

SCHOOL ADMINISTRATIVE UNIT #64

MILTON SCHOOL DISTRICT

BOARD MEETING

Wednesday October 9, 2013

Public Minutes

Members Present: Chair Ann Walsh, Luella Snyder, Douglas Shute, Donna-Marie Currier and Andy Crone.

Also Present: Superintendent Mr. Tursi, Business Administrator; Andrew D'Agostino, Paul Steer, Brenda Forcier, and Randy Myhre.

Call to order/Flag salute: Chair Ann Walsh opened the meeting at 6:00 PM and Brenda Forcier led the meeting with the Pledge of Allegiance.

Public comment: None at this time

Minutes of Last Meeting: Luella Snyder made the motion to accept the public meeting minutes of September 25, 2013 with adding #41 from the boards Self Evaluation policy on page 7, seconded by Donna Marie Currier – all were in favor. The motion passed.

Administration: Financial Reports:

Expense Report through October 3, 2013: Andrew had explained to the board that in some areas of the expense report were incorrect at the time of the print out of this report and most of them have been corrected.

Revenue Report through October 3, 2013: No questions

Grant Overview Report through October 3, 2013: No Questions

Cash Reconciliation for the General Fund for August 2013: No Questions

Treasurer's Report for August 2013: Douglas Shute made the motion to accept the treasurer's report for August of 2013, second by Andy Crone – all were in favor. The motion passed.

Cash Reconciliation for the Bond Account for August 2013: No questions

Correspondence: Mr. Tursi would like the board to be aware that when there is a letter sent out he would like the board to receive a copy of the letters as well.

Welford Letter: Farmington School Board

Garry Letter: Middleton School Board

Superintendents Report: Mr. Tursi had stated to the board that his and Administrations primary focus will be on student behavior and discipline in all three schools. Mr. Tursi feels that it is something that needs to be addressed and that we need to put systems in place to help support our students who have specific behavioral needs, but more importantly as a whole discipline process from K-12 and looking at student behaviors and building a culture of respect for students teachers, and administrators.

Luella Snyder thanks Mr. Tursi for addressing this issue.

Old Business: Douglas Shute raised the question of being a representative of the school board when going to the budget meetings he feels he should know how the rest of the board feels on the fire station or the bridge being replaced before giving his own opinion.

Douglas Shute thanked Ms. Myhre for letting him review the Common Core Standards, and he would like to attend the class on the 15th. Luella Snyder had stated that a teacher in New York had relayed to her that the younger children will adapt easier to the Common Core Curriculum Standards.

Douglas Shute informed that while he was leaving the library that a student had let an adult into the building. Douglas feels that this is a concern that needs to be addressed by hanging signs and having the staff make it aware to the students that it is not ok to let someone in the building without the office approving this. Donna Marie Currier had stated that she feels that putting up signs will not solve the problem and that this is common in most school.

Andy Crone mentioned that teachers have planning time and that maybe they should sit at a desk by the entrance. FBI studies say all it takes is 20 minutes to inflict a great deal of damage. Mr. Tursi stated that once he had heard of this issue he called Mr. Bronson and it was taken care of by putting together a statement and announcing it over the intercom system as well as being brought to the advisory program. Ann Walsh stated that last year at t a budget meeting the Chief of Police stated that the biggest safety issue at the

schools in the kids letting people in the building. Ann Walsh feels that this is something that we need to focus on and maybe look at a different floor plan for the office to prevent this from happening Ann Walsh stated that the school does have \$30,000.00 from the school safety warrant article.

Mr. Tursi wanted to discuss with the board the best time to have negotiations subcommittee meet. Mr. Tursi told the President of the MEA that he would be discussing this with the board tonight.

Andy Crone has stepped down from the Negotiations committee and Ann Walsh will take his place. The meetings can be on Tuesday for any time after 3:00pm. Mr. Tursi will bring this back to the president of the MEA.

Committee/Board Member Reports:

Luella Snyder reported that there was a Facilities meeting and many building issues that came up and were addressed by Mr. Tursi.

