

**SCITUATE SCHOOL COMMITTEE REGULAR SESSION
TUESDAY, OCTOBER 6, 2015
CLAYVILLE ELEMENTARY SCHOOL**

<p>CALL TO ORDER</p>	<p>The Meeting was Called to Order at 6:00 PM by Chair Umbriano in the Clayville Library:</p> <p>Present were Marylou Umbriano, June Guglielmi, Coleen Pendergast, Brian LaPlante and Jean Esposito. Also present were Dr. Paul Lescault, Superintendent, Dr. Lawrence Filippelli, Assistant Superintendent, and Attorney David D'Agostino. Also present Mr. Stephen Gormley, Director of Buildings and Grounds.</p> <p>Mr. LaPlante made a motion to Convene into Closed/Executive Session and read into the record the RI law: Closed pursuant to RIGL § 42-46-5(a)(1), specifically, sessions pertaining to the job performance of persons in the employ of the School Department. This discussion shall apply only to the following: The Director of Building and Grounds who has an existing employment agreement with the Scituate School Department: NOTE: Affected person shall be notified in writing and will be advised that s/he may have the discussions(s) take place at an open session.</p> <p>Mr. LaPlante made a motion to close Executive session and seal the minutes. Seconded by Mrs. Pendergast Motion passed unanimously.</p> <p>Motion made by Mr. LaPlante, seconded by Mrs. Pendergast to reconvene into Open Session. Open Session was reconvened by at 7:10pm.</p> <p>Mrs. Umbriano reported out that the School Committee voted in Executive Session RIGL § 42-46-5(a)(1), to form a Committee to develop an Administrative guidance plan for the Director of Buildings and Grounds.</p>
<p>TOUR OF BUILDING</p>	<p>A tour of the building was conducted with Principal Capaldi and Director of Building & Grounds Mr. Gormley.</p>

PLEDGE OF ALLEGIANCE	Pledge of Allegiance was led by Chair Umbriano
RECOGNITION OF TEACHER OF THE YEAR	<p>Dr. Lescault had special recognition for Mrs. Lisa LaRose.</p> <p>Scituate Teacher's Association presented a commendation letter to Mrs. LaRose.</p> <p>Chair Umbriano presented Mrs. LaRose with a plaque given jointly by the Scituate Teachers' Association and the Scituate School Committee.</p>
APPROVAL OF MINUTES	<p>Mrs. Guglielmi made a motion to approve Open and Executive minutes of Sept. 1, 2015. Seconded by Mr. LaPlante.</p> <p>Motion passed unanimously.</p>
ROUTINE MATTERS MINUTES AND BILLS	<p>Mrs. Guglielmi made a motion to approve the Grant bills for month of October 2015 for \$16, 865.32 Seconded by Mrs. Pendergast. Motion passed unanimously.</p> <p>Mrs. Guglielmi made a motion to approve the General Fund for the month of October 2015 for \$547,204.58 Seconded by Mrs. Pendergast. Motion passed unanimously.</p> <p>Mrs. Guglielmi made a motion to approve the 2015-2016 Capital Reserve-School Improvement budget for \$459,600.00 for October 2015. Seconded by Mrs. Pendergast. Motion passed unanimously.</p>
CORRESPONDENCE	<p>1. The following letters to the Superintendent were received requesting home schooling for the 2015-2016 school year:</p> <ul style="list-style-type: none"> • Mrs. C for one child • Mrs. L for one child • Mrs. S for one child • Mrs. T for one child • Mr. and Mrs. B for 4 children • Mr. and Mrs. A for two children <p>Mr. LaPlante made a motion to approve the requests, according to the policies and procedures</p>

