

Attleboro Public Schools
Attleboro, Massachusetts
School Committee Meeting
Monday, June 18, 2012 @ 7:00 p.m.
School Committee Conference Room - Attleboro High School
Minutes

Present: Michael Tyler, (At Large), Chairman, Brenda Furtado, (Ward IV), Vice Chairperson, Barbara Crow, (At Large), Secretary, William Larson, (Ward II), Christopher O'Neil (Ward III), Frances Zito, (Ward V), David Murphy, (At Large)

Absent: Teri Enegren (Ward I); Kenneth Parent, (Ward VI),

Also Present: Pia Durkin, Ph.D., Superintendent, Nancy Sprague, Director for Teaching and Learning Excellence, David King, interim Business Manager, and Judy Nelson, Recording Secretary.

The meeting was called to order at 7:14 p.m.

Salute to the Flag: Chairman Tyler led the Committee in the Pledge of Allegiance.

Notice of Electronic Recording: Chairman Tyler noted the meeting was being electronically recorded.

Minutes: A motion was made to approve the Minutes from 04-09-12; 04-23-12; 05-07-12 Public Hearing; 05-07-12 as presented:
Discussion: None: Vote: 7-0

Recognitions:

Special Recognition of Pop Warner Scholar Athletes: State Representative George Ross and City Council President Frank Cook spoke and presented awards to the following Attleboro students: Karlye Pinto, Joseph Zaarour, Cole Firth, Gianna Fraielle, Cameron Furtado, Daniel Perry, James Weir, and Samuel Choiniere. Representative Poirier had a previous commitment, but sent her best wishes to the recipients.

The Chairman thanked everyone involved. Ms. Furtado and Mr. Murphy presented the students with Certificates of Achievement.

Nancy Sprague: The Committee acknowledged and commended Nancy Sprague on her service to the district. They wished her well in her retirement. The Committee presented Ms. Sprague with a Certificate of Achievement and gift for her service.

Jeffrey Newman: The Committee recognized Principal Newman and presented him with a Certificate of Recognition and gift for his service.

Open Forum:

Sarah Curtis: A parent from the Wamsutta district: Ms. Curtis voiced concerns and problems with her child's Individual Education Plan (IEP). She stated problems with several individuals and the supposed "tattle tail" policy.

Kendelle Aronson: a parent from the Hill-Roberts district: Ms. Aronson voiced concerns with the transfers of principals and the number of administrators leaving the district.

Lori Brasil: A parent and PTO member from Willett noted the transfer of Ms. Zinni will make the fourth principal in six years. She asked that the Superintendent respectfully find another candidate for this position and allow Principal Zinni to remain.

Jessica B.: Ms. B. stated her child will be incoming in September. She debated on sending her to a charter school. After speaking with Ms. Zinni on several occasions she was comfortable enrolling her child.

Elisa Neurenberg: Ms. Neurenberg is the mother of a special needs child. Ms. Martiesian has been wonderful and will be sorely missed. She thanked all the special needs educators for their hard work.

Steve Fazioni: a parent of a student at Willett who volunteers in the school. Ms. Zinni is part of the Willett family. He stated this transfer creates a great loss to the Willett parents.

Patricia Resendes: Ms. Resendes stated she understood that the Superintendent has full authority over these transfers. She spoke as a parent and PTO member. Ms. Resendes praised Ms. Zinni's work ethnics. Ms. Resendes noted as a resident of Attleboro she is disgusted by the amount of turnovers.

Mr. Tyler thanked the participants. He reiterated the school committee has no authority of the transferring of principals.

Ms. Furtado noted the committee does not have the power to ask that this transfer be stopped. She understands the parents concerns. This is the last elementary principal in place and there is a stability issue. Ms. Furtado stated her constituents have placed her here to speak for them. Ms. Furtado suggested the committee make a motion with a recommendation.

Mr. Tyler noted the committee does not have the jurisdiction. The committee was given advanced notice of this move.

Ms. Crow agreed there is a stability issue. Ms. Crow stated the advanced notice was very short notice. Ms. Crow felt the transfer of Ms. Zinni from Willett would be an injustice to the district and cause unnecessary disruption.

