

AMENDED - 10/31/13

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, JULY 15, 2013**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, July 15, 2013, in the cafeteria of Mt. Hope High School, 199 Chestnut Street, Bristol, RI. Chairman Silva called the meeting to order at approximately 7:07 PM.

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

**(REMOVED)Absent: (ADDED)Deployed: John Bento, Vice-Chair;
Absent: Marjorie McBride**

OPENING BUSINESS

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

PUBLIC COMMENT

No comment.

EXECUTIVE SESSION

Chairman Silva stated that an Executive Session is being called pursuant to Open Meeting Laws 42-46-5 (a)(1)(2) to discuss Personnel Recommendations and Town of Warren – Litigation. No action will be taken during this meeting.

MOTION: At 7:08 p.m., Mr. Saviano made a motion to go into Executive Session; seconded by Mrs. Campbell. The motion passed unanimously.

MOTION: At 7:34 p.m., Mrs. Campbell made a motion to adjourn the executive session; seconded by Mr. Saviano. The motion passed unanimously.

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 unless a School Committee Member would like an item pulled for a separate vote.

Mrs. Thies stated, for the record, that a clerical change needed to be made to item J "Termination of Non-Certified Support Staff" which states "end of the 2012-2013 school year". She said it should be

corrected to “effective July 15, 2013”.

A request was made to pull item C4 from the Consent Agenda. Mrs. Lynch requested item A4 be pulled from the Consent Agenda.

MOTION: Mrs. Rancourt made a motion to approve item A4; seconded by Mr. O’Dell. The motion passed with a 5–1 vote; Mrs. Lynch dissenting.

MOTION: Mr. O’Dell made a motion to approve item C4; seconded by Mrs. Lynch.

DISCUSSION: Mrs. Campbell asked if this person is a substitute. Mrs. Thies responded, “yes”.

The motion failed to pass with a vote of 2-4; Mrs. Lynch, Mrs. Rancourt, Mr. Saviano and Mrs. Wainwright dissenting.

S2013-33 A-J: CONSENT AGENDA – PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Elementary Assistant Principal, Data Manager, Middle School Special Educator and three Elementary Teachers as listed below:

1. Christine M. Mandese Assistant Principal – Hugh Cole

Effective: Immediately, pending receipt of certification and satisfactory completion of pre-employment requirements

Reason: To fill a new position

Funding: Operational Budget

2. Nat V. Squatrito Data Manager

Effective: July 1, 2013

Reason: To fill a new position

Funding: Operational Budget

3. Jennifer C. Harrigan Special Educator (Intensive) – Kickemuit

Effective: For the 2013-14 school year

**Reason: To fill a vacancy
(Resignation–H. Grieve-
McDermott)**

**Funding: Operational Budget
(2nd Step)**

4. Rachel Beagan Grade Two Teacher – Hugh Cole

**Effective: For the 2013-14 school
year**

Reason: To fill a new position

**Funding: Operational Budget
(1st Step)**

5. Whitney H. Norton Grade Three Teacher - Guiteras

**Effective: For the 2013-14 school
year, pending receipt of certification
and satisfactory completion of pre-
employment requirements**

Reason: To fill a new position

**Funding: Operational Budget
(3rd Step/Masters)**

6. Cassandra A. Corcoran Grade Five Teacher - Rockwell

Effective: For the 2013-14 school year, pending receipt of certification and satisfactory completion of pre-employment requirements

Reason: To fill a new position

**Funding: Operational Budget
(5th Step)**

B. 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. Elizabeth Raducha Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2013-14 school

**year, pending satisfactory completion
of pre-employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

2. Meghan Rainville Child Care Provider (Part Time)

**Effective: Immediately, for the
remainder of the 2013-14 school
year, pending satisfactory completion
of pre-employment requirements**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

3. Malerie J. George Child Care Intern (Part Time)

**Effective: Immediately, for the
remainder of the 2013-14 school year**

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

C. ELEMENTARY SUMMER PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the Summer 2013 session only of the Bristol Warren Regional Elementary Summer Program contingent upon sufficient enrollment:

Name Position

- 1. Morriah Flores * Teacher**
- 2. Ashley Radcliffe * Teacher**
- 3. Kathryn Paul Substitute Teacher**
- 4. Ann Marie Withers Substitute Teacher**

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

D. EXTENDED SCHOOL YEAR (ESY) SERVICES PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following individual for the Summer 2013 session only of the Bristol Warren Regional Extended School Year (ESY) Services Program contingent upon sufficient enrollment:

