

Brockton, Massachusetts

Special Meeting

June 29, 2010

A Special Meeting of the Brockton School Committee was held this evening in the George M. Romm Little Theatre of Brockton High School at six-thirty o'clock.

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

Absent: Mayor Balzotti

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

Mr. Minichiello, Vice-Chair, called the meeting to order at 6:40 p.m. followed by a salute to the flag. He said that the original purpose of this meeting was to discuss the ratification of non-certified MOA's, and called upon Kathleen Sirois, Executive Director of Human Resources, to give the report.

Ratification/Non-Certified MOA's

Ms. Sirois said that she has been meeting with all non-certified unions to see if adjustments similar to those offered to the BEA would be accepted. To date, some have ratified, and the custodians have a different plan. (Ms. Sirois detailed the custodial plan.) The Administrative Assistants are putting the finishing touches to their documents, and this MOA will likely come up at the July School Committee meeting.

Mr. Bath thanked members of the School Committee Subcommittee, Messrs. Carpenter and Sullivan, as well as Kathleen Sirois, Aldo Petronio, Elisa Martineu and Tracy Holland. He said that the work was done to bring back more positions. Mr. Bath also thanked all union presidents.

A discussion then took place regarding the breakdown of position buybacks including pertinent financial information offered by Mr. Petronio. Dr. Malone said that the School Department is very close to the Governor closing on the Haitian population issue. Dr. Malone said that he is aware of the critical need for paraprofessionals.

More details regarding salary steps of paraprofessionals and custodians were requested by Mrs. Joyce and responded to by Mr. Petronio.

Mr. Minichiello complimented Lorraine Niccoli, president of the paraprofessionals union, on her collaboration, as well as all other union representatives.

Mr. Bath moved the Superintendent's recommendation to ratify the following non-certified MOA's: Food Service Workers, Custodians, Police, and Paraprofessionals.

Voted: to adopt recommendation, unanimously

Incentive to Retire

Ms. Sirois, Executive Director of Human Resources, informed the School Committee that two draft documents regarding the Incentive to Retire were presented to Committee members at a previous Finance Subcommittee meeting. School Committee members, at that time, had questions regarding the documents/information, which were answered in a recent Informational Bulletin.

Mr. Minichiello asked Mr. Petronio, Executive Director of Financial Services, to explain the benefits of the incentive program to the School System. Mr. Petronio explained that a salary of a

higher paid employee, for example, would bring back two lower paid employees and eliminates the payment of unemployment benefits; two FTE people would be back at work instead of having one. Dr. Malone said that he thinks this is a good thing to administer.

Mr. Sullivan asked if the program would be a one-time payment, and Mr. Petronio explained that it would be a one-time, lump sum payment that does *not* increase retirement.

Mr. Daley moved the Superintendent's recommendation to accept, as presented, the Voluntary Retirement Incentive Agreement and Waiver Form, both Certified and Non-Certified.

Voted: to adopt recommendation, unanimously

Finance Subcommittee Minutes

Mr. Daley moved the Superintendent's recommendation to approve the Minutes of the Finance Subcommittee meeting on June 15, 2010, as presented.

Voted: to accept motion, unanimously

BHS Associate Principal

At this time, Superintendent Malone announced his approval of Dr. Szachowicz' recommendation of the appointment of Ms. Sharon Wolder to the position of Associate Principal of Brockton High School.

Administrative Appointments

Dr. Malone said that, in last Friday's Informational Bulletin, School Committee members were notified of the following administrative appointments: Kelly Silva, Interim East Middle Principal; Dennis Genuich, East Middle Asst. Principal; Violet LeMar, Raymond Associate Principal; and Alison Gillen, North Middle Associate Principal. Dr. Malone said that all moves were made in the best interest of the School System.

Supt's Proposed 2010-11 Admin'tive Reorganization

Dr. Malone then brought the School Committee's attention to what he proposed last January regarding the structure of the administrative team. The structure has been a horizontal one, he said, where schools were not in the center. He brought the schools to the center and talked about looking at Teaching and Learning and everyone that supports Teaching and Learning: the heart of the work that is done in the schools.

