

The Regular Meeting of the Brockton School Committee was held this evening in the Theater of the Dr. William H. Arnone School at seven o'clock.

Present: Mayor Carpenter, Chair; Mr. Minichiello, Vice-Chair; Mrs. Clark-Wilson, Mr. Henningson, Mr. Jordan, Mrs. Joyce, Mr. Robinson, Mrs. Sullivan, Mrs. Smith, Secretary

Note: These minutes contain a summary of the meeting and list items under discussion.

Mayor Carpenter called the meeting to order at 7:04 p.m., followed by a salute to the flag.

Consent Agenda

Mayor Carpenter explained the purpose of the Consent Agenda, and asked if School Committee members wished to remove any items. Mr. Minichiello asked to remove Item B, the Bernard Risley Scholarship Donation.

Mr. Robinson moved the Superintendent's recommendation to approve the following items on the Consent Agenda:

- Approval of the minutes of the September 3, 2014 Regular School Committee Meeting
- Acceptance of Notification of Personnel Appointments – Certified and Non-Certified
- Acceptance of Notification of Personnel Actions

Voted: to adopt the recommendation, unanimous.

Mr. Minichiello said that when reviewing the agenda book, the Bernard Risley Aerospace Engineering and Technical Scholarship, which will award a \$4,000 scholarship annually, jumped out as a very generous and unique scholarship and he expressed his appreciation for the donation. The Superintendent agreed, stating she is very pleased to have this substantial donation which will be able to support many years of awarding the scholarship.

Mr. Minichiello moved to approve the donation and inclusion of the scholarship in the BHS Scholarship Book, the motion was seconded.

Voted: to approve the motion, unanimous.

Superintendent's Report

Report on the Start of Kindergarten

The Superintendent reported that she was able to observe the first day of kindergarten at the Huntington School on Monday, and saw children already engaged in learning as she visited classrooms. She asked Deputy Superintendent of Learning & Teaching Elizabeth Barry to report on the start of kindergarten districtwide.

Mrs. Barry reported that 1,347 new kindergarten students reported for school on Monday, along with 248 new preschool students. The Barrett Russell Kindergarten Center opened with 179 students, the Parent Center reported 70 incomplete registrations on file. Mrs. Barry said that, as in past years, she expects the numbers to grow in the next two months; all incoming kindergarten students will now be enrolled at the Barrett Russell. The Superintendent spoke briefly about the numbers around the city and said parents tend to select schools that are near their homes or that siblings are attending.

Update on FY2015 Budget

The Superintendent reported that she is working closely with the Budget Officer, as the beginning of school has now passed they will begin looking at pockets of need throughout

the district, and then look at monies that are set aside each year to address these needs. She said that she would like to begin working on these issues at the upcoming Finance Subcommittee meeting. She said we are presently finishing the hiring for the start of school and will now be able to see whether additional funds have been freed up as a result.

The Superintendent said she looks forward to turning the page, she has already started working on the FY16 budget. She reported that she, Mr. Petronio and Mr. Correia from the School Department, met with John Condon, City CFO to go over Schedule 19; she thanked Mr. Condon for taking the time to thoroughly explain Schedule 19. She said she would like to start the FY16 budget discussion with School Committee at the October retreat.

Save our Sports (SOS) Donation

The Superintendent reported that she met with Mr. Gary Leonard from SOS, who came to meet with school officials with respect to the loss of programs from budget cuts. At a subsequent SOS meeting, she presented high school and elementary intramurals for consideration. The Superintendent then invited Mr. Leonard to come forward and share the good news about what SOS is doing to assist the district.

Mr. Leonard said the main mission of SOS since inception in 1992 has always been that no child in Brockton would have to pay to play sports. The organization has supported Brockton athletics by paying for uniforms, equipment, field and stadium upkeep, and offers an SAT prep review course. He reported that SOS just received a \$25,000 grant for this class, and will now be able to run two courses per year and invite all students, not just athletes. Mr. Leonard talked about the Superintendent's longstanding support for the SOS program, he said when he heard about the budget cuts he wanted to help.

The Superintendent announced that SOS has generously donated \$30,000 to restore intramurals three days per week at twelve elementary schools and Brockton High. The donation is a combination of \$13,000 to restore a variety of sports activities at the elementary schools, and \$17,000 to pay half of the \$35,700 cost of the BHS intramural program, which includes sports activities and the nautilus and weight rooms. The Superintendent said the district can fund the remaining \$17,000 out of the revolving account. Along with Mr. Leonard, the Superintendent thanked John Boutin, Tom Kenney, and Bobby Bonnette who were present, for their commitment to Brockton students.

Mayor Carpenter expressed his personal appreciation to SOS, stating that he has worked with the organization for over 17 years and has seen them do a tremendous job supporting Brockton student athletes, emphasizing the student first. He felt the SAT prep class is the most critical support, as it is our goal that all of our athletes are able to go to college.

Mr. Minichiello said SOS has consistently been a great friend, they are not paid and they embody what being a good citizen is. He thanked the organization for the huge investment. The Superintendent announced that SOS meets the 1st Monday of each month in the Red Cafeteria of BHS at 6:30 p.m. and invited parents who want to get involved.

