



Date Approved/Released

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School Committee Chair:

(Signature)

School Committee Meeting

July 13, 2023 - 6:00 pm

Town Hall, 2nd Floor Auditorium

Attendance:

Ryan Forsythe, Chair; Greg Vine, Vice Chair; Karen Kast-McBride; Alicia Jordan; David LaPointe; Thad King, Superintendent; Amanda Babinski, Director of Finance & Operations

1. Call to order

2. Pledge of Allegiance

R. Forsythe reads audio visual disclosure and addresses the issues with the cable broadcast. The issues are expected to continue this evening, but there is a plan to take corrective action so there will be a functioning system in the future.

D. LaPointe moves to take out of order the presentation from the Murdock Trust Fund. Seconded by K. Kast-McBride. Vote is unanimous.

3. New Business:

a. Presentation of Murdock Trust Funds:

Members of the Murdock Trust Foundation approach and present the school department with a check for \$175,000. G. Vine and R. Forsythe thank the members of the board. R. Forsythe discusses the intended use of the funds for experiential learning opportunities. T. King adds details about the spending of the funds in the district for the entire 5th grade class to attend a Nature's Classroom trip in Maine, as well as the Bridges to Community trip to the Dominican Republic that a number of Murdock students attended.

K. Kast-McBride moves to accept the Murdock Trust funds. Seconded by G. Vine. Vote is unanimous.

4. Public Comment:

R. Forsythe discusses the guidelines for public comment, which are as follows:

- Each attendee may speak for up to three minutes at a time.
- Each attendee may speak up to two times.
- Comments must be related to items that are within the jurisdiction of the school committee. The jurisdiction of the school committee is hiring, evaluation and supervision of the superintendent, establishment of the district budget, and establishment of district goals and policies.

A Winchendon teacher approaches and thanks the members of the committee that replied to her June 1 email in which she expressed support for Superintendent King. She acknowledges that Mr. King has not received the respect he deserves by many of the public or in some of these meetings. She feels disappointed in the public commentary that involves speaking out on private personnel matters. The public is not permitted or entitled to private personnel information, and she questions where the public is getting some of the private information. She is concerned the school committee is being swayed by opinion versus fact and reminds the committee that they voted to hire a search committee who recommended Mr. King. It is disheartening to hear the public berating that has taken place. She acknowledges everything that Mr. King has done for the district and that he cannot comment on many of the things that are being discussed in public. She is disappointed that the severity and seriousness of a meeting and the agenda items that are planned for this meeting are happening during the number one vacation week in the United States, when many people who would like to attend are out of town. She acknowledges that Mr. King brought the district through one of the most difficult periods in modern history for education, and there are many things he has done for the district, for parents, families, children and faculty that go below the radar. She thanks Mr. King for everything he has done and reminds the public that they are not entitled to information on personnel matters. She has never felt safer at Murdock as she has under the direction of Mrs. Rickson. Mr. King has always put the safety of students and faculty above everything.

A Winchendon teacher approaches and discusses the lengths he went through to work at Murdock. He states that Mr. King was one of the people who wanted to bring Murdock up, and he has worked tirelessly to make Murdock what it is today. He feels that keeping Mr. King as superintendent will allow this same feel to carry through for the whole district. He states it has been overwhelming to see the way Mr. King has been treated by the public in the district. He reminds the committee that change takes time, and he believes that allowing Mr. King to finish out his contract will allow the change to take shape.

A recent Winchendon graduate approaches and speaks for Mr. King, acknowledging the ways that he showed that he really did care about the district. She feels he deserves more credit than what he has been given, since he has been unable to comment on the public opinions that have been given out. She supports Mr. King.

A Winchendon resident approaches and asks the committee to do what is right, follow their hearts and do what the voters put them there to do for the children of Winchendon. He states he worked for the district for 27 years and made choices that were bad. He states that people should be treated the way you want to be treated.

A parent approaches and discusses concerns that were brought to the superintendent that were unanswered. She feels Mr. King was great in the high school but he is missing that the school is more than just high school, that elementary kids are struggling because they do not have the supports they need. She has been asking for help for five years; five years of unanswered emails and calls.

