

WILLIAM M. DAVIES, JR. CAREER AND TECHNICAL HIGH SCHOOL
50 Jenckes Hill Road, Lincoln, RI 02865

Minutes of the Regular Meeting
Wednesday, February 2, 2005

Minutes were accepted at the March 2, 2005 meeting.

I. Routine

A. Call Meeting to Order

At 5:16, Dr. Segovis called the meeting to order. Mr. Ferdinandi, Chairperson, was unable to attend this meeting; therefore, Dr. Segovis, Vice-Chairperson, chaired the meeting.

B. Roll Call of the Board

Davies' Executive Assistant called the roll of the Board.

Members Present: Richard Beaupre; Robert Halkyard; Carolyn Kyle; Deborah Lopes; Domenic Mitchrone; Dr. James Segovis, *Vice Chairperson*; Lornette Uthman

Members Absent: James Bone; Timothy Csanadi; V. Michael Ferdinandi, *Chairperson*; John Gregory; Michael Marra

Others Present: Brian Butler; Cheryl Carroll; Catherine Collins; Susan Paquin; Vicki Phelps; Stephanie Sullivan; Frank Barcellos; Jean Halstead; Lynn Tait-Romano; Susan Brassard; Andrea Kelly

C. Approval of Minutes – January 5, 2005 Regular Session

Dr. Segovis asked for a motion to accept the minutes of the January 5, 2005 meeting. Mr. Mitchrone made a motion to approve the minutes, Mr. Halkyard seconded the motion, and all were in favor.

Jean Halstead, speaking as President of the Teachers' Association, asked that her members, who received lay-off notices, have the opportunity to plead their cases before the Board recesses into Executive Session and votes on the lay-offs. Dr. Segovis explained a recess into Executive Session will occur first so that the Board can be briefed on who received the lay-off notices. They will then return to Regular Session when the teachers will have the opportunity to speak and then the Board will vote in open session.

Jean Halstead, speaking as Yearbook Advisor, encouraged the Board to support the yearbook by purchasing an advertisement. She mailed letters to each of the Board members requesting they consider it. It helps to keep the cost of the books to a minimum for the students. The ads are what really defray the cost and any help will be appreciated.

D **Recess to Executive Session Pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to Discuss Pending Litigation and Personnel Issues**

At. 5:21 pm, Mr. Mitchrone made a motion to recess into Executive Session pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues. Mr. Halkyard seconded the motion and all were in favor.

E **Return to Regular Session**

At. 5:53, Mr. Mitchrone made a motion to return to Regular Session pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues. Mr. Beaupre seconded the motion and all were in favor.

Mr. Mitchrone made a motion to keep the minutes of the Executive Session confidential and sealed. Ms. Kyle seconded the motion and all were in favor.

F. **Opportunity for Audience to Comment**

Frank Barcellos, Davies Teachers' Association Vice President and Davies Electrical/Telecommunications Program Instructor, complimented the Director in the humane way she handled a difficult situation, the handing out of the lay-off notices. There is no easy way. She made the best of a bad situation. In the past few years with the Director and the Board's help going down to the State House at the Finance Committee hearings, we have been able to recall a 100% of the layoffs. He is hoping we can do it again this year and he offered his and the president's help to go to the hearings and testify for the budget.

He along with Jean Halstead, President, and Lynn Tait-Romano, President of Davies Teacher Assistants' Association, gave all of those staff members who received lay-off notices the opportunity to come to the Board meeting and speak. Mr. Almeida, Mr. Barcellos colleague in the Electrical Program, was unable to come because of illness, but Mr. Barcellos reminded the Board that the Electrical Program has exploded from 31 students to over 100 and now it has become a safety issue if they lose a teacher. He hopes the Board will keep that under consideration.

Jean Halstead, President of the Davies Teachers' Association, spoke on behalf of the nine teachers and one teacher assistant who are going to be recommended for layoffs. She pointed out that the staff at Davies has been recently congratulated on the getting the students to the "Moderately Performing and Improving" performance level for the last two years. This will not continue if we do not have the staff for it. She was part of the Davies team that attended a RIDE workshop on the High School Restructuring Reform. We will not be able to keep up with these unfunded reforms with the staff we presently have never mind laying-off some of them. She strongly urges the Board to reconsider some of the layoffs.

Ms. Halstead also offered to go to the Finance Committee hearings at the State House to help lobby for our budget shortfall like she did last year.

