

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
MONDAY, OCTOBER 27, 2014**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, October 27, 2014, in the cafeteria of Mt. Hope High School, 199 Chestnut Street, Bristol, RI. Chairman Silva called the meeting to order at approximately 7:06 PM.

Present: Paul Silva, Chairman; John Bento, Vice-Chairman; Karen Lynch, Secretary; Susan Rancourt, Treasurer; Diana Campbell, Marjorie McBride, William O'Dell, and John Saviano; Mario J. Andrade, Superintendent; Diane Sanna, 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

Absent: Lynn Wainwright

OPENING BUSINESS

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

PUBLIC COMMENT

Dr. Andrade commented that Mr. George Simmons, Facilities Director, through his work with National Grid, was able to secure a project that

will yield an estimated \$77,500 savings to the District over a four year period. The entire project including labor and material will be paid through the estimated savings of the District's electric bill. The project entails replacing VSD pumps and drives. The new devices will also save additional maintenance costs on the old motors that need constant attention.

Additionally, through the National Grid Energy Incentives Municipal Program, Mr. Simmons secured, at no cost to the District, three thousand (3000) 28 watt fluorescent bulbs which will replace the 32 watt fluorescent bulbs currently used throughout the District. Also secured as part of the National Grid Energy Incentive were 200 incandescent LED bulbs and 100 wall mounted LED lights. Approximately \$32,000 in savings to the District's electric bill will be realized as a result of this initiative.

Dr. Andrade commended Mr. Simmons for saving the District over \$100,000 through these initiatives.

Chairman Silva made the following clarifying statements regarding recent negative press about the School Committee's decision to decline a proposed solar panel initiative that was presented to the Budget/Facilities Subcommittee this past summer:

"By way of review, a couple of years ago, the District received a proposal from a different company to install solar panels. At that

time, after researching the proposal, the School Committee declined to approve moving forward with the installation of solar panels. Because of due diligence exercised by the School Committee and Administration, the District avoided entering into a contract with a company that is now no longer in business.

The most recent solar panel proposal presented to the Budget/Facilities Subcommittee was lacking details. The proposal also contained discrepancies leaving the Budget/Facilities Subcommittee with more questions than answers. Questions and concerns raised included annual maintenance fee, the effect installation of solar panels would have on the current roof warranty; placement of the solar panels in a different location other than the roof; inconsistencies in cost savings amounts.”

Mrs. Silva, Director of Administration and Finance, shared past cost savings amounts the District has enjoyed through energy conservation initiatives. Mrs. Campbell highlighted several of those including replacement windows at the high school and updating the HVAC system.

Mrs. Campbell stated that it became apparent to her at a recent Town Council meeting that the individual towns are not as well-versed in the good work being done throughout the District. She questioned whether there is a more efficient means to communicate highlights of the District to the Town Councils. Mrs. McBride responded that each

of the Towns receives the School Committee's approved minutes which showcase achievements of the Bristol Warren Regional School District as they occur.

AGENDA FOCUS

Guidance Department – Naviance College & Career Readiness Presentation

Dr. Andrade introduced the Guidance Department.

Mr. Rebello, Mt. Hope High School Principal, thanked the School Committee for offering the Guidance Department the opportunity to present about the Naviance College Readiness tool. He shared about the Guidance Department's recent establishment of a college night which was held in collaboration with Barrington High School where 60 plus colleges and universities were present with over 400 attendees.

Mr. Rebello stated that the Guidance Department has worked diligently to reconstruct the Guidance website located on the Bristol Warren Regional School District website. Mr. Rebello believes the MHHS Guidance website is one of the best in the State, and he offered public commendation for the work the Guidance Department Staff have done to that end.

Ms. Copeland, Mt. Hope High School Assistant Principal, came to the podium and thanked the Guidance Department Staff for their hard

work. Ms. Copeland highlighted the many opportunities offered to parents and students to meet with guidance staff.

Ms. Copeland shared the following most recent Naviance Program Usage statistics:

- Registered students – 100%**
- Student Usage – Total Visits by Students – 1218**
- Submitted College Applications – 172**
- Percentage of Students Applied – 13% (29)**
- Attending Type (4 Year Out-of-State) – 66.7%**
- Attending Type (2 Year In-State) – 33.3%**
- 16.1% Early Action/Early Decision**
- 83.9% Regular Decision**

Ms. Copeland described in detail the features of the Naviance college search engine tool broken down by uses for Senior, Junior, Sophomore and Freshman classes.

Ms. Copeland introduced the 15 minute Naviance Training Workshop presentation where School Committee members would have an opportunity to put into practice features of the college search engine tool.

