

**School Committee Meeting  
Monday, June 15, 2020 - Approved  
REMOTE MEETING- RECORDED**

**OPENING OF MEETING:**

Mr. Gee, Chair, opened the meeting at 6:05pm and read the following statement into the Minutes:

Good evening. This Open Meeting of the King Philip Regional School District is being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of the "COVID-19 Virus." "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, Section 20."

In order to mitigate the transmission of the COVID-19 Virus, we have been advised and directed by the Commonwealth to suspend public gatherings, and as such, the Governor's Order suspends the requirement of the Open Meeting Law to have all meetings in a publicly accessible *physical* location. Further, all members of public bodies are allowed and encouraged to participate remotely.

The Order, which you can find posted with agenda materials for this meeting allows public bodies to meet entirely remotely so long as reasonable public access is afforded so that the public can follow along with the deliberations of the meeting.

Ensuring public access does not ensure public participation unless such participation is required by law. This meeting will present public comment during that designated portion of the meeting. As directed in the posting, public comment should have been emailed to the superintendent of school prior to the start of the public comment section of the meeting and will be read by the superintendent on the commenter's behalf.

For this meeting, the King Philip Regional School District is convening by *google hangout* as posted on the District's Website identifying how the public may join. Please visit: [www.kingphilip.org](http://www.kingphilip.org)

Please note that this meeting is being recorded, and that some attendees are participating by video conference. All voted will be taken by roll call vote.

**ROLL CALL OF COMMITTEE MEMBERS**

**Members Present:**

Norfolk:	Michael Gee, Kenneth Dow, Jeff Curry
Plainville:	Bruce Cates, Samad Khan, Amy Abrams
Wrentham:	Trevor Knott, Erin DeStefano, Jim Killion

**Members Absent:**

Norfolk:	Present
Plainville:	Present
Wrentham:	Present

HS Student Council Representative: Ms. James

**CONSENT AGENDA**

**APPROVAL OF MINUTES:**

Approval of minutes dated June 1, 2020, was tabled for approval at the July 6, 2020 meeting.

**PAYMENT OF BILLS, FINANCIAL REPORT:**

Warrants/Budget Report/Budget Transfers: Mr. Azer

Mr. Azer noted that one primary agenda item is to approve the Warrants and address them. He asked for a verbal consent to pay the Warrants and for the Minutes will reflect this.

- ✚ A Motion was made by Mrs. DeStefano, seconded by Mr. Khan, to approve the Warrants as presented (63, 64a, 64b, 64c, 67, 68a, 68b, 68c, HS SAC, 69, 70, 71). A roll call of members was taken: Yes (7): Mr. Khan, Mr. Killion, Mrs. Abrams, Mr. Cates, Mr. Knott, Mrs. DeStefano, Mr. Curry; No (0); Abstain (2 – Mr. Gee and Mr. Dow). All in favor. Motion carried.

## **COMMUNICATION:**

### **Recognition of School Committee Members:**

Mrs. Abrams, Appointed member from the Plainville School Committee, Mr. Jeff Curry, Appointed member from the Norfolk School Committee and Mr. Kenneth Dow, elected Norfolk member were recognized for their service as members of the King Philip Regional School Committee.

### **Recognition of FY20 Retirees:**

Accolades were given by the administration and School Committee members to the following FY20 Retirees for their years of service and dedication to the students and the King Philip community:

Mrs. Brennan – HS Science Teacher

Mr. Carneiro – HS Physical Education Teacher

Mrs. Goss – MS Principal’s Secretary

Mrs. Montgomery – MS Special Education Teacher

Mrs. Moores – HS Main Office Secretary

Ms. Witter – HS Teacher Assistant

In Memoriam: Mr. LeBlanc – Groundskeeper and HS Custodian

Mr. Zinni presented each of the retirees with a gift from the School Committee and wished them a long and happy retirement.

