

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, APRIL 22, 2013**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, April 22, 2013, in the cafeteria of Mt. Hope High School, 199 Chestnut Street, Bristol, RI. Mr. Silva called the meeting to order at approximately 7:07 PM.

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

Absent: Marjorie McBride

OPENING BUSINESS

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

Chairman Silva then asked everyone to participate in a moment of silence in honor of those affected by the tragedy in Boston last week.

PUBLIC COMMENT

There was no public comment.

ACCOLADES

The following students were recognized for their talent and creativity in producing a short video for the Joint Finance Committee Meeting:

Michael Thorpe

Justin Ursini

Mrs. Thies provided some background on how this project came to be. She contacted Mr. Latessa, the instructor for Video Production at Mt. Hope High School, one week before the Joint Finance Committee Meeting. She asked if he knew of any students who could create a video that would highlight accomplishments throughout the District. Mr. Latessa responded “absolutely”. He then contacted Michael and Justin and within a week’s time, they produced a very professional video. Mrs. Thies thanked Mr. Latessa for his leadership in instructing the students and thanked Michael and Justin for their talents.

Congratulations to the entire production of Fahrenheit 451 for winning the prestigious Franco Coli Award for Excellence in Ensemble Work at the Rhode Island State Drama Festival 2013. The following students were selected for the following awards:

Meaghan Barros for winning the Stanley Anderson Award for Proficiency in Technical Theatre Work

Alex O'Hanley for winning the Terry Murray Award for Theatrical Achievement in Acting

Victoria Ezikovich for being selected for the All State Acting Company

Kelsey Cabral for winning the Technical Merit Award for sound design

Mrs. Thies commented that it was a great production.

Congratulations to the following Mt. Hope High School students for receiving awards at the Rhode Island Science and Engineering Fair:

Jeremiah Alves for winning:

- **First Place Medal**
- **U.S. Naval Science Award - Savings Bond**
- **RI Water Works - Trophy and Savings Bond**
- **Bristol County Water Authority - Savings Bond**

for Microbiology, A Tale of Two Plasmids

Lauren Boisvert for winning First Place Medal for Microbiology, Do Regions of the Face Carry More Types of Bacteria?

Sabrina DaSilva for winning Second Place Medal for Plant Sciences, Allelopathy

Tyler Gilbert for winning Second Place Medal for Plant Sciences, Optimization of Tissue Culture of Venus Flytraps

Adam Hamel for winning First Place Medal for Microbiology,

Characterization of Antibiotic Compounds in Shitake Mushrooms

Kaitlyn Oullette for winning Second Place Medal for Engineering (Materials and Bioengineering), Characterization of MCR1 Heterozygosity

Kayla Placido for winning Second Place Medal for Cellular and Molecular Biology, Aviation and Aerodynamics

Renee Tremblay for winning:

- **First Place Medal**
- **Best in Fair Ribbon**
- **\$1000.00 Renewable Scholarship to RIC**
- **Savings Bond from the RI Chapter of Psychological and Behavioral Sciences**

for Behavioral and Social Sciences, “Magnet-o-reception” in Mice

Congratulations to the following students on their truly outstanding performances at the Veteran’s Memorial Auditorium in the Rhode Island Educators All-State Music Festival:

Ricky Sousa

Nicole Rodrigues

Rachel Magers

A.J. Murgo

Kelsey Ferrara

Isis Loyola

Alex Brassard

Rose Pansa

Brenden Barboza

James Costa

Michael Contente

Joshua Lee

Maxwell Warden

Dylan Murphy

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

Chairman Silva stated that all items listed on the consent agenda are considered to be routine by the School Committee and will be enacted in one motion. There will be no separate discussion unless requested by a committee member, in which case the items will be withdrawn from the general order of business and considered in the normal sequence of the agenda. Chairman Silva then went on to say that he has been asked to remove section B Extracurricular Activities 2 -10 from the consent agenda for a separate vote. Mrs. Campbell also requested that the April 8th meeting minutes be pulled from the consent agenda.

MOTION: Mr. O'Dell made a motion to approve the remainder of the consent agenda; seconded by Mrs. Rancourt. The motion passed unanimously.

