

THE GLOUCESTER PUBLIC SCHOOLS

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

School Committee Meeting Minutes

Wednesday, June 13, 2012

City Hall – Kyrouz Auditorium

7:00 p.m.

Members Present

Jonathan Pope, Chairman
Val Gilman, Vice Chairperson
Kathy Clancy, Secretary
Melissa Teixeira
Roger Garberg
Tony Gross
Mayor Carolyn Kirk

Administration Present

Dr. Richard Safier, Superintendent
Brian Tarr, Asst. Superintendent
CFO Tom Markham
Principal Debra Lucey
Principal Tammy Morgan
Principal Jean Perry
Principal Cherylann Parker
Principal Ellen Sibley
Principal Gregg Bach (7:45 p.m.)

Recorded by Cape Ann TV

I. CALL TO ORDER

Chairman Pope called the meeting to order at 7:05 p.m. and stated the mission of the Gloucester Public Schools.

II. SALUTE TO THE FLAG

Chairman Pope welcomed Cape Ann TV and its viewers.

III. ORAL COMMUNICATIONS – None

IV. COMMENTS FROM THE CHAIRPERSON – Chairman Pope thanked the teachers for attending the City Council public hearing last night.

V. RECOGNITIONS – Kathy McLear from the O’Maley Middle School guidance department recognized Rick Doucette of the YMCA for his outstanding contributions and assistance in the O’Maley S.A.I.L.S. program. Mr. Doucette thanked Ms. McLear and the School Committee for the recognition.

Kathy Clancy recognized the GHS Interact Club for receiving a national award for their community service, and Chairman Pope recognized Roger Garberg for his well-written and eloquent letter that was published in the newspaper promoting Gloucester Public Schools.

VI. STUDENT ADVISORY COUNCIL – None present.

VII. CONSENT AGENDA

A. Approval of Minutes

1. Building & Finance Subcommittee of May 16, 2012
2. Personnel Subcommittee of May 23, 2012
3. Program Subcommittee of May 23, 2012
4. School Committee of May 23, 2012
5. School Committee Executive Session of May 23, 2012 – **Confidential**
6. School Committee Governance Workshop of May 24, 2012
7. Special School Committee of May 30, 2012
8. Special School Committee Executive Session of May 30, 2012 – **Confidential**

B. Schedule of Future Meetings

School Committee Governance Workshop – Tuesday, June 19, 2012 at 6:00 p.m.

Location: Superintendent’s Conference Room

Building and Finance Subcommittee – Wednesday, June 20, 2012 at 4:45 p.m.

Location: Superintendent’s Conference Room

School Committee – Wednesday, June 27, 2012 at 7:00 p.m.

Location: Kyrouz Auditorium – City Hall

C. Acceptance of FY13 DESE Grants

• Improving Educator Quality	\$139,679.00
• Innovation Implementation	\$ 50,000.00
• Special Education	\$920,189.00
• Early Childhood	\$ 25,997.00
• SPED Program Improvement	\$ 37,720.00
• Title I	\$626,798.00
• Perkins	\$ 35,510.00
• Kindergarten	\$130,398.00
• Essential School Health	\$ 77,900.00

D. Acceptance of GEF Grant

To approve an additional \$4,560.00 for the Advanced Engineering Program.

E. Acceptance of Scholarship

To accept the Friend of the Sawyer Free Library Scholarship in the amount of \$1,000.00

Mr. Garberg removed Items A4 and A7 from the Approval of Minutes.

Chairman Pope noted that in the future, the Schedule of Future Meetings will not be part of the Consent Agenda but will be included as an “FYI” at the end of the agenda. He stated that the Governance Workshop scheduled for June 19th has been rescheduled for Tuesday, June 26, 2012 at 6:00 p.m. in the Superintendent’s Conference Room.

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

VOTED: 7 in favor zero opposed, to approve the Consent Agenda as noted above.

Mr. Garberg amended the minutes of the May 23, 2012 School Committee meeting by adding to Item VIII.A.1 a reference to his concern about the use of the student growth percentile as a goal. He indicated that he thought that was a problematic measure.

Mr. Garberg amended the minutes of the May 30, 2012 Special School Committee meeting by changing the second sentence of the second paragraph of Item IV.A to, “The committee found that even if cuts were made in all three tiers, there would still remain \$125,564 left to cut in order to meet the Mayor’s figure.”

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

VOTED: 7 in favor zero opposed, to approve the minutes of the May 23, 2012 School Committee meeting and the May 30, 2012 Special School Committee meeting as amended.

VIII. PUBLIC HEARING – O’MALEY INNOVATION SCHOOL

Dr. Safier provided a description of an innovation school and reviewed the background of the plan for O’Maley, and the following individuals spoke in favor of the O’Maley Innovation School:

- Debra Lucey, O’Maley principal
- Amy Donnelly, O’Maley science teacher
- Leslie Sellers, O’Maley professional arts teacher

The committee discussed the following matters:

- Timeline for implementation – will start in September
- Budgetary impact – no significant changes in FY13
- Innovation planning grant of \$10,000 and implementation grant of \$50,000
- Per pupil formula – not currently used
- Process of policy adoption for innovation school

Chairman Pope indicated that Attorney Naomi Stonberg recommended that this matter be brought back as an action item at the next meeting. A special School Committee meeting was scheduled for Wednesday, June 20, 2012 at 7:00 p.m. in the Superintendent’s Conference Room to vote on this matter.