Mr. Rebello stated that the college search engine tool allows students to go in-depth into all facets of making the right college choice.

A question was asked whether students can, after attending a college, enter back into their Naviance account to seek a different college. Ms. Copeland responded that she will research into this question and respond when she has an answer.

Another question was asked whether the school can link into the Naviance survey for tracking purposes. Dr. Andrade responded to the latter question by stating that Naviance works with National Student Clearinghouse to track alumnus after graduation.

School Committee members offered praise for the Naviance Program and thanked the Guidance Department for their hard work.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

Chairman Silva stated that all items listed on the Consent Agenda are considered routine by the School Committee and are enacted in one motion. There is no separate discussion of Consent Agenda items unless requested by a committee member, in which case the item(s) are withdrawn from the general order of business and considered in the normal sequence of the agenda. Chairman Silva stated, for the record, that he will be withdrawing letter C from the Consent Agenda.

MOTION: Mrs. Campbell made a motion to approve the Consent Agenda; seconded by Mr. Bento. The motion passed unanimously.

MOTION: Mrs. Lynch made a motion to seal the Executive Session Minutes of the September 22, 2014 meeting; seconded by Mrs. McBride. The motion passed unanimously.

In order to recuse himself, Chairman Silva asked Vice-Chairman Bento to assume the role of Chairman for the vote on item C of the Consent Agenda.

Mr. Bento requested a vote on item C of the Consent Agenda.

MOTION: Mr. Saviano made a motion to approve item C of the Consent Agenda; seconded by Mrs. McBride. The motion passed unanimously.

Chairman Silva resumed his role as Chair.

S2014-74 A-G: CONSENT AGENDA - PERSONNEL

A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of Assistant Director of Plant and Facilities, Custodian and Child Outreach Screener (Part Time) as listed below:

1. Scott D. Medeiros Assistant Director of Plant and Facilities

Effective: October 27, 2014

**Reason: To fill a vacancy
(Resignation – D. Nappi)**

Funding: Operational Budget

2. Michael P. Santos, Jr. Custodian (2:30-11 p.m.) – Hugh Cole

Effective: October 16, 2014

**Reason: To fill a vacancy
(Transfer – J. DeOliveira)**

Funding: Operational Budget

3. Lauri J. Lyman Child Outreach Screener (Part Time)

**Effective: Immediately, for the
remainder of the 2014-15 school year**

**Reason: To fill a vacancy
(Resignation – K. Diehl-**

Boylan)

Funding: Preschool IDEA

B. 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 2014-15 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 (Boys) Head Coach Emily McCaffrey**

WINTER COACHES – MT. HOPE HIGH

Sport Position Coach

- 2. Swimming Head Coach Kasey O'Connor**

SPRING COACHES – MT. HOPE HIGH

Sport Position Coach

- 3. Softball (Girls) Head Coach Donald Silva**

ADVISORS – MT. HOPE HIGH

- 4. Interact Club Deborah Metaxas**
- 5. Science Olympiad Glenn Valentine**
- 6. Sustainability Club Christine Bean**

7. Yearbook Maureen Gauthier

HEALTHY HUSKIES WELLNESS CENTER/GYM AREA SUPERVISORS

- 8. Wellness Supervisor (Second Quarter) Gerard Spence**
- 9. Wellness Supervisor (Third Quarter) Gerard Spence**
- 10. Wellness Supervisor (Fourth Quarter) Gerard Spence**
- 11. After School Supervisor (First Quarter) Michael Salcone**
- 12. After School Supervisor (Second Quarter) Michael Salcone**
- 13. After School Supervisor (Third Quarter) Michael Salcone**
- 14. After School Supervisor (Fourth Quarter) Michael Salcone**

CLUB COACHES – KICKEMUIT MIDDLE

Sport Position Coach

- 15. Lacrosse (Boys) ** Head Coach Tyler Dixon**
- 16. Lacrosse (Girls) ** Head Coach Michael Kane**

ADVISORS – KICKEMUIT MIDDLE

- 17. Drama Club Samantha Medeiros**

WELLNESS CENTER SUPERVISORS – KICKEMUIT MIDDLE

- 18. Supervisor (Fall) Laurie Cadman**

**** Funded by parents group**

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. Allison M. Barker General Subject Matter

