

**BRISTOL WARREN REGIONAL  
SCHOOL COMMITTEE MEETING**

**Tuesday, August 9, 2016**

**The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Tuesday, August 9, 2016, in the cafeteria of Mt. Hope High School, 199 Chestnut Street in Bristol, RI. Chairman John Bento called the meeting to order at approximately 7:06 PM.**

**Present: John C. Bento, Chairman; Karen Lynch, Secretary; Marjorie McBride, Treasurer; William O'Dell, John Saviano, and Erin Schofield; Mario J. Andrade, Superintendent; Diane Sanna, Assistant Superintendent; Mary Almeida, Director of Literacy & Title 1; Leslie Anderson, Director of Pupil Personnel Services, and Pauline Silva, Director of Administration & Finance**

**Absent: Diana Campbell, Paul Silva, Vice-Chairman and Lynn Wainwright**

**OPENING BUSINESS**

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

**ACCOLADES**

**MT HOPE HIGH SCHOOL SPRING SPORTS 2016**

**The Mt. Hope High School Girls Lacrosse Team, under the direction and guidance of Head Coach Kerri Ferreira and Assistant Coach Andrea Nogueira, won the 2016 Division Championship and Division II Runner Up. Congratulations to the Coaches and team members:**

**Sarah**

**Barboza**

**MacKenzie**

**Boucher**

**Thea**

**Brum**

**Olivia**

**Cairrao**

**Madison**

**Chaves**

**Jenna**

**Cimbron**

**& 1st Team All Division**

**Sabrina**

**DaSilva**

**& All Academic Honors**

**Savannah**

**DaSilva**

**Samantha**

**Denson**

**Amanda**

**Gomes**

**Julia**

**Hill**

**& 1st Team All Division & All Academic**

**Morgan**

**Kane**

**& 1st Team All Division**

**Eleanor**

**Knapman**

**Annee  
Kopecky**

**Sabrina  
Loureiro**

**Gwen  
Ludes**

**Alyssa  
McGreevy  
& 1st Team All Division  
Grace  
Moclair**

**Caroline  
Parker  
& 2nd Team All Division  
Monica  
Piccolo-Evans**

**Kaitlin**

**Quinn**

**Jade**

**Ramos**

**Alyssa**

**Raposo**

**Alexandria**

**Reavis**

**& 2nd Team All Division**

**Carlie**

**Rochefort**

**Emily**

**Sousa**

**The Mt. Hope High School Fastpitch Softball Team, under the direction and guidance of Head Coach Nicole Clemens and Assistant Coach Kristin Furtado won the RI Interscholastic League's League Championship and Division III State Championship. Congratulations to the Coaches and team members:**

**Tess**

**Alexandre**

**Hannah**

**Ayers**

**Jessica**

**Cerce**

**& 2nd Team All Division**

**Samantha**

**Eddy**

**& 2nd Team All Division**

**Katarina**

**Fiore**

**Brianna**

**Gendreau**

**& First Team All Division**

**Gabrielle**

**Greenslade**

**Lindsay**

**Lefebvre**

**Caitlyn**

**Moniz**

**Kelsey**

**Phillips**

**Carissa**

**Rego**

**Dana**

**Silva**

**Samantha**

**Soares**

**Haley**

**Teixeira**

**Aliyah**

**Vieira**

**Reis**

**Madison**

**& 1st Team All Division**

**The Mt. Hope High School Baseball Team, under the direction and guidance of Head Coach Michael Mazarella and Assistant Coaches Manny DaSilva, Bruce Marshall & Paul Cirillo won the RI Interscholastic League Division Championship. Congratulations to the Coaches and team members:**

**Charlie**

**Amarante**

**& MVP Division II**

**Cory  
Burke**

**Jared  
Faria**

**Joshua  
Gale**

**Brandon  
Joseph  
& 1st Team All Division  
Stewart  
Kay**

**Joshua  
Lee  
& 2nd Team All Division  
Christopher  
Lynch  
& 2nd Team All Division  
Cory**

**Mancieri**

**Brandon**

**Moreira**

**Eric**

**Moskala**

**& 2nd Team All Division**

**Connor**

**Padovich**

**Ryan**

**Pires**

**Jacob**

**Ramos**

**& 1st Team All Division**

**Devin**

**Santerre**

**& 1st Team All Division**

**Jack**

**Serbst**

**Jacob  
Servant**

**Nicholas  
Simeone**

**Lane  
Ukura**

**MT. HOPE HIGH SCHOOL SPRING SPORTS ALL STATE SELECTIONS  
2015-2016**

**OUTDOOR TRACK Head Coach: Dennis Welch**

**Meghan Oliver New England Championship Qualifier**

**GOLF: Head Coach: Christopher Munzert  
Wayne Lima**

**Alexis Annarummo 1st Team All Division**

**BOYS LACROSSE: Head Coach: Jay Spina**

<b>Maxwell Moskala</b>	<b>1st Team All Division</b>
<b>Samuel Forden</b>	<b>1st Team All Division</b>
<b>Cameron Rancourt</b>	<b>2nd Team All Division</b>
<b>Jeremy Serbst</b>	<b>2nd Team All Division</b>
<b>Austin Hogan</b>	<b>2nd Team All All Divison</b>

