

Essex North Shore Agricultural and Technical School District  
Personnel Subcommittee Meeting

Essex North Shore Agricultural and Technical School  
565 Maple Street  
Hathorne, Massachusetts 01937  
Maple Street Bistro

Thursday, February 6, 2020  
5:40 p.m.

**Approved Minutes**

**Members Present:** Mark Strout, Bruce Perkins, James Bucco, Dr. James Picone, Alice McDonald,

**Members Absent:** Francis DiLuna, Beverley Griffin Dunne, Valerie Gilman,

**Others Present:** Dr. Heidi Riccio, Shannon Donnelly, Kathleen Holman

1. Meeting Opening.

A. Mr. Strout called the meeting to order at 5:40

2. Routine Items.

A. The Personnel Subcommittee will consider approval of the November 14, 2019, Tentative Minutes Meeting.

Ms. McDonald made a motion to approve the November 14, 2019, Personnel Subcommittee minutes

Mr. Perkins seconded the motion. The motion passed.

3. Personnel Business.

A. SOAR Program

Ms. Donnelly provided a report regarding the participation of the SOAR program to date. The SOAR teacher, Ms. Harding, sets up meetings with students and teachers to work on collaborative problem-solving. "A Ripple Effect" software is used to support this program. Ms. Holman presented data from September-January this year on interventions through the SOAR program. There have been twenty-four students go through the in-school suspension program. Many of these twenty-four students would have been suspended prior to the SOAR program.

Dr. Picone asked if vaping is a problem at ENSATS as it is in other schools.

Ms. McDonald discussed the seriousness of vaping and its addictive qualities.

Ms. Donnelly and Dr. Riccio discussed vape detectors at ENSATS and other detection solutions.

B. Resignations and Retirements.

Ms. Holman, Personnel Director, will provide detail for notice of retirements and/or resignations.

There have been three resignations since Ms. Holman's last report. A kitchen worker, a paraprofessional, and a bus driver have resigned. Mr. Raul Pinheiro, a farmworker, has retired after working for ENSATS for 23 years. Mr. DiSanto a chef at ENSATS is also retiring.

5. Discussion items that were not reasonably anticipated by the Chairperson (M.G.L., Chapter 30A - Sections 18-25)

6. Adjourn.

Mr. Strout made the motion to adjourn at 5:52 pm.

Ms. McDonald seconded the motion. The motion passed.

The meeting adjourned at 5:52 pm

*Respectfully submitted by the Recording Secretary*

*The listing of matters includes those reasonably anticipated by the Chair in accordance with M.G.L., Chapter 30A, Sections 18-25, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*