

**SCITUATE SCHOOL COMMITTEE REGULAR SESSION
TUESDAY August 5, 2014, 2014
SCITUATE TOWN HALL - TOWN COUNCIL CHAMBERS**

<p><u>CALL TO ORDER</u></p>	<p>147-1 The Regular Session was called to order by Chair Umbriano at 7:01 PM.</p> <p>Present were Marylou Umbriano, June Guglielmi, Lillian Jean Delmonico, Jean Esposito and Brian LaPlante. Also present were Paul Lescault, Superintendent, and Lawrence Filippelli, Assistant Superintendent and school department consultant, Dr. Ed Myers.</p>
<p><u>PLEDGE OF ALLEGIANCE</u></p>	<p>147-2 Led by Chair Umbriano and Ian from Boy Scout Troop 102, all participated in <i>The Pledge of Allegiance</i> to the Flag.</p>
<p><u>ROUTINE MATTERS MINUTES AND BILLS</u></p>	<p>147-3 Mrs. Guglielmi moved for approval of the General Fund July 2014 bills in the amount of \$577,283.15; seconded by Mrs. DelMonico; unanimously approved.</p> <p>Mrs. Guglielmi moved for approval of the General Fund July 2014 bills in the amount of \$562,396.21; seconded by Mrs. DelMonico; unanimously approved.</p> <p>Mrs. Guglielmi moved for approval of the Grant bills for July 2014 in the amount of \$92,381.63; seconded by Mrs. DelMonico; unanimously approved.</p> <p>Mrs. Guglielmi moved for approval of the Grant bills for August 2014 in the amount of \$17,457.71; seconded by Mrs. DelMonico; unanimously approved</p>
<p><u>APPROVAL OF MINUTES</u></p>	<p>147-4 Mrs. Guglielmi moved to approve minutes of the executive session of June 3, 2014; seconded by Mrs. DelMonico; unanimously approved.</p> <p>Mrs. Guglielmi moved to approve minutes of the regular meeting of June 3, 2014; seconded by Mrs. DelMonico; unanimously approved.</p>
<p><u>CORRESPONDENCE</u></p>	<p>147-5</p> <ol style="list-style-type: none"> 1. The following letters to the Superintendent were received requesting home schooling for the 2014-2015 school year: <ul style="list-style-type: none"> • Mr. and Mrs. A for one child • Ms. C and Mr. P for one child • Mr. and Mrs. D for one child • Ms. F for two children • Mr. and Mrs. L for two children • Ms. M for two children • Mr. and Mrs. S for one child • Mrs. B for one child

- Ms. A for two children
- Ms. D for 4 children

Recommendation: Approve the requests, according to the policies and procedures established by RIDE and the school department.

Mr. LaPlante moved, seconded by Mrs. DelMonico to approve the request according to the policies and procedures established by RIDE and the school department. The committee unanimously approved the motion

2. The Committee has continued its practice of postponing, until the August meeting, action on parent requests for their children to attend schools other than their school or record. The list of these requests as well as the recommended action will be available for the Committee on 8/5.

Dr. Lescault stated that he was working on this up and until Friday, and emailed it to you so you had advance notice and I have a hard copy for you this evening on the table in front of you. The only difference is that there were 17 recommendations on the original copy I emailed to you on Friday and I received an additional request last night. I investigated it this morning and we are able to recommend that as well. As you can see by looking at the recommendations column, most of the requests we were able to approve. We try and accommodate parents with respect to the schools that they desire as long as there is space available and they are either willing to transport or we are at no additional cost. In some cases we had to deny based on class size. Class size is already maximized and there are 3 students I believe we are transferring involuntarily. There are 3 of the 6 students that were notified at North Scituate School Kindergarten that for reasons of balancing enrolment with the three schools, that we would be involuntarily transferring. They received letters some time ago. They are aware of the situation. Two of them are fine with going to another school. The third is not excited about it, but will comply. We are recommending 18 approvals and denials and I would prefer not to get into the names just to protect the confidentiality of the children. I can discuss any one of them if you have questions about whether you recommend approval or not. In some cases it looks like the class size is maximized at North Scituate School. For example, Grade 3I am recommending one for approval because I have 3 people from Grade 3 going to another school. Taken these numbers as a whole, work.

Mrs. Esposito asked what the maximum size for Kindergarten is.

Dr. Lescault stated that it is 23.

Dr. Myers stated that it is 22/23.

Mrs. Esposito asked if K-1-2-3 are the same size?

Dr. Myers stated that K is 22 plus 1, Grade 1 is 23 plus 1, plus another 1. Then when we get to 3-4-5, we jump to 25, plus 1.

Mrs. Esposito asked if all the Kindergarten's are all maxed out?

Dr. Lescault stated that we are at 68 students, we can go to 69 and beyond that we have to add another section. If that is the case, then the recommendations for the involuntary transfers can be rescinded because we will have room to accommodate.

Mrs. Esposito stated that we have one kindergarten at all 3 schools?

Dr. Lescault stated that is correct.

Mr. LaPlante asked what the history was for registration in August.

Dr. Lescault stated that he wished he could give him a timeline, because we filled 2 sections of kindergarten at the Hope Schools last year assuming there would be growth, that seemed to be the trend historically but it went down. Now we are being very cautious because it is a very expensive mistake to make. This is not just a teacher for one year; it is \$100,000 for the first year, \$100,000 for each of the next 5 years. So it is \$600,000 to add one section.

Chair Umbriano asked if in the other schools, in grades 1-5 is there one section in each school.

Dr. Lescault responded that there is not. There were 2 sections in each school.

