



Greater Lawrence Technical School

**DISTRICT COMMITTEE
OPEN MEETING MINUTES
MEETING #1811
June 22, 2021**

| | | | |
|--------------------------------|--------------------|----------|---------------------|
| <u>Members Present:</u> | Francisco Surillo | Methuen | Chairperson |
| | Vivian Marmol | Lawrence | Vice Chairperson |
| | Zoila Disla | Lawrence | Assistant Treasurer |
| | Marilyn Fitzgerald | Andover | |
| | Leo Lamontagne | Lawrence | |
| | Anngybel Moreta | Methuen | |

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|-------------------------------|-------------|---------------|
| <u>Members Absent:</u> | Frank Rossi | North Andover |
|-------------------------------|-------------|---------------|

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|-------------------------------|-----------------|-------------------------|
| <u>Others Present:</u> | John N. Lavoie | Superintendent-Director |
| | Susan Zielinski | Interim-Principal |
| | Maria Silva | Business Manager |
| | Susan Lally | District Recorder |

Roll Call was taken by District Recorder: Mr. Rossi (Absent), Ms. Fitzgerald, Ms. Disla, Ms. Moreta, Mr. Lamontagne, Ms. Marmol and Mr. Surillo are all present.

1. CALL TO ORDER

Chairman Surillo called the meeting to order at 6:06 p.m. with a pledge of allegiance and a moment of silence.

2. MINUTES

MOTION: Mr. Lamontagne moved to approve the minutes of June 8, 2021 as presented. Ms. Disla reported that she would like to rescind a motion that was made on June 8, 2021 that we voted to move two positions into CF2. I have received more information on this and would like to rescind this motion. Ms. Fitzgerald reported that she does not understand what Ms. Disla is rescinding, could she please clarify? Ms. Disla clarified that she would like to rescind a vote that put two positions into the clerical unit. Ms. Disla reported that it is on page ten of the minutes. Supt. Lavoie reported that we already met with the union and told them it was approved. Rescinding the vote would be bargaining in bad faith. When you negotiate and you have an approval on something and both parties agreed to it and then later rescind something that you already agreed on, is unacceptable and inappropriate to do. They could go to the labor board if they want to. Chairman Surillo reported that the president of the union is here with us and we would like to ask Mr. Burke. Mr. Burke reported that generally speaking when you have a document, you vote the entire document up or down. If there is an issue with something in the document, you would vote it down and then remedy the issue in the document. Everything in the tentative agreement is subject to the overall package. Supt. Lavoie reported that if we have a tentative agreement on something that we are negotiating, the expectation is that we are going to

adhere to our tentative agreement, unless the Committee votes no. That would be bargaining in poor faith and subject to review from the labor board. We had a tentative agreement on these two staff members going into the unit. Supt. Lavoie reported that we have never, and the union has held us to these numerous times, come back and renegotiate something agreed upon because something else was not approved. Mr. Burke gave an example, a 3% raise was agreed upon and then the next meeting, we offered 2%, that would be regressive bargaining. Ms. Disla thanked both for the explanation. The motion that we voted on, I felt was discussed briefly on June 8th. It was discussed further at our June 15th meeting because of other things in the clerical contract. **MOTION:** Ms. Disla moved to rescind the vote on June 8th that added two members to CF2 in the Clerical Unit.

2ND: Ms. Marmol

Ms. Fitzgerald reported that the motion was made and passed. You can't rescind it, but you can change it and have another vote. You can change it by putting up a new motion. The actual motion already happened. Ms. Disla reported that she did her homework and learned on rescinding the motion. The rules say you can rescind a vote at the next meeting. I know we discussed this item and I know it passed and last week, we spoke about it again and more information came out. Supt. Lavoie reported that the agreement was made with myself and the clerical unit. I brought it to the Committee and they voted yes. If you rescind this, you are undermining me and the efforts of the work that went into getting it done. I have negotiated hundreds of contracts and I have never ever seen the School Committee take something back. Ms. Disla reported that we are going by the rules and if you have different information, you can rescind that vote. I understand your concern but I am doing what I am understanding I can do. Supt. Lavoie asked to explain the reason for this? What is the information that is so important, they we should change a commitment we made? Ms. Marmol reported that she abstained on that vote because she was under the impression that it was just a discussion as we have previous have done in executive session. It was not even on the agenda and to have the expectations to vote on something not on the agenda is my explanation on not voting on this item. Supt. Lavoie reported that it was on the agenda for executive session. When decisions are made in executive session, we bring it out to open session to vote on it. That is the only reason we brought it out in open session to vote on it. I was charged to negotiate a contract with the clerical unit and I did that and I brought it back to the Committee for a vote. I have done this many, many times. I negotiate where I know the Committee stands or I would not be trusted or I would not have any credibility. Mr. Burke reported that we would like to have more members in our union then not. I would like to get our clerical unit their 2% COLA before the end of the school year.

