

School Committee Meeting
January 9, 2019
6:00 p.m.
Frederick Hartnett Middle School

The Blackstone Millville Regional District School Committee met in the library of the Frederick W. Hartnett Middle School at 6:00 p.m. with the following members present:

Jane C. Reggio, Chairperson
Erin P. Vinacco, Vice Chairperson
Caryn D. Vernon, District Treasurer
Tara L. Larkin, District Secretary
Tammy A. Lemieux, Member
Jack R. Keefe, Member
Bethany B. Dunton, Member
Sarah E. Williams, Member

Also in attendance was Dr. Jason DeFalco, Superintendent of Schools and Matthew E. Ehrenworth, Assistant Superintendent of Schools.

Report of Student Representatives

Danielle Catalano - The High School was very busy with Pep Rally preparations. The juniors won. They all made banners and perfected their lip sync routines. The jazz band is performing quite a bit this winter. Boys basketball will play tonight against Hopedale. Mid-terms are upon them. NHS will sponsor Empty Bowl on February 6th. It supports the food pantry.

Public Forum - Cecilia Doyle JFK Kindergarten teacher is here as a staff member. She attended an optional staff meeting yesterday. She has grave concerns on the restructure of the Complex. Last spring she spoke on class size. She hopes that it will continue to be a number one priority. She is not sure where the students fit into the new model. They need the classroom teachers in the classrooms. She feels many students have been through multiple agendas.

Mrs. Doyle stated the children are now eating in a dark cafeteria. She is requesting better lighting.

Motion: It was moved by Mrs. Lemieux, seconded by Mrs. Dunton and unanimously voted to approve the Warrants.

Motion: It was moved by Mrs. Larkin, seconded by Mrs. Dunton, 6 in favor, 2 abstain, Mr. Keefe and Mrs. Vernon to approve the School Committee Minutes of November 28, 2018.

Motion: It was moved by Mrs. Lemieux, seconded by Mrs. Larkin and unanimously voted to approve the Minutes of the December 12, 2018 meeting.

Superintendent Evaluation -

It has been decided that they will conduct Dr. DeFalco's mid year review in early March. They want to see how the plans are falling into place. They do not want people to be confused by this.

District Reorganization

TO: Blackstone-Millville Regional School District School Committee
FROM: Dr. Jason DeFalco, Superintendent
DATE: Wednesday, January 9, 2019
RE: Reorganization of Departments

Attached please find an overview for the reorganization of two (2) major district departments: the JFK/AFM Schools also referred to as "the Complex" and the District Central Office.

Please know that the reorganization of each department was not a process done in isolation nor was it something that was taken lightly. These are being brought forward to the School Committee after many conversations, observations, and identification of gaps/redundancy in our current services to students, families and staff.

During the last six (6) months a variety of themes have emerged as I have been learning about our schools and the district. As you know, these themes have been developed into a *District Improvement Strategy* (The What, The How, The Whole Child and The Community). These themes and improvement strategy are reflected below and drove the reorganization of each department:

- While we continue to strengthen our core teaching and learning practices we cannot focus solely on the academic needs of students. We must also pay closer attention to helping remove the non-academic barriers that get in the way of student learning – **we want happy, healthy and proficient kids.**
- We need stronger and more aligned intervention and supports services for ALL students
- We must start aligning better our approach to teaching and learning, and student support throughout and across our elementary schools strengthening the foundational skills and supports for our youngest learners – **truly becoming a "district of one"**
- Recruiting, retaining, and maintaining a strong and successful workforce within our organization must become a much stronger focus for the district

By implementing the reorganization of each department we can bring the needed alignment across the district, and bring additional clarity to the roles and responsibilities of those providing direct services to our students, staff and overall school community, while eliminating existing redundancies. I greatly look forward to a rich discussion around each piece of the proposed new structure.

Currently they are paying Financial Assistant 1, 53,118, Financial Assistant 2, 60,468, Financial Assistant 3, 58,700, Administrative Assistant, 29,525, Technology Aide, 32,199 and Technology Consultant, 50,000 for a total of **\$284,010**.

The reorganization would be for an HR Specialist for 55,000 - 60,000, an accounts payable specialist for 60,468, a payroll specialist for 58,700, a part time business office assistant at 22,000 and a data specialist for 40,000 - 45,000. This would cost a total of **236,168 - 246,168**.

This would give the District the ability to apply \$37,842 - \$47,842 to a planning, teaching and learning coach.

