

WALTHAM C.C. ELEMENTARY SCHOOL DISTRICT #185
MARCH 11, 2015 REGULAR STAFF/BOARD
PERSONNEL COMMITTEE OF THE WHOLE MINUTES
South Building - Gymnasium

Chairperson Buffy Hoskins called the Staff/Board Personnel Committee of the Whole dinner meeting of March 11, 2015 to order at 5:37 p.m.

Roll Call: Board Members present at the time of roll call were Buffy Hoskins, Kathy Jereb, Jim McCabe, Michael Roebuck, and Brian Shofner.

Mrs. Hoskins thanked those in attendance for their time that evening and reiterated how much the Board looks forward to this evening every year.

Mr. McCabe greeted the staff and Board members and gave a brief synopsis of what the evening would entail after dinner was served.

Staff in Attendance: Kristi Eager, Susan Hewitt, Erin Duffy, Kathy Schultz, Eric Bara, Karin Kummer, Tyler Finley, Roger Hegland, Rick Maltas, Brenda Kirsteatter, Bonnie Kinzer, Joan Graham, Gretchen Schaefer, Amy Jaronski, Caryn Pursley, Jackie Lucio, Antoinette Calhan, Rick Hardy (Board Member elect), and Barbara Harte.

Those in attendance were divided into three groups with the Board members leading each group. The groups were charged with the task: If you had the opportunity to set three goals for Waltham school, what would they be and how do we accomplish it? The following paragraphs are the results of the group collaborations.

Group 1 led by Michael Roebuck and Rick Hardy:

- More transparency and community engagement-push info out via digital locker, Facebook, community meetings, newsletters
- One building – pass the referendum
- Technology – iFiber, reliable system, improved hardware, technology classes expanded to K-4-possibly have full-time tech teacher
- Technology training for staff-professional development
- More information from the Board to community and teachers
- Survey Online – snapshot from the teachers to find out how the year is going, any good things, challenges, environment and teaching tools
- Alignment with grade levels for curriculum-start with Kindergarten through 8th grade
- Common time for Jr. High to meet once a month during SIP day to discuss students, tie program in together
- More Rtl coordination/scientifically based research

Group 2 led by Kathy Jereb and Jim McCabe:

- Spanish/Foreign Language – elective during study hall/zero hour; possible co-op with Dimmick; limited to 7/8th grades (see numbers); part-time teacher
- Full-time tech=Job Description, tech teacher/part time tech – Andy Cawley in place; build infrastructure up
- Library/Media Center/Space/Move Rtl – noise issue for Rtl at North, tough to focus; leveled readers, limited numbers- need multiple copies

Group 3 led by Buffy Hoskins and Brian Shofner:

- Non-certified Staff not invited to weekly staff meetings
- Communication – within and between buildings
- Benefits explained - pay, benefits, no written contract
- Administration sending email during teaching hours, as staff doesn't read during class teaching time
- Expectations beforehand so they know what is expected before doing it wrong
- Extra-time to communicate between staff
- Team building for collaboration between north and south staff - logistically
- Technology-Andy is great/Reliable not so much
- Chromebook for Special Ed and extra ones available
- Security watching at South crashes the North Building computer system
- November – not a lot of presence
- Aligning curriculum between classes
- PBIS and Rtl – need more support
- Roger would like a new shop to avoid fumes

Mr. McCabe: There is a lot going on in the District at the moment with the referendum. The Board will look at these suggestions and see about incorporating with their goals at the June meeting, move forward with the process and incorporate what is needed. The door is always open; all are welcome at the regular Board meetings as well as the Committee meetings.

Rick Hardy informed the staff the WEEF foundation has money to give to the teachers, and they just need to apply for it – don't hesitate to ask.

Motion to adjourn by Michael Roebuck, second by Brian Shofner. Motion carried with 5 yeas, 0 nays. Meeting adjourned at 6:58 p.m.

Respectfully submitted,

Susan J. Hewitt
Board Secretary

Buffy Hoskins
Chairperson