Mr. Murphy congratulated Ms. Zinni on the strong culture she has created at Willett. Mr. Murphy believed this would continue. He noted these decisions are very tough. The Superintendent is hired to make these decisions. Sometimes these are not popular decisions but he was sure the Superintendent had sound justification for her decision.

Ms. Zito stated Thacher is losing a strong principal. Ms. Zinni will be a good edition to Thacher.

School Sponsored Events: Mr. Murphy updated the committee on the School Sponsored Events.

Consent Agenda:

A motion was made to declare surplus approximately 224 textbooks; 45 booklets; and three kits as they are outdated and do not meet the current standards for Wamsutta Middle School: Discussion: None - Vote: 6-0

A motion was made to declare the following items as surplus/obsolete/damaged at the Willett Elementary School: one (1) VHS Camcorder valued at \$100; one (1) Kodak Slide Projector valued at \$50; one (1) AVmatic filmstrip player valued at \$30: Discussion: None - Vote: 6-0

A motion was made to accept a donation of a \$75 gift card to purchase books for the kindergarten students to read in class with the teacher selecting the titles and readability to the Willett School from an anonymous donor: Discussion: None: Vote: 6-0

New Business:

Superintendent's Recommendation to the School Committee for the vote to approve: Ms. Marisa McCarthy as the Interim Director of Special Education and Student Support Services for Attleboro Public Schools with a one-year contract at a salary of \$90,000 or the school year 2012-13:

The Superintendent explained the process that began in Mid April. I am pleased to recommend to the School Committee for approval Ms. Marisa McCarthy as the next Director of Special Education and Support Services for Attleboro Public Schools. In April, the screening committee was formed which included two (2) parents from the Sped PAC, three (3) school committee members, Mike Tyler, Barbara Crow, and Ken Parent, a Principal, the Transition Specialist, a Special Education Teacher/AEA Representative, the Administrative Assistant, and the Superintendent. An ad was posted on the district website, the MASS Superintendents website, the CASE Special Education website, and School Spring. School Spring is a national website that is used by thousands of prospective candidates throughout the country in their job searches. The screening committee met several times to frame what they were looking for in the next Director of Special Education, the criteria for selecting candidates to interview, the scope of a pre-interview presentation they wanted each candidate to present, and questions to ask during the interview.

Ms. McCarthy is an experienced and successful current Special Education Director in Granby, MA. Her work there, as relayed by her Superintendent, as well as by others reflect significant positive changes for the district and the community of families and children. She has been able to institute systemic changes providing consistent adherence to the federal and state regulations and has instituted quality programs for students with an array of disabilities. Though Granby has been faced with very difficult budgetary constraints, as many communities in the state, she has been able to devise, implement and monitor a fiscally sound budget that has not compromised the needs of children. Ms. McCarthy has also been able to dramatically increase the funding for Granby through the Circuit Breaker and Medicaid accounts by working with DESE directly as to how to better record and monitor the services that her district offers but had previously been unreported and, hence, not reimbursed. She has since been able to quadruple that funding from \$39,000 to 190,000 which has been able to fund needed positions in the schools. Ms. McCarthy's Superintendent described her as "full of initiative" and is seen as extremely approachable by staff and parents. In a short time, she has built excellent working relationships with all parties and has been an asset to the district. She is very sorry to see her go but understands her desire in seeking a larger and more diverse district. Ms. McCarthy is also working on her doctorate and is currently completing the research phase of her dissertation.

A motion was made to approve: Ms. Marisa McCarthy as the Interim Director of Special Education and Student Support Services for Attleboro Public Schools with a one-year contract at a salary of \$90,000 or the school year 2012-13:

Discussion:

Ms. Craw stated Ms. McCarthy's resume was quite impressive. Ms. Craw meant no disrespect toward Ms. McCarthy, but felt the committee should have used every available avenue to fill this position. Ms. Craw felt pressure to make a decision and that more advertising should have been done.

Mr. Larson commented that Ms. McCarthy's resume was quite impressive.

Mr. Murphy was impressed with Ms. McCarthy's resume. He asked that when the full search is conducted we utilize all the sources necessary.

The Superintendent reiterated that School Spring is a national website that is used by thousands of prospective candidates throughout the country in their job searches. She noted an advertisement in the Globe is expensive. If the committee would like to advertise in the Boston Globe and Providence Journal, the Superintendent recommended combining the advertisement to include the other interim positions. This would save on the expense.