## **AGENDA**

### **APPROVAL OF MINUTES:**

None

### **DELEGATIONS AND VISITORS**

Mr. Zinni, Superintendent, Dr. Gilson, Assistant Superintendent, Dr. Mobley, HS Principal, Ms. Kreuzer, MS Principal, Ms. Moy, Director of Student Support Services, Mr. Azer, Director of Finance, Mrs. Witkus

### **COMMUNICATION:**

Finance Subcommittee minutes dated May 11, 2020 were presented.

### **REPORTS AND RECOMMENDATIONS OF THE SUPERINTENDENT:**

#### **District response to state health and safety concerns: Mr. Zinni**

Mr. Zinni gave an update on the district’s responses to state health, safety concerns and budget updates.

- Discussion ensued on awaiting the Governor’s reopening of the State and Phase II being proposed and the impact this will have on schools.

#### **Middle School End of Year Events: Ms. Kreuzer**

Ms. Kreuzer gave an update on the MS End of Year Events that included 3 separate virtual graduation ceremonies for the 8<sup>th</sup> graders, with 130 students in each graduation. Awards were also presented. There was a materials exchange in a curbside pickup by Teams. On Thursday, June 18<sup>th</sup> on the last day of school, there will be a mini drive-through for students which will be the last event of this school year. Ms. Kreuzer thanked the parent initiative for providing 385 students with signs.

#### **Graduation Update: Dr. Mobley**

- The HS Administration held a curbside material distribution to seniors and underclassman. Dr. Mobley visited the valedictorian and salutatorian at their homes as well as the *Top 10* students for this school year.

- The virtual awards night was held on June 4 and is on the KP Website for everyone to view. Dr. Mobley thanked the scholarship donors for their generosity and support of the students of King Philip.
- The Senior Graduation Parade was held on Saturday, June 6, which was an amazing day according to Dr. Mobley. She thanked the police and fire chiefs of the three towns as they were very supportive of our students. She also wanted to thank the Parents Network, the KPMA, KP Sports Boosters and the Father & Sons Band.
- Graduation plans are currently underway to have an in person graduation on the field and Dr. Mobley will keep everyone completely informed on the status.

## **UNFINISHED BUSINESS:**

### **FY21 Budget Update**

- Mr. Zinni explained that the KP School Committee previously voted a level service budget of 3.49% increase. Currently, the budget is uncertain based upon so many unknown variables, such as:
  - what the final revenue numbers will be.
  - what additional costs will be involved when school opens in the fall.
  - what each town has allocated to King Philip. With Covid-19, the state budget has changed, and we do not know when all three of the towns will hold their town meetings. Norfolk and Wrentham will be meeting before June 30. Plainville will be setting a date in early July.
  - State aid may be reduced up to 15-20% or \$1,700,000 that we would not receive from the state.
  - New costs may be incurred in the fall when school is reopened, and we do not know yet what that will entail. Transportation costs alone may increase by \$1M based upon the social distancing impact on transportation.
  - We are currently waiting direction from the DESE Commissioner and expect that later this week.
  - 36 reduction in force letters were sent to teaching staff on Friday, June 13. Mr. Zinni met with the KPTA and administration on this matter and hopefully all 36 staff members will be recalled once the final budget is released.
  - Mr. Zinni explained that until we know what we are getting from the towns and the state, we cannot move forward as there are so many variables, and no timeline, this budget is a challenge unlike no other. Mr. Zinni indicated, however, that the town are supporting the KP school system, and that it is not the towns' budgets, it is the state aid portion of the budget.

Discussion ensued as to why the reduction in force occurred and why there was not further discussion on this matter held at a school committee meeting prior to this meeting. Mr. Zinni explained that the administration was hopeful that the reductions would need to be made and talked with the KPTA about extending the contractual deadline for sending notification to those affected staff members. Then we heard about the 20% state aid decrease. A Finance Subcommittee Meeting was held on Monday, June 8<sup>th</sup> where this was discussed. Discussion ensued that further discussion could have been held in executive session so that school committee members were notified about the reductions ahead of time. If necessary, the committee will meet in executive session during the months of July and August to discuss this matter. Mr. Zinni apologized and will take the committee's comments into consideration in the future on these matters.

