

***Hanover School Committee Meeting Minutes***  
***April 27, 2022 7:00 PM***  
***In-Person and Virtual Meeting***  
***Hanover High School; Media Center***

**Present:** Mrs. Leah Miller, Mr. Pete Miraglia, Mrs. Libby Corbo, Mrs. Ryan Hall, and Mrs. Ruth Lynch

**Also Present:** Matthew Ferron, Debbie St. Ives, Michael Oates, Kelly Lawrence, Dan Birolini, Jane DeGrenier, Garry Pelletier, Matthew Mattos, Matthew Plummer, Mike Perrone, Colin Fahey, Nieve Rowlette, Evan Barber, Kathy Gallagher, Leah Dillon, Andrea Sheehan

**Call to Order:** Meeting was called to order at 7:01 PM by Mrs. Miller.

Mr. Ferron opened the meeting by announcing with all the positive and exciting events happening recently, he is welcoming kids to get involved and showcase their talents at the School Committee meetings.

**Student Performances:** Mr. Colin Fahey, Drama Teacher, introduced the two student performers of the evening Ms. Nieve Rowlette and Mr. Evan Barber.

**HHS Quebec Trip Feedback: Mrs. Kathy Gallagher and Ms. Leah Dillon:** Mrs. Gallagher was thrilled to be able to be a chaperone on this trip. She shared their daily experiences, where they went, what they saw, and how polite, courteous, and respectful the kids were to everyone. Ms. Dillon shared her experiences and how wonderful the trip was for her. She enjoyed the emersion into the French culture. She was thankful she was able to have the opportunity to go.

**Comments:**

Mrs. Miller thanks Mrs. Gallagher and Ms. Dillon for sharing their experience with the Committee.

Mrs. Lynch loved to hear how great and polite our students were. She added that both groups that have given feedback mentioned how thankful they were for the experience

**Public Comment:** None at this time.

Mrs. Miller opened the floor to public comment. She explained, "To speak during public comment, the speaker can come up to the microphone and state their name and address. There will be a time limit of three minutes per speaker. If anyone wants to speak via Zoom, raise your virtual hand, and I will call on you. I will alternate between in-person and zoom."

**Approval of Minutes:**

April 13, 2022: April 13, 2022 Executive Session minutes were tabled until the next meeting on May 11, 2022.

April 13, 2022: April 13, 2022 Open Session minutes were tabled until the next meeting on May 11, 2022.

**Report of the Superintendent:**

Mr. Ferron Updates:

Yesterday the US News and World Report issued their annual ranking of Massachusetts National High Schools and for several years there has been conversation about how Hanover is weakly affected by their methodology. An email with this document has been sent to the families of the high school students. Celebrate the AP results of

the students from the class of 2020. The day-to-day use is old data that report anomalies with the graduation rate which is almost always 100%. We have the mental health challenges and anxiety issues that are not dropping out but may take a little longer to graduate. If it takes longer than four years for kids to graduate, it goes against our graduation rate and it affects Hanover.

At the next meeting, we will be talking about the honor and recognition that we plan to bestow on the former colleague Coach Judy Schneider. She was a teacher and coach for generations and one of the most accomplished coaches in high school sports in Massachusetts history. We are working on a potential recognition and there will be more information at the next meeting.

Marshfield voted to join South Shore Technical High School as a participating community. He will be in touch with Superintendent Hickey. There will be action required from this board if every participating community needs to vote whether or not they want to support Marshfield's membership. More information to come but it is a long process.

8<sup>th</sup> grader Cole Madden is on his way to Chicago, IL. He placed in the National Elks Free Throw Shooting Contest. We wish him the best.

- **Report of the HPTA presented by Mrs. Andrea Sheehan:** Mrs. Sheehan thanked the Superintendent and Committee for the opportunity to share an update about the work at the HPTA, work that has once again required flexibility, creativity, and patience as they continue to navigate through challenging times. She emphasized how much the HPTA value the partnership, leadership, and support of the Committee. Mrs. Sheehan continued by sharing updates in three areas: examples of the excellent work which has taken place in the schools, a review of the fundraising activities, and a look ahead to how the HPTA approach the next school year. A quick reflection on the principles that are important and have been the foundation for the work of the PTA over the last year or so.
  - Creativity – Found new ways to support students and teachers when traditional activities were not possible. Maintained a presence in the schools and excited to see how through flexibility an impact can be made.
  - Fairness – The belief that Hanover Public Schools is one school system and everyone should be included. Supported activities across all schools. Interested in every student and teacher. Requests made of families this year have been limited, recognizing the stress this time has caused many. Avoided adding anyone's burden.
  - Transparency – Discussed with schools about their needs. Tried to get behind their priorities and focus on the things that the PTA should fund and only those things. Maintained a close liaison with the Superintendent's office to make sure things were aligned.