Name Position

- 1. Amy Kneath Substitute Special Educator**

E. SUMMER SCHOOL: That the School Committee confirm the recommendation of the Superintendent to appoint the following

individual for the Summer 2013 session only of the Bristol Warren Regional Summer School contingent upon sufficient enrollment:

Name Course

1. Stephen Piette M.S. Substitute

F. 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 2013-14 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

FALL COACHES – MT. HOPE HIGH

Sport Position Coach

- 1. Cheerleading (Football) Head Coach Debra Marshall**
- 2. Cheerleading (Football) Asst. Coach Kristin Carbone**
- 3. Cross Country (Boys) Asst. Coach Nicholas Hartmann ***
- 4. Cross Country (Girls) Asst. Coach Erin Kennally ***
- 5. Football Asst. Coach James Olson**
- 6. Soccer (Girls) Asst. Coach John Craveiro ***
- 7. Soccer (Girls) Asst. Coach Andrea Nogueira ***
- 8. Volleyball (Girls) Asst. Coach Melanie Quirk ***

WINTER COACHES – MT. HOPE HIGH

Sport Position Coach

- 9. Basketball (Boys) Asst. Coach James Black ***

10. Basketball (Girls) Head Coach Michael Almeida
11. Basketball (Girls) Asst. Coach Randy Tavares
12. Gymnastics (Girls) Head Coach Kendal Ventura

SPRING COACHES – MT. HOPE HIGH

Sport Position Coach

13. Golf Head Coach Christopher Munzert
14. Lacrosse (Boys) Head Coach John Spina
15. Lacrosse (Girls) Head Coach Kerri Ferreira
16. Lacrosse (Girls) Asst. Coach Meghan Schilling *
17. Softball (Girls) Head Coach Steven Zina
18. Track (Outdoor-Girls) Head Coach Andrew Sabourin
19. Volleyball (Boys) Head Coach Warren Rensehausen

ADVISORS – MT. HOPE HIGH

20. Concert Band Robert Arsenault
21. Debate Team Geoffrey Keegan
22. Drama Club Carol Schlink
23. Gardner/Burke Carol Schlink
24. Jazz Band Robert Arsenault
25. Marching Band – Dance Squad (Co-Advisor) Jean McMullen
26. Marching Band – Dance Squad (Co-Advisor) Meghan McMullen *
27. Marching Band – Drum Line Instructor Ray Sartini
28. Literary Magazine (Co-Advisor) Lauren Enjeti
29. Literary Magazine (Co-Advisor) Patrick Jackson

INTERSCHOLASTIC COACHES – KICKEMUIT MIDDLE

Sport Position Coach

30. Soccer (Girls) Head Coach Allison Callahan *

31. Fast-Pitch Softball (Girls) Head Coach Donald Silva

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

G. 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:

1. Jeremy P. Securo

H. RESIGNATIONS/RETIREMENTS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Susan C. Antonio and Lois A. Kemp from the positions of Reading Specialist/Consultant as listed below:

**1. Susan C. Antonio Reading Specialist/Consultant –
Hugh Cole**

Effective: June 24, 2013

Reason: Personal

**2. Lois A. Kemp Reading Specialist/Consultant –
Hugh Cole**

Effective: August 31, 2013

Reason: Retirement

I. 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. Laura Evinger Reading Specialist/Consultant

2. Cassie Souto Reading Specialist/Consultant

J. TERMINATION OF NON-CERTIFIED SUPPORT STAFF: The Superintendent recommends to the School Committee the termination, effective at the end of the 2012-13 school year of the following listed auxiliary school personnel:

Start Date

- 1. Kathryn Almeida 8/30/06**
- 2. Jillian Amato 11/1/04**
- 3. Cynthia Cadile 3/25/12**
- 4. Michelle DeMello 11/28/12**
- 5. Lorie Kauffman 4/27/04**
- 6. Sherri Mallon 11/28/12**
- 7. Cecelia Mellor 11/13/12**
- 8. Melanie Michaud 11/13/12**
- 9. Christa Resendes 9/22/08**
- 10. Darlene Rezendes 4/27/04**
- 11. Denise Salamon 10/4/04**
- 12. Maria Serbst 10/11/11**
- 13. Robin Shaw 10/4/04**
- 14. Laura Silva 3/2/05**
- 15. Tami Stallings 11/13/12**
- 16. Deborah Young 11/13/12**

Mrs. Thies stated she takes great pride in introducing the District's new educators.

