

EASTON PUBLIC SCHOOLS  
EASTON, MA

EASTON SCHOOL COMMITTEE MINUTES  
Thursday, October 6, 2016

**Minutes of School Committee Meeting, October 6, 2016**, Simmons Lecture Hall, convened at 6:38 p.m. Present: Laurie Han, Jackie Weisman, Caroline O'Neill, Nancy De Luca, Dr. Keough and Dr. Cabral.

**Minutes: Workshop 8/5/2016; Executive Session 8/18/2016:**

On a motion by Ms. O'Neill, seconded by Ms. Weisman, with a 4-0 vote, the Committee approved the Workshop minutes of 8/5/2016.

On a motion by Ms. De Luca, seconded by Ms. O'Neill, with a 4-0 vote, the Committee approved the Executive Session minutes of 8/18/2016 but not to be released.

**Schedule of Payments:**

Circulated for signatures.

**District Action Plan Presentation:**

Dr. Keough presented a powerpoint presentation of the District Action Plan. He said that the action plan was developed by the Cabinet which consists of the Principals and the Central Administration Team. Dr. Keough said the Strategic Plan can be found on the Easton Public Schools website under "School Committee".

Dr. Keough said that he is proud of what has been accomplished. He said that the Easton University and Easton Community University is up and running. Dr. Keough said he will be running a book talk through Easton Community University with Ann Weintrob on the book, "The Gift of Failure" by Jessica Lahey. Dr. Keough commended Dr. Cabral for her work with Easton University and Easton Community University. Dr. Keough said that the school's website has an abundance of information for the community and the staff. He mentioned the "Trending Now", "School Messenger" and two new publications, "50 Oliver" and the "Superintendent's Newsletter" as forms of communication to the community and staff. He continued that two full day professional development days were added and that they studied the offerings closely. He continued that there's still work to be done in the area of community service, improving our health curriculum and taking care of our teachers. Dr. Keough thanked all the administration and teachers for working on these goals.

Ms. O'Neill suggested the Committee bring their questions to Dr. Keough at the next School Committee Workshop.

**Preliminary MCAS Overview:**

Dr. Cabral presented a Preliminary MCAS Overview. She said that all of the information is readily accessible. She continued that information can be found at the Department of Elementary and Secondary Education, DESE, profiles. Dr. Cabral said that at the next School Committee Meeting on November 3rd, the Principals will present MCAS Results and comparisons. Dr. Cabral said that all of the indicators, every single one, increased from last year. She said that we are making gains. She said all four categories at Oliver Ames High School surpassed last year's; Easton Middle School is in the eighty six (86) percentile, the highest they have had in the last four years. Dr. Cabral continued that Richardson Olmsted is in the sixty three (63) percentile, their highest in the last four years. She continued that the PK-2 Principals will be doing a presentation on their own regarding the achievements and the happenings in PK-2.

On a motion by Chair Han, seconded by Ms. O'Neill, with a 4-0 vote, the Committee agreed to move agenda item #9, "Approval of the FEEE Bylaw Changes" to next order of business.

**Approval of FEEE Bylaw Changes:**

Ms. O'Neill introduced Maureen Silverleib, the current Chair of the FEEE Board. She said Ms. Silverleib took over for Ed Sharkansky, the former Chair who wrote the by laws. Ms. O'Neill thanked Ms. Silverleib and Mr. Sharkansky for their dedication and the work they have done with FEEE.

Ms. Silverleib said that the bylaws were rewritten last year. She continued that they voted to pass the bylaws and at the first meeting this year, they approved a motion to change the Board of Directors to not more than twenty one (21) instead of twenty five (25) which brought the quorum from nine (9) to seven (7). She continued that they hadn't changed it in writing as of yet because they wanted to bring it before the School Committee. Ms. Silverleib said she is looking for the approval of the School Committee as FEEE falls under the School Committee.

Ms. O'Neill said that everyone at FEEE supported the changes and it is a comprehensive document.

Mr. Sharkansky said that he became the Co Chair of FEEE along with Jessie Barnett, and that the bylaws gave the organization some structure as to how they were going to function and to create an exit strategy for the people who took leadership. He continued that a lot of changes were about having officers and how they were functioning financially which was going through the Easton Public Schools Business Office however, no one on the board was the liaison to the Business Office. He continued that therefore, they

needed a Treasurer, Secretary to take minutes, President and Vice President. Mr. Sharkansky said they needed structure.

On a motion by Ms. O'Neill, seconded by Ms. De Luca, with a 4-0 vote, the changes of the FEEE Bylaws were accepted as amended.

**Additional Sub-Committee Assignments and Preliminary Scheduling:**

Chair Han said this is something that she and Dr. Keough have spoken about at their meetings. She continued that when some of the School Committee members attended workshops through MASC for training, one conversation was how hard it is to get everything done with meetings and workshops. She continued that they learned that other districts had sub committees such as Budget Sub Committee and Academic Sub Committees. Chair Han said she would like to propose an Academic Sub Committee and a School Committee Budget Subcommittee.