Mr. LaPlante asked if the history of enrollment with kindergarten, what is the likelihood that we will exceed that amount, the 69 amount.

Dr. Lescault stated that he think they would know by now.

Dr. Myers stated that he agreed with it, but it is possible but not likely. Hope School in the past had a history of late enrollments. The last couple of years, the numbers stayed the same. When you are dealing with numbers that close, I did call a couple of months ago and talked to the person that is in control of population and I mentioned that we might open up one more kindergarten and what affect would that have on the overall numbers. He thought it would increase our projections to a small degree. I did not ask a question about last minute registration because that is kind of a roll of the dice.

Mr. LaPlante asked if when we do exceed that number, what happens.

Dr. Lescault stated that we will have a section set up quickly. Maybe not in the first day or two, but definitely within the week. We have the classroom, the space, the teacher...we are ready to go.

Mr. LaPlante asked where?

Dr. Lescault stated at the Scituate School.

Mrs. Esposito asked when wills this happen?

Dr. Lescault asked if it is possible that someone who has registered has made a decision not to come and has not notified us yet. It is an expensive commitment. It is one that we can fix very quickly but my recommendation is to wait until almost the beginning of the school to make sure all the kids we think are coming, does come and if we need the additional room, we can do so quickly.

Mrs. Esposito asked what the average class size in grades 1-5. Is it 24 or 23?

Dr. Lescault stated that he did not have that in front of him...the monthly enrollment which will give me an idea of what it looks like.

Mrs. Esposito stated that she was looking at a document that shows the grades most affected are 1, 2, 3 and 5. Are they maximizing out to class

	<p>size?</p> <p>Dr. Lescault stated that it was pretty close. For the most part they are fairly close to maximum size. The average seems to be 22/23/24</p> <p>Mrs. Esposito asked if there was movement in those grade levels?</p> <p>Dr. Lescault stated yes.</p> <p>Dr. Myers stated that over the years what we have been doing is looking carefully at the kindergarten numbers, the committee has been very prudent as those numbers increase pretty quickly, is to open another section.</p> <p>Mrs. Esposito asked if there was any way to a split, like a 1-2.</p> <p>Dr. Lescault stated no. Educationally we did that 25 years ago, not now.</p> <p>Mrs. Guglielmi as a former teacher can attest to that that it does not work.</p> <p>Dr. LaPlante moved, seconded by Mrs. Esposito to approve the request according to the policies and procedures established by RIDE and the school department. The committee unanimously approved the motion.</p>
	<p>147-6 REPORT OF COMMITTEE LIAISONS</p>
BUDGET	None
CURRICULUM	None
FOOD SERVICES HEALTH / WELLNESS	None
NEGOTIATIONS	None
POLICY	None
RIASC	None
SCHOLARSHIP	None
SPECIAL EDUCATION	None
STRATEGIC PLANNING	None
TRANSPORTATION / SAFETY	<p>Chair Umbriano asked if they were meeting with the monitors on the 7th?</p> <p>Dr. Myers stated no, we are meeting with a hierarchy on the 18th.</p>

SCITUATE PREVENTION COALITION (formerly SAFE)	None
<u>UNFINISHED BUSINESS</u>	147-7 None
	147-8 <u>ASSISTANT SUPERINTENDENT'S REPORT</u>
<u>SUMMER WORK AND LOOKING AHEAD TO NEXT YEAR</u>	Over the summer, there has been much preparation for some professional development on STAR progress monitoring at the elementary level. This training will coincide with what I have planned for the 9/9 and 10/10 professional development days. Some high school staff will be trained by representatives from Edgenuity on 8/6. This program is replacing NovaNet for credit recovery and other supports for students at the high school. It is a much more comprehensive program and we are getting more product, more support, and more licenses for the same money we were spending on NovaNet. I am planning to use the work done on 8/25 and 9/9 as a jumping off point to plan the October PD day. Our focus this year will be PARCC preparation and continuing our CCSS work.
<u>RTTT UPDATE</u>	The RTTT funding is coming to a close on 9/30/2014. I have taken some of the good components of the RTTT work (curriculum work, CCSS prep, and SLO work tied to CCSS) and budgeted for the continuance of that work in the Consolidated Resource Plan. I am hopeful that RIDE will approve my vision for continuing some of this work in the district over the next year. As of the writing of this report, the Title II portion of the CRP had not been approved by RIDE.
<u>TEACHER EVALUATION</u>	As a result of the legislatures passing of the law adjusting RIDE's evaluation model, teacher evaluations will undergo another change this year. I am happy to report that all of our teachers were effective or highly effective based on RIDE's rubric. Additionally, I was able to successfully upload the evaluation file to RIDE in early July. All of our administrators will be going through another mandatory RIDE calibration training at the end of August. Dr. Lescault stated that there are no issues as all our teachers are either effective or highly effective.
<u>PARCC ASSESSMENTS</u>	As I have been reporting, our students will be tested in the PARCC (Partnership and Assessment for the Readiness for Colleges and Careers) assessments this year. The style, complexity, and duration of these assessments are very different from the NECAP testing that our students and parents have known for the last ten years. The PARCC assessments will be given during the midway point of the school year and then again closer to the end of the school year. While this does make sense in theory

from an instructional and testing point of view, there are some challenges. As a district, we have upgraded our technology over the last two years to come in line with the PARCC testing requirements. However, the vast majority of our students will be taking the PARCC assessments virtually. There is a learning curve just in this aspect as our students are used to the paper and pencil tests of NECAP. Additionally, in our assistant superintendents' meetings at RIDE, there is a growing concern amongst my colleagues that all of our students may see a decrease in performance on these assessments as compared to the NECAP assessments. We will have to cross that bridge when we come to it. The benefit of having a new test such as PARCC is that once we get our results and subsequent data analysis, we will better be able to re-align our CCSS based curricula accordingly. As noted in previous reports, Scituate has prepared as much as we can in facing the new assessments. Our teachers have been trained in the PARCC assessments, we have been working on CCSS alignment for over two years, we have used RTTT monies to affect these changes, and we have established grade level CCSS/SLO leaders at the elementary level. I am both nervous and excited to see PARCC roll out in full this year and for us to take a fresh look at our testing results.

