

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

October 18, 2023

Regular School Committee Meeting 5:30 AMHS Media Center/ Zoom

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Dial: 1 929 205 6099 US

Meeting ID: 853 7561 6821

Passcode: 025040

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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- Absent
Maria Piccirilli, Secretary
Claudia Lucia, Member
Paul Chapman, Member

STUDENT ADVISORY COMMITTEE: Brynn Gaynor and Gianna Rosa

SUPERINTENDENT OF SCHOOLS:

Christine Godino

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- I. The Meeting was called to order by the Chair of the School Committee, Tracy Sheehan at 5:30pm.
 - II. **Student Advisory Report**

Butler Updates

Butler School ASA is hosting the annual Fall Festival including Trunk or Treat at Butler Field this Saturday at 4:30. Butler School ASA is still accepting candy donations in the Butler School Office.

AMHS Updates

Fall sports have been going well and we held successful senior nights for the Boys' Soccer Team and Varsity Volleyball Team. Thank you to the Boosters for providing new senior signs and

banners for our senior students! They look fantastic! Thank you to Ms. Jolene Wagner for organizing the Middle School Fall Dance. Students in grades 6-8 were able to attend the dance last Friday night, with a special appearance from our Panther mascot, and had a great time. We look forward to more fun events for our students. The high school student council has many sub-committees up and running to plan upcoming school events like the Panther PRIDE Games, the Talent Show, and looking to bring back Mr. Avon. Students are all performing well academically and will work hard as Term 1 comes to a close in the next couple of weeks. Teachers have been examining student data - students grades, attendance, behavior, and MCAS performance - to inform instructional practices in the classroom in order to help students find success in the classroom. To continue with our 180 Days of Awesome, Dr. Minahan, our high school Assistant Principal shared, "I had an awesome conversation with a student who was new to AMHS last year and had a difficult transition. In looking at and discussing his experience and grades from last year and so far this year, he has improved. He stated that no one gave up on him. No matter how hard he pushed away or tried to avoid class or tried to not like it here, we didn't give up on him and now he believes that he can find success and graduate from high school. That's pretty awesome! You never know which student you might have a positive impact on, so don't give up even when they give you every impression that they want you to."

III. Update on Contract Negotiation Status- Tracy Sheehan, Chair

See attached.

IV. Superintendent Report

We have had 4 teachers resign from AMHS since the start of the school year. We have filled two of those positions and are currently looking for a Special Education Teacher and a Computer Science Teacher. Red Ribbon weeks starts on Monday it serves as a way to encourage drug prevention. The schedule for Red Ribbon Week is as follows:

Monday the 23rd is the start of the campaign; students will receive red ribbon packets; red ribbon packets will be made available to town employees, teaching staff and general public at town hall and library.

Tuesday the 24th is red ribbon distribution to students, general public, and outreach to businesses (any person to join in this effort). A raffle will run for students all week long for those who wear red ribbons

Wednesday the 25th is Red out day - anyone can wear red to support the efforts of substance misuse prevention.

Thursday the 26th is Conversation/Family day. This is the day parents are strongly encouraged to have a conversation with their children

Friday the 27th is T Shirt day for AMHS.

We have not received the grant funding for the cell phones pouches yet but should have the funds by the end of the month and will purchase the pouches then.

The finance committee will be holding an open house meeting on Thursday October 26th at 6:30pm. The purpose of this meeting is to introduce the members of the Finance committee. Each town department has been assigned two finance committee members to partner with during the

upcoming fiscal planning process. This is a friendly introductory meeting. All department heads are welcome to join. They hope to foster a cooperative friendly budget season. If you are available to attend please let the Superintendent know. They would like us to RSVP.

V. MCAS

Laura Louko, Curriculum Coordinator gave a presentation on MCAS Scores and shared strategies that will be implemented to help scores and writing improve across the board. Focus areas for Butler include Targeting writing across the Curriculum, daily writing in the classroom, calibration of writing rubrics, Student Anchor Pieces to inform instruction and giving feedback, first year of new Reading/Writing Program - Into Reading, rolling out with some upcoming PD and time for teacher collaboration and we will also begin curriculum review for our Science Curriculum. Focus for the Middle School is targeting writing across the curriculum with RACE writing Technique and to focus on highly qualified instructional strategies/engagement. Focus for the High School is to focus on highly qualified instructional strategies and improving student engagement in the classroom through professional development providing strategies to teachers. Across AMHS as a whole there is a focus on student attendance and a student support team.