	<p>established by RIDE and the school department.</p> <p>Mrs. Esposito seconded. Motion Passed unanimously.</p> <p>2. A letter to the Superintendent from Tara Seger requesting use of one personal day on 4/25/16 to travel back home from a family trip.</p> <p>Dr. Lescault noted that the date requested is contiguous with a holiday. According to the STA contract, the school committee must vote to allow the date requested.</p> <p>Mrs. Guglielmi made a motion to approve the request on the Superintendent's recommendation.</p> <p>Mrs. Pendergast seconded. Motion passed unanimously.</p>
REPORT OF COMMITTEE LIAISONS	
Budget Committee – Mr. LaPlante	Nothing to report
Collective Bargaining Committee- Chair Umbriano/Mrs. Guglielmi	Nothing to report
Food Service – Chair Umbriano	Mrs. Umbriano said they had a meeting at Clayville.
Policy Development: Mrs. Pendergast	Mrs. Pendergast said they worked on the Coaching policy which is on tonight's agenda to be discussed.
Transportation: Chair Umbriano	Nothing to report
School Space needs Study Committee: Mr. LaPlante	Nothing to report
Traffic Safety – Chair Umbriano	Nothing to report
Scituate Prevention Partnership: Mrs. Esposito	Mrs. Esposito said she received an e-mail from Mrs. McCormick regarding what the Prevention Coalition has been doing in the community. She read it to the audience.
Scholarship Committee –Mrs. Esposito, Mrs. Pendergast	Nothing to report
Health & Wellness: Chair Umbriano	Nothing to report
ASSISTANT SUPERINTENDENT'S REPORT	Dr. Filippelli read his report into the Record (which is attached hereto and incorporated herein by the reference.)

	<p>1. <u>SCIENCE NECAP TEST SCORES</u></p> <p>Dr. Filippelli reported that there will be no Science NECAP next year and congratulated everyone on the scores. Dr. Filippelli noted that there was a drop in the scores at the middle school and at Hope Elementary. It was also stated that they were above all the state averages.</p> <p>Mrs. Pendergast asked about the PARCC testing for next year. Dr. Filippelli said that it will all be done at one time next year rather than in two sessions.</p> <p>Mrs. Kennedy commented that there is too much testing done all at one time.</p> <p>Mrs. Esposito asked if they could look into parental communication strategies for taking the PARCC and standard testing for before next testing year.</p> <p>2. <u>OCTOBER 9TH PROFESSIONAL DEVELOPMENT</u></p> <p>Dr. Filippelli said that Kristen Polseno is volunteering her time to help out with our 10/9 PD day. She was an induction coach for RIDE and has worked with our district in the past.</p> <p>3. <u>PROVIDENCE COLLEGE PARTNERSHIP</u></p> <p>Dr. Filippelli commented that the partnership is working out nicely.</p> <p>4. <u>ADMINISTRATOR EVALUATION TOOLS</u></p> <p>Dr. Filippelli indicated that he was asked by the committee to match up the current central office evaluation with the RIDE administration model. He indicated that he did so and sent out the document for comments.</p> <p>No comments</p> <p>No action taken.</p>
<p>SUPERINTENDENT'S REPORT</p>	<p>Dr. Lescault read his report into the record (which is attached hereto and incorporated herein by the reference.)</p> <p>1. <u>Budgetary Assumptions</u></p>

Dr. Lescault recommended that the School Committee use 1.67% for the 2016 budget. The consensus of the committee that 1.67% was fine.

2. Tasca Field

DISCUSSION:

A discussion regarding the use of Tasca Field took place. Dr. Lescault noted that Tasca Field is in the town Land Trust and that the town has turf management.

Chair Umbriano noted that the High School wanted to use the field but it was more suitable for the Middle School to use it because of the times it would be available for use. She also noted that Caito field is over used and asked Attorney D'Agostino to look into getting funding.

Mrs. Esposito asked to see if they could have the School Space Committee look into the use of the field.

Mr. Tim McCormick – 428 Trimtown Road; commented that the last meeting with the town on February 1st was cancelled due to snow and that they were only focused on school space, not the fields.

It was noted that an agreement for approval will be drafted by Attorney D'Agostino to the Town Council and presented at the next Town Council meeting for use of Tasca field.

