

**THE GLOUCESTER PUBLIC SCHOOLS**

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

**School Committee Meeting Minutes**

Wednesday, August 29, 2012  
City Hall – Kyrouz Auditorium  
7:00 p.m.

**Members Present**

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

**Administration Present**

Dr. Richard Safier, Superintendent  
Gregg Bach, Assistant Superintendent  
Hans Baumhauer, Dir. of Finance and Operations

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Recorded by Cape Ann TV

**I. CALL TO ORDER**

Chairman Pope called the meeting to order at 7:01 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 –** Chairman Pope noted the return of the committee to Kyrouz Auditorium and welcomed Cape Ann TV.

**V. RECOGNITIONS**

Dr. Safier indicated that Christina Raimo and Maggie Rosa from the Gloucester Education Foundation are here to provide the GPSD with support on a number of projects. Ms. Raimo presented a check for \$19,000.00 to the GPSD, which represents a \$1,000.00 extra donation to the Advancing Engineering program and \$18,000.00 for the Write Ahead program, both at O'Maley Middle School.

Ms. Raimo also presented a check in the amount of \$34,973.00 for the Using Technology to Enhance Project-Based Learning: Our Changing Community. She noted that this is the kind of program that GEF loves to fund and that the reaction from the board to this program was almost unanimous. She also stated that the decision to fund this program was the fastest the board has ever made.

Mrs. Gilman recognized O'Maley Innovation School Principal Debra Lucey for a wonderful "welcome back" package for parents, which included a recent "My View" column she wrote for the Gloucester Daily Times on the new innovation school.

Dr. Safier noted that he will be submitting a “My View” column tomorrow regarding the GEF’s support of the GPSD. He indicated that with the Write Ahead program, the district will be able to fund a part-time curriculum coordinator who will help connect the delivery of writing instruction in the ELA classrooms to content-specific writing in other subject areas. He also reviewed the “Using Technology to Enhance Project-Based Learning” program and thanked the GEF for their support.

## **VI. CONSENT AGENDA**

### **A. Approval of Minutes**

1. Building & Finance Subcommittee of August 8, 2012
2. West Parish Ad Hoc Communications Subcommittee of July 24, 2012
3. West Parish Ad Hoc Communications Subcommittee of August 13, 2012
4. Ad Hoc Policy Manual Subcommittee of August 13, 2012
5. Special School Committee Meeting of July 17, 2012
6. Executive Session of July 17, 2012 – **Confidential**
7. School Committee Governance Workshop of July 31, 2012
8. Amended School Committee Governance Workshop of June 26, 2012

### **B. Acceptance of Grants**

1. GEF grant in the amount of \$1,000.00 for the Advancing Engineering Program
2. GEF grant in the amount of \$18,000.00 for the Write Ahead at O’Maley program
3. GEF grant in the amount of \$34,973.00 for Using Technology to Enhance Project-Based Learning: Our Changing Community
4. Mass. DESE grant in the amount of \$201,910.00 for Race to the Top

Mrs. Gilman removed Item 7 from the Approval of Minutes.

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

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

Mrs. Gilman requested that the following comments be added to the School Committee Governance Workshop minutes of July 31, 2012:

First, under Protocols and Procedures, with respect to electronic communications during meetings, “The committee acknowledged that the use of electronic messaging and/or texting has recently been ruled as a potential Open Meeting Law violation.” Second, under Community Engagement, with respect to creation of a stipend position for preparation of a monthly district newsletter, “Dr. Safier stated that he would take ownership of creating a monthly newsletter on educational initiatives.”

After discussion, on a motion by Kathy Clancy, seconded by Mrs. Gilman, it was unanimously

**VOTED:** 7 in favor zero opposed, to approve the minutes of the School Committee Governance Workshop of July 31, 2012 as amended.

