

Warwick School Committee Minutes
Meeting November 18, 2014
Open Session

The Warwick School Committee met in Open Session at Toll Gate High School on Tuesday, November 18, 2014. 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 [present at 6:10 p.m.]
Karen Bachus, Clerk [present at 6:30 p.m.]
Jennifer Ahearn
Eugene A. Nadeau

ADMINISTRATION

Richard D'Agostino, Superintendent
Dennis Mullen, Director of Secondary Education
Lynn Dambruch, Director of Elementary Education
Anthony Ferrucci, Chief Budget Officer
Rosemary Healey, Esq., Director of Compliance & Human Resources

MOTION 2014-276: Moved by Mr. Nadeau, and seconded by Ms. Ahearn, 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 (3-0)

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

Open Meeting reconvened at 7:15 p.m.

Pledge of Allegiance and National Anthem

The Chair announced that there was a vote in Executive Session to accept the recommendation presented.

Student Comments: Grade 12 Pilgrim High - Kyle Buonfiglio and Melanie Brunelle

Recognitions: Middle School Technology & Engineering Education Program of the Year Award – Winman JHS Susan Morgan; Kristopher and Jennifer Robinson
Ocean State School Counseling Accountability Report Award for 2013-2014 – Geralyn Bergeron (JB Francis) and Stacey Chadronet (John Wickes Elementary)

Approval of Minutes:

MOTION 2014-277: Moved by Mr. Nadeau, seconded by Ms. Bachus, to approve the Minutes of the Open Session for October 14, 2014.

MOTION PASSES (5-0)

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

MOTION 2014-278: Moved by Ms. Bachus, seconded by Ms. Medeiros, to approve the Minutes of Executive Session for October 14, 2014.

MOTION PASSES (5-0)

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

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

Approval of Transfers

MOTION 2014-279: 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 2014-280: Moved by Ms. Bachus, seconded by Mr. Medeiros, 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: Appointments:

MOTION 2014-281: Moved by Ms. Medeiros, seconded by Ms. Furtado, that the appointment of **Ron Palmieri**, part-time temporary common core standards coach be approved for one year only.

MOTION PASSES (4 ayes 1 nay)

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

MOTION 2014-282: Moved by Ms. Bachus, seconded by Ms. Medeiros, that the appointment of **Jason Silvestri**, 50% math teacher at the Career Center, Step 1, be approved pending receipt of National BCI.

MOTION PASSES (5-0)

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

MOTION 2014-283: Moved by Ms. Medeiros, seconded by Ms. Furtado, that the appointment of **Robert Corrente**, construction coordinator, Step 1 of the middle management pay scale, be approved, pending receipt of National and State BCI.

MOTION PASSES (5-0)

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

MOTION 2014-284: Moved by Ms. Bachus, seconded by Ms. Medeiros, that the appointment of **Jennifer Salvias**, school psychologist, step 1, be approved pending receipt of National and State BCI.

MOTION PASSES (5-0)

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

Leave of Absence

MOTION 2014-285: Moved by Mr. Nadeau, seconded by Ms. Medeiros, that the request of **Adergerth Kayrouz**, English teacher at Gorton Junior High School, for unrestricted leave effective November 26, 2014 through the end of the 2014-2015 school year, be approved.

MOTION PASSES (5-0)

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

Retirement/Resignation:

MOTION 2014-286: Moved by Ms. Medeiros, seconded by Mr. Nadeau, that the **retirement** of **Donna Edgerley**, guidance counselor at Winman Junior High School be accepted effective December 2, 2014.

MOTION PASSES (5-0)

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

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

Classified personnel items:Appointments:

MOTION 2014-287: Moved by Ms. Medeiros, seconded by Ms. Furtado, that the appointment of **Angela Dorcus**, teacher assistant-special services be approved.

MOTION PASSES (5-0)

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

MOTION 2014-288: Moved by Ms. Medeiros, seconded by Mr. Nadeau, that the appointment of **Christopher Marques**, custodian at Sherman Elementary 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

Retirement(s)/Resignation(s)

MOTION 2014-289: Moved by Mr. Nadeau, seconded by Ms. Medeiros, that the **retirement of Zheng Tang**, network analyst-MIS be accepted effective December 19, 2014.

MOTION PASSES (5-0)

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

MOTION 2014-290: Moved by Mr. Nadeau, seconded by Ms. Bachus, that the **retirement of James L. Murphy**, maintenance helper be accepted effective December 19, 2014.

MOTION PASSES (5-0)

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

MOTION 2014-291: Moved by Mr. Nadeau, seconded by Ms. Medeiros, that the **retirement of Stanley Johnson**, maintenance helper be accepted effective December 12, 2014.

