

ESSEX NORTH SHORE AGRICULTURAL & TECHNICAL SCHOOL DISTRICT
562 MAPLE STREET, HATHORNE, MA 01937-0346

REGULAR MEETING

MINUTES

DECEMBER 8, 2016

MEMBERS PRESENT: M. Teixeira, Gloucester, Chairwoman
T. St. Pierre, Salem, Vice Chair
M. Amato, Boxford, Secretary
F. Di Luna, Department of Agriculture
J. O'Brien, Department of Agriculture
G. Demsey, Department of Agriculture
D. Blake, Beverly
W. Marquis, Danvers
A. Craig, Essex
D. Ketcham, Hamilton
M. Strout, Marblehead
A. Liteplo, Middleton
E. Johnson, Nahant
J. Liacos, Peabody
B. Perkins, Rockport
W. Jackson, Swampscott
B. Jones, Topsfield
W. Nichols, Wenham

MEMBERS ABSENT: G. Hathaway, Lynnfield
J. Sabella, Manchester

OTHERS PRESENT: B. Lupini, Superintendent-Director
B. Morgan, Principal
M. Znamierowski, Business Manager
K. McMahan, District Treasurer
J. Wersackas, Student Representative
G. Montero, Student Representative
C. Levesque, Recording Secretary

1. *Call to Order*

Ms. Teixeira, Chairwoman, called the meeting to order at 7:02 p.m. and reported there is a quorum.

Agenda Item 5 *Student Representatives Report* was moved Out of Order.

5. *Student Representatives Report*

Gio Montero reported on the Fall Sports Statistics.

Vocational State Tournament:

- Girls Cross Country – Champions
- Cheerleading Co-Ed placed second
- Girls Soccer finished as runner up

Girls Volleyball, Soccer and Cross Country were CAC Champions and Co-Ed Cheering won their division. Overall season records – Football 4/7, Girls Soccer 12/6/2, Boys Soccer 4/11/4, Volleyball 12/8, Girls Cross Country 11/0, Boys Cross Country 4/6, Field Hockey 4/12/1 and Golf 5/8/1. Cheering placed third in State Competition, second in Vocational Tournament and first in CAC Co-Ed League.

Julia Wersackas reported that over 300 students registered for the Winter Athletic Season.

Four new Head Coaches have been hired for the winter sports season:

- Gymnastics – Janella Jackson
- Boys Hockey – Mike Geary
- Boys Basketball – Juan Juan (former assistant)

- Wrestling – Rich Chouinard (former assistant)

Three new athletic programs have been added to winter sports: Varsity and Junior Varsity Boys Hockey, Co-Ed Swimming and Diving Co-op with Peabody; and Girls Hockey is Co-op with Bishop Fenwick.

2. *Executive Session*

Motion made by Mr. St. Pierre, seconded by Mr. Marquis to enter Executive Session to discuss the discipline or dismissal of, or complaints or charges brought against, a public officer, employee, staff member or individual and to reconvene in Open Session.

Roll Call Vote:

Yes – Mr. DiLuna, Mr. O'Brien, Mr. Demsey, Mr. Blake, Ms. Amato, Mr. Marquis, Mr. Craig, Mr. Ketcham, Mr. Strout, Mrs. Liteplo, Ms. Johnson, Mr. Liacos, Mr. Perkins, Mr. St. Pierre, Mr. Jackson, Mr. Jones, Mr. Nichols, Ms. Teixeira
 No – None

Yes – 18 Weighted – 32
 No – 0 Weighted – 0 Motion carried unanimously.

The Committee returned to Open Session at 7:35 p.m.

3. *Salute to the Flag*

4. *Public Comment*

Ms. Teixeira reported that she received a request from Mrs. Maura Craig to address her concerns with the Heating, Ventilation, Air Conditioning and Refrigeration (HVAC/R) program.

Mrs. Maura Craig introduced herself and her husband Mr. John Craig of 6 Meeting Place Circle, Boxford, Massachusetts.

Mrs. Craig requests that her statement be read into the minutes of the meeting verbatim and will provide the Chair with a copy.