MOTION: Ms. Disla moved to take away the two positions from CF2 and move them back to non-union until further clerical negotiations.

2ND: Ms. Marmol

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | No |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | No |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

4 yes', 2 nos'

Motion carries.
#17839

MOTION: Mr. Lamontagne moved to take a two-minute recess at 6:45 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17840

MOTION: Mr. Lamontagne moved to continue with the meeting at 6:50 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17841

Ms. Marmol reported that she also would like to rescind a vote or make an amendment that was made on June 8, 2021 that we have one meeting per month from September, 2021-June, 2022. I am in favor of once a month, but we are coming back from a pandemic and the school will be returning fully in person and I thought it was a little premature on my end to vote for this.

MOTION: Ms. Marmol moved to go back to two meetings per month from September, 2021-June, 2022 until further notice.

2ND: Ms. Disla

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | No |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | No |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

4 Yes', 2 nos'

Motion carries

#17842

2. MINUTES

MOTION: Mr. Lamontagne moved to approve the minutes of June 8, 2021 as presented.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17843

3. FINANCE REPORT

a.) Cash Balance Report

Ms. Silva read the report into the record.

MOTION: Mr. Lamontagne moved to approve the Cash Balance Report as presented.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17844

b.) Consolidated Cash Reconciliation Report

No Discussion

c.) Revolving Fund Report

No Discussion

d.) Budget Report

No Discussion

e.) Budget Transfers

Ms. Silva reported that a copy of the budget transfers was given to you in your packet. The total amount of transfers was \$693,335.63

MOTION: Mr. Lamontagne moved to approve the Budget Transfers as presented.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |

| | |
|----------------|-----|
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17845

f.) Bid for Security

Ms. Silva reported that we put out an RFP for our security services and we received one bid and it was from Merrimack Valley Guard Service, which we currently have. I am asking the District Committee to award the bid to Merrimack Valley Guard Service on July 1, 2021.

MOTION: Mr. Lamontagne moved to award the bid to Merrimack Valley Guard Service effective July 1, 2021.

2ND: Ms. Fitzgerald

Ms. Disla wanted to clarify if this is the one we brought in several months ago? Ms. Silva reported that you are thinking of the Merrimack Driving School. This is Merrimack Valley Guard Service. Ms. Silva reported that only one bid was received. We typically go with the lowest bidder, but in this case only one was received. Chairman Surillo clarified the process to the District Committee. The one in place now expires on June 30th. Ms. Silva reported that the bid went out on June 7th. We had four companies request our specs but only received one back and had the bid opening on June 21st. Usually we go through the bid process and recommend the lowest bidder and in this case, we only had one bid, which is the company we have currently. We don't have another option and they did come in \$795 less than this year. This will be for three years. Mr. Surillo reported that he asked Ms. Silva to put it on the agenda because we can't wait for approval. Mr. Surillo reported that the contract expires at the end of the month. Ms. Disla reported it is last minute. Mr. Surillo reported that if we had more bidders, you would have seen all the bidder's proposals. Ms. Disla reported that she wants to see all the information. Ms. Marmol reported if this is a three-year contract and we it was ending on June 30, 2021, then why are we not allowing the proper timeframe? Ms. Silva reported that three years ago, we also put the bid out in June. I will take full responsibility for it being delayed on putting it out in June, however, it did not change the fact that we only had one bidder. We did get some interest, like three years ago. As far as giving other companies the appropriate time, two weeks is the appropriate time for them to bid on it. We have certain specifications that we are requesting such as 24-hour service, seven days a week, 365 days a year. We pay extra for weekends and holidays. They place their bid-on-a per person per hour, 3 shifts. Four different companies requested our specifications, but did not bid on the RFP. Ms. Marmol wanted clarification on what platforms we post the RFP on? Ms. Silva reported that it goes into the Eagle Tribune, Central Registry and the Combuys. Ms. Marmol asked if we maximized our effort in the way we put out RFPs? Chairman Surillo reported that this is the way required by the state and chapter 30B bid laws.

