

Attleboro Public Schools
Attleboro, Massachusetts
School Committee Meeting
Monday, December 12, 2011 @ 7:00 p.m.
School Committee Conference Room - Attleboro High School
Minutes

Present: Raymond DiCiaccio (At Large), Chairman; Melissa Cook (Ward I) Vice-Chairperson; James Stors, (Ward II), Secretary, Bob Hill (Ward III) , Brenda Furtado (Ward IV); Frances Zito (Ward V); Michael Levinson (Ward VI), and Helen Johnson (At Large)

Absent: Teri Enegren (At Large)

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

Meeting called to order at 7:00 p.m.

Salute to the Flag Mr. DiCiaccio led the Committee in the Pledge of Allegiance.

Moment of Silence: Mr. DiCiaccio asked the committee to observe a moment of silence for Councilman Bill Bergevine who passed away unexpectedly over the weekend. Mr. Bergevine contributed a great deal to the community and will be sorely missed.

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

Community Update:

School Sponsored Events: School Sponsored Events: Student Representative, Taylor Beland updated the committee on the upcoming events (see attached Power Point presentation attached hereto and therefore made a part hereof).

Consent Agenda:

Donations: Mr. DiCiaccio recognized David Stringer who was here representing the Elks.

Mr. Stringer thanked the committee for all the school system does and acknowledged all they do to make sure our children are the best they can be. He described the different events the Elks sponsors in the community.

Mr. DiCiaccio acknowledged the Elks as a great supporter of our children. He stated this tremendous organization really gives back to the community and our children. He thanked them for their continued support. A motion was made to accept the donation of dictionaries for the third grade students in the Attleboro Public Schools: Discussion: None. Vote: 8-0. Motion passes.

Mr. DiCiaccio asked that the following donations be accepted:

- Donation in the amount of \$50.00 to Briggs and \$50.00 to Michaels for supplies to the Thacher Elementary School from the Sturdy Memorial Hospital Sink Sense Poster Contest because Ms. William's 4th Grade Class achieved 2nd Place under Ms. Maglione's guidance.
- Donation in the amount of \$200 per school library from the Rebeckha Lynn Whitefield Foundation to purchase books in memory of Becky.

A motion was made to accept the above-referenced two donations: Discussion: None. Vote: 8-0.

Mr. DiCiaccio thanked the Whitefield Foundation for the continued support to the Schools District.

Mr. DiCiaccio asked that the committee vote to approve the following:

1. Request from Wamsutta Middle School to declare the attached list of books as surplus available for disposition/donation as the books are antiquated/not applicable.
2. Request Field Trip Proposal for 52 Grade 11/12 Attleboro High School students to visit Central Maine Community College on 12/16/11: funding sources through Central Maine College no cost to the district.
3. Request Field Trip Proposal: from Attleboro High School for concept approval of a Field Trip Proposal for twenty-two (22) Grade 9-12 cheerleaders to attend National High School Cheerleading Competition in Orlando, Florida: 03-23-12 – 03-26-12 (funding sources parents/fundraiser).

A motion was made to approve the above-referenced requests: Discussion. None: Vote: 8-0. Motion passes.

Minutes: A motion was made to approve the School Committee Minutes from: 09-12-11; 09-26-11; 10-03-11; 10-17-11: Discussion: None. Vote: 8-0. Motion passes.

Open Forum: Mr. DiCiaccio moved the Open Forum up on the Agenda out of respect for parents attending this evening who wished to speak. Mr. DiCiaccio explained the guidelines of Open Forum.

Leanne Isabella: Ms. Isabella stated she had two concerns. The first being the length of the bus ride. Her daughter was arriving home at 4:00 p.m. She noted with the timing of the arrival it was difficult to attend extra-curricular activities. Ms. Isabella acknowledged the cutting of the buses due to budget constraints, but recommended that the district consider returning to the staggered start times. The second item was the added 20 minutes to the school day. Ms. Isabella noted the surrounding towns seem to have kept the same schedules. She stated the state regulations and the minimum of 900 hours for elementary students. Ms. Isabella noted Attleboro was in compliance with 6 hours and 20 minute schedule. She noted if the district had lengthened the hours due a contractual obligation, perhaps the teachers could remain at the end of the day to meet this requirement and the students might be released. Ms. Isabella was here to express her concerns and seek what she felt was best for her child.

Lorie Brewster: the parent of two Hyman Fine students stated she had been working closely with Ms. Isabella fielding the frustration of several parents. An informal petition had been started to seek parent support to return the school hours back to the staggered/shorter hours. There were 80 parents who had already signed this petition. She noted her second grader used to love school with the change in hours, longer bus rides, and late arrival home, he seems more irritable. Ms. Brewster stated her children were just being in the Attleboro Public Schools. She did not want any unnecessary stress placed on her children. Ms. Brewster stated they had compiled a list of complaints and would be forwarding this to the committee for review.

Nancy Lamouthe: County Street - Ms. Lamouthe stated she had four children in the school system (elementary and middle). She has seen both sides. Ms. Lamouthe has taught her children to deal with real life situations. Her family has made the necessary adjustments to work with the new changes. Ms. Lamouthe noted school is the priority. The extra-curricular activities come second. Ms. Lamouthe stated there were safety issues with the staggered times for example excess traffic problems. She noted with the time changes she has observed less traffic issues in her area. School takes the priority. It is important to allow our children to be competitive. She noted with regard to the time change and the issue of it getting dark, in ten days this will change and the children will again adjust to the change.

Michael Tyler: County Street: Mr. Tyler noted he was a newly elected member. He thanked the committee for their work over the past two years. He noted in the next few weeks there will be a big changeover on the committee. He understood the timeliness of this issue. The new calendars are scheduled to begin before Labor Day. Mr. Tyler urged the committee not to vote on the calendars this evening noting this affected the next few years and the next committee should be allowed to make this decision.

Barbara Crow – Oakhill Avenue – Ms. Crow stated she was a newly elected member. She asked the committee to allow the new committee to vote on the calendar. Ms. Crow stated this was a bit issue and she would like to have the opportunity to look into this matter and get more information. She asked the committee to allow the new committee the opportunity to hold this discussion.

