

Essex North Shore Agricultural and Technical School District  
Regular School Committee Meeting

Essex Technical High School  
565 Maple Street  
Hathorne, Massachusetts 01937  
Media Center (Upper Level)

Tuesday, April 10, 2018  
7:00 p.m.

**Approved Minutes**

Members Present: F. Di Luna, Department of Agriculture Resources  
G. Demsey, Department of Agriculture Resources  
E. Armstrong, Beverly  
M. Amato, Boxford  
W. Marquis, Danvers  
A. Craig, Essex  
M. Teixeira, Gloucester  
W. Lannon, Hamilton  
G. Hathaway, Lynnfield  
J. Delaney, Manchester by the Sea  
M. Strout, Marblehead  
A. Liteplo, Middleton  
E. Johnson, Nahant  
B. Perkins, Rockport  
J. Picone, Salem  
A. McDonald, Swampscott  
A. Prazer, Topsfield

Members Absent: Mr. O'Brien, Mr. Marquis, Mrs. Griffin-Dunne

Others Present: Dr. William Lupini/Superintendent-Director, Ms. Znamierowski, Mr. Gwilliam

*1. Call to Order*

Ms. Teixeira called the meeting to order at

*2. Salute to the Flag*

*3. Public Comment\**

4. *Student Representatives Report- At CT. There were no student representatives present*

5. *Approval of Meeting Minutes*

The School Committee will consider approval of the March 15, 2018 Regular Meeting Minutes. Mr. Strout: made the motion to approve the March 15, 2018 minutes. Ms. Amato seconded the motion. All in Favor.

6. *Communications*

Ms. Teixeira recognized the school committee appointments

- a) Notice of School Committee Reappointment
  - Mr. Gary F. Hathaway, Lynnfield Representative
- b) Notice of School Committee Appointment
  - Dr. James Picone, Salem Representative

7. *Superintendent-Director Report*

Dr. Lupini: reviewed his report that is attached to this packet. He congratulated Brad Morgan as the newly hired Superintendent at Northern Essex. He thanked the members and staff members who attended the meeting last night.

Ms. Johnson: asked if local communities are notified of students who made the NHS?

Ms. Liteplo: asked about the new search that will happen for a new principal.

Dr. Lupini: said, "Nothing will happen until Mr. Morgan has a contract. We will not accept a resignation until he has a contract. We may have some internal candidates that we may try and begin a search with. We will try to name a principal prior to my departure. We will be discussing this over the next few days."

Mr. Strout made the motion to accept the Superintendent's Report. Mr. Delaney seconded the motion. All in favor

8. *Principal Report*

Out of State Field Trip Requests

Mr. Morgan described the field trips

- a) Administrative Recommendation: To approve an Out-of-State Field Trip Request for grade 11 Culinary Arts students to Rhode Island Convention Center, Providence, Rhode Island on April 28, 2018.

Mr. Strout: made motion to approve. Mr. Di Luna seconded the motion.

Dr. Picone: asked how the students travel to these trips and if they have insurance.

Ms. Teixeira: described the insurance policy in place to cover the students.

All in Favor.

- b) Administrative Recommendation: To approve an Out-of-State Field Trip Request for grade 9 and 11 Culinary Arts students to Johnson & Wales University, Providence, Rhode Island on May 14, 2018.

Ms. Teixeira: asked about dual enrollment

Mr. Strout: made the motion to accept. Ms. MacDonald seconded the motion. All in favor.

- c) Addition to packet. Skills USA to Marlborough MA

Mr. Di Luna made the motion to approve. Mr. Strout seconded the motion. All in favor

9. *Subcommittee Reports*

Finance Subcommittee

- a) Financial Statements

Recommendation: To accept the following FY2018 Grant:

<u>Grant Description</u>	<u>Amount</u>
MassBioEd Foundation – 2017 Joshua Boger Innovative School of the Year	\$5,000

Mr. Perkins made motion to approve. Mr. Lannon seconded the motion. All in favor

- b) Recommendation: To accept the Essex North Shore Agricultural and Technical School District and Danvers Police Department Memorandum of Understanding (MOU) for the school Resource Officer.

Mr. Perkins made the motion to approve. Mr. Hathaway seconded the motion.

Ms. Teixeira: asked if everyone had a chance to read the MOA?

Dr. Lupini: described the Resource Officer and the MOA with Danvers. "This is a slight modification from the Danvers Public Schools. There are some slight differences because we are not all part of the same governmental unit."