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |

Mr. Surillo Yes
#17846

4. COMMUNICATIONS

a.) Donations

None

b.) Articles

None

c.) Public Participation

None

5. REPORTS OF THE SUPERINTENDENT-DIRECTOR

a.) Admissions Report

Supt. Lavoie introduced Ms. Brenda Richardson, Director of Admissions and Counselling who reported on admissions. Supt. Lavoie reported that she should also be recognized for her part as chair of the COVID Task Force Committee, resulting in many extra hours working on safety, protocols, overseeing nurses, students and responsible for getting 170 teachers vaccinated. She additionally worked closely with me on putting together programs to help failing students this year. I want to thank her for all her help. Ms. Richardson reported that we have a newly approved policy by DESE, November 6, 2020 with a one-year addendum due to COVID impact. Included is a change to the appeals process. We also applied for a CVTE Equitable Access Grant. It will help us be able to do a lot of the work we need to do. Lawrence Public Schools signed on to be a partner with us to look at our policies and meet with representatives of LPS and see what we are doing well and what changes we can make to ensure equity and access. Chairman Surillo asked if we have reached out to the other communities? Ms. Richardson reported that for this grant we only reached out to Lawrence and believes that was the requirement, to partner with one district. However, we do receive feedback from all the communities. On June 22nd, the Board of Elementary & Secondary Education approved new Guidelines. The updated policy must be submitted to DESE by October 1st. The policy must be reviewed annually by the District Committee. The District Committee along with the Superintendent and myself, must ensure policy provides equity and access and reflects academic and demographic profile comparable to communities we serve. DESE may intervene if deemed necessary. We need to review new CVTE Admissions Guidelines to determine impact on current policy and make required changes. Such changes are discipline policy changes. According to the new regulations, we cannot any longer include minor disciplinary infractions and no longer require passing grades in English and math in the school year immediately preceding enrollment. We will also be looking at the data from the two years' waitlist data collection. We will be working on "data simulations" to determine impact of potential criteria/policy changes. Now that we have our online application system through Co2CTE this makes it easy to do this. We also want to consider new strategies for outreach to all families in four communities, with special emphasis on English language learners with the goal of increasing access and equity and reducing potential "awareness" and "opportunity" gaps. Ms. Marmol asked if we are waiting for the grant to complete the new strategies for outreach or is that something that the school does annually. Ms. Richardson reported that this is something we do and no bearing on whether we

