

LINCOLN SCHOOL COMMITTEE
LINCOLN, RHODE ISLAND
MINUTES

DATE: December 11, 2017
PLACE: Lincoln Middle School
152 Jenckes Hill Road
Lincoln, RI 02865
TIME: 6:15 PM – Large Group Room
Executive Session (Closed) pursuant to R.I. General Laws Section (42-46-5(a))
a. Discussion of Personnel Issues 42-46-5(a)(1)
b. Cyber Security Consultant Report 42-26-5(a)(3); 16-21-25; 16-21-23(b)
c. Adjourn from Executive Session
7:00 PM – Open Session - Auditorium

School Committee Members Present: Kristine Donabedian, Chair; Joseph Goho, Vice Chair; Staci Rapko-Bruckner, Clerk; John LaFleur, John Picozzi
Absent: Mary Anne Roll, Julie Zito

Others Present: Georgia Fortunato, Superintendent; Caroline Frey, Mark Gadbois, Kevin McNamara, Armand Milazzo, Lori Miller, Rosemary Stein, Robin Wright

Convene Into Open Session

- a. Consider and Vote on Motion to Seal Executive Session Minutes
Motion to approve by Goho. Seconded by Picozzi. All in favor. Motion carried 5-0.
- b. Notification to Public of Compliance with R.I. General Laws 42-46-4 & 5 as to Votes Taken
The Chair reported no votes were taken in Executive Session.

Opening Ceremony

Right to be Heard – None.

I. Consent agenda

1. Salary Warrants
2. Expense Warrants
3. Approval of Disposition of Obsolete Textbooks and Equipment
4. Personnel Recommendations

Retirements

- | | | |
|-----------------------|------------|----------------------------|
| a. Laurie-Jean Ciosek | From: | Grade One - Saylesville |
| | Effective: | End of 2017-18 School Year |
| b. Lori Miller | From: | Business Administrator |
| | Effective: | June 29, 2018 |

Resignations

- | | | |
|---------------------|------------|--|
| a. Adolfo Costa | From: | Principal – Middle School |
| | Effective: | December 29, 2017 |
| b. Kerrie Marabello | From: | 19 ¾ hr./wk. PT TA – Northern Elementary |
| | Effective: | December 8, 2017 |

Leave of Absence

- a. Margaret Rock
From: Grade 5 – Northern
Effective: January 2, 2018 – March 12, 2018
(extension)

Administrator Appointment

- a. Dennis Mullen
To: Interim Principal -Lincoln Middle School
Effective: January 2, 2018 – End of School Year
Salary: \$500/day (maximum 90 days)

Teacher Appointment

- a. Jaclyn Pringle
To: Title 1 After School Teacher – Northern
Effective: December 12, 2017 – April 12, 2018
Salary: \$44/hour (grant funded)

Long Term Substitute Appointment

- a. Lucy LaFontaine
To: Grade 5 – Northern
Effective: January 2, 2018 – March 12, 2018
Salary: Per contract

Support Staff Appointments

- a. Michaela Marcoux
To: Teacher Assistant – Saylesville Elementary
Effective: December 12, 2017
Salary: \$18.05/hour
- b. David Peloquin
To: Custodian Second Shift – High School
Effective: December 12, 2017
Salary: \$18.84/hour

5. Approval of Regular Session Minutes

- a. November 13, 2017

6. Approval of Executive Session Minutes

- a. November 13, 2017

Motion to approve the Consent Agenda by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.

Superintendent Fortunato commented on the resignation of Business Manager Lori Miller, stating Lori started working in Lincoln in 1999. She recognized Lori for all her work and the fact she has a law degree. Joseph Goho stated Lincoln has been fortunate to have such stability in the finance department. Kristine Donabedian concurred.

II. Superintendent's Report

- a. Citations

John LaFleur presented a Certificate of Recognition to the following for the National Video Competition sponsored by *Buddies Not Bullies*:

Rachelle Bousquet – Second Place Award for PSA “Sticks and Stones”

Hannah Leopold-Brandt – Second Place Award for PSA “Sticks and Stones”

The PSA video was shown.