S2013-13 A-F: CONSENT AGENDA – PERSONNEL

A. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant 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. Isaac Taylor Child Care Intern (Part Time)

Effective: Immediately, for the remainder of the 2012-13 school year

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

B. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicant to the extracurricular position listed below for the 2012-13 school year only (pending certification, funding and sufficient sign-ups to warrant running this program):

SPRING COACHES – MT. HOPE HIGH

Sport Position Coach

1. Lacrosse (Girls) Asst. Coach Dayna M. Carissimi *

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

C. 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. Stewart Armstrong, Jr. Music**
- 2. Pamela A. Levakis General Subject Matter**
- 3. Arielle K. Orefice Early Childhood**
- 4. Loureana R. Soares Portuguese/Spanish**
- 5. Jennifer M. Warren General Subject Matter**

6. Linda A. Winterbottom General Subject Matter

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

CUSTODIAN/MAINTENANCE

1. Michael J. Rodrigues

E. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence for an Elementary Reading Specialist and a Secretary as follows:

1. Susan C. Antonio Reading Specialist – Hugh Cole

**Effective: May 16, 2013 through the
End of the 2012-13 School Year**

**Reason: Non-paid leave in
accordance with Article 21, Section
K2 of the Master Agreement**

2. Elizabeth Patton Secretary – Mt. Hope High

**Effective: April 1, 2013 through
April 19, 2013, pending
release from physician**

**Reason: Leave in accordance with
Article 20 of the Master Agreement**

**F. 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 20, 2013 as to the following listed teachers and appoint the
listed teachers to the positions indicated:**

Name Anticipated Assignment

- 1. Andre Arsenault Middle School Music**
- 2. Mary Arsenault Middle School Science**
- 3. Jessica Bagley Elementary**
- 4. Lianne Beauregard Elementary**
- 5. Susan Beck Elementary**
- 6. Amanda Berard Elementary Special Educator**
- 7. Stephanie Breitmaier Elementary Special Educator**
- 8. Kendra Cabral Elementary**
- 9. Laura Cabral Secondary Librarian**
- 10. Kristin Carbone Middle School Mathematics**
- 11. Jennifer Carlson School Nurse/Teacher**

- 12. Jennifer Colaneri Elementary**
- 13. Deborah Coury Secondary Special Educator**
- 14. Sarah Coute Early Childhood**
- 15. Vanessa Cronan Elementary**
- 16. Stacy Dunning Elementary**
- 17. Vanessa Estrella Elementary**
- 18. Erin Gill Letourneau Elementary Special Educator**
- 19. Amanda Giorgi Elementary Special Educator**
- 20. Jeffrey Grifka Middle School Social Studies**
- 21. Kara Hicks Elementary Special Educator**
- 22. John Keefe Middle School Art**
- 23. Kristen Kirwin Early Childhood**
- 24. Amy Kneath Early Childhood Special Educator**
- 25. Jillian LaFazia Elementary**
- 26. Lauren LePage School Psychologist**
- 27. Emily McCaffrey Middle School English**
- 28. Katelyn McCanna Elementary Special Educator**
- 29. Samantha Medeiros Middle School Social Studies**
- 30. Jennifer Mello Elementary**
- 31. Noelle Mello Elementary**
- 32. Trisha Minnella Early Childhood**
- 33. Pamela Murphy Elementary**
- 34. Allison Powers Elementary**
- 35. Brad Rodrigues Middle School Social Studies**
- 36. Jessica Rowe Elementary**
- 37. Whitney Ruggeri Elementary Special Educator**

38. Kelly Servant Early Childhood
39. Melynda Silva Middle School Special Educator
40. Julie Weisbrod Elementary
41. Jennifer Winsor Speech/Language Patholoech/
Language Pathologist

Superintendent Personnel Recommendation #S2013-13 B 2-10

ADVISORS – KICKEMUIT MIDDLE

2. Community Service Club Jeffrey Grifka
3. Debate Team Brad Rodrigues
4. Drama Club Samantha Medeiros
5. Jazz Band Jeffrey Brackett
6. Lego Robotics Stephanie Wirth
7. Peer Mentoring Patricia Phillipino
8. Science Fiction Club Dayna Achilli
9. Student Government Jane Swift
10. Young Mariners Club Manuel Perry

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

MOTION: Mrs. Lynch made a motion to approve Superintendent Personnel Recommendation #S2013-13 B 2-10; seconded by Mr. Saviano.