2. Mary E. Correira Elementary

3. Wendy B. Davis General Subject Matter

4. Michael J. Engelbrecht Mathematics

5. Theresa A. Hillman Art

6. Deana V. Levis General Subject Matter

7. Lauri J. Lyman Registered Nurse

8. Elaine L. Masse Registered Nurse

9. Charles S. Mello Elementary/ESL

10. Judith L. Neary Registered Nurse

11. Ethan A. Selinger Elementary

12. Jessica L. Silva General Subject Matter

13. Amy K. Stone General Subject Matter

14. Shannon K. Taylor-Fogel 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 applications for classified substitutes pending satisfactory completion of pre-employment

requirements:

SECRETARIAL

1. Melissa S. Benevides

TEACHER ASSISTANTS

2. Maura S. Gorham

CUSTODIAN/MAINTENANCE

3. Emanuel B. Araujo

4. Lucia D. Pacheco

E. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence for an Elementary Assistant Principal, Secondary English Teacher and Elementary Special Educator as follows:

1. Christine M. Mandese Assistant Principal – Hugh Cole

Effective: October 2, 2014, for 6-8

weeks

Reason: Maternity leave

2. Bethany L. Balzano English Teacher – Mt. Hope High

Effective: December 5, 2014, for 6-8 weeks

Reason: Maternity leave in accordance with Article 21, Section L1 of the Master Agreement

3. Stephanie A. Breitmaier Special Educator – Hugh Cole

Effective: February 5, 2015, for 6-8 weeks

Reason: Maternity leave in accordance with Article 21, Section L1 of the Master Agreement

F. RESIGNATIONS/RETIREMENTS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of David R. Nappi from the position of Working Supervisor, Kathleen Diehl-Boylan from the position of Child

Outreach Screener and Patricia Zarembka from the position of Middle School Special Educator as listed below:

1. David R. Nappi Working Supervisor

Effective: October 24, 2014

Reason: Personal

2. Kathleen Diehl-Boylan Child Outreach Screener

Effective: October 3, 2014

Reason: Personal

3. Patricia Zarembka Special Educator – Kickemuit Middle

Effective: June 20, 2012

Reason: Disability Retirement

G. TERMINATION OF NON-CERTIFIED SUPPORT STAFF: The Superintendent recommends to the School Committee the termination, effective November 3, 2014, of the following listed auxiliary school personnel:

Start Date

1. Lynne Abendroth 08/27/14

RECOMMENDATION #S2014-75

That the School Committee, upon the recommendation of the Superintendent, approve the request of (1) Warren family to home school their children for the 2014-2015 school year, adhering to all requirements as set forth by the Bristol Warren Regional School District.

MOTION: Mr. Saviano made a motion to approve the home school request; seconded by Mrs. Rancourt.

DISCUSSION: Mrs. McBride asked the Superintendent why the town of the student is identified on the homeschool request form. She suggested that this was not necessary since the District consists of both the towns of Warren and Bristol and would not be relevant to include on the homeschool request. Dr. Andrade agreed that it would be acceptable to remove the town identification from the homeschool request form.

The motion passed unanimously.

RECOMMENDATION #S2014-76

That the School Committee, upon the recommendation of the Policy & Curriculum Subcommittee and supported by the Superintendent, approve the first reading of the School Committee Powers and Duties Policy (BBA).

MOTION: Mr. Saviano made a motion to approve the first reading of the School Committee Powers and Duties Policy (BBA); seconded by Mr. Bento.

DISCUSSION: Mr. O'Dell stated that the Policy & Curriculum Subcommittee has been working toward consolidating policies in an effort to avoid redundancy and to streamline the policies of the School Committee. The School Committee Powers and Duties Policy (BBA) before the School Committee for a first reading reflects the consolidation of policy BBA with policies HB - Negotiations Legal Status; HD – School Committee Negotiating Powers and Duties; HE – School Committee Negotiating Agents and HG – Staff Negotiating Organizations. Mr. O'Dell stated that the Policy & Curriculum Subcommittee is working in two phases in the policy consolidation process, the first being to consolidate policies, and the second to “smith out” the policies. The current first reading is for the purpose of approving the consolidation of the School Committee Powers and Duties Policy (BBA).

After much discussion, several motions resulted for the purpose of amending portions of the School Committee Powers and Duties

Policy (BBA).

MOTION: Mrs. McBride made a motion to amend School Committee Powers and Duties Policy (BBA) to combine item number 24 & 25 to read, “To establish a Wellness Subcommittee consistent with 16-21-28.”; seconded by Mr. Saviano. The motion passed unanimously.

MOTION: Mrs. Campbell made a motion to amend School Committee Powers and Duties Policy (BBA) item 26 to remove “a minimum of six (6) hours” to simply read, “To annually undertake professional development as set forth and described in 16-2-5.1.”; seconded by Mrs. McBride. The motion passed unanimously.

