

Warwick School Committee Minutes
Meeting July 14, 2015
Open Session

The Warwick School Committee met in Open Session at Toll Gate High School on Tuesday, July 14, 2015. Ms. Ahearn called the meeting to order at 5:30 p.m. with the following in attendance:

COMMITTEE

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

MOTION 2015-175: Moved by Mr. Nadeau, seconded by Ms. Furtado, 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), (a)(2), (a)(4) and (a)(9).

MOTION PASSES (4-0)

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

Open Meeting reconvened at 7:30 p.m.

Administration present: Lynn Dambruch, Anthony Ferrucci, Rosemary Healey, David LaPlante, Anne Siesel, Sara Monaco, Jennifer Connolly

Vote to seal minutes of Executive Session

MOTION 2015-176: Moved by Ms. Bachus, seconded by Ms. Furtado, to seal the Minutes of the Executive Session of July 14, 2015.

MOTION PASSES (5-0)

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

The Chair announced there was a vote taken in executive session to deny the grievance presented by a vote of 5-0. Also in Executive Session of April 14, 2015 it is reported out the disclosure of the vote of 5-0 which was taken to delay the superintendent hiring process until Mr. Ragosta's report was completed.

Approval of Minutes of Public Session

MOTION 2015-177: Moved by Ms. Furtado, seconded by Ms. Medeiros, to approve the Minutes of the Open Session for June 4, 2015, June 8, 2015, June 9, 2015 and June 24, 2015.

MOTION PASSES (5-0)

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

Vote of Minutes for the Executive Session

MOTION 2015-178: Moved by Ms. Furtado, seconded by Mr. Nadeau, to accept the Minutes of the Executive Session for June 4, 2015, June 9, 2015 and June 24, 2015.

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: There were no transfers presented to the Committee.

Approval of Warrants

MOTION 2015-179: Moved by Ms. Furtado, seconded by Mr. Nadeau, 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

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Appointments/Transfer re-assignment

MOTION 2015-180: Moved by Ms. Furtado, seconded by Ms. Medeiros, that the transfer reassignment of **Marie Cote** from Pilgrim High School principal to Assistant Principal of Gorton Jr. High School be approved; that the reassignment of **Pamela Bernardi** from Pilgrim High School Vice-Principal to Interim Principal of Pilgrim High School for the 2015-2016 school year, returning to Vice Principal position at Pilgrim High School at the end of the 2015-2016 school year be approved; that the appointment of **Steven Ruscito**, director of secondary education, Step 2 of the Administration Pay Scale, be approved; that the appointment of **Ashleigh Nyblom**, kindergarten teacher at Drum Rock Early Childhood Center, Step 2, be approved; that the appointment of **Jason Marley**, Vocational Automotive Teacher at WACTC Step 1 be approved pending receipt of National and State BCI; that the appointment of **Jill Shurtleff**, Cosmetology Teacher at WACTC Step 10 be approved pending receipt of National and State BCI and final budget approval of the position; that the appointment of **James Gauch**, technology education teacher Aldrich Jr. High Step 3 be approved pending receipt of National and State BCI

Discussion: Karen Bachus commented that Steven Ruscito is from Westerly. Bill McCaffrey should have that position – he is from this City – he has given us 20 years as teacher, vice principal and he is now director of the Career & Technical Center. As director he works with three districts, the state and many other folks. He was given one interview with a superintendent who did not care for him and made it well known. When we interviewed for superintendent, we gave inside candidates a second interview out of courtesy. He was not allowed a second interview. Ms. Ahearn called the vote - there is a vote on the table.

Call for the Vote on Motion 2015-182:

Vote Called: Aye: Furtado, Medeiros and Ahearn

Nay: Bachus and Nadeau

(MOTION PASSES 3-2)

Leaves of absence

MOTION 2015-181: Moved by Ms. Furtado, seconded by Ms. Medeiros, that the request of **Thomas Lynn**, science teacher at Gorton Jr. High for an unrestricted leave effective for the 2015-16 school year be approved; that the request of **Becky Caya**, math teacher at Aldrich Jr. High for an unrestricted leave effective for the 2015-2016 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

Resignations/retirements

MOTION 2015-182: Moved by Ms. Furtado, seconded by Mr. Nadeau, that the **resignation of Casey Esposito**, elementary music teacher at Wyman Elementary School be accepted effective June 24, 2015; that the **retirement of William Cilli**, automotive teacher Career Center be accepted effective June 30, 2015; that the **retirement of Dennis Winn**, Principal at Greenwood Elementary School be accepted effective July 8, 2015; that the **retirement of Michael Nappa**, physical education teacher at Veterans High School be accepted effective July 9, 2015.