DISCUSSION: Mr. O'Dell stated that he is a "process guy" and believes that the end result and the process used to get there are

equally important. Mr. O'Dell feels we have not followed the usual process whereby stipends must be sent to the full committee to be awarded whereas in this case, they were awarded at the subcommittee level. He stated that the Budget Subcommittee does not have the authority to award stipends which is in essence a pay raise. Mr. O'Dell stated he is not accusing the Subcommittee of wrongdoing or that he has an issue with anyone on the stipend list, but that the stipend award needs to come to the full committee.

MOTION: Mr. O'Dell made a motion to amend personnel recommendation #S2013-13 B 2-10 to add a stipulation which reads "no stipends shall be paid regarding personnel recommendation S2013-13 B 2-10 that have not been approved by the full committee".

Mrs. Campbell asked for clarification on whether these personnel recommendations are for this fiscal year. Mrs. Thies responded that the consent agenda is for 2012-2013 through June only. She stated that these stipends would be prorated for the balance of days that these advisors perform their duties. Mrs. Campbell agrees with Mr. O'Dell that these stipends should have been approved by the full committee since they were not part of the budget. Mrs. Thies stated that the intent was to develop some equity between Kickemuit Middle School and Mt. Hope High School, moving forward with a stipend system for the middle level as well. She stated that the advisors haven't received compensation to date as stipends are not usually given until the end of June. Chairman Silva asked if the

Superintendent would withdraw personnel recommendation #S2013-13 B 2-10 from the consent agenda with the understanding that it will be added to the next Workshop agenda as an action item and that stipends will be awarded retroactive from today.

Mr. O'Dell withdrew the amendment motion.

Mrs. Thies requested that Personnel Recommendation #S2013-13 B 2-10 be withdrawn. She stated that the reason for withdrawal is not so much a question of funding for positions, as the District has planned forward for that, but that it is about the alignment to the process as Mr. O'Dell stated. Mrs. Thies said the Subcommittee moved forward enthusiastically to bring continuity between Kickemuit Middle School and Mt. Hope High School, but that she has no compunction to withdrawing B 2-10 from a vote tonight. This recommendation will be voted on at the next School Committee meeting with today's date as the start date for retroactive compensation.

MOTION: Mr. Bento made a motion to seal the executive session minutes for the March 25, 2013 meeting; seconded by Mrs. Rancourt. The motion passed unanimously.

MOTION. Mrs. Campbell made a motion to approve the minutes for the April 8th School Committee Meeting; seconded by Mrs. Lynch.

DISCUSSION: Mrs. Campbell clarified that the third bullet under “Future Agenda Items” should read “End of year self-evaluation by the School Committee based on their goals and standards.”

MOTION: Mrs. Campbell made a motion to amend the minutes as requested; seconded by Mr. Bento. The amended minutes were approved unanimously.

Superintendent Recommendation #S2013-14: That the School Committee, upon the recommendation of the Superintendent, approve the 2013-2014 school calendar.

MOTION: Mrs. Campbell made a motion to approve the 2013-2014 school calendar; seconded by Mrs. Rancourt.

DISCUSSION: Mrs. Wainwright asked why Professional Days are scheduled on Wednesdays vs. a Monday or Friday; she believes this would be less disruptive to the school week. Mrs. Thies responded that Professional Days were actually scheduled on a variety of days this past year with some attached to a weekend. She stated, however, that past experience has shown that more absences occur when Professional Days are attached to weekends. Mrs. Wainwright also suggested that the scheduling of special events such as dances at the high school should not conflict or coincide with testing dates. She noted that this year’s prom is scheduled the night before an SAT exam. Mrs. Thies responded that this has always been a source of

conflict, but that students have multiple opportunities to participate in SATs.

Mr. O'Dell stated that he has no problem with the calendar. He, would, however, like to see a calendar that doesn't revolve around vacations, but rather the educational needs of the students with school throughout the calendar year. Chairman Silva responded that unless this is adopted by all districts in the state this could not be done as there are too many shared services.