New Business:

Elementary School Whole School Improvement Plans 2011-12 (Hill-Roberts, Hyman Fine, Studley, Thacher, and Willett): Pia Durkin, Ph.D., Superintendent - (Administration Report): (attached hereto and therefore made a part hereof) Dr. Durkin noted the five elementary principals were present this evening. She noted this is the third group of Whole School Improvement Plans that you have heard. The Plans are extremely comprehensive. A snapshot will be presented this evening. The discussion will involve:

English Language Arts and calibrating writing; Math and the new frameworks; science and the integrated curriculum; how this all comes together getting individuals to work together to improve this process; and public engagement:

Professional Learning Community: Ms. Porter explained the professional development process. She noted there is a variety of different ways the staff works together to enhance the teaching and learning process. Ms. Porter explained there are different group configurations, both large and small that work together. There are different focuses some of these common areas are district-wide for example: the writing programs, math programs, and reviewing the open response. Each school also has their own focus areas that relates to their specific needs such as Studley might work on a Spanish Literacy Study or collaborative management. Each school has smaller groups who work together for example: you might have an ELL group or a special education group. Those small groups might study something for a year and then expand upon that research. An example of this is Empowering Writers that began at Hyman Fine and now is district-wide. Ms. Porter noted there are different configurations. All of the schools are currently working on the expansion of a more hands on based science program. Every school is also working to further develop the writing program, reviewing the common core standards and how these will be implemented, and 4th Grade transition. Faculty meetings are held 11 times per year to further focus on these initiatives. Each school has Instructional Leadership Teams who meet on a monthly basis to evaluate the needs of the individual schools, assist with the development of the whole school improvements plans, and help keep the focus, and monitor progress throughout the year. There are grade-level or subject-level team meetings that are bi-weekly who work to evaluate the curriculum, student work, evaluate assessment data, and look at the development of targeted instruction. Ms. Porter stated the new evaluation tool has helped professionalize the district. The literacy and math coaches are filtered through all of the work. They facilitate the learning and research for new teaching methods, monitor the work and take a leadership role in the ILT faculty meetings and grade level meetings, help organize assessments, review patterns and curriculum needs, gather data, and assist in the reviewing of the this data. Ms. Porter noted there is a richness that comes from the variety of different learning communities who work independently and also share their work. The study of small groups can lead to initiatives that become district-wide, and this process allows the district to grow in a healthy manner as it continues toward its journey toward excellence.

English Language Arts: Ms. Zinni noted each school has goals and action steps that are individualized. She reviewed the similarities amongst the plans in the English Language Arts. The first similarity is interventions. Each school uses data to determine student groupings for reading instruction. Student needs are identified and interventions are selected to allow student growth in vocabulary, comprehension, oral reading fluency, phonics, and site word recognition. Schools use different strategies and materials based on teacher expertise, specific school focus, and student population. The second area is composition writing also known as the long composition. The elementary schools are consistent in their use of the Empowering Writers' Narrative program in combination with Write Traits. A key component of these programs is the specific teaching of the writing diamond. This is a visual use to organize their writing. This is a color-coded visual that helps student organize their writing and ensures all the necessary pieces are there. The focus is on ideas, organization, word choice, grammar, voice, and knowing their audience. Write Trait instruction is taught at all grade levels and is an essential skill assessed by the state's Grade 4 MCAS at the elementary level. For this reason all the Whole School Improvement Plans mention calibration, coordinating how we score an assessment on writing to ensure everyone is scoring the same way. Open Response is the third area. This is different than composition. It is a shorter writing. Students continue to need improvement in their ability to identify the types of responses needed for specific questions using reading passages. They need to know if the answers to comprehension questions can be found directly in the text or if they need to recall prior knowledge or background knowledge and combine that with what was written in the text to figure out the answer and they then have to demonstrate understanding in their written answer. This is not just an MCAS task, this is a lifelong skill. Each school maintains data documentation throughout the school year to report progress. Instructional adjustments are made as needed. The staff actively participates in meetings (as described by Mrs. Porter). The WSIP have specific action plans that align with the needs of the student population.

Math: Ms. White noted the primary goal of math across all elementary schools is to increase the number of student scoring in the proficient and advanced range as well as to reduce the achievement gap between high needs and non-high needs students by the end of the year. We also intend to increase the overall score in math open response. All elementary schools are taking advantage of the common assessment tools including AimsWeb for tracking student K-2, the assessment management system which provides formative and summative reports K-4, and the Mass District Common Assessment which are targeted at Grades 3 and 4 and aligned closely with MCAS. A wide variety of activities will be implemented to challenge student's thinking and reasoning skills in Math. They include: increasing the use of manipulative and hands on activities to reinforce concepts, utilizing coaches to support teacher plans, differentiation, and creation of authentic opportunities for practice based on gaps identified through multiple assessments, and also to develop curricula that continually challenges our above-level students. All teachers will take advantage of the spiraling curriculum utilizing a variety of tools to track student progress in the attainment of those skills such as modeling techniques, and strategies for solving open response questions. They will collaborate scoring to improve

accuracy and provide meaningful feedback. Ms. White noted all of these methods tie very closely together. Cross content instruction will reinforce concepts such as measurement in geometry and real world applications. Math is taught in everything we do. For example the kindergarten classes start every morning calendar. All elementary schools will take advantage of staff resources to conduct meetings with families, share concerns, and provide instruction and materials so that parents can support their children. All staff will be immersed in the knowledge and understanding of the new Mass Frameworks and Standards through a variety of district and building-based professional development opportunities. Ms. White noted math is very black and white. She noted it is a different math than years ago. It is fun to teach and the expectation is that we will excel at that.

Science: Ms. Sabra shared the similarities in the areas of science. All school plans state that the student will increase hands on participation in standards-based science experiments. The plans submitted by the elementary schools plan to achieve this goal in the following ways: all instructional leadership teams play key roles in the implementation of hands on science. Teachers are given time to look at the material, collaborate, and implement the hands on science lessons. Lessons are being connected to essential questions. Students will have inquiry based instruction for science. Outside resources are being used to connect the curriculum for example: the Garden Club, scientific presentations, in-school science field trips. All building teachers have participated and completed a curriculum science document that was submitted that included: units of study, state standards, materials needed, and the timeframe for accomplishment. Students analytical thoughts are being developed and the skills using the scientific method. This includes: establishing a problem for the experiment, identifying the steps, recording and analyzing data, and conclusions are drawn.

Parent and Public Engagement: Ms. Nascimento noted that parent and public engagement are vital components of each Whole School Improvement Plan. Common initiatives to increase public engagement include establishing volunteer training and information programs, coordinating evening curriculum events for parents. Such as: math and literacy nights to raise the awareness and expectations; and resources that are available to parents to help support their children. Planning events in the evening for families in collaboration with the PTO, providing updated school websites with information and links that are useful for parents and students to access at home such as: Accelerated Reader, Every Day Math, and Reading Street; and communication to parents through monthly Newsletters that include information for each grade level, school nurse, and the school adjustment counselors. These Newsletters are available on the websites and are also sent home with students. Finally providing increased parent and teacher participation in each school's PTO.

