

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, SEPTEMBER 27, 2010**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, September 27, 2010, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. The Chairperson, Paul Silva, called the meeting to order at approximately 7:02 PM.

Present: Paul Silva, Chair, Paul E. Brule, Vice-Chair, William M. O'Dell, Treasurer, Marjorie J. McBride, Secretary, Denise R. Arsenault, John C. Bento, Diana B. Campbell and Karen A. Lynch; Melinda L. Thies, Superintendent; Mario J. Andrade, Assistant Superintendent; Mary N. Almeida, Director of Literacy and Title I; Leslie J. Anderson, Director of Pupil Personnel Services; and Andrew D. Henneous, Esq., District Solicitor

Absent: John P. Saviano

OPENING BUSINESS

All present were invited to join in the Pledge of Allegiance to the Flag.

Accolades

RETIREEES

It is often said that the attributes of a good teacher must include teaching with a firm hand, but always with an open heart. Their individual contributions to the schools that they have taught in, as well as their dedication to the Bristol Warren Regional School District are considered a combined legacy that will forever be a part of our school community. Their endless determination, for the sake of the hundreds of students whose lives they have changed, will always be their greatest gift.

Barbara Betres - Teacher at Hugh Cole School – served the District for 24 years – noted for her great sense of humor and honesty.

Debbie Brooks – Teacher Aid at Mt. Hope High School – retiring after 17 years-- The high school administrators say Ms. Brooks did a very good job keeping cars out of the bus circle, even in the most inclement weather and student safety was consistently in the forefront of her mind on a daily basis.

Sandra Goldberg - Teacher at Hugh Cole School – served the District for 24 years – Sandra has the ability to always put her students first.

Rita Hass - Hugh Cole School Speech Therapist– served the District for 30 years – Rita is thanked by Principal Chuck Mello for “showing

us how to “dance” and never stop moving.” According to Laurie Heyden, Rita has a kind and gentle spirit and was always an absolute joy to all members of the evaluation team.

Gail Jackson – Secretary at Kickemuit Middle School for 14 years – Mr. Carbone says Gail was respected by everyone; besides being dedicated, easy going and accommodating, her name is synonymous with multi-tasking.

Nancy Kinney - Teacher at Hugh Cole School – served the District for 21 years – noted for her sincere love and appreciation of all those around her.

Roland Laflamme – Custodian and Bus Driver for 23 years – Took a personal interest in the students he transported and connected with them with his wit and extraordinary sense of humor.

Carlos Lopes – Custodian serving 11 years – took pride in the work he performed.

Sue Martel - Teacher at Hugh Cole School – served the District for 41 years – noted for her gracefulness and sense of pride.

Cheri Martin - Teacher at Hugh Cole School – served the District for 18 years – will be remembers for her kindness to all those around her.

Jean Mollicone – Math Teacher at Mt. Hope High School for 25 years – The Superintendent personally acknowledged Mrs. Mollicone for her incredible intellect, love of students and commitment to Mt. Hope High School; she was a major innovator in the design of curriculum.

ROGER WILLIAMS UNIVERSITY FIFTH GRADE DAY ESSAY CONTEST

Ms. Mary Almeida, Bristol Warren Director of Literacy and Title I and Warren Rotary Member, lead the presentation to Bristol Warren students who participated in the third annual “RWU Fifth Grade Day” on Tuesday, May 11, 2010. This educational field trip to Roger Williams University provided students with the opportunity to explore future careers and to set high academic goals. As young as fifth grade, students beginning thinking about whether they will go to college. Students toured the campus and participated in team building and leadership activities with Roger Williams students who lead focus groups in many academic areas.

Ms. Almeida introduced and acknowledge Mr. Tim Pray, an executive board member of the Warren Rotary, who graciously sponsored the essay contest and awarded a total of \$300 in US Savings Bonds to the winners. The essay topic was how an education can make a difference in their future; winning essays will be published in the Warren Times and Bristol Phoenix.

1st Place – Trey DiGioia

2nd Place – Matthew Allen

3rd Place – Joy DeSousa

Honorable Mention – Ashley Rose Araujo

Honorable Mention – Skye Nygaard

Honorable Mention – Sarah Russell

PUBLIC COMMENT

None

PUBLIC FORUM

Please see notation later in this meeting on a comment by Mrs. Linda Rhymoshytus.

CONSENT AGENDA

Mrs. McBride requested Item B.1. of Superintendent's Personnel Recommendation #S2010-43 be removed from the consent vote.