Christine Mandese will be the Assistant Principal at Hugh Cole School. She comes from the South Kingstown School District where she has been the District Literacy Coach. Ms. Mandese has provided support and guidance to elementary schools in South Kingstown. Ms. Mandese holds three masters degrees in Elementary Education,

Literacy, and Educational Leadership. She also has nine years experience as a classroom teacher.

Mrs. Thies then spoke on Nat Squatrito who could not be present for the meeting. He will be the Districts new Data Manager. She stated that this is a role that has really changed exponentially in the last several years. Mr. Squatrito has a BS in Electrical Engineering and an MBA. For the last four years he has served as one of the Deans of Students at Mt. Hope High School. He has also taught math for 17 years. Mr. Squatrito is a talented individual and certainly has the skill set to be successful in this new and changing role.

Mrs. Thies then introduced another individual who could not be present for the meeting, Jennifer Harrigan, who will be a KMS Special Educator in the Intensive Program. Mrs. Harrigan has been a long-term sub. She is an extremely positive and optimistic individual who comes with a quality resume in terms of her academic background. Mrs. Thies believes Ms. Harrigan will work very well with this cohort of students.

Mrs. Thies introduced Rachel Beagan who will be filling the 2nd grade educator

position at Hugh Cole School. She has a BS in Elementary and Special Education. She has served as a long-term substitute at Hugh Cole School this past year. She had also taught for four years in the Pawtucket schools. Ms. Beagan comes highly recommended by the

search team. Mrs. Thies commended Mrs. Whipp for organizing and chairing this search committee. There were over 372 applicants. Every single application was screened by the Search Committee. She stated that all schools were represented on the search team and added that a rubric system was used.

Mrs. Thies introduced Whitney Norton who will be filling the 3rd grade educator position at Guiteras School. Ms. Norton has a masters degree in Literacy and a BA in Elementary Education and Special Education. Mrs. Thies learned during the interview that Ms. Norton has worked for a Charter School in Rochester for the last two years where she helped build it from the ground up. Ms. Norton was instrumental in developing curriculum in that elementary school. She comes to us with a very diverse background and will bring a lot of creativity and energy to the table.

Mrs. Thies introduced Cassandra Corcoran who will be filling the 5th grade educator position at Rockwell School. Ms. Corcoran has a BS in Elementary Education and four years experience teaching in Utah and Virginia in the 4th and 5th grade classrooms. Mrs. Thies commented that she was intrigued by her letter of intent as it was the most original letter she had ever read. Mrs. Thies stated that she fulfilled all expectation in regard to her enthusiasm, creativity and focus for moving students to the next level.

Chairman Silva welcomed the new educators on behalf of the School

Committee and wished them the best stating that the School Committee is there to be as supportive as they possibly can be to them.

SUBCOMMITTEE/SCHOOL COMMITTEE REPORTS AND INITIATIVES

Budget/Facilities Subcommittee: Chairman Silva reported that the subcommittee had a nice discussion at their last meeting regarding the construction plans at KMS as well as discussion involving the fields. The Facilities Director gave updates on the Summer Projects stating that they are all on track time-wise. Chairman Silva stated that the next meeting will be on Monday, August 19th. Mrs. Campbell asked if there was a discussion about the proposal made by Lane Sparkman at the previous meeting. Mr. Silva responded there was no discussion concerning the recreation area at KMS.

Policy/Community Affairs Subcommittee: Mr. O'Dell reported that the July meeting had been rescheduled to Monday, July 22nd.

Personnel/Contract Negotiations Subcommittee: Chairman Silva stated there was nothing to report at this time.

Wellness Committee: Mrs. Wainwright reported that the subcommittee's last meeting was held on June 5th where they went over the surveys that were returned after Wellness Week. Mrs. Wainwright gave a brief overview of some of the comments made

which included some areas for improvement and some suggestions for future focus ideas. Mrs. Wainwright stated the subcommittee did evaluate some of their goals, but she will need to get a consensus from the Wellness subcommittee members.

Chairperson's Initiatives:

Class of 2013 Post-Secondary Plans

Information was provided to the School Committee members through the Superintendent's Office concerning the post-secondary plans for the 2013 graduating class. Chairman Silva asked for comments.