**VII. SUPERINTENDENT’S REPORT/DELIBERATIONS ON EDUCATIONAL ISSUES**

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

1. Leadership Retreat
2. Roles and Responsibilities
3. Staffing: New Hire/Vacancies/Added Positions – Mayor Kirk questioned whether the new assistant principal at O’Maley is a school-wide assignment or a grade level assignment. Dr. Safier stated that the principal and two assistant principals will need to determine how to manage the three grade levels. He indicated that he will get further information on this issue.
4. Letter of Intent: Massachusetts 21<sup>st</sup> Century Community Learning Centers – Supporting Additional Learning Time Grant – Mr. Bach described this grant, which provides up to \$175,000 for one site and up to a maximum of \$350,000 for three sites. The most likely sites would be Veterans, O’Maley and perhaps Beeman. He would also like to see funding in the grant for a bus so that students from other schools would be able to attend after-school programs. Mr. Bach will be meeting tomorrow with a number of people to begin writing the grant application. Mrs. Gilman recommended having a coordinator who could focus on ensuring that the broad range of after school programs is promoted.
5. Enrollment Update
6. MSBA Update – Dr. Safier stated that there is now a link to the West Parish/MSBA Building Project on the home page of the district website, which includes the Feasibility Study Agreement, Module 3, and a summary of the feasibility study.
7. Dr. Safier noted that there are copies of “opening day” letters in tonight’s packet.
8. Dr. Safier distributed a memo that was sent by Mr. Bach to all principals regarding flags in the classrooms and the Pledge of Allegiance. Mr. Bach read the memo into the record.
9. Summer Maintenance and Custodial Work Update – Dr. Safier spoke with Jim Hafey and stated that the condition of the schools is very good due to an exceptional amount of work that took place over the summer.
10. Professional Development Days – At the request of Ms. Teixeira, Dr. Safier explained that the reason for two professional development days so early in the

school year is due to the dimension of the new teacher evaluation system. Also, the city had requested an early release day on September 6th because of primary voting. Mr. Gross noted that many districts in the state are not in compliance with the new evaluation system and that Gloucester is not one of them, which is due to a lot of hard work by the administration and the teachers' union. Dr. Safier stated that the teachers have been very cooperative.

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

- V. RECOGNITIONS (Continued)** – Mrs. Gilman recognized the four community members who presented the School Committee with an important patriotic concern regarding Constitution Day and the Pledge of Allegiance and stated that she was pleased that Dr. Safier and Mr. Bach quickly responded and reassured them that the School Committee listened to their concerns.

**VII. SUPERINTENDENT'S REPORT/DELIBERATIONS ON EDUCATIONAL ISSUES (Continued)**

- B. Superintendent's Performance Evaluation** – Chairman Pope stated that the School Committee is required by law to review the superintendent's performance and provide an evaluation in public. He reviewed the performance levels in the evaluation template and the process used to evaluate the superintendent this year and noted that a new evaluation system will be used in the future. Chairman Pope then read the criteria considered, comments made, and average scores for each standard and focus and noted that some of the average scores changed because one member resubmitted his scores today.

Dr. Safier thanked the School Committee for the conscientious, reflective and deliberate way they went about the process. "Working with this particular committee, it is only natural that one wants to try as hard and as constructively as one possibly can and push not only yourself but the district to continually improve, and I thank you for that. In terms of coming into the district, it was a matter of establishing relationships, identifying immediate needs, and acting on those immediate needs in concert with the leadership team in order to establish the basis for strategic planning. In terms of moving forward, it means crystallizing what that strategic planning is all about. It also means looking towards a more sophisticated evaluation framework so that we can look at our strategic plan on our goals and our initiatives and over time evolve the measurable qualities that are necessary to identify strengths, challenges, weaknesses, threats and all the rest.

Clearly, the message coming from the evaluation just presented also speaks to the need to expand in the area of communication, and that's something that will certainly become a prioritized issue, along with the larger, broader process of strategic planning. Coming into the system meant entry interviews with many community-wide in order to get a sense of what was going on. It meant building relationships within the district but also across the way with the city, with the managers of the city, with the working relationship with the Department of Public Works. It meant being involved with the Rotary, the Chamber of Commerce, meeting with PTOs. We held the State of the Schools for the first time, the

budget's public hearing. Overall, I'd like to think that the perception of district leadership is positive and that we are seeking to move in a positive direction.

In terms of the immediate needs that I mentioned before, the elementaries needed a unified program. We've now brought Bay State Reading Institute. That is in no small way our strategic planning for the future in literacy. We still have a significant need in mathematics, as well. At the middle school, the innovation school is a very exciting project. It too represents strategic planning. They have measurable goals upon which to base their actions, and we'll be looking forward to seeing how well those are developed. The high school; when I first came on board, their accreditation had some negative ratings. They were, in fact, in academic warning, and part of the issues had to do with a needed emphasis on instruction and assessment of critical thinking and also on formalizing the collaboration between teachers in order to create a better product, if you will. As of May 15th, our high school is no longer in academic warning because they have, in fact, emphasized critical thinking and assessment, and we now have common planning times in the form of professional learning communities. And so, that is no longer something that we need to be concerned about.