receive the grant. Chairman Surillo asked when the grades for English and Math will start to take place and not count? Ms. Richardson reported that it would be for the class of 2026. It is not that we are not counting the grades, they are still part of the admissions criteria. The student was always told they need a passing grade in English and Math if accepted, at the end of the year, that piece will no longer be part of the policy. Ms. Richardson reported that this was the first year that we used our Go2CTE Online Application System and has worked out very well. From the student and family side, very easy access to go on and log on to apply. It is available in several languages. The family will receive an instant message that their application has been received and also check the status of their application. On the side of the sending schools, it has been very beneficial. Middle school staff can upload documents securely. Chairman Surillo asked if the parents can see details if the student is on the waitlist. Ms. Richardson can see a status or messages, but not the breakdown of the score. Ms. Disla asked if there is a start date and deadline date for the applications to be submitted online? Ms. Richardson reported that we have a priority deadline of February 1st and that is on the site and admissions materials. We also have a rolling admission and will continue to accept applications, but we make it clear that they have a better chance of being accepted if they apply by the February 1st deadline. Ms. Disla reported that having a due date for the applications set is something we need to consider. Will the applicant be able to see their status on line? Ms. Richardson reported that they can see their status on-line but before they do, send out letters with the status. We try to notify by mail first. Ms. Disla reported if the appeal process and will this be put on-line? The letter is very general and does not explain very clearly what to do. Mr. Surillo reported that to be fair to Ms. Richardson, DESE has new guidelines that are being worked on and there may be more to the appeal process. Ms. Richardson reported that currently that is not an option on line. It is in the admissions policy and it is included in the letter their right to appeal and what to do. The letter directs them who to reach out to and the timeframe. We receive the requests from a phone call, email, or letter that is submitted. It is not part of the GO2 software. We do share that information. The appeals process went much better this year since the change in the policy we had to put in place. The appeals had to be based on an extenuating circumstance. Supt. Lavoie reported that the new policy will come to the District Committee for final approval. Ms. Marmol wanted to clarify that if a student is waitlisted or denied, we don't give a reason why? Ms. Richardson reported that in the letter we don't specify any of that. We have to be careful of what we send out and what the message is. Ms. Marmol reported that as a parent, how would I be able to identify the reason if I don't know what it is? Ms. Richardson reported we would always be happy to speak to the parent on the phone and provide that information. If you look at the application and the admissions criteria, it shouldn't be that far off. Supt. Lavoie reported that we will be looking at the admission's policy and we should consider giving more information to parents on why they were not accepted. We will be happy to hear from any District Committee Member as we move forward with the admissions policy. Ms. Richardson reported that the feedback is important and it is not easy and unfortunately so many students don't get accepted because of the space. Ms. Marmol asked what the maximum number of students the school can hold? Supt. Lavoie reported that the number has been changing each year. This year we have taken in 1,640. When I started eleven years ago, it was 1,200. We keep growing and made it possible to take in more students. We are expanding again next year. We are as large as we can get because of our common area. We are always looking for other ways to expand, such as the After Dark Program. Ms. Marmol asked how it affects the academic classes? Supt. Lavoie reported what we do and have done is add more staff and have converted different spaces into classroom in order to

accommodate that. We have utilized most spaces and our student/teacher ratio is one of the lowest still in the state. Many classes also have co-teachers. We are very aware on keeping the numbers reasonable for all students. Ms. Disla asked for a list for a teacher/student ratio in academics.

b.) Supt. Evaluation

Chairman Surillo reported that Superintendent Lavoie and the District Committee members received the overall evaluation. I want to give everyone time to review it.

MOTION: Mr. Lamontagne moved to table the Superintendent's evaluation and hold a special meeting.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17847

Ms. Fitzgerald reported that she would like to set a date. Chairman Surillo reported that it will be Monday, June 28, 2021 at 6:00 p.m.

c.) Summer Projects

Supt. Lavoie reported that he would like to table this agenda item because some things have changed.

MOTION: Mr. Lamontagne moved to table the summer projects as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17848

Supt. Lavoie reported that he wanted to state that if he had any questions on each individual evaluation, then he may ask to meet with that member individually.

d.) Principal Hiring Process

Supt. Lavoie reported that the Principal's Committee is made up of eight different members of Administrators and teachers who are reviewing all the applicants. The team will be identifying five candidates for interviews. After the interviews, they will select two candidates to send to

me. Before that we will have a zoom forum that will be presented to staff and parents for them to ask questions. Once that is completed, then I will interview the final two candidates. Ms. Fitzgerald asked if you have a timeframe. Supt. Lavoie reported that his goal is to have a Principal by the end of July. Ms. Marmol asked what the process is to select a parent. Supt. Lavoie reported that any parent will be able to ask a question via the zoom webinar and will be managed by a facilitator. Mr. Lamontagne asked if it will be bilingual and translated. Supt. Lavoie reported that it will be. Chairman Surillo reported that there were complaints from parents needing translation from the last meeting. Ms. Zielinski reported that we had a technical difficulty and the translator was on the English Channel instead of Spanish. Ms. Marmol asked if it would be easier for the Spanish speaking parents to be at a different time. Ms. Zielinski reported we could do that if you are receiving feedback for that.

e.) Meeting Schedule

A new schedule will be presented at a later date.

f.) Negotiation Process for upcoming Contracts SY21-22

Supt. Lavoie reported that all the contracts are expiring on June 30, 2021 for all six unions. I would like to know for the upcoming negotiation of the contracts, how would the District Committee want to continue to negotiate? Ms. Marmol reported that she would like a workshop training set up for the District Committee because she would not want to negotiate in bad faith. Chairman Surillo will look into that and let them know. Do you want to have a subcommittee or would you like Supt. Lavoie to continue as he has in the past?