Douglas Shute attended a Budget meeting.

Andy Crone attended a Policy meeting and the Student Code of Conduct will be reviewed.

Ann Walsh attended a Professional Growth Committee meeting and talked on the work that needs to be done on the teacher, administrators, and support staff evaluations with any errors that need to be fixed, and reviewed SLO's. Mr. Tursi stated that we need to submit Milton school district's plan to the DOE by the end of June 2014, which would be a 5 year plan.

SAU Planning Committee's final meeting to October 10, 2013. Ann Walsh made the board aware the Wakefield SAU committee voted against withdrawing for SAU64.

Donna-Marie Currier reported that the Recreation Commission is meeting October 15, 2013.

School Board Business:

School Board Goals – Please bring materials from previous meeting:

Donna-Marie had put together the list of goals that the board would be focused on and objectives showing us if we are meeting these goals.

1. Provide the superintendent with a clear statement of expectations of performance and expectations as evident by participating in the yearly evaluation: Ann Walsh had asked if the board should have in writing what the expectations of the superintendent when being hired. Mr. Tursi asked if they have a plan in place. Ann replied that they do not. Mr. Tursi feels that the board needs to set goals for that year and have the superintendent's evaluation based on these goals. Ann Walsh stated that the evaluation is done by the joint board. Douglas Shute feels that each school should do their own evaluation on the superintendent and with the joint board as well. Douglas Shute asked if this should be done in nonpublic, Mr. Tursi stated that it could be done either way and he feels this should be done in the public setting.

2. Matters tending to alienate either board members were superintendent discussed immediately rather than being permitted to fester and deteriorate: Andy Crone feels that special board meetings should be called to resolve issues that can fester and deteriorate. Andy Crone mentioned that we do have a policy in place to call special board meeting. Ann Walsh stated that there is a fine line when calling special board meetings. This will be tabled till the next meeting. Donna-Marie Currier wanted to make the board aware that when she reviewed this she had in mind of situations that have happened with the board. Andy Crone mentioned that none of these so far have to do with student achievement as it was discussed at the last meeting. Ann Walsh replied that these were just a draft and if anyone had any other ideas then they should inform the board. Douglas questioned if both the NEWA & NECAP were given in the high school. Ann Walsh replied that yes they were.

3. The Board will provide a continuous information regarding the schools by: Televising the meetings, Administrators website, and weekly newsletters. Luella Snyder asked if the minutes were posted on the website and Douglas Shute asked when they are posted. Mr. Tursi responded that they are posted on the website after the minutes have been approved by the board.

4. The board will ensure that controversial and complex matters are held over to the agenda for discussion only prior to a decision. The board will also seek that recommendation prior to taking action. Ann feels that the board has been put into a position that the board receive the information on a matter at the last minute and is expected to make a decision at that meeting. Donna-Marie Currier stated that we should also gather recommendations and their reasoning for these recommendations are from the staff as well.

5. The board will ensure that the staff aware that they are deemed which they are held as evident by: Luella Snyder stated that public acknowledgment at the board meetings of the hard work that is being done. Andy Crone mentioned inviting the Fosters or Rochester Times to a meeting. Mr. Tursi would like the board members to let the chair know if they have any recognitions and they will be put on the agenda. Luella Snyder stated feels that it should be discussed between the whole board, due to not everyone agreeing to the acknowledgements before putting on the agenda. Andy Crone had stated that if a student or staff member had been recognized for their hard work they would tend work harder. Donna-Marie Currier feels that PBIS that is in place for the students works well for the staff members as well. Ann Stated that she would like the board members think this over and let try to finalize this one at the next meeting.

6. The board will provide a policy outlining the districts educational objectives against which the instructional program can be evaluated. Mr. Tursi stated that this would be based on what academic goals the board would be supportive of and feels that the school needs to set goals based around student achievement for literacy and real focus on K-3. Ann Walsh asked if Mr. Tursi would be able to bring to the next meeting how this process would be. Mr. Tursi stated he would feel comfortable gathering information from the community, staff, and administration before setting a goal like this.