The District Improvement Plan, I think, has a potential for bringing coherence to the system. It's been mentioned tonight that many of the goals in the school improvement plans are, in fact, the same as the District Improvement Plan, but in the SIPs the goals are more specific. I know that there is concern about an evaluation framework, the key indicators and the manner in which we're going to evaluate our programs. The reason why we put a district data team into place was to begin to look at this over time so that we could establish the basis for that. There's also the need for systemic assessments across the three levels, as well, so that we have the basis on the inside for establishing data and our goals.

Referencing the opinions of the Gloucester community is also one of the challenges that I think we need to look forward to for next year, as well. In terms of strategic planning, there was a need to get to know the district, the need to address immediate issues. Now there's a need to review those goals and to articulate strategic objectives that are inherent in them. This has been done, but it needs to be articulated and shared so that there is a wider dialogue with stakeholders. And as I mentioned before, the communication piece, starting with the publicity agents that we have in each building, building upon the communications that have gone out into newspapers and all the rest, but establishing a broader plan for promoting the district, and that certainly is something to look forward to in the future."

Comments by School Committee members:

Mayor Kirk: Dr. Safier, it is not easy to have seven bosses, and that's what you have on the School Committee. And I want to commend the chairman of the committee for doing a very good job of pulling together the threads that reflect the majority opinion. I think there are some dissenting opinions, but to capture it six out of seven, I thought that was a nice way to handle some of the disagreement that may occur from time to time from amongst the seven bosses that you answer to. And I want to just commend the chairman for his handling of that, and it's greatly appreciated. Overall, I think you're doing a phenomenal job for the district. I

think confidence levels are improving and families are feeling hopeful about the district. I think we've come through a rough time in the past ten years, with lots of budget cuts, with a school closing, with redistricting, with lots of turmoil and uncertainty when we take ARRA funding and we have cliffs that we have to overcome. And to have pulled through and have you take the helm and charge forward on the positive momentum, getting the innovation school in place, the hiring that you've done is terrific. So, my hat is off to you, and good luck this school year.

Mr. Garberg: I wanted to speak soon because I was the person that changed several ratings, and I wanted to speak to why. I had, as many of you know, some strong concerns about the commitment of the administration to strategic development and to establishing a strong evaluative framework. And I was fortunate to have the opportunity to speak privately with the superintendent today and realized that in the hurly-burly of committee life, we often get a lot of conflicting messages. And hearing directly from the superintendent his very strong and very articulate commitment to strategic development, to the importance of closing the loop between the programs that we put in place and the necessary amendments that we have to make from time to time to make sure those are working effectively, that is evaluation, that he understood and was, I think, completely with that kind of program. So, that was one major conversation that caused me to rethink some of the ratings that I made. The second one was simply reading the ratings more carefully and recognizing that the intention I had was that I think there are areas in which this whole district needs – it's new ground for us to take seriously the idea of building a reflective practice among all of the staff, teachers, administration, articulating those so that we're all pointing in the same direction, and lining up professional development behind that and making sure that that works. And that's something that I can't imagine anybody dropping into this position and having the answers to that, especially if they haven't been a superintendent before. So, my sense is that, yes, that's an area where anybody is going to have to grow, and I think Dr. Safier is no exception in that regard, but I certainly don't believe him incapable of doing that. I think he's the best candidate that we had and probably could get for doing that job.

Ms. Teixeira: I, too, want to commend you for pulling all of these evaluation comments together. I know I had a lot to say in mine, and you definitely highlighted what I would want to get into this document. I did just want to make one correction, and it was one of my comments under Focus 10, the technology piece. On my comment, "Recognizing the expertise of the candidate selected in the hiring of an assistant superintendent position, the integration of technology is an appropriate priority in moving the district forward to enrich 21st century," and "learning techniques" was left off, so the sentence didn't make sense. So, I just wanted to make sure those two words got in there.

Dr. Safier, over the past four-and-a-half years, I've had the opportunity to work with six different superintendents between here and the Tech and the Aggie, and I want to commend you for your efforts in focusing on achieving educational excellence in this district. Of all the meetings that I've attended over the past years – and there have been many, many meetings – the conversation has never been so focused on education as it has been here and now with you. I am extremely impressed with your first year as a superintendent, your first