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

MOTION 2015-183: Moved by Ms. Furtado, seconded by Mr. Nadeau, that the appointment of **Loraleah Lefebvre**, custodian at Cedar Hill 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

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Retirements/resignations

MOTION 2015-184: Moved by Ms. Furtado, seconded by Mr. Nadeau, that the **retirement of Jane Schwab** teacher assistant Gorton Jr. High school be accepted effective September 8, 2015; that the **retirement of John Cole**, cleaner at Toll Gate High School be accepted effective July 7, 2015; that the **resignation of Stephen Mattson**, custodian at Norwood Elementary School be accepted effective June 5, 2015.

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 2015-185: Moved by Ms. Furtado, seconded by Mr. Nadeau, that the appointment of **Tamra Gallo** head coach girls tennis Pilgrim High be approved for one year only; that the appointment of **Michael Daniels**, head coach girls' cross country Pilgrim High School be approved 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

Statement re: Ragosta investigation

Ms. Ahearn reported that Mr. Ragosta's investigation has been completed and reviewed by our current legal advisor. We met with Mr. Ragosta on several occasions to discuss findings. Mr. Henneous has analyzed the relevant information. While we know that the public is extremely concerned about the findings, we hope that you will all understand that this investigation touches on a multitude of areas that are covered by federal and state laws and regulations related to confidentiality. Therefore, it is impossible for the committee to satisfy all of the public inquiries into what and why. For this we are truly sorry. However, the school administration is in the process of reviewing, revising and updating policies and talking about professional development for staff and administration; and also negotiating contract language to better ensure student safety and restructuring departments.

Interim Superintendent – The Chair announced that we had two individuals come before us to give their background information and history at previous districts. It was a very difficult decision as both of their backgrounds were extensive. She called for a vote. Ms. Furtado commented she appreciated that both Dr. Holland and Dr. Halley offered their services, and made the following motion.

MOTION 2015-186: Moved by Ms. Furtado, seconded by Mr. Nadeau, to extend the position of interim superintendent to Dr. William Holland.

MOTION PASSES (5-0)

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

SMMA facility planning update - Mr. Frenette provided an update on the school consolidation process and a timeline for how events would unfold. The approved master plan will leave the district with two high schools and two middle schools by closing Aldrich and Gorton junior highs and re-purposing Warwick Vets as a super middle school, and splitting Vets students between Toll Gate and Pilgrim. All aspects of the master plan are between 95 and 98 percent complete and will soon be ready for publishing. The traffic observations were completed one to two weeks ago. It will be up on the website shortly. The timeline presented was as follows: use the 2015-16 school year to perform detailed planning on consolidation at the secondary level, which has already started; use the 2016-17 school year to implement the secondary schools plan and perform detailed planning of the middle schools portion of the plan, in which sixth grade would be moved up from the elementary schools; use the 2017-18 school year to

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implement the middle school plan and perform detailed planning of consolidation at the elementary level; and finally using the 2018-19 school year to implement the elementary school consolidation plan. Frenette said during the summer of 2015, school department officials will meet with Rhode Island Department of Education (RIDE) representatives to discuss the master plan and its implementation; in the fall of 2015, the department will prepare a Statement of Intent (SOI) to go forward with implementation and funding, and in August or September, it will prepare a RIDE Stage 1 Submittal. In March of 2016, the department will complete a RIDE Stage 2 Submittal, which will go into further detail and cover all implications of implementation of the master plan; and in the fall of 2016, planning will begin for the potential bonding needed for implementation of the master plan.

Science Curriculum – Grades 1, 2, 3 and 7:

MOTION 2015-187: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the Science Curriculum presented for Grades 1, 2, 3 and 7.

MOTION PASSES (5-0)

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

Policy-Allergies in Schools (First Reading)

MOTION 2015-188: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the first reading of the Policy-Allergies in Schools.

MOTION PASSES (5-0)

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

Policy – Early College, Dual and Concurrent Enrollment (First Reading)

MOTION 2015-189: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the first reading of the Policy – Early College, Dual and Concurrent Enrollment, as amended [amendment: add reviewed by guidance counselor.]