Vote: 5-0-1 (Craw)

Ms. McCarthy thanked the Superintendent and Committee for this opportunity. She will work with Ms. Martiesian over the next month. Ms. McCarthy plans to apply for the permanent position when the time presents.

Superintendent Durkin noted one of the hardest decisions of a Superintendent is to select a principal. The Superintendent does not take this process lightly. She noted no one person is responsible for the success of a school. Dr. Durkin noted Ms. Zinni has surpassed expectations. Ms. Zinni has build structures and procedures that will allow Willett to move forward. The Superintendent stated change is difficult. She explained there are valid and significant reasons for her appointments.

Interim Principal of Willett Elementary School – Kate Campbell: The Superintendent gave the history of Ms. Campbell's background. Ms. Campbell and Ms. Zinni have similar styles and philosophy. Ms. Campbell has spoken with the Hill-Roberts staff and visited the Willett School. The Superintendent is confident that Ms. Campbell will do a wonderful job at Willett.

Ms. Campbell read a brief statement and thanked the Superintendent for this opportunity. Ms. Campbell believes she will be able to make a difference and looks forward to the future success at Willett Elementary School.

Principal of Thacher Elementary School – Catherine Zinni: The Superintendent noted Thacher is a larger school and a new challenge for Ms. Zinni. The Superintendent is confident that Ms. Zinni will keep Thacher moving forward.

Ms. Zinni noted it is hard to leave Willett, but looking forward to a future at Thacher. Ms. Zinni noted this will allow her to move forward in her career. Change is hard, but she is a firm believer in the Willett Way and hopes to use district initiatives to keep the school connected.

SMARTS Collaborative Program: Ms. Weisz gave a brief history of the SMARTS programs and opportunities. SMARTS is a multi-disciplinary arts organization whose mission is to forge a school-community link through the arts that supports existing arts programs in schools and makes arts education accessible to all young people through the in-school and out-of-school community programs (see the attached handouts).

Mr. O'Neil commented on the program and the incredible work done. He stated Attleboro very much appreciates this program.

Teacher Recognition: Donna Goldstein, PARRC DESE Fellow and Linda Ferreira, PARCC Teacher Leader: Dr. Durkin explained the rigorous process that was involved. She noted there were 85 applicants and only 18 were chosen. Attleboro is privileged to have two (2) participants in this program. Dr. Durkin asked Ms. Goldstein and Ms. Ferreira to elaborate on their positions.

At 8:47 p.m. Mr. Tyler exited the meeting. Ms. Furtado led the meeting.

Administration Overview of Trimester Scheduling at the High School: The Superintendent introduced Jeff Newman, Principal and Dave Sawyer, Assistant Principal: Mr. Newman gave the background history (see attached Power Point). Mr. Newman sent a message to parents explaining the schedule process. The schedules will go home in the report cards with students.

Mr. Sawyer explained what a trimester, why trimester works, and gave a sample of a trimester schedule. Mr. Sawyer noted one of the benefits to the trimester was that 90% of the student requests were able to be filled.

Mr. Murphy thanked Mr. Newman and Mr. Sawyer for their work. Mr. Murphy inquired when the schedules go out with the report cards does this include incoming freshman.

This does include incoming freshman. Three days prior to the opening of school guidance counselors will be available to answer any questions and/or resolve any concerns.

Mr. Murphy asked about the structure of the report cards.

Mr. Sawyer explained the consistent process. Aspen provides a grade book that allows parents/guardians to view the student's progress at any time.

Mr. Murphy asked about the guidance curriculum. Mr. Murphy thought this would be a good presentation during a Curriculum and Instruction Meeting.

Mr. Newman noted with the new system student progress is accessible and can be easily tracked.

Mr. Sawyer explained the availability of electives for example: art and music. He explained the short-term and long-term benefits to this process. This process allows students more opportunity to prepare for their future for example: a student interested in pursuing an education in art is able to better prepare their portfolio.

Ms. Furtado asked about the flexibility of the honors courses with the trimester scheduling.

Mr. Sawyer confirmed the trimester scheduling will not take away from the honors courses.

Of note, Mr. Tyler re-entered the meeting and resumed as Chairman.