year here in Gloucester and all the work that you are committed to, the assessments you've had to take on, the evaluation piece that you had to jump right into, where all of our contracts were expired when you got here. It was very impressive how you came on board so quickly and provided direction for this committee to fulfill our responsibilities as a School Committee working together. I love working with you on policy. Your recommendations of language are excellent. I like how you reach out to your leadership team to get suggestions and then reach out to our attorney and then pull it all together and come forth with recommendations. I think that is such a positive way in presenting language to the committee so that we can fulfill our responsibilities in making policy. Again, the negotiation piece. I worked on almost every single contract with you. You were always there, participated, able to answer questions. Even being new to the district, you were able to answer questions and concerns from union members, and that was very impressive and helped the collaboration and the agreements come into place that we now have. So, I'm very impressed with that. With respect to the budget, I was so wowed by your interview when we first hired you on how you focused on education, to be honest, I didn't know how we were going to be on budget, not knowing what your experience was with it and having strong budget-minded superintendents prior to you, but you far exceeded my expectations. Dr. Connelly did a lot of good work providing the framework for our budget, but you climbed right on board. Again, the collaboration with people in the district that you worked with in hearing the concerns and struggling with community leaders to emphasize the challenges that we have and how the budget affects those educational challenges was superb. So, I just want to commend you for an exceptional first year. I do think you're getting a bad rap on the communication piece. You have been overwhelmed with assessing the district and taking on all these other positions. I am sure the communication piece will come forward, probably in the next year or two. I think we struggle with the community listening and accepting some of the communications, and if we can overcome that barrier, you're going to be perfect. So, thank you.

Kathy Clancy: I have thoroughly enjoyed working with you. We've had a lot of opportunity to work on some joint things, such as searches and things like that. So, one thing I'd like to let everybody in the community know is that if you haven't spent any time with Dr. Safier, within two minutes you will see he has a wonderful sense of humor, and we don't really see that when we sit at this table. But your way of welcoming candidates and disarming them and making them feel as valued as they possibly could, I just sat in awe at how you made both the candidate and the search team feel really important. On the budget, I definitely appreciate the way you brought forth a budget that really does a wonderful job trading off hitting our priorities in terms of teaching and learning and knowing the financial restrictions we have. And I'm even more impressed that all your solutions don't always come with a dollar sign; that you and your team were so committed to putting in the effort to make things happen. It doesn't always have to come with a price tag. So, hopefully, the City Council is appreciative of that, as well. I think you've done a tremendous job building trust for our school system, which definitely had gone through some rough spots on the city side. I think there's a great collaboration going, and I feel finally we're all working in the same direction and looking at our schools in a very positive light. In your list of goals that the committee gave you, they may not have been an infinite list, but each particular goal was an amazing

amount of work. And for you to come in and build the relationships with your team, get them motivated, get them working together around a table, and actually getting things done and in place is something I didn't think anybody could do. But so many things have been accomplished – not just started but accomplished – and I think that's fabulous. So, I also want to thank you for coming home to Gloucester and for all you've done so far and look forward to everything else you will do.

Mrs. Gilman: Dr. Safier, ditto to everything that's been described. One of the things that I've really enjoyed is the fact that I had the pleasure of being on the innovation team at O'Maley, and the relationship that you have with both administration and teachers and parents is dynamic. It's good listening, it's great collaboration, and I've learned a lot from you in terms of how you do professional development by listening and empowering and then following through, and it's just an amazing quality. And also, as a selfish parent of a child who attends the middle school, the focus on experiential project-based learning to me is so far superior to so many schools because it's taking teaching to the level of our kids loving what they're learning and retaining it, and also the teachers being reinvested in working together in professional learning communities for the best of the kids. The District Improvement Plan was a true effort of collaboration, reaching out to people like Linda Lowe in the clerk's office to ask her opinions on different issues. I saw past School Committee members come in to meet with you. It was a wide range of people, and it speaks for itself in terms of how that will move the district to the next level and then also be an overarching premise for all the school improvement plans of which the School Committee can get more involved with the site based councils in the fall, as we've discussed. Your oversight of day-to-day duties is unbelievable. I, too, had an opportunity to sit in on four of your interviews with staff. I found your approach and your behavioral based interviewing skills to be a great way to learn from the applicants the information that you really needed to find out who the top candidates happened to be. And looking at the team that you've hired, this will be a great school year. I'm so comfortable with the leadership team that you've put in place. I know I've been a stickler for communications, public relations, more work in advocacy, but I've been very clear to you that your priorities have been spot on, and I wouldn't have suggested that you prioritize any other way in terms of what you were able to accomplish in your first year. So, just take my hints as a future of things that now that we've done all the most important things – academics, professional learning communities, Common Core, all the things you've just been able to shine. These other areas will only boost our performance as a district because I view every extra school choice in that we get, it's anywhere from \$5,000 to \$11,300 more that we can add value to what we can offer to our students. So, I just can't say enough. Thank you.

