

**Sudbury Public Schools
Sudbury, Massachusetts
School Committee Regular Meeting
Wednesday, September 2, 2009**

Present: Susan Iuliano, Chairperson; Jeff Beeler, Vice Chairman;
Rich Robison, Jane Santinelli, Michele MacDonald

Also Present: Dr. John Brackett, Superintendent; Mary Will, Director of Business and Finance; Bob Milley, Assistant Superintendent; Bob Mealey, SEA; Larry O'Brien, Board of Selectmen, negotiations liaison

Open Session

Susan Iuliano called the meeting to order at 7:35 p.m. The meeting was taped for public access broadcast.

1. Execute Contract with the Sudbury Education Association (SEA) 2009-2012

The School Committee and the SEA had previously announced successful completion of collective bargaining and had executed a Memorandum of Understanding to memorialize the agreement. Subsequently, the parties developed a Collective Bargaining Agreement, detailing the agreement. A second Memorandum of Understanding was developed to clarify and memorialize certain terms relating to health insurance. Larry O'Brien, representing the Town Manager and Board of Selectmen, acted as a member of the School Committee for purposes of collective bargaining with the SEA and was present to vote on the agreements.

VOTED: On a motion by Rich Robison, seconded by Jeff Beeler, to execute the Collective Bargaining Agreement between the Sudbury School Committee and the SEA, effective July 1, 2009–June 30, 2012. The vote was 6–0 in favor.

VOTED: On a motion by Jane Santinelli, seconded by Michele MacDonald, to execute the Memorandum of Understanding between the Sudbury School Committee and the SEA regarding health insurance, effective July 1, 2009–June 30 2012. The vote was 6–0 in favor.

Susan Iuliano and Bob Mealey executed all documents on behalf of the Committee and the SEA respectively.

2. Evaluation Process for Teachers with Professional Teaching Status (PTS)

Superintendent Brackett outlined a revised process for evaluating PTS teachers. A joint committee of administrators and SEA members created a program that will be piloted over the next two years (one complete evaluation cycle), if approved by the SEA and the School Committee. The existing procedure, developed in 2002, was characterized as time- and resource-intensive and does not allow for adequate and timely dialog between the evaluating administrator and the PTS teacher. Dr. Brackett characterized the revised process as more collaborative than the existing process and likely to increase opportunities for productive feedback and discussions. He noted that corrective actions and improvement plans may still be utilized if needed, but added that teachers who achieve professional status are presumed to be at a proficient level. If implemented, the joint committee will convene periodically over the pilot period to assess the program.

The Committee is interested in understanding the benchmarks and timeframes for evaluating the pilot process, particularly with respect to time savings and quality of the evaluation. Dr. Brackett indicated that a survey may be developed as part of the pilot assessment.

At this time, no changes are recommended for evaluating non-PTS teachers. Teaching staff will review the proposal next week. The Committee will continue its review at its next Regular Session.

3. School Committee Report

Budget Review Task Force (BRTF) Final Report

The BRTF final report is scheduled to be presented to the Board of Selectmen next week. Susan Iuliano asked the Committee for any comments on the School Committee's Public Comments on the Final Report of the BRTF, which had been circulated to the Committee previously. Rich Robison noted that he abstained from voting to approve the BRTF final report because of the narrow timeframe between review of the revised report and dissolution of the BRTF. Jeff Beeler noted that he was one of three Task Force members who chose to resign prior to completion of the BRTF final report.

VOTED: On a motion by Rich Robison, seconded by Jeff Beeler, to approve the School Committee's Public Comments on the Final Report of the BRTF. The vote was 5–0 in favor.

4. **Open Forum**

Lisa Gutch, Silver Hill Road, thanked the Committee for its efforts on contract negotiations. She also asked for information regarding flu vaccinations. Dr. Brackett provided information on the District's plan to offer optional seasonal flu and H1N1 vaccines.

5. **Superintendent's Report**

(a) Opening of School Report

Dr. Brackett reported that schools opened on September 2 without major incident. Staff returned on August 31. There were few student absentees attributed to extended vacations; the District will continue to track absenteeism. Enrollment is down by 28 students over projections, without clear cause at this time. Better definition is needed in light of redistricting considerations. Full-day and half-day kindergarten enrollments are on target with projections. Class sizes are within guidelines with few exceptions.

