

# CARVER SCHOOL COMMITTEE

Thursday, November 14, 2019

7:00 p.m. OPEN MEETING

Town Hall, 2<sup>nd</sup> Floor, Meeting Room 1

## School Committee Present:

Andrew Cardarelli  
Jason Greenwood  
Stephanie Clougherty  
Andrew Soliwoda

## Not Present:

James O'Brien

## Also Present

Scott Knief, Superintendent  
Brad Brothers, Chief Operations and Finance Officer  
Meredith Erickson, Director of Curriculum, Instruction and Technology

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**Meeting Opened:** Andrew Cardarelli opened the meeting at **7:05 p.m.** with the Pledge of Allegiance.

**Recognition: Lexus Eco Challenge** Michelle Littleton, Sean Lyman, Alex Diogenes, Emma Corbin, Aubrey Cheney, Gemma Marshall, Jacey Ruzzano

The school committee recognized a group of students and teachers who constructed a rain garden at Carver Middle High School. Their purpose in doing so was to create a better use of land on the school property, while conserving rain water, and increasing habitat for native pollinators. The garden was constructed in response to a lack of biodiversity and habitat loss. The rain garden sustains by catching the rainwater from the roof which helps the garden grow and prevents the runoff from polluting the vernal pools behind the school. The students shared that it was a group effort of community service from 20 plus students who assisted in the groundwork to begin the project with excavation and seeding the area. Teacher, Mr. Lyman informed the committee that the research for the rain garden had already been completed as an A.P. project from other students the prior year. Their research was shared through the class website and the project came to life under the new group of A.P. Environmental students who were inspired by their ideas. In essence, it was a project born from two grade levels efforts and in fact, the former students who did the research portion helped to construct the garden as well. They have entered their project into the Lexus Eco Challenge, which is for students who are addressing environmental challenges in their communities. Mrs. Littleton, Science Department Chair, said the Lexus Eco challenge was shared with her by a colleague and it seemed to be a perfect match for the Rain Garden project that was already well under way at that time. Winners announced in December. The Eco challenge prize money is \$10,000 which is divided between the students, and a small amount to teacher advisors and some back to the school as well.

Seniors **Aubrey Cheney, Gemma Marshall, Emma Corbin, Jacey Ruzzano and Ben Diogenes** (*not present*) were presented with certificates in recognition by the school committee for their hard work and their service and commitment to the community.

**I. Comments from the General Public:**

Kate Hawes, 14 Bow Street: Mother of 4 students

Vicki Paquette. 44 Bow Street: Mother of a grade 2 student

Amy Halunen, 15 Bow Street: Mother of 2 elementary students

Ms. Hawes, Ms. Paquette and Mrs. Halunen came to the meeting to share some concerns that arose last month beginning with the delays due to doubling bus routes. They feel that students feel rushed in the morning due to arriving late at school.

What concerned them the most was that it seemed to be the same bus routes that were doubling up each day and with working parents a 15-30 minute delay affects work schedules, juggling child care, etc. In addition, they are concerned with the attention drawn to students who are walking into class alone and late due to the doubled run especially those who struggle with anxieties who need that transition time. Substitute drivers also don't know the kids and are not familiar with the routes and seem to be taking frustrations out on the kids. The parents applauded the bus drivers acknowledging "it's a huge job" and hope that people will take the time to value them as they should be. Ms. Halunen noted, "My son loves our driver." The parents shared that at school they talk about "be respectful, be responsible, be ready to learn" and interruptions caused by the transportation issues change this. These issues are not respectful with the undue stress on the substitute drivers who aren't respectful to students and is a cause for stress for the students then as well, not responsible to overwork the drivers, and students arriving late without transition time does not allow them to be ready to learn. The parents understand budgets and don't necessarily want to contract out, but expressed concerns that the drivers' current salaries were low in comparison to local school districts. They asked the school committee to please look closely to see if there is a way to make a more equitable pay for the drivers. "We don't want to lose our good drivers," they said, "it is really important that parents feel good about putting our kids on the bus and having them ready to learn. It sets the tone for the day."