3. Salary Increases

No Action taken.

PUBLIC COMMENTS & QUESTIONS;

DISCUSSION:

Mr. Tim McCormick 428 Trimtown Road Scituate

He commented on the proposed coaching policy. Mr. McCormick applauded the effort of the Committee and said that the goal is to improve the athletes. His concern is who has the final authority to make the recommendation to the School Committee? He said that

the policy seems that it takes away the decision from the Administration. He asked if the parents have a say in the policy and that the recommendations should be made by the Administration then voted by the School Committee.

Mr. LaPlante stated that final decisions for appointments should come from the Principals and Athletic Director. He is looking for the best candidates for the positions.

Maureen Kennedy Scituate Teachers' Union

She stated that the complaints that have been circulating and being discussed can get groups of parents that have issues with a coach to be let go. She said there are some items in the original evaluation process that need to be addressed, but she feels that it is going in the right direction.

Kevin Ryan, Athletic Director

He stated that the athletic program is being sabotaged. He has been on the Committee and expressed his views. He said that we will have coaches running away from Scituate because of what is being done. Mr. Ryan feels that the 4 methods of evaluation are overboard and that they will be micromanaged by parents.

John Marchant – Chopmist Hill Road

He agreed with Mr. Ryan that the parents and students should not be part of the evaluation process. He asked Mrs. Umbriano if she received a copy of Mr. LaPlante's email. He said he came to support the 2 basketball coaches and that they are doing a great job. He was appalled with the e-mail.

Jean Angell – Danielson Pike

She was former Athletic Director and highly recommended Mr. Ryan as Athletic Director. Mr. Ryan is highly respected in the State. She stated that she told Ms. D'Allesandro to go after the coaching position. She had done a great job with her students. She said that the Youth Association is recreation and should be separated from the School Athletics. The coaches in Scituate are not respected by parents. There are not enough coaches. She stated that they need to develop

the coaches and make them grow. Ms. Angell indicated that there needs to be separation between the recreation athletic programs and the school department athletic programs because the philosophies of each are different.

Michael Marcello-Chopmist Hill Road

Stated that live streaming camera is installed in the Council Chambers. Stated that ClerkBase is used for the agenda. He thinks that the School Committee should be using this for meetings. Asked if they could use a video-photographer for meeting when they are on the road.

He mentioned that the Superintendent has not been evaluated in eight years. He said to focus on what really matters; the teachers and principals.

Mrs. Umbriano stated that the Superintendent evaluation has been done. We will try to get ClerkBase up and running for our meetings.

Mrs. Pendergast said they are in the process of establishing a new evaluation tool for Superintendent, Assistant Superintendent, Administration and Principals.

Mrs. Esposito said she edited an evaluation form.

Mrs. Umbriano said that the evaluation form was sent in an e-mail.

Dr. Filippelli said this is for discussion at a later date.

Mrs. Umbriano said to check e-mails to review and send comments to Dr. Filippelli.

Mrs. Forte – Scituate Booster Club

She asked if students and parents will be included on evaluation of teachers, Superintendent etc. like the coaches.

1. She asked about getting the scoreboard fixed.
2. Electricity at football fields for portable concession stand at Caito field.
3. New picnic tables: 3 for Manning and 1 for Caito