Lynn Tait-Romano, President of the Teacher Assistants' Association, also has a member who will be recommended to be laid off. Just to reiterate what Mr. Barcellos and Ms. Halstead said it is heartening to consider lay-offs at this

point in time when our status is an improving school and to try to keep the morale up and try to keep everybody pumped to keep striving to improve and to do better, lay-offs just puts a chink in the armor. On behalf of Lisa Dumas, she does believe the teacher assistants play an important role here at Davies and she really recommends that Ms. Dumas be recalled.

Dr. Segovis asked if the Board has any questions to ask before he made a motion to accept or not accept the recommendation to lay off the ten staff members. There were no questions.

Ms. Carroll, Business Office Coordinator on behalf of the Director: *"It is proposed to the Board at this meeting a vote be taken to issue the following lay-off notices for purposes of funding uncertainty and/or restructuring, class reorganization purposes. The list includes: David Sousa, Mark Camara, Christopher Wilson, David Noll, Lisa Dumas, John Almeida, Gerard Barnebe, Susan Brassard, Kathy Musco, and Dennis Richards."*

Dr. Segovis asked for a motion to accept the proposal. *Mr. Mitchrone*y made a motion to approve the Director's recommendation at this particular time. *Mr. Halkyard* seconded the motion and all were in favor. The Director and Chairperson will hand out the letters to those staff members individually.

Ms. Tait-Romano asked for clarification. Mr. Mitchrone

y explained that all the Board is approving is the Director's recommendation. The final notice will be in person with the Chairman and the Director. Ms. Collins, Human Resources Coordinator, spoke up and said it would be in a group with the opportunity for individual discussion at a scheduled time.

Mr. Mitchrone

y informed Ms. Brassard, the only staff member sitting in the audience who is getting a lay-off notice, all the Board is doing is reacting to a procedure and the procedure says that if we aren't going to get the money, you have to give the lay-off notices by March 1st. Every year, it has never been an easy policy to deal with. In the past, everyone knows how hard the Board has fought along with the union in order to be able to get the funding. There is an awful lot of uncertainty, an awful lot of politics, and that is why we have to act as a team. In the worst case, if we do not get the money, it isn't because the Board doesn't believe Davies needs the staffing to continue to do what is being done in order to maintain and improve our performance classification so that is why it will be important for us to go to the hearings and fight.

When the Governor was here, during his visit he asked the Board who we thought the career and tech education champion was in the legislature. It appears to be Rep. Crowley who gave us the additional funds for 60 more students. This was the first time someone added something in a long time to us so we don't know what the legislators will do, but we are hoping they will give us all the money we asked for. If that is the case, then no one will be laid off; therefore, for the people in the audience, he for one will do as much as he has done before in order to be able to lobby and get the funds approved.

Mr. Beaupre commented if we knew in advanced how much we were going to get, this would not happen. That is the problem; we don't know. If they could let us know somehow, then this could all be avoided.

Mr. Halkyard added to what Mr. Mitchrone said that from an historical perspective, we unfortunately go through this every February and as heart quenching as it is to those on the Board and to those who are affected, there is no guarantee ever, but typically most of these notices are rescinded and are called back. He can recall very few instances over the last 15-16 years, where some were not called back. The odds are very good and hopefully all will be rescinded as soon as we hear on the final budget.

Dr. Segovis appreciated the union reps' comments and the desire to work together because he feels that is what has made this process successful with all coming together to make this school a place that is special and becoming more special as we go along. With family in education who has experienced lay-off notices, he knows it is never an easy experience and the Board never takes it lightly because it is a painful awkward process but it is a process that puts us in a corner with very few choices. We look forward to the union reps' support so we can maneuver our way out of this situation and get the money so we can recall these people, do the right thing, and get this school even higher in its performance and treat people even better down the road. He thanked those in the audience for their comments and for coming to the meeting.

II. Business Agenda

A. Finance Report

No report other than the lay-off notices recommendation and vote that took place in the "Audience Comments" portion of the agenda.

B. Human Resources – Mr. Ferdinandi

No report other than the lay-off notices recommendation and vote that took place in the "Audience Comments" portion of the agenda.

III. Informational Time/Program Updates

A. Director's Report

1) Teachers' Association

On behalf of the yearbook as stated in the "Audience Comments" part of the agenda, Ms. Halstead reiterated the importance of the Board to consider purchasing an ad in the yearbook to defray the cost of the book for the students.