Ms. O'Neill offered to be on the School Committee Budget Subcommittee.

Dr. Han said she will be the second person on the School Committee Budget Subcommittee.

Ms. De Luca said she would be happy to be on the Academic Sub Committee.

Ms. Weisman offered to be the second person on the Academic Sub Committee.

**Superintendent Contract Extension:**

Chair Han said that she wanted to update the public that they have extended Dr. Keough's contract to five year plan. She said the Committee was very pleased.

Dr. Keough thanked the Committee.

**Joint Board of Selectmen /School Committee Meeting Announcement:**

Chair Han said that the School Committee has an empty seat and they have six (6) applicants for the position. She continued that the School Committee will have a joint meeting with the Board of Selectmen on October 13, 6:00 pm at the Selectmen's office. She said the public is welcome to attend.

**Approval of Out of State Trips:**

Dr. Keough said these are the out of state annual trips that need the School Committee's approval.

On a motion by Ms. De Luca, seconded by Ms. Weisman, with a 4-0, the Committee approved the 2016- 2017 Out of State Trips.

**October 1st Enrollment:**

Dr. Keough said that the October 1st Enrollment gives a bigger picture of where the district is at and helps with budgeting. He noted that the district has gone from 3781 students to 3800 however, it is hard to pin a number down exactly as it always fluctuates. He continued that the district is always trying to keep our kids in district as it is good for finances and good for our kids. Dr. Keough said that they added an additional five (5) sections at Oliver Ames High School.

Chair Han said we still have concerning numbers at Oliver Ames High School.

The Committee thanked Dr. Keough for the Enrollment Report.

**Reappointment of Dr. Keough to the PCC Board of Directors:**

Dr. Keough said that he sits on the Board of Directors for the Project Contemporary Competitiveness (PCC) Stonehill on behalf of the School Committee.

Ms. Weintrob said the her daughter, Grace, attended PCC Program last summer and said it was the best experience of her life. She continued that her daughter stayed there Monday through Friday, it is a six (6) week program.

Dr. Keough said it is a great program to get kids ready for college and he would love to stay on the Board of Directors.

The Committee agreed to have Dr. Keough remain on the Board of Directors for the PCC Program on their behalf.

**Budget Discussion - FY18 Preliminary Discussion:**

Dr. Keough said that they are having a Budget Kick Off Meeting. He continued that they are inviting all of the teachers, department leaders and principals to introduce them to the budget process. He said they will have two (2) meetings, one for elementary and one for secondary. Dr. Keough said that Marilyn Gordon will give a summary of the Town's financial situation and any information that is received at the Budget Sub Committee meeting will be passed along to them so that everyone is informed. He said that they really need the Guiding Principles and Budget Guidelines from the School Committee.

Dr. Keough read the School Committee Guiding Principles and Budget Guidelines.

Dr. Keough recommended pulling out or changing "2016-2018 plan for integration of technology within the school system".

Ms. Weisman said it is a great idea to have the Budget Kick Off Meetings.

Dr. Keough said the meetings will be on October 13th, 8:00 am at Richardson Olmsted School and October 13th at 2:45 pm in the Simmons Lecture Hall at Oliver Ames High School.

Chair Han said she could go to the meeting at Oliver Ames and Ms. De Luca offered to go to the meeting at Richardson Olmsted School.

Chair Han suggested the following changes to the "Guiding Principles":

In letter C. change *"Maintain equity among schools in supplies, programs and instructional equipment"* to *"Ensure equity among schools in supplies, programs and instructional equipment"*.

In letter D. change *"Take into account historical trends, past student expenses and the state subsidies (circuit breaker program) impact in order to appropriately budget for anticipated and unanticipated special education tuition, transportation and therapy obligations"* to *"Use historical trends, past student expenses and the state subsidies (circuit breaker program) impact in order to appropriately budget for anticipated and unanticipated special education tuition, transportation and therapy obligations"*.

In letter E. change *"Utilize the budget process to support the continued development and implementation of an updated 2016-2018 plan for the integration of technology within the school system"* to *"Utilize the budget process to support development and implementation of plans for the integration of technology within the school system"*.

On a motion by Ms. O'Neill, seconded by Ms. Weisman, with a 4-0 vote, accepted the School Committee Guiding Principles and Budget Guidelines as amended.

Dr. Keough said Marilyn Gordon prepared the EPS Budget Flowchart. He continued that it includes the timeline that the School Department has along with the timeline for the Town. He said another step was added, "Feedback Principals and Stakeholders". He continued that they are finding ways to get that feedback and another step is the "Sub Committee Meeting with Principals" in November. Dr. Keough said that this is a good document however, we are open to feedback.

Ms. O'Neill questioned the "Department Budgets" listed in October under Town.

Ms. Gordon explained that she spoke with Wendy at Town Hall and that should be changed to *"November"*.

Dr. Keough added that Ms. Gordon is working on a spreadsheet that will require the principals to build their budget in similar categories so when you do sit down with them you will have a snapshot of the high school's request and middle school's request and it will be uniform.

**Consideration of Resolution Related to Ballot Question #4 - Discussion:**

A discussion took place regarding substance abuse and the legalization of marijuana.