**II. Comments from the EAPC:** EAPC President, Tom Pinto offered his support to the Carver Bus Drivers Union. The Educational Support Professionals (ESPs) have been meeting regularly this year and the new ESP evaluation tool is still in the works with a team of ESP's and Administration and he thanked everyone involved for giving their voice, support, and building solidarity.

**III. Update by Student Advisory Council:**

Captain's Council Representatives: Andrew Walker and Mitchell Weston, Football Captains

The captains updated the school committee on their upcoming events for the remainder of 2019. They are currently gathering money from athletes of both winter and fall sports to purchase wreaths in partnership with another Carver community group. The wreaths will be placed on 266 veteran tombstones in all the cemeteries and memorials around town. The annual Powder Puff Football game is also coming up the Tuesday before Thanksgiving where girls in grades 9-12 will compete in two football games and it will be a fundraiser for the J. Quindley scholarship fund. The football team is looking forward to their upcoming night game on the turf now that the E.E.E. ban has been lifted and will be playing the Thanksgiving Football Game away in Middleboro this year.

**IV. Approval of Minutes**

October 10, 2019: Open Session Minutes

The committee could not approve these minutes without a quorum. The approval of the October 10, 2019

minutes was moved to the next school committee meeting agenda.

**V. Communications:** None

**VI. Reports from the Superintendent:**

**A. Personnel Updates:**

Mr. Knief reviewed the following changes in personnel at Carver Public Schools.

New Hire: Tom Epstein, *Bus Driver*; Tiffany Clancey, *PreK Para, CES*; Stephanie Morrisseau, *Bus Driver*;

Resignation: Krystle McColgan, *Food Service*; Kevin Sullivan, *Bus Driver*; Sara Mullin, *Para, Special Ed, MHS*; Chikako Sherwood, *Food Service*; Kristen Foley, *Transportation Clerk*

**B. Transportation Update - Brad Brothers**

Brad Brothers provided an overview of transportation including current staffing, driver training requirements and financial information. The transportation budget for FY20 is about 1.15 million dollars which is 5% of the overall budget. There is no charge for families for transportation and currently, there are 13, 71 passenger, regular education bus routes all kept in house. There is an effort to keep all Special Education, Homeless and Foster Care transport in house as well, although it can be very difficult to accommodate all of those routes.

Mr. Brothers stated that the bus driver shortage is not just a Carver Public Schools issue and is happening all over. Carver has in fact received requests from other districts who are short drivers looking for any spare drivers. Mr. Brothers believes trying to get drivers more hours in other departments would be valuable as it's difficult to find people who can or want to work part-time. Positions in the food service department, maintenance/custodial, or as educational support professionals would be viable. There are so many openings available right now for bus drivers, the school is finding that they spent time and money in the training of new drivers and without the ability to offer a full time run, these new substitutes are quickly gaining employment elsewhere. While Carver does not pay drivers during their training, they do pay the trainers for their additional time. The lack of substitute drivers has made it increasingly difficult and Mr. Brothers said the last thing that the district wants to do is a double run which they know is frustrating for parents, drivers and the school alike.

Mr. Brothers offered the following sources for the committee members and community to access information on this issue:

- School Transportation News -- [stnonline.com/tag/bus-driver-shortage/](http://stnonline.com/tag/bus-driver-shortage/)
- M.A.P. T. (Massachusetts Association of Pupil Transportation) [www.mapt.us](http://www.mapt.us)
- Associated Press: "School Bus Driver Shortage" [apnews.com/e864e2d2785f4359a8ad775b03149e24](http://apnews.com/e864e2d2785f4359a8ad775b03149e24)

The FY20 overall cost for CDL was shown, which outlined a total cost of just under \$600,000 for regular education transportation, \$171,000 for health insurance, and new bus costs. That total divided by 180 days of school is \$4,651, and then divided by 13 buses gives the average cost of \$373.18 per day for a CDL regular bus route in Carver. These numbers are important to note as compared to the average from a survey last year which was \$408 per day. Transportation is such a growing number in budgets that in

discussion with other business managers and superintendents, a lot of school systems are looking to in-house transportation for savings.

