

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

Absent: Mayor Balzotti; Mr. Daley

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

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

Consent Agenda

Mr. Minichiello explained the purpose of the Consent Agenda, and asked if School Committee members wished to remove any items from it. No items were removed from the Consent Agenda. Mrs. Joyce then moved the Superintendent's recommendation to approve the following items:

- Approval of Minutes of Public Hearing on Building Naming of 11/15/11
- Approval of Minutes of Regular Meeting of SC on 11/15/11
- Approval of Minutes of Finance Subcommittee meeting of 11/21/11
- Approval of Minutes of Policy Subcommittee meeting of 11/21/11
- School Committee Subcommittee Assignments
- Authorization to submit 21st CCLC Enhanced Program for Students with Disabilities Pilot RFP
- Acceptance of CSAB October 19, 2011 Minutes
- Acceptance of Notification of Personnel Appointments: Certified & Non-Certified
- Acceptance of Notification of Personnel Action: LOA'S;Resignations;Retirement
- Acceptance of Notification of Executive Session Minutes Review
- Acceptance of Notification of Appointment of BPS Personnel Harassment Officer

Voted: to adopt recommendation, unanimously

Building Naming of BHS Pool and Track

Dr. Malone moved to **Enclosure #18**, *Naming of BHS Pool and Track*, to allow visitors to leave the meeting. Mr. Minichiello called upon Mrs. Joyce, Chair of the Building Naming Subcommittee, to reread the approved minutes of the Subcommittee meeting and the minutes of the Public Hearing on Building Naming, both of November 15th. Following the reading of the reports, Mr. Bath made the motion to name the BHS pool, the *Brendan O'Neill Natatorium*.

Voted: to accept motion, unanimously

Mr. Bath then made the motion to name the BHS track, the *Harry C. Allen Track*.

Voted: to accept motion, unanimously

Mr. Minichiello congratulated the presenters of the proposals and all visitors who came to support the proposals.

Following the vote, Mr. Thomas said that he will meet with the Facilities Usage and Planning Subcommittee to discuss the suitable placement of the signage located at each facility. He said that all appropriate personnel will be invited to the meeting.

Communication

John McGarry, Executive Director of the Elections Commission, has requested the use of schools for the 2012 election cycle. The dates are March 6, September 6, and November 6, 2012. The school buildings requested are as follows: Kennedy, Huntington, Hancock, Gilmore, Davis, Downey, Brookfield, Ashfield, Raymond and North, South, East and West Middle Schools.

Mr. Carpenter expressed concern regarding the amount of traffic that would burden the schools in the 2012 elections. He inquired about the possibility of changing the school calendar to professional days on the election days, excluding students. He also alluded to an incident that occurred in the Randolph Schools when a student was injured.

Mr. Minichiello suggested that Mr. Carpenter's concerns be discussed with Mr. McGarry and also be referred to the *Safety/Security/Transportation Subcommittee* for further vetting regarding safety. Mr. Carpenter said that administrators and staff in the System are concerned, and the School Committee needs to consider other alternatives. Mrs. Beyer said that she, too, was approached with concerns by three principals.

Dr. Malone said that he agrees with Vice-Chair Minichiello— the School Committee should allow the use of the schools.

Mr. Sullivan made the motion to allow the above schools to be used for polling places for the 2012 election cycle, and to refer all safety issues to the *Safety/Security/Transportation Subcommittee* for discussion.

Voted: to accept motion, 5 - 1 - 0 (Mr. Carpenter)

Learning & Teaching

Dr. Malone said that he visited North, Keith and BHS today and learning and teaching was occurring in full force. He said that he observed technology at North and, at Champion High, students were *skyping*. Dr. Malone discussed his invitation to witness the homecoming of a father returning from Afghanistan, who is a parent of three BPS students: one at the Huntington, one at South Middle and one at BHS. Each school hosted the event, and Dr. Malone attended the one scheduled at BHS. Dr. Malone said the event was very emotional. He said, "*We celebrate veterans, but the war is still going on.*"

Food Service Program Mid Year Report

Dr. Malone called upon Chartwells/Food Service administrative representatives Erin Long, Regional Operations Support Manager, and Tom Burke, Resident District Manager, to answer questions from School Committee members regarding the food service program report, previously provided. The report highlighted the following topics:

- Revenues
- Expenses
- Participation
- Various menus and meal programs
- Community outreach
- Staff training
- Lunch application status
- Equipment upgrades
- MA School Nutrition Bill *At a Glance Guide*
- Photo journal from various events

School Committee members asked questions regarding the count on paid lunches; the decrease in breakfast meals; whether or not vending machine soda is sold to students; variable costs in the program; and equipment: new, updated and ownership. Ms. Long and Mr. Burke responded.