Mr. Stors noted that with regard to the goals for Math and ELA; he noted one of the schools is on an Annual Yearly Progress (AYP) status and the other four did not meet some of the requirements.

Dr. Durkin noted we have the year of reprieve. This means if you have not made it for one year, you have another year to attempt to make that up. She noted we do have Studley for subgroups in ELA.

Mr. Stors noted if we meet the different goals that have been established for Math and ELA for the subgroups, as well as for the aggregate, will we meet Annual Yearly Progress (AYP) next year.

Ms. Sprague noted that is what we are working toward.

Mr. Stors noted the numbers that were provided will help meet AYP.

This was confirmed.

Ms. Cook noted on the Math and the new frameworks, we heard a lot about Algebra and 8th and 9th Grades having to "jump start things there". She asked if there were anything big going on in terms of the new frameworks at the elementary level.

Ms. White noted Attleboro's current math program is a bit more aggressive than the frameworks. Ms. White noted some concepts are being moved to higher grades. For example: probability is no longer in kindergarten, however, kindergarteners are very good at probability. She noted even though some things are not necessarily in, this does not mean that we still won't teach them. If it fits well and our students are excelling in it, then we will keep doing what has been successful for us. There are not major shifts at this time. Measurement and geometry are the focus areas for elementary.

Ms. Sprague stated she agreed. The elementary new frameworks are not dramatically different than what we have. It is when we go to Grades 7, 8 and 9 that we see the biggest differences.

Mr. Stors noted for the websites, he has noticed major changes with the websites this year. In years past this has been the communication aspect with the PTOs. There has always been a section on the website and this seems to have gone away. He asked if this would be re-established.

Ms. White noted every school received a new website over the summer. We are currently replenishing the new websites with the previous data. This is being done in conjunction with the new computer software. The X2 information will connect down to the websites. People are currently being trained on how to access the websites. All building-based IT people are now trained. Teachers will be trained so that we can bring back the teacher-developed websites.

Mr. Stors asked about the PTO aspect.

Ms. White suggested they be included in the training process as the staff is trained.

Ms. Porter noted the IT person could arrange that.

Ms. Zinni stated there will be individual links and she explained the process.

Mr. Stors asked if there was an expected timeline.

Ms. Zinni deferred to the Business Manager, Marc Furtado.

Dr. Durkin noted spring would be a fair timeline. She noted this was part of the communication goal. Dr. Durkin noted within the next few months.

Mr. DiCiaccio asked if the reason was because the "hosting" was being moved to the X2 environment. The page is no longer hosted in the same manner.

Ms. White stated this was her understanding that the hosting changed due to the X2 process.

Mr. DiCiaccio stated to take advantage of the X2 aspect; this would have to be in that framework. He stated this was not captured in these Whole School Improvement Plans.

Ms. Porter stated she addressed this briefly this evening. The WSIPs do not address the transition from the elementary to the middle school. She noted every elementary school has had administrators and teachers observing at the middle school, meeting with middle school teachers, and vice versa. The information has been pooled and discussed. People have learned a great deal from this process.

Dr. Durkin stated in fairness it would be helpful for the committee to get a report on that actual work within the coming months as part of the goal update that she will present. Discussions have been very rich. We expect to see better practices that will lead toward that link. A report will be forthcoming.

Mrs. Zito thanked the principals for the great job they do.

Mr. Stors noted that in the Superintendent Goals there was discussion of transition from elementary to middle school

Superintendent's Recommendation to Approve School Year Calendar 2012-13 and School Year Calendar 2013-14: Pia Durkin, Ph.D., Superintendent (Administration Report): Dr. Durkin explained there had been a great deal of discussion regarding the school calendars (attached hereto and therefore made a part hereof). She explained why the administration was recommending the start date for the next two years to before Labor Day. Dr. Durkin summarized Commissioner Chester's Memorandum regarding the guidance on school day and structured student learning time requirements (attached hereto and therefore made a part hereof). Commissioner Chester remains committed to the 180-day requirement to meet the need for all students to be engaged in structured learning time. Dr. Durkin noted we need our children to seek the highest level of achievement. She noted there is never enough time with regard to all the core subjects. Dr. Durkin again stressed the importance of the Pre-MCAS school days.

Mrs. Furtado stated she had two concerns: The 2014 Calendar was not included in her packet and she did not have time to review this information; and Ms. Furtado questioned the Memorandum of Agreement with the Paraprofessionals and the procedure that brought this forward. Ms. Furtado stated she believed this should have been done in Executive Session and then brought forward.

Mr. Stors stated the importance of explaining the Memorandum of Agreement. He stated these were not signed agreements.

Ms. Sprague explained this process was completed when the school committee ratified the union contracts. She noted the calendars were a part of the discussion with the AEA when negotiations were done. These contracts become appendices to the contract.

Mr. Stors noted there was discussion in May about the start dates for school.

Mr. Levinson stated the post Labor Day start that was negotiated with the union was based on the guidance given by the committee to the negotiating team.

Mr. Stors questioned the fact that this information has not been released to the public. He stated as a financial aspect the financial concessions need to be released. He stated then this matter would be tabled to give the public time to weigh in on the financial implications.

Mr. DiCiaccio noted in the two years that the committee has been in office this was not done. He noted the lacrosse decision was a financial aspect that involved financial concessions and this process was not voted on and tabled.

Mr. Stors questioned the reason the Memorandum of Agreement was provided to the Committee in their packets and the fact that it was marked "confidential".

Mr. DiCiaccio reiterated that the committee has never tabled a financial item before.

Mr. Hill stated he felt the new committee should have the ability to vote for or against the calendar. Mr. Hill did not understand the time constraints for this matter and felt it could wait until January for the new Committee.

Ms. Cook stated she had a different interpretation. She noted her term was still ongoing and she felt that her constituents placed their confidence in her and she felt this vote should be held.

Mr. Hill noted he respected Ms. Cook's opinion, but felt this committee at this time was "lame ducks" and they should allow the new committee to make a decision that would affect the school system for the next two years.

Mr. Levinson stated he felt as Ms. Cook did. If the committee holds this item until the next committee enters it will be late in the year once again. Families start to plan vacations and should have this information. He again noted this was a negotiated aspect of the contracts that are in place for the next two years.

