

# SC Subcommittee Goals 2022-2023

## **Special Education**

*Approved 9/28/2022*

- 1) Support the Executive Director of Student Services in making progress toward the Special Education Department goals, maintaining excellence with equity for special education students, and supporting the health, well-being, and professionalism of special education staff.
- 2) Receive regular reports on programming, program evaluation, scheduling, transportation, budget, priorities for continuing improvement, and any challenges/issues that may require support from the School Committee from the Executive Director of Student Services.
- 3) Preview annual budget, including staffing recommendations and capital improvements, with the Executive Director of Student Services.
- 4) Communicate to the full School Committee issues that pertain to policy and budget for special education.
- 5) Receive and discuss public/parental feedback on topics important to Hingham Special Education. Review and receive feedback on important topics with the SEPAC Board.

## **Educational Programming**

1. Advise on educational processes and procedures for Hingham Public Schools
2. Support Hingham Public Schools' program review process, technology plan, professional development plan, and equity audit.

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## 2022-2023

### Finance / Capital & Facilities

1. Work with the School Committee and Administration to determine a path to implement strategic plan initiatives, e.g. Free Full-day kindergarten, technology needs, fully funding curriculum.
2. Work with Town Officials, School Committee and Administration to determine operational override. Discuss and make recommendations regarding moving technology funding out of capital and account for through operating.
3. Review school enterprise and revolving funds memo. Update guidelines on balances that can carry over into the next year and determine the threshold of carryover balances for each account.
4. If construction of a new Foster Elementary School is passed, work with the Administration, Foster School Council and School Building Committee determine the needs of the Foster Elementary School community during construction of the new school.
5. Work with School Master Plan Review Committee and Habeeb and Associates to come up with a rolling schedule of school department renovations and new construction needs. Rolling schedule will establish ground timeline of when major projects should take place. Review rolling schedule with School Committee and take required action.
6. Work with Administration to ensure School Councils are annually reviewing their school budgets.
7. Work with Administration to ensure student activities and clubs are funded equitably.
8. Work with School Committee and Administration to discuss recommendations from the Sustainable Budget Task Force relating to Hingham Public Schools:
  - Revolving funds: Analyze these accounts – primarily the Building Department Revolving Fund, School Athletic Fees Revolving Fund, and School Building/Facilities Rental Revolving Fund – for opportunities to better utilize revolving funds to support the operating budget.
  - School transportation fee – consider instituting a bus fee for students in grades 7 through 12.
  - Athletic fees – consider reassessing athletic fees at Hingham High School to ensure alignment with benchmark communities.
  - After an operational override is considered by the Town – Control expenditures – Target an annual growth rate of 3.5% or less.

## **SC Subcommittee Goals 2022-2023**

- Align collective bargaining and employee compensation strategies – Employees across the organization should be compensated according to the same standard in relation to our 19 benchmark communities.
- School contract negotiation – consider adopting a strategy similar to the Select Board and Personnel Board where a third party would negotiate on behalf of the School Committee. This would allow the School Committee to set parameters for negotiations, remove itself from the room, and potentially contribute to a more constructive process.
- Consider establishing a formal revenue-sharing agreement between municipal and school departments – Consider the approach of defining a formula for revenue sharing, only after an override or general revenue correction is first made to account for increased expenses that do not yet have a sustainable funding source.
- Preventative facilities management and long-term capital planning – Residents have provided feedback calling for more preventative maintenance on municipal and school buildings and proactive planning for large-scale capital investments to avoid clustering of large necessary projects in the future.
- Supplement the annual Capital Outlay budget to adequately invest in our infrastructure.
- Justify expenditures – Continue to take a data-driven approach to making the case for additional positions and requests in any given fiscal year.
- Solar energy – Investigate cost-saving solar measures in partnership with HMLP to help stabilize utility costs for the Town.

### **Salary & Negotiations**

To successfully negotiate successor contracts with all six bargaining units in a way that respects staff, is fiscally responsible, and furthers the mission, core values, and vision of the Hingham Public Schools.