Below are the activities at each school supported by the HPTA for the last year:

- Cedar
  - Two Top Secret Science programs
  - Brought families together to read the same book through the; "One book One School" Programs
  - Supported and celebrated holidays around the world
  - Supported 1<sup>st</sup> graders as they prepare to move on
- Center
  - Enjoyed the "new" Drumstick Dash event
  - Continued to support local VNA through Thanksgiving Baskets
  - Supported and funded Field Day activities
  - Provided the Book Program
  - Celebrate the 4<sup>th</sup> grade as they start their middle school journey
- Middle School

- Purchased two portable basketball hoops
  - Supported the Harvest Fest, Pi Day, and Motivational Speakers
  - Celebrated 8<sup>th</sup> grade giving them a sendoff to the high school
- High School
  - Purchased two Smart TV's and a 2D Exhibition Wall System
  - Supported the Credit for Life Fair and "new" Attendance Award Incentive program
  - Continue to off the HPTA Scholarship Program to our seniors

The HPTA also invested an appropriate amount of funding in items such as Staff Appreciation Week, coffee machines, and providing plenty of treats and snacks.

All the above activities are delivered with creativity and resources spent wisely, transparently, and complementing what the schools do day after day.

Diligently supporting local businesses for fundraising during the pandemic, recognizing that they have faced many challenges too. Working with Story Book Cove, Toy Box, Rustic Marlin, and led a soup fundraiser which helped provide food for the Father Bill's Shelter and had a Hat, Scarf, and Glove Drive for the Hanover Food Pantry which was organized by the Center School. Recently had the most successful Fun Run ever raising over \$74,000. The money will be utilized in the year ahead in accordance with the principals.

Mrs. Sheehan shared the excitement about the possibility of continuing to build on the HPTA work this year to support students and teachers with the hopes that it will be undertaking activities in a context that is less impacted by COVID-19. They ensure that they will continue to align with the Leadership team and School Committee as exciting activities are being prioritized. She concluded that none of the work of the HPTA happens in the absence of good relationships and it has been a priority to develop strong, trusting, and respectful partnerships during her Presidency. In closing, she thanked HPTA Board, School Representatives, Volunteers, the Superintendent, Principals, Teachers, Families, and amazing kids.

### Questions/Comments:

Mrs. Miller shared how she loved that creativity was a priority through COVID-19 and for supporting our local businesses. She thanked Mrs. Sheehan and the HPTA on behalf of the School Committee, students, and families.

Mrs. Corbo shared her gratitude for the HPTA and Mrs. Lynch loved how Ms. Sheehan stated her beliefs and vision and how decisions are made and are in line with it.

- **Approval of Superintendent's Summative Evaluation presented by The School Committee:** Each member of the sitting School Committee fills out an individual evaluation report for the Superintendent. The Chair creates a cumulative evaluation and the Committee then collaborates and puts together one document which is the Summative Evaluation. At the end of all the DESE guidance, his overall performance gets rated. The choices are unsatisfactory, needs improvement, proficient, and exemplary.

Mrs. Lynch noted the Vision Statement is mentioned twice in the evaluation. She added there was conversation as to where to put it and it now appears in two places; page 10-Family Community Engagement and page 12-Professional Culture. The Committee agreed to move it from page 10 to page 12. Mrs. Lynch noted a typo on page 10 as well. Mrs. Miller will make the necessary changes and have Ms. Warner send the final copy to the Committee. A vote can be made given the changes are done.

