

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, FEBRUARY 13, 2012**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, February 13, 2012, in the cafeteria of Kickemuit Middle School, 525 Child Street in Warren, RI. The Chairperson, John C. Bento, called the meeting to order at approximately 7:18 PM.

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

Absent: Marjorie J. McBride

OPENING BUSINESS

All present were invited to recite the Pledge of Allegiance to the Flag.

PUBLIC COMMENT / PUBLIC FORUM

Mr. Jock Hayes, President of the Bristol Warren Education Foundation, spoke to the Committee about a new partnership between the BWEF and the District, a workshop series designed to reach out and engage the community in a broad manner. The kick-off event on February 29 will focus on internet safety and feature Mr. Larry Fillipelli, Assistant Superintendent in Scituate. The Education Foundation is extremely enthusiastic about this venture and would very much like to hear from parents, faculty and community members about general topics of interest. Mr. Hayes reminded the Committee about the Bodacious Bee, their primary funding tool, scheduled for March 10; the event is receiving strong support from the community; there are rumors that “The Spell Checks” are returning. Mr. Hayes thanked the Committee for all they do to support the BWEF events. In response to Mrs. Arsenault, Mr. Hayes says the feedback on the workshop series has been diverse, energizing and plentiful; there is not a common theme, but they have received a few different versions of how parents can support their students and their educational future; the District has set up an email link on the website for feedback from the public. Mrs. Thies added parents want information on the concept of preparing our children for what their life experience is going to be beyond high school, also how to use technology in a positive way. Mrs. Rancourt suggested seminars on nutrition and wellness and healthy snacks. Mrs. Campbell thanked Mr. Hayes and the BWEF for providing enrichment programs that help take

education to the next level; she said the best way to prepare students is “expose, expose, expose;” the BWEF does an awesome job and their work is appreciated. Chairman Bento said the School Committee will go forward with one Bee team, comprised of Ms. Mary Almeida, Mrs. Marjorie McBride and he. Mrs. Thies thanked Mr. Hayes for his leadership of the Education Foundation and said there is action behind the words; she is grateful for the support and for the unlimited possibilities it provides our students; Mrs. Thies also thanked Mrs. Diana Campbell and the “Voices of Bristol” for providing seed money.

EXECUTIVE SESSION – 7:30 PM

MOTION: In accordance with open meetings law 42-26-5(a)(1), at 7:30 PM Mr. O’Dell motioned to go into Executive Session for discussion of a Council 94 employee termination; Mrs. Arsenault seconded. The motion passed unanimously. The Chair announced the collective bargaining topics and Superintendent’s Evaluation will be discussed at a second Executive Session at the end of the meeting.

Mr. Saviano apologized to the Board members that the Personnel Subcommittee was so involved with the BWEA contract they could not properly address the Superintendent’s goals.

Mrs. Campbell will abstain from the Council 94 Employee Termination discussion.

Mrs. Arsenault will recuse herself from the BWEA contract update.

RESUMPTION OF MEETING – 8:12 PM

Mr. Bento reported that no action was taken in Executive Session.

SUPERINTENDENT'S RECOMMENDATIONS

Recommendation #S 2012-02 A-D: PERSONNEL

A. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: Based on the uncertainty of sufficient Federal, State and local funding for general and categorical programs for the 2012-13 school year, and program reductions, consolidation of classes, re-alignment of staff and elimination of positions to more efficiently and effectively use the school system's assets and to meet the needs of students, the Superintendent recommends to the School Committee the termination/ non-renewal of the following listed personnel effective the last day of the 2011-12 school year:

- 1. Andre Arsenault 19. Jeffrey Grifka**
- 2. Jessica Bagley 20. John Keefe**
- 3. Christine Bean 21. Nancy Keysor**
- 4. Susan Beck 22. Kristen Kirwin**
- 5. Sara Bogdon 23. Amy Kneath**
- 6. Stephanie Breitmaier 24. Jillian LaFazia**

7. Siobhan Brosnan 25. Emily McCaffrey
8. Kendra Cabral 26. Katelyn McCanna
9. Laura Cabral 27. Samantha Medeiros
10. Carol Cappadona 28. Jennifer Mello
11. Deborah Coury 29. Noelle Mello
12. Sarah Coute 30. Rebecca Peluso
13. Sarah Coyne 31. Denise Rochefort
14. Vanessa Cronan 32. Jessica Rowe
15. Joanna Davis 33. Whitney Ruggeri
16. Stacy Dunning 34. Kelly Servant
17. Erin Gill 35. Glenn Valentine
18. Rebecca Gordon 36. Jennifer Winsor

B. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: The Superintendent recommends to the School Committee the termination/non-renewal, effective the end of current assignment and/or the last day of the 2011-12 school year, whichever occurs first, of the following listed teachers due to the return of teachers from leaves of absence and/or the non-renewal of the limited contracts:

1. Amanda Giorgi
2. Nichole Mitchell

C. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: The Superintendent recommends to the School Committee the termination/non-renewal, effective the last day

of the 2011-12 school year, of the following listed teachers due to their lack of permanent certification in the required area and/or the return of teachers from leaves of absence and/or the non-renewal of the limited contracts:

1. Brad Rodrigues

D. SUSPENSION, NON-RENEWAL AND/OR TERMINATION OF CERTIFIED PERSONNEL: Based on the Superintendent's belief that there exists more qualified teachers available for their positions and/or teachers who are a better fit for the District, the Superintendent recommends to the School Committee the termination/non-renewal of the following listed non-tenured personnel effective the last day of the 2011-12 school year:

1. Jamie Swierk

2. Diane White

MOTION: Mrs. Campbell motioned to approve; Mr. Saviano seconded. Mrs. Arsenault requested Section A be removed from this vote, as she is related to one of the individuals. Mrs. Arsenault wished to clarify she will vote in favor of Sections B, C and D because they involve leaves of absence, certification deficiencies and qualification deficiencies. The motion to approve Sections B, C and D passed by a vote of 8 to 0.

