

Warwick School Committee Minutes
Meeting of September 4, 2012
Special Open Session

The Warwick School Committee met in Special Open Session at the Administration Building on Tuesday, September 4, 2012. Ms. Furtado called the meeting to order at 5:45 p.m. with the following in attendance:

COMMITTEE

Bethany A. Furtado, Chair
Patrick E. Maloney, Jr., Vice Chair
Eugene A. Nadeau, Clerk
Christopher E. Friel
M. Terri Medeiros

ADMINISTRATION

Peter P. Horoschak, Superintendent
Dennis Mullen, Director of Secondary Education
Richard D'Agostino, Director Special Services
Anthony Ferrucci, Chief Budget Officer
Rosemary Healey, Esq., Director of Compliance & Human Resources

MOTION 2012-192: Moved by Mr. Nadeau, seconded by Mr. Friel, to go into closed session for discussion and/or action regarding those items of business exempt from open meetings under General Laws of Rhode Island 42-46-5(a)(1) and (a)(2).

MOTION PASSES (4-0)

Bethany A. Furtado – Aye Patrick E. Maloney, Jr. – not present for vote
Christopher E. Friel - Aye Eugene A. Nadeau - Aye
M. Terri Medeiros – Aye

Meeting reconvened 7:20 p.m.

Chair indicated that under new business we have the WTU contract ratification. Ms. Healey responded that we are happy to recommend for approval a resolution of the teachers' contract. There is a summary available for the public. All terms and conditions of the 2009-2012 collective bargaining agreement except as modified below:

- A. Increase on wages only (wage increases due on first day of the school year)
2012-13: 1% 2013-14: 1.5%
- B. Health and dental: annual 20% co-share capped at this year's 20% rates
- C. Weighting – junior high school special education students will now be counted as 1.5 students rather than 2 students consistent with what is being done in the elementary schools and high schools
- D. Job Fair – the superintendent can notify teachers who have two consecutive years of unsatisfactory evaluations within the previous two years that they cannot attend the job fair
- E. Evaluation – Teachers will continue to be evaluated under the RI Model Evaluation instrument. For purposes of non-renewal, suspension, layoff or termination, the old instrument must also be used. The parties will attempt to negotiate its own evaluation instrument for 2013-14 consistent with Regents' regulations and subject to RIDE approval as necessary. If such an instrument is agreed to and approved as necessary, it will replace the RI Model.
- F. Duration – 2 years – September 1 2012 – August 31, 2014.

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Fiscal Impact of Warwick Teachers' Union Contract settlements
 September 1, 2011 – August 31, 2012
 September 1, 2012 – August 31, 2014

2011-2012 0% wage increase (*)
 2012-2013 1% pay increase on wages only
 (Salary \$717,887 plus fringe associated with this raise +\$141,137)
 Total + \$859,023

2013-2014 1.5% pay increase on wages only
 (Salary \$1,087,598 plus fringe associated with this raise +\$213,822)
 Total +\$1,301,420

The difference between a 20% co-share on health and dental premiums and the \$11 per week co-share that might have been reinstated had there been no teachers' contract in place.
 Total \$1,920,892 per year

The difference between a 20% co- share on health and dental premiums and a \$14 per week co share for individual health insurance and a \$28 per week co share for family health insurance (as per the City contract with the Firefighters in the last fiscal year).
 Total \$1,256,332 per year

Additional savings:

The change in the junior high school weighting formula from 2.0 to 1.5 for the 2013-2014 school year will achieve more efficient scheduling on the junior high school level which is also likely to result in additional staff savings. It is difficult to precisely estimate the number of staff that will be saved at this time until firmer enrollment and IEP numbers are ascertained in the course of scheduling students and staff for the 2013-2014 school year.

(*) This current resolution also has the effect of finalizing the contract extension for the 2011-2012 school year in which the WTU agreed to a 20% co-share of premium for health and dental insurance with an associated savings of \$1.9 million and no wage increase.

Ms. Healey said we are recommending this and asking for School Committee approval. The Chair asked if there were any questions or comments from the Committee. Mr. Nadeau indicated he was not happy with this contract because he said he believes the union still controls the Warwick school system. He said he respects the teachers, but believes that in current tough economic times the contract does not do enough to reduce costs. He commented that it grieves me and my heart aches because I was not able to do enough when the opportunity was there to help students.

Mr. Maloney remarked that in the course of the last few weeks our Chair and legal counsel have sat down with WTU and worked hard to come up with what they have before us. I recently was involved, and I think this is a good thing for our schools, teachers and students. This was my first time being part of this group, and I think we met in the middle, and this will help with our budgets. He said it was great that the teachers are paying 20% share of health insurance, the same way other union members and administrators.

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Mr. Friel said he felt it was fair to the teachers, taxpayers and students. It wouldn't be a fair negotiation if you have one side leaving the negotiation feeling ecstatic. This is expenditure-neutral at worst and at best we could save some money. It actually has the potential for additional savings because it includes a language change that would reduce how special education students are counted in determining class size. We have the benefit of a work force that is in action and participating in school operations.

There was no public comment.

MOTION 2012-193: Moved by Mr. Maloney, seconded by Ms. Furtado, at this time to accept terms of the teacher union contract as outlined and explained.

MOTION PASSES (4 ayes 1 nay)

Bethany A. Furtado – Aye	Patrick E. Maloney, Jr. - Aye
Christopher E. Friel - Aye	Eugene A. Nadeau - Nay
M. Terri Medeiros – Aye	

MOTION 2012-194: Moved by Ms. Furtado, seconded by Mr. Nadeau, to adjourn the meeting..

MOTION PASSES (5-0)

Bethany A. Furtado – Aye	Patrick E. Maloney, Jr. - Aye
Christopher E. Friel - Aye	Eugene A. Nadeau - Aye
M. Terri Medeiros – Aye	

Meeting adjourned: 7:40 p.m.
 Eugene A. Nadeau, Clerk