

EASTON PUBLIC SCHOOLS  
EASTON, MA

EASTON SCHOOL COMMITTEE WORKSHOP MINUTES  
Friday, August 4, 2017

**Minutes of School Committee Workshop Meeting, August 4, 2017**, 50 Oliver Street, Upstairs Conference Room, convened at 9:30 a.m. Present: Jacqueline Weisman, Nancy DeLuca, Michelle Durrance, Jane Martin and Dr. Cabral.

**Call Meeting to Order:**

Chair Weisman called the meeting to order at 9:30 a.m.

**Executive Session: RE: Purpose of Discussing Strategy with Respect to the Collective Bargaining (Teachers Unit):**

Chair Weisman made a motion to enter into Executive Session for the purpose of discussing strategy with respect to the collective bargaining (Teachers Unit) and in her opinion, discussing in public would be detrimental to the bargaining position of the School Committee. Ms. De Luca seconded the motion, with a 4-0 roll call vote, the Committee entered into Executive Session.

**Return to Open Session:**

The Committee returned to open session at 9:45 a.m.

**Minutes: Regular 6/12/2017, 6/13/2017, 6/14/2017, 6/15/2017:**

The Committee reviewed the minutes from June 12, 2017. Ms. Martin explained that these minutes and the minutes from June 13, June 14, and June 15, 2017 are minutes from the Assistant Superintendent interviews.

On a motion by Ms. De Luca, seconded by Ms. Martin, with a 4-0 vote, the 6/12/2017 minutes were approved.

On a motion by Ms. Martin, seconded by Ms. De Luca, with a 4-0 vote, the 6/13/2017 minutes were approved.

On a motion by Ms. De Luca, seconded by Ms. Durrance, with a 4-0 vote, the 6/14/2017 minutes were approved.

On a motion by Chair Weisman, seconded by Ms. Durrance, with a 4-0 vote, the 6/15/2017 minutes were approved.

On a motion by Chair Weisman, seconded by Ms. Martin, with a 4-0 vote, the Committee agreed to move item #6, "Adjustment to and Vote on Retainer Agreement with Stoneman, Chandler & Miller, LLP" to the next order of business.

**Review and Possibly Vote on Retainer Agreement with Stoneman, Chandler & Miller LLP:**

Chair Weisman discussed the request from Attorney Rebecca Bryant of Stoneman, Chandler & Miller that the retainer amount be increased by \$10,000.00 for the next year. Chair Weisman reviewed the chart provided by Attorney Bryant showing that the value of the legal services provided over the past several years exceeded, by a significant amount, what the retainer actually paid.

On a motion by Ms. De Luca, seconded by Ms. Martin, with a 4-0 vote, the Committee approved the increase in the retainer amount.

**Review and Possibly Vote to Amend Lunch and Substitute Pay Policies:**

Dr. Cabral said that the School Department has a deficit each year from the school lunch program, which isn't uncommon for School Departments. She continued that Marilyn Gordon and Roberta Tamasania are here to discuss some options on this matter.

Ms. Gordon introduced Roberta Tamasania, the Director of Dining Services. Ms. Gordon said they have had trouble collecting money owed for school lunches and this year they introduced a pilot program at the middle school level. Ms. Gordon said that the current policy allows students who do not have money on their account, to charge unlimited lunches up to grade 8 and the high school level students can charge up to one lunch. Ms. Gordon explained that each student has an account on the POS system and if they charge a lunch, the amount of the lunch stays on the account until it is paid. Dr. Cabral said the parents can prepay in advance and if the account is zero the student can charge the lunch to the account. Ms. Gordon said that at the middle school they tried a new system where they can charge two lunches and after that, they would receive a free lunch that consists of a sandwich, a piece of fruit and a drink. Ms. Gordon explained that this is commodity food from the government and the students are not charged for this lunch. Ms. Tamasania said students are never denied a lunch and this procedure will not affect whether they receive free or reduced price lunches. Ms. Gordon said that Easton has over 300 students on Free and Reduced lunch. Ms. Gordon said that they send notices home, emails, and the managers of the cafeteria call on lunch balances as well. Dr. Cabral said they are considering using this new program for grades 3 and up for this school year.

A discussion took place regarding the younger students getting notices home to parents and changing the color of the free lunch bag from white to brown.

Dr. Cabral said we try to be discreet with the free lunch bag and that it is not a punishment, the students are getting a lunch that meets all the requirements.

Ms. Gordon said that the Free and Reduced Price Food Services Policy EFC needs to be updated and approved.

The Committee made changes and will have a second reading of the policy at the next scheduled meeting of the School Committee on August 17th.