Motion: It was moved by Mrs. Dunton, seconded by Mrs. Vernon and unanimously voted that the committee hereby approves the reorganization and elimination of two clerical/administrative positions in the Central Office, one formerly assigned to support services for the previous Assistant Superintendent and another position in the Finance Office. Following elimination of these two positions a new position will be created focused on fulfilling HR functions. The plan of office staff reorganization recommended by the Superintendent, to be effective July 1, 2019, subject to impact bargaining obligations with affected employees bargaining representatives and, further approval of the creation of new positions consolidating duties and responsibilities, all as recommended by the Superintendent. Each new position to be posted as required by applicable contracts or Committee policy.

Currently they are paying the K-2 principal, 100,296, the 3-5 principal, 119,509, the K-2 Administrative Assistant, 43,992 and the 3-5 Administrative Assistant 41,734 for a total of **\$305,531**.

The proposed structure would be for a K-5 principal for 100,000 - 105,000, K-5 Assistant Principal for 95,000-100,000, Administrative Assistant for 44,207 and Planning, Teaching and Learning Coach for 50,000.

Motion: It was moved by Mrs. Keefe, seconded by Mrs. Dunton, 7 in favor, 1 abstain Mrs. Vinacco that the committee hereby approves the recombining of the Kennedy and Maloney School, elimination of one of the two principal positions at the Kennedy and Maloney School following the retirement of Mrs. Carol Brown, the creation of a new Assistant Principal's position at the Kennedy and Maloney School, and the creation at the Kennedy and Maloney school of a new Planning, Teaching and Learning Coach position. The plan of administrative reorganization recommended by the Superintendent, to be effective July 1, 2019, subject to

impact bargaining obligations with affected employees bargaining representatives and, further, approval of the creation of new positions consolidating duties and responsibilities, all as recommended by the Superintendent. Each new position to be posted as required by applicable contracts or Committee policy.

Mrs. Reggio - appreciates being involved in this process and discussion. It is not a shocking process now to the school committee. It is positive not coming out from left field.

Dr. DeFalco - discussed the budget with leadership team. Fiscal plan that will match the school improvement plan they are doing everyday. Core of all of this is how do we create a budget that works for teachers and gives leadership the support they need to better serve the students. Create a budget that meets the needs of the students.

They met with all cost center managers to discuss the people needed in positions and the materials and resources they will need.

Business Office Report - Matthew J. Ehrenworth

Mr. Ehrenworth stated there are three possible budget scenarios.

The first scenario is a zero increase budget which will amount to budget cuts to keep the same exact budget as in FY19.

The second scenario is the level services budget which would amount to a 2.5% increase in the budget in FY20.

The third scenario is the 0 based budget which is the budget that the cost centers have built together.

It still takes over a million dollars from other revenues to operate the school district. This revenue comes from user fees, grants, etc. It is not realistic to be level funded. We need to move on from that. The state covers about 57% of the district budget. On January 16 at 6:00 p.m. at the FWHMS they will review and present the budget to the Towns.

Salary spend down report - in a couple of areas it is clear that we will overspend in custodial expenses and overtime for snow removal.

Line 33 under transportation services. These costs did increase they hope it will be offset by transportation reimbursements. The reimbursements will start to have an impact.

We are taking in revenues. We are budgeted to take in over 472,000 in transportation reimbursements.

Our programs are bringing in the money to offset our costs. Cafeteria program, music fees, user fees. We know what certain offsets will be so it is in the budget. There are other cost offsets that we are unsure of so they are not in the budget.

Personnel update report was reviewed with the committee.

Facility report - we were assigned the Millville boiler project, an OPM and architect.

No one was present for 2nd Public Forum -

School Committee Forum -

Mrs. Reggio - wishes much success in 2019. She sends her condolences to those in town who lost their homes,

Mrs. Lemieux - urge people to help out the families who lost their homes.

Mrs. Larkin - new snack procedure. Is it part of the policy set by the Committee?

Mr. Ehrenworth said that there is nothing in the policy about this. It is wrong that students purchase snacks with cash and they have a balance on their account. Mrs. Lemieux wants to put the policy back on the table. The communication that was distributed has gone out to all the schools to take effect on January 11th.

Mrs. Williams - sat in on the Middle School Google classroom. It was a relevant and helpful resource. Beneficial to staff and students for better communication.

Mr. Keefe - spoke with Mrs. Boyko. She is happy with the information she receives from the district for the Enlightener.

The next School Committee meeting will be held on February 13th at 6:00 p.m. at the FWHMS.

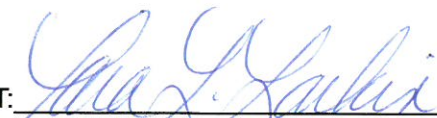
Motion: It was moved by Mrs. Lemieux, seconded by Mrs. Williams to enter into Executive Session to discuss Contractual Negotiations and not to return to the regular meeting. A roll call vote was taken.

Respectfully submitted,



Monique F. Simard, Recording Secretary

ATTEST:



Tara L. Larkin, District Secretary