**Chairman Bento stated, for the record, that the order of business would be rearranged to accommodate audience members.**

#### **PUBLIC COMMENT/PUBLIC FORUM**

**Nicky Piper, Bristol Warren Education Foundation, introduced herself as the new Chair of the BWEF; a position she was humbled and honored to accept. She stated that she has worked in the area of non-profit in education for many years.**

**Ms. Piper shared the mission of BWEF. She added that the BWEF has**

**awarded a record \$63,000 in teacher led initiatives across all six Bristol Warren Regional School District schools. Ms. Piper stated that the BWEF is in great shape. She is excited to lead forward by strengthening the infrastructure, and to be working with the community and the School Committee.**

**Ms. Piper thanked the School Committee for their time. She closed by stating that she is looking forward to a very successful upcoming school year.**

**Chairman Bento congratulated Ms. Piper on her new appointment, and offered the help of the School Committee wherever necessary.**

#### **SUPERINTENDENT'S RECOMMENDATIONS & ISSUES:**

**Recommendation #S2016-49: That the School Committee, upon the recommendation of the Superintendent, and supported by Personnel/Contract Negotiations Subcommittee, approve the Personnel Recommendations.**

**MOTION: Mr. Saviano made a motion to approve the Personnel Recommendations; seconded by Mrs. McBride.**

**The motion passed unanimously.**

**Dr. Andrade stated that he is happy to announce the appointment of ten new educators to the District.**

**Dr. Andrade introduced the new appointees who were present in the audience sharing their background and achievements in education.**

**Dr. Andrade closed by stating that he is proud of the new educators and looks forward to the District moving ahead with this new team.**

**Chairman Bento offered special congratulations to the new appointees on behalf of the School Committee.**

**Chairman Bento also introduced the new School Committee videographer, Brian Mancieri, and welcomed him aboard.**

## **S2016-49 A-B: PERSONNEL**

**A. APPOINTMENTS: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the positions of High School Assistant Principal, High School Dean of Students, Secondary Science Teacher, Secondary Social Studies Teacher, Middle School English Teacher, Middle School Mathematics Teacher, two Elementary Teachers, Instructional Lead/Induction Coach, two Elementary Special Educators and a Senior Summer Academy Teacher as listed below:**

**1. Michelle R. King Assistant Principal – Mt. Hope High**

**Effective: August 9, 2016**

**Reason: To fill a vacancy  
(Promotion – D. DiBiase)**

**Funding: Operational Budget**

**2. Vincent L. Turchetta Dean of Students – Mt. Hope High**

**Effective: Immediately**

**Reason: To fill a vacancy  
(Resignation – W. Pabst)**

**Funding: Operational Budget**

**3. Amy L. Biagioni-Chmura Science (Physics) Teacher – Mt. Hope High**

**Effective: For the 2016-17 school year,  
pending receipt of certification  
and satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(Resignation – G. Shea)**

**Funding: Operational Budget  
(12th Step/Masters)**

**4. Elizabeth Johnson Social Studies Teacher – Mt. Hope High**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy  
(Retirement – D. Leonard)**

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

**5. Olivia M. Chaves English Teacher – Kickemuit Middle**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(Transfer – M. Bernard)**

**Funding: Operational Budget**

**(2nd Step)**

**6. Joyelle Greenway Mathematics Teacher – Kickemuit**

**Middle**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(NonRenewal – J. Cady)**

**Funding: Operational Budget**

**(12th Step)**

**7. Kristina M. Tomkinson Grade Five (Bubble) Teacher - Guiteras**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(Transfer – H. Pietz)**

**Funding: Operational Budget**

**(7th Step/Masters)**

**8. Kahley A. Gerrior Grade Five (Bubble) Teacher – Hugh Cole**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(Resignation – J. Giorgi)**

