

SOUTH COAST EDUCATIONAL COLLABORATIVE (SCEC)

Board of Directors' Meeting October 16, 2025 Minutes

Present: R. Kidwell, B. Starkie, M. Ryan, T. Curley, B. Runey, J. Cabral, F. Roy, J. Schoonover, Andrew O'Leary, D. Heimbecker, J. Bouchard, L. Martiesian, L. Thibault

1.00 - Call to Order

The meeting was called to order by Superintendent/Chair J. Schoonover at 1:08 PM.

2.00 - Minutes of September 19, 2025

The minutes of September 19, 2025 were presented for review and approved.

Motion, J. Cabral: To approve the minutes of September 19, 2025
Second, R. Kidwell
All in favor

3.00 - Financial Information

3.10 - Post-Employment Benefits (OPEB) Trust

Director of Finance, Jennifer Bouchard, noted the current OPEB account balance for September is \$315,000. OPEB decisions will be discussed at the December 12, 2025, meeting. SCEC's current OPEB liability went down from \$9.1M to \$7.3M.

3.20 – Updating of the FY2026 Business plan/Budget

Director of Finance, Jennifer Bouchard reports that at the end of August, SCEC had a profit of \$127,000 and is currently closing the September books.

SCEC is still in the process of hiring additional staff and will continue to monitor the student/staff ratios. SCEC ended August with 199 staff, as of October 16th 203 staff, the FY26 budget includes 205 staff. SCEC had 190 students at the end of August, 195 at the end of September and as of today, October 16th, SCEC has 201 students verses the 215 included in the business plan.

4.00 - Human Resources:

4.10 - New Hire(s):

4.11 – Evan Pacheco– 12 Month Para – Gallishaw HS

4.12 – Elizabeth Succart – 12 Month Para – Gallishaw HS

- 4.13 – Joshua Winsper – 12 Month APE- Related Services
- 4.14 – David Henderson – Per Diem Sub Para 12 Month Para –Palmer River

Motion: B. Runey: To approve New Hires as presented.

Second: M. Ryan

All in Favor

4.20 – Transfer(s): None

4.30 – Resignation(s): None

4.40 – Retirement(s): None

4.50 – Leave(s): None

6.00 - Building Program Update:

6.10 – Work has started on the new wiring, new panels, etc. at the SCEC main office building. We are currently waiting for National Grid to transfer the old service to the new upgraded service. This will require a half-day shutdown at the main office. Fortunately, the outbuildings will not be impacted.

6.20 – Renovation continues the second-floor bathroom in the main office/campus at 2201 GAR Highway. We are expecting renovations to be completed by November 15th.

6.30 – The rerouting repair of the basement drainage system and the necessary excavation at LIFE Academy have been completed. There was no leakage during the latest storm.

6.40 – Additionally, according to SCEC’s Facilities Director Shane Vezina, repairs and replacements at most SCEC sites are being completed on an as needed basis.

7.00 - Policy and Procedures:

7.10 – As current administration policies and procedures are refined and new ones emerge, Board participation and oversight will be encouraged.

8.00 - Internal & External Professional Development – Prepared by Dr. Carolyn McKearney & Frank Gallishaw.

8.10 - Internal Professional Development – Prepared by Frank Gallishaw Jr.

8.11 – Executive Director, David Heimbecker noted how SCEC trains our own lifeguards with specific training for our students. He also noted how fantastic the Taunton Boys & Girls Club has been to work with. They will be closing their pool for a few hours so SCEC can do certification training.

8.20 - External Professional Development – Prepared by Dr. Carolyn McKearney

8.21 – Dr. Carolyn McKearney is exploring a possible partnership with UMass Dartmouth for a Doctorate in Educational Leadership cohort.

Board Chair, Jeffrey Schoonover asked for a list or classes menu that can distributed to the board. Executive Director, David Heimbecker will reach out to Carolyn for this list.

9.00 - Superintendent Issues

9.10 – Executive Director, David Heimbecker presented the Board the SCEC org chart.

Board Chair, Jeffrey Schoonover asked if there was consideration to add the Treasurer, Joe Delude to the org chart, branching off from the board of directors? Executive Director, David Heimbecker agreed to add Joe Delude to the org chart. He also mentioned, the Board should be signing off on Joe's evaluation going forward.

Motion, J. Cabral: Motion to add Treasurer, Joe Delude to the SCEC org chart branching off from the Board of Directors.

Second, T. Curley
All in favor

Discussion: Board Chair, Jeffrey Schoonover is comfortable with Executive Director, David Heimbecker completing Treasurer, Joe Delude's evaluation with the Board of Directors signing off on it. Executive Director, David Heimbecker will get the advice of SCEC's attorney on this matter.

Motion, J. Cabral: Motion to have a member of the OPEB team be part of Joe Delude's evaluation.

Second, R. Kidwell
All in favor

Discussion: Superintendent, Andrew O'Leary who is on the OPEB team offered to sit in on Joe's evaluation.

9.20 – As SCEC enters its 2nd year of a 4-year commitment with the Think Kids project from Mass General, we are seeing steady progress in our programs as Collaborative Problem Solving (CPS) practices are being learned and applied.