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 2014-292: Moved by Mr. Nadeau, seconded by Ms. Furtado, that the following coaching appointments be approved: **Kaitlyn Greene**, assistant coach girls basketball at Pilgrim High School for one year only; **Jonathan Lautieri**, assistant coach boys' ice hockey Pilgrim High School; **James Morris**, assistant coach football at Toll Gate for one year only; **Rachel MacRae**, head coach girls gymnastics at Toll Gate High School; **Michael Decesare**, assistant coach boys' basketball at Toll Gate High School for one year only; and **Jonathan Deming**, head coach boys' indoor track at Toll Gate High School for one year only.

MOTION PASSES (5-0)

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

Approval of pay rate increase for lunch aides, bus monitors and substitute teacher assistants, clerks and custodians – Dr. D'Agostino remarked the last time these individuals received a salary increase was November 13, 2012, and in order to comply with Rhode Island minimum wage increase, effective January 1, 2015, recommended that the Committee approve a \$1.00 per hour pay increase for **lunch aides, bus monitors, substitute teacher assistants, clerks and custodians**. The new rates would be effective January 1, 2015.

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

Lunch Aide – Proposed rate: Step 1 \$10.243 Step 2 \$10.758 Step 3 \$11.273
 Bus Monitor – Proposed rate: Step 1 \$9.256 Step 2 \$9.771 Step 3 \$10.286
 Step 2 will be received after 3 years of satisfactory performance - Step 3 will be received after 5 years of satisfactory performance
 Teacher Assistants – Proposed rate: \$11.176
 Clerks – Proposed rate: \$10.672
 Custodians – Proposed rate \$10.940

MOTION 2014-293: Moved by Ms. Bachus, seconded by Ms. Furtado, to approve the rate increase for lunch aides, bus monitors and substitute teacher assistants, clerks and custodians.

MOTION PASSES (5-0)

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

Approval of pilot TEM (Tech Ed, English, Music) program at Pilgrim High School

MOTION 2014-294: Moved by Ms. Furtado, seconded by Ms. Medeiros, to approve the Pilot TEM Program at Pilgrim High School.

MOTION PASSES (5-0)

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

Approval of junior high school social studies curriculum

MOTION 2014-295: Moved by Ms. Furtado, seconded by Ms. Medeiros, to approve the Junior High School Social Studies Curriculum.

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 award for Empowering Writers (Common Core PD Services)

MOTION 2014-296: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the contract award for Empowering Writers (common Core PD Services).

MOTION PASSES (4 ayes 1 nay)

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

Approval of contract award for Turnitin – annual software renewal

MOTION 2014-297: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the annual software renewal contract award to Turnitin.

MOTION PASSES (5-0)

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

Report on elementary standards-based report cards – Dr. Siesel reported on developing a standards-based report card, which lists the most important skills students should learn in each subject at a particular grade level. This is an important project to update the elementary report cards. She said we will be putting a link out to the community to give feedback on work proposed. She said the goal is to make the new report cards helpful and easy to understand as well as to promote meaningful conversations with parents. The results of the survey will be posted on the Warwick Schools website under the K-6 report card link and responses will be used to guide us as we move forward with this project.

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

Report on FUSE Technology Grant – Dr. Siesel – and report on RTTT Professional Development Grant

Evaluation Update – Mr. Mullen and Ms. Dambruch – Under the provisions of the new law in June 2014, any teacher, who upon an initial evaluation is rated highly effective or given a number 4 mark, would only need to be evaluated once every three years. A teacher rated as effective or given a number 3 mark would need to be evaluated once every two years. Any teacher with a lesser rating will have annual evaluations. Final effectiveness rating of highly effective will go through the full evaluation process during the 2016-2017 school year. Teachers receiving a rating of effective will go through the full evaluation process during the 2015-2016 school year. Those who will be evaluated in 2014-2015 will be: principals/assistant principals, teachers who received a rating of 2 or 1 during the 2013-2014 school year, teachers who did not receive a final effectiveness rating with the RI Model in 2013-2014 and all non-tenured teachers. Evaluation criteria are professional practice, professional responsibilities and student learning. The full evaluation process consists of: 3 evaluation conferences, 3 classroom observations (1 announced and 2 unannounced); written feedback from evaluator; one PGG, 2 student learning objectives and a final effectiveness rating based on professional practice and responsibilities and student learning objectives.

