

Warwick School Committee Minutes
Meeting of April 9, 2013
Open Session

The Warwick School Committee met in Open Session at Toll Gate High School on Tuesday, April 9, 2013. Ms. Furtado called the meeting to order at 6:00 p.m. with the following in attendance:

COMMITTEE

Bethany A. Furtado, Chair
M. Terri Medeiros, Vice Chair
Jennifer Ahearn, Clerk
Eugene A. Nadeau
Karen Bachus

ADMINISTRATION

Richard D'Agostino, Acting Superintendent
Dennis Mullen, Director of Secondary Education
Robert T. Bushell, Director of Elementary Education
Rosemary Healey, Esq., Director of Compliance & Human Resources
Anthony Ferrucci, Chief Budget Officer

MOTION 2013-65: Moved by Ms. Bachus, and seconded by Ms. Medeiros, 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 M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus – [Aye]
Jennifer Ahearn – [not present for vote]

Open Meeting reconvened at 7:00 p.m.

Dr. D'Agostino recommended the non-renewal of the four administrators identified in the committee's meeting packet and discussed in Executive Session for the reasons discussed at that time.

MOTION 2013-66: Moved by Ms. Bachus, and seconded by Mr. Nadeau, to approve the recommendation.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Student comments:

John Brown Francis (grade 6): Kaitlin Brannon and Kayleigh Plowman
John Wickes (grade 5): Michael Graves and Medeski Dow
Robertson Elementary (grade 6) Hannah Tillotson and Dennis Gauthier

Recognitions:

RI Science and Engineering Fair - ALAP students Nicole Procaccini (Sherman Elementary) and Paarth Tandon (Wickes Elementary)

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Technology Student Association Annual Statewide Competition: Winman Jr. High: Robert Fargnoli, Robert Tapp, Daniel Sliney, Jacob Francois, Jacob Paul, Mariah Lill, Jared Forest and their instructors: Jennifer Robinson, Kristopher Robinson, and Susan Morgan

2012-2013 Golden Apple Award recipients: James Kennedy (Health Teacher Toll Gate High School) and Kristal Gardiner (Elementary Teacher Park Elementary)

Approval of Minutes:

MOTION 2013-67: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the Minutes of the Open Session for March 12, 2013 .

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-68: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the Minutes of the Executive Session for March 12, 2013.

MOTION PASSES (4-0)

Bethany A. Furtado - Aye M. Terri Medeiros - [not present for vote]
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-69: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the Minutes of the Executive Session for January 29, 2013.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Approval of transfers:

MOTION 2013-70: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the transfers presented to the Committee.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Approval of warrants:

MOTION 2013-71: Moved by Ms. Furtado, seconded by Ms. Bachus, to approve the warrants presented to the Committee.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Professional personnel items: Leave of absence:

MOTION 2013-72: Moved by Ms. Furtado, seconded by Ms. Medeiros, that the request for a sabbatical leave by **Marjory Stevens**, Science Teacher at Toll Gate High School, be approved effective for the 2013-2014 school year.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

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Retirements/Resignation

MOTION 2013-73: Moved by Ms. Bachus, seconded by Ms. Ahearn, that the **retirements of Patricia Barber**, reading specialist/consultant at Norwood Elementary School be accepted effective the last day of school; **Barbara Ogden**, elementary librarian, Cedar Hill Elementary School be accepted effective the last day of school; and **Joseph Peltier**, principal at Cedar Hill Elementary School, be accepted effective May 30, 2013; and that the **resignation of Sherry Ryan**, reading teacher on leave of absence be accepted effective at the end of the 2012-2013 school year.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Classified personnel items: -Retirements/Resignation:

MOTION 2013-74: Moved by Mr. Nadeau, seconded by Ms. Furtado, that the **retirement of Rita M. Oliver**, cleaner-Pilgrim High School be accepted effective March 8, 2013.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Coaching appointments:

MOTION 2013-75: Moved by Mr. Nadeau, seconded by Ms. Furtado, that the appointment of **Gary Gorman**, head coach boys' tennis Pilgrim High School be approved; that the appointment of **Hugh Cabana**, assistant coach girls softball Pilgrim High School be approved for one year only; that the appointment of **Jean McGarry**, assistant coach boys' volleyball Toll Gate High School be approved

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

GBP Update – Ms. Bilodeau – tracking 699 seniors; 440 completed portfolios; 681 completed research papers and 508 completed field work. Judging will be held on May 16th and judges are needed.