Mr. Stors stated the approval of the calendars deal with the union and this involves financial implications. He said this should be done in Executive Session then released to the public. Mr. Stors read Policy BEDD

Mr. DiCiaccio explained he received calls from his constituents regarding the calendar. They asked that we move the calendar forward and get it done.

Ms. Johnson noted we successfully voted to ratify the largest union contract with the intent of the contract to include these calendars as appendices.

Mr. Stors stated the deal was not verbalized to the public.

Mr. DiCiaccio stated the contract ratification was conditional on this.

Mrs. Furtado stated she still wanted to state; she had not seen the 2014 calendar and has not seen the contract with the AEA. Mrs. Furtado stated "charter objection".

8:11 p.m. recess was taken to review the proper procedure to move forward.

9:02 p.m. meeting called back into order.

Mr. DiCiaccio explained to Mrs. Furtado that she was out of order. A charter objection cannot move forward until there is a motion on the floor.

A motion was made to approve the School Calendars for 2012-13 and 2013-2014 contingent upon the approval of the Memorandum of Agreement with the Paraprofessionals. Discussion:

Mr. Hill stated that this motion should be done contingent on the approval of the Memorandum of Agreement with the Para Professionals.

Mr. Levinson attempted to second the motion.

Ms. Furtado interjected without being recognized stating "charter objection".

Ms. Cook asked that we move the motion that would allow the committee to go directly to the vote ending the debate.

Ms. Furtado noted a charter objection.

Mr. DiCiaccio stated it was his understanding that the Charter Objection takes precedent. Mr. DiCiaccio explained that on page 16 of the City of Attleboro Charter (attached hereto and therefore made a part hereof) Section 4.6 subsection (d) Charter Objection: on the first occasion that the question of adoption of any motion or measure, except an emergency measure as defined in 4-6(e), is put to the school committee, if a single member objects to the taking of a vote, the vote shall be postponed for not less than seven (7) days. This procedure shall not be used more than once of any measure notwithstanding any amendments to the original measure.

Ms. Cook stated she would be willing to attend a special meeting regarding this. She asked the chairman to schedule a School Committee Meeting on Monday, December 19th to discuss and vote on this item.

Mr. Hill asked if the seven days included the weekend.

Mr. DiCiaccio stated it was "just 7 days."

A motion was made to hold a full committee meeting on Monday, December 19 to discuss and vote on this item. This motion was seconded. Discussion:

Mr. Stores noted that being that the tentative agreement is linked to this, can we do it all together in the appropriate way. He stated hold the Executive Session, hold our discussion, come to a decision, decide to release the information, enter into Open Session, and release the information. Mr. Stors claimed this is what should have happened to begin with. He stated if we had done this the right way, we would not be here at this time. Mr. Stors stated he felt this should be a decision that is made by the next school committee.

The motion on the floor was to hold a special meeting on Monday, December 19, 2011:

A roll call vote was taken:

Ms. Johnson	Yes
Mr. Levinson	Yes
Ms. Cook	Yes
Mrs. Zito	Yes
Mr. Stors	No
Mr. Hill	No
Ms. Furtado	No

Mr. DiCiaccio Yes

Vote: 5-3 (Furtado, Hill, Stors). Motion passes.

Superintendent's Recommendation to Approve the Interim-Business Manager to Provide Effective Transition for Attleboro Public Schools due to the Pending Vacancy of the Position in February 2012: Pia Durkin, Ph.D., Superintendent (Administration Report)

Mr. DiCiaccio noted that he in passing in talking with Dr. Durkin with the concerns about the vacancy, she had mentioned to the Chairman the idea of an interim as a possible way to get us through this period of time. Mr. DiCiaccio stated he felt this was a good idea and provided an option.

Dr. Durkin professed to Mr. Furtado professionally and personally what a difficult position the district has been placed in given the timing of his departure (see the attached Memorandum dated 12-08-11). She also expressed this to the Superintendent of the district that Mr. Furtado will be going to. We wish him well, but this puts us in a very tough position. Mr. Furtado will be vacating his position on February 8th and given the time of year when most business managers are committed to completing the budget process. Dr. Durkin spoke on three occasions to John Crafton from MASBO. She had never met Mr. Crafton. He had reaffirmed the salaries brought forward previously when Mr. Furtado's contract was discussed. Essentially she sought an interim because at this time of year, who would we be able to attract.

The "prime time" for conducting search to fill most permanent administrator positions is in February-March when potential candidates in current positions are considering a move to another district for the following year. Business Managers who are currently working in school districts are usually committed to completing the budget process for their district for the current year and, most likely, would not be consider making a move at such an inopportune time. This also has been affirmed by John Crafton, head of MASBO. Therefore, given the urgency of Attleboro's situation and the probability that we would not be able to attract or garner quality candidates at this time, She began outreach to MASBO, other state organizations, and colleagues across the state for a possible interim candidate who could meet our needs until the search for a permanent Business Manager could be conducted. In response to possible questions, as to why we would not advertise widely for an interim candidate, She delayed doing so because of the cost involved. The price for an ad in the *Boston Globe* and the *Sun Chronicle* is \$4200 and \$2740 respectively. My plan was, if the above networking did not yield credible candidates, to proceed in placing the ads.

Dr. Durkin received information on three (3) retired Business Managers – all highly recommended and all who had successful careers for many years in the position. She met with each retiree individually. The chair and vice-chair were kept apprised of this process. One was not interested because of the number of night meetings and wanted more flexible hours. Given the size and complexity of Attleboro, we both felt that it was not a good fit for him. The second candidate was also very experienced and was considering Attleboro as an interim, but was then hired very quickly by another school district because of an urgent fiscal situation there. He accepted the position immediately. The final candidate, Mr. David King, was just completing an interim position in another district, met with me, and agreed to consider Attleboro. He called me this week and agreed to take the position. The rate for retirees for the Business Manager position can range between \$500-\$800. The rate of \$500 is the lowest rate by DESE for such consultants. The average cost for an Interim Business Manager is between \$625-\$675 per day. Mr. King has agreed to work three (3) days a week at a rate of \$625 per day between early February and June 30. On the two days that he is not in the district, Mr. King has agreed to take my phone calls on questions I may have that can not wait until his return. . We also discussed that it would be important for Marc Furtado and him to work 10-12 days together during December/January so that there would be a smooth transition in February.

Mr. King's resume has been provided to the committee. As you can see, he is extremely experienced. She called attention to not only his work in advising and auditing communities in financial issues, but also in how he has assisted in the hiring and mentoring the permanent replacement in districts where he has served as Interim. In his 26 years as Waltham's Business Manager, Mr. King has dealt with every possible issue and has extensive experience with vendor contracts, which is critical for our needs. Dr. Durkin provided his educational background.

