

**Uxbridge School Committee Meeting  
October 10, 2023  
Whitin Intermediate School and via Zoom**

**School Committee Members in Attendance:**

	Present	Absent
Mr. Barry Desruisseaux, Chair	X	
Ms. Arlene Liscinsky, Vice-Chair (recognized by the Chair as present at executive session roll call vote)	X (Remote)	
Mr. Ed Maharay, Clerk	X	
Mr. Ben Casper		X
Mr. David Shinnick	X	
Mr. Aaron Lenart (joined 6:01)	X (Remote)	
Mr. Michael Dion	X	

**Call to order**

Mr. Desruisseaux called the meeting to order at @6:00 PM.

**Public Comment**

Cassandra Greeno asked if the Committee would be commenting about the Ed Davis Report, specifically regarding the section within it where Dr. Baldassarre said he felt there was a potential civil rights violation last October and the reason stated as to why he did not pursue it at that time.

Erika thanked the teachers and staff at Taft for a recent data presentation.

Sarah Douglas said she would like to have Steve Mandile back in the schools and hoped the School Committee would comment and help make that happen.

Pat Stephan said he had read the Ed Davis report and felt it showed faults on both sides. He said he attended a hearing in Concord court regarding Dr. Baldassarre and Steve Mandile and was dismayed at comments Dr. Baldassarre made that he felt "sullied" the reputation of Mr. Mandile. He said he would like the district to get rid of the No Trespass Order and get things "back on track."

Corey Spaulding spoke regarding her experience in receiving a No Trespass Order from Natick Schools. She said that she was concerned about the recent No Trespass Order issued against Mr.

Mandile because she felt that although the district had the right to issue it, it was done in a way that violated Mr. Mandile's constitutional rights. She also mentioned that she currently has an open meeting law violation filed against the Committee for not providing meeting minutes that she has requested.

### **Discussion on NTOs with Marc Terry (council)**

School attorney Marc Terry said he was at the meeting to answer a question that had been posed to him about whether the School Committee can adopt a policy about No Trespass Orders and to give a recommendation in regard to that.

Mr. Shinnick asked if the Committee could create a policy. Mr. Terry said it could, but they cannot create one that would infringe on the rights of the superintendent and other administrators in regards to their oversight of day to day operations. He said that if a policy was created and the Committee felt that the superintendent had violated that policy, they could investigate to see if there was in fact a policy violation, and, if so, how to manage the violation, but they could not use a policy to overrule a previous decision that was in regard to day to day operations. He cautioned the School Committee that if they did decide to go forward discussing a policy that they are careful and to not develop it in response to a specific situation, which he said tends to create a policy that "overcorrects." He said it should be framed in very general terms that consider many factors.

Mr. Shinnick said he was in favor of looking into developing a policy that balances the factors that should be considered.

Mr. Desruisseaux said he was concerned that with a policy, areas such as student and staff information/privacy might come into School Committee discussion and those were areas the Committee should not be involved with.

Mr. Shinnick outlined several concerns he had with the absence of clear guidelines with No Trespass Orders. Mr. Maharay said that he felt it was a difficult issue and that the Committee should take it up and have counsel advise them.

Mr. Terry said that he had reviewed the currently-issued No Trespass Order and that he felt there are no constitutional violations.

### **Quarterly Review Process with Marc Terry (council)**

Mr. Terry gave an overview of the process which included:

- a. Superintendent begins the cycle with a self-assessment

- b. Evaluation cycle usually encompasses one year
- c. In June/July the Superintendent presents his/her goals which would be created by a coordinated effort with the School Committee that shows how the goals will be measured. Throughout the year the superintendent works towards the goals.
- d. Usually there is a mid-year checkpoint with formative assessment from the Committee. The current Committee and Dr. Baldassarre have in place a quarterly check-in. The formative assessment covers:
  - i. How the superintendent is progressing
  - ii. Whether there are changes or updates that should be considered
- e. A summative assessment is given at the end of the year. The state provides a model for this that is aligned with the regulations.
- f. Each member does their own individual evaluation of the superintendent after the superintendent provides evidence towards his/her goals. Each of these individual evaluations becomes part of the superintendent's confidential employment folder.
- g. All of the individual assessments are collected by one person (usually the chair) and combined into a composite evaluation. The person in charge of the composite would make their best effort to include all members' thoughts into the one document.
- h. The composite would include a narrative and an overall rating.
- i. The composite is presented to the School Committee and the Superintendent in open session. By law, the full Committee cannot receive the composite outside of a public meeting.
- j. Mr. Terry said his advice would be for the chair to meet with the superintendent and discuss the composite before the public meeting.

### **Superintendent Update**

Dr. Baldassarre shared the following:

- a. They have found a director for the 21st Century after school program. The program will tentatively start on October 23. This week parents in grades 2 and 3 will get a survey about the program. The district still needs to get required documentation from the Uxbridge inspector to begin. Currently, the program can accept 20 students in grade 2 and 20 students in grade 3. 1st grade offerings will be determined once the current programs are established.
- b. He shared the challenges with getting qualified applicants for the open Food Director position. He currently has one promising applicant set up for an interview.
- c. The district is rolling out its Behavioral Health Plan.
- d. Three district administrators are scheduled for December training on Therapeutic Intervention.

