

Brockton, Massachusetts

Regular Meeting

April 12, 2011

The Regular Meeting of the Brockton School Committee was held this evening in the George M. Romm Little Theatre at Brockton High School at seven o'clock.

Present: Mayor Balzotti, Chair; Mr. Minichiello, Vice-Chair; Mr. Bath; Mrs. Beyer; Mrs. Joyce; Mr. Carpenter; Mr. Daley; Mr. Sullivan; Dr. Malone, Secretary

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

Mayor Balzotti called the meeting to order at 7:03 p.m., followed by a salute to the flag.

### **Hearing of Visitors**

Mr. Mark Silva, parent, addressed the School Committee this evening on the sharing of information with non-custodial parents of students in BPS.

Mayor Balzotti explained the purpose of the Consent Agenda and asked if School Committee members wished to remove any items. School Committee members responded with the removal of the following items from the Consent Agenda:

Enclosure 4: New Scholarship/Prone Family Foundation (Mr. Minichiello)

Enclosure 11: QRIS 2011 RFP (Mrs. Joyce)

Enclosure 12: CF&CE RFP (Mrs. Joyce)

Enclosure 3,C.: BHS DECA Field Trip (Mr. Carpenter)

Mrs. Beyer made the motion to approve the following remaining Consent Agenda:

- Approval of SC Regular Meeting Minutes of March 15, 2011
- Approval of Chief Supervisor of Attendance Report, March
- Acceptance of Security/Safety/Transportation Subcommittee Minutes of March 14, 2011
- Acceptance of Accounts Review Subcommittee Minutes of March 15, 2011 (Mrs. Beyer)
- Acceptance of Bid Review Subcommittee Minutes of March 15, 2011 (Mr. Minichiello)
- Acceptance of Policy Subcommittee Minutes of March 21, 2011 (Mr. Minichiello)
- Acceptance of Community School Advisory Bd. Minutes of February 9, 2011
- Acceptance of Financial Subcommittee Minutes of April 5, 2011 (Mr. Minichiello)
- M. Notification of Personnel Action: Leaves of Absence and Career; Resignations; Retirement; Change of Date

Voted: to adopt recommendation, unanimously

### **Enclosure #3,C: BHS DECA Field Trip**

Mr. Carpenter inquired about the funding for the BHS DECA field trip from April 30-May 4, 2011, to Orlando FL. Dr. Szachowicz responded.

Mr. Carpenter then moved the Superintendent's recommendation to approve the above trip.

Voted: to adopt recommendation, unanimously

Mr. Minichiello requested details on **Enclosure #4**, the *Prone Family Foundation Scholarship*. Mayor Balzotti invited Councilor-At-Large Todd Petti to come forward and introduce Stephen J. Prone, Trustee, Prone Family Foundation, and nephew of benefactor Joseph G. Prone, Esquire. The trust is funded by stock purchases (Proctor & Gamble, Johnson & Johnson, etc.) dating back to the 1950's. Awards will be in the amount of \$1,000 (10 highest graduates of BHS in academic excellence) and \$1,000 awarded to a JRROTC cadet chosen by the BHS Principal and ROTC Instructors. Awards must be given to the recipients at the graduation ceremony with no double-dipping.

Mr. Minichiello expressed gratitude for the generosity of the gift and made assurances that the awards would be distributed in accordance with J. G. Prone's wishes.

Todd Petti added that it was an honor to have this opportunity for the students of Brockton for years to come.

Mr. Minichiello made a motion to approve the above scholarship.

Voted: to adopt recommendation, unanimously

Mrs. Joyce asked about how funding from Enclosure #'s 11 and 12 would benefit the Brockton Public Schools in the achievement of its goals.

**Enclosure #11:** *QRIS 2011 Program Quality Improvement \$10,000*

Mary Reed, Facilitator of Project Grads, explained that the new competitive grant from the Department of Early Education and Care would improve the curriculum and environment of the young children in the Teen Parent Program. The money awarded has to be used to improve the quality of the Day Care Program, which will achieve a 1-4 (1, lowest; 4, highest) rating by the state.

**Enclosure #12:** *Coordinated Family & Community Engagement approximately \$188,000*

V. Lynch explained that the funding has been coming to Brockton for several. Each year the funding has gone down. Part of the funding is for a full-time out-reach person who works with BPS staff as well as private early childhood care centers. The money also funds professional development, community programs for parents, and parenting classes at the Gilmore.

Mrs. Joyce then made the motion to approve the submission of the above grants.

Voted: to adopt recommendation, unanimously

Superintendent Malone took this opportunity to report to the School Committee that he is coordinating a top-to-bottom review of the System's processes and management of our HR functions, particularly around issues of CORI. He is contracting with an entity that works with the DOE to perform an audit that will bring forth recommendations containing specifics for the enhancement of our System's management. Dr. Malone said that he will not rest until BPS is completely and fully compliant, modernizing and moving from a paper to an electronic environment.