MOTION PASSES (5-0)

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

**Policy – Physical or Mental Abuse and Sexual Abuse,
Sexual Misconduct and Sexual Molestation Prevention**

Policy (First Reading)

MOTION 2015-190: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the first reading of the Policy Physical or Mental Abuse and Sexual Abuse, Sexual Misconduct and Sexual Molestation Prevention Policy amended as recommended.

MOTION PASSES (5-0)

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

Policy – ACB Student Sexual Harassment (First Reading)

Underlined sections are proposed changes to the policy - Drafted in Human Resources and reviewed by legal counsel.

MOTION 2015-191: Moved by Ms. Ahearn, seconded by Ms. Furtado, to approve the first reading of Policy ACB Student Sexual Harassment as amended [If there is a *finding* that a student has committed an act of sexual harassment, appropriate disciplinary action will be taken *after a full investigation and report completed.*]

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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Policy ACA Freedom from Sexual Harassment (personnel) (first reading) - Amend ACD striking second bullet point (*write a memo to the harasser or send registered mail with return receipt*)

MOTION 2015-192: Moved by Ms. Furtado, seconded by Ms. Medeiros, to approve the first reading of Policy ACA Freedom from Sexual Harassment (personnel) as amended.

MOTION PASSES (5-0)

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

Policy AC Non-discrimination

MOTION 2015-192: Moved by Ms. Ahearn, seconded by Ms. Furtado, to approve the Policy AC Non-discrimination.

MOTION PASSES (5-0)

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

Career and Technology Education Exploration Course

MOTION 2015-193: Moved by Ms. Furtado, seconded by Mr. Nadeau, to approve the Career and Technology Education Exploration Course.

MOTION PASSES (5-0)

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

Discussion superintendent search – It was recommended to repost the position of Superintendent be done as soon as possible.

MOTION 2015-194: Moved by Ms. Furtado, seconded by Ms. Medeiros, approval of putting out notice to repost the position of Superintendent as soon as possible.

MOTION PASSES (5-0)

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

Status report on \$25 million bond projects – Mr. Ferrucci presented a bonded capital projects status report. To date there have been four bonds issued totaling \$15,786,600. The balance of voter approved bonding remaining today is \$9,210,400. In order to access any of the remaining balance, City Council and the Mayor need to authorize the issuance to seek the cash from RIBEC. Warwick Public Schools are currently eligible to receive State Housing Aid Reimbursement for projects on the approved list. There is currently \$10,602,964 worth of projects being reimbursed to WPS. WPS will be reporting the completion of another \$5,642,140 in projects this summer and will be reporting the initiation of an additional \$414,498 of new projects to RIDE. The balance RIDE will have available for WPS will be \$8,340,398. Of the 48.3 million, \$1,419,365 is restricted to adding 4 classrooms at Drum Rock School. After deducting the Drum Rock restriction, WPS has \$6,921,033 as a remaining balance eligible to be reimbursed for new projects. The School Department maintains the expenses incurred for each bond released and for capital projects paid for from school operating accounts. The school department encumbers expenses for projects that are under contract but have not been paid for or reported. Of the four allotments of cash received to date, two have been spent in their entirety. There is a cash balance remaining of \$263,361. The August 2014 allotment has cash balance remaining of \$2,786,882. It was anticipated that the Aldrich/Gorton fire code work scheduled for summer of 2016 would have come from these funds. With the recent decision to close the schools by September 2016, the \$2,055,399 earmarked to be used can now be reallocated for projects to be determined. Between the two allotments WPS has \$3,050,244 available for projects to be determined. Based on cash balances and need to address operational issues in the upcoming fiscal year, it is believed we should move the VETS roof project costs that were incurred and paid for in the FY2015 operating budget to the bond. The FY2015 operating budget would be reallocated \$902,000 to the bond; providing additional surplus that could be used in FY2016.

