

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

**Board of Trustees**

**Minutes of the Regular Meeting**

Wednesday, February 14, 2007

*Minutes were approved at the March 3, 2007 meeting.*

**I. Routine**

A. **Call Meeting to Order**

At 4:13 pm, Dr. Segovis, Chairman elect, called the meeting to order.

B. **Roll Call of the Board**

Davies' Executive Assistant called the roll of the Board.

**Members Present:** V. Michael Ferdinandi, Larry Gemma, Carolyn Kyle, Dr. James Segovis, Lornette Uthman

**Members Absent:** Richard Beaupre, James Bone, John Gregory, Robert Halkyard, Harvey Simms, Robin Smith

**Others Present:** Victoria A. Gailliard, Brian Butler, Cheryl Carroll, Judy Valentine, Bernie Blumenthal, Fred Slemmon, Susan Paquin, Joanne Andrews, Jerome Egan, Frank Barcellos, Adrienne Noelte, Lucille DiCenzo, Carl Hauquitz, Vincent Ragosta, Amy Rivet

C. **Approval of Minutes** – December 6, 2006 and January 3, 2007 Regular Session Minutes

A quorum was not present; therefore, the approval of the minutes was deferred until the March meeting.

D. **Opportunity for Audience to Comment**

Audience comments were deferred for agenda item: Business Agenda, (A), Approval of Teacher Dismissal Notices.

E. **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 4:15 pm, Dr. Segovis asked for a motion to go into Executive Session; Mr. Gemma made the motion pursuant to R.I. G. L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues; Mrs. Kyle seconded the motion and all were in favor.

F. **Return to Regular Session**

At 4:55, Dr. Segovis asked for a motion to return to Regular Session; Mr. Ferdinandi made the motion; Mrs. Kyle seconded the motion.

## **II. Business Agenda**

### **A. Approval of Teacher Non-Renewal Notices**

Dr. Segovis addressed the audience and apologized for not having a quorum. Some Board members confirmed they would be here, but due to the inclement weather, they were not able to attend after all. A special meeting will be called for next week and we will notify the parties involved well in advance. He then invited the audience to comment.

Mr. Barcellos, President of the Davies Teachers' Association, on Mrs. DiCenzo, Cosmetology Teacher's, behalf, read from a letter she wrote to the Board urging them to conduct a further investigation before approving the possible elimination of one of only two Cosmetology teacher positions pursuant to a restructuring of the Cosmetology Program as recommended by the Director of Davies.

Amy Rivet, Reading Specialist, let the Board know that she realizes funding is an issue that arises and it affects many teachers, and she is aware that as a first-year teacher that it could possibly affect her. She wanted to address the second reason for her recommended lay-off which is the verification of her teaching certificate. She was hired in the fall with an emergency certification and she has been working hard on completing her degree at Rhode Island College. She is enrolled in her final class which will secure her reading specialist certificate and will apply for it toward the middle of May. She is completing her masters of the reading program in the summer as well.

Carl Hauquitz, Electronics Teacher, finally presented reading from a speech he penned stressing the implications of reducing the Davies family and maintaining its High Performing and Commended status, and more importantly reducing the Electronics teaching team as it pertains to student achievement and outcomes in the most difficult technical program offered at Davies. By keeping the teacher to student ratio low, it provides the students the opportunity for more one-on-one time with the teacher.

Mr. Egan, NEARI Uniserv, addressed the Board on behalf of the teachers who received a non-renewal notice. He has been working with Davies since 1989 for the teacher assistants and then 1995 for the teachers and teaching assistants. We have negotiated many contracts, and the last negotiations were difficult but both parties respect each other and came away with what everyone thought was a decent agreement. The Board has a difficult decision to make and you and the director don't want to lay-off anyone, but as the Governor has said, Davies is a model for the State of RI. The municipalities are now thinking about doing it like Davies, and Rep. Crowley talks about Davies being a model of excellence.

Regarding funding, reading is such a critical aspect of the process where they want all teachers to be teaching reading. He thinks it is commendable that Davies has five reading teachers for this school.

With Lucille DiCenzo, frankly the program is very successful. Sincerely, he does not understand how you can eliminate one of the two teachers because the other teacher who remains, obviously it is going to be impossible for her to fill in the gap that is going to be created by one less Cosmetology teacher. That teacher is

allowed one unassigned period and then to teach all four levels is just going to be virtually impossible in his opinion. It's a successful program. They go on and get placed; they get their license as result of Davies, and the hours that are required by law and they need to be placed.

Mr. Hauquitz, you heard him speak about his credentials. He is certified in Electronics and he is certified in Computer Technology. He should not be laid off. Kathy Musco has been laid off every year she has been here, and she has been recalled every year and that is probably why she didn't show up here tonight. He believes the funds will be there to call her back next year. She is a junior Social Worker. Dennis Richard's notice was already rescinded. The last notice was received by a non-tenured teacher for reasons of the availability of a better teacher. This is the lowest form of termination and there isn't much that can be done in form of an action. The Supreme Court says to win a case of that nature, the teacher has to prove a negative. Mr. Egan considers himself a good teacher for many years, but how can he prove that there isn't something better out there. So the Supreme Court gave an impossible task to non-tenured teachers.

We know it is a difficult decision. We ask that you examine the facts of this case. If through the contract or the appeal process all by statute, or both, I have to represent my people to the best of my ability and Mr. Ragosta has to represent the Board and the Administration has to do their best to come up with a viable budget for the staff. Mr. Egan thought it was wonderful that the school is high performing and highly qualified three years in a row. He said Davies is a great school and he is proud to be associated with it.