Mr. Sullivan expressed that he felt misled by CORI information he received and passed on to others.

Dr. Malone explained that the CORI check cycle is once every three years, and BPS is noncompliant with only a small cohort of employees who are currently on staff and were last CORI'ed in January, 2007. In order to establish a firm three year cycle date, the entire system will be CORI checked, hopefully, within the next eight weeks.

Mrs. Joyce urged the Superintendent to put in several levels of audit in order to have a fail-safe process with regard to anyone who has access to our schools, i.e., volunteers, School Committee members, work study, etc. Dr. Malone responded that databases will be built on volunteers, chaperones and tutors. Employees will be in the BPS Data Management System.

Mrs. Joyce asked about transportation and outside contractors, and Dr. Malone stated that the contractor performs and maintains the CORIs. He has sent the following question to counsel: "*Do we have the authority to do the CORIs ourselves?*"

Mrs. Joyce asked about what level of CORI's will be run, and a full explanation of the various levels. Dr. Malone responded that a police-run CORI will have an extensive list of offenses, where a mall "*Cookie Store,*" would have a less extensive level. The School Department would receive a middle level report which would include charges.

Mrs. Joyce said that she would like to see, in addition to the CORI check, a comprehensive plan in place on lessening public access to our students. Dr. Malone spoke about investigating the REMS funds to strengthen the safety of our schools and students, recognizing that the CORI check is not a guarantee of security.

Mr. Carpenter asked about having First Student provide their CORIs, and the Superintendent said that this is being done.

Mr. Carpenter asked to have the School Committee furnished with copies of all of the (signed) authorization (CORI) forms that were run in 2007. Dr. Malone responded that, not having been Superintendent in 2007, he could not trust what information would come forward. Mr. Carpenter reiterated that he would like the School Committee furnished with copies of the authorizations from 2007.

The Superintendent said that the information he has is that the CORI's were run in 2007, but he cannot be 110% sure that it was done right; he will be sure that it is done right in 2011.

Mr. Carpenter asked if 10 or 1, 010 were missed.

Mr. Minichiello, in reference to Mrs. Joyce's previous conversation about transportation, pointing out that Statutory Mandate would trump any contractual agreement we may have with the bus company. Dr. Malone concurred, but was still waiting on the opinion of BPS counsel.

Mr. Minichiello wanted to know if BPS is planning to use the previously signed CORI authorization forms, or would the employees get *new* forms for subsequent CORI checks. It was the Superintendent's understanding that in 2007 new forms were filled out and going forward today; new forms will be sent out and collected.

Mr. Minichiello asked for information about the team through the DESE audit. Dr. Malone spoke of contacting two people who the DESE use when the state deems a school system needs improvement. These people, looking through new eyes, would advise BPS on how to build our systems going forward.

Mr. Minichiello asked if these people would be looking at our process history or recommending processes going forward, and Dr. Malone responded that it would be a little of both, but that the lion's share would be assessing our current systems and suggesting best practices in the industry to upgrade our management systems.

Mr. Minichiello asked that the assessment team look at the past, as well as making recommendations for the future. The Superintendent expressed concerns that the past system, paper/file folder management, would not produce reliable information, which is why he feels we should move to an electronic system which should prove more reliable; history will be part of the audit.

Mr. Minichiello stated that it is reasonable for the parents to request an answer as to what went wrong. He also asked if the members of the CORI Review Panel would be CORI'ed, as well, and Dr. Malone replied, "Yes."

Mr. Bath spoke of needing a game plan, which includes the pit falls of the past, and to debate the plan in public. He also would like to see CORI's done on other transportation options used. (i.e. taxis used by Sp Ed) Dr. Malone said that these issues would be addressed in the plan.

Mrs. Beyer commended the Angelo principal for getting a letter out right away to the parents about what was going on.

## Diversity Council Presentation

Mr. Daley commented that, paper or electronic, the information is only as good as the person who is handling it. He also spoke of the need to CORI any contractors working on our buildings.

The Superintendent explained that during the past year he has been working with a Diversity Task Force to answer the following questions: *1) What are we doing to address growing diversity in the City of Brockton and Brockton Public Schools, and, 2) How do we do our best to educate the children in Brockton Public Schools?* He asked that the School Committee take note of the appendices in the Diversity Task Force Report (trends, racial demographics, current arrivals, state demographic data, new BPS student registration form) which explain a lot about why the task force work is so important. He then turned the floor over to Kathleen Sirois to introduce the group.