Dr. Cabral recommended viewing a presentation on drug abuse by Dr. Potee via youtube.

Dr. Keough said the slides from the presentation are available on the website.

Chair Han gave credit to the Wings of Hope and to the Easton Public Schools nurses.

**Public Comment:**

None.

**Superintendent Notes:**

Dr. Keough said that they had the visit from the Massachusetts School Building Association (MSBA) as part of the Senior Study. He said Easton is one of thirty districts that have been moved forward to Senior Study, which means that we are closer to consideration than what we were last year. He explained that when we submitted our Statement of Interest we submitted it under Center School but explained the issues with our other K-2 buildings. Dr. Keough said we will be notified in December if we will be invited into the MSBA process, it gives the Town two hundred and seventy (270) days of eligibility. He continued that they asked questions such as "is the Town supportive?", "is there support for full day K?", "would you envision going to 100% full day K and it being located in a new facility?" Dr. Keough said that David Colton, the DPW, and Ann Weintrob attended the meeting.

Dr. Keough said that we are doing our publications and "50 Oliver" will be coming out soon. He said he was really excited to start the School Committee visits to the schools, he said that he also has quarterly meetings with the principals for one and a half hours. He continued that they walk the building and go back and talk about what they saw. He said the kids and teachers in this district are the best.

**Assistant Superintendent Notes:**

Dr. Cabral said that they had a new program, "Pathways to the Future" at Easton Middle School. She said Luke Carroll, Principal of Easton Middle School was open minded about trying this program out at the middle school. She continued that Kerri Murphy, teacher at the high school and the STEM Teacher of the Year, Erin Daley, teacher at the middle school worked very hard to organize this program. She said the program was held in the

Easton Middle School gymnasium and half of gym was education focused and the other half was work force focused. Dr. Cabral said it was like STEM night without the parents; many representatives participated in the event. She said they had so many hands on activities, live animals, crystals, North Easton Machine Company, the Police and Fire were there and so many more. Dr. Cabral said that Katherine Honey, the Southeast STEM Coordinator, was very impressed and she sent some local Assistant Superintendents and Administrators to come and see. She said that we are trying to send teams of teachers to these opportunities to learn collaboratively, work together on really rich replication efforts for their colleagues, for their students and for the community. Dr. Cabral said that through those events, they are making network connections and have been asked to speak at different programs. Dr. Cabral gave huge shout outs to Kerri Murphy, Erin Daley, the custodians, the physical education teachers for giving up their space, all of the teachers, Luke Carroll and Mike Ciliberto.

Dr. Keough thanked the parent helpers, John Sousa, the DPW, Billy Casey and Dr. Cabral.

Dr. Cabral said that the teachers who attended the conference in Orlando met with the team and are planning the Professional Development in January for the teachers. She continued that they are planning 15-18 workshops for teachers. Dr. Cabral said MASSCUE is coming up which is the Technology Conference, it is the best one in the state and the district is sending our TAG team. She mentioned that Jessica Garbowski and Lauren Noller have been invited to present at MASSCUE. Dr. Cabral invited the School Committee to attend the MASSCUE which is held on October 19th. She said another opportunity for the School Committee to attend is the STEM Summit on November 1st, a statewide event; this is the organization that chooses the STEM teacher of the year. Dr. Cabral said that she, Kerri Murphy, Dottie Fulginiti and Paula Martel will be presenting as a team. Dr. Cabral said that she was very excited to announce that the district has recently received some significant donations from a donor who wants to remain anonymous, and that because of this donation the Science From Scientist program is paid for the rest of this school year and next school year for Grade 6.

**School Committee Notes:**

Ms. O'Neill asked Ms. Silverleib to talk about the FEEE Volleyball Tournament.

Ms. Silverleib said the FEEE Volleyball Tournament will be held on November 18th at Oliver Ames High School, games start at 5:00 pm but the first teams need to be there at 4:30 pm. She continued that anyone who wants to sign up can email Melissa Pennellatore at [melissapenn@comcast.net](mailto:melissapenn@comcast.net). She said that the cost for a team is \$250.00 for a team of 8 people, additional t shirts are \$10.00, a student teams will pay \$200.00.

Ms. O'Neill said it was a lovely reception for the Professional Status recipients that they just attended earlier this evening, and that it was so nice to see many of their colleagues and family members. She continued that it was uplifting and a lot of enthusiasm and genuine excitement.

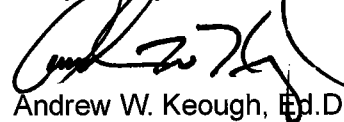
Ms. De Luca said it was very nice.

Chair Han said she likes seeing the kids there for their parents. Chair Han mentioned that there are more policies and trainings in the community and the School Committee had their own training with counsel on Open Law and Public Records training.

**Adjournment:**

On a motion by Ms. O'Neill, second Ms. De Luca, with a 4-0 vote, the Committee adjourned at 8:38 pm.

Respectfully submitted,



Andrew W. Keough, Ed.D.  
Secretary