Short-Range Plan Dr. Durkin well understands and respects the involvement of the School Committee, per MA statute, in the selection and approval of the district's Business Manager. My recommendation to you to approve Mr. King as the Interim Business Manager is only a short-range plan and one devised because of the immediacy of the situation, the dearth of credible candidates, and the time of year that Mr. Furtado is vacating his position. Dr. Durkin stated her intention to work closely with members of the new Committee, beginning in January/February to outline a process for advertising, recruiting, interviewing, and selecting a permanent Business Manager who would begin on July 1. Mr. King has no desire to be considered for the

permanent position in Attleboro but he is willing to assist us in that search process. His contacts and outreach should prove to be very helpful to us as well as his capacity for mentoring. He is willing to meet with the school committee members. This will be arranged.

Fiscal Issues: At the rate of \$625 per day, Mr. King's 12 days during December/January would cost \$7500. His work with Mr. Furtado would involve gaining an understanding of the scope of the responsibilities of the position, analyzing the current reports we use, devising the FY13 Budget and unpacking the myriad of issues related to Facilities, Transportation, and Food Services. We will begin with individual meetings with me and Mr. Furtado with all direct department reports to discuss the issues facing each of them in the coming six months.

Between February 8 and June 30, at the rate of \$625 per day, Mr. King would work approximately 60 days. The cost for those 60 days is \$37,500 added to the \$7500 for the joint 12 days bringing the total cost of Mr. King's service to the district to \$45,000. Mr. Furtado would have made approximately \$43,000 between February and June 30.

On December 7, we were informed by DESE that Attleboro is eligible to receive a portion of the \$3 million unspent EdJobs Grant money from FY11. Attached is a memorandum from Mr. Furtado indicating the process by which we will receive approximately \$26,000 as our portion for FY12. Following the appropriate guidelines, approximately \$17,000 will be realigned to cover substitute staff for two APS employees. A portion of the remaining \$9000 will be used to support the salary for the Interim Business Manager.

Dr. Durkin again stated her concern about the urgency of this matter. She noted that she has spoken with both current committee members as well as new members to stress the importance of this position. We cannot have a district without a business manager and mostly we need a smooth transition. We currently have a very effective business manager whom she will miss dearly. He has done great things for the students in this district.

Dr. Durkin requested the Committee approve, Mr. David King, for hire as the Interim Business Manager to provide an effective transition for Attleboro Public Schools due to the pending position vacancy in February, 2012. A plan will be presented to provide time between December and January when Mr. King can meet with the city side and school administration.

Mr. Stors noted with the Ed Jobs, a year ago when we had the Memorandum of Agreement, he tried to recall the terminology. It was noted any unexpected funds coming into the district would go to this union and when the Ed Jobs came in a year ago, this funding was used in that way. Mr. Stors stated don't we have that same agreement at this time.

Mr. Furtado stated that we did. He noted as Dr. Durkin pointed out it is from unexpended funds from other districts. Some districts used their money, some did not. Attleboro used their funds. There is a pool of slightly less than three million dollars to be distributed amongst the over 300 districts. The portion for Attleboro is extremely small. It would not fund a position.

Mr. Stors stated that was the agreement.

Mr. Furtado noted it was. Ed Jobs are restricted funds.

Mr. Stors asked if this was determined last August.

Mr. Furtado stated it was not unique to that union.

Dr. Durkin noted the amount discussed. We have covered the \$37,500 for the sixty (60) days as well as the \$7,500. We are talking about is minimal. We have already covered \$43,000 from the alignment of Mr. Furtado's salary. Dr. Durkin noted we are talking \$2,000. If the committee does not want to use the Ed Jobs, we will be able to cover the \$2,000 through some other funding. She noted this is a minimal amount.

Mr. Stors noted in November he had e-mailed the Chairman stating that the committee should be prepared to go forward with the business manager search. He stated that interims come with a higher cost. Everyone understands this. Three days a week for six months at \$45,000, that is significant. He understood that this route might have been more difficult, but Mr. Stors believed they would have been able to pull this off. Mr. Stors noted he would rather have had a plan in place that they did not have to use, than no plan at all.

Mr. DiCiaccio noted these conversations. He stated unfortunately some conversations had people worked up. Mr. DiCiaccio stated he called John Crafton himself. Mr. DiCiaccio explained if you are seeking a business manager. This is the association to contact. They are the experts in this field. They are the ones that certify people, know of available candidates, and he reiterated that this was the best way to go. He felt this was the only way to go as this process can take anywhere between six months to a year. In some districts it has taken more than a year to find the right person. Because of the timing, this would be the route to go to find qualified candidates. Mr. DiCiaccio also reached out to Matt George, the consultant we had used. Mr. George has been involved in this process, he just finished one and it took over a year in Fall River. Mr. George stated finding a good business manager is harder than finding a superintendent.

Dr. Durkin noted it is her intention to work with new members of the new committee to begin the process in January and February, designing the ad, and looking at recruitment processes so that we do have an opportune time to garner the best candidates; and hopefully to use Mr. King, Mr. Crafton, as well as other colleagues across the state to get individuals to apply and then have a selection process where the committee will make the decision with her and have that candidate begin to work on July 1st.

Ms. Cook noted this seems like a well thought out plan. She made a motion to approve the interim business manager to provide an effective transition for Attleboro Public Schools due to the pending vacancy of the position in February 2012: Discussion:

Ms. Furtado stated that we did get a notification on November 2nd that Mr. Furtado felt that it was in his best interest to seek employment elsewhere. He also informed the superintendent on November 2nd. He mentioned that he had asked the Somerset district to reconsider him for the candidacy. He noted this would be voted on by Somerset on November 3rd. We were notified on November 4 that Somerset did hold a meeting and did vote in favor of Mr. Furtado's candidacy. Somerset had a sub-committee in place to negotiate his contract. He noted once the contract was agreed upon, he would tender his resignation. As of November 2nd we were notified and the superintendent was notified that Mr. Furtado would be seeking employment elsewhere. Mr. Furtado made the superintendent aware of his resignation on November 22nd. This committee was not notified until December 2nd of his resignation. Ms. Furtado noted she realized the Business Manager is extremely important in the district. She stated we are in a tough position because Mr. Furtado is leaving on February 8th. She believed this committee with the support of the superintendent on November 2nd should have been proactive in advertising for a business manager in these fiscal times and the budget situation that we have. Now we have to put out this money that maybe we could have saved the district. Mrs. Furtado called MASBO. They have a free website for advertising which is a great thing. We could put that on their website. Ms. Furtado stated she was not saying we would have gotten one in 30 days or 60 days, but anything is possible.