MOTION: Mr. Lamontagne moved to have the Superintendent continue with his negotiations as he has done in the past.

2ND: Ms. Fitzgerald

Chairman Surillo reported that there is one contract that he can not negotiate and that will be Clerical. Mr. Lamontagne reported that the two employees are not in the contract, so nothing has changed. Ms. Disla reported that she wants to form a subcommittee because she believes it worked better. Ms. Fitzgerald reported that if we do, then in fact we are going to have the attorneys involved and would be costlier. Ms. Silva reported that we budget \$100,000. Supt. Lavoie reported that he doesn't know if it is better, but different. Having an attorney can be costly, take longer and the outcome can be less effective. There are more conflicts with attorneys, based on my own experience. Supt. Lavoie reported that an attorney should be present if a District Committee member is involved with negotiations.

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | No |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | No |
| Mr. Surillo | No |

3 Yes' and 3 No's

Motion fails

#17849

Chairman Surillo reported that if you take this role, you are expected to be there at all meetings. Ms. Fitzgerald reported that she agrees, you can't pick and chose what meetings that you go to. It is critical and not fair to miss meetings. That is one of the advantages of having the Superintendent lead the negotiations.

MOTION: Ms. Disla moved to create a subcommittee for negotiations from the start until the end.

Ms. Marmol asked what the minimum number of members that can participate? Is it ok for only one person to participate? Chairman Surillo reported that it can not be more than three. Ms. Moreta asked if the attorney has to attend the negotiations? Supt. Lavoie reported that if District Committee members are being involved, then an attorney should be involved. I think it will be a real challenge for a subcommittee and myself without an attorney. It could be problematic. Ms. Marmol asked how often do you meet? Supt. Lavoie reported it could be twice a week, twice a month, depending on schedules and can be very long as well, depending on what stage you are in. We are talking six unions, one at a time. Ms. Fitzgerald reported that it is always a good idea to start the school year with a contract. That should be our goal. Ms. Fitzgerald reported that this past year was a difficult situation, but up until that point, Supt. Lavoie has done really well. Mr. Lamontagne reported that is has been very successful to have the Supt. negotiate the contract and I have been around to see it with members, attorneys and not. Ms. Fitzgerald reported that the District Committee every step of the way, has the input of what is going on and, in the end, it is up to us to vote on the particular items. Ms. Marmol wants to make sure that if a District Committee member wants to be part of the team, then we should not take that privilege away from that member. Chairman Surillo reported that if you start the process, you have to finish the process. Supt. Lavoie will be the leader of the Negotiation Team. Ms. Fitzgerald stated that if the subcommittee is created, then you must see it to the end. It can't be a drop in, a commitment is needed. Ms. Disla reported that she is looking for District Committee members to be involved. I am looking for us to be there and/or participate. That is the goal I am asking for. Supt. Lavoie reported that he disagrees that there was miscommunication when information was given back to the District Committee. Maybe things were not understood, but not miscommunicated as to what was going on. Having different members and their lack of experience can also open the door of what they heard or understand when reporting back. Throughout the process, there were many meetings and many MOUs.

2ND: Ms. Marmol

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | No |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | No |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

4 Yes', 2 No's

Motion Carries

#17850

Chairman Surillo reported that he is looking for volunteers. Ms. Disla volunteered.

g.) Phase IV of the Fields.

Supt. Lavoie reported that the contractors have been bringing in the fill and we wanted to move forward with the finish of that field. I would like to put out an RFP. There is a substantial cost to finish and I don't see that it should be something that the school funds. However, if someone would like to finish and utilize the field, we could have an agreement. I do know that there is some interest out there. It could be a soccer/football combination. It could be for youth programs in any of our communities. Ms. Disla asked for clarification of what is Phase IV? Supt. Lavoie reported that Phase I was the football field, Phase II was the baseball soccer field and Phase III was the lower field. Then beyond that is a field that is a big hole and fill was donated to us so that we could make it a playable field. We don't need it for our use. It is a great place to offer opportunities for our youth programs within our community. The RFP would be to see if any organization would like to finish it and lease it. We will ask for their proposal and they will be investing one million dollars. Ms. Fitzgerald reported that she would like to see the specs of the RFP and then vote to go forward or changes. I would have a problem saying yes to an RFP without seeing it. I have no problem with the concept of this, but want to see exactly what is in the RFP. Ms. Marmol agrees with Ms. Fitzgerald. Supt. Lavoie reported that we would be doing this to help inner city youths. We don't need a soccer field. Supt. Lavoie will provide an RFP to the District Committee in September.

h.) Out of state Travel.