In regards to the specific nature of Carver's recent resignations and driver shortage, one was for personal reasons/relocation, two were for more hours and one was based on pay rates. The local rates, as the parents who spoke earlier noted, are higher for CDL drivers, but it is important to also look at the benefit packages in conjunction with the pay rate.

Mr. Brothers continued with an assurance that student behavior has never been a reason for drivers leaving. While there is no formal process for an exit survey, discussion is typically had with the Director upon notice of resignation.

As of the meeting day, all CDL route positions are currently staffed. There is still little to no sub pool available so there was a double run that week due to a driver out sick. In the past, there was a permanent sub driver position built into the budget for coverage on any given day, however that position was cut years ago due to budgetary restrictions and never put back in place. The clerk position will be open at the transportation department and in addition to that slot, the clerk typically is the #1 substitute driver which will be a loss in two spots for the department and there is a sports bus driver position open still as well.

Superintendent Knief added that the district is as concerned as everyone is about the staffing in the transportation department. They want to maintain a full driving force, as it's important for our community, parents and students and they don't want to do double runs and realize it does have an impact on people. Bus 5 has been the bus that has done the double run and the district has made an effort to alternate these routes, when a double run is necessary, so it is not the same children, families and drivers are affected each time. Mr. Knief encouraged anyone in the community who is interested in being a substitute bus driver to please reach out and let the school district know. He feels the strength in our transportation department has always been that most of the drivers live in community, they know the kids, they know Carver, they know the community and the schools.

Mr. Brothers noted that if a driver doesn't take any available benefits that come with the hiring package for full time employees, such as insurance or adding to their retirement through the Plymouth County Retirement system, it makes sense that a driver would go elsewhere to get paid a higher rate. Administration understands that it needs to be a good fit for employees all around and it truly depends on where people are and are looking for in the long run.

Mr. Soliwoda inquired as to what more hours look like for a bus driver in other districts as compared to what hours are offered in Carver. Mr. Brothers responded drivers can work additional hours by completing additional work during the school day, as a part time paraprofessional for instance, or custodial work, which has been offered to drivers in Wareham.

Mr. Cardarelli opened up the floor for additional public comment and question.

Vicki Paquette, 44 Bow Street: From what she has heard from drivers is that pay is the biggest issue.

How does the community get involved in that discussion?

Mr. Knief responded that pay is contractual so it goes through union negotiations, and it is not a public process per say. Currently they are in year 2 of a signed a 3 year contract with the Bus Drivers union.

The protocols and policy for school committee meeting procedures in regard to public comment were revisited for community, administration and committee members alike to ensure that the commentary did not turn into interrogatory discussion.

Kristen Foley, Lucas Street: If you are saying you would love for all the drivers to be from Carver, and the majority of our drivers are, and we are town employees, how has the Superintendent's office supported our drivers during this difficult time? She also noted that as a driver, clerk and trainer in the transportation department for the past seven years she has not met with any members of upper level administration in a group setting before whereas faculty and support staff are afforded that opportunity at faculty meetings and professional days.

Mr. Knief responded that he should have done more to make sure the drivers feel supported and shared that he has already been in the process of scheduling meetings with every group in the entire district to hear concerns.

Andrew Cardarelli asked the Bus Driver Union representatives if their members bring concerns to them about these issues. The Union Vice President shared that they have brought up concerns but most feel it's not worth it because they don't believe anything will change. Mr. Cardarelli asked the union to please bring issues forward to administration and the school committee so they can bring them to the forefront and be properly informed in order to better handle and address issues as they arise.

Jacqui Feid, 7D driver: Doesn't feel as though there is any recognition or incentive to stay working in carver. A number of drivers have been with the district for over 20 years and there is no additional money granted for their tenure which she feels is a lack of recognition for their service. In addition, there are not any other options for compensation for drivers who do not use the benefits offered.