Ms. Sirois introduced Ms. Jean Hamler from the Brockton Interfaith Council introduced several members who were in attendance this evening and began the PowerPoint presentation.

At the conclusion of the presentation, the following comments were voiced by various School Committee members:

- Excellent presentation
- Would like to join the book club
- Student members would enrich the task force
- Spoke of the rise in ELL population (50 language spoken in BPS)
  - BPS uses Parent Liaisons and Sheltered English Immersion to assist
- Definition of Diversity (not just black/white), but physically challenged, blind, deaf, cultural differences, affirmative action (gender/age)
- Black, meaning: African American, Haitian American, Jamaican American, Cape Verdean American
- Language differences (only four mentioned in the presentation)
- Teachers of color to teach children of color
  - Encourage current student body to consider becoming teachers in Brockton
  - Increase dual certified educators to assist Sp Ed and ELL students
- Career Days from the community
- Honest and Open conversation is important
- Include a School Committee person on the Task Force
- Tuition Forgiveness Program

Ms. Sirois noted that the points raised were welcomed, and that many were topics discussed and struggled with during the course of the year. She commented that many of the School Committee's suggestions fall under the Superintendent's R<sup>3</sup> plan and the Race to the Top work and are already part of the next steps. With the School Committee's acceptance of the task force work, they plan to move forward with the work and solicit *student ambassadors*, who can speak for the student body.

The Superintendent asked that the School Committee formally accept the report and continue the work of the Diversity Council with the addition of a student and School Committee member. Mrs. Beyer made a motion for the work of the Diversity Council to move forward.

Voted: to adopt recommendation, unanimously

### **Green Repair Schools Update**

Mr. Thomas introduced the team from Skanska, USA who are leading the work of the MSBA Green Repair Program. They are: Dale Coldwell, Project Manager, Mary Ann Williams, and Mike Morrison.

Ms. Williams explained that the team is going to all of the eight school sites to validate the plans as to how much work needs to be done. All contractors hired will be CORI'ed. Site leaders will be surveyed to establish a work plan that will be least disruptive to the educational progress. The state should approve the project in May, followed by the Public Process for local contractors (and local materials) resulting in a start time of mid-August. Budgets should be finalized in the next two weeks, and a website will be established to visit and view progress.

Superintendent Malone thanked Mr. Thomas and the Skanska team for the information, and said he looks forward to seeing the process move forward.

### **Superintendent's Evaluation**

The Superintendent presented School Committee members with materials (current Self-evaluation, last year's Self-evaluation, and current R<sup>3</sup>) that speak to his achievements in regard to the identified 16 Strategic Goals, as well as, areas that he feels he needs to improve.

### **Items for Subcommittee**

Mr. Carpenter requested to have the issue of non-resident children be brought to Policy Subcommittee.

Mr. Carpenter requested to have the policy surrounding the School Police screening/hiring/job description (with appropriate invited guests) brought to Policy Subcommittee.

Dr. Malone said he would comply with the request after he conferred with counsel.

Mrs. Joyce requested that the School Police issue be referred to the Safety/Security/Transportation Subcommittee, where interested School Committee members could attend.

Mr. Carpenter requested that the Safety/Security/Transportation Subcommittee investigates the level of safety provided with regard to private school transportation vans operating on school grounds, and to invite private transportation providers to be present.

Mr. Sullivan requested to have the Policy Subcommittee convene to establish a CORI policy.

**Unfinished  
Business**

Mr. Petronio addressed the Committee regarding the Finance Subcommittee meeting of April 5, 2011. He reported that there is nothing new to bring forward at this time. The ARRA funding is falling off. It is too soon to have the exact shortfall expected. New information should be coming from the state in the next few weeks.

**Bid Review Report** Mr. Minichiello gave the report of the April 12<sup>th</sup> Bid Review Subcommittee. Following a brief discussion and review of the bid, Mr. Minichiello moved to accept the report and award the FY '11 bid to Energy Management Control Services (rebid/sole/low) HVAC control from Central Administration for the School System.

Voted: to adopt recommendation, unanimously

Mr. Bath spoke about using caution when speaking in public about the budget. He also announced that Lasell College is holding its 3<sup>rd</sup> Annual Law Office Roundtable on Antiterrorism on April 13<sup>th</sup>, with 31 Brockton Public Schools in attendance.

Mr. Sullivan, referring to his previously made motion regarding a CORI policy, clarified that his referral is made to the School Committee Policy Manual Review Subcommittee. Mr. Daley said that policy had to be created by the Policy Subcommittee before it can be referred to the Policy Manual Review Subcommittee.

**Adjournment**

The meeting adjourned at 9:26 p.m.

Respectfully submitted,

Matthew H. Malone, Ph. D.  
Secretary

dmm

