

EASTON PUBLIC SCHOOLS
EASTON, MA

EASTON SCHOOL COMMITTEE MINUTES
Thursday, July 14, 2016

Minutes of School Committee Meeting, July 14, 2016, Simmons Lecture Hall, convened at 6:35 p.m. Present: Laurie Han, Jackie Weisman, Caroline O'Neill, Nancy De Luca, Dr. Keough and Dr. Cabral.

Approval of Minutes: Regular, 5/26/2016, 6/9/2016; Workshop, 6/10/2016:

On a motion by Ms. O'Neill, seconded by Ms. Weisman, with a 4-0 vote, the minutes of 5/26/2016 were approved.

On a motion by Ms. De Luca, seconded by Ms. O'Neill, with a 4-0 vote, the minutes of 6/9/2016 were approved.

On a motion by Ms. Weisman, seconded by Ms. De Luca, with a 4-0 vote, the workshop minutes of 6/10/2016 were approved.

Schedule of Payments:

Circulated for signatures.

Approval of Ameresco Energy Management Services and Sarnafil Agreement:

David Twombly and David Fields from the DPW, gave an update on the solar project by Ameresco, the contractor, and Sarnafil, the roofing manufacturer.

On a motion by Ms. Weisman, seconded by Ms. De Luca, with a 4-0 vote, the Committee approved the Ameresco Energy Management Services and Sarnafil Agreements regarding the Oliver Ames High School roof and solar panels.

Approval of Pride Environment Contract:

David Twombly said that they went out to bid for the wastewater treatment plant and noted that the School Department was awarded money from the Town Meeting. He continued that Pride Environmental was the only company that submitted a bid and that the School Committee's approval is needed for the \$98,702.00 contract. Mr. Twombly concluded that work will be started as soon as the contract is approved.

On a motion by Ms. O'Neill, seconded by Ms. Weisman, with a 4-0 vote, the Committee approved the Pride Environment Contract for long term upgrades in the amount of \$98,702.00.

Review of Policy File J, K, L (first reading):

Dr. Keough explained to the folks at home that the goal is to have all the policies posted on the Easton Public Schools website.

Chair Han said that the MASC has been a huge help.

On Policy File JA, "Student Policies Goals", the following changes were recommended:

- Change the wording "*through meeting*" in the third paragraph to "*with*".
- In paragraph number 1 (one), change to "*To individualize the learning program for each student and take into account his/her specific background, capabilities, learning styles, interests, and aspirations.*"
- In paragraph number 3 (three), change to "*To enhance the self-image of each student, by helping him/her to feel respected and capable, through meaningful experiences as school citizens.*"
- In paragraph number 4 (four), remove the wording "*for their actions*"
- In paragraph number 6 (six), change to "*To ensure the safety, health and welfare of students.*"

On Policy File JB, "Equal Educational Opportunities", in paragraph number 4 (four), change to "*Every student will be given equal opportunity in school admission, admission to courses, course content, guidance, and extracurricular and athletic activities*".

On Policy File JBA also ACAB, "Harassment and Bullying Prohibited", to add "*gender identity*" where needed and under "Bullying" to add "*electronic communications*" after "*written threats*".

On Policy File JF-E-1, "School Admissions", Chair Han said she would check with Jim Hardy from the MASC to add "*gender identity*" to this policy.

On Policy File JIH, "Searches and Interrogations", Ms. O'Neill requested the Committee take a further look at this policy.

On Policy File JII, "Student Complaints and Grievances", the first paragraph, last sentence change to "*Such means, if well conceived and understood in advance, can do much to maintain harmonious relations among the schools, the students and the community.*"

On Policy File JJE, "Fundraising Policy", Chair Han said this policy had already been revised.

Public Comment:

None.

Superintendent Evaluation:

Chair Han said the Superintendent Evaluation is to develop a schedule and referred to the copies in their packets. She continued that she spoke with Dr. Keough and would like to have this finished by end of August. She said the next steps would be for Ms. Weisman, Ms. O'Neill and herself to take the goals and brainstorm. Chair Han said that she will forward Dr. Keough's self assessment to the School Committee members.

Chair Han suggested adding an Executive Session Workshop in August to go over the Superintendent's Evaluation.

Reappointment of Superintendent to BICO (Bi-County Collaborative) Board of Directors for 2016-2017:

Dr. Keough said that Easton is a member of BICO (Bi-County Collaborative) and he sits on the board on behalf of the School Committee. He continued that each year a vote is needed by the School Committee to appoint a member to the Board of Directors.

On a motion by Ms. Weisman, seconded by Ms. O'Neill, with a 4-0 vote, the Committee reappointed Dr. Keough to the Bi-County Collaborative Board of Directors for the 2016-2017 school year.

Budget - FY 16 Close Out Report & FY 17-18 Discussion:

Dr. Keough said that Fiscal Year 2016 has been wrapped up, closed out any purchase orders and there was a surplus as a result of the energy savings from a mild winter. He continued that there was no excess spending as a result of the mild winter, which included savings from heating, overtime for shoveling snow and the contract from Ameresco. Dr. Keough said Ameresco made adjustments to the heating ventilation specifically at the Richardson Olmsted School which resulted in savings. He continued that the solar credits came in as a result of the town's solar fields, also had savings in personnel, and the negotiations of contracts last year.