VI. MASC Resolutions

This Year there are 8 Resolutions to be voted on at the MASC Joint Conference. Topics include stable and reliable funding for METCO, Transportation Bidding procedures, Regional Transportation, Diversity, Equity and Inclusion, MA School Building Authority, School Bus Stop Arm Surveillance Act and Enforcement and Penalties, MCAS, and safe storage of firearms.

VII. FINANCIALS:

An FY24 budget update was given by Kathy McDonald.

VIII. ACTION ITEMS:

A request to appoint a delegate to the MASC delegate assembly. Vote Item
Motion to make Paul Chapman Delegate and Maria Piccirilli Alternate.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Anne, Lael, Maria, Tracy. Vote Passes.

A motion to raise Cafeteria Aide Substitute hourly rate from \$13 to \$16 an hour. Vote Item

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Maria, Lael, Tracy. Vote Passes

IX. OLD/UNFINISHED BUSINESS:

X. Subcommittees:

Budget Subcommittee: FY23, FY24

Personnel Subcommittee: Collective Bargaining Agreement between Avon Education Association (AEA) and the Avon School Committee.

Maintenance Subcommittee:

Policy Subcommittee:

Insurance Subcommittee:

XI. VOTE ON THE MINUTES OF:

Motion to waive the reading of Regular School Committee minutes of August 23, 2023.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Anne, Lael, Maria, Tracy. Vote Passes.

Motion to approve of the Regular School Committee minutes of August 23, 2023.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Lael, Maria, Tracy. Vote Passes.

Motion to waive the reading of Regular School Committee minutes of September 20, 2023.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Anne, Lael, Maria, Tracy. Vote Passes.

Motion to approve of the Regular School Committee minutes of September 20, 2023.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Lael, Maria, Tracy. Vote Passes.

XII. NEW BUSINESS: N/A

XIII. UPCOMING MEETINGS:

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

Regular School Committee Meeting at 5:30pm Wednesday November 15, 2023

Regular School Committee Meeting at 5:30pm Wednesday December 13, 2023

XIV. ADJOURN:

Motion to Adjourn.

Moved: Member Chapman Seconded: Member Piccirilli

All in Favor: Paul, Lael, Maria, Tracy. Vote Passes.

Meeting Adjourned at 6:53pm.

October 18, 2023 – SC Meeting

Update on Contract Negotiation Status:

The negotiation subcommittee of the School Committee started negotiations with the Association on November 22, 2022. The parties met many times directly and have reached several tentative agreements as of today's date. The School Committee had a number of proposals related to additional time for staff meetings and time with students to improve the quality of education within the Avon Public Schools. The Association indicated that they were not interested in additional work time in any capacity if it did not include very substantial increases. In response the Committee agreed to drop its proposals for additional time and focus on wage increases to reach an agreeable settlement, offering a 2.5% in Year 1, 2.5% in Year 2, and 3% in Year 3, for a total of 8% over three years.

The Association's counter wage position was that of a 5% Year 1, 5% Year 2, 4.5% Year 3 for a total of an 14.5% increase over three years. In addition, as part of its financial package proposal, the Committee agreed to the Association's proposal around restructured longevity pay. This restructuring of longevity added an additional cost increase of over \$100,000 over the next three years. The business office prepared a cost increase estimate over the next three years, which including step movements would increase the school's budget by approximately \$1,167,086 .

The overall cost increase over the next three years under the Association's current proposal (including longevity costs) would be approximately \$1,267,086, with approximately \$656,439 of that amount above and beyond the current projected cost increases. The Committee does not see any financially responsible manner to come anywhere close to the increases currently proposed by the Association. Any increase of this type would necessarily require layoffs of teaching and support staff.

The Committee believes that wage offer on the table, coupled with additional financial benefits including substantial longevity increases would improve retention and recruitment efforts. In terms of special education concerns, the District is working to ensure that testing workloads are managed appropriately for the coming school year. Additional prep time would require more special education staff at a time when staffing special education departments is a significant challenge across the Commonwealth.

The Committee will continue to bargain in good faith and is hopeful to reach a fair and financially responsible settlement with the Association.