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FY2015 Preliminary Year End Fiscal Report –

	FY15 SC	FY15 Preliminary	Variance	
	Adopt.Revised As of 3/18/15	Year End as of 7/1/15	Dollars	Percentage
Revenue	163,185,410	162,706,792	<478,618>	0.29%
Personnel Costs	96,985,075	96,866,361	118,714	0.12%
Fringe Benefits	38,241,821	37,776,951	464,870	1.21%
Budget Managers	<u>27,900,763</u>	<u>27,046,167</u>	<u>854,596</u>	<u>3.06%</u>
Surplus	57,751	1,017,313	959,562	160%

Other potential items that will impact this preliminary year-end report later this year are:

- | | |
|--|-------------|
| a) open purchase orders still outstanding | \$2,706,927 |
| b) contingency for unencumbered expenses | 200,000 |
| c) potential to move cost of Vets roof from operating budget to bond funds | 544,000 |

Based on the open purchase orders, the contingencies that remain in the budget and the potential to move Vets roof cost to bond account, we are in a position today to make a recommendation that \$1,017,000 of projected unrestricted surplus from FY2015 be used in FY2016.

MOTION 2015-195: Moved by Ms. Ahearn, seconded by Mr. Nadeau, to table moving funds until the next meeting.

MOTION PASSES (5-0)

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

Recommendation/Adoption of FY2016 Original Budget – The School Committee adopted a FY2016 recommended budget of \$166,482,275 on April 27, 2015. In order to achieve the City Council's appropriated budget, the original budget has incorporated \$6,952,275 in staffing, supplies and program cuts. The major cuts contained:

Salary – overall cuts of \$2,759,045, major cuts total	\$2,518,770
Supplies – overall cut of \$411,075, major cuts total	\$ 386,140
Capital Equipment/Buildings –	
overall cut of \$3,244,420, major cuts total	\$3,244,420

It is recommended that the original budget for FY2016 of \$159,530,000 be adopted.

MOTION 2015-196: Moved by Ms. Bachus, seconded by Ms. Furtado, budget presented.

MOTION PASSES (4 ayes 1 nay)

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

Recommended FY2016 REVISED Budget:

Mr. Ferrucci said the Original FY2016 Budget was \$159,530,000. We are seeking approval to add the additional revenue to the budget and add additional expenses to meeting the following contractual obligations:

- | | |
|---|----------------|
| • Professional development – one day if August 2015, per contractual requirements | \$150,000 |
| • Workers Compensation Insurance – per bid amount | 16,976 |
| • Legal services-purchase service for outside firm | <u>175,000</u> |
| Total increase in budgeted expenses | \$341,976 |

MOTION 2015-197: Moved by Ms. Ahearn, seconded by Ms. Furtado, approval of revised budget.

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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Bids/Change Orders:

MOTION 2015-198: Moved by Ms. Ahearn, seconded by Ms. Furtado, that the bid for environmental lead inspections, in the amount of \$4,300.00 for a one year contract be awarded to Alpha Environmental 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 2015-199: Moved by Ms. Ahearn, seconded by Ms. Furtado, that the bid for food safety inspection in the amount of \$7,360.00 annually, for a three-year contract be awarded to F.I.R.S.T. Inspections

MOTION PASSES (5-0)

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

MOTION 2015-200: Moved by Ms. Ahearn, seconded by Ms. Furtado, that the bid for yearbook and student photos be awarded to the various vendors – (There is no cost to WPS for these services.)

MOTION PASSES (5-0)

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

MOTION 2015-201: Moved by Ms. Ahearn, seconded by Ms. Furtado, that the bid for Career and Technical Center site improvements in the amount of \$108,397 be awarded to Skurka.

MOTION PASSES (5-0)

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

MOTION 2015-202: Moved by Ms. Ahearn, seconded by Ms. Furtado, that the change order for Career and Technical Center site improvement in the amount of \$6,400 be approved; that the bid for Career and Technical Center student lockers in the amount of \$4,050 be awarded to GJ Sales Co; that the bid for Career and Technical Center roof replacement in the amount of \$285,000 be awarded to Eagle Cornice; that the bid for Career and Technical Center dough divider in the amount of \$10,931.93 be awarded to Kittredge Equipment;

MOTION PASSES (5-0)

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

Public comment: A number of social workers spoke of their concerns about position cuts and the problems that are faced daily. Mr. Testa commented on the timeline of the master plan presented. He agreed that finance should be part of the student curriculum. Brenda, a teacher of 29 years, commented we need our department heads back in the junior high and felt there was no time in the schedule to explore the career and tech program. She also commented on the decreased social worker positions. Ms. Netcoh commented on outgoing superintendent on committee for interviewing director of secondary; getting rid of elementary and secondary directors and have an assistant superintendent; restoring literacy positions, and the need for more social workers especially in secondary.

MOTION 2015-203: Moved by Ms. Ahearn, 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 10:35 p.m.