2) Teacher Assistants' Association –

No comments/report

3) Ninth Grade Admission Testing – Mrs. Phelps, *Special Education Director*

A chart was distributed listing by district the number of students who registered and the number of students who actually were tested for the 2005-2006 entrance exam administered over four Saturdays. The total number that registered was 793, 582 took the test so 26% did not show. There were 118 requests for special accommodations so based on the 582 students who showed for the test, 80 of them needed and received the accommodations.

These are students who are on I.E.P.'s (Individual Educational Plan). In their plans, they have accommodations for testing and they run the gambit. There are things like being tested in a small group, having directions clarified, extended time to take the test, one-on-one, and Math problems read in Spanish. Pawtucket and Central Falls provided busing for their students.

The sending districts are Central Falls, Lincoln, North Providence, Pawtucket, and Smithfield, but this year the numbers included Providence and other districts as well as those students who would be entering 10th grade. Mrs. Phelps did some data analysis of past years, and although the number registered is higher, it has always been about 26% who sign up and end up not showing which is a lot. She feels part of it is because parents sign up in November during the Open House and something gets lost during the ensuing months along with the fact that the students have to be here by 8:00 am on a Saturday. In spite of that, we did test a lot of youngsters and we will get a good pool from the process.

The next part of this is students have to submit an application by March 15th. We have hundreds of applications already with only approximately 250 seats available. Historically, a few of the students take the test but do not submit an application. The tests will be scored over the next couple of weeks and again we are looking for 6th grade Reading and 5th grade Math scores.

4) Parent Council Meeting – February 2, 2005 – Mr. Butler, *Supervisor of Technical Instruction*

The Parent Council is meeting this evening. The council is a result of an ongoing outreach to parents and guardians of the Davies community. The concept is to develop a parent-friendly school to eliminate some of the focus on being unwelcomed and being less threatened by the educational environment. Each meeting has about 20-25 parents in attendance and there will be continuing outreach to get more parents/guardians involved. Tonight the parents will be the beneficiaries of a presentation by Michaela Costa who is a licensed, independent counselor delivering a message on surviving adolescents.

5) Professional Development Day – Jan. 28, 2005—Catherine Collins, *Human Resources Coordinator*

There are four Professional Development days during the school year. On the Jan. 28th PDD, one session that all teachers were required to attend was on IT troubleshooting where the IT Coordinator showed them how to fix their own problems with printers and computers. Toward the end of that session, they were then given training on the areas of refuge where everyone took a tour of the building and learned where the areas of refuge are and what they are. They are basically areas where students on crutches, in a wheelchair, or for any other reason unable to go down stairs during a safety or fire drill, will go and wait until fire department personnel comes to rescue them. The staff learned where the areas were and how to push the button that alerts the firemen.

The Special Education staff had an IEP update training because of the changes in the IDEA regulations. The staff involved in the current

Mentoring Program met on the future Mentoring Program and discussed the status, the pros and cons, and a future action plan. This is important because it is a mandate that we must fulfill. We did a one-year memorandum of agreement with the Association and it expires this year so a plan needs to be in place.

The final and probably the most pertinent was the Directors' Fireside Chat, which is a new session she does every PD Day where she meets every single person in attendance that day in groups of about 20-30. She sits in a very informal way although this time she did have a Powerpoint presentation on an executive summary of the High School Regulations and the RI Diploma System. The purpose was two-fold. She wanted to give a background and a status report for the entire staff, and she wanted to prepare the team who will be attending a mandatory workshop sponsored by RIDE on the RI Diploma System and the Grade Span Expectations that have to be aligned with the performance standards in all of the curricula.

Recess to Executive Session Pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to Discuss Pending Litigation and Personnel Issues

At 6:21 pm, Mr. Beurpe made a motion to recess into Executive Session pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues. Ms. Kyle seconded the motion and all were in favor.

Return to Regular Session

At 6:58, Mr. Halkyard made a motion to return to Regular Session pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues. Mrs. Uthman seconded the motion and all were in favor.

Ms. Lopes made a motion to keep the minutes of the Executive Session confidential and sealed. Mr. Halkyard seconded the motion and all were in favor.

IV. Adjournment: At 7:00 p.m., Dr. Segovis made a motion to adjourn and all were in favor.

V. Next Meeting March 2, 2005