Ms. Gordon said when the policy was updated regarding the Substitute pay rate the dollar amount was omitted in the new policy. She requested the policy be updated to include the rates. Ms. Gordon said that it is currently \$80.00 per day for a regular sub, regular subs after 180 days receive \$90.00 per day, long term subs and nurse subs receive \$105.00 per day and there is also a provision that it can go up to \$150.00 per day for long terms subs in areas that are hard to fill.

Ms. Martin clarified that the suggestion is to incorporate the rates into the policy.

Ms. Gordon said another policy that should be reviewed pertains to filling psychologists and speech and language positions.

Ms. Martin suggested bringing both policies to the next meeting for a first reading.

#### **Human Rights Committee Update:**

Chair Weisman said that Ms. O'Neill couldn't be at the meeting; therefore, she would like to add this item to a future agenda.

Dr. Cabral said that as they discussed at the last meeting she received a document created by the Human Rights Committee listing the most common religious observances in the area for the school year of 2017-18. She continued that this was shared at the Management Conference as an informational document. She said that the Cabinet had two requests that she would like to make of the Human Rights Committee and make the School Committee aware of these requests. She continued that at the top of the document it states fasting and the date for fasting and potential absence, as a consideration for teachers to know there is a possible religious observance or absence. She continued at the top key it states students will be "unable to complete work", the Cabinet asked if it can be changed to "student may request a day to make up the work". Dr. Cabral said not every student will be absent or require extra time to make up work. She continued that if the Human Rights Committee could put the key, which doesn't seem to be in any particular order, in alphabetical order or as it appears on the chart it would be consistent. She said the Cabinet was excited to share with the staff on the first day of school.

#### **Discussion Regarding Scheduling of and Format for the Public Comment on Naming Proposal for Oliver Ames High School Auditorium:**

Chair Weisman said that the Committee should discuss how to move forward with the naming proposal for OA Auditorium.

A discussion took place regarding the old and new policies pertaining to Naming and the Naming Campaign.

Ms. Martin suggested as they move forward they get together some representatives from the current proposal, a couple of School Committee members and follow one of the rules that states they can put together a committee. Ms. Martin said the Naming Policy existed before the campaign for Oliver Ames High School.

Ms. Durrance suggested forming a sub committee.

Chair Weisman suggested she would like to speak with school Counsel about the meeting guidelines and after her conversation with Counsel she will email the School Committee with some potential meeting dates.

Ms. Martin clarified that forming this sub committee will help with coming to a resolution as it relates to the Auditorium at Oliver Ames High School.

Chair Weisman said the School Committee could schedule a meeting to vote on suggesting people who may want to serve on the committee.

**Public Comment:**

None.

**Superintendent Notes:**

Dr. Cabral said that the New Teacher Induction Program is scheduled for August 15 and August 16th; however, the times have not been finalized. She said once she has the timeline she will email the School Committee.

Ms. De Luca said that she and Matt Auger will be leading the Tour of Easton this year. She continued that Ed Hands had lead this tour for years but he is unable to do it this year.

**Assistant Superintendent Notes:**

None.

**School Committee Notes:**

Ms. De Luca said she attended a FEEE Meeting and they started their direct donation campaign. She continued that FEEE will be sending out notices pertaining to the donation campaign.

Ms. Martin said the School Planning Committee will be meeting on August 16th. She continued that the Committee toured all three elementary schools and that it was very helpful as she learned new things about the schools. She said that the educators do an admirable job servicing the students everyday.

Dr. Cabral said that we want the condition of the schools to match the level of service by our educators. She continued that she has an upcoming meeting with MSBA to discuss enrollment projections which she will bring before the School Committee. Dr. Cabral said that she just received a draft of the Coordinated Program Review results; however,

it was too late to add it to the agenda but will add it to a future agenda. She said that administration was not surprised by some of the items regarding the Center School's physical structure that were cited and will forward these findings to the MSBA.

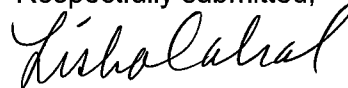
Ms. Durrance said the Robotics Team had been running Robotic clinics this past week at the high school. She said they had 19 students enrolled, ages 10 through 14. She said they were challenged with building, programing and troubleshooting a robot through a series of mazes. She said they dismantled the robots and rebuilt a Sumo wrestling robot and programmed it. She continued that the parents came to watch. Ms. Durrance said it is a wonderful program.

Ms. Martin said it's great to see our schools and fields so busy even though it is summer.

**Adjournment:**

On a motion by Ms. De Luca, seconded by Chair Weisman, with a 4-0 roll call vote, the Committee adjourned at 11:02 a.m.

Respectfully submitted,



Lisha Cabral, Ed.D.

Secretary