Mrs. Thies stated there were 201 students that moved on to post-secondary experience, and 3 students that moved on to the military. The total number of graduates was 237. She continued stating that 33 students at the time the data was collected were undecided which is 13% of the total graduating class. Chairman Silva asked how the District can know for sure that these students were undecided or did they just not report. Mrs. Thies responded that she would have to check with the Guidance Office, but at the time the data was collected, the Guidance Office based their findings on acceptances in regards to post-secondary plans. Chairman Silva commented that he only asked this question because the Guidance Office would only know this information if the student reported it. He went on to say from his own experience, his children had not reported to the Guidance Office their post-secondary plans upon graduation. Chairman Silva stated that for something we are

counting on students to actually report, to have only 13% undecided is not a bad statistic. Mrs. Campbell added that when she first ran for School Committee, less than 60% of graduates were going on to post-secondary experiences. She stated that to have only 13% undecided is an incredible statistic and that the District is moving in the right direction. Mrs. Campbell congratulated Mrs. Thies and the Staff as well as elementary educators because the base of education starts then.

Mrs. Lynch gave a “shout out” to Mrs. Copeland, Assistant Principal at Mt. Hope High School for conducting a voluntary class last week for incoming seniors to write their college essays. Mrs. Lynch feels this takes a huge weight off of the students to have guidance in this important requirement for entering college. Mrs. Lynch thanked Mrs. Copeland. Mrs. Thies added that Mrs. Copeland is a very talented and accomplished educator. Mrs. Campbell stated she had a conversation with Dr. Mara years ago and she was under the impression that the junior class students completed their college essays as part of the English curriculum. She asked if this had been dropped. Mrs. Thies responded that clearly with Mt. Hope High School’s ranking of between 1 and 3 in student writing achievement, the students are writing all the time and writing well. She added that the voluntary class spoken of above is more tailored to a personal profile for the students. Mrs. Campbell stated she thought this was already happening. Mrs. Thies responded this voluntary class was more portfolio review focused which is slightly different than a

personalized essay. Mrs. Lynch stated that this voluntary class employed a one on one approach which was tailored specifically to the student.

Mrs. Wainwright commented that she would like to know the amount of grants/scholarships received by the students. She feels that next year this information should be included as part of the National Honor Society booklet. She believes that this would not only be a celebration of hard work, but would also encourage upcoming students to strive to that same end. Mrs. Wainwright would also like more opportunities to encourage students who are seeking post-secondary colleges by having a college day where students could, for example, wear t-shirts representing the college they will be attending.

Mrs. Campbell closed the discussion by stating that she met a woman recently who spoke so highly of her children's experience at the Bristol Warren Schools and stated how well they are doing as graduates. This person added that her children got the best education.

School Committee Goals

Chairman Silva opened up discussion to the School Committee asking for comments, changes, deletions and/or additions to the School Committee Goals document. He also asked if the Committee felt these goals were met.

Mr. O'Dell brought to the attention of the Committee that the most recent School Committee Goals document sent out with the School Committee Packets was an older version. The most up-to-date version of the School Committee Goals will be sent out to the School Committee.

Mrs. Wainwright asked if the Committee should go through each goal's current status. Chairman Silva responded that it might be best to have everyone take their copies and mark-up to include their ratings/comments and then be prepared to discuss in a more informal setting.

Mrs. Wainwright suggested a School Committee Retreat to go over the existing goals and to establish goals for the upcoming year. Mr. O'Dell raised a concern about the cost of having a School Committee Retreat. He feels it would be wise to have a facilitator if the Committee is self-evaluating. Chairman Silva feels that the Committee should first complete a self-evaluation and then determine from that point where to go from there.

Mrs. Campbell suggested that in reviewing the School Committee Goals, to have the Committee answer certain questions such as, "Did the School Committee accomplish this?" This would help the Committee to be more prepared to give a rating score.

Chairman Silva would like to see a rubric similar to the one used for the Superintendent's Evaluation also used for the School Committee Goals Evaluation. He suggested that all School Committee members use the current School Committee Goals document and do a self-evaluation. Mrs. Campbell would also like included suggestions for future goals and also deletions for any redundancy. Chairman Silva requested that the finished evaluations be turned in so that the data can be compiled. Mrs. Campbell volunteered to collect the data. Chairman Silva asked the School Committee secretary to send out an email to include the most current School Committee Goals document with instructions on the rubric to be used for the evaluation. Chairman Silva would like the evaluations returned in a week's time. He stated that the School Committee Goals discussion will be included on the next School Committee meeting agenda. Mrs. Thies added that it would be good to include the national standards for inclusion with the Bristol Warren Regional School Committee Goals. She offered to help Mrs. Campbell in that regard.

ADJOURNMENT – 8:27 PM

MOTION: There being no further business to discuss, Mrs. Rancourt motioned to adjourn the meeting at 8:27 PM; seconded by Mrs. Campbell. The motion passed unanimously.

Respectfully submitted,

Karen A. Lynch, Secretary

/kd