Michael Schultz, Principal of Carver Middle High School spoke and thanked the bus drivers for their service. The middle high school began a bus driver appreciation day last year to make certain the drivers were recognized and appreciated for the work they do. He thanked them for their service sharing that we all know how hard it can be and also thanked them for all the little things they do to support our schools and our kids.

Mrs. Paquette, 44 Bow Street: Has a flexible schedule which would allow her to be on a sub list for drivers and hopes that other parents would as well who have available schedules, but is hesitant to do so until she feels as though the drivers are getting fair compensation and are taken care of.

Bus Driver, Bus 5: A carver resident who has worked for carver as a bus driver for 15 years and loves her job and the kids on her bus. She shared it is discouraging to the drivers in Carver when they hear that someone else is leaving for more money and hopes that it is an eye opener to the district.

In closing, Mr. Cardarelli addressed the parents commentary in regards to substitutes being rude to the students and parents and agreed that it should never happen. The committee and administration has fought against privatization and are looking to protect our drivers positions and the transportation department. Districts like Wareham may have competitive rates, but they also charge for students in grades 7-12 outside of a 2 mile radius. The drivers and parents present feel as though there are many things to be considered in order to offer a better rate, benefits and/or incentives.

Mr. Soliwoda requested to have a one sheet shared with the committee of a cross-section of local towns hourly rates for drivers for review. Mr. Cardarelli offered that they are not unsympathetic to the situation and are looking to work for solutions as well. He thanked Mr. Knief, Mr. Brothers and Mrs. Siedentopf, Director of Transportation, for the work they have already done to look for solutions.

**C. Field Update at Carver Elementary School** Scott Knief

Mr. Knief updated the committee on the fields at the Elementary School that have been maintained by the contractor Central Nurseries this fall. Central Nurseries has overseeded, fertilized, and cut the fields. On Friday November 8th, representatives from Halvorston Landscape Architects, PMA, Central Nurseries and the Building Technical Review Committee came out to inspect the field conditions to determine if they meet the standards of the contract. At this time the district is still not accepting the fields. Central Nurseries will continue management until the spring when the district will re-evaluate and make a determination if the fields will be able to be used in the spring. They have established a plan and will be doing some soil tests and applying lime in the late fall and will fertilize and winterize irrigation. In the spring they will complete another soil test, lay down starter fertilizer and weed prevention, overseed, and possibly aerate any bare spots. The town will implement the fertilization plan. Mr. Knief commented that all in all it was a good meeting with the landscape architects. Central nurseries were supportive and agreeable that they aren't pleased with end result yet either.

**D. Tiered Focused Monitoring:** Karen Teichert

Mr. Knief, Mrs Teichert and Mrs. Erickson shared an overview of the upcoming review of the school district by the Department of Elementary and Secondary Education(DESE). Every six years DESE does a compliance review of school districts adherence to Special Education, ELL, and Civil Rights laws and regulations. The review used to be called the "Coordinated Program Review". Last year, the Department of Elementary and Secondary Education (DESE) changed the name to "Tiered Focused Monitoring". The review has two stages. In stage 1 the district provides evidence online of it's adherence to all the guidelines and regulations. The district was in stage 1 of the review last year and has already submitted all evidence. Based on DESE's review of the evidence provided, we have been given a rating of "Tier 1 Self Directed Improvement: Data points indicate no concern on compliance and performance outcomes". This is the highest rating that a district can receive in the 1st stage. In Stage 2 of the process, representatives come out to the district for two days and do a site visit. Our site visit is scheduled for March 17th and 18th, 2020. During the site visit they will review files, visit schools, and interview a range of staff members to determine if what has been submitted as evidence is happening in practice. At the end of the process the district will be assigned a rating and given recommendation, if needed, on how we could better meet the guidelines and regulations for Special Education, ELL practices and Civil Rights. All schools in Massachusetts participate in this review. It is a

six year cycle that follows the following pattern: Years 1 and 4 are self assessment years where the districts upload data, policies, etc; Years 2 and 5 are when the onsite monitoring and reporting takes place; and Years 3 and 6 have continuous monitoring with the opportunity for schools to implement any recommended changes by the district. 70-80% of districts in Massachusetts are in tier 1 or 2. DESE looks at additional factors as well like discipline, grievances and self-assessment to determine level.