Mr. Di Luna: asked if the town of Danvers have held some practices in this School

Mr. Morgan: described some of the training that has been done at the school.

Mr. Strout: asked, "Who all took part in the training?"

Dr. Picone: asked, "If a cruiser is out front when the Resource Officer is on duty?"

Mr. Strout: said, "Yes they do. The Police Chief mandated they park them right out front."

Ms. Teixeira: discussed the marijuana task force in Gloucester. Three percent of the revenues from the sale of marijuana have to be used for marijuana programs. She wondered if any of these sales might cover some of the costs of the Resource Officer. She would like to see if communities can spend revenue money on this.

There was no further discussion. All in Favor.

Dr. Lupini: Thanked the group for their vote and described how these discussions have strengthened the relationship between Danvers Police Department and this school.

Mr. Strout: asked, "If a decision has been made on the Resource Officer?"

Mr. Morgan: described the staff that interviewed the three candidates that applied along with Danvers Police staff. "We recommended a unanimous candidate to the chief of Police. There was no student input."

Mr. Strout: talked about the Resource Officer having the right mix.

Next Meeting: Wednesday, May 2, 2018 (5:30 p.m.)

Policy Subcommittee

Next Meeting: May 10, 2018 (5:30 p.m.)

Personnel Subcommittee

Next Meeting: June 14, 2018 (5:30 p.m.)

#### *10. Old Business*

There was none.

#### *11. New Business*

Mr. Nichols: asked about the number of students on busses after regular hours. He noticed some busses with only one student on them.

Mr. Morgan: described the bussing that happens after hours.

Dr. Lupini: stated, "Spring sports have started sporadically and this may cause a small amount of students on busses due to this."

Mr. Nichols: asked, "Are there other options to transport one student?"

Dr. Lupini: said, "We can look into this."

Ms. MacDonald: felt the age of students may be a problem.

### *12. Warrant*

Mr. Perkins made motion to approve. Mr. Hathaway seconded the motion.

Ms. McMahon: discussed a \$56,000 deficit plus revenue?????

Ms. Znamierowski: described that this can happen both ways with non-member students.

Mr. Strout: asked, "When are the districts being notified of accepted students for next year?"

Dr. Lupini: Described the distribution of the member and non-member list of students going out.

Dr. Picone: asked, "About how many students on waiting list?"

Dr. Lupini: replied, "We had 1,200 applications for 375 slots."

Ms. Teixeira: asked about older students being accepted and do they get notified at the same time?

Mr. Morgan: answered, "They only get admitted to programs where we have seats."

Mr. Lannon: asked, "Is there an interview process for these older students?"

Ms. Amato: asked, "Are we at the point where we continue to examine the process of assigning kids to their CTE programs? The teachers noted that a large part of acceptance is based on the reflection piece."

Dr. Lupini: replied, "We were close to 95 % of first and second choice of programs. Yes, we have looked at the reflection criteria."

All in Favor of approving the warrant

### *13. Superintendent-Director Search*

Mr. Mike Gilbert, Massachusetts Association of School Superintendents.

Ms. Teixeira: explained that Mr. Gilbert could not attend tonight, but we still have business to do.

She described the names who have applied to be on the search committee. She introduced the people who would be giving names to be on the committee.

Ann Marie Siroux, PTSO: recognized Lisa La Porte. Her letter of intent was read to the group. It is attached to this packet. The group discussed the qualification of Ms. La Porte.

Mr. Strout made the motion to appoint Ms. La Porte to the search committee. Mr. Lannon seconded the motion. All in favor.

Mr. Morgan introduced the student appointment nominations: Jenna Tocco a senior from Danvers.

Mr. Morgan: described her credentials as a student. The backup student is Carly Bates a tenth grader from Marblehead.

Mr. Morgan: questioned Ms. Teixeira on the dates between 5/9, 10-12.

Ms. Teixeira: asked for a motion. Mr. Strout made the motion to accept the nominated student candidates. Mr. Marquis seconded the motion. All in Favor.

Ms. Liteplo: asked if there was a letter of interest from the students? Mr. Morgan has an email from her. It will be distributed to the committee at a later date.

Matt: read the names of the teacher candidates for the search committee: Megan Stewart/math, Matthew Hubbard/SPED, Tom Lavoie/CTE Mason Teacher. There are teachers from all three areas

Mr. Marquis: Made the motion to approve the three teacher nominees. Mr. Demsey seconded the motion. All in Favor.