Luella Snyder asked how he would get his information from the community. Mr. Tursi responded that he would hold a community forum like he did during the summer when he was first hired on.

Douglas Shute mentioned the NECAP score being below efficient. Ann Walsh feels that were will see a change in the score this year due to the students having the reading and math programs for 3 years now.

Andy Crone feels that if the school does not focus on literacy then the students will not be successful and he does not want to see a student that is not reading at grade level to keep being passed along cause you are setting them up to fail.

Mr. Tursi would like to caution the board setting a goal around one assessment to determine our growth. Mr. Tusri feels that all students grow at different levels, and setting a goal around one assessment would make it difficult for some students.

Luella Snyder stated that administration needs be too careful about passing children along to the next grade when they are not ready for the next grade level.

The board needs to be thinking about finalizing these goals for the next

meeting.

Support Staff Salary and Benefits Discussions: Last year the paraprofessionals brought forth a list of concerns after the budget season had passed that would have a financial impact to the budget and this is why I was put off till now.

Andrew had presented a comparison of positions with different towns that provided us with their information.

Ann Walsh had mentioned that one of there concerns was on professional development days the classes provided to them did not pertain to there job.

Luella Snyder stated that they do get paid for the early release days, and it was mentioned at a previous meeting that there were free online class offered and that we need to find this out to make is available to the support staff.

Ann feels that the salary scales are low. Luella Snyder also stated that not many really start at this level. Ann Walsh stated by looking at Wakefield there paraprofessionals start out at a higher rate of pay. Mr. Tursi pointed out that they do, but they are not offered benefits.

Ann Walsh stated that the health insurance that is offered cost the district about \$9,000.00 a year. Luella Snyder stated that higher rate is due to them hiring more qualified help.

Luella Snyder asked when there is a 3% raise it pertains to everyone correct. Ann Walsh replied that it does not for everyone. Ann Walsh stated for the paraprofessionals scale that was set at only a 2% increase in each step up until step eleven then the longevity kicks in.

Luella Snyder asked who gets the 3% raise that the board votes on. Andrew replied that it is the secretaries, teachers, and the custodians.

Brenda Forcier had stated that 3 years ago when we went to the board, Ann Walsh spoke and stated that the paraprofessionals had gone to administration with school board representative there. Any changes that were made were approved by administration. Brenda had mentioned that they had asked for the longevity due to people coming in starting out at a higher step making more in the pay scale compared to some that have been there for many years have longevity for something to show for there dedication to the school, and she was under the impression that the school board representatives would bring the concerns back to the full board for them to review.

Luella Snyder questioned the 11 steps

Andy Crone asked how the district came up with the 11 steps. Ann Walsh thinks that most school districts are setup this way. Andrew stated that he has seen some schools at up to 12 – 17 years for the pay scale. Kim Davis asked if you were hired at a step 10 for the rate of pay, so say you reach the last

step in 2 years does this mean that we have to wait 9 years for the longevity to kick in. Andrew stated yes that correct. You have to work in the district for 11 years for the longevity to kick in.

Ann Walsh stated that she feels that this was not the way she understood this when it was presented to the board. Ann Walsh would like more clarification on the longevity and to look at the salary pay scales as well.

Douglas Shute would like to see more towns to compare to. Mr. Tursi stated that these are the only towns that responded back before this meeting.

Brenda stated that she is saving the school money by taking the buyout, due to the cost of the insurance is \$9,000.00 a year, and the cost of the buyout is \$4,100.00 a year.

Douglas Shute asked when the buyout amount was changed because. Ann Walsh stated that it was done in 2012.

Brenda had mentioned that they had brought forth the for discussion on getting paid for some or all sick days accumulated when retiring last spring and was told it would be looked at before budget season, which it did not happen so she was hoping it would be looked at before this budget season.

Ann Walsh stated that we will try to.

Respectfully submitted,

Brandy Banks Secretary

Minutes are a draft until approved.

Approved on: _____