	<p>fields.</p> <ol style="list-style-type: none"> 4. Mats for gym stage are torn and is a safety issue 5. Signs for Manning. Temporary signs and banners for fence. 6. Parking at Manning and High School Games is an issue. Need to be lined on an angle. <p><u>Ms. Angell</u> commented that Steve from Steve's Tractor is retiring and wondered if they should look into purchasing the land.</p> <p><u>Ann Oster - French Lane</u> Asked about getting a grant writer to get turf for Caito Field. The field has lots of glass in it.</p> <p><u>Stephanie Parker- Coach</u> She mentioned that she is turning in glass daily at Caito Field and the girls are getting hurt on the field. The field is in terrible condition. She asked the School Committee to walk the field to see what kind of condition they have to play on.</p> <p>Mrs. Esposito said that the fields need to be redone and Mr. Ryan agreed.</p> <p>END OF DISCUSSION.</p>
<p>NEW BUSINESS</p>	<p>1. <u>First Reading of the Coaching Policy</u></p> <p>Motion made by: Mr. LaPlante to accept the first reading of the Coaching Policy.</p> <p>Seconded by: Mrs. Pendergast</p> <p><u>DISCUSSION:</u></p> <p>Mr. LaPlante noted that evaluations regarding the Coaching policy was a feed back tool and noted that the Principals and Administration has the final recommendation along with the School Committee regarding the Coaching policy.</p> <p>Mrs. Pendergast said that she stands behind the Coaching policy and that she does not want to take away anyone's position. The evaluation tool is a process.</p>

Mrs. Esposito noted that item # 4 in the policy takes away from the Principals recommendation.

Mr. LaPlante said that they spent the most time on item #4 in the policy.

Mrs. Esposito moved to table upon review of the policy.

Mrs. Esposito remarked that it was not necessary to have paragraph A, or C in the policy and that the evaluation by parents and students should only be an observation.

Mr. LaPlante said that he was willing to concede the automatic posting when the Committee gets a low evaluation on a coach.

Chair Umbriano said that she liked the 4 point rating scale.

Mrs. Pendergast said she would like to see self-evaluations from Coaches.

Mr. LaPlante made a motion to accept the first reading with changes on #1 and #4 of the policy for approval and will make the changes.

Mrs. Pendergast seconded.

All in favor: ML, BL, CP - YES

JG, JE – NO – They will consider the changes before the second reading.

2. Discussion of Raises for the following: Assistant Director of Buildings and Grounds, Plumber, Mail Courier, Sub Call Clerk, School Committee Secretary, Bus Monitors, Transportation Aides, Consultant, Coaches, Assistant Coaches and Extracurricular positions.

DISCUSSION:

Mrs. Pendergast asked if evaluations been done on plumber and assistant director of building & grounds.

Dr. Lescault explained the rational for the raises. Other than the first two on the list the others would be

	<p>consistent with the statewide averages.</p> <p>Motion by Mr. LaPlante to a 3% increase in salary of Plumber and Assistant of building and grounds.</p> <p>Seconded by Mrs. Guglielmi All in favor: BL, ML, JG, JE Opposed: CP Motion passed</p> <p>Mrs. Pendergast asked to have evaluations completed.</p> <p>Motion by Mr. LaPlante to a 2% increase to Mail Courier, Sub Call Clerk, School Committee Secretary, Bus Monitors, Transportation Aides, Consultant, Coaches, Assistant Coaches and Extracurricular positions.</p> <p>Seconded by Mrs. Guglielmi</p> <p>Mrs. Pendergast moved to amend the motion to exclude the Consultant.</p> <p>Mr. LaPlante seconded.</p> <p>Motion passed Unanimously.</p> <p><u>DISCUSSION:</u></p> <p>Mrs. Pendergast asked about the Consultant. Should the consultant get a raise?</p> <p>Why do we group him with the bus monitors?</p> <p>Dr. Lescault said he is an integral part of negotiations and because they do not have a business manager. He fills in the gaps.</p> <p>Mr. LaPlante said he does not get benefits.</p> <p>Mr. LaPlante said he moves to approve a 2% raise for the Consultant.</p> <p>Seconded by Mrs. Pendergast</p> <p>Motion passed unanimously.</p>
<p>RESIGNATIONS/APPOINTMENTS/REAPPOINTMENTS/TRANSFERS/TERMINATIONS</p>	<p><u>RESIGNATIONS</u></p> <ol style="list-style-type: none"> 1. Evan Cabral; Boys' Middle School Basketball Coach 2. Jonathan Dunne; Student Council Advisor,

Scituate Middle School

Motion by Mr. LaPlante to accept the resignations
Seconded by Mrs. Pendergast
Motion passed unanimously