MOTION: Ms. Disla moved to approve the out of state travel for (2) Landscape Vocational Teachers for Briggs and Stratton Certification Course CTE Teacher training, Auburn, New York. Cost for both is \$2,622.44, August 17-19, 2021.

2ND: Mr. Lamontagne

Ms. Disla reported that she likes to see teachers take courses so that they can bring it back to teach the students.

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17851

i.) Principal's Report.

- *First and Second Term Failure Rates*

Ms. Zielinski reported that the Superintendent will be asking for a vote on our School Improvement Plan. Ms. Zielinski reported on the Semester one and Semester two Failure Comparison Data. Overall, we try to make sure that we looked at semester one averages and once we had those Wednesday support days in place and went to in-person learning, we made great strides. Overall, we had 97% graduation rate. We had 116 student failures, 9% and considering the year, it was a great effort on all. We are working with Ms. Richardson, to support the students that did fail over the summer. We will be looking at the impact that they had with COVID related issues to see how we can support them. Summer school is more this

year, starting July 6-July 29th, 8-1, Mon-Thursday. We are working on adding support for our summer programs. Summer school includes, Reggie Readiness, Freshman 101, Special Education Programming, English Learner Programming, CTE Enrichment, Earn & Learn, Credit Recovery, Incoming G9Students, Weekly Skill Building, Weekly Focus on Reading, Writing, Listening, Speaking, Weekly Specialized Skill/interest by shop, Steam & Metal Fab Students. Ms. Fitzgerald asked if the students would be paying for any of the Summer Programs? Ms. Zielinski reported that typically we charge, but this year, there is no charge. It is covered by grants. Chairman Surillo reported that based on the data, it looks like the Wednesday helped for some grades. Do you have any data? Ms. Zielinski reported that we just finalized the data and have not been able to correlate enough. We will be having a Data Specialist join us July 1st. Ms. Marmol asked if we can get the failure rates by subjects? Ms. Zielinski reported that we can. She reported that she would get that to her.

- *School Improvement plan*

Principal Zielinski reported on the School Improvement Plan. There are five indicators: Effective School Leadership, Aligned Curriculum, Effective Instruction, Student Assessment, Tiered Instruction. We also look at other data measures relative to student performance which was hard this year and growth and other district priorities aligned. Data was shared with members of the Ed. Admin Team, ILT and School Council teacher representatives. Results were reviewed looking for highlights, lowlights and focus areas to include in the SIP. We did look at some of the other indicators. A few of our focus areas were not complete this year and the data indicates that we should. Using the stakeholder feedback and additional data sources, goals were identified for next year but remain a draft pending approval. School Council met on June 15, 2021 to review and they did approve the School Improvement Plan. The SIP will be shared with faculty and staff and available on our website. We use this plan for our leadership retreat as a launching of what to use for PD for staff. Each goal will have a team that will support it. The first goal is to review and revise model for how we support all students through systematically identifying needs and implementing classroom-based and schoolwide interventions. This will include further research and development of the Multi-Tiered System of Supports (MTSS). The second goal is to propose and finalize a master schedule that allows for integration and opportunities to provide support for students' academic and behavioral needs. The third goal is to continue to embed social-emotional learning into instructional practice, daily interactions with students and adults, and professional learning communities.

MOTION: Mr. Lamontagne moved to approve the School Improvement Plan as presented.

2ND: Ms. Fitzgerald

Ms. Marmol reported that based on the goals, is the District Committee able to receive the entire survey and feedback. Principal Zielinski reported that she shared the paper version, but will share the approved electronic version that I will email you. Ms. Fitzgerald commented that she knows that there are hundreds of hours that go into this and I want to congratulate your entire team.