Mrs. Esposito stated that she has some questions. Wasn't NECAP growth done over 3 years?

Dr. Filippelli stated that because they have to come into compliance with No Child Left Behind, they completely changed the accountability model. What they have done is put more of a percentage on actual growth than any of the other segments. What they also have done is, if you remember they had an average rolling number of 45 for special needs kinds. They have now dropped that number down to 20. Even if you have a 3 year rolling average, you're not going to be able to escape that sub group. It is going to dramatically affect our test scores.

Mrs. Esposito asked if time wise with kids at the middle school and high school taking the test and technology. There is 100 in the 8th grade, a 100 in the 11th grade, will they be taking it at the same time?

Dr. Filippelli stated there is now a testing window that the teachers have to figure out. The computer is controlling everything. They don't have to worry about the constraints of every single 11th grader having to take this at this specific time for fidelity reasons. The system takes care of it.

Mrs. Esposito said she read somewhere that this is no longer a high stakes test?

Dr. Filippelli stated that she was correct. Only in the sense that it is not going to count for graduation. The RI Legislature, in their last session made it so that there is no assessment used for graduation requirements. They put that into state law. You know as well as I do, that when these roll out, the high stakes are going to come into play when the districts come in and look around and look at the scores, I hope we fare well.

Dr. Lescault stated that the high stakes are now on us. The high stakes are not for the kids anymore, they are for us the administrators. They will

	<p>potentially be part of our evaluations.</p> <p>Mrs. Esposito stated that if that district does not perform accordingly then your evaluation is impacted.</p> <p>Dr. Filippelli stated that if you remember when we transferred over from using the New Standards Reference Exams (NSRE) to NECAP, they give you that pilot year so the kids can get ramped up and everyone got a pass for No Child Left Behind. When RIDE applied for the Waiver, they said now that you're going from NECAP to PARCC. They said we would allow an accountability waiver, but United States Department of Education stated that they want to see growth. That is why I brought up districts that do pretty well. That is going to be a concern for us because at the level a lot of our kids work at, it is going to be tough to show growth when we have kids already working at a pretty high level.</p> <p>Mrs. Esposito stated that it depends on how they define growth. They may take into consideration the demographics of the system to determine the growth.</p> <p>Dr. Filippelli stated that is another issue that we have – the data mining that is taking place. They are gathering data on kids like all kinds of free lunch or reduced lunch data that is specific to Brian LaPlante. Other data that is collected on a daily basis includes whether or not a student was in geometry or was he not in geometry on Tuesday, August 5th. That is the kind of data they are pulling and we have our concerns with that.</p> <p>Mr. LaPlante asked if we have the technology in place.</p> <p>Dr. Filippelli stated Yes.</p> <p>Dr. Lescault stated that we have held off for so long in buying technology because we wanted to make sure that what we were buying was going to be able to support PARCC. We bought a lot of technology over the last couple of years and we are buying some more this month.</p> <p>Dr. Filippelli stated that we are increasing bandwidth.</p>
<p><u>MONTHLY ACTIVITIES</u></p>	<p>Committee members received a copy of the list of activities for Dr. Filippelli for the month.</p>
	<p>147-9 <u>SUPERINTENDENT'S REPORT</u></p>
<p><u>BUS ROUTES</u></p>	<p>Given the decline in student enrollment, we believe it may be possible to eliminate two buses, at a cost savings of over \$100,000. To that end, we will be meeting with First Student on August 7 to review possible route changes, cross district busing, kindergarten, notification of parents regarding route schedules etc. Within 10 days of that meeting, we will provide a notice to the newspaper and post the routes on the Scituate website. We will also be meeting with drivers and monitors the week of August 18th.</p> <p>Mrs. Esposito asked about the Fall sports and were you going to discuss the</p>

