

ASD Ways and Means
November 14, 2022

Names of Members:

Dwayne Purvis (Chair)	- Present
Jeff Candito	- Present
Greg Fritz	- Present
Mike Akillian	- Present
Mozammel Husainy	- Present
Steve Frades	- Remote
Rick Barnes	- Present
Kelly Schmidt (Alternate)	- Absent
Marilyn Gibson (Alternate)	- Remote
Steve Harris (Alternate)	- Absent

Person(s) appearing before the Committee

Amy Hanson (Public) - Present
Steve Chamberlin (Superintendent) - Present
Amy Face (SAU) - Present
Victoria Parisi (ASB) - Present
Tom Gauthier (ASB) - Remote

A brief description of the subject matter discussed and final decisions

Edits suggested to 8-NOV-2022 Minutes

A tour of Amherst Middle School is available for Ways and Means members on 11/29 at 10am with Principal Kristen Gauthier.

Further Discussion of Subcommittee Meetings:

Student Services - No data on students who stop getting an IEP from year to year. SAU will start tracking this data. Exiting from IEP is not considered success criteria by SAU; Students have the same standards for success whether they have an IEP or not. Projections for the number of students with IEPs are not made and will not exist going forward.

Public Comment 1: Amy Hanson - Amy presents letter to Ways and Means regarding salaries, COLA, and other financial factors related to union contract. Letter will be attached to final minutes.

There are no output metrics that are used to determine teacher merit. Teacher merit is decided in evaluations with Administration.

No information from contract negotiations is shared with Ways and Means.

It was suggested that teacher performance increases linear with time and also that pay should be tied to performance. It was noted that pay does not increase linearly with at least one Ways and Means member suggesting that pay and merit are more accurately related to an S-curve as is the case in nearly all other professions. Finally it was noted that if teacher performance increases linearly without end, then there should not be an encouragement to retire.

End of Public Comment 1.

The focus on cost versus value was addressed again with at least one member pursuing the push for cost reductions, aiming for a budget option below default reasoning that last year's budget was too high. Other members discussed how Year over Year costing is not the whole picture and that comparing to other districts is a reasonable way to view the total cost.

There was a discussion about recommending a freeze on the budget until a focus on test score improvements can be realized.

A roundtable vote was offered to determine where Members are leaning on the budget. Several members were opposed for a variety of reasons; one member was in support.

Public Comment 2:

Ellen Grudzien mentioned that much of what is discussed by this Ways and Means committee is more appropriately discussed by a School Board. NWEA is a bad metric for teacher evaluation because teachers do not teach to the test. She suggested that Ways and Means talk to students (past and present) to learn what metrics should be included in educational value.

End of Public Comment 2.

The ppt draft of a report on the collective bargaining agreement terms was presented. This report will consist of comparisons to other districts. It is noted that it is challenging to measure contract competitiveness given all the terms that can vary between districts.

A discussion on retirement plans with a comment on how these plans are not clearly tied to student performance.

More details to come as the report is revised.

End of Meeting.