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |

Mr. Surillo Yes
#17852

j.) RFP for Hot top & Tennis Courts

Supt. Lavoie reported that we hired someone to put together the RFP for the hot top and tennis courts projects. Once the RFP has been completed, I am asking permission to put them out for the summer.

MOTION: Mr. Lamontagne moved to put out the RFPs for the Hot Top and Tennis Court Projects during the summer.

2ND: Ms. Fitzgerald

Ms. Fitzgerald reported that she is thrilled to see that this is happening. The tennis courts are in desperate need.

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17853

k.) Capital Skill Grant Award for Advanced Manufacturing

Supt. Lavoie reported that he wanted to inform the District Committee that we did receive the Capital Skills Grant for \$220,000, which will be used to upgrade manufacturing equipment in Metal Fabrication and Machine Tech. This is our second grant this year. We have never received two grants in one year. I wanted to thank Ms. Susan Almono who works diligently to make this happen.

6. REPORT OF COMMITTEES

a.) Rescinding COVID-19 Executive Orders Document

7. OLD BUSINESS

None

8. NEW BUSINESS

Ms. Fitzgerald reported that she wanted to report on the wonderful accolades that our students received from the Andover Community Trust. Every week, they will be featuring our students. It was a wonderful meeting thank you Supt. Lavoie and Principal Zielinski for being there. All the students that helped build these houses, can go by and know they made a difference. Principal Zielinski reported that one family that received one of the houses spoke about how her son is hoping to come to GLTS because he was so inspired.

9. PERSONNEL CONSIDERATIONS/REPORT

a. Resignations

b. Leaves of Absence

- c. Retirements
- d. Appointments
- e. Job Postings

- **Permanent Daily Substitute:** *Per Individual Contract, SY21-22, Replacement Position (See Attachment).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17854

- **Cosmetology Instructor:** *SY2021-22, Per Teachers Contract, Replacement Position. (Job Description per Teacher Requirements).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17855

- **.5 Speech and Language Pathologist:** *Per Contract, SY2021-22, replacement position (See Attachment).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17856

- **Security/Paraprofessional Long-Term Sub (1 year):** *Reporting to the Administrative Deans, responsibilities include providing safety and security protection for members of the Greater Lawrence Technical Community, school property and ensuring compliance with the department's regulations, state and federal laws and the student code of conduct., Per Teacher/Paraprofessional Contract, SY21-22, Replacement Position.*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17857

- **Curriculum Development-Wellness Department:** *(3) teachers will work on developing curriculum for the freshman, sophomore and upperclassmen Wellness classes. Curriculum will align with DESE Health Curriculum Frameworks. Teachers will look at developing curriculum within both the Health and Physical Education Strands, Per Teacher Contract, July 19th- up to 10 hours, annual position. (Internal Position, no Attachment).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17858

- **Summer Part Time Painter:** *Assist Maintenance with painting inside the building, \$25.00/per hour, July 1, 2021, annual Position. (Internal Position, no Attachment).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |

Ms. Marmol Yes
Mr. Surillo Yes
#17859

- **Reggie Readiness (Summer School):** *Guidance Counselor to support students with guidance matters and SEL programming for Reggie Readiness and other summer programs, per contract, 3 hours per day/4 days per week, 7/6/21-7/29/21, annual position. (Internal Position, no Attachment).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent
Ms. Fitzgerald Yes
Ms. Disla Yes
Ms. Moreta Yes
Mr. Lamontagne Yes
Ms. Marmol Yes
Mr. Surillo Yes

#17860

- **Biotechnology Teacher-STEAM:** *Per Teachers Contract, SY2021-22, New Position. (Job Description per Teacher Requirements-Industry experience in the field of Biotechnology, MA DESE Ch 74 Licensure in Biotechnology).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent
Ms. Fitzgerald Yes
Ms. Disla Yes
Ms. Moreta Yes
Mr. Lamontagne Yes
Ms. Marmol Yes
Mr. Surillo Yes

#17861

- **History Teacher-STEAM:** *Per Teachers Contract, SY2021-22, Replacement Position. (Job Description per Teacher Requirements-Background in history and/or social sciences, MA DESE Ch 74 Licensure in History or Humanities).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent
Ms. Fitzgerald Yes
Ms. Disla Yes