Memorandum of Agreement (MOA) between the Attleboro School Committee and the Attleboro Educators Association re: Attleboro Educator Evaluation System:

A motion was made to authorize the Chairman to sign the Memorandum of Agreement between the Attleboro School Committee and the Attleboro Educators Association regarding the Attleboro Educator Evaluation System: Discussion:

Mr. Tyler thanked the administration and the Attleboro Education Association for all the work involved.

Roll Call:

Mrs. Zito: Yes
Mr. Larson: Yes
Ms. Crow: Yes
Mr. Tyler: Yes
Ms. Furtado: Yes
Mr. Murphy: Yes
Mr. O'Neil: Yes

Vote: 7-0

Dr. Durkin thanked Adeline Bee and the AEA Team for their work.

Annual Report 2011-12 of Attleboro Public Schools: Pia Durkin, Ph.D., Superintendent: The Superintendent acknowledged all the hard work done by Michelle Roy along with all the administrators to prepare this report (attached hereto and therefore made a part hereof).

TELL Mass Survey Summary: Nancy Sprague, Director for Teaching & Learning Excellence: Ms. Sprague gave a brief snapshot of this process (see the attached Power Point presentation). This survey is affiliated with the Race to the Top (RTTT) grant. The survey will be administered twice (Spring of 2012 and sometime during 2013). Ms. Sprague noted 83.5% of Attleboro teachers participated. The goal is to improve the climate and condition of the school culture. Ms. Sprague summarized Attleboro's areas of strength, the areas of concern, and noted the committee will be apprised of the progress in this area.

Mr. Murphy commented on the condition of the building and what a good job these individuals do.

Ms. Furtado stated the importance of acknowledging these individuals.

Ms. Zito noted the custodial staff does an exceptional job.

Proposed School Committee 2012-13 Meeting Schedules: Mr. Tyler noted the Meeting scheduled for August 13th would be moved to August 20th due to a conflict with the Superintendent's schedule.

A motion was made to approve the School Committee 2012-13 Meeting Schedules (attached hereto and therefore made a part hereof): Vote: 6-0

Personnel Report: Nancy Sprague, Director for Teaching & Learning Excellence: Ms. Sprague reported one (1) resignation and four (4) appointments (see the Personnel Report attached hereto and therefore made a part hereof)

Mr. Tyler thanked the Interim Business Manager, Dave King for all his hard work. He acknowledged Mr. Rose who was present and welcomed him on board.

Mr. Tyler commented on recent articles regarding: transportation and the school department budget. Mr. Tyler thanked Mr. King for his work over the weekend regarding these two areas.

Mr. King sent a Memorandum to the City Council Members (attached hereto and therefore made a part hereof). Mr. King read the following into record:

Councilor Kirby has asked me to answer certain questions raised by the Council relative to the School Bus Budget deficit. I have also attached a revised spread sheet that may help in explaining things.

It has been stated that the deficit was caused by the School Committee's so-called 45 minute rule causing the addition of busses. This is incorrect. The 45 minute rule was not in effect this year; it goes into effect next year. Attleboro Public Schools did not increase the number of busses in FY12, and therefore did not increase the cost.

As you will note on Mr. Furtado's memo of August 2011, the School Bus budget has not been increased since at least FY10. Over that period there have been rate increases and increases in the number of McKinney-Vento and Special Needs students.

To the best of my knowledge there has been no increase in the number of regular busses since FY10. I know for a fact that there was no regular bus increase in FY12.

Mr. Furtado's memo dated August 2011 projected a \$92,000 deficit prior to school opening in September 2011. That projected deficit has increased slightly due to McKinney- Vento and out of district Special Needs students. However, the main reason for the \$105,000 deficit is that the budget was inadequate before school opened.

In looking at where the deficit is by line one should look at the new spread sheet and look at the original budget lines and the deficits based on those lines. You will see that in both lines that are for Bloom's contract, "reg bus" and "SPED TRANS BLOOM" there are surpluses from the original budget. The School Department cut back on late busses and in-town SPED busses to accomplish these savings. Those lines are currently in deficit only because money was transferred out of those lines in order to pay bills in the grossly underfunded lines.

In summary, the reason that there is a deficit is because the budget was inadequate from the beginning of the year. There has been no increase in busses; in fact there has been a slight decrease, but there have been increases in McKinney-Vento and out of district Special Needs transportation.

Mr. Tyler addressed the article on the City Auditor's Concerns.