Associate Director, Lisa Martiesian updated the Board of Directors with a slide show outlining, 2025-2026 next steps focusing on solving problems not the behavior.

Ongoing training in Level I continues this school year for additional staff in all identified programs. Gallishaw HS, Seekonk North, and Freetown ES.

Ongoing training in Level 2 continues for identified Champions.

Goal: Become CPS Trainers to sustain and expand the program.

Once certified, these 8 staff will train all remaining SCEC programs.

9.30 – The Executive Director’s Book Club:

Sustainability through reframing and setting audacious goals: Reflecting on L. G. Bolman & T. E. Deal. (2021) *Reframing organizations: Artistry, choice, and leadership. 7th edition* (2021) and B. Hardy & B. Erickson (2025) *The science of scaling: Grow your business bigger and faster than you think possible*:

Hardy & Erickson (2025) offer “reframing scaling” and setting “impossible” goals as a transformative alternative to goal setting and achievement as traditionally accomplished. They suggest that dramatically raising the floor and ceiling can yield massively impactful gains. (8-11) The Bolman & Deal frames can provide a framework upon which seeming outrageously unrealistic goals and objectives are not only imaginable, but they are also achievable.

9.40 – Updating Executive Director Heimbecker’s Educator Evaluation process:

9.41 – Executive Director, David Heimbecker handed each board member a copy of his education evaluation process, the 9 core ingredients of an SCEC Executive Director, an assessment rubric, and the Anatomy of a SCEC Executive Director.

The rubric is designed to assess the performance of an SCEC Executive Director (ED). It includes key performance areas critical to the success of an ED in leading the organization. Each category is rated on a scale from 1 to 4, with specific descriptors for each level of performance.

1. Leadership and Vision
2. Strategic Planning and Implementation
3. Financial Management
4. Communication and Stakeholder Engagement
5. Human Resource Management
6. Policy and Legal Compliance
7. Innovation and Continuous Improvement
8. Advocacy and External Relationships
9. Crisis Management and Problem Solving

Board Chair, Jeffrey Schoonover recognized the rubric scale and will gather the boards responses to discuss at the next board meeting.

Board Chair, Jeffrey Schoonover called for Executive Session to discuss Executive Director, David Heimbecker's Educator Evaluation.

Executive Session: Roll Call, 2:26 PM

J. Schoonover-yes
T. Curley-yes
M. Ryan-yes
R. Kidwell-yes
B. Runey-yes
F. Roy-yes
B. Starkie-yes
J. Cabral-yes
A. O'Leary-yes

All in favor

The SCEC Board of Directors voted to enter into negotiations for a two-year extension (2028) with a succession plan for Executive Director, David Heimbecker.

Executive Session: Ends. 2:50 PM

10.00 - Other Superintendent Issues

10.10 – SCEC Board of Board Directors Meetings for 2025-2026

<u>Date</u>	<u>Meeting Description</u>	<u>Time</u>	<u>Location</u>
December 12,2025 (Friday)	Frank Gallishaw Awards/Lunch Board of Directors' Meeting	11:00 – 1:00 PM 1:00 – 3:00 PM	UMASS Dartmouth
January 15,2026	Board Luncheon Board of Directors' Meeting	12:30 – 1:00 PM 1:00 – 3:00 PM	GLC 2 GLC 2
February 12,2026	Board Luncheon Board of Directors' Meeting	12:30 – 1:00 PM 1:00 – 3:00 PM	GLC 2 GLC 2
April 16,2026	Administrative Luncheon Board of Directors' Meeting	11:30 – 1:00 PM 1:00 – 3:00 PM	The Rookery The Rookery
June 11,2026	Board Luncheon Board of Directors' Meeting	12:30 – 1:00 PM 1:00 – 3:00 PM	GLC 2 GLC 2

10.20 – Board Members Share Professional Learning Experienced gained throughout the year.

10.30 – Executive Director, David Heimbecker noted there will be continuous Professional Learning Experiences Supported by SCEC for FY26.

Board members who are interested in participating in any of these PD Experiences should contact Leah Thibault who will assist in obtaining registration and accommodations for all Board Members. She can be reached at (508) 379-1180 extension 129 or lthibault@scecoll.org

10.40 – In addition to B.M.C. Durfee High School in Fall River, Superintendent, Tracy Curley would like to add two more High Schools to the Francis Gallishaw Award Ceremony. The High School names are, Stone Therapeutic Day School and Robert L. Medeiros Resiliency Preparatory School.

10.50 – Executive Director, David Heimbecker spoke about a program that Swansea's Joseph Case Jr. High School will offer to SCEC students in the garage located on the property. SCEC students will learn about standard repairs and cleaning vans. This will be overseen by SCEC paraprofessionals and the Mechanic at the Jr. High School.

11.00 - Warrants:

Presented to Board Members through DocuSign approval.

13.00 - Adjournment

Motion, B. Runey: Motion to adjourn at 2:55 PM
Second, A. O'Leary

All in favor