“Dear School Committee,

My name is Maura Craig. I live in Boxford. My son is a member of the Heating, Ventilation and Air Conditioning/Refrigeration (HVAC/R) Class of 2018 at Essex Tech (“ET”).

Under Massachusetts Open Meeting Law, I am requesting that my statement be read into the minutes of the meeting verbatim. I will provide a copy for your convenience.

I am here tonight to bring your attention to the systemic deficiencies within the Construction Technology Academy, specifically the HVAC and refrigeration program.

In short we have been extremely concerned with the tone of deafness that Essex Tech has demonstrated as we have brought our concerns forward over the last 18 months.

Given the level of indifference and inaction from both the school committee and the administration, we were forced to file a complaint with the Massachusetts Department of Education. We have asked that the DOE consider whether the HVAC/R program and/or school should potentially be placed under receivership until the problems within the HVAC/R program are fully and completely corrected. We received confirmation from the DOE that the investigation has been launched and they will conduct a site visit here on Dec 20th.

We have come to realize that ET failed us and falsely offered a HVAC/R program they couldn't support and couldn't staff. ET and the School Committee failed to:

1. Implement and deliver an approved Massachusetts Department of Education HVAC/R curriculum.
2. Develop and oversee the appropriate policies which would ensure that CTE's are run properly.

3. *Deliver on its own stated third budget goal for Fiscal Year 2017, which was to “provide appropriate staffing for programs such as HVAC.”*

ET has inappropriately assessed my town of Boxford over \$374,000 for FY 2017, \$295,000 for FY 2016, and I assume additional funds for FY2015. A portion of those funds and the millions from other towns produced a program that is not remotely as advertised or acceptable by anyone’s standards. Instead ET delivered only the appearance of a program:

In Year One: no equipment and until the very end only caretaker staff and substitutes. Essentially the students were warehoused and not surprisingly a culture of chaos and permissiveness arose.

In Year Two: little equipment, grossly inadequate staffing, and a growing culture of permissiveness and deeply troubling behaviors that I am not allowed to discuss in this forum.

In Year Three: still, a program without proper staffing and a broken culture. **THIS IS EGREGIOUS.** And yet no communication of this unacceptable status to parents, the districts, or prospective students.

From the onset, Essex Tech failed to communicate its program deficiencies with parents.

- They failed to explain that there was not HVAC/R equipment in the classroom.
- They failed to communicate that there was no certified HVAC/R qualified teachers or instructors.
- They failed to provide a safe and structure learning environment.
- Look at the program numbers and see for yourselves. Numbers don’t lie.

This systemic failure is untenable. Essex Tech you have betrayed your HVAC/R students. At this juncture our students will not be as competitive in the marketplace as their counterparts from other HVAC/R Massachusetts Technology High School programs like Shawsheen and Whittier Tech.

Finally, in November, Dr. Lupini realized the gravity of the HVAC/R situation and said and I quote, “it was unconscionable” that this program was allowed to run.

Since then he has made significant steps to regain control with this program:

- He added a para professional for supervision in shop and the classroom.
- He’s taken steps to ensure that student disciplinary standards are upheld.
- Over the past 2 wks, he’s ensured that the HVAC/R students **FINALLY** became OSHA certified.
- And as a remedy, he offered 1-year of free tuition toward Essex Tech’s Evening Adult Continuing Education program for HVAC to “catch up” our students.

With all due respect, while these are positive first steps, this is no solution!

Tonight, I am here to ask for your help. I am asking the school committee to work with the administration to provide for a solution including to but not limited to:

- **an immediate, independent, 3rd party assessment to evaluate the current aptitude of their HVAC/R students – referencing the curriculum to determine deficit areas.**
- **Establish a remedial plan to “catch these students up” based on the MA Dept. of Education Frameworks they were promised.**
- a solution such as extended school day or summer school to take effect immediately.
- Fully communicate fully with all parents and students explaining the inadequacies of the Essex Tech HVAC/R CTE program.
- Be more responsive and user friendly to the parents especially when it involves serious issues and student safety and learning.
- Develop and implement new policies around transparency within CTE program deficiencies, especially when it involves lack of equipment and lack of qualified teachers.
- Appropriately budgeted for FY2018-2019 for HVAC/R to continue with additional qualified staffing to ensure that this situation never happens again.