Mr. DiCiaccio noted the Superintendent stated she would use those resources.

Ms. Furtado stated her point of stating this is that on November 2nd we could have been proactive and moved forward. Mrs. Furtado stated she was just stating the timeline. This wasn't just thrown at us; we did have time to react. Personally she stated she thought this was poorly done. We had time to put it out there and maybe if something did not come out of it and there was not a viable candidate or the administration didn't feel the person was good for the position, then maybe an interim. She felt from the time of November 2nd and now, we might have had someone in place working hand in hand with Mr. Furtado and saving the district money.

Ms. Sprague stated the problem with that is that we cannot post for a position until we receive a letter of resignation. We did not receive that letter until November 22nd. Mrs. Sprague noted even though we had some indication on November 2nd, it was not until we received the letter that we can begin the process of posting and advertising anywhere.

Ms. Furtado understood the posting procedure. We knew Mr. Furtado was leaving by all indications. If he did not receive the offer, he stated in his e-mail it was in his best interest to seek employment elsewhere. Ms. Furtado stated maybe not advertise, but we could have been proactive and been ready to move once the letter was received.

Mr. DiCiaccio noted there was an approval needed by another committee before this was finalized.

Ms. Furtado stated she had that information. It was indicated in Mr. Furtado's e-mail that Somerset was the committee involved.

Mr. DiCiaccio stated he did not give up easily. He was continuing to ask Mr. Furtado to reconsider his decision. Mr. DiCiaccio again went on record stating this was a huge loss for Attleboro. Mr. DiCiaccio stated this might have caused some delay.

Ms. Furtado stated there was not a delay.

Mr. DiCiaccio asked Mr. Furtado to explain the timeline.

Mr. Furtado stated he had asked Somerset to reconsider. Somerset voted to do this on November 3rd. This was not a job offer. He noted between November 3-18 meetings were scheduled to discuss a contract. They voted on the contract on the evening of the 18th. It was not until November 19th that Mr. Furtado knew he had a job offer. The committee is aware that this was a second "go round" with Somerset. He noted obviously there were some issues there in addition to the fact that was a "life changing decision" Mr. Furtado stated there was a significant pay cut involved and between the 19 and the 22; the time was spent with his family giving them time to reflect. Mr. Furtado contemplated leaving his staff which presented a problem the first time. Mr. Furtado informed the Superintendent on November 22nd of his decision.

Mr. DiCiaccio noted until November 22nd, which was two days before Thanksgiving. Mr. DiCiaccio clarified for the record that it was not November 2nd, it was November 22nd. He noted at that point, people are gone for Thanksgiving. He noted one could say we could have started the process the following Monday to make use of time. Mr. DiCiaccio stated that would be a fair statement that we might have lost a week.

Ms. Furtado noted she was not stating Mr. Furtado gave his resignation on November 2nd. She was just stating that it was indicated that Mr. Furtado had decided to seek other employment.

Mr. DiCiaccio noted that was not how it came across and that was why he clarified the information for the people listening. Mr. Furtado was under contract with us until the letter was formally presented on November 22nd.

Ms. Furtado stated he was under contract with us until February 8th.

Mr. Stors reiterated that the e-mails he sent on November 11th, indicated that if we had been prepared, the moment it was received, we could have posted the position that day, started gathering resumes, and "maybe" we would be sitting here with a steering committee already formed, ready to review the candidates. He noted again, unfortunately here we are in the middle of December and there is absolutely no way we can save the money. Mr. Stors noted the interim is a higher salary. He noted the idea of 60% of a body at a cost for six months at \$45,000 is a lot of money.

Mr. DiCiaccio stated it is a lot of money. He stated we have heard about committee members and their concerns about the calendar. This is a much bigger decision and for us to start a process, he noted the calendar is nothing compared to this decision. Mr. DiCiaccio noted as he stated in his e-mails the process that Mr. Stors defined in the e-mails pretty much excluded the administration.

Mr. Stors stated he had wanted the Executive Committee to sit down with the Superintendent. Mr. Stors stated his recommendation with regard to a Steering Committee was that it would include the next school committee members. Mr. Stors read into record his e-mail which recommended the forming of a steering committee that would review and get the candidates down to three for the superintendent. He recommended that all the candidate elects be involved in that process.

Ms. Furtado stated when the Superintendent was provided the letter of resignation on November 22nd, why was the School Committee not informed until December 2nd.

Mr. DiCiaccio noted perhaps he should have informed the committee.

Mr. Stors asked if Mr. DiCiaccio knew on November 22nd.

Mr. DiCiaccio stated he did not. Mr. DiCiaccio noted he receives e-mails requesting information. He stated when the November 22nd date came and passed, he did not receive any e-mails about this matter. Mr. DiCiaccio noted the last three weeks have been extremely busy for him. Mr. DiCiaccio stated he should have followed up for the committee and he did not. He noted there was a motion on the floor. A motion to approve the Superintendent's Recommendation to Approve the Interim-Business Manager to Provide Effective Transition for Attleboro Public Schools due to the Pending Vacancy of the Position in February 2012:

Ms. Johnson: Yes

Mr. Levinson: Yes
Ms. Cook: Yes
Mrs. Zito: Yes
Ms. Furtado: No
Mr. Hill: Yes
Mr. Stors: No
Mr. DiCiaccio: Yes

Vote: 6-2 (Furtado, Stors): Motion passes.

Dr. Durkin thanked the committee. She will inform Mr. King and keep the committee informed about the transition plan. Dr. Durkin thanked the committee for their support.

Mr. Stors asked that the next item be held and discussed at the meeting scheduled for December 19th. He recommended that this item be discussed in Executive Session as this was the last time this item was discussed.

Mr. DiCiaccio agreed that the approval of the Tentative Agreement with the Attleboro Paraprofessional Association be held.

Personnel Report: Nancy Sprague, Director for Teaching and Learning Excellence (Administration Report) (See attached School Committee Personnel Report dated 12-12-11 attached hereto and therefore made a part hereof): Ms. Sprague noted it was with regret as Mr. Furtado has been a valuable resource to herself along with other members of the central office administration. It was with great sadness she announced the resignation of Business Manager, Marc Furtado effective 02-08-12. Ms. Sprague reported one more resignation and two appointments.