An identified speaker approaches and discusses the superintendent search, in which Mr. King was one of three finalists, and that is public knowledge. He discusses the Freedom of Information Act, indicating that by looking back at the minutes from meetings, he can see the themes of everything going on within the district and the crucial attacks on the character of Mr. King, who is the captain of the ship. He feels if the district is falling down, the management should take the blame. He discusses

the postings for teaching jobs within the district and concerns that they are not being resubmitted. He questions whether there will be someone qualified to run the special education department.

5. Consent Agenda:

a. Minutes of May 18 Meeting:

D. LaPointe requests to be added to the attendance list in the May 18 meeting minutes. K. Kast-McBride moves to accept the minutes with the minor correction that was sent to Liz. Seconded by G. Vine. Vote is unanimous.

6. Superintendent's Report:

a. Food Service Contract Update:

A. Babinski discusses the bid for the district's Food Service Management Company and the updated contract template that DESE has created. She reviews the details about the two bids the district received and after review, the contract was awarded to Fresh Picks based on the criteria. G. Vine moves to approve the Food Service Management Company Contract as reviewed and approved by all parties and DESE, and to authorize the Director of Finance and Operations to sign the contract on behalf of the district. Seconded by D. LaPointe. Vote is unanimous.

b. District Update:

T. King provides updates on personnel issues and the openings within the district. There are three leadership positions open: middle school principal, Director of Student Support, and elementary principal. The district waited at the request of the committee to see if it received more applicants. He states that each position has multiple applicants, though he believes the middle school principal position has 6 applicants; the Director of Student Support has at least 4, and he believes the elementary principal has a couple of applicants. The district asked community members, parents and guardians to reach out if they were interested in serving on the search committees for these positions, and the district will get those committees up and running next week. The district has people to chair each of those committees and will limit those who have expressed interest in serving on the committees to one committee as to limit scheduling issues as best as possible. He acknowledges that vacation time may limit scheduling. He discusses the standard process typically followed by search committees. He discusses the nationwide special education shortage with regard to difficulty in filling special education positions, but the district is comfortable with where it is relative to filling vacancies prior to the start of school. D. LaPointe asks for an update on the athletics department. T. King provides details on the athletics director position, which is a stipend position, not full time. The district typically starts by looking in house to fill the role, then it is posted externally. The high school principal is the hiring manager for that, and she has multiple candidates who have expressed interest and recognize that it is a stipend position. D. LaPointe asks if the lack of an AD is jeopardizing the district's MIAA standing. T. King says it has not and adds the district has hired coaches, just as it normally does before the end of the year. Not having an athletic director is not limiting us through the MIAA. K. Kast-McBride adds that some parents were concerned that athletics schedules were not out and asks that he check into that. T. King states that Mrs. Rickson has been working on that to ensure the schedule is set up and appropriate.

K. Kast-McBride asks for an update on the status of the complaints within the district. T. King states that as of yesterday, the district has satisfied everything asked of it at this time; however, that does not mean that DESE may not ask for more, but at the moment everything has been

submitted to the department relative to the outstanding complaints, many of which have been closed or withdrawn. K. Kast-McBride asks for an update on the requested student records. T. King states that as of yesterday, the district has provided the records to the best of its ability. Some of the instances do not include signature pages on certain items that are being pulled out of the system that are electronic versions, so he recognizes that some of those types of things are still outstanding, specifically in the special education department. He states that there is a lot of backlog filing that needs to be done in the special education department, so any of those types of pages, he will have someone look through after the filing is complete, likely within the next week. But in terms of overall files and satisfying requests, the district has completed all those pieces at this time. K. Kast-McBride discusses pieces of the files that contain personal health information or personally identifiable information that are printed out and used at meetings. She is concerned that losing those documents would be a HIPAA violation that could be costly, and she is concerned that the district does not know where at least once piece of information is from a meeting last calendar year and saying that filing is taking place during the summer is not acceptable. She would hope that document was put into that child's file and then into the school psychologist's file. She states she is not saying this is on Mr. King but on the special education director and the person responsible for filing it. She asks that the district figure out a plan so that this never happens again.