Mrs. Miller continued to present the evaluation: *We as a committee rated Mr. Ferron's overall summative performance as exemplary and impact on student learning as high. The Superintendent's Summative Evaluation will be posted on the School Committee page this evening. The challenges of the last few years have been many and Mr. Ferron has been asked to manage more than ever. He has managed his staff and*

*administrators with excellence. We look forward to seeing the initiatives he has laid out in his goals come to fruition under Mr. Ferron's leadership.*

*Having been over a year since all students returned to in-person learning, a sense of normalcy has once again returned. Under the direction of Mr. Ferron, the district adapted to all conditions and protocols both state and local to ensure continuity of in-person learning and all student activities. All decisions were made with the priority of keeping students in school and as safe as possible in a normalizing environment. Hanover is regionally recognized as a district and community leading the way with this work and will continue to move forward strategically and thoughtfully.*

*During these turbulent times, Mr. Ferron remained strong and continued to always promote what was best for all students. His example provided encouragement, support, and strength to School Committee members, other administrators, and staff. Some of these situations could easily have gotten out of control; however, Mr. Ferron's demeanor and approach did not allow that to happen. Despite these challenges, he has taken on ambitious goals that benefit the entire school district. He has met or exceeded each goal that he set forth at the beginning of the year.*

*In summary, the superintendent has seized a rare opportunity coming out of the chaos of the pandemic to recover and put the district on an ambitious path for enhanced services, a new, innovative curriculum in Literacy, a more effective and accountable organizational structure, and set a new vision statement for the district. All the new initiatives will have lasting, high impact on our ability to deliver excellence and ultimately elevate student achievement.*

Mr. Ferron requested the opportunity to express his gratitude and is grateful for the support from each Committee member. He believes that a strong relationship was built, got to understand what is important, what makes each tick, how the group works best together, and the interface they have with the leadership team. He also appreciates the grace shown to him and the team for mistakes that have been made. He appreciated the kind words and supportive evaluation. The leadership team did an exceptional job getting everything done especially this year. The goals are ambitious and even though his name is on them these goals are the administrators' goals as well. We did not miss a beat from the change over from the Police and Fire Chief to the new Police and Fire Chief and these people are aligned in the talent and vision. Also, having the ability to work with the Select Board and Advisory Committee to get things done. We were able to be recognized as a leader in the region because of the way the community and the whole team pulled together which is truly remarkable. He has gratitude to the students and their families for their resilience, adaptability, and positivity. Thankful to be part of this community and feels truly part of it.

**Questions/Comments:** None at this time.

Motion entertained by Mrs. Miller to approve the *Superintendent's Summative Evaluation for School Year 2021-2022 with the edits discussed* as presented. The motion was moved by Mr. Miraglia and seconded by Mrs. Lynch. The vote carried unanimously.

### **Report of Finance Department:**

- **FY '22 Budget Update/Town Meeting Warrant Article Update presented by Mr. Matthew Ferron and Mr. Michael Perrone:** Mr. Ferron reviewed a couple of articles related to the schools outside of the budget that will be presented at the Town Meeting on Monday night. One article is the replacement of the field turf and repairs to the track at the high school and that is for \$1.75 million is a borrowing article. This needs to be done and he supports it as it is an important article. He encourages the Committee to support it. Article 28 is designed for campus planning which would provide funding for an engineering study. It is about laying out Cedar and middle school and the pathway that connects both campuses via the high school. He noted it is a great concept but does not believe Advisory Committee will support it. It is something that will still need to

be talked about in the years ahead especially the parking lots at both schools need to get done. We have afforded the ability to push it down the road for a couple of years but they are banged up and require improvement. Article 46 is \$350,000 for the special reserve fund Mr. Ferron and Mr. Perrone are working on closing out this year's expenses. Once they have a handle on knowing how much is needed to access this reserve this year. Before the end of this year, the request will be brought to the Committee and the Select Board. That will set the table for the approach to the process for next year. He welcomed the board to take a position if it wanted to but he does not believe it is necessary.

### **Questions/Comments:**

Mr. Miraglia added that he pushed for this to be on the agenda. He thinks it is important for the Committee to realize it is there and important to read the Advisory Committee's commentary on it. He agrees with the Advisory Committees' position on Article 28 given the expense to connect the schools. In general, the capital projects were looked at that were on the list earlier in the year, and going forward decide what are the real priorities.

Mr. Ferron mentioned a lot of what would be traditional capital projects like HVAC repairs and others related to COVID have been done and funded through other mechanisms. We have gotten several projects done that would otherwise be on the warrant.

Mrs. Miller would like to resurrect the spreadsheet used pre-COVID-19. Mr. Ferron said we still have it and the Town Manager still uses it.