Unfinished Business: MSBA Projects: Statement of Interest: Marc Furtado, Business Manager (Administration Report): Mr. Furtado explained the district had been asked to submit two (2) Statements of Interest to the Massachusetts School Board Authority one being the high school that will include heating system repair and window replacement. The second Statement of Interest will be for the replacement of the Kalwall system at Studley Elementary School which was part of the summer work. We did not have the money to complete this part of the project. This is a follow up to that. He asked that the committee consider the high school heating system and windows as one request. The MSBA allows one Statement of Interest per building. He asked that when the motion is made that it be to the specific language on the Agenda as this is the requirement of the MSBA that this language be used.

- Vote to authorize the Superintendent to submit to the Massachusetts School Building Authority the State of Interest dated December 12, 2011 for the High School located at 100 Rathbun Willard Drive, Attleboro, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in repair of the high school heating system; and hereby further specifically acknowledges that by submitting this State of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or nay other funding commitment from the Massachusetts Building Authority, or commits the Attleboro Public School District to filing an application for funding with the Massachusetts School Building Authority.
- Vote to authorize the Superintendent to submit to the Massachusetts School Building Authority the State of Interest dated December 12, 2011 for the High School located at 100 Rathbun Willard Drive, Attleboro, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in repair of the high school windows; and hereby further specifically acknowledges that by submitting this State of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or nay other funding commitment from the Massachusetts Building Authority, or commits the Attleboro Public School District to filing an application for funding with the Massachusetts School Building Authority.
- Vote to authorize the Superintendent to submit to the Massachusetts School Building Authority the State of Interest dated December 12, 2011 for the A. Irvin Studley Elementary School located at 299 Rathbun Willard Drive, Attleboro, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in repair of the KalWall; and hereby further specifically acknowledges that by submitting this State of Interest Form, the Massachusetts School Building Authority in no way

guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts Building Authority, or commits the Attleboro Public School District to filing an application for funding with the Massachusetts School Building Authority.

Motion was made to authorize the Superintendent to submit to the Massachusetts School Building Authority the State of Interest dated December 12, 2011 for the High School located at 100 Rathbun Willard Drive, Attleboro, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in repair of the high school heating system and windows; and hereby further specifically acknowledges that by submitting this State of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts Building Authority, or commits the Attleboro Public School District to filing an application for funding with the Massachusetts School Building Authority. Discussion: None: Vote: 8-0

A Motion was made to authorize the Superintendent to submit to the Massachusetts School Building Authority the State of Interest dated December 12, 2011 for the A. Irvin Studley Elementary School located at 299 Rathbun Willard Drive, Attleboro, MA which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in repair of the KalWall; and hereby further specifically acknowledges that by submitting this State of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts Building Authority, or commits the Attleboro Public School District to filing an application for funding with the Massachusetts School Building Authority. Discussion: None: Vote: 8-0. Motion passes.

Committee Reports

Finance, Facilities and Procurement Sub-Committee

Notification of bills and warrants

5BS020 – 11-20-11 - \$ 52,287.60

5BS021 – 11-30-11 - \$272,358.42

5BS022 - 12-07-11 - \$265,870.68

The next meeting will be held on 12-14-11 @ 6:30 p.m.

Curriculum and Instruction Sub-Committee:

The next meeting will held on February 7, 2012 @ 6:30 p.m.

Mr. DiCiaccio thanked Ms. Cook and Mr. Levinson for their work as chairpersons.

Policy Sub-Committee

Report on the meetings held on 11-22-11 and 12-05-11.

Mr. Stors noted the sub-committee because they would not meet again will approve the sub-committee minutes from November 22nd. Mr. Stors entertained a motion to approve the minutes.

A motion was made to approve the minutes from November 22nd: Discussion: Ms. Johnson noted she was not present for the 11-22-11. Vote: 3-1 (Johnson)-1(DiCiaccio): Motion passes:

Mr. Stors stated he would report on both meetings at the same time. He noted the discussion that was held on the 22nd led into the discussion that was held on December 5th. He noted most of the discussion on the 22nd regarded the Full-Day Kindergarten Lottery Policy. Mr. Stors stated as everyone is aware the full committee back in September or October had voted to support the idea of Full Day Kindergarten for all students starting next year. Mr. Stors noted they also understood that this could not be fully defined until the budget process was completed. Mr. Stors explained the budget process does not begin until March or April. He stated this being the case; the district will have to go through the lottery procedure in the spring. He noted last year it was done in

April. The sub-committee had talked about doing the lottery earlier. He noted this was one of the concerns raised last year by parents. The lateness makes it difficult to define childcare for the school year. A discussion was held with the administration, the superintendent has talked with the principals, and due to the timing it would be very difficult to make that change. Mr. Stors asked the Superintendent to weigh in on how the timing of this makes this process difficult.

Dr. Durkin noted basically in order to hold the lottery process, families need to be informed to register, this means an orientation needs to be held, they gather all the immunization, medical data, and necessary paperwork, have an individual meeting with the clerical assistants in each school and the nurse. A timeline was compiled. She noted if we wanted to do this in March, orientation would need to be held right now and have families register by the middle of January. Given the time of year, this is not possible. Dr. Durkin noted she is committed to having the lottery earlier. In concept it is a great idea, but the practicalities and logistics for this year just did not make it possible. Dr. Durkin stated this will be scheduled to be done next year if this is the plan. We could do a broad-based publicity campaign to alert parents to ensure that they register their child in time.

Mr. Stors stated he hoped that would not be necessary. The discussion did occur and the sub-committee understands that this is not feasible for this year. He stated they talked about from a parent's perspective and how the process is held. Mr. Stors noted that no one is stating that what is being done is not appropriate. Mr. Stors stated the idea was to make this process more transparent. For example: could this be done in the evening; could it be held in an assembly format; or in a more public venue such as the auditorium. The discussion also reviewed "fairness". Is fairness meaning every child in our public schools who applies for full-day kindergarten, do they have the same chance or is the balancing of the classes that the current policy indicates, should that override the equality in fairness. This was a difficult discussion. The administration and principals weighed in on this subject. Mr. Stors noted an edited policy was generated for discussion. Mr. Stors noted this is a big decision. He stated this decision should be made by the next committee and not this committee; like the other decisions we were talking about earlier. Mr. Stors noted some members do not agree with this. He stated this was discussed in Finance as well. Mr. Stors noted that six out of the eight people in this room will not be here in three weeks. He therefore did not believe this committee should be making these decisions. Mr. Stors noted that was why the policy sub-committee decided to take all the information they developed and discussed, as well as the policy and provide it to the next policy sub-committee so they can continue this discussion.