	<p>bus routes and have a proactive plan in place that will prevent the Spring problem that we had with the busses?</p> <p>Dr. Lescault responded that our expectation is that they have a bus ready to go for each of those trips that we assigned to them. If they are not able to do that, they will give us advanced notice and we will attempt to contract another bus company to replace them and if need be, charge them. They have never argued with that. We have asked them not to do the double runs. Whether or not we will have a repeat performance again, I can't guaranty that or not. I drive by the First Student Headquarters in Warren/Bristol on my way in every day and they have banners flying, like "please become bus driver", "we will give you a sign on bonus", "we will train you", etc. to get bus drivers. I know that Ocean State is advertising very heavy as well. There is a shortage of bus drivers.</p> <p>Chair Umbriano stated that we also have those binders in assessing the field A,B,C or D so if there has to be a double drop-off and there are two A fields and that the schools were open there is a safety coverage.</p> <p>Dr. Lescault stated that whether this was being followed through with that or not, I do not know. I will certainly check with Kevin Ryan and Mike Sollitto tomorrow.</p> <p>Chair Umbriano stated that we definitely need to do that before we start so that these binders can be made and we can assess the fields. We want all this done before sports start.</p>
<p><u>TEACHER SALARY INCREASES</u></p>	<p>The teacher contract calls for salary increases based on the average percentage increase of teachers statewide as of August 15th, with a minimum increase of 1.5% and a maximum of 2.2% for each of steps 1-10. A \$650 adjustment is then added to steps 1-9. \$1700 is added to step 10. We are in the process of computing the average, but cannot finalize the document until after August 15th. A 1.85% assumption was included in the district budget for planning purposes.</p>
<p><u>KINDERGARTEN UPDATE</u></p>	<p>At the June 3rd meeting, I reported that 66 students have registered for kindergarten, broken down as: Clayville 19, Hope 22 and North Scituate 25. The total is now 68, with one additional student registering at Hope and North Scituate. By contract, we can accommodate 69 students with three sessions of kindergarten, which will require some selective redistricting. Letters were mailed to the parents of 6 students currently registered at the North Scituate School, alerting them to the possibility of this redistricting. If however, the numbers grow beyond 69, we may need to add a fourth session of kindergarten. Ed, Larry and I agree that we will not know what the actual numbers will be until close to or after the beginning of school.</p>
<p><u>SCHOOL VISITS</u></p>	<p>If the Committee would like to continue one meeting at each school each year, we should develop a schedule for those meetings. The October meeting is always at the home school of the Teacher of the Year, for the presentation ceremony. So for 2014-2015, the October meeting will be at the high school. The typical schedule for the other schools has been</p>

	<p>Clayville School – September, Hope School – November, and North Scituate School – December</p> <p>Mrs. Umbriano asked if in September we will be at Clayville?</p> <p>Dr. Lescault stated yes, it is what we have done in the past.</p> <p>Chair Umbriano stated that our School Committee meeting in November is on the 18th.</p> <p>Dr. Lescault stated yes, it is messed up because we have 2 holidays at the beginning of the month.</p>
<p><u>MONTHLY ACTIVITIES</u></p>	<p>As schools are closed during July and August, activities in addition to the normal day to day ones, are very limited. Therefore, they are not included in the August and September Superintendent’s Report or Assistant Superintendent’s Report. However, activities for June are attached.</p>
<p><u>NEW BUSINESS</u></p>	<p>147-10 Ratify the Scituate Educational Support Personnel Contract</p> <p>Recommendation: Approve the contract</p> <p>Mr. LaPlante moved, seconded by Mrs. Delmonico; the Committee unanimously approved this motion.</p>
<p><u>PUBLIC COMMENT AND QUESTIONS</u></p>	<p>147-11</p> <p>Colleen Pedergast, 2 Apple Hill Drive</p> <p>I have two questions. The busses, you said you are meeting on August 7, 2014. When will we have an approximate date for those dates to be published?</p> <p>Dr. Lescault stated that the goal is within 10 days.</p> <p>Colleen Pedergast, 2 Apple Hill Drive</p> <p>So the latest will be the 17th of August?</p> <p>Dr. Lescault stated that is our goal at this point.</p> <p>Colleen Pedergast, 2 Apple Hill Drive</p> <p>That it is a little later than normal, right?</p> <p>Dr. Lescault stated not in terms of publishing, but in terms of if they are going to make the changes, that are a little later than what we would have liked.</p> <p>Colleen Pedergast, 2 Apple Hill Drive</p> <p>So I am not sure if I heard you correctly, you are eliminating two bus routes?</p> <p>Dr. Lescault stated that is the goal. As long as it does not cause a major disruption or cause routes to be too long, we will not do that. We feel that</p>

given the drop in enrollment, it should be possible, but we have to actually sit down with First student. Scituate is pretty spread out with the reservoir in the middle so it is not a question of just how many kids you have on the bus it is how far the bus has to go.

Colleen Pedergast, 2 Apple Hill Drive

Do you have an approximation of time of how long you want the kids on the bus for?

Dr. Lescault stated that no more than one hour.

Chair Umbriano stated to Colleen that we do meet throughout the year and they brought to us last time to cut and change a few routes but it was going to make a major disruption. It was too close to the end of the year to do that.

Colleen Pedergast, 2 Apple Hill Drive

The year before last I had two children that went to the same school and it was when they were changing routes around and I had 2 kids on two different busses. We worked through it. I am not trying to be pessimistic and I am sure there will be some snags along the way.

Chair Umbriano stated that when you have a 74 student bus and there are 3 children on it.

Colleen Pedergast, 2 Apple Hill Drive

I understand that. You can barely see their little heads on the bus at times.

Chair Umbriano stated that they come to us and state that they want to go to a mini bus. We have a great relationship with them to say for sizes, changes and routes.

Colleen Pedergast, 2 Apple Hill Drive

I want to state that the drivers themselves know a lot. I know that they have people that are up in their hierarchy, but my hope would be that maybe through your conversations with them that First Student could include the drivers in their discussions. Obviously they would not make the definitive decision, but I have ladies that have driven these routes for the town and they know a lot.

Chair Umbriano stated that First Student meets with the drivers. They bring them in. We started that about a two years ago. We started including the bus drivers because like you said, they are the ones that do the routes. First Student also has a breakfast for them at the end of the year and they have a safety meeting three times per year, which we are invited to attend. If we have any topics that are brought to our attention we discuss it then.

Colleen Pedergast, 2 Apple Hill Drive

My next question is directed to Mr. Lescault. You are at 68 students now?

Dr. Lescault stated correct.

Colleen Pedergast, 2 Apple Hill Drive

So you are looking at how many sessions?

Dr. Lescault stated three. One in each school.

Colleen Pedergast, 2 Apple Hill Drive

So you would be at the maximum?

Dr. Lescault stated 23-23-22/

Colleen Pedergast, 2 Apple Hill Drive

So that any more after that reaches that very fine line?