APPOINTMENTS

1. Lauren Rainone; Freshman Class Co-Advisor, Scituate High School
2. Heidi Wareing; Freshman Class Co-Advisor, Scituate High School
3. Greer Charon; Student Council Advisor, Scituate High School
4. Jill Morton; Sophomore Class Co-Advisor, Scituate High School
5. Linda Kelley; Sophomore Class Co-Advisor, Scituate High School
6. Jennifer Borin: Middle School Cross Country Volunteer Assistant Coach
7. Jennifer Saziano: Middle School Cross Country Volunteer Assistant Coach
8. Gail Ranone: 17 hour Paraprofessional, Scituate Middle/High School, pending Para/Pro test results, effective Oct. 13, 2015.

Motion by Mr. LaPlante to approve all
Seconded by Mrs. Guglielmi
Motion passed unanimously

REAPPOINTMENTS

1. Sal Gelsomino; Girls' Middle School Basketball Head Coach
2. Stephanie Parker; Girls' Middle School Basketball Volunteer Assistant Coach
3. Stacy D'Allesandro; Girls' High School Basketball Head Coach
4. Tara Marchant; Girls' High School Basketball Assistant Coach
5. Meg Shewchuk; Girls' High School Basketball Volunteer Assistant Coach
6. Ralph Apici; Boys' High School Basketball Head Coach
7. Michael Forte; Boys' High School Basketball Assistant Coach

Mr. LaPlante made a motion to approve 1,2,5,6 & 7
Seconded by Mrs. Pendergast.

Mr. Marchant asked why the girls' tennis coach was never appointed in September. She has been the

Coach since September, Ms. Tara Marchant.

Mr. LaPlante moved to approve the Tennis Coach and retroactively appoint Tara Marchant.

Seconded: Mrs. Guigulmi

DISCUSSION:

Mrs. Guglielmi asked why the exclusion of the basketball head coach, basketball assistant coach but not the volunteer assistant coach? Is there a reason?

Mr. LaPlante amended his motion to approve 1, 2, 6 and 7.

Mrs. Pendergast seconded.

DISCUSSION: None

Motion passed unanimously.

Mr. LaPlante moved to post the positions of Girls HS Basketball head coach and Assistant Coach to determine if there are better available candidates.

Mrs. Pendergast seconded for discussion.

DISCUSSION:

Mrs. Pendergast would like to make a motion to place this into Executive session to discuss the program. She would like to meet with the parties involved to discuss the program and job performance.

Seconded by Mrs. Esposito

Mrs. Esposito asked if they were not appointed could they discuss job performance.

Attorney D'Agostino recommended against it and recommended to discuss at a future meeting in Closed session with notification of parties involved.

Mr. LaPlante withdrew his first motion to post positions.

Mrs. Esposito said she would like to hear from the coaches concerning the programs and job performances. She read a letter into the record from a parent regarding the issues with the coaches.

Motion by Mrs. Pendergast to have an Executive Session to welcome Coaches to speak with School Committee on October 13th at 6:00pm at School

	<p>Department Chambers.</p> <p><u>DISCUSSION:</u></p> <p><u>Mr. George Kuzmowycz, 37 Esek Hopkins Road</u> asked if there was sufficient time to post to the website.</p> <p>Ms. Pendergast stated that the notice only has to be posted to the Secretary of State Website.</p> <p>Seconded by: Mr. LaPlante Motion passed unanimously.</p> <p>Executive Session will take place on October 13th at 6:00pm at Town Council Chambers.</p> <p>Motion approved unanimously.</p>
COMMITTEE REMARKS	
Mrs. Esposito	None
Mrs. Guglielmi	None
Mr. LaPlante	None
Mrs. Pendergast	Kudos to Mrs. McCormick for presentation from John Underwood. Also, she was at all 5 Open houses.
Chair Umbriano	None
DISCUSSION OF FUTURE BUSINESS	
ADJOURNMENT	<p>Mrs. Guigulmi made a motion to adjourn. Seconded by Mrs. Pendergast. The Committee unanimously approved the motion at 10:40 pm.</p> <p>Respectfully Submitted:</p> <p>Mrs. Guglielmi, Clerk</p> <p><i>Minutes were prepared by Dorothy DeRemer Recording Secretary. Neither the Clerk nor the Recording Secretary is the designated Public Records contact for the Scituate School Committee or Scituate School Department under the RI Access to Public Records Act ("APRA"). For all APRA inquiries, please contact the Superintendent's Office.</i></p>

