

AVON PUBLIC SCHOOLS

Patrick Clark Drive · Avon, MA 02322 · (508) 588-0230 · fax (508) 559-1081

THE MISSION STATEMENT:

To educate all students to be lifelong learners and responsible citizens in a global society.

SCHOOL COMMITTEE MEETING

Minutes

August 23, 2023

WALKTHROUGH & Regular School Committee Meeting - Wednesday Evening 5:30 p.m. @ BUTLER, immediately following AMHS, & Regular School Committee Meeting, 6:30 p.m., AMHS Media Center/Zoom

Join Zoom Meeting

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Dial: +1 929 205 6099

Meeting ID: 825 1415 1145

Passcode: 876877

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Any citizen wishing to speak before the Committee shall identify themselves by name and address and shall speak for no longer than 3 minutes. No citizen may speak more than once without permission of the Chair. All citizens shall speak to the full committee through the Chair and shall not address individual members or administrators. Individuals may address topics on the agenda, items specified for public comment, or items within the scope of responsibility of the School Committee. Improper conduct and remarks will not be allowed. Defamatory or abusive remarks are always out of order. If a speaker persists in improper conduct or remarks, the Chairperson may terminate that individual's privilege of address.

AVON SCHOOL COMMITTEE:

Tracy Sheehan, Chair
Anne Hagberg, Vice-Chair
Maria Piccirilli, Secretary-Virtual
Claudia Lucia, Member-Absent
Paul Chapman, Member

STUDENT ADVISORY COMMITTEE:

SUPERINTENDENT OF SCHOOLS:

Christine Godino

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- I. CALL TO ORDER BY THE CHAIR OF THE SCHOOL COMMITTEE
 - II. THE SIGNING OF WARRANT/PAYROLL:
 - III. PUBLIC COMMENT:

Katie Frias-Reading Title I Teacher-Of the 2022-2023 school year, approximately 20% of teachers have left the district.

Jess Watson- Special Education Teacher- AMHS According to the AEA exit survey for this contract cycle July 1, 2020 –June 30, 2023 63.3% of teachers have left for higher salaries.

Leona Albanese-2nd Grade Teacher at Butler-During the same contract, 70% of teachers left due to an overwhelming workload.

Diane Shanks-Correia-Middle School Science Teacher-During the same contract cycle 53.3% of staff left due to lack of staffing which resulted in compensatory services.

Susie Joyce-3rd Grade Teacher, Butler-Since May's statement the AEA has continued to negotiate in good faith. Decreasing our financial position by 3% but the district is holding on to a salary package that will not help Avon Educators salaries become more competitive with surrounding communities. Since then, the district has lost approximately 20% of teachers who resigned for higher salaries and are starting the school year without a contract. While there has been some movement in negotiations there are some areas that are still outstanding that will not cost the district any money but would provide teachers with time and support, areas that would provide some relief of the overwhelming workload teachers face. The district also hasn't accounted for the over 300,000 in savings from the historic turnover we have just experienced. They have also not accounted for \$290,000 of new money and state funding. This money could be invested in Avon's educators bridging the gap between our salary positions. We ask the School Committee review its positions in light of this historic turnover and unprecedented available extra funds and present us with a package that makes real movement towards addressing these issues.

Marci Kovak-Avon resident commented on sports fees and a concern of where the sports fees go.

IV. INFORMATION:

A. Butler Elementary School Update- Chase Eschauzier

New Principal of Butler Elementary School gave an update on opening of Butler School, new staff and handbook changes. Butler has several new staff members that we are welcoming this year that include:

Noelle Romeo-School Psychologist
Aaron Merrill- 3rd Grade Teacher
Natakki Jones-3rd Grade Teacher
Donovan Fauvelle-5th Grade Teacher
Nicole Litton-Pre-School Special Education Teacher
Virginia Parra-ELL Teacher

The Principal would also like to recognize and thank the custodians for all their hard work over the summer and all year to maintain and to get the school ready for everyone's return.

Handbook changes for the Butler were all small changes. A table of contents was added. The hours were updated for the preschool and all staff was updated. Early release days were updated and suspension language was updated. There were revisions made for discipline of special education students and electric forms were added for picture and IT permissions. Lastly 6th grade was removed.

B. AMHS Update – Shawn Desmond

Shawn Desmond, Principal of AMHS gave an update on AMHS, welcomed new staff and gave updates on Handbook changes. Principal Desmond would also like to recognize all the custodians for their hard work and continued hard work throughout the school year. AMHS also welcomes many new staff members that include:

Joseph Wood-Art Teacher
Christina Hughes-Computer Science Teacher
Michael Thorenson- Special Education Teacher
Kathleen Kent- Science Teacher
Dawn Russell-Instructional Assistant
Nicholas Buckley-Teacher AMHS

Guy Enoch-Health Teacher
Nicholas Burka- Spanish Teacher
Scott Hubeny-Physics Teacher
Margo Martell- Special Education Teacher

A team of staff and students was formed to make handbook changes. They were able to update and streamline the language. Some important changes include updates to the cell phone policy. Cell phones are not to use for non-educational purposes and will not be allowed to be used at lunch. We are also looking into other ways to limit cell phone use such as a grant that would provide locked pouches for students to keep their cell phones throughout the day that would be unlocked upon dismissal. The handbook changes also include updates to the student dress code and the implementation of wearing ID's. Another change to the hand book is a structural change. The letters of consequences have been reversed.