Dr. Lescault stated correct.

Colleen Pedergast, 2 Apple Hill Drive

I followed along when you said it cost \$600,000 to open a session. I live on the other side of Clayville where my children go to school and they still do where we progressively went down. When my boys went there we had 2 of everything. I know some of those teachers went to Clayville and some went to the high school....they kind of moved around. Where is the cost savings in all of that?

Dr. Lescault stated that it definitely allowed us to do things with budgets for several years with level funding that we would not have otherwise been able to do. When we have been able to save on staffing, it has been put back into the district.

Colleen Pedergast, 2 Apple Hill Drive

I am going to go back, say 7 years, we were putting \$600,000 a year more out. Granted some of the teachers are still here.

Dr. Lescault stated that there have been savings each year. Larry just reminded me that we were at 11 FTE's in the last 8 years.

Dr. Filippelli stated that he would have to get the exact number, but over the last 8 years, the numbers have dropped like 11.

Dr. Lescault stated that it is not including the positions we saved in the middle school.

Chair Umbriano asked Colleen if she had any more questions.

Colleen Pedergast, 2 Apple Hill Drive

No, that is all.

Chair Umbriano asked if anyone else had any questions?

Rachel Rubiano, 582 Trimtown Road

I am amongst the 6 that received the letter from you for redistricting. Out of the 6 are all being redistricting? I didn't know if my son was amongst the students that are being redistricted?

Chair Umbriano asked that her address was.

Rachel Rubiano, 582 Trimtown Road

582 Trimtown Road

Mr. LaPlante stated that I don't think you were. You are all set.

Dr. Myers stated that he had not contacted any parents, but we will do that tomorrow. She is all set.

Chair Umbriano asked if there were any questions?

George Kuzmowycz, Esek Hopkins Drive

My first question is in reference to the testing that is now exclusively web-based, do you and the faculty have any practice time or any format, more importantly will the students have any practice time in the new format prior to the real thing?

Dr. Filippelli stated yes. We tried to run the pilot this year, but they coincided with NECAPS so when I mentioned before how we transition from MSRE's over to NECAP about 10 years ago, the kids had a break this year. They had to take the NECAP and the PARCC. So it was either paper/pencil or technology. We were kind of upset that we were doing paper/pencil because we had invested the money to get the technology upgraded and they would not let me change it. So if someone were to take the paper/pencil and some of our kids had the virtual one. Next year it is going to be all virtual as I understand it from RIDE.

George Kuzmowycz, Esek Hopkins Drive

When they walk into the real one, I know I take an awful lot of those types of test myself for professional development in my own work. Is there an opportunity to practice before the clock starts? I am wondering if they walk in, clock starts and it is live?

Dr. Filippelli stated that once it is live, the computer is generating the questions so they will be able to have some time to figure out the answer but they will not know any of the stuff ahead of time. It is kind of like the paper/pencil one where they can look at it, go to the next one, go back...I believe there is a device to do that but they will not have any advance notice to go in and do that.

George Kuzmowycz, Esek Hopkins Drive

I am talking more about the format and how the questions are worded. I know in a lot of the testing that I take, you get as much time as you want prior to taking the real test, to practice.....once the clock starts you are live.

Dr. Filippelli stated yes. The nice thing is we do not have an October testing window with NECAP. So the beginning of the year was trying to get the kids organized....get them ready after the summer and then the first week in October they have NECAP. Now it is in December so I think that will help a little bit.

Dr. Lescault stated they can practice on those release items, not on the day of the test. Between the beginning and midyear, the teachers will be practicing with the kids.

George Kuzmowycz, Esek Hopkins Drive

Will they be practicing using the same format?

Dr. Lescault stated yes. This is why we felt so badly about some of the

	<p>schools being required to use paper/pencil. I threatened to not just participate at all and they were like “fine”.</p> <p>George Kuzmowycz, Esek Hopkins Drive</p> <p>Is there a proceduraltypically in the past when a meeting starts a regular session after Executive Session, the chair announces under provisions of the law, Executive Session was held.....</p> <p>Chair Umbriano stated that we did have an Executive Session before we started under the R.I.G.L. 42-46-5, which was a discussion on Collective Bargaining and we also had it under R.I.G.L. 42-46-5 for a session on a Workers’ Comp matter and for another Workers Comp session.</p> <p>George Kuzmowycz, Esek Hopkins Drive</p> <p>Thank you. I also note that in your review of the home schooling request, this is the first time you have omitted the names of the parents of students who are requesting that. Maybe you can remind me when you voted to change the procedure?</p> <p>Dr. Lescault stated that we did not vote, we have been doing it for a number of months. The ACLU questioned our disclosing the names of the kids that it was a breach of their confidentiality so we were advised against not to do that.</p> <p>George Kuzmowycz, Esek Hopkins Drive</p> <p>You were advised by counsel not to do that?</p> <p>Dr. Lescault stated yes. The ACLU raised the issue, we discussed it with counsel and I have simply been setting up that way each month. I never asked for approval from the Committee. I have been just following legal advice.</p> <p>George Kuzmowycz, Esek Hopkins Drive</p> <p>No committee action?</p> <p>Mr. Lescault stated no.</p> <p>George Kuzmowycz, Esek Hopkins Drive</p> <p>That is all I have for now.</p>
	<p>147-12</p> <p><u>APPOINTMENTS</u></p> <ul style="list-style-type: none"> • Susan Hartley; School Committee Secretary • Ashley Ratcliffe; 1.0 Special Education Teacher, Clayville Elementary School • Nancy Zito; CCSS Grade 2 Leader • Michelle Lancellotta; CCSS Grade 2 Leader • Kristin Archambault; National Honor Society Advisor • Denise Browning; 12.5 hour Paraprofessional, Hope Elementary School – pending BCI • Chris Maiello; Girls Volleyball Head Coach – pending BCI • Alesondra Pino; Girls Volleyball Assistant Coach – pending BCI