Mr. Brule asked that Superintendent's Recommendation #S2010-43, Section D, be removed in order to recuse himself.

MOTION: Mr. Brule motioned to approve the remainder of the consent agenda. Mrs. McBride seconded. The motion to approve passed by a vote of 8 to 0.

MOTION: Mr. Brule motioned to seal the minutes to August 16, 2010 Executive Session; Mrs. McBride seconded. The motion passed by a vote of 8 to 0.

BUDGET FACILITIES SUBCOMMITTEE

Mr. O'Dell reported the Subcommittee met last Monday to make a recommendation on the District architect and for an update on the possibility of grant funding in collaboration with the Town of Bristol for field upgrades.

POLICY/ COMMUNITY AFFAIRS SUBCOMMITTEE

Mrs. Campbell said the next meeting is October 4, 6:30 PM at Oliver; they are hoping to have a recommendation on the TAOD policy which has been on their agenda for quite a while.

Wellness Committee

Mrs. Campbell said she and some of the District administrators attended a 7:15 AM breakfast in Warwick which was excellent because they had an opportunity to acknowledge some of our own students from Hugh Cole School for their participation in "Operation Yummy". The first Wellness Committee meeting is scheduled for October 13 at 4:30 PM in Room M108 at the high school; anyone interested in wellness or improving wellness programs at the schools

is urged to join the group.

PERSONNEL/ CONTRACT NEGOTIATION SUBCOMMITTEE

Mr. Silva reported on behalf of Mr. Saviano; the Superintendent informed the Committee that the negotiation process is being commenced; Attorney Henneous has sent a letter to Mr. Leidecker. The next meeting of the Subcommittee is yet to be scheduled.

FUTURE ENROLLMENT AND FACILITIES TASK FORCE

Mrs. Lynch said the Task Force will commence their meetings once the October 1 enrollment figures are established; they will focus on the impact of rising enrollment numbers on the Task Force's original findings and recommendation. The original group will be emailed with the meeting date and any new people interested in participating should email Mrs. Lynch or contact the Superintendent's Office.

Mrs. Campbell asked if the initiative to change enabling legislation is on either the Bristol or Warren ballot. Mr. Silva said he has seen nothing, either binding or non-binding.

CHAIRPERSON'S INITIATIVES

School Committee Goals

Mr. Silva asked the Committee members if they preferred to work on goals at a regularly scheduled workshop or at a specially scheduled meeting for that purpose only. Mrs. Arsenault strongly recommends a separate retreat type of meeting for either a half day with breakfast or for a full day; trying to fit this discussion into a regular workshop makes for a very lengthy meeting. Mrs. Campbell said there is a benefit to a separate meeting but a half day should do; she encourages the public to attend. Mrs. Arsenault suggested hiring a facilitator from outside the District with School Committee professional development funds. Mr. O'Dell said that approach worked well the last time it was used.

Mr. Silva pointed out that in approximately five weeks, the election could change two of the members of this Committee and he asked if the Committee should wait until after the election to move forward. Mrs. Arsenault felt that if seven out of nine people agree to the goals, there is no need to wait. Mrs. Campbell said she has witnessed Dr. Andrade's skills as a facilitator. Mrs. Arsenault feels there is an advantage to an outside facilitator who would get the task done without bias and would not be intimidated. A facilitator will be looked into and a meeting date explored.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

S2010-43 A-J: CONSENT AGENDA – PERSONNEL

A. GCD APPOINTMENT: That the School Committee confirm the Superintendent's appointment of the following applicant to the position of Kindergarten Teacher in accordance with Section GCD of the School Committee Bylaws as follows:

1. Kristen A. Kirwin Kindergarten Teacher – Guiteras

Effective: For the 2010-11 School Year,
pending receipt of certification

Reason: To fill a vacancy (Transfer – S. Castigliero)

Funding: Operational Budget (4th step/Masters)

B. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Middle School Assistant Principal, Middle School Library/Media Specialist, Reading Specialist (2/5 time) and Title I Family Involvement Coordinator (Part Time) as listed below:

1. Beth S. Hayes Assistant Principal – Kickemuit Middle

Effective: Immediately

Reason: To fill a vacancy (Resignation – C. Sadler)

Funding: Operational Budget

2. Diane S. White Library/Media Specialist – Kickemuit Middle

Effective: For the 2010-11 School Year only,
pending receipt of certification

Reason: To fill a leave of absence vacancy

(LOA – L. Laclair/ Resignation – L. Chew)

Funding: Operational Budget (1st step/Masters+20)

