

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

April 26, 2023

**Regular School Committee Meeting 5:30 AMHS Media Center/ Zoom
INCLUDES: PUBLIC HEARING ON FY24 BUDGET**

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Meeting ID: 830 8878 1328

Passcode: 804499

This meeting is being recorded by local cable. It will be shown multiple times on channel 98. Links to view this meeting can also be found on Avon Cable Access's website, avontv.org, as well as, the Avon Public School's website, www.avon.k12.ma.us. Anyone wishing to record this open session must inform the committee so that such recordings can be properly announced.

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
Claudia Lucia, Member
Paul Chapman, Member

STUDENT ADVISORY COMMITTEE:

Gianna Rosa and Brynn Gaynor

SUPERINTENDENT OF SCHOOLS:

Christine Godino

I. CALL TO ORDER BY THE SUPERINTENDENT OF SCHOOLS

II. ELECTION OF FY2023-FY2024 SCHOOL COMMITTEE OFFICERS:

- A. Chair-Tracy Sheehan
- B. Vice Chair-Anne Hagberg
- C. Secretary-Maria Piccirilli

III. ELECTION OF FY2023-FY2024 SCHOOL COMMITTEE SUBCOMMITTEE MEMBERS

- A. Budget Subcommittee-Tracy Sheehan, Paul Chapman
Alternate: Anne Hagberg
- B. Personnel Subcommittee-Tracy Sheehan, Maria Piccirilli

- Paul Chapman
Alternate: Tracy Sheehan
- D. Policy Subcommittee-Lael Lucia, Anne Hagberg
Alternate: Paul Chapman
- E. Insurance Subcommittee-Anne Hagberg, Tracy Sheehan

IV. THE SIGNING OF WARRANT/PAYROLL:

- V. **PUBLIC COMMENT:** Kristen Fole-Asks that the committee cites to the public what they are relying on how they make decisions based on who attends subcommittees.
-Our attorney general handles all open meeting laws including executive sessions, all further questions can come to the school committee via email.

VI. INFORMATION:

- A. Student Advisory Update-Brynn Gaynor

AMHS

We successfully conducted ELA MCAS for our 7th, 8th, and 10th graders during the end of March and beginning of April. Next month, we will conduct all of our AP Exams and continue to conduct MCAS for our students. We know that all of our students are well prepared to take all of these exams. Spring Baseball and Softball have both begun their seasons. This year we have both JV and Varsity levels for both sports. We are excited to see their progress throughout the season and look to see them have some great success. On April 14th and 15th, there were incredibly hilarious performances of *The Play That Goes Wrong* presented by the AMHS Drama Club. Congratulations to the cast and crew for the hard work! Under the organization of Kerriann Whitworth, AMHS students and staff traveled to Washington D.C. during April vacation and toured historical landmarks and battlefields. All travelers had an amazing time and can't wait for the next trip! Maeve Hagberg and Kate Autrino, former and current Project 351 Ambassadors, had the privilege of serving with the Project 351 region at Borderland State Park in honor of Earth Day. Together, they were able to remove netting from a bed of shrubs, weed it, and re-mulch it. The park ranger said they managed to do a week's worth of work in 2 hours! Last night, Tuesday, April 25th, we hosted an Induction Ceremony for the International Thespian Society. The International Thespian Society strives to make education and arts programs places for good theatre and to honor those students who do theatre well. The Society is a service as well as an honorary organization. Nine new members were inducted to the Troupe: Joulee Barbosa, Emma Denham, Avery Fillion, Andre Chacon, Tina Dang, Maeve Hagberg, Yvangi Jacques, Rhiannon Finkle, and Isaiah "Bee" Jackson. Congratulations to all new members.

Butler

The Butler students continue to work towards gathering 500 CARES tallies for each CARES value. Once a classroom has reached all 5, they will each get to choose a book from the book vending machine!

A group of Administrators, Teachers, and our Reading Specialist just completed a 6 session Professional Development Series called Lead for Literacy through the Department of Elementary and Secondary Education. This PD focused on assessing the school's areas of literacy instruction and creating an action plan. The group then presented their action plan to a group of other area districts. Avon's action plan focused on a peer coaching initiative for teachers being rolled out in the Fall!