Mrs. Wainwright asked why the District does not start school after Labor Day to avoid the interruption when starting before. Mrs. Thies stated that this decision was made by the District prior to her arrival. She added that as hurricane days and snow days seem to be increasing, starting prior to Labor Day has served the District well ensuring that the school year commences on a reasonable date. Mrs. Thies also stated that the State only allows districts to operate until June 30th for instructional days. Mrs. Lynch stated that replacing February and April vacations with one vacation in March may permit the District to start after Labor Day. Mrs. Thies stated she presented this to RISSA and attempted to develop some political will to do that. She went on to say that other districts are hesitant to do this and it would be difficult for the District to adopt this alone due to shared services. Changing the vacation schedule would require uniformity across the State. Mrs. Thies thanked everyone for their input as this does provide an opportunity to collect some data on what best serves

students and staff alike.

The motion passed unanimously.

Superintendent Recommendation #S2013-15: That the School Committee upon the recommendation of the Superintendent, approve the Memorandum of Understanding between the Roosevelt International Academy and the Bristol Warren Regional School District for the 2013-2014 academic year.

MOTION: Mr. O'Dell made a motion to approve the Memorandum of Understanding between the Roosevelt International Academy and the Bristol Warren Regional School District for the 2013-2014 academic year; seconded by Mrs. Campbell.

DISCUSSION: Mrs. Wainwright said that she is thrilled that the District is entering into this exchange program. Chairman Silva stated it is a wonderful thing.

The motion passed unanimously.

DATING VIOLENCE POLICY (JGF) – First Reading

Chairman Silva asked if there were any comments or concerns related to policy JGF. Mrs. Lynch stated that her first concern was related to item #10 on page 2 “Responsibilities of Students” where it states that students who observe an act of dating violence or who

have reasonable grounds to believe that this behavior is taking place are obligated to report the dating violence to school authorities. Mrs. Lynch went on to say that “in a perfect world” it would be expected that students would come forward, but she is concerned about the threat of disciplinary action in a case of friends confiding in each other in confidence.

Mr. O’Dell stated the Policy Subcommittee will address this concern at their next meeting. He went on to say that during the Subcommittee’s discussion regarding this issue, it was felt that the District is obligated to impose a penalty on an individual who has particular knowledge and chooses not to report it. Mrs. Campbell added that the Subcommittee inserted the word “may” to allow for consideration of individual situations like the scenario Mrs. Lynch presented and gives latitude to principals in distinguishing cases.

Mrs. Lynch posed another question concerning item #11 “Investigating Incidents of Dating Violence” Mrs. Lynch asked who would be responsible for conducting the investigation and whether the District is qualified to say what effect this violence would have on a victim. Mrs. Thies responded that the District has certified support staff members in all of its schools as well as a school psychologist and social worker all of whom have the ability to make referrals in terms of support within the larger community.

Mrs. Lynch then asked about item #18 “Individualized School Safety

Plan” where it states if a student is a victim of serious or persistent dating violence, the principal of the school will prepare a written school safety plan. Mrs. Lynch has concerns about how the District would develop this plan in a situation in which a student involved in a problematic relationship continues to voluntarily engage in that relationship. She expressed concern about the level of responsibility the District would incur in such a case. Mrs. Thies responded that the District has an obligation, to the best of its ability, to provide a safety plan. She went on to say that the high school administration has the ability to enforce a no-contact order and to the best of its ability works with parents and families to develop a reasonable plan. Mrs. Lynch asked for clarification regarding potential liability in the situation she presented of a student voluntarily returning to a problematic relationship. Mrs. Thies stated that a plan would be in place ensuring that the students involved would not be assigned to the same classes or homeroom. Although implementation may prove difficult in a large high school, district administration implements such plans in a reasonable manner.

Mr. Henneous stated that the school safety plans existed within the framework of the old bullying policy. He added that the courts all recognize the parameters in which a school can work. He said you can have a legitimate safety plan being followed using best efforts, but you can’t always stop the behavior from continuing. Mrs. Campbell asked if Mrs. Lynch would like these items reviewed. Mrs. Lynch responded that she feels good about item #11 and item #18,

but is worried about the wording in item #10. Mrs. Lynch did say that if everyone feels comfortable with how it is worded, she would support moving the policy forward.