- Desiree Santiago; .25 Math Teacher, Scituate Middle School – **pending BCI**
- Otilia Nobrega; additional .20 Spanish 3 Teacher, Scituate High School
- Mary Rathbun; .50 Guidance Director, Scituate Middle/High School – **pending BCI**
- Jennifer Park; .75 Computer Literacy and Technology Teacher, Scituate Middle School – **pending BCI**
- **Lisa Melmed**; .35 Art Teacher, Scituate Middle School – **pending BCI**
-

Mr. LaPlante moved to accept the appointments; seconded by Mrs. DelMonico. There being a discussion; the Committee unanimously approved this motion.

Mrs. Esposito as if the .20 Spanish 3 teacher if that was an advertised on the system?

Dr. Lescault stated no. If it is less than .40, by contract we have to post it internally first and so anyone internal can apply.

Mrs. Esposito stated that a full time teacher could take more?

Dr. Lescault stated yes.

Mrs. Esposito stated that teacher would not have any preparation periods?

Dr. Lescault stated yes.

REAPPOINTMENTS

- Tim Brown; Boys High School Soccer Head Coach
- Peter Ceprano; Boys High School Soccer Assistant Coach
- Robert Parmenter; Girls High School Soccer Head Coach
- Abbie Groves; Girls High School Soccer Assistant Coach
- Richard Kanaczet; Girls High School Soccer Volunteer Coach
- Mike Nehring; Boys High School Cross Country Head Coach
- Tara Marchant; Girls High School Tennis Head Coach
- Mark Reed; Football Head Coach
- Matt Vieira; Football Assistant Coach
- Bryan Gordon; Football Volunteer Coach
- Nick Youngdahl; Football Volunteer Coach
- Peter Winfield; Football Volunteer Coach
- Patrick Morgan; Boys Middle School Soccer Head Coach
- Stephanie Parker; Girls Middle School Soccer Head Coach
- Emily Fox; Middle School Cross Country Head Coach

Mrs. Guglielmi moved to approve the reappointments; seconded by Mrs. Esposito; there being a discussion; the Motion was unanimously approved.

Mr. LaPlante stated that he spoke to Larry about preparing a policy for the hiring and appointment of athletic coaches and I definitely want to follow through with that. I expect to see some policy on this proposal. A lot of what we do in approving the appointments, we are relying on your

recommendations. We do not know many of these people. However, I do know some of the coaches and I have concerns about qualifications and the process in indentifying and hiring and I have made them known before. I really think it is important to have a policy in place to address my concerns. The other thing I want to make clear is I think historically and certainly recently there is this notion amongst the coaches that somehow they are tenured. This is not true. By virtue of the fact that every year we reappoint them, they necessarily come through our meetings and are subject to our scrutiny. That scrutiny is too late frequently. We are in season frequently and we need to take a real hard look at this and make some changes so that it is done appropriately. Why? Because it is impactful to our kids and the quality of the coaches can ruin or create great growth with a student's experience in sports. I think it is important and I am willing to dig into it and hopefully change. It. I hope you all listen to what I have for next session.

Mrs. Guglielmi asked if Mr. LaPlante would prefer that we don't appoint these now?

Mr. LaPlante stated that he was personally okay with these appointments and is okay with going through with today.

Mrs. Esposito asked if there was an assessment process done by the Athletic Director?

Mr. LaPlante stated that was a good point and he was glad it was brought up. I have been communicating with Mike Sollitto about it. He now has a rubric that is very well done. It is comprehensive. The Athletic Director has bought into it and that is another piece that will be implemented in the new process.

Dr. Filippelli stated that when he was Principal it was always understood that Jean Angell would technically review everyone. Sometimes it would be done together if it was a higher level coach. Essentially the coach serves at the pleasure of the principal. At the end of the day, the Principal is the leader of the building. That was always understood.

Mr. LaPlante stated that I want it articulated very clear.

Dr. Filippelli stated that along with the AD, they have a lot of power to choose who will or will not come back the next year.

Mr. LaPlante stated that they are employees at will.

Mrs. DelMonico stated that the person that does the recommendations is the Principal and then the Athletic Director is the one that submits to the Principal?

Dr. Filippelli stated that the way we do it now is we post it on School Spring, but then I will make Kevin Ryan the contact for the job on School Spring. So anyone that is applying for a coaching position, it goes right to Kevin Ryan through School Spring. We usually have a c conversation with Mike and then go over a couple of recommendations. Then Mike will send an email to Paul and say who he is recommending and then they come on the list.

Mr. LaPlante stated that he does not think the Boys High School Head Coach was posted.

Dr. Filippelli stated that it may not have.

Mr. LaPlante stated that there is subtle notion of tenure and I do not like that.

Chair Umbriano stated that we did not post all 15 of these positions?

Dr. Filippelli stated no, we did not.

Mr. LaPlante stated that this leads to issues of singling out. I want Sal (pointing to Sal Gelsomino in the audience) to be concerned next year that he might not get his Middle School baseball coaching job, but if he did as well as he did last year with the kids, taking them to the State tournament, he will.

Mrs. Esposito stated that even if he did well.....sorry Sal....he could be a terrible coach.

Chair Umbriano stated that parents could have issues that should be brought forward.