Dr. Keough said that administration is working diligently in making the Fiscal Year 2017 2% budget work. He said that he will report quarterly to the School Committee regarding the budget. He said the administration is anxious regarding the Fiscal Year 2018 that has the 3% increase for staff raises. He said the town will have some difficult decisions to make.

Chair Han said they would have to take a look back at the override budget and decide early what the priorities are.

Dr. Keough credited Marilyn Gordon, the Business Manager for the Schools as she does an excellent job of staying on top of everything. Dr. Keough said having Theresa Skinner as Special Services Director is a benefit having her in that role, she is 100% committed, she knows the law and cares deeply about the students. He continued that the schools are not purchasing anything that is not needed, subs have been eliminated in the central office as well as the building subs in the schools.

Superintendent Notes:

Dr. Keough said the Management Conference of the past two days have been terrific and would like to thank Dr. Cabral for help and Lynn Souza for help with the behind the scenes. Dr. Keough said that at the Board of Selectmen's meeting that Chief Gary Sullivan is in an extremely difficult situation due to retirements, illness and recruits at the academy. Dr. Keough said that Chief Sullivan will have to take the school's SRO position for the first half of the school year. Dr. Keough proposed in the interim to pay for a Student Supervisor or two, if possible, which would be another adult in the building as an arm of the administration. He continued that he has discussed this with Wes Paul, Principal of Oliver Ames High School and Luke Carroll, Principal of Easton Middle School and this would be just for the high school. He said they currently share a resource officer which has been helpful for residency issues.

Assistant Superintendent Notes:

Dr. Cabral said the curriculum writing is going well. She wanted to acknowledge all the teachers who are coming in during their summer break from every content area. She said they are committed to the work and that she is very appreciative.

Dr. Cabral announced that it was Lynn Souza's birthday.

Dr. Cabral said the School On Wheels fundraiser drive was a huge success. She said it was a Togetherhood project working with the YMCA and they received thousands of supplies, gift cards and monetary donations. She said the drive was the largest they had in the past twelve years. She thanked everyone who donated to the drive including Easton Public Schools and WB Mason. She congratulated the Athletic Department for the highest contribution made by a department, Mia Adams a student at the Easton Middle School as the highest individual contribution made and Dr. Cabral presented a plaque to the School Committee for earning the highest team donation.

School Committee Notes:

Ms. Weisman thanked Dr. Keough and Dr. Cabral for inviting the School Committee to the Management Conference, she said it was very interesting and appreciated inviting the School Committee to be part of it.

Dr. Keough and Dr. Cabral thanked the School Committee for attending, Dr. Keough said the Cabinet team is fabulous, a good group of people and their generosity and openness is encouraging to him.

Dr. Cabral said that it was genuine collaboration, every member participated, they worked hard and it was very productive.

Chair Han said that she didn't realize how important the building's leadership is, and the momentum the district has; it is really a good team.

Ms. O'Neill said everyone had something to say, even the newest member, they were thoughtful and it was nice to see.

Dr. Keough said they discussed the book Mindsets, and it lead to deep reflection and ways to encourage the staff to continually grow.

Chair Han said that a lot of conversation goes on during a School Committee Meeting and she wants people to know that it is preliminary conversation, not set in stone and if anyone in the community has questions she urges them to go through the proper channels by emailing Dr. Keough, Dr. Cabral or make a phone call. She continued that they can attend School Committee meetings to get the right answers and that some things in the social media are not factual. Chair Han said that everyone on the School Committee is accessible.

Ms. O'Neill said that the effects of social media can be frustrating, there are some pages on social media that she does not post on and that social media is not always your friend. She said that people sometimes have an expectation that the School Committee will provide information via social media but it is not appropriate, everything the School Committee does have to meet certain requirements.

Ms. Weisman said that if anyone sends her an email she will forward the email to the Chair because the Chair speaks for the School Committee and they have to go through the proper channels.

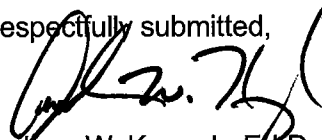
Dr. Keough said that as leaders in the community we have to carry ourselves as professionally as possible in an ethical way. He said he owes it to this community, it is a really nice place to live and and to chip away at that foundation you weaken the community. He continued that for the sake of the kids and the community the people of

Easton should frown upon that as it is a small world electronically. Dr. Keough said that you can get the wrong idea of this beautiful community when reading inaccurate posts and that we can set the example.

Adjournment:

On a motion by Ms. O'Neill, seconded by Ms. Weisman, with a 4-0 vote, the Committee adjourned to go into Executive Session not to return to open session at 8:28 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Andrew W. Keough". The signature is stylized and cursive, written over the printed name below it.

Andrew W. Keough, Ed.D.
Secretary