Mrs. Beyer moved the Superintendent's recommendation to accept the above report.

Voted: to adopt recommendation, unanimously

MY TURN Report

Dr. Malone asked MY TURN representatives to answer any questions School Committee members may have regarding the MY TURN report, previously provided to the Committee. Paul Protentis, founder, Maria Fernandes, director of programs, Paula Fontes and Solange Alves, higher education specialists, and alumni Jeffrey Hammonds, Richy Antoine and Tarik Auguste, all attended this evening's meeting. Mr. Protentis reviewed the report which highlighted the program's history; core objective; the overview of the STEP (college prep) program and its successes; project coordination and management; participation in program activities; and upcoming events.

School Committee members inquired about the number of students in the program and the breakdown of higher education schools that the STEP graduates attend. Mr. Protentis responded, and said that he would send a list of higher education schools to Committee members.

Mr. Carpenter thanked the graduates and staff for speaking this evening, and Mr. Sullivan commended Mr. Protentis and the program.

Mrs. Joyce moved the Superintendent's recommendation to accept the above report.

Voted: to adopt recommendation, unanimously

Items Referred to Subcommittees

Dr. Malone referred the safety concerns regarding the 2012 election cycle to the Safety/Security/Transportation Subcommittee, and Mr. Carpenter referred a review of the Building Naming policy to the Policy Subcommittee.

COPS Grant

Mr. Petronio, Executive Director of Finance Services, gave an overview of the *U. S. Department of Justice COPS SECURE OUR SCHOOLS Grant*. The School Committee must indicate their understanding that its acceptance of funding specifies its obligation to meet the match requirement of \$489,947 from the School Committee budget years of 2011-12 and 2012-13. Mr. Petronio informed the Committee that he has planned, accordingly.

School Committee members asked for more clarification on the funding and management of the grant, as well as which schools would benefit.

Mr. Thomas, Executive Director of Operations and School Administration discussed the various needs in the System that would be served through the grant funding, i.e., upgrading of door lock systems; interior door locks; surveillance throughout the System; Lobby Guard; exterior lighting, etc.

Mr. Minichiello requested that the School Committee be updated in terms of matching funds and once-anticipated expenditures vs. new money spent.

Mr. Sullivan moved the Superintendent's recommendation to accept the above funding, which indicates the Committee's understanding that their acceptance specifies the School Committee's obligation to meet the match requirement of \$489,947 from the School Committee budget years of 2011-12 and 2012-13.

Voted: to adopt recommendation, unanimously

Financial Services Overtime Report

Mr. Petronio took questions from School Committee members regarding the BPS overtime reports previously included in the agenda booklet. The reports detailed overtime information for custodians, maintenance craftsmen and school police in FY 2011 and FY 2012, to date.

Mr. Carpenter inquired about the FY 11 travel expense listed on the maintenance craftsmen overtime sheet. Mr. Petronio responded, explaining that the craftsmen use their personal vehicles in performing their duties. He explained the history of the agreement. Mr. Carpenter asked if the School Committee ratified this agreement, and Dr. Malone responded.

Messrs. Petronio and Thomas described the various ways in which overtime is paid: regular pay overtime; traffic or double traffic duty; facility rentals work; and selling back a week of vacation time – all covered in the contract.

Mrs. Joyce inquired about how overtime is assigned and how employees are able to make certain amounts. Mr. Thomas responded, attributing overtime earnings to Community Schools work, S.A.T.'s, facility rentals, etc.

Mr. Carpenter asked, "*In what situations are we using overtime for traffic,*" and "*Why is one officer on facilities?*" Lt. Mills and Mr. Thomas responded.

Mrs. Joyce moved the Superintendent's recommendation to accept the above report.

Voted: to adopt recommendation, unanimously

Use of BPS Consultants The Superintendent began the discussion on *Use of BPS Consultants* with a recap of the materials previously submitted to School Committee: the December 2, 2011 memo to the Committee describing the fix to the Efficacy Institute account resulting in a reduction of \$6,000; the written review dated December 2, 2011 requested by School Committee from the School Department attorney regarding compliance relating to G.L. Chapter 30B; and the original report of October 28, 2011.