Report on RFP for long-term planning consultant – Chair Furtado reported that on October 28th at 2:00 p.m. bids were opened in the presence of Mr. Place, Mr. Ferrucci, Mr. Mullen, Ms. Dambruch, Ms. Healey, Superintendent D’Agostino and Ms. Furtado. The bids were sealed bids and have been in the care and custody of Ms. Furtado since opening on October 28th. The following are the bids: Robinson Green Berretta Architects from Providence – Base \$396,900 (Prov. RI); Lerner Ladds Bartels of Pawtucket Base: \$325,000; Studio JAED offices in Delaware & RI Base \$150,000 – an expanded bid of \$376,600, a bid combining the two for \$526,600 and an additional bid of \$96,760 to a total bid of \$623,360; and Symmes Mainni & McKee Associates from Cambridge MA bid of \$167,200 for a 90-day study, as well as a bid for post 90 day study of \$113,043 to a total of \$280,243. They also submitted an alternative bid of \$185,000. The bids have not been reviewed by the full School Committee and a date will be set to review them.

FY2015 Fiscal Monthly Report (Mr. Ferrucci)

For the period ending 10/31/14

| | |
|------------------------|---------------|
| Total Revenue received | \$130,309,711 |
| Total Expenditures | 40,790,289 |
| Total Encumbrances | \$ 13,326,119 |

[Excludes salaries and fringe benefits]

| Summary Review of non-salary and fringe benefits costs | | | | |
|--|-------------------------|------------------|---------------|-----------------|
| School Committee | School Committee | School Committee | Year to Date | Percentage of |
| Approved Budget | Revised Approved Budget | Revised Approved | Exp.&Encumber | Non Staff Costs |
| 7/15/14 | 8/12/14 | 9/15/14 | 10/6/14 | |
| \$25,807,010 | \$28,295,510 | \$28,471,510 | 19,526,238 | 75.7% |

FY2014 Year End Fiscal Report – Mr. Ferrucci

The FY2014 Year-End Financial Report that is currently under audit was presented. This report is for the period July 1, 2013 through June 30, 2014 using data posted as of 10/31/14. The analysis of the current report consists of comparing here we actually ended versus what we previously reported in our

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

preliminary report on July 7, 2014. We were able to achieve a slightly higher surplus than what had been reported on July 7th. The additional surplus is attributed to the following:

| | | |
|---|------------|-----------|
| Revenue is over the Preliminary Report: | | \$120,237 |
| • Medicaid revenue was over estimates by | \$118,130 | |
| Expenses are under the preliminary report: | | \$414,583 |
| • Salary expenses are under by | \$164,022 | |
| • Fringe benefit expenses are under by | \$340,456 | |
| Medical & Dental under by \$241,328 | | |
| Retiree Medical under by \$104,106 | | |
| • Budget Managers over preliminary report | <\$89,895> | |
| TOTAL additional unrestricted Funds added to prior reported surplus | | \$534,820 |

The total FY2014 unrestricted surplus currently being audited is \$1,922,628, which is comprised of the previously reported \$1,387,808 plus the current \$534,820 adjustment.

Discussion on TGHS Class Proposal to School Committee – Mr. Nadeau commented on the Toll Gate High School proposal presented to the committee at the last monthly meeting, which proposed a Teachers’ Council to serve as a legislative body along with the School Committee. Both would vote on an issue and the majority would be the final decision. It suggested that with this system there would be no more fighting between the teachers and administration. They would work together for the sake of the students.

Adoption of Policies:**Policy JEG – Home School (Second Reading)**

MOTION 2014-298: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the second reading of **Policy JEG** - Home School Policy.

MOTION PASSES (4 ayes 1 nay)

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

Policy IGAK – Technology (second reading)**Policy IGAL – Bring Your Own Device (second reading)**

MOTION 2014-299: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the second reading of **Policy IGAK and Policy IGAL**.

MOTION PASSES (5-0)

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

Next regular scheduled School Committee Meeting: December 9, 2014
RFP discussion will be a public meeting and will be announced

The Superintendent announced that on November 12, 2014 the Warwick City council voted to approve the acceptance of the transfer of the Warwick Career and Technical Center from the Dept. of Education to the City of Warwick. As a result, the Career Center will now be permanently part of the Warwick School District. As a part of this agreement, we will receive \$3.1 million for upgrades to the roof, electrical, drains and other building maintenance.

Public comments – a number of teachers spoke about the academic achievement goals; Ms. Netcoh asked where the money was found to hire a common core coach; Mr. Testa said most kids like to see ABCs on their report cards; other comments included supporting teachers that need help, the career center

Warwick School Committee Minutes Meeting November 18, 2014 – Open Session

be for grades 9 through 12; and one teacher said while she is teaching computer programming the system shuts down in the middle of class. Thanks were given to Kevin Oliver.

MOTION 2014-299: Moved by Ms. Bachus, seconded by Ms. Furtado, to adjourn.

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.