- b. Lincoln High School Student Presentation re Elementary World Language
Dr. Frey introduced Christina Gosselin, who showed a video of her high school Exhibition project, Language in the Elementary School. Christina explained her research and findings of elementary students all over the world learning a second, even a third language at the elementary level. Her research showed it was easier for students to learn another language at an earlier age.
- c. Lonsdale Elementary School Update
Principal Stein had a presentation of some activities with teachers and students at Lonsdale Elementary. Teacher Michael Maloof talked about the benefits of looping at Lonsdale, where he begins with a fourth grade class and continues through the fifth grade with the same class.
- d. Data Manager Position Update
The Superintendent reported the position is going smoothly and the website is being addressed. She would like to consider the position as they start the budget process and see what kind of salary they would be looking at. Staci Rapko-Bruckner commented that past people have left for higher paying positions.
- e. Update on Business Administrator, Director of Special Education and Middle School Principal Searches
Superintendent Fortunato reported the positions of Business Administrator and Director of Student Services will be posted on School Spring starting January 2nd with a start date of July first for those positions. Screening committees will be created. Dennis Mullen will be the interim principal. They will look for a temporary Dean of Students to be appointed January 8th through the end of the school year. The LMS principal position will also be posted on School Spring. Barbara Maher will be doing the evaluations. Joseph Goho spoke in support of the temporary principal appointment, stating it will be good to get some feedback on the middle school. He thought adding the Dean of Students was a good decision. Fortunato asked if any committee member is interested in being on a screening committee to let her know.
- f. First Quarter Substitute Teacher Update
The Business Manager reported there has been a 13% higher fill rate. They have a reliable substitute rep and the per diem rate increase helped. She expects absenteeism will be high in the second quarter.
- g. Discussion and Vote to Approve Increase in Substitute Teacher Assistant Pay Rate
Superintendent Fortunato reported there is a problem filling the substitute Teacher Assistant positions. Currently the salary is \$9.60 an hour with the state minimum wage increasing to \$10.10 January first. She recommended increasing the hourly rate to \$11.00 as of tomorrow.
Motion to approve by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.
- h. Discussion and Vote to Approve Commitment of \$300,000 in Fund Balance for Future Turf Replacement at Ferguson Field
The Business Manager reported the fund balance as of June 2017 was 1.358 million dollars. She recommended putting \$300,000 toward repurchasing turf at Ferguson Field. The Chair noted this removes the pressure to find the money when the time comes. She stated they had planned to use gate receipts and rental income, but the field isn't being rented.
Motion to approve by Rapko-Bruckner. Seconded by Picozzi. Motion carried 4-1, with LaFleur voting against.
- i. Update and Approval of Family Literacy Center Items
The Superintendent reported they are purchasing a ten lap top cart with Title 1 funds at a cost of \$10,000, and they will be able to provide snacks. The library software will be included in the 2018-19 budget. Dr. Frey explained that Northern is now a Title I school-wide school and it is now less complicated to make these partnerships.
- j. Approval of Unbudgeted Full Time 1:1 Teacher Assistant – Saylesville Elementary
Motion to approve by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.

- k. Discussion and Possible Vote to Approve Settlement Agreement for the RINI
Motion to approve by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.
- l. Financial Report/Charter School Update
The Business Manager reported she is still projecting a year end zero variance. Claims are running ahead. Special education was budgeted at \$385,000 and is at \$800,000. Charter School tuitions are ahead \$45,000. Joseph Goho asked the Superintendent for a report from the Special Education Director for details in the Special Education spike for the January meeting.

III. New Business

- a. First Reading Gender Identity and Gender Expansive Students Policy
The Chair dispensed with the first reading. Staci Rapko-Bruckner noted it would be on the website for comment and they will be reading the comments.
Motion to approve by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.
- b. Adoption of Revised Northwest Rhode Island School District Consortium By-Laws and Resolution
The Chair noted there was a correction to the last paragraph of the resolution.
Motion to approve by Goho. Seconded by Rapko-Bruckner. All in favor. Motion carried 5-0.
- c. Exit Interviews
Staci Rapko-Bruckner stated she just wanted to be clear on the process. The Superintendent explained exiting employees can complete the interview in person, by phone or send in something, with some choosing not to do any at all. HR forwards the information to the Superintendent and it is then sent to the School Committee. Rapko-Bruckner expressed interest in taking part in the interview and would like to ask what could be done to keep the employee. Discussion ensued regarding a timeline for sending out follow up letters and possibly having a two phase process.

IV. Subcommittee Reports

Staci Rapko-Bruckner reported meeting on gender identity. Kristine Donabedian reported the Budget subcommittee is trying to meet with a representative of the Budget Board to go over some numbers. The Superintendent reported the Capital subcommittee meeting is scheduled for Monday. Rapko-Bruckner noted she would like the grass at Northern be made a priority. Fortunato asked School Committee members to advise what other projects they should consider.

V. School Committee Reports – None.

VI. Community Comment

Jennifer Kiley, a parent, commented on the need for communication. She feels the elementary school principals and Superintendent do a great job, but didn't realize it isn't the same at higher levels. Rapko-Bruckner noted the School Committee meetings are streamed. Sharon Fisher commended the student presentation, noting the importance today for employers to have bilingual employees. She also commented on exit interviews and stay interviews, especially for key performers. Fred Hoppe stated they are looking forward to meeting with the principal at LMS. He stated LMS is committed to doing the best we can.

VII. Adjourn

Motion to adjourn at 8:52 by Goho. Seconded by Picozzi. All in favor. Motion carried 5-0.