Mrs. Corbo asked if the turf field would be done over the summer? Mr. Ferron replied it would be unlikely but will get back to her on that. Mrs. Corbo asked if the Cedar entranceway improvements are being funded by ARPA Funds. Mr. Ferron answered that there is money that remains in the article from when it was first approved a few years ago. Above and beyond that, he believes there is some opportunity for some ARPA funding to round out whatever is left. That is on his shortlist of things to check on in the next few days. The facility department knows it is a priority and needs to get done. Mrs. Corbo noted that if the turf field is a borrowing article that is going to be a two-thirds vote so make sure to vote if it is important to you.

- **FACE Before/After School Rate Increase presented by Kelly Lawrence:** The FACE program continues to rebuild in the wake of the pandemic. After months of not being operational, we returned with limited programming and enrollment. This past school year has also challenged us as we continue to adapt to the changing needs of our families and the community. We continue to see a change in our enrollment trends with well subscribed Enrichment Programs and declining enrollment in our Before and After School Programs as families define new work/life schedules or simply remain working remotely. Achieving a balance between both foundational programs is a moving target as we collectively attempt to establish a new normal. We remain committed to providing quality, affordable programs to our families while also accommodating reduced rates for siblings and maximum flexibility for those students who participate in both Before and After School as well as Enrichment Programs. Our current Before and After School Program enrollment includes 65% single rate students and 35% siblings (2 or more students from one family). We have experienced fluctuating enrollment since March of 2020. Our goal is to continue to offer affordable, quality programs with high flexibility. An increase in hourly rates in FY 2023 will uphold equitable and competitive pay scales that attract high quality candidates, offset increases in operational costs and support the organization as it rebuilds programs and services that meet the changing needs of our families. We respectfully propose the following for your consideration:

### **Proposed FY23 Rates**

\$10/Hour - 1 Student

\$15/Hour - 2 Students (\$7.50 per hour/per student)

\$18/Hour - 3 Students (\$6.00 per hour/per student)

\$20/Hour - 4 Students (\$5.00 per hour/per student)

These proposed rates reflect an increase for all students while still providing a considerable discount for families with more than one enrolled student. Based on our current enrollment, this increase would result in an additional \$58,881 in revenue, earmarked to fund one additional Instructor level staff member for each of the three Before and After School Programs. This increase will provide a sustainable structure only short term. It is difficult to forecast enrollment trends much beyond the next fiscal year as we continue to navigate the outcomes of the pandemic and facilitate the integration of Recreational Programs as part of our offerings. Currently, the Before and After School Programs are on target to break even at the close of FY 2022.

Please see the [Office of Family and Community Engagement \(FACE\) FY 2023 Rate Setting memorandum](#) in full which is posted on the [School Committee page](#) on the Hanover Schools website.

### **Questions/Comments:**

Mrs. Miller shared how remarkable how the programs were brought back from a pandemic and she supports the increase. She added that this program is one of the remarkable programs offered in Hanover.

Mr. Miraglia asked if these rates were for the before and aftercare only? Mrs. Lawrence responded yes. He then asked if there will there be a rate increase for the summer camps. Mrs. Lawrence said not at this time. Enrichment programs are driven by outside vendors' costs. For the past 14 years, before and aftercare was the largest revenue source in the past before the enrichment program grew. They looked at how they can utilize some of those resources to help offset enrichment program costs. She is trying to keep the enrichment costs reasonable as more and more families can access these programs.

Mrs. Hall thanked Ms. Lawrence for her report but also for her flexibility and all she and the program do for the families. She added that her children benefited from this program. She continued that she knows Mrs. Lawrence recognized what the ask is so that she can continue to do the work for the families and she appreciates that.

Motion entertained by Mrs. Miller to approve the proposed the FY '23 *FACE Before/After School Rates* as presented. The motion was moved by Mr. Miraglia and seconded by Mrs. Lynch. The vote carried unanimously.

Mrs. Lawrence asked to take a moment to express her gratitude and publicly acknowledge her staff. This week is National After School Professionals Week. She added they love what they do and it shows. Her staff is preparing to welcome thousands of kids into programs this summer and then shift gears to welcome the families into school in September.

Mrs. Lynch asked how many staff members are currently on staff? Mrs. Lawrence said there is not enough staff and that there are approximately twenty staff in the before and after program. Staffing has been reduced drastically and everyone is wearing multiple hats.

Mrs. Miller would love to see the percentage of kids that come back year after year to the summer program. Mrs. Lawrence thinks they will be able to provide that data at the end of the summer. She added she took a quick peek at the numbers and currently, they are 62% of full capacity with over twenty-four hundred registrations, and a hundred students sitting on waitlists. On Monday, the new FACE Mentor Program will be published. Mrs. Corbo added that she loves the mentor program.