Mrs. Teichert reviewed the following priority or “Targeted Standards” identified for state monitoring that they will be reviewing:

- **Special Education**
  - *Assessments and reports*
  - *Screenings*
  - *Team meetings*
  - *Placements and involvement in gen.ed.*
  - *Extended day and year (ESY)*
  - *Assistive Technology*
  - *Suspensions and Manifestations*
  - *Use of Paraprofessionals*
  - *Transfer of Records*
- **Civil Rights**
  - *Policy for pregnant students*
  - *Accessibility of extracurricular activities*
  - *Anti-hazing*
  - *Hiring and employment practices*
  - *Designation of coordinators*
  - *Non-discriminatory scholarships/awards*
  - *Confidentiality and student records*

She added, during the on site verification the DESE representatives will survey parents as well and will collect this data on their own. They will share the findings of their review in a report to be issued by the end of the year. If there are findings for improvement, then they will follow up with a timeline for submitting corrective action plans.

Mrs. Erickson reviewed the remaining pieces of the review, Civil Rights and English Learner Education (ELE). The civil rights portions of the review will be checking on compliance with state and federal laws and policies. Their purpose is to ensure there is equal enjoyment of opportunities, advantages, privileges and courses of study. In order to do so they look at data on things like physical restraint and student learning time in order to ensure it’s equitable for all populations. They also look to how these aspects get played out in things like scholarships and athletics.

The English Learner Education (ELE) review is overseen by the Office of Language Acquisition and ensure the following policies and procedures are followed:

- Home Language Survey
- Screening Process
- Home School Compact & Family Engagement

- Translation Services - Accessibility
- Annual Progress: ACCESS Testing
  - Proficiency in Speaking, Listening, Reading, Writing
  - Student Success Plans

**E. October 1 - Student Migration Data** Scott Knief

Last month the school committee reviewed the October 1 enrollment figures. This review showed that the student enrollment number was up by 22 students as compared to 2018. A list of students who live in Carver but are being educated in another way and a 10 year review of the number of students who live in Carver and have been educated in another way were shared with committee members.

A review of the data revealed the following:

- In 2019 we have 10 additional students who live in Carver but are seeking educational alternatives. Though overall enrollment is up by 22 students. The overall increase in enrollment is due to additional School Choice seats. Our October 1 School Choice population was 49 and current School Choice population is 52.
- The 10 additional students seeking educational alternatives represents a 3% increase over last year.
- The overall percentage of students who live in Carver but are seeking educational alternatives has grown steadily over the past 10 years. Last year 13.3% of the school aged students in Carver were seeking educational alternatives this year it is 13.6% of the total school aged population. 10 years ago that number was only 8.8%. At the same time students options have increased through charter school and virtual academy's.
- Charter School enrollment has increased from 38 to 54 students.
  - Rising Tide Enrollment has increased from 27 to 35 students
  - 2 of our new charter school students are cost shares in which one of the parents moved to Carver since last year.
  - While the charter school number went up significantly when comparing October 1, 2018 to October 1, 2019 the new enrollment number for the current school year is only up by 9 from the end of the last school year.
- School Choice enrollment has increased from 8 to 15 students
  - We do have 49 (52) students coming in via school choice so we are plus 34 in that category
  - Of the 7 new School Choice students 4 of them moved to Carver over the past year and selected to not enroll in Carver but school choice to stay in their home district.
  - In total 7 of our 15 School Choice students have never attended the Carver Public Schools but moved to Carver and decided to stay in their home district through school choice.
- Virtual Academy decreased from 10 to 6 students
- Agricultural School enrollment decreased from 7 to 5 students.
- Old Colony enrollment increased from 91 to 92 students
- Religious private school enrollment decreased from 51 to 42 students

- Home School enrollment decreased from 29 to 26 students. Those 26 students represent 13 families.
- Students attending private academy's increased from 8-12 students

**F. Accountability Data:** Scott Knief

Mr. Knief shared the basic concepts of the new accountability process from the Department of Elementary and Secondary Education (DESE) and explained the district's rating in the system. The system includes indicators beyond test scores, student growth and participation rate. The additional indicators include chronic absenteeism, graduation rate, drop-out rate and students taking advanced coursework in grades 11 and 12. The purpose of the accountability system is to hold schools accountable and give information to help raise student achievement.