7. Subcommittee Reports: None

8. Old Business:

a. Superintendent's Evaluation:

R. Forsythe states that the evaluation of the superintendent for this year is a summative evaluation which began on May 18 with the start of the evaluation. At that time, the committee received the summative evaluation report and rubric, which is typically used by or provided by the Department of Elementary and Secondary Education. The superintendent provided his report relative to his own self assessment a couple of meetings ago, and the evaluation and summative evaluation by the school committee was scheduled to take place on June 15. There was a request which was voted on by the school committee to delay the evaluation to July 13. Tonight, each member that chooses to do so will have the opportunity to orally share whatever information is contained in their evaluation, which is not only a written document but also because of the nature of the superintendent's position and its public nature, the committee will present publicly during open meetings. Each member of the committee will then provide the Chair with their written evaluation, and the Chair's responsibility is to combine those written evaluations into a single evaluation, which will become the final document in perpetuity. D. LaPointe moves to postpone the superintendent's evaluation until a later date. Seconded by K. Kast-McBride. Discussion takes place. D. LaPointe feels that additional time is needed in light of recent developments, especially the executive session meeting for tonight. He feels the evaluation is premature and asks that it be moved to a date specific with choosing. K. Kast-McBride agrees. G. Vine asks if there is a date in mind. D. LaPointe suggests August 10. R. Forsythe states he is unlikely to support the motion. He feels the committee has had ample time, and it is actually more time than an evaluation usually takes. The committee has had the opportunity to invite, not only from the public but also from the superintendent himself, to provide information and allow the committee time to do their homework in establishing a proper evaluation. He feels the time has been adequate and that this is a major responsibility of the committee, which has already been delayed and should not delay any more. K. Kast-McBride states that originally there was no date proposed, so in reality, there was no rush to do this within a time frame; therefore, she disagrees with the Chair. She states that she does

not have her evaluation with her as it is on her computer, so she would not be able to give feedback tonight anyway. G. Vine states he would like to get the evaluation done, but if delay is needed to accommodate a couple of members of the committee, he suggests a hard date no later than the 27th of July. A. Jordan summarizes that the committee does not necessarily need to have the exact completion of the evaluation, and they do not necessarily need to offer publicly, so regarding the computer issue, the committee has had this on the agenda for a few so she is included to move forward with it as she has been prepared since they were supposed to have it done a couple of months ago. K. Kast-McBride asks for clarification on what was said. A. Jordan states the Chair said it was the prerogative of the committee to offer the information that they have regarding the evaluation, so if she does not have the correct computer, it should not stop them from continuing. K. Kast-McBride feels the committee has to do it publicly. Discussion is had about the two dates proposed. A. Jordan feels it should take place before August 1 as that is her last day on the committee. She feels she can attest to Mr. King's ability to meet the expectations in the rubric and to address all of the indicators. After discussion, R. Forsythe summarizes the proposed motion to delay without a date. G. Vine moves to amendment to the motion, clarifying that the evaluation must be done no later than July 31 so that A. Jordan can be there to present. Seconded by D. LaPointe. In discussion, A. Jordan asks what guarantee there is that there will not be another motion to delay past her end date. R. Forsythe agrees as this has been on the docket for two months, knowing that the committee had the responsibility to complete the evaluation. He feels it is prudent for the committee to complete tonight rather than delaying. D. LaPointe states the amendment should be addressed before the main motion is addressed. He states that he came on board May 18, and he feels it only fair that if the committee wishes him to give a fair evaluation then Mr. King deserves it to happen at a later date. He states it is the committee's call, not a statutory structured case. As it is going to directly affect Mr. King, he feels it is best, fair and reasonable to postpone. He asks that the committee vote on the amendment to have it done by July 31 as to allow A. Jordan to submit her evaluation and then allow the new member, Mr. Findley to comment. He does not feel that the committee needs to jam it in before July 31. Roll call vote on the amendment to the motion to add the specificity of completing the evaluation by July 31: A. Jordan - N; G. Vine - N; Chair - N; D. LaPointe - Y; K. Kast-McBride - N. Motion fails.

Returning to discussion on the original motion, G. Vine respects Mr. LaPointe's concerns about his evaluation being done right, but he wonders how long they can delay. He opposes the delay at this point. K. Kast-McBride discusses the previously discussed dates, indicating that it has only been delayed once as it was originally scheduled for June 15. She agrees that they are not bound by the July 31 date so she does not have a problem with the August 10 date. A. Jordan states the Chair sent the committee an email on May 3 asking them to have it done and complete on May 12. No one objected, and it was discussed that the public evaluation would be held on May 18. She feels they should move forward with the evaluation tonight. D. LaPointe states that A. Jordan was not present at the May 18 meeting. Ms. Jordan replies that she would have had the work done because the information would have been given to the Chair. Discussion ensues regarding the previously suggested dates and whether the committee should delay. Roll call vote on motion to delay: K. Kast-McBride - Y; D. LaPointe - Y; G. Vine - N; A. Jordan - N; Chair - N. Motion fails.