## **NEW BUSINESS: (taken out of order)**

### **2020-2023 KP Technology Improvement Plan: Mr. Bois**

Mr. Zinni and Mr. Bois worked with a team of administrators taking the strategic plan format and prepared a three-year technology improvement plan with three broad goals and a more specific action plan for each goal. Mr. Bois indicated that while this plan is a vision for the next three years, we may need to revisit in a year based upon the "new norm" and the impact of Covid-19. Following discussion, the committee asked for periodic updates each year.

- ✚ A Motion was made by Mr. Khan seconded by Mr. Curry to approve the King Philip Technology Improvement Plan 2020-2023 as presented and for the District to provide a yearly update to the Committee. A Roll call vote was taken: Mrs. Abrams, Mr. Cates, Mr. Khan, Mr. Curry, Mr. Dow, Mr. Gee, Mrs. DeStefano, Mr. Killion, Mr. Knott: Yes (9); No (0); Abstain (0). All in favor. Motion carried.**

## **2020 Superintendent's End of Cycle Summative Evaluation:**

Mr. Gee explained the process of the 2020 Superintendent's End of Cycle Summative Evaluation for Mr. Zinni. All of the school committee members submitted an end-of-cycle evaluation to Mrs. Witkus who prepared a summary document of all

ratings and comments for presentation to the full committee. Mr. Gee prepared a final document with the overall rating and comments for each section. These overall ratings indicated a clearly “proficient plus” performance evaluation. Mr. Zinni thanked the Committee for a wonderful evaluation and was very pleased when he read the final documents. Mr. Gee indicated that the superintendent’s evaluation is a public document.

✚ **A Motion was made by Mr. Cates, seconded by Mr. Knott, to approve the 2020 Superintendent’s End of Cycle Evaluation and summary for Mr. Zinni. Roll call vote was taken: Mrs. Abrams, Mr. Cates, Mr. Khan, Mr. Curry, Mr. Dow, Mr. Gee, Mrs. DeStefano, Mr. Killion, Mr. Knott: Yes (9); No (0); Abstain (0). All in favor. Motion carried.**

**REPORTS FROM SCHOOL COMMITTEE MEMBERS:**

- Norfolk School Committee: Mr. Curry - None
- Plainville School Committee Representative: Mrs. Abrams – None
- Wrentham School Committee Representative: Mrs. DeStefano – None
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**RECOMMENDATIONS OR QUESTIONS FROM INDIVIDUAL SCHOOL COMMITTEE MEMBERS:**

KP School Committee Reorganization: Mr. Gee

Mr. Gee indicated that it is unlikely that the KP School Committee will have its full roster by the next meeting to be held on Monday, July 6, 2020, which is the first meeting after the town elections. He recommended a reorganization be postponed until the next meeting, with the possibility that additional meetings may need to be scheduled over the summer. Hearing no objections or alternatives, he affirmed that the current leadership will continue until the reorganization.

**ADJOURNMENT INTO EXECUTIVE SESSION:**

✚ **A Motion was made at 8:20pm by Mrs. Abrams, seconded by Mr. Killion, to enter into Executive Session to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body, and the chair so declares. (KPTA – All Units and KP Food Services: Memorandum of Agreement – Early Retirement Incentive); and, To conduct strategy sessions in preparation with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel (Superintendent Salary Negotiation); and, to return to open session. Roll call vote was taken: Mrs. Abrams, Mr. Cates, Mr. Khan, Mr. Curry, Mr. Dow, Mr. Gee, Mrs. DeStefano, Mr. Killion, Mr. Knott: Yes (9); No (0); Abstain (0). All in favor. Motion carried.**

Mr. Zinni stopped recording the meeting and the live streaming was turned off.

