

THE GLOUCESTER PUBLIC SCHOOLS

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

Building & Finance Subcommittee Meeting Minutes

Wednesday, April 6, 2016

Superintendent's Conference Room – District Office

5:00 p.m.

Members Present

Tony Gross, Chairman
Kathy Clancy, Vice Chairperson
Jonathan Pope, Member

Administration Present

Dr. Richard Safier, Superintendent
Tom Lafleur, Director of Finance
and Operations

Also Present

Michelle Sweet
Mike Hale, DPW Director
Mark Cole, Assistant DPW Director

I. CALL TO ORDER – Chairman Gross called the meeting to order at 5:00 p.m.

II. REPORTS/DELIBERATION/DISCUSSION

- A. DPW School Facilities Proposed Budget Issue** – Mr. Hale stated that because the DPW budget is still being reviewed by the administration, he has just provided a breakdown of the proposed personnel and ordinary expenses (see attached). He noted that the ordinary expenses are virtually the same as the FY16 approved ordinary expenses and that the personnel expenses have increased by \$145,115 (8%) due to step raises, increased benefits, and the addition of three custodians at West Parish (based on the square footage of the new building).

There was a discussion about the flexibility of the West Parish custodians to work at other schools if necessary to maximize their production. Mr. Hale indicated that there is a lot that those custodians should be doing every day despite the fact that the building is brand new. Therefore, that four-person custodial staff will remain at West Parish and their shifts will be staggered so that there is evening coverage, as well.

Mr. Hale stated that other than the high school roof, there are no major capital improvements planned at the schools in FY17. He discussed the door replacements at O'Maley and the high school, which will have keyless entry systems.

With respect to paving at O'Maley, Mr. Hale stated that the trip hazards around the entrances have been addressed but that some places in the courtyard are in rough shape. He noted that the track and field also need work. Mr. Hale pointed out that the left-hand side of the Cherry Street entrance has been cleared out and that there is some guardrail work around the parking lot proposed for the summer.

Mr. Hale reported that the work order system is in full swing and that the assistant to the Facilities Manager is keeping a spreadsheet of larger projects. There was a discussion about lead testing in the schools, which is required every three years.

A discussion was held about the West Parish grounds (e.g. grass seeding and fertilizing), and Mr. Cole stated that there are no plans to use the field this coming fall or next spring. Mr. Hale indicated that it will require some effort on the part of the staff to keep people off the grass. Finally, he reported that the sidewalk from Essex Avenue along Concord Street to the school entrance will be done before school opens in the fall.

- B. Master Building Plan for DPW and Dore & Whittier Concerning MSBA –** Mr. Hale indicated that he can provide an assessment of the condition of the elementary schools to the School Committee. He noted that siting will play a big role in deciding which school is the priority. He also indicated that the new boiler at Beeman may be able to be used in another city building.

Dr. Safier stated that Mr. Hale will be receiving an invitation from the School Committee Chair to the April 27th School Committee meeting to discuss the condition of the buildings. Mr. Hale suggested that they talk in advance of that meeting and indicated that he would like to get some input from his staff (e.g. tradesmen who know the amount of work it takes to keep the buildings up and running). He also stated that he can provide plans of land and survey data on the Beeman site and Swinson's Field. There was a discussion about access to the existing sites and possible future sites.

(Mr. Hale and Mr. Cole left the meeting.)

Mr. Pope suggested that the committee should decide by September how many elementary schools the district will have and how many classes per grade there will be in each school. In order to make that decision, the committee needs information on the Beeman site and Swinson's Field, such as the viability of the site, access, and the size school that could be built there. Kathy Clancy suggested that Dr. Safier and Mr. Pope speak with Kevin Buckley about how to acquire that information. Mr. Pope suggested the possibility of building two 3-class schools on the Beeman site, and Dr. Safier stated that access would be an issue in that situation.