NEASC Accreditation Site Visit

BHS Principal Sharon Wolder explained that the two year accreditation process is coming to an end, a site visit by a 22-member team will occur October 5 – 8, 2014. She reminded the School Committee that they are an important part of this visit; their interview is scheduled on Sunday, October 5th, in preparation for this interview documentation was sent to them last week which includes the narratives, executive summaries, and strengths and weaknesses for each of the seven standards. Ms. Wolder said that NEASC team expects

everyone to be familiar with the core values, beliefs and expectations. She also said the district must absorb the entire cost of this visit, but accreditation is a must for our students in terms of being accepted into colleges. A power point of the process to date was shown and Mrs. Leger, Department Head of Guidance 9-12 further explained the visit.

Mrs. Leger explained that the team will walk the halls, observe every class, shadow students, interview parents, teachers, school and Central Office administrators, then on the final day Mr. Donald Gainey, Chair, will give closing remarks that will include strengths and challenges that were observed. She said it will be a few months before the final report will be completed. Mrs. Leger also said that she hopes to have BHS students providing entertainment and refreshments at the Sunday reception in the Fine Arts Lobby.

Ms. Wolder added that the visiting team includes a high number of school administrators and she expects they will be very interested in talking with the school committee, questions will probably include the budget process, oversight over curriculum. The Superintendent thanked Mrs. Wolder and the lead team for their hard work she said she was very impressed with the document and feels the district will be well positioned to answer questions.

Superintendent Smith asked for a Policy Manual Review subcommittee, citing the need for a policy on fingerprinting, as well as some critical policies that need updating. Mayor Carpenter referred a presentation by School Police and SRO's about GREAT (Gang Resistance Education and Training) to the upcoming Curriculum meeting.

Items to Refer to Subcommittee

New Business

Superintendent's Contract Subcommittee Report

Mr. Minichiello reported on Superintendent's Contract Subcommittee meeting that was held earlier this evening to go over the Superintendent's evaluation. He said there was open and honest discussion, the entire evaluation document was reviewed, all members of the School Committee were given the opportunity to address the Superintendent's performance, and using a formula based on the Superintendent's solid, slightly higher than Proficient rating, a 2% salary increase was recommended. A vote was taken, it was unanimous to accept the results of the evaluation and ratify the 2% increase. Mr. Minichiello stated that the Superintendent graciously accepted the increase and then indicated she would be donating it back to the Brockton Education Fund. Mr. Minichiello read aloud a comment from the Evaluation Report that summarized the feelings of the entire School Committee.

"Superintendent Smith has done a great job fostering a culture of child-centered excellence and has set high expectations for students, teachers, and staff. She has shown Collaborative leadership in all elements in the BPS that will enable the district to effect meaningful, sustainable change in the lives of our students. Superintendent Smith has taken a proactive approach to management and has worked to create meaningful assessment tools and accountability systems in order to gauge student achievement, identify areas of opportunity or improvement and make sound decisions. The Superintendent interacts with individuals at all levels in the organization and with the community at-large. I feel that Superintendent Smith's relationship with the community is one of her strongest attributes."

Mr. Minichiello affirmed that the Superintendent has the full support of the School Committee going forward, **then moved to accept the report of the Superintendent's Contract Subcommittee Meeting held September 16, 2014.**

Voted: to approve the motion, unanimous.

Mr. Minichiello moved to approve the minutes of the September 16, 2014, Superintendent's Contract Subcommittee Meeting.

Voted: to approve the motion, unanimous.

The Superintendent responded that she has learned a lot in her first year and she is excited about year 2, she thanked everyone that has helped to make her year successful, and added that she could not do what was done without the full support of the School Committee. She said that “we don’t always agree, but we are able to work together.”

Election of Voting Delegate to MASC Business Meeting

Mr. Minichiello announced that, as a matter of business, a delegate and alternative delegate should be elected by the School Committee to be its representatives at the annual Joint Business Meeting of the MASC-MASS in November, 2014.

Mr. Minichiello nominated Mr. Ossie Jordan to serve as delegate.

Voted: to accept the nomination, unanimous.

Mr. Minichiello nominated himself to serve as alternate delegate.

Voted: to accept the nomination, unanimous.

School Custodians Association/School Committee Memorandum of Agreement

Mr. Minichiello said there was important news to report with respect to a Memorandum of Agreement between the Custodian’s Union and the School Committee, who have been negotiating for close to a year. He said one of the big issues was the crossing guard situation, and they have come to an agreement. Mr. Minichiello complimented Mr. John Talbot, President of the Custodian’s Union, and his team for stepping up and bargaining in good faith. Mr. Minichiello reported that the memorandum of agreement includes a new flat rate of \$25.00 per post, and other items with respect to maintenance/craftsmen; he said that all of this allows us to have more bodies on the street to assist the children for the same cost. There are now 92 crossing guard posts and eight floaters.

Following his report, **Mr. Minichiello moved that the School Committee ratify the Memorandum of Understanding. The motion was seconded.** Mr. Carpenter asked whether School Committee members would receive a copy of the MOA, Mr. Minichiello stated they would.

Voted: to approve the motion, unanimous.

Mr. Minichiello said the custodians have already started working in good faith under the terms of the new agreement. Mayor Carpenter added his thanks to both sides for putting safety of the students first, he said there was compromise on both sides and he said it should be acknowledged that members of the union have been doing a good job at this for a long time, it was a great advantage in coming to an agreement with the group.

The Superintendent announced that Sunday, September 21st, is the Brockton Historical Society’s Grand Opening, from 1 – 5 p.m.

The meeting adjourned at 8:00 p.m.

Respectfully submitted,

Kathleen A. Smith, JD
Secretary