Approval of Pilgrim High School Band, Chorus and Jazz Ensemble to perform in Big Apple Classic Music Festival, April 26th to 28th, 2013 in New York City.

MOTION 2013-76: Moved by Ms. Bachus, seconded by Ms. Ahearn, to approve the Pilgrim High School Band, Chorus and Jazz Ensemble trip to perform at the Big Apple Classic Music Festival April 26th to 28th in New York City.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Approval of Administrative Reappointments - Dr. D'Agostino recommended the renewal of the administrators identified in the committee's packet for next year.

MOTION 2013-77: Moved by Ms. Bachus, seconded by Ms. Medeiros, to approve the renewal of the recommended administrators.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

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Approval of District Strategic Plan – Dr. Sara Monaco presented the plan reviewing the initiatives as of 2013. She reported that several of the initiatives are funded through RTTT, a federal grant that supports education innovation and reform. Warwick began full implementation of the Educator Evaluation System in 2011, and also began the transition to the Common Core State Standards (CCSS). Each school will participate in Data Use Professional Development and each district will develop and utilize a Comprehensive Assessment System. Goals of the plan are: (1) teaching and learning (ensuring the foundation for achieving lifelong success for all students), (2) technology (developing a technological community with a shared vision for district-wide technology immersion, and (3) school environment (provides the students, teachers and families with innovative structures that support 21st century learning and living).

MOTION 2013-78: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the District Strategic Plan.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Approval of contract awards: Mr. Ferrucci - Telephone Maintenance Agreement - Rhode Island Telephone was awarded a 3-year maintenance agreement in May 2010, and the company has done excellent work. In the bid there is an option to extend the bid three additional years. They have agreed to hold pricing exactly same as last three years. They also agreed to reduce cost of maintenance agreement if WPS decides to close a school. He recommended to extend the three-year agreement to Rhode Island Telephone through June 30, 2016; which is a budget expense and cost per year is \$18,000.

MOTION 2013-79: Moved by Ms. Furtado, seconded by Ms. Bachus, to approve the telephone maintenance agreement.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Physical Plant Equipment – replace equipment – At the meeting on March 12, 2013, authorization was given to invest in new equipment up to \$156,000. Four items are recommended to be purchased from Rhode Island’s Master Price Agreement: Norfolk Power Equipment 1 Kubota Tractor with snow blower and 3 Kubota 60” zero turn mowers for a total award of \$64,664.00.

MOTION 2013-80: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the purchase. [1 Kubota Tractor with snow blower; 3 Kubota 60” zero turn mowers for \$64,664]

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

ChromeBooks Pilot Project – Mr. Mullen –Information Services has available funds in the current local budget to support a pilot in four Title 1 elementary schools: Hoxsie, Norwood, Oakland Beach and Wickes. The pilot will consist of 30 ChromeBooks in a mobile charging cart with wireless access point and network management utilities for each of the four schools for a total of \$43,228.00 Vendor recommended is CDWG.

MOTION 2013-81: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the ChromeBooks Pilot Project. [30 ChromeBooks for a total of \$43,228.00].

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

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KBA Policy – Public’s Right to Know 1st Reading

MOTION 2013-82: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the first reading of Policy KBA (public’s right to know).

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

GCC/GCCA Policy – recruitment, support and retention of highly effective staff (1st reading)**GCD Policy – professional staff hiring (1st reading)****GCI Policy – professional staff assignments and transfers (1st reading)**

MOTION 2013-83: Moved by Ms. Bachus, seconded by Ms. Ahearn, approve the three policies as outlined be accepted as first reading.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

FY 2013 Monthly Fiscal Budget – Presented by Mr. Ferrucci:**For the period ending 4/1/2013:**

Total Revenue received	\$145,591,859
Total Expenditures	\$ 98,892,006
Total Encumbrances	\$ 5,709,540

[Excludes salaries and fringe benefits]

Summary Review of non-salary and fringe benefits costs

Approved Budget	Revised Approved Budget	Revised Approved	Year to Date Exp.&Encumber	Percentage of Non Staff Costs
7/10/12	12/11/12	3/12/13	4/1/13	
\$24,673,572	\$25,254,127	\$25,984,425	\$20,643,650	83.2%