Ms. Moreta Yes
Mr. Lamontagne Yes
Ms. Marmol Yes
Mr. Surillo Yes
#17862

- **English Language Arts Teacher-STEAM:** *Per Teachers Contract, SY2021-22, Replacement Position. (Job Description per Teacher Requirements-Background in English Language Arts, MA DESE Ch 74 Licensure in English Language Arts).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent
Ms. Fitzgerald Yes
Ms. Disla Yes
Ms. Moreta Yes
Mr. Lamontagne Yes
Ms. Marmol Yes
Mr. Surillo Yes

#17863

- **Biology/Chemistry Teacher-STEAM:** *Per Teachers Contract, SY2021-22, Replacement Position. (Job Description per Teacher Requirements-Background in Biology and Chemistry, MA DESE Ch 74 Licensure in Biology and Chemistry).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent
Ms. Fitzgerald Yes
Ms. Disla Yes
Ms. Moreta Yes
Mr. Lamontagne Yes
Ms. Marmol Yes
Mr. Surillo Yes

#17864

- **Engineering Teacher-STEAM:** *Per Teachers Contract, SY2021-22, Replacement Position. (Job Description per Teacher Requirements-Background in the field of Engineering, MA DESE Ch 74 Licensure in Engineering Technology).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

Ms. Rossi Absent

| | |
|----------------|-----|
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17865

- **HVAC Instructor:** *SY2021-22, Per Teachers Contract, Replacement Position. (Job Description per Teacher Requirements).*

MOTION: Mr. Lamontagne moved to approve the job posting as presented

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17866

10. FUTURE AGENDA ITEM

Supt. Lavoie wanted to address the hiring process for the summer. If we receive a resignation during the summer would the District Committee be comfortable for Chairman Surillo to give me permission to go ahead and post?

MOTION: Mr. Lamontagne moved to approve the Superintendent to receive permission from Chairman Surillo on posting jobs of an employee who resigns over the summer.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17867

Ms. Marmol wanted to give a shout out to Mr. Hatem, Automotive Instructor on his retirement. It is important to recognize our faculty and staff especially those who have dedicated his services for so many years. Thank you, Mr. Hatem, for 28 years of service and love and you will be truly missed. I want to make this a habit to continuously do this for students, faculty and staff. Ms. Fitzgerald asked if we have received any retirements coming up one year from now? Supt. Lavoie reported that there may be three. Principal Zielinski reported that we honor them at the faculty meeting. We also on the last day of school, we greet all the students on the busses as well

as our retirees. It is a nice tradition for retirees and students. Supt. Lavoie reported that we are doing student of the month and we also have a student representative come to our meetings once a month. Next year we can continue this coming out of COVID. Principal Zielinski reported that we have one member, Maureen Wright who is a sophomore and is also on our school council.

MOTION: Mr. Lamontagne moved to enter into Executive Session at 9:45 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17868

ENTER EXECUTIVE SESSION

ENTER OPEN SESSION

MOTION: Mr. Lamontagne moved to enter into open session at 10:17 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17870

a.) Clerical Contract

Supt. Lavoie recommended that we go into complete negotiations and offer the clerical unit a 2% COLA as the lone change in their contract.

MOTION: Mr. Lamontagne moved to go into complete negotiations and offer the clerical unit a 2% COLA as the lone change in their contract.

2ND: Ms. Marmol

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17871

b.) *Merit Increases for Non-Union Reps.*

Supt. Lavoie reported that at the end of the year, anyone that has merit increases in their contract, gets a 2% increase if they receive an exemplary or better.

MOTION: Mr. Lamontagne moved to enter adjourn at 10:25 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17872

MOTION: Mr. Lamontagne moved to enter adjourn at 10:25 p.m.

2ND: Ms. Fitzgerald

VOTE: Roll Called by District Recorder:

| | |
|----------------|--------|
| Ms. Rossi | Absent |
| Ms. Fitzgerald | Yes |
| Ms. Disla | Yes |
| Ms. Moreta | Yes |
| Mr. Lamontagne | Yes |
| Ms. Marmol | Yes |
| Mr. Surillo | Yes |

#17873

Respectfully Submitted:



Susan Lally
District Recorder

Minutes Reviewed:



John N. Lavoie
Superintendent-Director