kebler will check on this. She will also look to see if she has an old RFQ to use as a guide for purchase information. (?? everyone talking at once) Mrs. Kebler will bring something to the Board to take a look at it at the next meeting.

Nominations, Hires, Resignations

Mrs. Kebler told the Board that the incomplete intent to hires will be complete along with a cover sheet with information.

Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro, to approve Morgan Caswell as a School Bus Monitor. (The hours should say up to seven.) (Vote 5-0).

Mrs. Kebler is in the process of looking at the drivers hours to transport. Mrs. Peaslee asked her to look at contract and hours pre-Covid plus the start times and end times for the current routes and she would like this information in Follow-Up. This may be because there were more drivers with smaller routes.

Non Public

Mr. Ouellette made a motion, seconded by Mrs. Taliaferro, to enter non public at 7:20 under 91-A 3: II (c). Roll call, Ouellette aye, Taliaferro aye, Collins aye, DeColfmacker aye, Peaslee aye. (Vote 5-0)

The Board re-entered public session at 7:55.

Mrs. Peaslee made a motion, seconded by Mrs. Taliaferro to seal the non public minutes for two years. (Vote 5-0)

Adjournment

Mrs. Peaslee made a motion, seconded by Mr. Ouellette, to adjourn the meeting at 7:56 (Vote 5-0)

Respectfully submitted for approval at the next School Board meeting,

Priscilla Colbath
School Board Secretary