ASSISTANT SUPERINTENDENT'S REPORT

October 6, 2015

1. SCIENCE NECAP TEST SCORES

Attachment 1 to my report is the dissemination of the May, 2015 Science NECAP test scores. These scores do not affect our district AYP like the other NECAP scores used to and like the upcoming PARCC scores will. We saw double digit gains in proficiency at Clayville (up 21%!), which gave that school the highest scores in the state. We saw an 8% increase at NSES, and a 3% increase at the High School. You may remember last year that I was exceptionally concerned about all of our school because of the dramatic decrease in scores districtwide. You may also remember that I called in RIDE and Measured Progress to assess our scores last year. Last year, Hope Elementary was the only school in the district with a gain (4%). This year, Hope saw a 10% decrease and the middle school a 9% decrease. Given the huge swing in scores at Hope from last year to this year, and given that the instruction, curriculum, and testing hasn't changed, it is most likely that there was a cohort issue with the testing this year at Hope. My bigger concern was the middle school. An analysis will show that there has been a three year decline in scores at the middle school. Therefore, I had Principal Zajac run an analysis of student scores broken out by each team. This is Attachment 2 in your packet. It is broken out by physical science, earth/space science, life science, inquiry task, and summary. When you look at the percentage points for each team and the scaled scores for each of the team, they are almost identical. The middle school has gone through a curriculum revamp in the last three years, there has been no change in teachers or instruction, and the NECAP science test has been around the better part of 11 years. One theory that we have is that the NECAP science test was held right in the middle of the first and second sessions of the PARCC test. While the middle school had dramatic numbers of students that opted out of PARCC, not one parent opted their child out of the science NECAP. Our theory is that the students did not give the effort they usually do for last year's science NECAP. This, of course, is coming directly on the heels of last year's scores where middle school scores across the state saw a decrease at various levels.

At this point, we are going to take another look at the curriculum as well as the science NECAP released items to be sure that the taught curriculum still mirrors the tested curriculum. The good news in all of this is that even given the decreases at Hope and the Middle School, all of our schools are above the state average. This can be seen on page 2 of Attachment 1.

2. OCTOBER 9TH PROFESSIONAL DEVELOPMENT

I am incredibly excited about our 10/9 professional development day. Through various circumstances, all three of the trainers I had lined up last year for this year's PD fell through. It actually turned out to be a blessing in disguise. Here's why. Teachers were very interested when we passed the BYOD policy. Therefore, at the elementary level, Roxanne Fogue and Abbie Groves are going to lead an all-day PD on blended learning and flipping the classroom. At the middle/high school, we have our own teachers running PD on the following blended learning initiatives: Poll Everywhere, Twitter for Dummies, Online

Mapping/GIS systems, Online Assessments (proProfs) and Google Docs. I am going to be running a training on our new BYOD policy, our Social Media Policy, and the use/misuse of Social Media in a crisis situation. I think this is going to be a great PD day because it is going to be done using our own teachers who are interested in training their own colleagues. I have always found this to be the most meaningful PD.