He noted one policy was sent up to the full committee, but to be brought forward at the meeting after the inauguration. This is the policy on the sub-committees. This has been discussed in the past that the Massachusetts Association of School Committees believes that because our standing sub-committee is four members plus the chairperson as an ex officio member, this equates to five members and when you have a nine member full committee, five members equates to a quorum so there is really five members outside of the committee as a whole that are making decisions. Mr. Stors stated we have checked with our counsel. It is legal because it is being done in an open meeting, but we do not feel it is appropriate because if those five people come to a firm decision, then the other four members are being left out of the decision. Mr. Stors noted the sub-committee discussed different ways to try to resolve this and in the end the resolution they came to was that the standing committees would be three members and that the chairperson would still be an ex officio member who would count toward the quorum. This would allow two members to hold a discussion outside of the committee room. This policy will be forwarded up to the next full committee in January after the inauguration.

Mr. Stors noted the last discussion involved various Memorandum of Agreements between the School Committee and the Police Department; one between the School Committee and the Fire Department; and school personnel. These did not reach the point where they would be brought forward. These are still in discussion. Part of the discussion was for one of them the possibility of including wording that would indicate the superintendent should communicate to the members of the committee under certain circumstances; this wording would involve issues that are not day-to-day issues and things of that nature. The sub-committee did not get to the point of approval. This will involve further discussion with the new sub-committee. Mr. Stors noted nothing was being brought forward this evening.

Mr. DiCiaccio stated he had reached out to MASC. Mr. DiCiaccio noted some of the new members were present this evening. He noted one of the things he would say was that one of the reasons he believes there should be four members (4) as there has been for many years is that this is more representative of the community. One of the things Mike Gilbert from MASC shared with Mr. DiCiaccio was that the idea of 5 vs. 4 was that the only time there is five is because of the "ex officio" member. What a lot of communities are doing is not having the chairperson be an ex officio member. Mr. DiCiaccio one of the things that has been a point of contention was his decision as chairman was not to vote at the sub-committee meetings. Mr. DiCiaccio stated his belief was that when he picked the sub-committee they were there for a purpose. Their job is to represent policy, finance, and curriculum and instruction. This is their area of expertise. They spend their time to research things so that they can then present

to the committee. Our policy states that no sub-committee can make a decision for the full committee. He stated even in a scenario where there are five people, ultimately what that sub-committee is doing is making a recommendation to the full committee and because the meetings are open this would not be considered a violation. Mr. DiCiaccio stated his recommendation would be to consider two things; (1) considering there is a majority of new members; he was unsure if it would be wise to vote on this right away because they would need to see how the sub-committee operate before a decision could be made; and (2) if there truly is a concern about the five and four members there are other communities: Brookline; Chelsea, that are other nine member committees that do this the same way as Attleboro. Mr. DiCiaccio stated we operate under Roberts Rules. Roberts Rules states the ex officio. This could be amended. One of the considerations might be that the committee allows for an exception to the Roberts Rules as is allowed by our current policies. This keeps more people involved and is more representative of the community.

Mr. Stors noted the sub-committee discussed the different ways to handle this. He stated one was to do away with the ex officio and the other was to reduce the standing members of a sub-committee from four to three. Mr. Stors stated in all respect, the general belief was that most chairpersons would actually want to be part of the sub-committee. He stated that is how it had been in the past. He spoke with two other chairpersons in the past. He stated Mr. DiCiaccio is correct. The sub-committees cannot make any final decisions, but the point being when five members which is a quorum of the nine come to a conclusion, outside of this room representing the committee of the whole; this takes away the other four members ability to weigh in on this. They may still be able to speak to it, but in the end if the other five members come to their final decision, then that decision has been made outside of this meeting room and that is what MASC had indicated, both the director if MASC as well as the policy member agreed wholeheartedly that it should definitely be not five; four. Mr. Stors stated if other committees doing this, then this is up to those committees. This Policy Sub-Committee talked about it, came to a recommendation, and again we feel that most chairpersons would want to be part of the three sub-committees. This is what we recommended and this will be sent up. The full committee will get to discuss it and make their decision.

Ms. Johnson noted that when Ms. Enegren resigned from Curriculum. This brought us down to three members. She noted if one member could not make the meeting, then there were only two. She stated there is more strength in numbers. Ms. Johnson stated the more people that know what is going on in those meetings, the more power. Ms. Johnson stated she totally disagreed with the sub-committees recommendation.

Mr. Stors noted once again part of the discussion was that just because you are not a member of the sub-committee, you still have the right to attend. Mr. Stors noted he has attended Curriculum Sub-Committee meetings. Ms. Johnson attended Policy meetings when she was not part of the membership. Just because you are not on the committee does not mean one cannot attend and listen to the discussions. He noted Mrs. Zito comes to all the meetings and he commended her for that.

Mr. DiCiaccio stated this would be up to the future committee. He stated his feeling is that there are sub-committees for a reason.

Mr. Stors noted in doing this we would reduce the amount of meetings for members to attend two full committee and one subcommittee meeting which is a lot more manageable for most. The next meeting will be held on 1-30-12 @ 7:00 p.m.

Meeting adjourned at 10:03 p.m.

Respectfully submitted,

James Stors, Secretary

Attachments:

1. School Committee Agenda dated 12-12-11
2. School Sponsored Events – 12-12-11
3. Draft School Committee Minutes – 09-12-11
4. Draft School Committee Minutes – 09-26-11
5. Draft School Committee Minutes – 10-03-11
6. Draft School Committee Minutes – 10-17-11
7. Wamsutta Middle School – List of Outdated/Unused Books
8. Field Trip Proposal – AHS 12-16-11
9. Field Trip Proposal – AHS – 03-23-12 through 03-26-12
10. Memorandum – Proposed Process and Recommendations Business Manager Vacancy 12-08-11 with attachments
11. School Committee Personnel Report dated 12-12-11
12. Warrant – 5BS020
13. Warrant – 5BS021
14. Warrant – 5NS022
15. Draft School Calendar – 2012-2013
16. Draft School Calendar – 2013-2014
17. MA DESE Memorandum – Guidance on School Day and Structured Learning Time Requirements – 11-15-11
18. Whole School Improvement Plan – Hill-Roberts 2011-12
19. Whole School Improvement Plan – Hyman Fine 2011-12
20. Whole School Improvement Plan – Studley 2011-12
21. Whole School Improvement Plan – Thacher 2011-12
22. Whole School Improvement Plan – Willett 2011-12
23. City of Attleboro Massachusetts – City Charter – 12-2002

DRAFT