Mr. Gross: Dr. Safier, it's been an adventure with you this past year. It was a very difficult budget you had to sit on the sidelines and watch be crafted, and you still had the fortitude to come forward with us, and you did all of these things with a team that is no longer here. You created programs that transcend the personalities. That's a unique talent that anyone accomplishes. And you brought into place people who fit your model, and your model is our model because we selected you. I'm very impressed with the team you set up but also how you accomplished setting that team up while doing the incredible amount of work that's

required of the superintendent of schools in the state of Massachusetts. And so, the extraordinary work that you did there needs to be recognized; that that is above and beyond. I'm really happy with your unified approach with curriculum and programs because that was something that I saw previous administrations were – it was frustrating to have sort of a shotgun approach, and teachers really get worn down by that. I think you've really breathed some life into the district by doing that. I know that the veteran school administrators that I know, the principals that I know personally are energized. It's exciting in Gloucester Public Schools today, and that can be nothing but very good for our children. In years past, Gloucester High School would go awhile in academic warning, and there would be a lot of hand-wringing, and you just did it. You did what needed to be done to get us back in compliance. Your second year budget, you advocated for critical needs, and you did a good job. The message was sent and received, and favorably, and you got our kids some programs that are vital to Gloucester Public Schools moving forward. I don't think the communication is solely your job. I think that's partly our job. We didn't hire you to be a cheerleader, but I think the stakeholders and the school community could also be leaned upon to do a better job. They can also speak up. There's no one stopping them from sending letters to the editor about the good things they see. So, I think we need to encourage that, too, possibly at the individual school level. I think you've done a great job. You've overcome many obstacles. This is not an easy district to run, and this year being your first year, now we have something to evaluate you on. So, the honeymoon's over.

Chairman Pope: One thing I want to say is what's impressed me is that you work really, really hard. You're knowledgeable, you're talented, and you have a great demeanor and all of these things. I don't know how many times the weekend has come and you've said, 'Well, I'm going to go write a District Improvement Plan. That's what I'm going to do this weekend,' and other people are talking about going sailing or to the beach. And you just roll up your sleeves and you see needs and you do them. And it's not just the needs of the superintendent's job; it's the needs of the school district. I remember early on in the beginning of the school year last year the refrigerator broke at Veterans School, and because of the confusion with the MOU, there wasn't anybody we could actually ask to move the food. So, the superintendent went down, took off his tie, loaded the food and moved it to another storage facility so we didn't lose hundreds of dollars of cafeteria food. And he just does what needs to be done, and he comes prepared. Everybody has said what a great job you've done with the budget. If you asked him what his strengths were, I don't think financial management would have been something that he would have said, but you're a quick study. You learn. Your basic intelligence guides you to ask the right questions and to trust the right people. And it's been a pleasure working with you, and I hope we continue.

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

**VOTED:** 7 in favor zero opposed, to approve the Summative Performance Evaluation for Superintendent Safier as presented and amended at the August 29, 2012 School Committee meeting.

## VIII. SUBCOMMITTEE REPORTS

- A. Ad Hoc Policy Manual Subcommittee Meeting of August 13, 2012** – Chairperson Teixeira stated that when she reported on this meeting at the last School Committee meeting, she neglected to bring forward an action item. She made a motion to conduct a first reading of the Pest Management Policy, File EBAB, with the addition of the following sentence: “The superintendent or his/her designee shall have the authority to set sanitation procedures for each building, including but not limited to food consumption.” Kathy Clancy seconded the motion. After discussion, Mrs. Gilman suggested tabling the motion until the policy can be reviewed by the full committee. Dr. Safier stated that he will distribute the policy to the committee members by email.
- B. Building & Finance Subcommittee Meeting of August 8, 2012** – Chairperson Clancy updated her report on this subcommittee meeting by stating that the School Department closed FY12 with approximately \$3,000 surplus, which will go to the city, and that there is a year-end balance of \$68,868 in the food service budget.