- C. Review of Athletic Director's Position –** Dr. Safier reviewed the hours and responsibilities of the current athletic director/PE teacher and stated that his recommendation for a full-time athletic director is based on his belief that both positions would benefit from it. He discussed the advantages of having a full-time athletic director and distributed a spreadsheet showing the per diem salaries of athletic directors in 16 North Shore towns, ranging from \$373 to \$547. (See attached.) Dr. Safier stated that the average per diem of the eight lowest salaries is \$405. If the new athletic director works 210 days, the salary would be \$85,050, compared to the current athletic director/PE teacher's salary of \$87,419. Therefore, the cost of an additional .4 PE teacher would be approximately \$19,600.

Mr. Pope believes that having a full-time athletic director is the right thing to do. With respect to removing this position from the GTA, Dr. Safier indicated that he has discussed it with the GTA president and that she was not thrilled about it. He also spoke with Attorney Naomi Stonberg and she recommended that if it is passed by the School Committee, he should go forward with it. Dr. Safier pointed out that the GTA will not be losing a member. He stated that the fact that the current athletic director receives a \$10,000 stipend for that position indicates that the district has not taken the position seriously, and Kathy Clancy noted that Gloucester is a community that takes sports seriously.

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

VOTED: 3 in favor, 0 opposed to recommend to the full School Committee that we instruct the Superintendent to develop a job description and hire a full-time athletic director.

J.D. McEachern requested that the committee keep in mind that the majority of coaches in the district are not teachers and are among the lowest paid anywhere. Mr. Pope noted that even though the coaches are not teachers, their salaries are in the GTA contract and the GTA does not come forward to try to increase their salaries.

- D. FY17 Proposed Budget – Public Hearing Feedback Discussion** – Mr. Pope noted that Mr. Favazza brought up at the public hearing the idea of supplementing the ordinary per pupil expense for art supplies. Chairman Gross requested a report from the elementary school principals as to what needs are not being met before the committee makes any modification to the budget. Kathy Clancy pointed out that sometimes PTOs help out with art supplies, so they may still be getting what they need. Mr. Lafleur reported that the principals indicated to him that they have sufficient inventory on hand now.

Dr. Safier indicated that additional money for art supplies can be found within the budget due to a decrease in BSRI costs. Kathy Clancy requested that when the committee talks about the budget, they make it known that they have reprioritized because they believe this is a good step forward.

There was a discussion about health insurance costs and the fact that it is open enrollment now. Mr. Pope noted that there could be more people signing up or changing their plans. Mr. Lafleur reported that the GIC has closed one of the higher cost plans, the Harvard Pilgrim Independence plan, to new members.

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

VOTED: By Roll Call Vote

Mr. Pope – yes
Chairman Gross – yes
Kathy Clancy – yes

To recommend to the full School Committee that we approve the FY17 budget in the amount of \$40,225,057 as presented at the public hearing on March 30, 2016.

III. ACTION – See Items II.C and II.D.

IV. ADJOURNMENT – On a motion by Kathy Clancy, seconded by Mr. Pope, it was unanimously

VOTED: 3 in favor, 0 opposed to adjourn the Building & Finance Subcommittee Meeting of April 6, 2016 at 6:37 p.m.

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

*Maria Puglisi
Recording Secretary*

Public Facilities
Department 472

II.A.

Personnel	FY16 Approved \$ 1,899,981.00	FY17 Requested \$ 2,045,096.00	8%
Ordinary	\$ 2,758,941.00	\$ 2,766,379.00	
total	\$ 4,658,922.00	\$ 4,811,475.00	3%

II. C.

	Per Diem	Sm. To Lg.	Lower 8	Avg. Lower 8	190	195	200	205	210
Amesbury	436	372	372	\$405	\$76,950	\$78,975	\$81,000	\$83,025	\$85,050
H/W	418	375	375						
Lynnfield	442	377	377						
MERSD	459	409	409						
Masconomet	547	418	418						
Newburyport	409	418	418						
Pentucket	459	436	436						
Triton	463	442	442						
Beverly	462	443	\$405						
Danvers	443	459							
Peabody	495	459							
Revere	521	462							
Salem	372	463							
Saugus	377	495							
Swampscott	418	521							
Winthrop	375	547							
	\$ 443.50								
Current Salary w/ Stipend		\$87,419		\$87,419	\$22,000				
.4 PE		\$22,000		\$85,050	\$2,369				
				\$2,369	\$19,631				