**Funding: Operational Budget**

**(1st Step)**

**9. Stacey G. Meredith Instructional Lead/Induction Coach -  
Rockwell/Guiteras**

**Effective: For the 2016-17 school year,  
pending receipt of certification**

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

**Reason: To fill a new position**

**Funding: Operational Budget**

#### **10. Marissa A. Gagnon Special Educator – Hugh Cole**

**Effective: For the 2016-17 school year,  
pending receipt of certification  
and satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy  
(NonRenewal – D. Hilliard)**

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

#### **11. Tipton M. Coffman Special Educator – Rockwell/Guiteras**

**Effective: For the 2016-17 school year,  
pending receipt of certification and  
satisfactory completion of  
pre-employment requirements**

**Reason: To fill a vacancy**

**(Transfer – J. Giorgi)**

**Funding: Operational Budget**

**(12th Step/Masters)**

**12. Allison M. Lewis Sr. Summer Academy Teacher-Mt.**

**Hope High**

**Effective: Summer 2016 Only**

**Reason: To fill a new position**

**Funding: Operational Budget**

**B. RESIGNATIONS/RETIREMENTS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Nat V. Squatrito from the position of Data Manager, Jennifer M. Copeland from the position of High School Assistant Principal, Anne Marie Fayan from the position of Secondary Mathematics Teacher, Deborah L. Coury from the position of Secondary Special Educator, Kathleen M. Marshall from the position of Middle School Science Teacher, Brad S. Rodrigues from the position of Middle School Social Studies Teacher, Justine K. Giorgi from the position of Elementary Teacher, Jason M. Santo from the**

**position of Elementary Music Teacher, Chelsea B. Rainville from the position of Child Care Site Coordinator and Nelia M. Brinkman from the position of Child Care Provider as listed below:**

**1. Nat V. Squatrito Data Manager**

**Effective: August 12, 2016**

**Reason: Retirement**

**2. Jennifer M. Copeland Assistant Principal – Mt. Hope High**

**Effective: August 5, 2016**

**Reason: Personal**

**3. Anne Marie Fayan Mathematics Teacher – Mt. Hope High**

**Effective: August 31, 2016**

**Reason: Personal**

**4. Deborah L. Coury Special Educator – Mt. Hope High**

**Effective: August 20, 2015**

**Reason: Disability Retirement**

**5. Kathleen M. Marshall Science Teacher – Kickemuit Middle**

**Effective: August 31, 2016**

**Reason: Personal**

**6. Brad S. Rodrigues Social Studies Teacher – Kickemuit Middle**

**Effective: August 31, 2016**

**Reason: Personal**

**7. Justine K. Giorgi Grade Five Teacher – Hugh Cole**

**Effective: August 31, 2016**

**Reason: Personal**

**8. Jason M. Santo Music Teacher – Hugh Cole**

**Effective: August 31, 2016**

**Reason: Personal**

## **9. Chelsea B. Rainville Child Care Site Coordinator**

**Effective: July 29, 2016**

**Reason: Personal**

## **10. Nelia M. Brinkman Child Care Provider**

**Effective: July 26, 2016**

**Reason: Personal**

## **AGENDA FOCUS**

### **Employee Attendance Report Presentation**

**Dr. Andrade stated that two months ago a report was issued regarding teacher attendance across the State. Dr. Andrade commented that he sought to research the answers to two questions: Where does Bristol Warren Regional School District fall compared to other Districts in the State regarding teacher absenteeism? Is one absence really one absence?**

**Dr. Andrade shared data from the BWRSD Teacher Absentee Analysis report which is provided through AESOP, a time and absentee management tool used within the District, to answer the above questions.**

**Dr. Andrade shared BWRSD's desire to ensure a substitute fill rate of 95-98%, especially at the elementary level. He shared steps that are being taken to ensure that the fill rate stays close to 100%. Dr. Andrade stated that the District has also looked into the possibility of using a third party vendor called Source for Teachers to provide substitute teachers. Several districts in the northern part of the State are working together to submit an RFP. The BWRSD has asked to be part of that RFP, but has held off on signing until more conclusive data is available on the success of local Districts in using a third party vendor for substitute teachers and whether fill rates increase. Dr. Andrade also mentioned the concern that the use of a third party vendor to supply substitute teachers would be less personal.**

**Dr. Andrade stated that the BWRSD is in conversation with Salve Regina regarding a Teacher in Residence Program whereby 15 educators would be hired to partner with the classroom teacher by providing day to day substitute coverage. The program will begin at Colt Andrews School with freshman students from Salve Regina starting a four year partnership. In the junior and senior years of that partnership, students would be ready to sub on a daily basis. Dr. Andrade believes the Teachers in Residence Program will create a flexible model at Colt Andrews School where more adults will be present to provide a capacity for teaching and learning for 180 days. Dr. Andrade believes this program will help to lower stress levels among teachers thereby lowering teacher absences.**