He informed the committee that Carver is ranked under the "schools not requiring assistance or intervention" heading and identified as "schools with substantial progress toward meeting our targets." He noted that the full districtwide report can be accessed on the DESE website under school and community profiles. The system is still new and the goal is to base targets on 5 years or so of data rather than just a year or two. Administration is looking at specific data for MCAS and have a continued focus on the new performance indicators like absenteeism, advanced coursework, etc.

**G. CTE Pathways Presentations** Michael Schultz, Meredith Erickson

Mike Schultz and Meredith Erickson gave an update on the work and planning that has gone on this year in terms of the career pathways that are being developed at the Middle High School. They gave an overview of the four pathways the district believes they will be ready to begin to implement next year to start the CTE program. The first four pathways to be implemented are: Computer Science, Culinary/Hospitality, Bio-Medical and Manufacturing, Engineering and Technology (MET).

They said that CTE Pathways will provide a service for all students whether they were headed to career or further education. Teachers have met and worked on course progression and development to see how to align this new program with existing classes. Pathways offer choices for students who want to go the elective route and explore courses they might be interested in for after high school.

They outlined each of the pathways that they are working on developing:

- Biomedical | Wellness
  - for students who are interested in becoming a medical lab technician, nurse, doctor, pharmacist, athletic trainer, EMS, veterinarian, personal trainer, counselor, physical therapist **or** aim for continuing education degrees like biology, medical lab science, microbiology, biochemistry, pre-med, nursing, forensics, sports medicine, kinesiology, nutrition, etc.
  - Proposed classes to offer include:
    - STE practices, Bio-Med Intro, Bio-Tech Lab A, Bio-Tech Lab B, Phys. Ed. I, Phys. Ed. II, Nutrition & Mental/Emotional Health, Fitness/Wellness
  - Students in the pathway would be able to acquire the ACE certification (American Council on Exercise Personal Trainer certification) upon completion.

- There would be eight weeks of training for teachers leading these classes and these teachers would also have to take a national exam in order to teach in this pathway.
- The comprehensive health department at the Middle High School has already restructured Phys. Ed. to a semester based format and will fall in line with the pathway's structure.

Mr. Soliwoda inquired as to what happens if a student changes their mind junior year. Mr Schultz responded that there a lot of pathways that cross connect allowing for such transition. Guidance would look at the classes already taken and use that to help guide students into a new place. The only pathway that this would not work would be computer technology because it is a program that builds on skills as it goes and students would need the ground floor concepts in order to join classes half way through.

■ Manufacturing | Engineering | Technology

- Building off of the Grade 8 Tech Ed. classes lead by Mr. Rota, student feedback has helped to propel this planning. Students that have continued their education in a vocational-technical school have come back to share that they felt well prepared for continuing education in tech. ed. as compared to other students in their classes and grade level due to their participation in the grade 8 Tech. Ed. class.
- This pathway would include the addition of a full-time technology teacher.
- As mentioned, it would be difficult to make the jump to this pathway as a junior due to curriculum, for instance it would be difficult to understand 3D Design and Animation without the basics of the Graphic Design course.
- Proposed classes to offer include:
  - CAD, Graphic Design, Arc Design, Communications, Engineering Design, Manufacturing Technology, 3D Design, Robotics, Robotics II - Drones, Game Design

■ Computer Science

- The Math department has already stepped up to lead this pathway.
- Proposed classes to offer include:
  - Bootstrap Algebra/Reactive, Computer Science Essentials, Cyber Security, Computer Science Principles AP
- The team has applied for the “Project Lead the Way” grant for this pathway. This grant is offered if you are willing to follow the line of programming trajectory and will fund all material like robot kits, etc.
- Teachers leading these classes will take a two week training over the summer held at Worcester Polytechnic Institute in which they will go through each lesson in the course with other teachers in the grant program.
- The skills students will gain in this pathway will be portable beyond graduation and these students will be granted a certification and a designation noted on their diploma.
- The school will be intent on using current technology and programs so students can move right into careers following graduation having bred familiarity with the

current technology.