3. PROVIDENCE COLLEGE PARTNERSHIP

As I reported last month, I am continuing to nurture our relationship with Providence College. Progress is being made on my dual enrollment proposal to PC. It has the attention of the Dean and the Provost and we are working on the model that will be delivered. Right now, there is agreement that our students will receive one full credit toward their course requirements for graduation in Scituate, while simultaneously earning three full college credits from Providence College. Right now, PC has approved courses in Italian, Psychology, and Sociology. I am trying to see if they will also approve some variant of an English class as well as some variant of a computer programming course. Because this proposal has many moving parts and numerous levels of approval that need to happen at PC, we are looking at a rollout date of Fall, 2016. We may be able to use some of our own teachers to teach the classes along with some adjunct professors from Providence College. We are also working on site logistics as well. I will keep the committee posted as I move forward with this project. In other news, our partnership with PC has been very fruitful in all of our elementary schools. Our teachers are reporting that we are getting outstanding students as student teachers. This semester we have the opportunity to partner with a literacy practicum class of twelve PC students under the supervision of Dr. Jeri Gillin. Dr. Gillin and her students will be coming to work with our students in grades 3-5 on Thursday mornings for the duration of the fall semester. The practicum students will be designing literacy lessons within the framework of our own curriculum.

4. ADMINISTRATOR EVALUATION TOOLS

At the last school committee meeting, I was asked to crosswalk the current central office evaluation with the RIDE administrator evaluation. I sent that document to the committee on 9/4 along with the goals and objectives sheets we used a few years ago for administrative evaluations. Committee woman Esposito followed up and asked me to use the crosswalk to create a hybrid of the existing evaluation (with some updated language changes) and some of the performance objectives contained in the RIDE administrator evaluation. I completed that and additionally, I kept the indicators of Exceeds, Meets, or Needs Improvement, but attached a numerical value of 3, 2, and 1 (respectively) so that the evaluation could be quantified as well as qualified. The revised administrator evaluation was sent to the committee on 9/16 for your review.

SUPERINTENDENT'S REPORT

October 6, 2015

1. Budgetary Assumptions

The Committee needs to establish budgetary assumptions for the development of the 2016-2017 District Budget. For 2015-2016, the Committee used 1.96%. For teachers, the actual ranged from 1.60% to 1.72%, with an average increase of 1.67%. I recommend that the Committee consider using that percentage for budget planning purposes for groups that do not have a contract including a specific increase.

2. Tasca Field

As I informed the Committee on September 23, Dave D'Agostino, Larry and I met with Tom Angell, Chair of the Land Conservation Trust, which controls Tasca Field. We requested that Middle School Soccer (boys and girls) be allowed to use the field for games. I repeatedly assured Mr. Angell that if our request is approved, we recognize that we will be guests at the field and we will be good guests, will respect boundaries and will work collaboratively with the SYSA to preserve and protect the field. Mr. Angell indicated he would bring our request and recommend approval of it to his Board. He did so and the Board has given its approval. Dave will now draft an agreement for approval of the Town Council.

3. Salary Increases

Under New Business is the "Discussion of Raises for the following: Assistant Director of Buildings and Grounds, Plumber, Mail Courier, Sub Call Clerk, School Committee Secretary, Bus Monitors, Transpiration Aides, Consultant, Coaches, Assistant Coaches and Extracurricular positions". The Committee must decide on increases for these personnel because they are not covered by a contract or agreement that includes a specific level of increase. The current rate of pay for each the positions is listed on the attached spreadsheet. This is the same information that I emailed to the Committee on September 17.

As the first two positions, the Assistant Director of Buildings and Grounds and the Plumber, are somewhat administrative in nature, I would recommend the Committee provide them the same increase it did for the other administrators, which was 3% (except for the three elementary principals which was 4%).

Bus monitors and transportation aides are listed next. Typically, the Committee has provided these groups with the average increase teachers received. That increase for 2015-2016 is 1.67%. The 2015-2016 budget includes a 1.96% increase. First Student has provided the drivers with a 2% increase. I recommend the Committee provide that same increase to bus monitors and transportation aides. The difference is only about 4 cents per hour.

For purposes of consistency and fairness, I recommend the Committee provide a 2% increase to all of the other positions listed on the spreadsheet.

I have offered my recommendations for your consideration only. I recognize that the Committee will determine what the actual raises will be.