Bids/Change Orders:

MOTION 2013-84: Moved by Ms. Furtado, seconded by Ms. Bachus, that the bid for door frame caulking abatement at Toll Gate High School be awarded to Atlantic Abatement and Construction, Inc. in the amount of \$19,990 as per bid tabulation.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-85: Moved by Ms. Bachus, seconded by Ms. Medeiros, that the bid for graphing calculators be awarded to The Bach Company in the amount of \$8,269.76 as per bid tabulation.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

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MOTION 2013-86: Moved by Ms. Bachus, seconded by Ms. Furtado, that the bid for gymnasium floor replacement at Toll Gate High School be awarded to O'Sullivan Flooring Co., Inc. in the amount of \$115,108 as per bid tabulation.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-87: Moved by Ms. Bachus, seconded by Ms. Furtado, that the bid for new fire alarm system at Winman Junior High School be awarded to Rossi Electric Co., Inc. in the amount of \$237,870 as per bid tabulation.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-88: Moved by Ms. Bachus, seconded by Ms. Ahearn, that the bid for art Supplies be awarded to School Specialty for a three year period starting July 1, 2013 as per the bid tabulations for unit pricing.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-89: Moved by Ms. Bachus, seconded by Ms. Furtado, that the bid for re-roofing park Elementary School be awarded to Commercial Roofing and Contracting, Inc. in the amount of \$468,400 as per bid tabulations.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

MOTION 2013-90: Moved by Ms. Bachus, seconded by Ms. Furtado, that the change order for fire code upgrades Phase II be approved in the amount of \$38,160.

MOTION PASSES (5-0)

Bethany A. Furtado - Aye M. Terri Medeiros - Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Budget Presentation**Director of Elementary Education (Mr. Bushell)**

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$90,905.93	\$166,676.58	\$371,722.08	\$390,485.43	\$391,727.00

Not included in FY14:

- New health books for K-6
- Reading teachers (8) for intermediate grades
- Math consultants
- Additional classroom computers
- Increase in supplies/materials
- Substitute/stipends for professional development

Director of Secondary Education (Mr. Mullen)

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$426,493.44	\$612,929.54	\$526,210.93	\$672,316.97	\$669,578.00

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Not included:

- I. Director of Instructional Technology – position is necessity –
- II. Intermediary Service Provider (next year local dollars)
- III. Centralized enrollment
- IV. Credit recovery (now at Vets) set up at Pilgrim and Tollgate
- V. Math coach (mandatory at Career Center)
- VI. Deans of Discipline and Attendance
- VII. Additional secondary items: student assistance counselors; RIASP summer workshops and professional memberships in local organizations; turn-it-in anti plagiarism contract; Accuplacer (alternative test to be utilized for students who remain unsuccessful with NECAP state assessment; and consultant for 2013-14
- VIII. Athletic upgrades

Athletics (Mr. Mullen)

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$240,585.45	\$236,106.88	\$240,214.73	\$257,807.00	\$275,077.00

Director of Special Education (Dr. D'Agostino)

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$5,583,236.01	\$5,437,316.49	\$5,604,322.72	\$6,223,201.28	\$6,727,265.00

Director of Compliance and Human Resources (Ms. Healey)

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$55,125.59	\$183,827.67	\$150,376.93	\$242,740.00	\$242,740.00

Director of Buildings and Grounds (Mr. LaPlante)

Actual Expense FY10	Actual Expense FY11	Actual Expense FY12	Budget FY13	Budget Request FY14
\$4,056,577.55	\$4,514,215.43	\$3,952,164.69	\$4,790,392.25	\$4,699,458.00

Information and Proposals

School Committee Members:

Ms. Ahearn said she attended a presentation by Mr. Mullen regarding NECAP. Mr. Nadeau said he attended a meeting at City Hall where the Governor spoke and he asked the Governor about the aid that will be coming to Warwick.

The Special Ed Advisory Committee will be meeting at 7:00 p.m. at the Administration building on April 13th and the School Committee Budget Meeting (second round) will be held at Winman Jr. High at 6:00 p.m. on the same day.

Ms. Bachus praised the recent West Warwick and Toll Gate High School concert/chorus presentation.

Superintendent D'Agostino thanked the administrators for presentations this evening.