B. AEA Negotiations Update

The Personnel Subcommittee, which consists of two School Committee Members, Tracy Sheehan and Maria Piccirilli, began AEA Negotiations on 11/22/2022. As of April 26, 2023 the parties have met on several occasions and come up with several tentative agreements. The Committee had a number of proposals related to implementing additional staff meetings and additional time to work with students to improve education in public schools. The Association indicated that they were not interested in any extra work time if it did not include very substantial increases.

In response, the committee decided to drop this proposal and focus on wage increases to reach an agreeable settlement. The committee proposed a 2% wage increase year 1, year 2 and year 3, a total of 6%. The Association offered a counter proposal of 6% wage increase year 1, year 2 and year 3, total of 18%. The committee believes this is too large of an increase and the Association revised to %5.75 increase year 1 and %6 increase year 2 and 3, only a quarter less than original. Under this proposal including longevity costs, a \$1,362, 772.00 cost increase, which is \$782, 125.00 beyond current and projected cost increase. The committee does not see any financially responsible manner to come close to that increase. An increase this large would make it necessary to acquire layoffs of teachers and support staff. The committee informed tot Association that an impasse has been reached and the next step would be state mediation. The committee will continue to bargain in good faith and is hopeful to meet a fair and responsible agreement with the Association.

C. Superintendent Report

The statement of interest was filed with the MSBA for the Butler Elementary School. Once the SOI system has closed, MSBA staff reviews each submission to check that all of the required materials have been received. The MSBA works with districts throughout the filing period to ensure that the SOI is complete. Once an SOI is determined to be complete, MSBA staff review the information and any additional documents submitted by the district. MSBA staff then compiles the data necessary to assess which SOI is filed in that calendar year may be categorized as the most urgent and needy.

In honor of National Student Leadership Week, the following students_to a leadership lunch in the library. The students are captains, officers, committee chairs, ambassadors and leaders across all student clubs and activities. This event was spearheaded by Amanda Pyne. Thank you Amanda.

Students and staff have met to discuss diversity equity inclusion and belonging. Dr. Kris Taylor from Williams James College is working with the group to develop and implement DEIB goals. We hope to organize student panels and additional professional development to educate our entire school community.

The Superintendent would like to congratulate Cathy McGrath , 5th grade teacher and 5 of her students. Cassie McCusker, Nathanl Muhoro, Conner Belvin, Hunter Watson and Michael O'Donnel. They are all winners of the Young Writers' Ancient Adventure contest. The pieces will be published in Ancient Adventures – A Place in Time

D. Early College-Dianne Hill

Diane Hill, Technology teacher at AMHS, spoke about the South Shore Early College Consortium program. This program partner's high schools with colleges in order for students to take college courses and get both high school and college credits. The program is meant to push kids that may not be planning on going to college to earn college credits and possibly continue on to college. These college credits come at no cost to students. There are two different ways we are starting to look at doing this. We have 3 AP and Computer Science classes taught by our teachers. We hope to transition these into college credits through Middlesex Community College. Middlesex will look at our course syllabus and make sure it aligns with their offered course and once this approved, our teachers can teach this course for both high school and college credits. We also have an agreement with Massasoit Community College. We would like to offer Intro to Business. As of now this class would be offered virtually but we hope to also offer in person or on campus, or combined. Another class we would be hoping to add is Intro to Sociology. We are also in the works of making an agreement with Bridgewater State to offer an Early Childhood Education Class and a Public Speaking Course. We hope to start slowly, and gradually make more of our courses able to earn college credits and also bring in college professors to teach these courses. We plan to start by offering this program to Juniors and Seniors. Another helpful part of this program that is offered is a component called "One Goal". It is an advisory for students participating and follows them through their courses and also follows them through their first year of college.

E. Avon Middle High School Schedule-Shawn Desmond

The new schedule would implement a 6 day A- F block rotating schedule. Each of the 6 days will have constant Flex block at the same time every day and will end the day with a constant G block every day. The G block will be a static non rotating block allowing time for classes such as 6th grade electives and early college.