The District is able to provide childcare for the 27 kindergarten students who do not attend the Sudbury Extended Day program on ILAP days.

The District hired 34 new people. Most are filling existing positions, open due to personnel changes. Assistant Superintendent Bob Milley reported the tentative hire of a 0.6 FTE Title I math instructor at the middle school that fell through last week. He asked that interested candidates contact him.

Assistant Superintendent Milley also reported that kindergarten assessments were conducted over three days this week. The data will be analyzed in time for the start of the regular kindergarten schedule on September 8. This is the first time all assessments have been completed during the first few days of school. The process worked very well and allows teachers to start the year with a better idea of individual student learning profiles.

Director of Business and Finance Mary Will noted that implementing a fee for late registration for bus transportation did not seem to bring registrants in on time. There were 16 routes near capacity; the number of registrations within the last week dictates the need for some rerouting and some bus pass changes.

(b) Bill Schedule

A Bill Schedule was presented.

(c) Personnel Actions

As outlined in the Personnel Packet.

6. **Minutes**

VOTED: On a motion by Jeff Beeler, seconded by Jane Santinelli, to approve the minutes of the August 3, 2009 Regular Session. The vote was 5–0 in favor.

7. **Communications**

Dr. Brackett reported receiving mail from Google addressed to Barack H. Obama, President of Sudbury.

8. **Members' Forum**

Susan Iuliano reported that the next Regular Session on September 16 will be at the Loring School.

Jeff Beeler reported that the Town Energy Committee is addressing many aspects of utilizing alternative energy sources, including a possible solar installation at the District office building (\$150K) and an array at Noyes (\$22.5K). These possibilities will be discussed at the Energy Committee's next meeting on September 10. He noted that there is a possibility of obtaining additional funds through the Green Communities Act.

Assistant Superintendent Bob Milley announced that Donna Criswell, Technology Curriculum Specialist, is the state's Leadership Chair of the Discovery Education Network, which held a leadership conference last June in Maryland. He commended Ms. Criswell for keeping SPS on the leading edge of technology initiatives. Dr. Brackett commented that the District is considering a partnership with programs in China, where there is interest in our use of ActivBoard technology.

Rich Robison reported that the Superintendent's evaluation is nearly finalized. He and Jeff Beeler will meet with Dr. Brackett next week in anticipation of voting on the evaluation at the next Regular Session.

9. **Executive Session**

VOTED: On a motion by Jeff Beeler, seconded by Jane Santinelli, to adjourn to Executive Session to discuss

collective bargaining strategy and non-union contracts, to return to Open Session if necessary. The vote was 5–0 in favor. The time was 9:55 p.m.

Yes Susan Iuliano
Yes Jeff Beeler
Yes Rich Robison
Yes Jane Santinelli
Yes Michele MacDonald

10. Return to Open Session

The Committee returned to Open Session at 10:36 p.m. in the superintendent’s conference room.

VOTED: On a motion by Jane Santinelli, seconded by Rich Robison, to approve the Memorandum of Understanding with the SEA Custodial Unit. The vote was 5–0 in favor.

VOTED: On a motion by Rich Robison, seconded by Jeff Beeler, to approve the salary adjustments for the van drivers and crossing guards as presented. The vote was 5–0 in favor.

VOTED: On a motion by Jane Santinelli, seconded by Michele MacDonald, to approve the agreement with the SPS Nurse’s Association and to execute the contract with the Nurses for 2009-2012. The vote was 5–0 in favor.

Susan Iuliano executed all documents on behalf of the Committee.

11. Executive Session

Moved to adjourn to Executive Session to discuss contracts with non-union staff and the superintendent, not to return to Open Session. The vote was 5–0 in favor. The time was 11:00 p.m.

Yes Susan Iuliano
Yes Jeff Beeler
Yes Rich Robison
Yes Jane Santinelli
Yes Michele MacDonald

Submitted by Sheila Cusolito, Recording Secretary