**RETURN TO OPEN SESSION:**

✚ **At 10:15pm, a Motion was made to return to open session. Roll call vote was taken: Mrs. Abrams, Mr. Cates, Mr. Khan, Mr. Curry, Mr. Dow, Mr. Gee, Mrs. DeStefano, Mr. Killion, Mr. Knott: Yes (9); No (0); Abstain (0). All in favor. Motion carried.**

**ROLL CALL OF COMMITTEE MEMBERS**

**Members Present:**

Norfolk:	Michael Gee, Mr. Curry, Mr. Dow
Plainville:	Samad Khan, Amy Abrams, Mr. Cates
Wrentham:	Trevor Knott, Erin DeStefano, Jim Killion

Mr. Zinni resumed recording and live streaming the meeting.

**Superintendent’s FY21 Salary Determination: Mr. Gee**

**A Motion was made by Mrs. DeStefano, seconded by Mr. Cates, to increase Mr. Zinni’s salary by an additional 1% per Section 3D of his contract, for an FY21 salary of \$173,349.00. A roll call vote was**

**taken: Yes (8): Mr. Gee, Mr. Dow, Mr. Curry, Mr. Cates, Mr. Khan, Mrs. DeStefano, Mr. Killion, Mr. Knott, No (1-Mrs. Abrams); Abstain (0). All in favor. Motion carried.**

The following statement was read into the Minutes by Mr. Gee from the School Committee:

*We share the sadness and concern for the KP staff members – as well as staff from the elementary schools – who were given layoff notices. Unfortunately, the action had to be taken not because of what we know but what we don't know. We hope and anticipate that our requested budget will be passed in the towns – but that is not our main hurdle this year. What we do not know, and may not for some time, is what state aid we will receive. We sincerely hope – for the sake of our staff and our students – that the news will be better than expected and we can bring back our dedicated staff.*

*It is in this context that we take up the superintendent's salary for next year. Mr. Zinni received from the Committee a preponderance of Proficient ratings and a couple Exemplary. Where Proficient refers to meeting our rigorous high standards, the consensus is that he often goes beyond that to do exceptional work. Based on performance alone, in ordinary times there would be no debate as to the merit of an appropriate increase.*

*It was the decision of the committee to award Mr. Zinni a 1% merit increase. However, this step is being taken with the knowledge and expectation that Mr. Zinni has offered to defer any increase before any staff layoffs become permanent, if such deeper actions are necessary.*

Mr. Zinni thanked the Committee for their support.

**KPTA – All Units and KP Food Services – Early Retirement Memorandum of Agreement:**

- A Motion was made by Mrs. DeStefano, seconded by Mr. Killion, to approve a Memorandum of Agreement for an Early Retirement Incentive for all KPTA Units (A, B, C, D and KP Food Services). Roll call vote was taken: Mrs. Abrams, Mr. Cates, Mr. Khan, Mr. Curry, Mr. Dow, Mr. Gee, Mrs. DeStefano, Mr. Killion, Mr. Knott: Yes (9); No (0); Abstain (0). All in favor. Motion carried.**

**ADJOURNMENT**

**A Motion was made by Mrs. DeStefano, seconded by Mr. Knott, to adjourn the meeting at 10:30pm. A roll call vote was taken: Yes (9): Mr. Gee, Mr. Dow, Mr. Curry, Mrs. Abrams, Mr. Cates, Mr. Khan, Mrs. DeStefano, Mr. Killion, Mr. Knott, No (0); Abstain (0). All in favor. Motion carried.**

Mr. Gee adjourned the meeting. Mr. Zinni will post this recorded meeting on the KP Website at its conclusion.

*Respectfully submitted,*

*Elisa B. Witkus  
Secretary to the School Committee*

**Documents presented on June 15, 2020:**

Finance Subcommittee Minutes dated May 11, 2020  
Superintendent's 2020 End-of-Cycle Summative Evaluation  
Three Year Technology Improvement Plan