MOTION: Mrs. McBride made a motion to amend School Committee Powers and Duties Policy (BBA) under paragraph “Committee shall” to remove “by the Committee chairman” to read, “The subcommittee will consist of three School Committee members selected in accordance with School Committee policy; seconded by Mr. Saviano. The motion passed unanimously.

MOTION: Mrs. McBride made a motion to amend School Committee Powers and Duties Policy (BBA) under paragraph “Committee shall” to remove, “the Superintendent and Director of Administration and Finance will serve as advisors in the negotiations process” to replace with “The Subcommittee may seek advice from professional sources

as they see fit including the Superintendent and Director of Administration and Finance; seconded by Mrs. Lynch. The motion passed unanimously.

MOTION: Mrs. McBride made a motion to amend School Committee Powers and Duties Policy (BBA) item (g) to remove “of any city, town and regional school district shall be and”; seconded by Mrs. Rancourt. The motion passed unanimously.

Chairman Silva asked for a vote of all those in favor of approving the first reading of the School Committee Powers and Duties Policy (BBA) as amended. The motion passed unanimously.

Further suggestions for streamlining the School Committee Powers and Duties Policy (BBA) were mentioned for further review and revision by the Policy & Curriculum Subcommittee at their next meeting.

Chairman Silva and Mr. Saviano thanked the Policy & Curriculum Subcommittee for their hard work in the consolidation of School Committee policies. Chairman Silva commended the entire School Committee for their preparation and input during the discussion of the School Committee Powers and Duties Policy (BBA).

RECOMMENDATION #S2014-77

That the School Committee, upon the recommendation of the Policy &

Curriculum Subcommittee and supported by the Superintendent, approve the first reading of the Qualifications and Duties of the Superintendent of Schools Policy (CBA).

MOTION: Mrs. Campbell made a motion to approve the first reading of the Qualifications and Duties of the Superintendent of Schools Policy (CBA); seconded by Mr. O'Dell.

DISCUSSION: Dr. Andrade commented that Mr. Saviano assisted the Policy & Curriculum Subcommittee, by supplying pertinent policies from RIASC's Catalogue of Policies many of which were supplied by RIDE. Dr. Andrade stated that the Qualifications and Duties of the Superintendent Policy (CBA) does reflect his job responsibilities.

Chairman Silva emphasized to the School Committee members the importance of remembering the March 1st deadline required by the Qualifications and Duties of the Superintendent Policy (CBA) to inform the Superintendent in the final year of the Superintendent's contract whether or not the School Committee intends to renew.

The motion passed unanimously.

RECOMMENDATION #S2014-78

That the School Committee, upon the recommendation of the Superintendent, approve a Memorandum of Expectations (MOE) between the Bristol Warren Regional School District and Educatius.

MOTION: Mr. Saviano made a motion to approve the Memorandum of Expectations (MOE) between the Bristol Warren Regional School District and Educatius; seconded by Mrs. McBride.

DISCUSSION: Dr. Andrade stated that Educatius is an Educational Recruitment Firm which manages students all over the world into the United States. Dr. Andrade stated that entering into a working relationship with Educatius will afford MHHS the ability to recruit more students to MHHS in the upcoming year while broadening the District's international outreach. The District will be seeking host families to house the international students in local homes. Dr. Andrade stated that the east coast recruiter is a former Bristol High School graduate with many ties to the community. The recruiter is very excited to be working with MHHS. Dr. Andrade stated that there will be no charge to the District in entering into an MOE with Educatius. He stated the District will only be responsible for the high school per pupil cost.

The motion passed unanimously.

RECOMMENDATION #S2014-79

That the School Committee, upon the recommendation of the Budget/Facilities Subcommittee and supported by the Superintendent, approve awarding the Andrews School Pipe Insulation bid.

MOTION: Mrs. McBride made a motion to approve awarding the Andrews School Pipe Insulation bid; seconded by Mr. Saviano.

The motion passed unanimously.

CHAIRPERSON'S INITIATIVES

**Bristol Warren Regional School Committee Position Statement re:
Ballot Question – Amendment to Enabling Legislation**

Chairman Silva stated that he placed the following November 2014 ballot question on the agenda to engage in a discussion to ascertain whether the School Committee wanted to formulate an official position on this matter: “Shall the total education costs of the Bristol Warren Regional School District be apportioned between the towns based upon a 13-year rolling average per public pupil calculation instead of an annual calculation”. This language was a result of a presentation in December 2013 to the JFC where financial directors from the Town of Bristol, Warren and the School addressed concerns related to spikes in cost to the individual towns within the Bristol Warren Regional School District which were a result of fluctuations in enrollment numbers from one year to the next.