## IX. ACTION

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

- B. Second Reading of Emergency Plans Policy, File EBC** – On a motion by Mrs. Gilman, seconded by Kathy Clancy, it was unanimously

**VOTED:** 7 in favor zero opposed, to waive the second reading of the Emergency Plans Policy, File EBC.

On a motion by Ms. Teixeira, seconded by Mrs. Gilman, it was unanimously

**VOTED:** 7 in favor zero opposed, to adopt the Emergency Plans Policy, File EBC.

## X. DISCUSSION/OTHER COMMUNICATION/NEW BUSINESS

- A. Massachusetts School Building Authority Update** – Dr. Safier reported on the Request for Services that was submitted to MSBA, the estimated cost of the project, the development of a draft advertisement for OPM services, an MSBA site visit to West Parish, and the establishment of a Selection Committee for the OPM. (See Report of the Superintendent of Schools for more details.) Mrs. Gilman suggested that the FAQs be updated by either the Program Subcommittee or an ad hoc subcommittee. There was a brief discussion about which committee should take on this task. The next meeting of the West Parish Ad Hoc Communications Subcommittee will take place on September 10, 2012 at 1:00 p.m.

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

**IX. ACTION (Continued)**

- A. Appointment of Special Education Parent Advisory Council School Committee Liaison**  
Chairman Pope appointed Mrs. Gilman as the School Committee liaison to the Special Education Parent Advisory Council.

**X. DISCUSSION/OTHER COMMUNICATION/NEW BUSINESS (Continued)**

- B. Proposal and Request for Two Additional Custodial Staff at GHS** – As part of the resolution of the Level Three grievance filed by the GTA, GHS Principal Erik Anderson requested in a memo to Dr. Safier dated August 22, 2012 that the city to provide two additional custodial staff at GHS when and if free cash becomes available. Dr. Safier indicated that a lot of work has been done over the summer and that it will need to be maintained over the course of the year. The GHS administration feels that this can be done with six custodians.

Mayor Kirk indicated that Mike Hale and Jim Hafey are in close contact with Mr. Anderson on this issue and that Mr. Anderson prefers full-time staff to contract services. Mr. Hale's point of view is that the city needs to work with and respect the request of the principal. Therefore, she is going to move forward with this request and would like to post the positions sooner rather than later. The tradeoff will be a reduction in the contract services contract so the new positions can be funded out of this year's operating budget and not have to wait for free cash, and Mr. Anderson understands this.

- C. Student Athletic Fees** – Mayor Kirk stated that inasmuch as the city now has financial flexibility and is well on the road to financial recovery, she would like the Building & Finance Subcommittee to look at offsetting student athletic fees. She would like the subcommittee to review the family cap of \$2,000, which she believes is extraordinary, to run some scenarios on what kind of funding would have to be brought back into the athletic program to make a difference in offsetting the athletic fees, and to look at phased implementation and earmarking funds for that purpose.
- D. Other Student Fees** – Kathy Clancy would also like the Building & Finance Subcommittee to review other student fees to try to alleviate the financial burden on families. Mrs. Gilman noted that fees posted on the website for non-athletic programs do not reflect a discount for students who are eligible for free and reduced lunch. Kathy Clancy stated that these fees have not been altered and that this is probably an error on the website. Mrs. Gilman also recommended that the B&F Subcommittee review the O'Maley after-school drama program, noting that the program runs for two sessions and has significant expenses. She recommended that the \$40 fee be charged twice.
- E. Ad Hoc City Charter/Rules of Procedure Subcommittee** – Mr. Gross recommended resurrecting this subcommittee to complete the review of the Rules of Procedure and requested that the members of the subcommittee email him with their availability.

- F. **MOU** – Mr. Garberg inquired about the status of the use of the Talbot Rink in the MOU. Chairman Pope indicated that there has been no resolution on that issue yet.
- G. **Superintendent’s Salary** – Chairman Pope recommended that the School Committee discuss the superintendent’s compensation in executive session this evening. Mayor Kirk noted that this is a relevant topic for executive session because it pertains to contract negotiations. Chairman Pope stated that any vote on this issue would be taken in public session at the next meeting.

**XI. EXECUTIVE SESSION** – On a motion by Ms. Teixeira, seconded by Kathy Clancy, it was unanimously

**VOTED:** By Roll Call Vote

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

To enter into Executive Session after a five-minute recess to vote on the draft GTA collective bargaining agreement regarding the teacher evaluation, to receive the response to the GTA Level Three grievance, and to discuss compensation and other possible contractual negotiations of the superintendent’s contract, and to enter back into regular session for the purpose of adjournment only.

**XII. ADJOURNMENT**

On a motion by Mrs. Gilman, seconded by Ms. Teixeira, it was unanimously

**VOTED:** 7 in favor zero opposed, to adjourn the School Committee Meeting of August 29, 2012 at 9:51 p.m.

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

*Maria Puglisi  
Recording Secretary*