Ms. Teixeira: reminded, "We still need three School Committee members and one administrator.

Mr. Strout wanted to volunteer but has a conflict with the dates. Mr. Marquis has applied. We still need two."

Ms. Amato: raised her hand to be considered.

Ms. Teixeira: commented, she will be away or she would. "We can now request two administrators instead of three School Committee members. "Is everyone sure they do not want to be on the search committee?"

Mr. Strout made the motion to accept Mr. Marquis and Ms. Amato as the School Committee representatives. Ms. MacDonald seconded the motion. All in favor.

Ms. Teixeira: Reviewed the packet that was part of this agenda with letters from administrators.

The names were read by Ms. Teixeira of administrators who submitted letters of interest. There were four letters submitted. "We have two positions with four applicants. Would anyone like to put a candidate forward?"

Dr. Picone: put Ms. Znamierowski's name forward. Mr. Strout seconded the nomination.

All in favor

Mr. Nichols: put Candace Levesque's name forward. Mr. Delaney seconded the motion. All in favor.

Ms. Teixeira: reviewed the names on the search committee that were voted on tonight.

Mr. Hathaway: asked if they will name their own chairperson.

Ms. Teixeira: described that the search committee will only be formed if we have more than five candidates.

Mr. Delaney: asked "If there were less than five what will happen?"

Ms. Teixeira: said, "The School Committee would conduct the interviews if there are less than five. It is not a matter of applicants but of qualified candidates."

Mr. Delaney: asked, "After the Search Committee is done; say if they have ten what is the final number they bring to the School Committee?"

Ms. Teixeira: described that they will bring forward to the School Committee four candidates, because we have one internal candidate. The Search Committee's work is very important to get us the best five."

Ms. MacDonald: asked, "Will I be excluded because I could not be present for Ms. Riccio's interview?"

Ms. Teixeira: explained, "The interview will be released in the minutes at some point."

Mr. Delaney: asked about the interview process and how it will be broken up over different nights.

Ms. Teixeira: described the different scenarios that could happen for interview nights. "There is an expectation after the final interview that we will have deliberation and decide on a candidate; unless we are not comfortable with any of the candidates."

Mr. Lannon: asked about the scheduling in regard to a week or a month.

Ms. Teixeira: stated, "We have to consider out of state candidates and sight visits. There is a lot of time necessary and a lot to consider. You have to commit to all the interviews."

Mr. Craig: asked, "Do we have to interview Ms. Riccio again or just the four new candidates?"

Ms. Teixeira: answered, "We may just ask her for a statement and not an entire interview again."

Mr. Strout: asked if she might apply for the principal position.

Ms. Teixeira: referred the group to Mike Gilbert if they have additional questions or need more detail

#### *14. Discussion of a Public Hearing for the Name of the School*

Ms. Teixeira: explained how it was decided to hold a public hearing to receive public feedback; hoping to get feedback from the School Committee to understand what testimony we want to receive from the public. "What is the topic we want to receive in regard to the name change? We are receiving public input for the purpose of what?"

Mr. De Laney: responded, "An opinion of what the nickname should be."

Ms. Teixeira: replied, "We now what the legal name is."

Mr. Di Luna: does not understand why we are having a public meeting when it is very clear in the legislature what the name of the school is.

Mr. Lannon: stated, "We want to hear from the agriculture community."

There was discussion among the group and what they want to hear.

Mr. Lannon: feels there will be discussion about the new name and old name.

Ms. Teixeira: asked, "What do we want input on?"

Mr. Hathaway: reviewed the ADHOC committee and the processes. "We are going to get hundreds of suggestions."

Mr. Strout: discussed what the nickname might be. He suggested Essex A&T; which he loves. "Everybody knows it is agriculture and technical combined."

Ms. Amato: stated, "I wasn't at the meeting, but I am reading the minutes." She read from the old minutes. What the inference was regarding a public meeting.

There was discussion among the group concerning the minutes and meaning of a public hearing and what it is for.

Ms. Teixeira: asked the group again why we are holding a public meeting.

Mr. Lannon: suggested a design competition for a new logo. "What does Essex A&T look like?"

Ms. Teixeira: wants clarification of what the public hearing is for.

Mr. Di Luna: asked, "Should it be a meeting to understand why and what happened to the school name."

Ms. Teixeira: reminded, "We said public hearing to allow anyone who wanted to come forward the opportunity."