The Superintendent stated she was notified midday on Friday about the budget concern. Dr. Durkin spoke with both, Mr. Tyler and Finance Chairman, Ken Parent. She noted Ms. Martiesian and her assistant worked on Saturday morning and the situation has been resolved. The City Auditor was notified via email with a copy going to the Mayor and School Committee Members.

Mr. Tyler thanked the members of the administration for their hard work and quick resolution of this discrepancy.

Committee Reports

Finance, Facilities and Procurement Sub-Committee

Mr. Tyler noted Finance Chairman, Ken Parent had a previous commitment and was unable to attend this evening's meeting. Mr. Larson reported on the meeting held on 06-13-12. Mr. Larson thanked Mr. King for all his assistance over the past few months.

The following motions were brought forward:

A motion was made to allocate \$32,500.00 from the HR Specialist line to fund the .5 Elementary Special Subject Teacher:

Discussion: None: Vote: 6-0

A motion was made to increase the school lunch price by \$.10 at the respective levels of schools for both lunch and breakfast:

Discussion:

Ms. Craw stated her reasons for not supporting this increase. She noted there appears to be a surplus and cannot justify increasing costs to the parents when there is a surplus in this line.

Mr. Larson noted the possibility of the district being fined if they were found to be out of compliance.

Ms. Furtado stated she had done some research. She did not believe the district would be out of compliance if an increase was not imposed. Ms. Furtado noted with this economy and the surplus she could not support an increase.

Mr. O'Neil commented on USDA funding.

Mr. King noted he was not an expert in this area, but believed there could be fines charged to the district.

The committee will table this item. Attorney Lenox will be consulted on his opinion of the regulations.

Mr. Larson explained the reasoning for the additional rent payment from ABACUS.

Ms. Craw stated that the Director of ABACUS was comfortable with this increase.

Of note at 9:50 Mr. O'Neil stepped out of the Meeting.

A motion was made to charge \$15,000.00 additional rent to the ABACUS Program for the 2011 - 2012 school year: Vote: 5-0

A motion was made to approve the same contract regarding the ABACUS Program for the 2012-2013 school year with a change in the rental payments to total \$25,000 and to be made on 9/1, 12/1 and 3/1 in three equal payments: Discussion: None: Vote: 5-0.

Of note at 9:55 p.m. Mr. O'Neil rejoined the meeting.

A motion was made to approve the contract with Bishop Feehan High School regarding the use of the swimming facility for the 2012 - 2013 school year to be the same terms as the previous year: Discussion: None. Vote: 6-0

A motion was made to approve the contract with the Attleboro Bluefish Swim Club to be the same terms of the previous year for the 2012 - 2013 contract year: Discussion: None: Vote: 6-0

A motion was made to renew the contract with Krystal Glass and Door Company for the 2012 - 2013 year.

A motion was made to approve the contract at the same terms of the 2011-2012 with a new contract for the 2012-2013 school year with the Finberg School/BICO Collaborative: Discussion:

Ms. Furtado questioned the financial status at Finberg. It was noted the district was in the black in this area.

Vote: 6-0

At this time, Mr. Larson stepped away from the table to recuse himself from the following:

A motion was made to re-bid the maintenance of grounds and athletic field's contract. Discussion:

Mr. King explained the letter from the Attorney General's Office. The Attorney General's Office believes this bid should follow the construction statutes rather than maintenance statutes. Mr. King explained the history of this process. Mr. King is working with City Hall and the Attorney General's Office. This should be going out to bid shortly. He noted until then we will need to maintain the grounds as the current contract is null and void.

Vote: 5-0-1 (Larson)

Mr. Larson rejoined the meeting.

Bi County Collaborative/AHS (space for conducting a BICO Special Education Program (Learning Center) Contract 2012-13: Mr. King noted this contract mirrors last year's contract. The Finance Chairman was notified that this needed to be moved forward. Mr. Parent asked that this be placed on the Agenda for action with the approval of the School Committee Chairman.

Ms. Craw voiced concerns with voting on an item that was not addressed at the Finance level first. Ms. Craw asked noted all financial items should go through finance first. This should not occur again.

It was noted that this contract like the previous BICO contract will remain the same. This contract will expire on June 30th and needs to be addressed.