**A discussion ensued on steps that are being taken to ensure that substitutes have specialized skills, especially in the area of Math and Science.**

**A discussion ensued on protocols that are in place to provide substitutes for those teachers who have an absentee event that continues over a period of time.**

**A discussion ensued on steps that are being taken to ensure that lesson plans are in place for substitute teachers to facilitate continued quality education even during a teacher's absence.**

**Mrs. Silva, Director of Administration and Finance, explained BWRSD's substitute teacher pay scales.**

**Dr. Andrade explained the purpose of the "sick bank".**

**A discussion ensued regarding scheduled absences vs. unscheduled absences.**

**A discussion ensued regarding the issue of higher absentee rates on Fridays and the steps that are being taken to lower this rate.**

**A discussion ensued on teacher compensation when covering for another teacher.**

**A discussion ensued on whether other school districts have found a “cure” for high absentee rates among teachers.**

**A discussion ensued regarding absentee trends over the years within the BWRSD.**

**Dr. Andrade reiterated that for the most part the BWRSD teachers are professionals. He added that a majority of the BWRSD teachers do not abuse their sick days.**

**SUPERINTENDENT’S RECOMMENDATIONS & ISSUES (cont.):**

**Recommendation #S2016-50: That the School Committee, upon the recommendation of the Superintendent, and supported by the Budget/Facilities Subcommittee, approve the disposal of assets re: trailer to R.U.F.F. for \$1.00.**

**MOTION: Mr. Saviano made a motion to approve the disposal of assets re: trailer to R.U.F.F. for \$1.00; seconded by Mrs. McBride.**

**DISCUSSION: Donna Oliver and Anna Palmeiri, representatives from Residents United for Furry Friends, R.U.F.F. fielded questions from the School Committee.**

**Mr. Saviano asked what R.U.F.F. plans on doing with the trailer. Ms. Oliver responded by stating that R.U.F.F. plans on using the trailer to hold fund raisers.**

**Mrs. McBride shared the history of how the trailer was previously used within the District. Due to the deterioration of the trailer, it was deemed unfit for use by children. The Budget/Facilities Subcommittee determined to sell the trailer in order to free up space on the high school campus where it is currently housed and to also offer an opportunity for the community to benefit from its use.**

**Mr. Saviano clarified to the representatives from R.U.F.F., that due to the extent of repairs needed to make the trailer usable again, the District is selling the trailer to R.U.F.F. for \$1.00 to make the sale legally binding.**

**Chairman Bento stated that Mrs. Lynch would be recusing herself from the vote.**

**The vote passed unanimously.**

## **CHAIRPERSON'S INITIATIVES**

### **Accolade Recognition**

**Chairman Bento stated that Mrs. Wainwright had brought to his attention creating accolades for those students that fall outside the typical accolade category.**

**Chairman Bento stated that he will send out details regarding Mrs. Wainwright's proposal to the School Committee for their review and**

**future discussion.**

### **Community Visibility**

**Chairman Bento stated that the current BWRSD website and telephone system is being assessed. Dr. Andrade added that the BWRSD website and telephone system will be updated once the new technology infrastructure is in place.**

**Dr. Andrade stated that he has spoken with the building principals to ensure that their individual school websites are up-to-date before the start of the school year.**

**Dr. Andrade commented that the issues are not with the tools themselves, but with the infrastructure and the people behind it.**

**Chairman Bento added that beginning in October, School Committee Workshops will feature a BWRSD building principal where any concerns of this nature can be addressed at that time.**

### **Professional Development Seminar**

**A discussion ensued on the intent of the recent request for input regarding School Committee Professional Development.**

**Chairman Bento clarified that he was looking into tailoring School Committee Professional Development to specific needs of the School Committee. Once determined, he would seek RIASC's approval.**

**Chairman Bento stated that he would also look into inviting other districts to the Professional Development Seminar once approved.**

**Chairman Bento asked for the will of the School Committee on whether they would like him to move forward with researching in-house Professional Development or whether School Committee members would rather attend the Professional Development offered by RIASC.**

**A discussion ensued on the recent email containing online safety classes.**

**ADJOURNMENT – 9:00 P.M.**

**MOTION: At 9:00 p.m. Mrs. Lynch motioned to adjourn the meeting; seconded by Mrs. McBride.**

**The motion passed unanimously.**

**Respectfully submitted,**

**Karen A. Lynch, Secretary**

**/kd**