### **Report on Teaching and Learning:**

- **SEPAC Liaison Update presented by Mrs. Ryan Hall:** Mrs. Hall read the following statement; "Thank you for asking me to share this evening. It has been wonderful to be a part of the incredible collaboration between the SEPAC and the District this year. The progress that has been made this school year demonstrates a collective commitment to working together in the best interest of all students and families."

As the liaison, I have been able to help support this work by assisting in communication and collaboration between the SEPAC and the District. In an effort to respect their voice and the work they have already done on their end of the year report, I will let them share more with you about all of the phenomenal work that they have done but I would like to highlight a few things that stand out from my perspective.

SEPAC took a specific interest this year in working on educating and supporting families of students receiving special education services in Hanover. Hanover SEPAC has hosted 5 presentations, one of which was the first, of hopefully many, joint SEPAC/District presentations, highlighting the professionals in our community as the panel of experts. Through networking with other local communities, including Norwell and Abington, they have received invitations for our Hanover community to attend outside presentations allowing greater opportunities for families to learn and support one another. In addition, SEPAC is hosting office hours to be able to answer questions and offer support. They developed a flyer for parents to learn more about SEPAC, which is being shared with families at their IEP meetings. I am excited to hear more from them when they present to all of us and I look forward to being a part of the ongoing and meaningful work that the SEPAC does for Hanover.

In this role I have met with both Mr. Oates and the chair of SEPAC to ensure that I had an opportunity to listen to the ideas and concerns on both sides and help to facilitate the work with the common goal of improving educational outcomes and well-being for all students, including those with disabilities. Throughout the year, what has become clear in all of my conversations, including some that I have had recently regarding this report, was that there is not a clearly defined expectation or understanding of the role that SEPAC is expected to play in order to advise our committee. The role of the SEPAC is to give direct input on policies, programs, practices, and services that have an impact on the students receiving special education services. From my perspective, as the liaison, I would like the committee to consider more clearly identified expectations and procedures for the SEPAC to give us direct input in these areas. For example, this would be of particular importance as we begin to look at the work that needs to be done regarding updating our policies and implementing new programs. With this clarification, the SEPAC can set clear goals each year, advise the district as designed and we as a committee can identify how often and with what detail we would like to be updated and whether this is presented by the SEPAC by the liaison or both.”

#### **Questions/Comments:**

Mrs. Miller thinks that is a great idea to implement that we have reports from a subcommittee or liaison to share at a meeting.

Mr. Miraglia shared his thoughts that we should put forth on what we put forward on them and what we want to hear.

Mrs. Hall noted from their conversations that their role as an advisory committee is to advise on policies and programs. As policies start to get reviewed, she believes it is important to understand and outline the procedure in which we actively use them as our advisory committee. Mrs. Miller noted that in the Spring the SEPAC would outline what work was done and bring their recommendations. She asked Mrs. Hall if she was referring specifically to the School Committee policies and Mrs. Hall confirmed. Mrs. Corbo thought that was a great observation by Mrs. Hall and added she thinks there are times that decisions are made that do not directly impact Special Education students but could have an impact that they might not be aware of and SEPAC can be a part of that discussion.

Mr. Oates commented that this happened as the direct result of the work being done by SEPAC in gathering feedback from the community as well as the work being done by Mrs. Hall.

**Action Items:**

- **HHS Italy Field Trip Request presented by Mr. Kevin Perry:** The trip will be tabled for a future School Committee meeting.

**Questions/Comments:** None at this time.

**Other Comments:** None at this time.

The next School Committee meeting is scheduled for May 11, 2022, at 7:00 PM. Expected agenda items will be: Ratify AFSCME Contracts, FY '22 Budget Update, Q3 FY '22 Revolving Account Update, Instructional Rounds, the HHS Italy Field Trip Request, and others TBD.

Motion entertained by Mrs. Miller to adjourn the meeting at 8:31 PM. The motion was moved by Mr. Miraglia and seconded by Mrs. Lynch. The motion carried unanimously.

Respectfully Submitted by:

**Tahnee Warner**

Tahnee Warner  
Executive Assistant/ Recording Secretary

Documents Used:

Approval of the Superintendent's Summative Evaluation  
FACE Before/After School Rate Increase  
HHS Italy Field Trip Request

[Appendix A](#)  
[Appendix B](#)  
[Appendix C](#)