- Culinary | Hospitality Management
  - This pathway would expand the current culinary program and add classes for a trajectory.
  - Proposed classes to offer include:
    - Prostart I, Prostart II, Advanced Culinary I, Advanced Culinary II
    - Advanced Culinary II addresses owning and running a restaurant
  - The long term goal would be to have a café that operates in house with an online ordering system. It would put students in charge of marketing, supply and demand, cost analysis and managing real world situations. There is already a space that has been designated for this at the Middle High School.

Additional pathways that the school is looking to offer in the future include:

- Visual Performing Arts
- Environmental / Agricultural Science
- Business / Entrepreneurship

Mr. Schultz shared that there is a lot of excitement in building with teachers looking to see how they can plug into these new classes and tie it back to their discipline. Mrs. Erickson added that college and career readiness was even included in the discussion when choosing a curriculum at the Elementary School for math as they looked to see if the prospective curriculums would be effective in preparing our elementary students for the ever changing workforce.

They expanded on the staff and resources needed in order to move forward in the planning and implementation of the first four pathways. Additional expenses and specific costs for pathways will be presented with budget requests.

Andrew Soliwoda and Jason Greenwood applauded their efforts and offered the committees full support of the program stating that the vision is exciting and they are glad to see staff and students are excited as well. Stephanie Clougerty asked if there would be an application process for students to apply to enter the pathway and Mr. Schultz responded that it would not be the process initially but potentially would be as the program grows.

#### H. **Upcoming Events**

A calendar of upcoming events was shared with the Committee for November and December.

### VII. **Recommendations from Superintendent**

#### A. **FY20 Budget Transfers: Brad Brothers**

Brad Brothers shared the proposed budget transfers with the committee. The transfers include the adjustments made to health insurance for active and retired employees as well as clearing out some of the small negative balances that existed on a few line items. He is projecting a surplus of \$100,000 if no changes are made to insurance plans mid-year. This balance can be used to help offset Special Education expense deficits.

He is also projecting a \$85,000 \$105,000 balance in the Aggie/Voc. tuition line based upon an

enrollment discrepancy. A significant increase was shown in Foster Care/Homeless placements over the first two months of school. Many of the arrangements were still being made to secure transportation and therefore were not yet reflected as encumbered in the budget. Mr. Brothers requested to transfer money into that account to cover the expected expenses as well.

**Motion to approve the budget transfers presented:** Andrew Soliwoda

**Seconded:** Jason Greenwood

**Vote:** Unanimous

#### **VIII. Reports from the School Committee**

**Andrew Cardarelli:** Happy Thanksgiving!

**Jason Greenwood:** Acknowledged passing of a former student offering condolences to the family and commending the community for the way they rallied in support of one another during the difficult time.

**Stephanie Clougherty:** Happy Thanksgiving!

**Andrew Soliwoda:** Happy Thanksgiving!

#### **IX. Motion made to adjourn and move to executive session to discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining if not to return to open session** Andrew Soliwoda

**Seconded:** Jason Greenwood

#### **X. Roll Call Vote:**

Andrew Cardarelli, Chairperson: **Yes**

Jason Greenwood: **Yes**

Stephanie Clougherty: **Yes**

Andrew Soliwoda: **Yes**

**Motion Approved: 4 to 0**

Meeting Adjourned at 9:53 p.m.

Minutes respectfully recorded and submitted by: Gina Marie Rush

**NEXT SCHOOL COMMITTEE MEETING**

**Thursday, December 12, 2019 7:00 p.m. OPEN MEETING**