Mrs. Esposito stated that she wants a fair assessment instrument that is readily available to see.

Dr. Filippelli stated that he knows we are not even near the policy phase here, so I am clear. If we have a rubric and evaluation form and it checks out okay.

Mr. LaPlante stated that he didn't know about that.

Chair Umbriano asked Dr. Filippelli if it costs us anything to put them on School Spring?

Dr. Filippelli stated that we pay a yearly fee and I can post as many as I want.

Mr. LaPlante stated that his only concern is that Sal may say I don't want to be in Scituate, that he is a great baseball coach.....if he is going to put his head on the chopping block every year, he will go elsewhere.

Dr. Filippelli stated that he is worried about scenarios like that.

Mr. LaPlante stated that he is too. I am more concerned with the sleepiness of the hiring process. I don't like it.

Chair Umbriano stated that we need to act on this. We talked about it last year and here we are again.

Dr. Filippelli stated that scholastically and I put it through the Superintendents Listserv and Barrington was the only one that responded to me.

Mrs. Esposito stated that she sees it as after the coaches end their season, the evaluation is done and you give them their job because they did an incredible job.

Mr. LaPlante stated that his concern is who does the evaluation. The Athletic Director does it. So if the Athletic Director is perceiving certain things that are inconsistent with how we are perceiving them or even the Principal, that is a problem. The Athletic Director then controls that position and if that person truly is not performing, it is a problem. The next point I am going to make is that the Athletic Director simply needs an evaluation and I prepared one with some friends and I think that needs to be

done as well. I don't believe that has taken place. I do not think that Mike would have a problem with that.

Chair Umbriano asked if the people that we appointing as coaches, have they had a new BCI check yearly or do we just get them once and once they are in, they are in.

Dr. Filippelli stated that he did not know. His thought on it is that if they are being reappointed and not brand new, it would be like a teacher who's BCI checks out, they are passed, you appointment and there is not a requirement to do that every year .

Mr. LaPlante stated that there is not an annual BCI for teachers?

Dr. Filippelli stated no.

Chair Umbriano stated that for volunteers yes, but for others no.

Dr. Filippelli stated that is a State law now. We have been doing that for about 3 years now, but the legislature passed it in this last session. All volunteers have to have yearly BCI checks. A volunteer will go to the AG's office, pay \$5-10 and they are out of there in 15 minutes. A teacher has to have fingerprints, FBI database, NCIC, all that stuff and it is a deeper level that the teacher has to go through.

Mr. LaPlante stated that's initially, one time. Say Mrs. Napalitano had a bad summer and come back and she is out on bail and we would not know.

Chair Umbriano stated that maybe when we do this policy we include something with a BCI check.

Mr. LaPlante stated not something so burdensome, obviously.

Dr. Filippelli stated that if you are going to allow that, we have to pay for it.

Mrs. Esposito stated that if we are going to establish a policy, I can't see it happening this year. I think it is unfair to skip these people but make the next round. I have a problem with that.

Mr. LaPlante stated that we could implement a policy any time we want.

Mrs. Esposito stated that if you are going to do this you have to do this for these guys as well.

Mr. LaPlante stated that he was not concerned with it and if we have to deal with it, we will.

Chair Umbriano stated that BCI checks would be a good thing to add to the list.

Mrs. Esposito stated that she does not feel comfortable voting on this because if we are going to do this to the rest of the people, its not fair to this round.

Chair Umbriano stated that we spoke about this last year and we still have not gotten the evaluation system out there that I thought we would have by now.

Mrs. LaPlante stated that the evaluation system is in place. It does not need our approval. What I am talking about is a clarification of the appointment/reappointment process. I am not sure if we are doing such a

wholesale change. What we are doing is simply clarifying our policy, which has been ambiguous in the past.

Mrs. Esposito asked if appointment is based on a fair assessment, is what I am asking then. Do we appoint or reappoint because you don't like a certain person, that is what I am asking. If we are going to do this, then we need to appoint and reappoint according to a fair assessment tool. Is that what you are saying?

Chair Umbriano stated we have it by the Principal and the Athletic Director interviewing these people.

Mrs. Esposito stated that everyone I see on this piece of paper has been recommended by the Principal?

Dr. Filippelli stated that is correct.

Mr. LaPlante stated that this is not like the termination of a teacher or administrator where you meet some standard. This is an at will position. I agree with fairness. I agree with not allowing the Athletic Director or the Committee to act on a whim. Ultimately this is an at will position and there is no right to this particular job.

Mrs. Esposito stated that her concern is for example, my son Ricky, as far as I am concerned was an excellent baseball player, but he sat the bench. So I was mad at the coach. I didn't like the coach because he didn't play my son. Now, would I want and fairly judge this baseball coach because he didn't play my son. I am letting my emotions get involved in the assessment and reappointment. I don't want that to happen. I want a fair, equitable issue happening with coaches, teachers and administrators in our system. That is all that I want to happen.

Mr. LaPlante stated that what I am talking about is the evaluation takes place, objective criteria, rubric, the Athletic Director submits that to the Principal. The principal then reviews it and agrees or disagrees, because the Principal is watching as well. His recommendation is made to us and now we go through that process. Now if we are going to disregard that recommendation, I suspect we are going to have a good reason to do so.

Chair Umbriano stated that on the other spectrum, I understand what Jean said, but then I could remember when my son Jonathan was in baseball and we almost didn't have Middle School baseball because we didn't have a coach. We had to beg three dads to split it up so we had baseball.