3. Tara L. Mellow Reading Specialist (2/5 time) – Rockwell

Effective: September 13, 2010, for the

remainder of the 2010-11 School

Year only, pending satisfactory

completion of pre-employment

requirements

Reason: To fill a vacancy in accordance with

grant funding

Funding: ARRA (8th step/Masters)

4. Katherine S. McKinley Title I Family Involvement Coordinator (Part Time)

Effective: September 27, 2010, for the

2010-11 school year only

Reason: To fill a vacancy in accordance

with grant funding

Funding: Title I

C. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the School of the 21st Century,

Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Carilee Spalding Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

2. Amy Sousa Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

3. Stephanie Mitchell Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2010-11 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

D. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the extracurricular positions listed below for the 2010-11 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES – MT. HOPE HIGH

Sport Position Coach

- 1. Cross Country (Girls) Head Coach Andrew Sabourin**

WINTER COACHES – MT. HOPE HIGH

Sport Position Coach

- 2. Basketball (Boys) Head Coach Michael Topazio**
- 3. Basketball (Girls) Head Coach Michael Almeida**
- 4. Cheerleading (Competition) Head Coach Debra Marshall**
- 5. Cheerleading (Competition) Asst. Coach Karen Gray**
- 6. Gymnastics Head Coach Melissa Gendreau**
- 7. Hockey Head Coach Matthew Grieve**
- 8. Special Olympics Co-Head Coach Susan Carlson**
- 9. Special Olympics Co-Head Coach Wanda Lukas**
- 10. Swimming Head Coach Jonathan Dell**
- 11. Swimming Asst. Coach Rebecca Duggan**
- 12. Track (Indoor) Co-Head Coach Jeffrey Blanchet**

13. Track (Indoor) Co-Head Coach Andrew Sabourin

14. Wrestling Head Coach Brian Latessa

ADVISORS

15. Class of 2012 (Co-Advisor) Matthew Keegan *

16. Class of 2014 (Co-Advisor) Jeanne Chaffee

17. Class of 2014 (Co-Advisor) Scott Pellerin

18. Debate Team Geoffrey Keegan

19. Mathematics Club Michael Lerner

20. Science Olympiad Glenn Valentine

HEALTHY HUSKIES WELLNESS CENTER/GYM AREA SUPERVISORS

21. Supervisor (Fall) Gregory Arruda

22. Supervisor (Fall) Gerard Spence

*** Pending satisfactory completion of pre-employment requirements**

E. HIGH SCHOOL EXTENDED DAY PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the 2010-11 session only of the Mt. Hope High School Extended Day Program contingent upon sufficient enrollment:

Name Position

1. Brad Rodrigues English/Social Studies Teacher

2. Shana Leffingwell Support Teacher
3. Jacqueline Reynolds Support Teacher
4. Meghan Leeming Mathematics Teacher
5. Paula Faria PBGR Recovery Teacher
6. Joseph Koger Science Teacher

F. NON-CERTIFIED SUPPORT STAFF: That the School Committee confirm the recommendation of the Superintendent to re-appoint the following individuals to the non-certified staff positions listed below for the 2010-11 school year only (pending adequate Federal, State and local funding and contingent upon adequate enrollment and program renewal):

Name Program Assignment

1. Nancy Keyworth Parents as Teachers Educator
2. Emily Pearce-Spence Parents as Teachers Educator
3. Diane Verdolotti-Lowe School-to-Work School Based Coordinator

G. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name Area/Level

- 1. Kaitlin M. Allienello Elementary/Sp.Ed.**
- 2. Colleen M. Bergin English**
- 3. Paul L. Breault History/M.S. Social Studies**
- 4. Sheila M. Campolieta Early Childhood**
- 5. Andrea L. Clark Early Childhood/Sp.Ed.**
- 6. Jennifer L. Colaneri Elementary/Sp.Ed.**
- 7. Paul F. Courcy Elementary/Business/Sp.Ed.**
- 8. LeeAnn Croteau Elementary/Sp.Ed.**
- 9. Susan R. Donovan Health/Phys.Ed.**
- 10. Timothy Gardiner Voc. Plumbing**
- 11. Stephanie L. Glaser Elementary**
- 12. Maureen E. Jernigan Elementary**
- 13. John J. Keegan General Subject Matter**
- 14. David J. Lauria General Subject Matter**
- 15. Meghan K. Leeming Mathematics**
- 16. Eileen Malafronte Elementary/Sp.Ed.**
- 17. Michaela J. Olson Elementary**
- 18. Brad Rodrigues History**
- 19. Melissa A. Silva Elementary**
- 20. Nicole R. Silvia English**
- 21. Ashley West Elementary/Sp.Ed.**
- 22. Ann Marie Withers General Subject Matter**
- 23. Janet H. Wollish School Nurse/Teacher**

H. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified substitutes pending satisfactory completion of pre-employment requirements:

SECRETARIAL

- 1. Trina L. DeMello**
- 2. Sandy Farias-Borges**
- 3. Liza Olson**

TEACHER ASSISTANTS

- 4. Sherri A. Mallon**

CUSTODIAN/MAINTENANCE

- 5. Joshua M. Crawford**
- 6. Manuel C. Mirco**

I. RESIGNATIONS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Gregg Burke and Tricia Talbot from the positions of Debate Team Advisor as listed below:

- 1. Gregg Burke Debate Team Advisor**

Effective: Immediately

Reason: Personal

2. Tricia Talbot Debate Team Advisor

Effective: Immediately

Reason: Personal

J. SUSPENSION, NONRENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: That the School Committee confirm the recommendation of the Superintendent to rescind the vote(s) of February 8, 2010 as to the following listed teacher and appoint the listed teacher to the position indicated:

Name Anticipated Assignment

1. Carol Schlink Secondary Drama (3/5 time to Full Time)

Recommendation #S2010-43, Section D

Mr. Brule recused himself from this vote.

MOTION: Mrs. McBride motioned to approve; Mr. O'Dell seconded.

The motion to approve passed by a vote of 7 to 0 with Mr. Brule recused.

Recommendation #S2010-43, Item B.1.

MOTION: Mrs. Campbell motioned to approve; Mrs. Arsenault

seconded. Mr. O'Dell asked if a due process question he has should be addressed in Executive Session; Mr. Silva said it should not. Mr. O'Dell asked how many applicants there were for the position of Assistant Principal at the Middle School and was middle school experience a priority. Mrs. Thies said there were seventy-five applicants for the position; middle school experience was a consideration as were other issues, such as transitioning from elementary to middle school, understanding educational reform and the use of data to form instruction.

Mrs. McBride, having found out about this appointment at a Rotary meeting, felt the process was flawed. Mrs. Thies respectfully disagreed saying although she does understand Mrs. McBride's concern, a strong search and interview team was assembled, including Mr. Carbone, Dr. Andrade, Mrs. Marshall, Mrs. Achille, Mrs. Ursini, Mrs. Almeida, Mrs. Anderson and Mr. Howlett; the team looked for an array of qualities, not only time in service at the middle level. Nine out of seventy-five applicants were interviewed. Each team member objectively scored the interviewees on the high quality questions and arrived at a unanimous recommendation on the number one and number two candidates; Mrs. Thies subsequently interviewed them both and it was very clear to her the team made a recommendation for the most qualified candidate. Mrs. Thies had provided sufficient detail on the process and the credentials of the individual to the School Committee in their weekly packet. Although an administrator who is known for her efficiency sent a letter to the

parents of that class to prepare them for the upcoming change, the process was inviolate.

Mr. O'Dell stated that when he sees things he thinks are important but they are not, he needs to know Administration's feelings; his concern is when a constituent approaches him about something he has no knowledge of. Mrs. Thies apologized and accepted full responsibility if there was a breach; it was an error or commission; the administrator wanted to assure parents there would be a seamless transition.

Mrs. McBride apologized to Mrs. Thies if she was made to feel uncomfortable and for having to publicly state something that Mrs. Thies had to defend; however, Mrs. McBride is very upset about what went on, so much so, she will have to oppose the recommendation.

Mrs. Arsenault, meaning no disrespect to her colleagues, said she was absolutely satisfied with the information she received about the recommended candidate and was impressed with the resume and college transcripts; we have hired a Superintendent to make personnel decisions and Mrs. Arsenault feels the Committee needs to stand by her decisions. As for leaks or breaches, Mrs. Arsenault reminded everyone the search committee had no jurisdiction over parents; she does not believe the Superintendent owes the Committee an apology; Mrs. Arsenault strongly feels the notification of this appointment to the families affected was important; she is far

more concerned that there was a well conducted search.

Mr. Silva stated that all the comments made by the Committee have nothing to do with the Superintendent's decision, so he wanted to make it clear to the candidate, that no one is opposed to the choice.

The motion to approve passed by a vote of 6 to 2 with Mrs. McBride and Mr. Brule opposed.