Dr. Malone also distributed a handout to School Committee members referencing *MGL 71, Sec. 59, SCHOOL COMMITTEES/Superintendent of schools; appointment; compensation; powers and duties*. He requested of the School Committee consideration in changing the title of **1) Deputy Superintendent to Chief Learning Officer**, and **2) Executive Director of Operations and School Administration to Chief Operations Officer**. Dr. Malone said that there are no salary increases, just the changing of titles, and that structure and function are what is important. Organizationally, he said, this is what exists right now. Dr. Malone continued to stress the importance of roles and responsibilities.

Mrs. Beyer moved the Superintendent's recommendation to approve the abovementioned title changes.

A lengthy discussion took place on the motion regarding certain clarifications, i.e., salary information, current job titles, and what exactly would be changed re duties by approving the title changes. Dr. Malone responded to all questions.

Some School Committee members said they felt the changing of administrative titles was a topic better discussed at a future School Committee retreat, feeling no urgency, as people are already in place performing the duties.

Mr. Minichiello stated that he wanted more time to digest the legal document that was distributed by Dr. Malone this evening.

The vote was then taken.

Yeas: Beyer; Daley; Joyce

Nays: Bath; Carpenter; Minichiello; Sullivan

Voted: The motion did not carry, 3-4

Facilities Usage & Planning Report

A meeting of the Facilities Usage & Planning Subcommittee was held this evening at 5:30 p.m. in the George M. Romm Little Theatre at Brockton High School. Mr. Bath read the report.

Mr. Bath made the motion to accept the abovementioned report.

Voted: to accept motion, unanimously

Mr. Bath made the motion to approve Option #3 included in *Options for (Plouffe School) Playground, including a swing set*, to be put to bid, as follows:

- Remove and dispose all existing borders and replace with 55 new borders (to be installed flush with grass and six (6") inch reveal along fence areas): a. 55 x 59=\$3,245.
- Furnish and install rubber tiles (2X2) in play area using thickness needed for a six (6') foot fall height: a. 650x67.85sf+\$44,102.50
- Freight: a. \$4,526.

(includes prep work and materials/dense grade crush stone), compaction, paving, tiles and installation with custom cuts around existing posts

Voted: to accept motion, unanimously

Early Childhood Leadership

Dr. Malone stated that two assistant principals exist at the Gilmore School/Early Childhood Program at this time, and discussed the need to change the leadership. He said that he wants the leadership to consist of a principal and an assistant principal.

After some discussion, Mr. Sullivan made the motion to name Ms. Helen Virga Interim Principal of the Early Childhood Program/Gilmore School.

A discussion took place on the motion regarding the creation of a *principal* position and whether or not it would be another interim position. Mr. Carpenter said that "interim" should be used for extenuating circumstances, and questioned whether or not the person named interim may have advantages over another applicant. Dr. Malone said that, having been interim, might be a disadvantage.

Voted: to accept motion, unanimously

Update on FY'10

Mr. Petronio updated the School Committee on FY' 10 and asked for the rescission of the motion regarding the transfer of funds in the amount of \$250,000 made at the June 15, 2010 Regular Meeting of the School Committee.

Mr. Daley made the motion to rescind the motion adopted on June 15, 2010, regarding the transfer of funds from Ordinary Maintenance to Personal Services in the amount of \$250,000 for the purpose of balancing Personal Services.

Voted: to accept motion, unanimously

New Business

Mr. Bath mentioned that he would like to discuss putting the Reading Resource Specialists *back on the map* at the July 20th School Committee meeting, also expressing his concern for jeopardizing accreditation status in the schools. Dr. Malone responded, and said that there is no additional money. He currently has no way to bring back more positions.

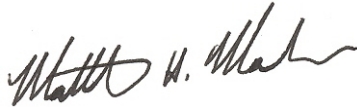
Mr. Bath said that he would like to learn more about the *LEARN Act*; he knows, he said, that there is no money.

Mr. Minichiello discussed the bill drafted by Rep. Geraldine Creedon regarding the additional Haitian population, saying that, if approved, there may be extra funding. Mr. Minichiello said that he has written to Senator Kerry and stated that Congressman Lynch is working in this area, as well.

Adjournment

The meeting adjourned at 8:06 p.m.

Respectfully,



Matthew H. Malone, Ph. D.
Secretary

bas