

**WOONSOCKET SCHOOL COMMITTEE SPECIAL MEETING
TUESDAY, NOVEMBER 20, 2012
5:00 PM – OPEN SESSION
McFee Administration Building
108 High Street, 1st Floor Conference Room
Woonsocket, RI 02895**

Call to Order by Vimala Phongsavanh

Roll Call:	V. Phongsavanh	Present
	E. Nadeau	Present
	J. Donlon	Present
	A. McGuire-Forcier	Present
	C. Roberts	Present

V. Phongsavanh stated the Budget Commission requested that the Committee get something done with the contracts within two weeks; presented the directors and principals tentative contracts at the last workshop; need to move forward with these contracts in a fair and equitable way for everyone. She read the Memorandum of Agreement (MOA); stated what we are agreeing to is to make sure that our students, our principals, our human capital in the school district are safe guarded until the beginning of the new contractual terms with the union; there were some concerns that some wanted to mirror some of the terms of the new contract with the principal contracts. C. Roberts stated this MOA does not accomplish anything different than leaving the contracts as they sit; does not see this as a step and is not ready to sign to extend everyone's contract; noticed that names are missing, there might be people on the list whose contract they might not want extended, and there are people on the list who do not have a contract; not something he would hand to the Budget Commission (BC) as progress; suggested to have smaller group meetings to iron this out; suggests that they tell the BC that they need another week or two. V. Phongsavanh agrees that we should have small meetings but does not think they will be able to come up with something within a week or two; the MOA offers them an additional six to seven months; would like someone from the BC to sit with them and talk about what some of the terms should be.

J. Donlon stated we need to protect our administrators; they have some sort of contracts with us now and they need to be assured that these will remain in effect; we do not want them looking for other jobs; they need job security like the teachers; need to get everyone on board and contracts can be negotiated in June. V. Phongsavanh said the MOA states this will happen for a short term right now; this provides security and safety. A. McGuire-Forcier stated she looked up the RI General Laws and said they are protected if you look at 16-12.1-2.1 Termination of Administrators which states administrators shall only be terminated for just cause including but not limited to declining enrollment and consolidation which is not the situation here; the MOA is a legal contract; advises the administrators to discuss their feelings about this because once you sign this the contracts that you have that are expired would still protect you. R. Ackerman said they have to deal with each individual contract. A. McGuire-Forcier agrees that they should be done individually. R. Ackerman asked if it is the Committee's intent to say to the principals that we are not about to terminate you, not about to non-renew you and we want to provide you with some comfort or is that not the case; what is the objective here. V. Phongsavanh said the intent was to look at all the administrative contracts and make one standard contract, to unify and uniform; noted that there were some promises made in the past that provide certain benefits. The MOA is that we all agree that we will be working on contracts and it will allow us time to work on it.

G. Nasuti said the MOA gives them the opportunity to work on contracts; the last recommendations to this group was so radically different than the contracts that they have been working under; many benefits taken away; we want time to be treated fairly; the three boiler plate models he has were designed based on benefits given to the local unions; he is in fear of local politicians who want to expedite this because they can; we do not have a union or a bargaining unit; he thinks the MOA helps them as a group to take a look at everyone's contract to come up with a fair contract. The boiler plate they just received under item #2 which is the term of the contract, item #3 the work year, item #7 benefits, item #10 severance, and item #12 retirement was radically different than the last contract he signed; under these new conditions he would be forced to retire today; the MOA gives them time and tells the BC that we are working on it. C. Roberts said if this passes here tonight the BC will throw it out the window and thinks they can verbally ask for an extension; there is no School Committee Member that can say they read every single contract; he does not understand how anyone could sign the MOA tonight extending these contracts until June 2013 when they have not read them; agrees with the ultimate goal but does not agree that this is the next step; he asked if they had one draft contract for every administrator and the contracts mirrored the Teacher's Guild would they be agreeable to this. G. Nasuti said he cannot speak on everyone's behalf but that would be a comfort zone. C. Roberts said that is where he is headed with the contracts.

G. Donoyan stated the templates before them are what John Ward has alluded to that came out of a 1997 agreement which has been adjusted and modified; they are presented to you because J. Ward has referred to them often as the boiler plate; this does not mean the Committee will use this; just wanted to clarify why they have this. R. Ackerman said what this resolution says whatever the terms and conditions of your employment right now whether you have a written contract or not will continue at least into June 30, 2013 or the policy says at a later date 30 days after the teacher's contract gets ratified; these conditions, whatever you are working under right now, will continue not less than June 30th and beyond June 30th as such time the teacher's contract gets resolved which could be July 1st or December 31st; the administrators are protected so they at least have their current conditions not only until the end of this year but while waiting for the teacher's contract; does not know how this will hurt them or prevents them from having the time to work out their own individual cares and concerns; the MOA will not hurt and the BC may not accept this but at least this is stating that this is what the Committee wants. C. Roberts asked R. Ackerman if he would extend a contract he has not read. R. Ackerman said he would not enter into or extend a contract he did not read. G. Nasuti said this does not extend the contract this is the current contract we are under. C. Roberts asked what happens if someone does not have a contract. R. Ackerman said if they do not have a written contract they have an applied contract because you hired them at a rate, etc. Everyone has a contract, does not have to be in writing, they would just have to prove what the terms were when they were hired.

G. Donoyan said we need to maintain consistency with leadership; there are so many who want to leave not only because of the uncertainty but also the lack of respect; the MOA is buying us time to do what is right for our instructional leaders; the BC was very clear to her to present them with a contract and if she does not they will make a contract up; hopes the Committee agrees to protect these people by signing the MOA. A. McGuire-Forcier stated they are protected under their old contract; this is just telling the BC we did not do what you wanted us to do; tell them that we need more time to do it right; she is not signing this because this will also give people contracts who do not have contracts. G. Nasuti said they are concerned for their salaries, health benefits, etc.; the MOA says the Committee agrees to work on this. C. Roberts said he wants to work on getting the contracts done for all administrators and that is the goal; he wants it to be fair and equitable for everyone; he is going to vote no on the MOA because this is not the tool to make it happen.

Motion to Approve the Memorandum of Agreement: V. Phongsavanh 2nd: J. Donlon

E. Nadeau said in the model contract there are many references to the union; does not know why the BC wants to segregate a group that is non union; why do these non union contracts have to be done before the union contracts are done and asked what is the big deal in rushing this. C. Roberts and A. McGuire-Forcier said they are agreeing with her because the current contract does match the teachers. C. Roberts stated the contract would say that they will continue to pay what the teachers pay and at the time the teachers make a change the administrators make a change which is what always happens; that is the fair and equitable part that the administrators are looking for; he said the Committee is all on the same page but he wants the contract to be created on a template where all forty contracts are the same. E. Nadeau asked if we did this right now would this satisfy the BC. C. Roberts said absolutely; they want uniform contracts. A. McGuire-Forcier suggested they confront the BC and request more time to do the contracts right.

Motion to Approve the Memorandum of Agreement: V. Phongsavanh 2nd: J. Donlon

Roll Call Vote: 3 Yes (VP, EN, JD) 2 No (AM, CR)

Motion to Adjourn: A. McGuire-Forcier 2nd: C. Roberts (Unanimously Approved).

Respectfully Submitted:

Kimberly Blais, WSC Recording Secretary