Mr. LaPlante stated that was a fair point and another thing that is floating around concerning this subject is we need to do a better job of attracting better candidates. That is multi faceted. I have spoke with Mike Solito and Kevin Ryan (sp) about this and I think there are many ways and one of them is we need to pay them in accordance with the customary pay with the state. We can't ask them to Route 6 in Scituate if they are going to get a \$1,000 less than any other job in the state. I don't know if this is true but we need to analyze that.

Dr. Filippelli stated that it has to be updated.

Mr. LaPlante stated that is only one thing. I think there are many ways. I have a business and there are ways that I go about attracting good candidates. I operate more efficiently so that people want to work at my place of business. You do various things. You don't advertise only School Spring.

Dr. Filippelli stated that is the venue that we and just about all other school districts advertise on.

Mr. LaPlante stated that is for teachers.

Dr. Filippelli stated it is for teachers, custodians, paraprofessionals, administrators, coaches etc.

Mr. LaPlante asked if it was a good idea to advertise in the Projo and Craigslist, I don't know but it seems like a wider net.

Dr. Filippelli stated that Projo is costly and Craigslist is free.

Chair Umbriano stated that you have the Observer the Foster Journal.

Mr. LaPlante stated that he is not a big fan of someone throwing their hands up there stating that they can't attract better candidates. I just don't find it to be true. If we can attract good teachers, we can attract good coaches. Thank you for listening.

Rosemary Montagnano, Elmdale Road

Can I ask a question? At the end of the season, the coach gets a great recommendation, does that mean that they are going to advertise it anyway?

Mr. LaPlante stated that is what we were talking about.

Chair. Umbriano stated that this is what this discussion is about.

Mr. LaPlante stated that this is a difficult issue. You want to reward that coach that did well, but you also have a concern of one person. What if it is that coaches golfing buddy that is reviewing and evaluating that person and gives him/her a wonderful evaluation but is really not consistent with what the whole town thinks.

Chair Umbriano stated that if there are stands in the evaluation there is a certain way to get that position, then everybody has to follow it....good bad and what have you. That is what we are trying to do.

TRANSFERS

- Steve Amato; 30 hour Custodian, Clayville Elementary School, effective 6/13/14
- Nicole Selema; 13 hour Paraprofessional, Clayville Elementary School, effective 8/26/14
- Barbara Brewer; 19.92 hour Paraprofessional, Clayville Elementary School, effective 8/26/14
- Kerri Savastano; 17.5 hour Paraprofessional, Scituate Middle/High School, effective 8/26/14
- Lisa Nadeau; 17.5 hour Paraprofessional, Clayville Elementary School, effective 8/26/14

Mrs. Esposito moved to approve the resignations; seconded by Mr. LaPlante; unanimously approved.

RESIGNATIONS

- Susan St. Amand; School Committee Secretary

	<ul style="list-style-type: none"> • Danielle Williams; Paraprofessional, Scituate Middle/High School, effective 6/26/14 • Christina Rosato; Paraprofessional, Hope Elementary School, effective 6/26/14 • Adrian Guinn; 34 hour Custodian, Scituate Middle/High School, effective 8/8/14 <p>Dr. Lescault stated that there should be a revised list in front of you. There was a last minute addition of a .35 Art Teacher, but other than that it is the same one. Do you want me to read the names?</p> <p>Chair Umbriano stated yes.</p> <p>Dr. Lescault asked if the Committee wanted him to read what they are doing or just the names?</p> <p>Chair Umbriano stated just the names.</p> <p>Mr. LaPlante moved to approve the resignations; seconded by Mrs. Esposito; unanimously approved.</p>
	<p>147-13 <u>COMMITTEE REMARKS</u></p>
MR. LAPLANTE	None
MRS. DELMONICO	<p>Mrs. DelMonico stated that she went to Carol Mumford's wake just recently and she was an incredible woman. She supported the school .</p> <p>Also, I had a Town resident who asked me if it would be possible to rename North Scituate Elementary School to the Lil Zarli School.</p> <p>I said I would bring it up to the school committee and I don't know how everyone feels about it.</p> <p>Chair Umbriano stated that if you're not from Scituate, you are not going to know who that is. She is our secretary, she is 90 years old and has been there for as far as I can remember, maybe over 40 years. She is alive. Thank you for your input and bringing that to us.</p> <p>Dr. Myers stated that what has been done in the past is to dedicate a room to a person. That might be a way of acknowledging her?</p> <p>Chair Umbriano stated that would be a good idea. She is still working, she is still here and did not retire.</p> <p>Mrs. Guglielmi stated that they gave out two scholarships in her name.</p>
MS. ESPOSITO	<p>Mrs. Esposito stated that she goes by Hope Elementary every day and the parking lot looks impressive. People are using the playground and hopefully the kids will enjoy that.</p>
MRS. GUGLIELMI	None
CHAIR UMBRIANO	Chair Umbriano stated to Sue St. Amand that she will miss her and thanked

	<p>her for her time with them.</p> <p>Also, welcome Sue Hartley. Thank you to everyone that came this evening.</p>
<p>DISCUSSION OF FUTURE BUSINESS</p>	<p>None</p>
<p><u>ADJOURNMENT</u></p>	<p>147-14</p> <p>Mrs. DelMonico moved to adjourn; seconded by Mrs. Esposito to adjourn at 8:06 p.m. PM. The committee unanimously approved motion.</p> <p>Respectfully submitted,</p> <p>Mrs. Guglielmi, Clerk</p> <p><i>Minutes prepared by Susan J. Hartley, Recording Secretary. Neither the Clerk nor the Recording Secretary is the designated Public Records contact for the Scituate School Committee or Scituate School Department under the RI Access to Public Records Act ("APRA"). For all APRA inquiries, please contact the Superintendent's office.</i></p>