Ms. Lucey left the meeting at 8:06 p.m.

IX. SUPERINTENDENT’S REPORT/DELIBERATIONS ON EDUCATIONAL ISSUES

A. Presentation of School Improvements Plans

1. Plum Cove Elementary School – Principal Tammy Morgan presented the Plum Cove SIP, including the need for a reading coach, strengthening of community relationships, and increasing the number of family events. She noted that parents make it to events despite the distance of the school from their homes, some even taking CATA buses to get there. She also thanked the committee for funding the school publicist position.

At this time, the Agenda was taken out of order.

3. Veterans’ Memorial Elementary School – Principal Cherylann Parker presented the Veterans’ SIP, including behavior management and community outreach goals, such as the mobile market, Passports to Fitness, and counseling groups. She also thanked the committee for funding the school publicist position. Class sizes are at approximately 18/19, with the exception of first grade which is at 21/22, and third grade which is at approximately 13 students per class.
2. West Parish Elementary School – Principal Jean Perry thanked the committee for helping her get an adjustment counselor and presented the West Parish SIP, including increasing the number of family events, restructuring open house and demonstration nights, establishing a student/senior citizen book club, and increasing community service.

Dr. Safier requested that the School Committee approve the School Improvement Plans for Plum Cove, Veterans’ Memorial and West Parish Elementary Schools.

After discussion, on a motion by Kathy Clancy, seconded by Mr. Garberg, it was unanimously

VOTED: 7 in favor zero opposed, to accept the School Improvement Plans for Plum Cove, Veterans’ Memorial and West Parish Elementary Schools.

Ms. Parker left the meeting at 8:39 p.m.

B. Superintendent’s Report – Dr. Safier updated the School Committee on the following matters:

1. MSBA Enrollment Projection Data – Mayor Kirk urged the committee to eliminate the Fuller School building from the scope of this project. Chairman Pope suggested the possibility of creating a city/school task force to start looking at the buildings.

2. Update on Administrative Searches – Candidates for the East Gloucester principal position will be encouraged to apply for the West Parish principal position, as well.
3. Gloucester High School Graduate College Destinations – 2012 – Dr. Safier will present a report on the number of graduating students who are going to two- and four-year colleges next year.

X. SUBCOMMITTEE REPORTS

- A. **SC Negotiation Team Meetings** – Ms. Teixeira will address this item in Executive Session.
- B. **Program Subcommittee Meeting of June 7, 2012** – Chairperson Gilman reported that the Program Subcommittee reviewed the Comprehensive Health and Sex Education Policy and made a small amendment to it. She indicated that Mike Gilbert of MASC suggested that the committee do a first reading of the policy and that the second reading can be waived. The policy should be voted on at the following meeting.

XI. ACTION

- A. **Approval of District Improvement Plan** – Mr. Gross made a motion, seconded by Ms. Teixeira, to approve the District Improvement Plan. Mr. Garberg requested that this item be tabled until the committee finishes the critical work that needs to be contributed to the plan, including development of measurable goals and prioritization of plan elements based on values expressed by the School Committee. He believes that until that work is done, the DIP does not really reflect the core values of the School Committee. Mayor Kirk questioned the role of the School Committee in the DIP since it resides with the superintendent and stated that the goals set by the School Committee would either be captured in a strategic plan or performance goals of the superintendent.

Mr. Garberg proposed an amendment to the motion that would recognize the administration's intention to move forward with a comprehensive strategic plan in due course, which would include the School Committee and other stakeholders in the district. Chairman Pope believes this would not be an amendment to the motion because the DIP and strategic plan are two different things. He also stated that the ability to monitor the DIP always lies with the School Committee. Dr. Safier suggested that the level of specificity to which Mr. Garberg is referring is found in the school improvement plans.

After discussion, on a motion by Mr. Gross, seconded by Ms. Teixeira, it was

VOTED: 6 in favor, 1 opposed (Mr. Garberg) to approve the District Improvement Plan.

- B. **Acceptance of School Improvement Plans** – See Item IX.A.
- C. **Approval of O'Maley Innovation School** – See Item VIII.

- D. Approval of First Reading of Elementary Attendance Policy** – Maria Puglisi, Recording Secretary, did the first reading of the policy.

After discussion and comment by the elementary school principals, on a motion by Mrs. Gilman, seconded by Kathy Clancy, it was unanimously

VOTED: 7 in favor zero opposed, to approve the first reading of the Elementary Attendance Policy.

Ms. Teixeira expressed concern about the consequences outlined in the policy and stated that she will ask Attorney Stonberg to take another look at it. She also requested a report on the need for a supervisor of attendance per state law. There was a discussion about the content of the parent information/training sessions. Chairman Pope requested that the principals update the committee on this matter in the fall.

Principals Bach, Perry, Sibley and Morgan left the meeting at 9:51 p.m.