Mrs. Thies then stated it was her distinct pleasure to congratulate Beth Hayes as the new Assistant Principal of Kickemuit Middle School, who was by far, the superior candidate; she is an educator's educator, has given quality classroom instruction, and has served the District as a teacher leader, head teacher at Byfield and Colt Andrews; she will be Mr. Carbone's and Mr. Howlett's right hand woman. Mrs. Hayes is a woman with a backbone and is well up to the challenge. Mrs. Thies is looking forward to working with Mrs. Hayes as is the school team.

Recommendation #S 2010-35: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy EEAA Walkers and Riders (Second Reading)

MOTION: Mr. Brule motioned to approve; Mr. O'Dell seconded. The

motion to approve passed unanimously.

Recommendation #S 2010-41: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy EEBB Use of Private Vehicles on School Business (Second Reading)

MOTION: Mr. Brule motioned to approve; Mr. O'Dell seconded. The motion to approve passed unanimously.

Recommendation #S 2010-44: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, approve the revised School Committee Policy JFCC Student Conduct on School Busses (First Reading)

MOTION: Mr. Brule motioned to approve; Mrs. Campbell seconded. The motion to approve passed by a vote of 8 to 0.

Recommendation #S 2010-45: That the School Committee, upon the recommendation of the Superintendent and supported by the Policy/Community Affairs Subcommittee, accept the revised School Committee Policy Regulation EEAA-R-2 Transportation Policy Guidelines

MOTION: Mr. Brule motioned to accept; Mrs. Campbell seconded. Mrs. Campbell thanked Dr. Andrade for his meticulous attention to detail in reviewing the transportation policies and Attorney Henneous for keeping us legally honest; she mentioned that it was Mr. O'Dell's concerns about a particular transportation policy that prompted the review of them all. The motion to accept passed unanimously.

Recommendation #S 2010-46: That the School Committee, upon the recommendation of the Superintendent, approve the request of eleven families to home school their children (DB-Gr 8; JD-Gr 3; PK-Gr 10; MM & LM-Gr 10 & 7; NK, EK & JK-Gr 5, 4 & 1; CC-Gr 6; AC-Gr 12; TM-Gr 1; BD-Gr 8; CS & AS-Gr 8 & 10; and NL-Gr 2) for the 2010-2011 school year, adhering to all requirements as set forth by the Bristol Warren Regional School District

MOTION: Mr. Brule motioned to approve; Mrs. Arsenault seconded. Mrs. Campbell asked if "Five in a Row" was a math curriculum; Dr. Andrade said it is. The motion to approve passed by a vote of 8 to 0.

Recommendation #S 2010-47: That the School Committee, upon the recommendation of the Superintendent, adopt a resolution regarding the election of Temporary Disability Insurance

MOTION: Mr. Brule motioned to approve; Mr. O'Dell seconded. In response to questions from the Committee, Attorney Henneous explained RI General Law requires the adoption of a resolution delineating who receives TDI; this in no way changes anything; further action is not necessary unless there is a change; there is no additional financial liability incurred by the District. The motion to approve passed by a vote of 8 to 0.

Recommendation #S 2010-48: That the School Committee, upon the recommendation of the Superintendent and supported by the Budget/Facilities Subcommittee, award the bid for architectural services

MOTION: Mr. Brule motioned to approve; Mrs. McBride seconded. Mr. O'Dell said the recommendation is to award the bid to SMMA at a rate of \$135 per hour. Mrs. Campbell thanked Administration for their thoroughness with this process; she felt very informed and comfortable supporting this recommendation. The motion to approve passed unanimously.

EXECUTIVE SESSION - 8:08 PM

MOTION: In accordance with Open Meeting Laws 42-46-5(a)(1)-(9), 2(b), Mr. Brule motioned to go into Executive Session at 8:08 PM for legal advice and an update on negotiation issues; no action will be taken during the session or when open session resumes other than

to adjourn. Mrs. McBride seconded. The motion passed unanimously.

Mrs. Linda Rimoshytus commented to the Committee, that as a taxpayer, it was rewarding to see a School Committee member completely backing the Superintendent on a decision she made and this being done in open session.

Mrs. Arsenault recused herself from this Executive Session discussion and left the meeting.

RESUMPTION OF MEETING – 8:22 PM

In Executive Session, the Committee received legal advice from Attorney Henneous as well as an update on union concerns. No action was taken during Executive Session.

ADJOURNMENT – 8:23 PM

MOTION: There being no further business to discuss, Mrs. McBride, seconded by Mr. Brule, motioned to adjourn at 8:23 PM. The motion was unanimously approved.

Respectfully submitted,

Marjorie J. McBride, Secretary

/c