A. Jordan presents her evaluation summary. She states that based on the presentations and feedback she has received, she has an overall positive evaluation of Mr. King. He has exceeded or met expectations according to the indicators and standards in the rubric that the committee was sent. In her opinion, the only area of improvement was communication. Based on

presentations, feedback and information that has been presented to the board, she would not give met or exceeded expectations for communication. Overall, she feels Mr. King leads with thoughtfulness, professionalism and intelligence. She has a great deal of respect for him and thinks he is leading the district through a very tumultuous time.

G. Vine states he will give the Chair his written presentation after tonight but much of his presentation falls along the lines of Ms. Jordan's evaluation. He feels the district has had some really tumultuous years, especially with the pandemic. He feels Mr. King did a superb job in leading the district through that and overall test scores are improving. He feels that up to now, morale in the district has been good and Mr. King has been effective in many ways. He feels improvement would be needed in the area of communicating with families and community outreach, but overall he feels Mr. King has done a good job for the district, the educators and staff and most importantly, the students.

K. Kast-McBride adds that if a member is no longer on the committee, the committee cannot accept their input into the evaluation of the Superintendent. She states this information comes from Tracy Novick of the MASC. This means the committee cannot factor Mr. Murphy's evaluation. She states she will send the Chair that email because they did not discuss that aspect when putting together the evaluation parameters. G. Vine respectfully disagrees with K. Kast-McBride and recalls the Chair, as they were discussing the evaluations, went through a list of people that would be doing them. He thinks the Chair mentioned both Mr. LaPointe and Mr. Murphy as being among those who would be allowed to do an evaluation. He thinks this is in the minutes. K. Kast-McBride states that is what led her to ask Ms Novick that question, because that was not actually brought up as part of the evaluation discussion in putting together how they would run the evaluation, which she pointed out that they needed to do. She states Ms. Novick got that from their legal counsel. G. Vine states that when the Chair mentioned it that night, there was no objection from anyone to either Mr. LaPointe or Mr. Murphy submitting an evaluation. He knows it will likely be positive, and that may be why there is such a debate. D. LaPointe states that he raised this issue on his own as he wanted to make sure he was able to do an evaluation. There was not an objection to his because he was duly elected, and it was determined that he can give an evaluation. The question was raised because the committee needs to find out as to whether a non-duly elected person can be part of the evaluation. He feels they got the answer from Ms. Kast-McBride, but if they need to get clarification, he would suggest that they send this to counsel and have them rule on it. R. Forsythe suggests the committee forego the oral presentation of Mr. Murphy's evaluation this evening as they have the option as board members to orally present or not, the written evaluation if it is determined by legal counsel to be allowable. Then it would be incorporated into the final evaluation. If that is something the board is willing to entertain, he suggests they skip the oral presentation, and he will get legal clarification from counsel. K. Kast-McBride states for the record that she would hear in public. She does not have great faith in the labor counsel used by the district. She trusts the counsel used by the MASC. She does not care whether it is a good review or bad; she just wants to be sure they do things correctly. She is fine with holding off on Mr. Murphy's oral presentation; however, she wants it on record that the legal counsel for the district has proven time and time again that they are not the best. She stands by what she was told by the MASC, and she will stand by what they send the committee.

D. LaPointe provides his evaluation summary. The four areas the committee looks at are instructional leadership, management and operations, family and community engagement, and

standard for professional culture. He feels in instructional leadership, Mr. King is doing the best. He feels that is what is keeping the school together and what got the district through COVID. The other three standards are equally important. Based on the emails he has received and feedback from people in the town, he felt the redistricting talked about by Mr. King was not a good plan. On the standard of management and operations, he feels that the district is in a tumultuous time, and the person responsible for putting out fires is not doing so. He discusses the loss of building based administration and the discussion from a previous meeting about Mr. King's effectiveness of hiring and firing. He leaves the management and operations as unsatisfactory. For family and community, he references a message that went out on Parent Square at the end of the school year which was intended to tout the accomplishments and everything good that is happening in the district, focusing on a phrase that referenced the distractions in the community, calling this an attack on the very parents, taxpayers, calling them a distraction that is a divisive term. He states that the committee serves for no pay, but he is a taxpayer, a business wonder and a parent of three children in the district, and he feels the committee has to remind teachers and administrators that they earn their livelihood through the taxpayer. He thinks that was lost in that end of year message, telling parents that if they stand up, they would get beat down that would get them in a communist society. He states that in America, we speak up to be heard, and he commends the parents who have come in to speak on behalf of their children. He states the community engagement is unsatisfactory. In professional culture, he discusses an email he and his fellow board members received that was encrypted so the sender could not be identified. He states that the culture of fear of retaliation comes from the top. He feels the leadership in this district has fallen apart and the committee must make sure the district has the right captain. He feels the professional culture needs to be fixed, and his rating on that is unsatisfactory.