C. Sports Update – Mike Hayes

Athletic Director Mike Hayes presented an athletic update. Fall sports begun 8/18 with Football Varsity/ Middle School. Fall Sports will include Coed Cross Country, girls Junior Varsity and Varsity Volleyball and boys and girls Soccer. To date 130 students have turned in health cards which is up from last year's 114. Varsity Football will have their first game 9/8 home against St. Paul II. Middle School Football will kick off their season 9/13 against Brockton West. Volleyball will play 14 games this season beginning with JV, followed by Varsity. Boys and Girls Soccer will both begin their seasons on 9/5 against Rising Tide and Cross Country will begin their season 9/22 vs. Bristol Aggie. We are looking forward to a great Fall Sports Season.

D. Superintendent Report

The 1st day of school for grades 1-12 is Wednesday August 30th and Preschool and Kindergarten begin Tuesday, Sept 5th. The teachers have started preparing their classrooms and their official first day is Monday the 28th. The Superintendent and Business Manager did a walk through with Chief Spurr and Bob Borden. The buildings are in great shape. Thank you to our custodians who have done a great job cleaning and getting the buildings ready and up keeping them throughout the year. The building administrators, secretaries and central office staff have worked hard this summer to close out the school year and prepare for the next. The Superintendent will be meeting with Chief Spurr and Chief Bukunt as we do every year before the start of school. Chief Spur has been a great help as we look to upgrade our warlike talkies and AED's. The Superintendent along with Chase Eschauzier, Shawn Desmond, Lori Jodoin and Laura Louko will be participating in the Mass REDI. The goal is to deepen team capacity to work together to lead for equity.

The MSBA is coming to conduct a senior study on the Butler School. Senior Studies examine the enrollment, program and/or facility issues as identified within a district's Statement of Interest ("SOI"). Senior Study visits are conducted by MSBA staff member(s) and senior architects with extensive knowledge of building systems and educational programs. A Senior Study visit is not an invitation to work with the MSBA but is part of the MSBA's due diligence process. They will

- evaluate the physical condition of the facility, including major building systems
- Examine capacity issues (if applicable);
- Assess design factors such as the availability of natural light;
- Assess the ability of the facility to support the required educational program; and,
- Examine the school district's maintenance of the facility.

Local Attendees will be the following;

Christine Godino, Superintendent
Kathy McDonald, Coordinator of School Business Services and Facilities Chase
Eschauzier, Butler Elementary Principal
Tracy Sheehan, School Committee Chair Johnathan
Beder, Avon Town Administrator Debra Morin, Avon

As a reminder the MASC/MASS conference is November 8th-10th

E. New Hires

Monday and Tuesday of this week were Induction and Mentoring Days for our new teachers. The Superintendent would like to thank Cat Fransico and Emily Haworth for doing such a wonderful job organizing and planning the program which will run throughout the year along with all the veteran teachers who have volunteered to mentor. There will be six new teachers at the Butler and 9 at AMHS. 2 Positions at AMHS have not yet been filled. And a special thank you two of our students Maeve Hagberg and Gwaishmee Cherilus, for giving our new teachers a bus tour of Avon.

We have also hired 3 instructional assistants and 7 staff for food services. I would like to thank Joanne Mains who has retired from food services at the Butler School. She has worked at the Avon Public Schools for 25 years. She will be greatly missed.

V. FINANCIALS:

VI. ACTION ITEMS:

- A. A request to approve the 2023-2024 Handbook Changes for the Butler Elementary School. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Hagberg. All in favor. Aye Paul, Aye Anne, Aye Tracy. Vote Passes.
- B. A request to approve the 2023-2024 Handbook Changes for Avon Middle High School. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Hagberg. All in favor. Aye Paul, Aye Anne, Aye Tracy. Vote Passes.
- C. A request to do a first read of policy JKAA- Physical Restraint of Students/ Crisis Planning. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Hagberg. All in favor. Aye Paul, Aye Anne, Aye Tracy. Vote Passes. First Reading of JKAA read by members, Superintendent and Assistant Superintendent.
- D. A request to approve donation from Abington Bank of \$1,540.00. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Hagberg. All in favor. Aye Paul, Aye Anne, Aye Tracy. Vote Passes.
- E. A request to approve a donation from ASA of a little library for Butler Playground. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Piccirilli. All in favor. Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Vote Passes.
- F. A request to approve The Butler Cares Course Run fundraiser hosted by the ASA. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Piccirilli. All in favor. Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Vote Passes.
- G. A request to raise Butler school lunch price to \$3.25, AMHS school lunch price to \$4.25 and the teacher's school lunch price to \$4.50. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Piccirilli. All in favor. Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Vote Passes.
- H. A request to approve sport's entry fees of \$2 for senior citizens, and \$25 for season pass. Vote Item. Motion to vote made by Member Chapman, Seconded by Member Piccirilli. All in favor. Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Vote Passes.

VII. OLD/UNFINISHED BUSINESS:

- A. Subcommittees:
- C. Budget Subcommittee: FY24
- D. Personnel Subcommittee:

- a) Collective Bargaining Agreement between Avon Education Association (AEA) and the Avon School Committee.
- b) Collective Bargaining Agreement between AFSCME and the Avon School Committee.

E. Maintenance Subcommittee:

F. Policy Subcommittee: Policy JKAA, Physical Restraint of Students/ Crisis Planning

G. Insurance Subcommittee:

VIII. VOTE ON THE MINUTES OF:

A. Regular School Committee minutes of June 22, 2023

Vote on June 22, 2023 minutes moved to next meeting.

IX. NEW BUSINESS:

a)-Any business not reasonably anticipated by the Chair.

X. UPCOMING MEETINGS:

A. Regular School Committee Meeting at 5:30pm Wednesday Sept 20, 2023

B. Regular School Committee Meeting at 5:30pm Wednesday October 13, 2023

C. Policy Subcommittee Meeting at 5:00pm Wednesday October 25, 2023

XI. ADJOURN:

Motion to adjourn made by Member Chapman, Seconded by Member Piccirilli. All in favor. Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Meeting Adjourned.