

THE GLOUCESTER PUBLIC SCHOOLS

Our mission is for all students to be successful, engaged, lifelong learners.

School Committee Meeting Minutes

Wednesday, March 28, 2018

District Office Conference Room

2 Blackburn Drive, Gloucester, MA 01930

7:00 p.m.

Members Present

Jonathan Pope, Chairman
Kathy Clancy, Vice Chairperson
Tony Gross, Secretary
Michelle Sweet
Joel Favazza

Administration Present

Dr. Richard Safier, Superintendent
Gregg Bach, Asst. Superintendent
Tom Lafleur, Director of Finance
and Operations
James Cook, GHS Principal

Recorded by Cape Ann TV

- I. **CALL TO ORDER** – Chairman Pope called the meeting to order at 7:00 p.m. and stated the mission of the Gloucester Public Schools.
- II. **SALUTE TO THE FLAG**
- III. **ORAL COMMUNICATIONS** – None.
- IV. **COMMENTS FROM THE CHAIRPERSON** – None.
- V. **RECOGNITIONS** – Chairman Pope recognized the East Gloucester School fifth graders for their performance of *The Jungle Book*, which was very well done. Mr. Favazza stated that he attended the presentation on sea level rise at the high school, which was very informative. Finally, Kathy Clancy indicated that she attended O’Maley’s Evening of Excellence and it was well attended.
- VI. **GHS STUDENT ADVISORY COUNCIL** – Caroline Enos, Samantha Gross and Henry Hardy updated the committee on the following events at Gloucester High School: the cheerleaders’ national championship, theatre presentation of *Once Upon a Mattress*, baseball fundraiser, spring sports season, and the sea level rise presentation.
 - A. **Student Presentation on Student Safety Concerns** – Alexander Oakes, Rebecca Dowd, Jemima Grow, Maria Kotob and Maisie Grow spoke about why they participated in the national walkout on March 14th and the importance of young people working for change. Ms. Kotob noted that she attended the “March for Our Lives” in Washington, DC and Ms. Dowd stated that she attended the march in Boston.

Mr. Gross read the following statement: “Twenty-five years ago a gun tragedy struck my family and GHS when my 15-year-old nephew killed himself on campus with a

gun. This community should never have had to suffer through this devastating event. Thankfully, today I can say your recent actions have made me so proud and full of hope. Your generation's leadership is making history. Don't forget that. When Jonathan and I were at the "March for Our Lives" in Washington, which was so impactful, we witnessed how powerful this movement is nationally. I couldn't be more proud of your participation in this movement. I want you to keep up the great work, and remember it is a marathon, not a sprint."

Mr. Favazza stated that he observed the GHS walkout and thought it was commendable that students took it seriously, organized themselves in a very mature manner, conducted a demonstration in a peaceful, orderly manner, and willingly accepted the consequences that faced them upon their return.

Kathy Clancy urged the students to reach out to our congressmen and senators for advice and strategies on this issue and then enlist the help of some of the School Committee members to write letters. She expressed admiration for their maturity and thoughtfulness.

Finally, Chairman Pope stated that he is deeply proud of the students for the actions they have taken. He indicated that the "March for Our Lives" was one of the most hopeful and inspiring days he has experienced in the last 25 years, and he thinks it is a real possibility that the students will be able to do something if they stick with it.

VII. CONSENT AGENDA

A. Approval of Minutes

1. School Committee Executive Session of January 18, 2018
2. Personnel Subcommittee of January 22, 2018
3. School Committee and Executive Session of January 24, 2018
4. Building & Finance Subcommittee of January 30, 2018
5. Joint City Council/School Committee of March 6, 2018

B. Approval of Warrants

C. Approval of Transfers – February 2018

D. Referrals – Assessment of Building Safety Issues

E. Approval of Scholarship – Paul W. Landry Athletic Scholarship in the amount of \$750.00

F. Approval of Out-of-State Field Trip Request – Annual Grade 5 Nature's Classroom, Freedom, New Hampshire from Tuesday, May 29 to Friday, June 1, 2018

On a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the Consent Agenda as noted above.

VIII. DELIBERATIONS ON EDUCATIONAL ISSUES/SUPERINTENDENT’S REPORT

- A. 2018-19 School Calendar** – Mr. Bach reviewed the draft calendar and noted that Good Friday occurs during April vacation next year. Ms. Sweet expressed concern with the number of days off and half days in November and asked whether the early release day on November 8th for parent conferences could be moved to October. Mr. Bach indicated that he will check with the principals and let the committee know if it is possible.

On a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the 2018-19 School Calendar as presented.