K. Kast-McBride begins by acknowledging that Mr. King has always tried to portray Winchendon very positively and put the best foot forward of the district and represent us well. She acknowledges Mr. King's success as a principal, and he was beloved by students. He is personable and she feels he tries to get input from certain parties. She feels that countless times she has had to ask whether a community meeting or talking to the teachers was happening. She references the reorganization and how Mr. King presented it to the school committee before discussing it with community focus groups. The fact that the board wanted to vote on it that night was unbelievable to her and she states Mr. King needs to take a lot of responsibility. She references Mr. King's hiring and that he was one of three finalists, but those who voted on him wanted him very badly, and when she tried to steer this committee to put guidance in place, they did not want to listen. She apologizes to Mr. King, feeling that the committee failed him too, but that he has failed this district in some ways. Family and community engagement has always been her mantra, and as a parent pointed out, until they came and spoke to the committee, they were not getting responses. She feels that is unsatisfactory and needs improvement. For management and operations, she feels the district is falling apart for a reason so it needs improvement. In general, she would give Mr. King a needs improvement, except for family and communication, and he needs to do better communicating with this board because as it has been made clear to him, he is not the boss of them; they are the boss of him. She feels the board has allowed Mr. King to act more the other way, and it is time for the board to take the reins back and give him guidance and be his true partner instead of not giving him what he needs. She states she would give him a needs improvement. She acknowledges that not everything is bad but he could improve and the district could go very far. She is concerned that since the day he was hired, he has been applying to other places, stating she can go and get all the articles that say he was a finalist. She feels that Winchendon is not where he wants to be.

R. Forsythe provides feedback as other members have. For this review period, he rates Mr. King as overall proficient. Within the evaluation, there is a mix of areas where there is exceptional work and areas that need improvement. In the area of curriculum and instruction leadership, Mr. King has shined, setting a district improvement goal, overseeing the work of dedicated staff to accomplish and work toward those goals, which he has held himself and the district responsible for meeting those goals. He states this is not a superintendent's job to do alone but rather a team of professionals. In the district, there are professionals that the superintendent has led as part of the joint goal setting in the 22-23 academic year that took place between the superintendent in the school committee turnaround practices for instruction in math and english, which were identified as significant needs of the district. Those goals were appropriately identified, and Mr. King established data informed math and ELA instruction goals, many of which have been completed or are in progress at the time of this evaluation. This is evidenced in the implementation of the new elementary literacy, phonics work, instruction, professional development for teachers. The Illustrative Mathematics curriculum adoption and implementation that has been hailed by this board, standardized and improved student learning assessment tools and student outcomes demonstrated by the MCAS scores. In other school testing that is not quite where it should be but is improving, the board has previously complemented Mr. King on the inclusion of curricular quality, the alignment to standards and vertical alignment for the district improvement plan. Additional progress can be made on student learning outcomes, but the district is not in crisis. The district is improving to promote the learning and growth of all students and the success of all staff. He feels it is essential for a school district to ensure a safe, efficient and effective learning environment, referencing the nationwide increase in social and emotional needs of students due in part to the isolation learning loss of the COVID 19 pandemic, but also the result of things that have happened within our society in the way the nation has developed the growth of our children to meet these increases in social emotional needs not only caused by COVID-19 but for all students' needs. Mr. King has overseen the implementation of the CareSolace mental health service coordination program, the behavioral intervention professional development with Jessica Minehan, a board certified behavior analyst and special educator that any district is glad to have as part of their PD. He references the sustaining of additional social workers in the district and discusses safety in schools, which Mr. King has recognized and sought to address head on with the development of a district wide crisis management plan and district wide risk assessment with the Winchendon police department. He states this is a national norm and a national best practice. He mentions Mr. King's formative evaluation last year, indicating he has been successful in bringing high quality and successful staff, including classroom teachers, a new math coach, the district's business manager and his identification of intentional investments in new positions in the next academic year that directly align with the district's needs and the goals that this committee agreed to with the superintendent. Most notably, this includes two new special education teacher positions that did not previously exist. He states that in recent months, there have been calls from the community to question some of the personnel decisions made by Mr. King but that personnel changes are always challenging for a school district and a superintendent and are rarely universally agreed with. He feels thankful to have had Mr. King making personnel decisions based on his professional expertise. And despite the fact that these decisions might have been unpopular, Mr. King still went ahead and made them. He references Mr. King's great prowess for the establishment and management of budgets that align with district priorities and the use of creativity and capitalizing on existing new resources to meet the needs of students and the district. He feels this is evident in the strategic use of federal ESSER grant funds, the Murdock Trust funds that we received this evening and the Robinson-Broadhurst monies. These