- e. Policy subcommittee has met and came to a consensus on a facilities-use policy draft. It will come to the full Committee for potential authorization on November 7, 2023.
- f. The district will have a team of 12 participating in the Better Together Family Summit on October 26.
- g. In Mr. Aicardi's absence, Dr. Baldassarre has been signing financial documents.
- h. The final FY22 audit has come in and will be on the next Committee agenda for review.
- i. Dr. Dwyer has secured a \$116K High Quality Instructional Materials grant that will be on the next meeting agenda for requested approval.

### **Whitin School Update**

Principal Ms. DeMarco gave a presentation meant to show the Committee the structure and foundation of Whitin Intermediate School and what happens within the school on a regular basis.

The presentation had discussions that included the following:

- a. Breakdown of a typical day
- b. Class sizes, student/teacher ratios
- c. Student profile based on subgroups, including subgroup trends since Whitin became a grades 4-7 school in the 2018-2019 school year
- d. Data measures/markers that are used to assess student achievement
- e. Focus areas within the ELA, Reading, and Math standards
- f. Action Plans in place within the school
- g. Glows (positive happenings within the school)
- h. Areas with growth opportunities
- i. Current communication strategies
- j. Areas that Whitin believes need School Committee support—with an emphasis on the facility/capital/budgetary needs

### **Appointment of Director of Finance & Operations**

Dr. Baldassarre introduced the Committee to his recommendation, Karen Sheridan, and gave a synopsis of her work history and the feedback he received about her during the interview process.

**Motion:** *Mr. Desruisseaux entertained a motion to appoint Karen to the position of Director of Finance and Operations. Mr. Maharay moved the motion. Mr. Dion seconded the motion. The Committee voted 5-0 in favor of the motion. Mr. Lenart voted via Zoom. The motion passed.*

### **FATM vote to approve budget**

Dr. Baldassarre said he was able to work out the balance of the grant loss and that he told the Finance Committee that the district would be passing on the article that was going to address that area. He also said the district was able to work out the areas of concern regarding unforeseen inflationary expenditures. He said his recommendation to the Committee is to stick to the original PreK amount that was sent to the Committee on October 5, 2023 with the request to the town to raise and appropriate the funds. He said that once the Committee authorizes that dollar amount he will take the next steps to help prepare for the town meeting. Mr. Maharay said that Dr. Baldassarre will be reaching out to town hall to hopefully reach an understanding on how to best move forward with the request, whether through raising the tax levy or funding the request through a stabilization transfer.

***Motion:** Mr. Desruisseaux entertained a motion to approve the number of \$478,849. Mr. Maharay moved the motion. Mr. Shinnick seconded the motion. The Committee voted 5-0 in favor of the motion. Mr. Lenart voted via Zoom. **The motion passed.***

### **Accept Donations**

Dr. Baldassarre said that BJs has donated 30 Kellogg's Jumbo packs of cereal, 96 boxes of Popchips which will be used at the school level, \$4000 of tuna which will be used for the backpack program, 64 boxes of Glad garbage bags, and plastic straws.

***Motion:** Mr. Desruisseaux made a motion to accept the donation of \$7,376.32 from BJs Wholesale Club, in merchandise. Mr. Shinnick seconded the motion. The Committee voted 5-0 in favor of the motion. Mr. Lenart voted via Zoom. **The motion passed.***

### **Grant Acceptance**

**- UHS Awarded Innovation Career Pathways Implementation and Support Grant of \$50,000**

***Motion:** Mr. Desruisseaux entertained a motion to accept the \$50,000 grant. Mr. Maharay moved the motion. Mr. Dion seconded the motion. The Committee voted 5-0 in favor of the motion. Mr. Lenart voted via Zoom. **The motion passed.***

### **Approve Minutes**

***Motion:** Mr. Dion made a motion to approve the minutes of 9/5, 9/20 and 9/26/23. Mr. Maharay seconded the motion. The Committee voted 5-0 in favor of the motion. Mr. Lenart voted via Zoom. **The motion passed.***

Mr. Desruisseaux stated the next school committee meeting will be October 25.

### **Executive Session**

**-Move to go into Executive Session to discuss strategy with respect to collective bargaining Unit D, and not to reconvene in Open Session**

*Motion: Mr. Desruisseaux entertained a motion to go into executive session to discuss strategy with respect to collective bargaining Unit D, and not to reconvene in open session, by roll call vote. Mr. Maharay moved the motion. Mr. Dion seconded the motion. By roll call vote: Maharay: YES; Mike Dion: YES; Dave Shinnick, YES; Aaron: YES; Barry: YES; Arlene: YES. The Committee voted 6-0 in favor of the motion. The motion passed.*

### **Adjournment**

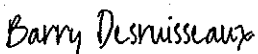
The meeting adjourned @9:05 PM.

Respectfully Submitted,

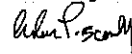
Debbie Stark

Uxbridge School Committee Recording Secretary

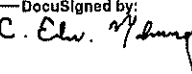
School Committee Members:

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Mr. Barry Desruisseaux, Chair

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Ms. Arlene Liscinsky, Vice-Chair

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Mr. Ed Maharay, Clerk

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Mr. David Shinnick, Member

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*Benjamin Casper*

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Mr. Ben Casper, Member

Mr. Aaron Lenart, Member

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*Michael Dion*

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Mr. Michael Dion, Member