- E. Approval of Annual Appointment of Superintendent to North Shore Education Collaborative** – After discussion, on a motion by Chairman Pope, seconded by Mr. Gross, it was unanimously

VOTED: 7 in favor zero opposed, to appoint Superintendent Richard Safier as a member of the Board of the North Shore Education Collaborative.

XII. DISCUSSION/OTHER COMMUNICATION/NEW BUSINESS

- A. Superintendent's Evaluation Process** – Chairman Pope indicated that Dr. Safier's contract provides for his evaluation to be done by the end of June. However, Dr. Safier is willing to waive that provision until the beginning of the school year. Chairman Pope suggested that the evaluation take place in August, using the document that has already been approved by the School Committee. Mrs. Gilman stated that she is more comfortable with Mike Gilbert's recommendation that the meeting minutes comprise the performance evaluation and that the template document be used as a talking piece rather than something to be filled out by the members, since it will then become public record. Chairman Pope believes there is value in giving Dr. Safier an opportunity to see what is coming and to be able to formulate responses. He also believes it is important for him to have a document beyond the minutes of the meeting in his file. However, if any member does not want to fill out the template document, that is their privilege. Ms. Teixeira reminded the committee that this process will change next year. The superintendent's goals and the template document will be emailed to School Committee members before the August evaluation meeting.

On a motion by Mr. Gross, seconded by Ms. Teixeira, it was unanimously

VOTED: 7 in favor zero opposed, to accept the superintendent's waiver of the requirement that his evaluation be completed by the end of June and to schedule it for a date to be determined in August.

- B. Warrants** – Chairman Pope indicated that state law requires that warrants be signed by a majority of the School Committee. He requested that Mr. Markham research this matter.
- C. Remote Participation at Meetings** – Chairman Pope stated that the Mayor has authorized remote participation at meetings. Mayor Kirk provided an advisory from the Attorney General’s Office containing guidance on this matter. In short, if a member is absent, he/she would be able to Skype or teleconference call into a meeting, fully participate, and vote. She asked the committee to review the information regarding remote participation and think about what tools the committee would need in order to implement it. She suggested iPads would be the appropriate tool. Chairman Pope referred this matter to the Building and Finance Subcommittee.
- D. Purchase of iPads** – Chairman Pope referred this matter to the Building and Finance Subcommittee at the request of Ms. Teixeira.
- E. K-12 Arts Coordinator** – Dr. Safier stated that the GEF voted to appropriate \$25,000 towards the potential establishment of a K-12 Arts Coordinator. He requested that this issue be referred to the Program Subcommittee.
- F. School Publicists** – Kathy Clancy referred this matter to the Program Subcommittee for review.
- G. Special Education Parent Advisory Council (SEPAC)** – Mrs. Gilman noted that she attended the SEPAC meeting earlier tonight and stated that she simply read the regulations and told the members that she would bring it back to the School Committee. She indicated that at this point, Chairman Pope and Dr. Safier need to decide if they wish to appoint a member of the committee to oversee SEPAC or refer it to subcommittee to monitor the process and accountability. Chairman Pope indicated he would look into the matter.

XIII. EXECUTIVE SESSION – On a motion by Chairman Pope, seconded by Ms. Teixeira, it was unanimously

VOTED: By Roll Call Vote

- Kathy Clancy – yes
- Mr. Garberg – yes
- Mrs. Gilman – yes
- Mr. Gross – yes
- Mayor Kirk – yes
- Chairman Pope – yes
- Ms. Teixeira – yes

To enter into Executive Session at 10:18 p.m. to discuss a Level 3 grievance and contract negotiations with the GTA, GAEP, food service, transportation, and AFSCME-A and to enter back into regular session for the purpose of likely settling contracts with the GTA, transportation and AFSCME-A and for adjournment.

XIV. FYI

A. Amended Program Subcommittee Minutes of May 3, 2012

At this time, the Agenda was taken out of order.

XI. ACTION (Continued)

F. Approval of Contracts

On a motion by Mrs. Gilman, seconded by Kathy Clancy, it was unanimously

VOTED: 7 in favor, 1 abstained (Chairman Pope) to approve the Memorandum of Agreement between the Gloucester Teachers Association and the Gloucester School Committee for the period of September 1, 2011 through August 31, 2012.

On a motion by Ms. Teixeira, seconded by Mr. Gross, it was unanimously

VOTED: 7 in favor zero opposed, to approve the Tentative Agreements between the Gloucester School Committee and Teamsters Local Union #42, specifically the Transportation Department.

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

VOTED: 7 in favor zero opposed, to approve the Tentative Agreement between the Gloucester School Committee and Clerical Employees – Unit A of AFSCME Council 93, Local 687, for the period of July 1, 2011 through June 30, 2012.

At this time, the Agenda was taken out of order.

XV. ADJOURNMENT

On a motion by Chairman Pope, seconded by Mrs. Gilman, it was unanimously

VOTED: 7 in favor zero opposed, to adjourn the School Committee Meeting of June 13, 2012 at 11:33 p.m.

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

*Maria Puglisi
Recording Secretary*