Mr. Morgan: reflected, "Going back he knew Essex A&T is popular with the students. If students come and they have the option on a nickname, I don't think they will come up with anything different." He felt they should be given options to choose from. He feels something shorter will make sense and the kids need to understand why this is happening.

Mr. Di Luna: suggested, "Maybe the committee should vote on Essex A&T and then get public input on that name."

Ms. Teixeira: reminded, "We did take student input from the beginning, but we did not take any of their suggestions. We do not want that to happen again."

Mr. Di Luna: stated, "The input would only be on Essex A&T. You don't want 100 people making suggestions on the names. You let the public comment on the names and the vote comes back to the committee."

Ms. Johnson: asked, "If the students and the public know that the legal name of our school has changed?"

Ms. Teixeira: feels that is not commonly known.

Ms. Johnson: suggested they get input at the meeting and then explain how the uniforms will be replaced and the name on the building. "Is the legal name on the building?"

Dr. Picone: stated, "The name was established by the legislature. We should not put out false hope that they have a choice in the name. Why not let the kids have input about the branding?"

Ms. Amato: pointed out, "We have a couple of opportunities to allow the public to understand the back story and why we are where we are. Then communicate that the name is very long. We have an opportunity to come up with a shorter name. We cannot leave it wide open. How do we come up with choices; if we want to give them choice?"

Mr. Armstrong: asked, "Is it possible for the Principal and Administration to say this School Committee is considering the name Essex A&T?"

Ms. Teixeira: asked for a show of hands of who likes the name of Essex A&T?

Ms. MacDonald: felt that Essex A&T is not different enough.

Ms. Liteplo: asked, "Is there a way to solicit from the students and possibly the public to submit their top three names?"

Matt: stated, "I don't understand the difference between this process; from what we did before."

Mr. Hathaway: asked, "What is to stop the School Committee from changing the nickname or brand name in years down the road? Do we have the authority to name the nickname or is it up to whoever is in charge?"

Mr. Lannon: reminded, "You now have a group of kids who know it only as Essex Tech. Maybe there should be a design competition between shops?"

Ms. Teixeira: asked, "Is it this committee's consensus that the word agriculture has to be in the nickname? What if the students want to leave it as Essex Tech? Is this committee prepared to agree with them?"

Mr. Lannon: suggested, "Design a new logo that says Essex A&T and compare it to Essex Tech and vote it in."

There was discussion among the group about how to include the students in the nickname and honoring their name choice. There was discussion of the current logo of the Hawk.

Ms. Amato: brought up Representative Speliotis and when we talked about a nickname and they agreed that a nickname makes sense. The legal name is so long.

Mr. Strout: made the motion that the new school name be known as Essex A&T.

Mr. Di Luna: seconded the motion.

Ms. Liteplo: reminded, "A name is not a logo it is a visual design. Are we voting on a visual design or a logo?"

Ms. Teixeira: described that the new shorter name would be Essex A&T or ENSATS. "If we don't use the full legal name are we going to agree to use Essex A&T?"

Ms. Liteplo: said the name reminds her of ATT

Dr. Picone: asked Ms. Znamierowski what is on the side of the busses now?

Mr. Morgan: stated, "Essex Technical High School. The full name has to be on the registration as well."

Ms. Znamierowski: stated, "They are all registered to the district and the district name. We would have to eventually change the lettering on the busses. There are 32 busses we use regularly. It will be done over time."

Mr. Nichols: stated "Some kids still call it the VOC. They will call it whatever they want."

Mr. Lannon: asked, "Is it responsible to spend that kind of money when they will call it what they want?"

Mr. Hathaway: questioned, "Where will you find a half million dollars?"

Mr. Di Luna: stated, "Putting the half million dollar question out there will only incite the public. It must be done over time."

Ms. Amato: wants to let everyone know that the branding is in a lot of places. It is in places that we might not be thinking about such as the DOE website. "I am upset that this might cost half million dollars to rectify, but it was a mistake. We can invest money over time and rectify the mistake.

Aggie is an important part of the name and over time it will be lost. It was very clear at the beginning that Agriculture was to be part of the name. We have an opportunity to preserve that. To me it is worth a half million dollars. I am not tied to any particular name, but to agriculture somewhere. How do we create a buy in? The question is how do we do this?"