School Committee members asked questions, i.e.,

- We asked for all consultants for all three years, right?
- Why isn't the 2012 report finalized?
- (Pearson Learning and RBT)
- Does any of this report represent RttT?
- Are RttT funds being spent that are not on this (report)?
- The audit of HR department is not listed?
- Is Jon Saphier and Associates affiliated in any other way?
- Efficacy didn't do a good job for us?
- Are any BPS employees receiving something from consultants doing business with BPS?/Are people getting any benefits?
- RBT: Does he (J. Saphier) get any other form of compensation from us, and how long has he been involved with us?
- What is the process of hiring?
- How do you evaluate them?
- Was there a collaboration between Efficacy and the math department head?

Dr. Malone and Deputy Superintendent John Jerome responded to the questions asked by Committee members. Mr. Jerome said that the report was done in October, but the School Department still needs details and has needs, i.e., the Brown University grant from 2009 where there exists work that has not been completed. He said the report is based on actual expenditures at the end of the year. He also said that federal grants run from August 31st; money can be used from previous years to pay for this— "*...A person is paid, but we are actually doing the work now,*" he said.

With respect to RBT, the School Department used FY11 funds for summer events. In January and February, more money will be spent. Mr. Jerome also gave examples of RttT expenditures, and said that there are no RttT monies being spent that are not included in the report. He referred to Atty. Lenox's correspondence, saying that the attorney referenced two areas in the report that may have "*slipped through cracks.*"

Dr. Malone said that both the safety and security and HR audits were not on the consultants report. He added that consultants and contract services are separate items, and offered an example of contractual services.

On the question about J. Saphier, RBT, Mr. Jerome said that Mr. Saphier had stepped down from executive officer of *Teachers 21*, a company founded by Mr. Saphier.

Dr. Malone responded to the question regarding the Efficacy Institute, saying that they did not deliver the second part of the project— the development of a set of computation workbooks, which was completed but never reproduced in a format that the School Department could use. He said that he has met with the Efficacy leadership, and the workbooks will be developed and honored by Efficacy, and Brockton Public Schools will have perpetual use. Dr. Malone said that collaboration existed between the high school and Efficacy. Mr. Jerome said that the elementary and middle school collaboration did not work as well.

Dr. Malone said that computation is the System's greatest weakness. "*The ball was dropped on the workbooks but, overall, the work provided by the Efficacy Institute was a great success,*" he said.

Regarding the question on whether or not any BPS employee has benefited from using consultants, Dr. Malone and Mr. Jerome said none that they know of, and Mr. Jerome said that he would be upset if that were the case.

Mr. Jerome said that RBT provides professional development to BPS, and the School Department has been involved with Mr. Saphier since, perhaps, 2002, or before. Mr. Jerome said that Mr. Saphier and his associates offer the best professional development piece in the Brockton Public Schools. Mr. Jerome also explained the evaluation process on consultants.

Mrs. Joyce moved the Superintendent's recommendation to accept the report on the professional development consultants with the understanding that the School Department will prepare a similar recap for the past three years on contract services.

Voted: to adopt recommendation, unanimously

Notice of Request for Add'l. Personnel

Dr. Malone then discussed his rationale for requesting two additional administrative personnel through grant funding: Bilingual Department Head, Grades K-5, and Coordinator of Math & Science, Grades 6-8. He said he has a flaw and a way to correct it. He said he will make a recommendation to have the positions funded through regular funding, next year. He said he was not expecting a vote on this, this evening, but is hoping to have it included on the next agenda for School Committee action.

School Committee members inquired about placing the item on a January SC agenda and asked if specifics could be provided regarding how the BEA contract works and what the ramifications would be if the Committee were to eliminate the positions.

Dr. Malone said that "*insiders*" would return to their original positions.

Mr. Carpenter said he is looking for assurance about where this money would come from in next year's budget. Dr. Malone said, "*We may not have the money, but I can get results, now. This is a temporary bandaid, and will be recommended in the FY 13 budget.*" Dr. Malone said that he hoped he had conveyed to the School Committee his sense of urgency in this matter.

Mr. Minichiello asked if the positions would be posted, and School Committee members inquired about the turnaround time involved. Dr. Malone reviewed the posting, interviewing and hiring process.

At this time, Mr. Sullivan moved to accept the report.

Voted: to accept motion, unanimously

Mrs. Joyce then moved to place Dr. Malone's request to hire two additional administrative personnel from grant funding on the December 20, 2011 for (SC) decision.

Voted: to accept motion, 4-2-0 (Messrs. Carpenter and Minichiello)

Adjournment

The meeting adjourned at 9:38 p.m.

Respectfully submitted,

Matthew H. Malone, Ph. D.
Secretary

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