funds were capitalized on to address immediate district needs, while also creating additional experiential learning opportunities for Winchendon students as mentioned earlier in the meeting. He feels the arrival of additional state funding from the Commonwealth Student Opportunity Act had been invested wisely in FY 24. They weren't blown on frivolous things. They were used to target the district needs, again, focused in this case on special education. In the area of family and community engagement, he feels there is room for improvement. He references the concerns expressed to school committee members, by parents, students and others about the engagement and service received in the district, specifically the consistency, accuracy, privacy, and timeliness of processes and responses in the special education department have been identified as areas for improvement as Mr. King is responsible for creating and maintaining the workforce in an environment that is conducive to meeting required state mandates, including but not only limited to special education timelines. He states he has witnessed Mr. King's responsiveness to parent concerns and has been impressed by his ability to meet so many parent requests and engage in so many district and community events; however, the concern from some members of the public has continued and represents an opportunity to improve in the area of family and community engagement. He rates Mr. King's performance during this review with proficient and thanks him for his efforts today.

9. Future Agenda Items: None

10. Closing Comments:

K. Kast-McBride thanks everyone who came out, both parents and staff. She appreciates everything they said and that they show support for the leader of their district. She is proud of the work that the district does every day and thinks it is amazing that the district does what it can with the limited resources given to it by the government. She states she keeps bugging the legislatures and wants everyone to know that they are appreciated.

D. LaPointe thanks the staff and administration for being a part of the LaPointe/Hart village. He feels his children have benefited from the collaboration with teachers and parents. His approach to this position has not been to target anyone in the classroom or anyone supporting the classroom. His only concern is the school committee as he is responsible for the supervision of the superintendent so that is where his focus has been because it trickles down. He feels good things are happening in the district. He shares that as a board member on the board of directors at the Clark YMCA, he is pleased to announce that executive director, Michael Quinn obtained a grant for collaboration with Winchendon Public Schools, and it was specifically targeting math students that could benefit from additional instruction over the summer. He reads a letter from Shauna LaPointe who is the district's math coach and he feels she is solely responsible along with some educators that work with her for bringing this to fruition because had she not pursued this, that grant money would have gone unspent. R. Forsythe asks what the grant is. D. LaPointe states that it comes from some of the wise networking, and it was offered to the school at no cost.

G. Vine thanks everyone who came out tonight and spoke, whether they agree or disagree, stating it is important that people participate.

A. Jordan thanks everyone who spoke, stating that education is not easy and doing what is right is not always easy. She states she has learned a great deal in her time here and wishes she could stay in Winchendon, but professionally, she has accepted a job out of the area and she will no longer be a

resident of this community; therefore, she has to give up her seat. She asks the committee and everyone to please listen and respond with compassion and without sarcasm and condescension and with gratitude.

R. Forsythe thanks Ms. Jordan on behalf of the committee and the town and members of the school district for her service.

11. Executive Session:

G. Vine moves to enter Executive Session to conduct strategy sessions in preparation for negotiations with nonunion personnel (Superintendent of Schools) or to conduct collective bargaining sessions or contract negotiations with nonunion personnel, to comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements, and to adjourn from Executive Session. Seconded by G. Vine. Vote is unanimous. Executive session is entered.

12. Adjournment:

The meeting is adjourned from Executive Session.

Respectfully Submitted: Liz Latoria
Liz Latoria, Executive Assistant to the Superintendent

Documents Attached: None