MOTION: Mrs. Campbell made a motion that the Dating Violence Policy move on to the second reading; seconded by Mr. Bento. The motion passed unanimously.

TOBACCO, ALCOHOL AND OTHER DRUG POLICY (JFCH) – First Reading

Chairman Silva asked if there were any questions or concerns related to policy JFCH. Mrs. Lynch commented that under the third offense, it states that a registered letter will be mailed to the student's home address. Mrs. Lynch believes that all letters should be sent either certified or registered to ensure that parents receive them. Mr. Henneous disagreed, stating that no correspondence should be sent via registered or certified mail. Statistics show that over half of such mailings are left unclaimed due to the advanced notification of these methods. Mr. Henneous recommends using Prepaid 1st Class Mail for all correspondence. Mrs. Campbell stated that all language referencing registered mail had been removed from the policy, but the one Mrs. Lynch referenced was inadvertently left in.

Mrs. Lynch asked why some first offenses include ten weeks of social suspension, but social suspension is not included in the second and third offense. She asked if the omission of social suspension for

second and third offenses was by design. Mr. O'Dell stated that this policy will be put on the agenda for the next Policy Subcommittee Meeting in order to review these items. Chairman Silva requested that changes to the policies be clearly marked before they are sent back to the School Committee. It was also mentioned that on page 6 the following statement needs to be removed: "Above definitions should be reviewed by attorney."

MOTION: Mrs. Campbell made a motion that the Tobacco, Alcohol and Other Drug Policy go on to a second reading; seconded by Mr. O'Dell. The motion passed unanimously.

SUBCOMMITTEE/SCHOOL COMMITTEE REPORTS AND INITIATIVES

Budget/Facilities Subcommittee: Mrs. Rancourt stated that the next meeting will be held on Monday, May 20th where they will be wrapping up FY13, discussing FY14 and receiving an asbestos update from Mr. Simmons. Mrs. Campbell asked if the Joint Finance Committee has met again. Mrs. Rancourt stated she did not believe so.

Policy/Community Affairs Subcommittee: Mr. O'Dell reported that Mrs. Campbell has asked the Subcommittee to revisit the roles and responsibilities of the School Committee to compare the language in the policy to what is being practiced. He stated that the next Policy Meeting will be held on Monday, May 6th.

Personnel/Contract Negotiations Subcommittee: Mr. Silva stated there was nothing to report. Mrs. Campbell commented that she thinks it is great that the District is doing so well with its budget. Forty-one employees have been recalled to their former positions. Chairman Silva said that this showcases the District's ability to run a good fiscal house.

Wellness Committee: Mrs. Wainwright reported that Wellness Week is next week. She said that she is appreciative of all of the principals who have been working within the schools to develop programs. She stated that a week filled with exciting activities has been planned. Some of those activities include: a healthy food fear factor where students sample healthy foods that may be new to them; Chartwells is hosting a program called "Think your Drink" designed to raise awareness of the sugar content in drinks and to offer water as an alternative; a scavenger hunt for younger children to determine whether the foods they find are healthy or not; a pedometer challenge for high school students with a prize incentive for teams taking the most steps; Zumba will be offered at all of the schools; Dr. Fox will be teaching children about nutritional guidelines and how to become food detectives.

Mrs. Wainwright provided an update on the District's results of the Stop & Shop Thanks Program which ended in March. She stated that the District had earned \$7290. Mrs. Lynch suggested that next year

the District should register family's Stop & Shop loyalty cards during open houses where a lot of parents will be coming through. Mrs. Thies feels this is a wonderful recommendation and will be presenting this suggestion to her administrative team at their meeting tomorrow morning.

Chairperson's Initiatives:

Mr. Silva stated there were no Chairperson's Initiatives to report.

EXECUTIVE SESSION

Chairman Silva stated there was no reason to enter into Executive Session.

ADJOURNMENT – 8:14 PM

MOTION: There being no further business to discuss, Mrs. Campbell motioned to adjourn the meeting at 8:14 PM; seconded by Mr. Bento. The motion passed unanimously.

Respectfully submitted,

Karen A. Lynch, Secretary

/kd