In closing I would like to remind you all of the Essex Tech Athletic Motto....

“DO RIGHT ALL OF THE TIME!”

Thank you for your time and attention.

Maura Craig and John Craig”

Mrs. Tish Lentine of 200 Old Burly Street, Danvers, Massachusetts

Mrs. Lentine expressed her concerns regarding her son’s education in the HVAC/R program. She stated that the students need to get back on track with their skills within this program.

6. Approval of Meeting Minutes

Motion made by Mr. Strout, seconded by Mr. DiLuna to approve the November 10, 2016 Regular Meeting Minutes as presented. Abstentions: Mr. Demsey, Ms. Johnson, Mr. Nichols and Mr. St. Pierre

7. *Communications*

The communications that were included in the packet were read and accepted.

Mr. DiLuna stated that he disagrees with Item 7c “Authority to Name the School Received from Attorney Tim Norris.” Dr. Lupini offered to see if Attorney Norris is available to attend the January meeting to answer any questions regarding this matter.

8. *Superintendent-Director Report*

Open House and Applications

The third annual Essex Technical High School Open House was a tremendous success. Thanks to the teachers, administrators, and students for all of their work in ensuring that the Open House was a great experience for everyone in attendance.

As of November 30, 2016 639 students had filed applications to attend Essex Technical High School. Over 150 applications were completed over the Open House weekend.

Meetings with Municipal Leaders

These meetings are intended to provide an opportunity to discuss enrollments, key budget issues for FY2018 (including collective bargaining), administrative restructuring, and other pertinent areas. Meetings have been scheduled in Beverly (with Mayor Cahill) on 12.5.2016, in Peabody (with Mayor Bettencourt) on 12.8.2016 and Gloucester (with the City Council) on 12.13.16.

Commissioner Visit

Commissioner Chester will visit Essex Technical High School on Friday, December 9, 2016. The Commissioner will be able to spend time at our school talking with students and teachers, as well as seeing our programs and hearing about the opportunities available to students. He will arrive at the school around 10:30 a.m. and after his visit, join the North Shore Roundtable group for their annual holiday luncheon at noon.

Recognition

Congratulations to the following students, who were named “Student of the Month” for October

- Academy A: Jessie Craig (Junior) Companion Animal (Saugus)
- Academy B: Domenic LoGiudice (Senior) Graphic Design (Peabody)
- Academy D: Tatyana Silva (Junior), Health Assisting (Peabody)
- Academy E: Drew Gagnon (Senior) Landscape (Peabody)

The October Staff Member of the Month is Kevin Strob (History Teacher).

Student and Staff Recognition

Congratulations to the following students, who were recognized as “Students of the Month” for September:

- Academy A: Caroline DeGrappo (Veterinary Science)
- Academy B: Shane Joubert (Collision Repair)
- Academy C: Nathaniel Jorgenson (Biotechnology)
- Academy E: Bridget Gaskell (Electrical)

In addition, congratulations to Kristina Dragani (STEM), who was named “Staff Member of the Month.”

Motion made by Mr. St. Pierre, seconded by Mr. Strout to accept the Superintendent’s Report of December 8, 2016. Motion carried unanimously.

9. *Principal Report*

Out of State Field Trip Request

Motion made by Mr. Strout, seconded by Mr. O’Brien to ratify the Superintendent-Director’s approval of an Out of State Field Trip Request for eight (8) students to attend the Josten’s Mike Smith Live Conference at Pinkerton Academy in Derry, New Hampshire on December 9, 2016. Motion carried unanimously

First Annual Fine Arts Night, December 16, 2016

There will be performances from the Music Club, Dance Club, readings from Literary Magazine and an Art Show from students in both the Art Club and the Design and Visual program.

First Pep Rally (November 23, 2016)

Mr. Morgan reported that the rally was a celebration for athletics, FFA and Skills/USA. Mr. Morgan stated that the students really pushed for this rally and it was extremely successful.