Section A, excluding A.1.

Mrs. Arsenault expressed opposition to the mass termination of employees based on the possibility of a shortage of funds; February 13 is too early to tell qualified teachers we will no longer need their services; this is demoralizing and does not advance our philosophy on education; although we adopted the BEP, the practice of seniority based lay-offs continues. Mr. Saviano does not believe it is the Committee's realm of authority not to lay off staff since state funding is not revealed until June and by contract, teachers must be notified by March 1, so although unpalatable, the Committee has no choice. In response to Mr. O'Dell, Mrs. Thies said the 36 lay-offs this year are significantly less than the 113 last year. Mr. Silva shared Mrs. Arsenault's agony but stated there is potentially a bright light for the future, there is legislation at the state to help avoid this; public support is needed. Mr. Bento reiterated that he does not like these procedures but they are indeed protocol and his responsibility. The motion to approved passed by a vote of 7 to 1 with Mrs. Arsenault opposed.

Item A.1.

Mrs. Arsenault recused herself from this vote.

The motion to approved passed by a vote of 7 to 0.

Recommendation #S 2012-03: That the School Committee, upon the recommendation of the Superintendent, approve the Mt. Hope High School 2012-2013 Program of Studies

MOTION: Mr. Silva motioned to approve; Mr. Saviano seconded.

Mrs. Thies confirmed that the civic expectation piece was withdrawn for further study and crafting of language and the academic eligibility issue was withdrawn to be returned to the School Improvement Team for further discussion and data mining. The motion to approve passed by a vote of 8 to 0. This Program of Studies will be presented to the eighth graders.

ACTION: Council 94 Employee Termination

MOTION: Mr. Silva motioned to accept the Superintendent's recommendation to terminate a Council 94 employee. Mr. O'Dell seconded. The motion passed unanimously.

AGENDA FOCUS

Robotics Competition

Mr. Silva attended the recent robotics competition and described it as intriguing, Mr. Garrity does a phenomenal job, and he overheard comments at the competition that our students do all the repairs on their robots themselves; all three Mt. Hope teams finished in the semi-finals, two teams won the competition; the Mt. Hope teams do not hesitate to help their competitors and it is truly a cooperative and teambuilding experience for students. Mrs. Campbell echoed Mr. Silva's sentiments saying the competitions are extremely exciting and students learn not just robotics but cooperation, leadership, problem

solving, analysis and many other skills. Mrs. Thies had had a conversation with Mr. Garrity who said the students are rebuilding all their robots learning from the performance at the competition; there is also a great group of parents who support this effort; Mr. Garrity goes above and beyond the call of duty and is a great role model for the students. Mr. Saviano feels the same and is very impressed with Mr. Garrity.

FUTURE AGENDA ITEMS

Mr. Bento announced the following schedule:

- NECAP – March**
- Budget – February business meeting**
- School Committee Goals – April workshop**
- Roger Williams University's President Farish – April business meeting**
- Superintendent's Philosophy on Charter Schools – May workshop**

Mr. Bento reminded Committee members of the requirement for six hours of professional development per year; he will distribute some opportunities.

Mrs. Campbell said a presentation of Bronze Awards, including \$500, by the USDA to our elementary schools will take place before the February 27 meeting; everyone is asked to make the effort to arrive a

half hour before the meeting.

Mr. O'Dell voiced frustration with the budget process which is a month behind because of missing pieces from the state; some Committee members have asked about cuts; the next Budget Subcommittee meeting will be Friday, February 24 at 4:30 PM at Oliver; the budget will be voted on by the full Committee on February 27.

EXECUTIVE SESSION – 8:40 PM

MOTION: In accordance with open meetings law 42-26-5(a)(2), at 8:40 PM Mrs. Arsenault motioned to go into Executive Session for a BWEA collective bargaining update, Council 94 collective bargaining discussion, and the Superintendent's evaluation; Mr. O'Dell seconded. The motion passed unanimously. Mrs. Arsenault will recuse herself from the BWEA collective bargaining update. Mr. Silva will recuse himself from the Council 94 collective bargaining discussion. No action will be taken during the session or when open session resumes other than to adjourn.

RESUMPTION OF MEETING – 10:07 PM

Mr. Bento reported that no action was taken in Executive Session other than to extend the meeting time past 10:00 PM.

ADJOURNMENT – 10:08 PM

At 10:08 PM Mrs. Lynch, seconded by Mrs. Campbell, motioned to adjourn. The motion was unanimously approved.

Respectfully submitted,

Karen A. Lynch, Secretary

/c