Public Comment:

Scott said he heard that PT was being cut at the high school, and noted that the health books are 18 years old. He asked that PT not be cut. Darlene said that the department heads should be brought back. She also talked about the evaluation system and said it has caused harm to our system. We made

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recommendations to RIDE and it was thrown back in our face. She presented a Petition to the Committee, which will also be given to the RI Board of Education, that had 851 signatures, regarding the RI Model Teacher Evaluation System. (This petition is attached to these minutes as an exhibit and the signature pages will be attached to the original of these minutes filed at the administration building.) She said that if everyone stands together and just says “no” – we could do something about this problem. Jack also commented on the evaluation system, saying it is ruining education and exacerbates student apathy and under the RI model, if a student fails, it will be the teacher, because the teacher is not reaching the student. Quoting George Sarantopoulos he said “any time you tie teacher merit pay into student achievement, it increases the incentive to cheat.” Ed, teacher at Pilgrim, commented on student learning objectives. Pat, teacher at Toll Gate, said the school climate is suffering, and there is added work. Peter, a teacher at Gorton, asked the Superintendent if Gorton was closing. Dr. D’Agostino responded there will be a special meeting on April 23rd when a report will be presented and then there will be two days of hearings. Martha, a health teacher, felt that we are not giving our kids direction in real life roles. Claire Flaherty thanked the Superintendent for the increase in the VOWS budget, saying that over the last seven years the budget had been going down.

Special Meeting dates:

April 10, 2013 (Winman) – budget meeting

April 23, 2013 (Toll Gate) – budget adoption

MOTION 2013-91: Moved by Ms. Bachus, seconded by Ms. Furtado, to adjourn the meeting.

MOTION PASSES (5-0)

Bethany A. Furtado – Aye M. Terri Medeiros – Aye
Eugene A. Nadeau - Aye Karen Bachus - Aye
Jennifer Ahearn - Aye

Meeting adjourned: 10:00 p.m.

Petition to the Warwick School Committee and Rhode Island Board of Education

We, the undersigned educators and others vested in the Rhode Island public school system, hereby petition the Warwick School Committee and the Rhode Island Board of Education to redress the grievances pertaining to the Rhode Island Model Teacher Evaluation System (RI Model) whereas it undermines best pedagogical practices by doing the following:

1. Undermines classroom stability, discipline, and order because those essential components of best pedagogical practices depend largely on structure developed through adequate planning and preparation, and the exorbitant time classroom teachers spend codifying Student Learning Objectives (SLOs) and the Common Core State Standards (CCSS) objectives and submitting that work on the EPSS software significantly detracts from time teachers need to create the vital structure for effective pedagogy.
2. Impedes teachers thorough assessment, evaluation and prompt return of student work – an effective and essential pedagogical practice that enables students to reflect and revise work by term-mandated deadlines-due to the excessive time classroom teachers are required to spend on RI Model SLO's and EPSS forms.
3. Disrupts the natural continuity, momentum and discourse that occur in the classroom because observed teachers feel compelled to discard effective pedagogical practices, such as heuristic learning and conform to the prescribed methods and strategies in the RI Model teacher guide and on performance rubrics, especially when a primary or secondary teacher evaluator is present in the classroom.
4. Exacerbates student apathy, fosters a sense of student entitlement and dependency, and empowers students further by placing additional and inordinate onus on educators for student achievement, which has led and will continue to lead to educators compromising the integrity of student-generated work for the purpose of meeting the rigorous standards of the RI Model SLOs.
5. Lacks a reasonable, enforceable and effective system for maintaining student accountability and enforcing consequences for lack thereof.
6. Undermines school climate, order, discipline and safety because it requires administrators to spend exorbitant time training for the evaluation of classroom teachers, evaluating those teachers, and subsequently filling out and submitting the onerous forms to the RI Model EPSS computerized system, and to spend less time monitoring daily school activities and behaviors in the hallways, cafeteria and other common areas outside the classroom.
7. Proves to be a fallacious implement for improving student performance, as studies such as Vanderbilt University's 2010 National Center on Performance Incentives concluded after Tennessee teachers who were offered merit pay for improved student performances made no significant gains compared to teachers who were not offered merit pay. Former White House speechwriter and author of *Drive*, Daniel Pink, Roland Fryer of Harvard University and former Assistant Secretary of Education Diane Ravitch all have conducted comprehensive research on merit pay and have concluded, "it doesn't work."