A motion was made to approve the Bi County Collaborative/AHS (space for conducting a BICO Special Education Program (Learning Center) Contract 2012-13: Vote: 6-0

Home Electronic Life Protection (HELP) - Fire Alarm Contract 2012-13: Mr. King explained this contract is a yearly renewal as well. He explained that the finance chairman was notified of this item. Mr. Parent asked that this be placed on the agenda for action with the approval of the School Committee Chairman: Vote: 6-0

Notification of bills and warrants

Warrant: 5BS048: 06-06-12: \$138,287.55

Curriculum and Instruction Sub-Committee: Mr. O'Neil updated members on the meeting held on 06-05-12. At this meeting the sub-committee was given an overview of the anti-bullying programs by grade level. Mr. O'Neil commended the presenters and explained the difference programs being utilized.

Policy Sub-Committee: Ms. Furtado briefed the committee on the meeting held on 6-11-12. She noted the Minutes were provided to sub-committee members. At that time a motion was made to have sub-committee members approve the minutes from 6-11-12: Vote: 3-0. Motion passes.

Ms. Furtado explained that this position was grant funded. Once the grant funds were gone, this position would no longer exist unless other funds became available. She wanted members to understand this element of the approval: Motion to approve the Lead Mentor Job Description: Vote: 6-0

Motion to update the title reference from Director of Teaching & Learning Excellence to Assistant Superintendent in the following policies:

- Policy AC – Nondiscrimination
- Policy ACAB – Sexual Harassment
- Policy ACAB-E1 – Nondiscrimination/Anti-Harassment Procedures
- Policy Exhibit CCB-E1 – Administrative Organization
- Policy Exhibit CCB-E2 - Administrative Line of Authority
- Policy Exhibit DGA-E - Authorization of Signatures (Payrolls and Warrants)
- Policy Exhibit DJA-E – Authorization of Signatures (Purchasing)
- Policy DKC – Procedures for Travel Reimbursement
- Policy GBK – Staff Complaints and Grievances
- Policy Exhibit IHBG-E2 – Application for Home Education
- Policy Exhibit IHBG-E3 – Memorandum – Home-Schooled Student Approval

Vote: 6-0

Ms. Furtado stated she wanted to advise that there was a vote taken by the School Committee and a majority of the School Committee voted to move forward with a new Superintendent search. The Chairman will be in contact with School Committee members, the President of the Attleboro Education Association, and community members to form a search committee over the summer.

Meeting adjourned at 10:21 p.m.

Respectfully submitted,

Barbara Crow, Secretary

Attachments:

1. Agenda dated 06-18-12
2. Draft Minutes 04-09-12
3. Draft Minutes 04-23-12
4. Draft Minutes 05-07-12 – Public Hearing
5. Draft Minutes 05-07-12
6. School Sponsored Events: 06-18-12
7. Trimester Update – Power Point
8. Annual Report 2011-12 and Brochure

9. Memorandum of Agreement New Regulations on Educator Evaluation 603 CMR 35.00 and attachments
10. TELL Mass – APS – Power Point
11. Proposed 2012-13 School Committee Meetings
12. Proposed 2012-13 Sub-Committee Meetings
13. School Committee Personnel Report 06-18-12
14. Draft Finance Sub-Committee Minutes 06-13-12
15. Memorandum 06-18-12 – School Bus Budget Shortfall
16. Contract Agreement – BICO/APS – ELC
17. Home Electronic Life Protection Inc –
18. Finberg/BICO Collaborative Financial Report
19. Warrant: 5BS048
20. Proposed Job Description: k-4 Mentor Leader
21. Policy AC – Nondiscrimination
22. Policy ACAB – Sexual Harassment
23. Policy ACAB-E1 – Nondiscrimination/Anti-Harassment Procedures
24. Policy CCB-E1 – Administration Organization
25. Policy CCB-E2 – Administration Line of Authority
26. Policy DGA-E – Authorization of Signatures - Warrants
27. Policy DJA-E – Authorizations of Signatures – Purchasing
28. Policy DKC-E – Procedures for Travel Reimbursements
29. Policy GBK – Staff Complaints and Grievances
30. Policy IHBG-E-2 – Application for Home Education
31. Policy IHBG-E-3 – Memorandum Home Schooled Student Approval
32. SMARTS Excellence in Arts Brochure