Flex Block

The educators at Avon Middle High School recognize that students learn in different ways and at different paces, with some needing additional support at particular times in their academic, social, and emotional learning. The educators at AMHS also recognize that not all students have the same accessibility to meet with teachers or counselors for additional support after school, which is traditionally a prime time for such assistance. Finally, AMHS educators encourage collaboration with peers during Flex Block around academics, and group social and emotional support. The Flex Block time is designed to provide all AMHS students equitable access within the school schedule to work on academic and/or social emotional growth, and provide academic and social-emotional support for all students, and provide built-in time for students to access interventions and supports, such as guided learning, extra help, make-up assignments, or assessments provide time within the school schedule to collaborate with peers on academics, and provide time within the school schedule to offer other school-related activities.

VII. FINANCIALS:

A. Public Hearing on FY24 Budget

A Public Hearing was held to explain FY24 Budget. The Focus is for District improvement. The Focus areas for District improvement are for curriculum, to implement a cohesive PK-12 standards based curriculum. For instruction, to ensure engaging, relevant, and effective instruction for all students. For culture to foster a culture in which the school community works together in a welcoming, student-centered environment. For Diversity, Equity and Inclusion to ensure the Avon Public Schools is the embodiment of equity and inclusion. For facilities to develop and implement a comprehensive facilities plan. Areas of Focus of the FY 24 Budget are the 6th grade moving to AMHS and hiring an Assistant Principal to oversee the Middle School. We

are also looking to add an additional Music Teacher and Curriculum Coordinator. The Curriculum Coordinator to oversee curriculum, instruction and education for our ESL students.

Total Enrollment numbers have remained for the most part consistent over the past 10 years with the exception of 2021. we are bouncing back and coming right back up to average numbers. However, there has been a continuous rise in the high needs population.

From Town Meeting we have requested \$10,460,906.00. Chapter 70 Funding has increased this year to \$ 4,146,067.00. This leaves the increase of the actual operating budget at 5.2% and the Actual increase of the Town Share at -5%.

The FY2024 Budget request from the town is \$10,460,906.00 and \$1,164,512.00 from choice funds resulting in a total Operating Budget of \$11,625,418.00. Full Presentation of the Budget Hearing can be viewed on Avon Public Schools Website.

VIII. ACTION ITEMS:

- A.** A request to approve FY2023-2024 School Year Calendar. Vote Item. Motion made by Member Chapman, seconded by Member Piccirilli. All in favor, Aye Paul, Aye Maria, Aye Anne, Aye Tracy, Aye Lael. Motion to change Columbus day to Indigenous People Day. Motion made by Member Chapman, seconded by Member Piccirilli. All in favor, Aye Paul, Aye Maria, Aye Anne, Aye Tracy, Aye Lael. Vote Passes.
- B.** A request to approve School Choice Participation for 2023-2024 School Year. Vote Item. Motion made by Member Chapman, seconded by Member Piccirilli. All in favor, Aye Paul, Aye Lael, Aye Maria, Aye Anne, Aye Tracy. Vote Passes.

IX. OLD/UNFINISHED BUSINESS:

- A.** Subcommittees:
- C.** Budget Subcommittee: FY23, 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:
- G.** Insurance Subcommittee:

X. VOTE ON THE MINUTES OF:

- A.** Regular School Committee minutes of March 29, 2023-Motion to waive the reading of the Regular School Committee minutes of March 29, 2023 Motion made by Member Piccirilli, seconded by Member Chapman. All in Favor, Aye Lael, Aye Paul, Aye Maria, Aye Anne, Aye Tracy. Motion to Vote on the Minutes moved by Member Piccirilli, seconded by Member Hagberg. All in Favor, Aye Maria, Aye Anne, Aye Tracy, Aye Lael. Vote Passes.

XI. NEW BUSINESS:

- a)-Any business not reasonably anticipated by the Chair.
Member Lucia would like to discuss cell phone policies within the schools at a future meeting.

XII. UPCOMING MEETINGS:

- A.** Annual Town Meeting at 7:30pm Tuesday May 2, 2023
- B.** Regular School Committee Meeting at 5:30 pm Wednesday May 17, 2023

XIII. ADJOURN:

Motion to adjourn made by Member Piccirilli, Seconded by Member Hagberg. All in favor, Aye Maria, Aye Anne, Nay Pau, Aye Lael, Aye Tracy. Meeting Adjourned.