10. *Subcommittee Reports*

Finance Subcommittee

Motion made by Mr. Perkins, seconded by Mr. Marquis to approve financial statements for September 30, 2016 and place on file for audit. Motion carried unanimously.

Motion made by Mr. Perkins, seconded by Mr. Marquis to approve authorization of payment for two (2) outstanding invoices from FY2016 totaling \$574.90 to Dover Saddlery, Inc. to be charged to the FY2017 budget. Motion carried unanimously.

Motion made by Mr. Perkins, seconded by Mr. Marquis to accept the following FY2017 Grants:

<u>Grant Description</u>	<u>Code</u>	<u>Amount</u>
Special Education	240	\$321,453
Title I	305	\$144,745
Title IIA – Teacher Quality	140	\$ 25,700
Perkins	400	\$296,090
Fuel Up to 60 - School Lunch Equipment	n/a	\$ 5,000
NSWIB - Youth to Work	n/a	\$ 8,116
CTE Partnership Planning	405	\$ 10,000

Motion carried unanimously.

Acceptance of Donation

Motion made by Mr. Perkins, seconded by Mr. Marquis to accept the donation of two (2) donkeys to the Equine Program from Ms. Mary Martin of the “New England Equine Rescue” of West Newbury, Massachusetts. Motion carried unanimously.

Policy Subcommittee

Mrs. Liteplo reported that the Subcommittee met earlier this evening and reviewed time sensitive policies that will be addressed at the January 12, 2017 meeting.

Personnel Subcommittee

Motion made by Ms. Amato, seconded by Mr. St. Pierre to accept the Superintendent-Director’s Proposed Goals for 2016-2017 as presented. Motion carried unanimously.

11. *Old Business*

12. *New Business*

School Committee Protocols

Motion made by Ms. Teixeira, seconded by Ms. Amato to amend the By-Laws governing the Operation of the Essex North Shore Agricultural and Technical School District, specifically Section 2.6: Transaction of Business, sub-section J, to add "Public Comment to the order of business. Motion carried unanimously.

Motion made by Mr. St. Pierre, seconded by Mr. Marquis to utilize the School Committee Agenda Preparation and Meeting Calendar. Motion carried unanimously.

Members agreed to table Item 12 School Committee Protocol as it requires additional research.

13. *Warrant*

Mrs. Znamierowski reported the Notes for A/P for Warrant #2017-19 dated December 8, 2016:

- Group Insurance Commission quarterly estimated health insurance payment - \$455,580.93.
- New bus lease payment - \$48,707.12 (Bid 2016-3 approved at the October 13, 2016 school committee meeting) Check will be released upon acceptance of the buses in late December.

Motion made by Mr. Perkins, seconded by Mr. Marquis to approve the warrant of December 8, 2016 and place on file for audit. Motion carried unanimously.

14. *Discussion Items That Were Not Reasonably Anticipated by the Chairperson, in accordance with M.G.L., Chapter 30A, Section 180-25*

Ms. Teixeira introduced and welcomed Mr. Gene Demsey. Mr. Demsey was recently appointed to the School Committee to represent the Department of Agriculture.

Ms. Teixeira stated that Mr. Michael Gilbert, MASC, is available to conduct a workshop on January 31, 2017 or February 2, 2017. Committee members' preference is January 31, 2017 at 5:00 p.m. Ms. Teixeira will confirm this date with Mr. Gilbert.

Ms. Teixeira stated that at the January Annual Meeting members will nominate and vote for the Officer's positions. Ms. Teixeira stated that she has enjoyed her position as Chair and is very interested in continuing in this role.

15. *Adjourn*

Motion made by Mr. St. Pierre, seconded by Mr. Marquis to adjourn. Motion carried unanimously.

Ms. Teixeira, Chairwoman, declared the meeting adjourned.

The Essex North Shore Agricultural and Technical School Committee adjourned at 9:13 p.m.

Respectfully submitted,

Secretary

All reference documents and reports are filed in the Superintendent-Director's office.