Ms. Teixeira: reminded, "This topic is not on the agenda. What is on the agenda is if we want to hold a public hearing? We will put on the next agenda what we want to hear from the public. It has to be on the agenda to give notice to the public. Do we know what we would like for feedback in a public hearing?"

Mr. Strout withdrew his motion to accept Essex A&T. Ms. Amato seconded the withdrawal

Mr. Marquis recommended the motion "That we vote to not schedule a public meeting at this time."

Mr. Armstrong seconded the motion.

Ms. Teixeira: described what the public will infer from the minutes when we decided to not hold a public meeting. "We cannot come back and ask for public input. We want to be sure why we are holding a public meeting."

Mr. Marquis: suggested, "We can add an agenda item to make it public without holding a public meeting."

Ms. Teixeira: asked, "Can we have public input on an agenda item? I will have to check the bylaws. On some committees you can receive public input."

Ms. Amato: asked, "Can we wait to decide about the public hearing once we decide what we want to do regarding a nickname?"

Ms. Macdonald: asked, "Can we say we need more time?"

Mr. Hathaway: asked, "Can we make it clear that we are just deciding on the nickname at the public hearing?"

Ms. Teixeira: stated, "We do not have to take any action tonight. My only concern is that this should be done before school is dismissed. We can say we are unsure and not ready to schedule a public hearing. We are unsure what we are holding the public hearing on. There are two School Committee meetings before the end of the year. If we are not ready then we put it off."

Mr. Strout: asked, "When will the Athletic Director be buying new uniforms?"

Mr. Morgan: answered, "Not for next fall. We will need to check and see what uniforms are up."

Ms. Teixeira: stated, "We can make the decision that any new uniforms just have a Hawk on them."

Mr. Di Luna: stated, "That would be a smart move."

Ms. Amato: reminded, "We all need to think that we will be losing institutional knowledge with Mr. Morgan's departure."

Mr. Morgan: stated, "I will help in any way that I can."

All in Favor.

Ms. Teixeira: asked, "Do want this topic on our agenda at the next meeting?"  
Mr. Strout: stated, "It would be responsible to wait for the next superintendent."  
Mr. Hathaway: asked, "Can we get an update on the new sign?"  
Ms. Teixeira: stated, "The sign was updated at the Finance subcommittee last week."  
Mr. Morgan: gave an update on the vendor choice, but no design has been picked. "We took bids, but have not broken ground or finalized any of it. Some parts of it will be handled in house i.e. masonry department."  
Ms. Teixeira: reminded, "There are pictures of the sign in the finance subcommittee packet."  
Ms. Znamierowski: followed up on the sign plan. "We do have to get one more quote. The plan is to do all the work and have it set up for the kids to do the finish work when they return to school next year."  
Ms. Teixeira: pointed out that the seal is on the sign and not the logo.

*15. Discussion Items That Were Not Reasonably Anticipated by the Chairperson (M.G.L., Chapter 30A – Section 18-25)*

*16. Adjourn*

Mr. Lannon made the motion to adjourn at 8:45 pm. Mr. Strout seconded the motion. All in Favor

*The listing of matters includes those reasonably anticipated by the Chair in accordance with M.G.L., Chapter 30A, Section 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.*

**\*Public Participation at School Committee Meetings (File: BEDH)**

1. At the start of each regularly scheduled School Committee meeting, individuals or group representative will be invited to address the Committee.
2. Public Comment shall be for a period of 20 minutes and shall generally follow the opening of the meeting. The Committee reserves the right to rearrange its agenda to accommodate scheduled presenters.
3. 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.
4. Individuals may address topics on the agenda, items specified for public comment, or items within the scope of responsibility of the School Committee. The Chair shall rule out of order any individual who fails to honor the guidelines or who addresses a matter inappropriate for public comment.
5. 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 Chair may terminate that individual's privilege of address.
6. All remarks will be addressed through the Chair of the meeting.
7. Speakers may offer such objective criticisms of the school operations and programs as concern them, but in public session the Committee will not hear personal complaints of school personnel nor against any member of the school community. Under most circumstances, administrative channels are the proper means for disposition of legitimate complaints involving staff members.
8. Written comments longer than 3 minutes may be presented to the Committee before or after the meeting for the Committee members' review and consideration at an appropriate time.
9. The Chair shall have discretion to allow public comment during discussion of items appearing on the meeting agenda.

**\*\*All documents and handouts presented at this meeting are on file in the Superintendent/Director's office\*\***

Respectfully submitted by: The Recording Secretary