- B. 2018-19 District Improvement Plan** – Dr. Safier and Mr. Bach presented a slide show on the 2018-19 District Improvement Plan, including major district initiatives, major areas for curriculum review and revision, examination of preschool through Grade 8 literacy, special education, Next Generation MCAS preparation, strengthening higher order thinking, technology, ELL, social emotion learning, use of data, safety, and facilities. The committee discussed the following matters:

- Phones at East Gloucester and Veterans’ Memorial Schools
- School-based communication efforts
- Public relations videos/funding from GEF (not to be used for advocating for a new school)

After discussion, on a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to accept the 2018-19 District Improvement.

- C. Superintendent’s Report** – Dr. Safier updated the committee on the following matters:

1. Graduation Rates
2. Student Walkout – Mr. Bach reported on the activity at O’Maley during the walkout.
3. Update on O’Maley Principal Search – Dr. Safier reported that there will be an announcement on Friday afternoon.
4. Athletic Director Update

5. Leadership Team Meeting – March 15
6. An Act to Promote and Enhance Civic Engagement
7. O’Maley’s Evening of Excellence

On a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to accept the Superintendent’s Report.

IX. SUBCOMMITTEE REPORTS

- A. Personnel Subcommittee of February 26, 2018** – Dr. Safier reported that the Personnel Subcommittee reviewed the following policies at its meeting of February 26, 2018:

1. Staff Ethics/Conflict of Interest Policy, File GBEA – Dr. Safier reviewed the changes to the policy.

On a motion by Ms. Sweet, seconded by Kathy Clancy, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the revised Staff Ethics/Conflict of Interest Policy, File GBEA, as presented.

2. Drug and Alcohol Free Workplace Policy, File GBEC – Dr. Safier reviewed and the committee discussed the changes to the policy. After discussion, the phrase “non-medical cannabis” was added after “alcohol” in the “GOAL” paragraph. In addition, in paragraph 7, the following was inserted after “among others”: “marijuana not prescribed or formally recommended by a physician.”

After discussion, on a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the Drug and Alcohol Free Workplace Policy, File GBEC, as presented and amended.

3. Searches and Interrogations Policy, File JIH – Dr. Safier reviewed and the committee discussed the changes to the policy. After discussion, the second sentence of the first paragraph under “Searches by Staff” was revised as follows: “It is inherent in the authority granted to School Committees to direct administrators to inspect students’ school lockers.”

After discussion, on a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the Searches and Interrogations Policy, File JIH, as presented and amended.

4. Employee Handbook – Dr. Safier reviewed the changes to the Employee Handbook and stressed that it is not a contractual document but is intended for informational purposes only.

On a motion by Kathy Clancy, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to approve the revised Employee Handbook.

(At this time, the agenda was taken out of order.)

X. ACTION

A. Approval of Policies

1. Amended Staff Ethics/Conflict of Interest Policy, File GBEA – See Item IX.A.1.
2. Amended Drug and Alcohol Free Workplace Policy, File GBEC – See Item IX.A.2.
3. Amended Searches and Interrogations Policy, File JIH – See Item IX.A.3.

- B. Acceptance of GEF Grant** – On a motion by Ms. Sweet, seconded by Kathy Clancy, it was unanimously

VOTED: 5 in favor, 0 opposed to accept a grant from the Gloucester Education Foundation in the amount of \$1,400.00 for the theater program (\$800.00 to Beeman Memorial School and \$600.00 to West Parish School).

IX. SUBCOMMITTEE REPORTS (Continued)

- B. Building & Finance Subcommittee of March 22, 2018** – Mr. Gross reported that the Building & Finance Subcommittee received a report from DPW Director Mike Hale on the large capital projects done at the schools this fiscal year at its meeting of March 22, 2018.

XI. DISCUSSION/OTHER COMMUNICATION/OLD AND NEW BUSINESS

A. MSBA Project Updates

1. GHS Roof – Chairman Pope reported that the exhaust fans were installed over February vacation and the roof top units are going to be installed over April vacation. He stated that the city is in the process of having Siemens work on the control systems so that connecting to the new equipment will not be a problem. They have also investigated the leaks that were reported in the library and are resolving that issue. Finally, Chairman Pope reported that the city’s cost of the roof, including the RTUs, is \$2.9 million (budgeted at \$5 million without the RTUs).
2. East Gloucester/Veterans School – Chairman Pope reported that the building committee set a schedule for the hiring of an Owner’s Project Manager. He noted that MSBA pushed the schedule back a month, so we will not have an OPM until mid-July.

B. Email (3/6/18) from Jenny McCullough regarding Foundation Budget Letter – FYI.

C. NHS Induction Ceremony – Chairman Pope reminded the committee that the ceremony will take place tomorrow at 6:30 p.m.

XII. ADJOURNMENT – On a motion by Mr. Gross, seconded by Ms. Sweet, it was unanimously

VOTED: 5 in favor, 0 opposed to adjourn the School Committee Meeting of March 28, 2018 at 9:13 p.m.

All reference documents and reports are filed in the Superintendent’s office.

*Maria Puglisi
Recording Secretary*