In July, the Enabling Legislation ballot question was placed on a School Committee agenda, but at that point, the proposed ballot question had already passed the legislature and was signed off by the Governor to be put on the November 2014 ballot negating any

discussion as it was a “done deal”.

Mrs. McBride stated that she would be voting no on the proposed amendment to the Enabling Legislation of the Bristol Warren Regional School District. She explained that she is very distressed that the two towns opened the Enabling Legislation to change it without due consideration of the School Committee. Mrs. McBride believes it was critical for the Town Councils to have consulted the School Committee before voting to move the proposal of a November 2014 ballot question regarding the amendment to the Enabling Legislation to the legislature and onto the Governor for a vote. Mrs. McBride addressed the legislators, for the record, that the School Committee was never asked for input on the proposed amendment to the Enabling Legislation ballot question.

Mr. O’Dell stated that he would not vote to approve the amendment to the Enabling Legislation citing that he believes a 13 year spread is much too long. Mrs. Silva responded that the rationale for choosing a 13 year spread was to consider numbers over the “life of the child”. Mr. Saviano weighed in that he believes a longer period of time is better for a “smoothing effect” of costs to the Towns.

Mr. O’Dell also stated that he feels the public is being misled adding that the ballot question is a deception that implies the School Committee has taken a position, but the members were never asked for a position nor did they give one. Mr. Saviano added that the

statement contained within the Bristol Town Council resolution which reads: “Whereas, the Bristol Warren Regional School Committee is in support of said change to the apportionment of expenses between the two towns” is inaccurate because the School Committee did not give a quote to that end.

Mr. O’Dell commented that the concerns being raised by the School Committee at this evening’s meeting will not be televised or the minutes published until after the elections.

Chairman Silva stated that an issue does indeed exist within the community concerning spikes in cost to individual towns due to enrollment fluctuations which do need to be addressed. He cautioned School Committee members to vote on the “meat” of the amendment, not on the principal of the circumstances surrounding how the ballot question was submitted to the legislature. Chairman Silva stated that the decision to amend the Enabling Legislation will not affect the School Committee and that the bottom line will not change. The individual town councils will be effected in how the per pupil costs are allocated between the two towns.

Chairman Silva closed by reiterating that the law hasn’t been changed yet concerning the Enabling Legislation. The ballot question is on the November 4, 2014 ballot. The amendment must be approved by a majority of the electorate in Bristol and also in Warren in order for the amendment to the Enabling Legislation to take effect.

SUBCOMMITTEE/SCHOOL COMMITTEE REPORTS & INITIATIVES

Budget/Facilities Subcommittee: Mrs. Rancourt stated there was nothing new to report.

Policy & Curriculum Subcommittee

Mr. O'Dell reported that the November Policy & Curriculum Subcommittee meeting has been cancelled in deference to the potential change of Subcommittee members after the School Committee Organizational meeting.

Personnel/Contract Negotiations Subcommittee

Mrs. Lynch reported that the first C94 Negotiation Team meeting will be held on Wednesday, October 29th at 6 p.m. She requested that School Committee members forward any concerns about the C94 contract to her prior to the meeting.

Wellness Committee

Chairman Silva stated that Mrs. Wainwright had prepared a Wellness Committee update which she was going to send by email to him, but at the time of the meeting, he had not received it yet.

Chairman Silva stated that this would be the last meeting he would be presiding over as School Committee Chair before the elections take place when a Warren School Committee member will be assuming the

role of Chair. He thanked everyone for their cooperation and collaboration over the past two years.

EXECUTIVE SESSION

Pursuant to Open Meetings Laws 42-46-5 (a)(2) an Executive Session will be convened to discuss the following:

- 1. Update re: potential pension lawsuit**

Chairman Silva stated, for the record, that no decisions will be made during the executive session. The executive session will be convened to receive legal advice. The Open Session will reconvene afterward only to adjourn.

MOTION: Mrs. McBride made a motion to go into Executive Session at 9:16 p.m.; seconded by Mr. Saviano. The motion passed unanimously.

MOTION: Mrs. McBride made a motion to adjourn the Executive Session at 9:22 p.m.; seconded by Mrs. Campbell. The motion passed unanimously.

ADJOURNMENT – 9:23 PM

MOTION: There being no further business to discuss, Mrs. McBride motioned to adjourn the meeting at 9:23 PM; seconded by Mrs. Lynch. The motion passed unanimously.

Respectfully submitted,

Karen A. Lynch, Secretary

/kd