Mr. Barcellos reiterated Mr. Egan's comments about how Mrs. Gailliard-Garrick and the Board have a difficult decision to make. He says this every year and it is a tough time of year to have to go through this, but Mrs. Gailliard-Garrick does this the most humanly way possible. He knows the past practices and how it was like, and how it was done with other administrators, but Mrs. Garrick at least takes the time to make this as painless as it can possibly be. He commended her and the Board with the past recall history over the last several years. They have recalled almost all of the people back and hopefully that will continue this time.

Dr. Segovis thanked everyone for their thoughtful comments and the respect they gave the Board and Mrs. Garrick for being sympathetic and trying to do the right thing. The Board will take what they said under advisement with the members here. The Board will have to convene a special meeting and they will be notified of that meeting when they will be given the opportunity to comment for those members that are not here tonight. Sue Paquin will copy the letters teachers handed in for everyone involved.

- B. **Finance Report** –*Cheryl Carroll, Business Office Coordinator*  
March 7<sup>th</sup> is the Senate hearing. There is no House hearing date yet. Right now the budget numbers with what the Governor came out with as his recommendation is still unfolding in so far as how his workforce reduction will affect Davies. RIDE has a cabinet level meeting that will be going on next week when they will find out and they promised they will make a plea for the state schools to hold harmless whatever RIDE's allocated share is of the Governor's workforce reduction. She doesn't know what that is yet.

Dr. Segovis will be calling on different Board members later on once we know the data and the times of those meetings so that we get the right representation from the business leaders on the Board. Ms. Carroll said that it appears as though we will be reinstated, i.e, no longer running in the red what would have been this year's share of an allocated workforce reduction, but we are right back on the table presently for 2008, next year's budget that begins July unless RIDE is successful with their "hold harmless" position when they, as our parent entity, are dealt an FTE workforce reduction. The numbers are still unfolding and she doesn't want to speak out of turn until that comes to fruition and she has some better known data.

- C. **Human Resources Report**- *Joanne Andrews, Human Resources Coordinator*  
We lost a janitor who went back to his previous position. He evoked his leave to protect status, and because of that we are currently asking for a reclassification for a second shift senior janitor position so that person can also do some supervising and coordination of the work that is involve during the second shift. Right now there are only janitors on that shift with no supervision.

We are still struggling with the Math/ESL opening. We hope to interview a candidate at the end of this week.

- D. **Nomination of a Vice-Chairperson**- *Dr. Segovis, Chairperson*  
There is no quorum so this agenda item was deferred to the special meeting. He has contacted everyone on the Board and got their input. They were very helpful in their comments, and they volunteered for other things. He will discuss it at that time.

### **III. Informational Time/Program Updates**

#### **A. Director's Report**

- 1) Teachers' Association-Frank Barcellos, President  
No report
- 2) Teacher Assistants' Association-Lynn Tait-Romano, President  
No Report
- 3) Welcome New Special Education Director, Fred Slemon—*Victoria A. Gailliard-Garrick*  
Mrs. Gailliard-Garrick introduced Mr. Slemon, our new Supervisor of Special Populations. His supervision encompasses the reading teachers, special education, and the English Language Learners. He is from Pawtucket as the Assistant Special Education Director and he brings a wealth of knowledge and experience to the Davies School. She is happy and pleased that he is here and he will be great asset to the school. She thanked Mr. Slemon for accepting the position. The Board welcomed him.
- 4) 9<sup>th</sup> Grade Admission Testing –*Victoria A. Gailliard-Garrick*  
The entire 9<sup>th</sup> grade admission testing took place on every Saturday during the month of January. We had excellent numbers of students who actually took the test. 760 students signed up for the test, 608 took the test, and 309 of the 608 are eligible for admission. This 309 includes those students who

were at the cut off for the Stanford Diagnostic testing criteria, and then those students that came in under the second tier, which are the English Language Learners, the MAC test or the Access, and the Woodcock Johnson or the Wyatt for the Special Ed.

We are looking at 309 students that are eligible probably for the acceptance of 250 for the incoming 9<sup>th</sup> graders. Mr. Gemma asked how many of those 309 will bow out and go to the high school in their own districts. Out of 250 students, maybe about 10 – 15 percent and then we go down the waiting list. Mr. Gemma asked if it would be advisable to accept more than the 250, but that is what the 250 number is, an over enrollment and hopefully those who stay will be a good enrollment number for the entire year.

Mr. Gemma then asked is the number of freshmen applying and getting in trending down a bit. Mrs. Garrick answered “no” and actually it is increasing. Every year we take in 250 and there is always a waiting list. With the Providence enrollment, 136 signed up for the test, 81 took the test, and only 3 are eligible. Mr. Gemma asked what can Providence do to do a better job in recruiting their students to Davies. Mrs. Garrick feels it is their outreach and awareness program. What we do here is we ask all the middle schools’ guidance counselors and directors of student services to come to Davies and our guidance counselors and Special Ed. Director give them a presentation about the admissions process, criteria, and etc. They give them a tour of the building and what the requirements are and then they take that information and go back and give their own outreach and awareness in the districts. She thinks the biggest problem is the transportation. The first year they did this, RIDE mandated Providence to provide the transportation. Since then they haven’t so the students are getting here with whatever transportation they have. Considering they are coming from the Providence School district with a very low socio-economic status and probably do not have an automobile to get here, so they take the two RIPTA buses to get here.

What is on the table for Providence may change some of this. They are in the process of renovating Hanley Center, which is the tech program and a piece of property right next door to it to have a Providence career and technical high school like the Davies model. They are now talking to Mrs. Garrick about some of the things we are doing here and possibly looking at placing some of their students here temporarily. She has a meeting with the new high school CEO at the end of the week. The forty Providence students we have to admit every year may end the year after next.

5) J & W Groundhog Day/Job Shadowing – *Bernie Blumenthal, Business/Education Partnership Coordinator*

On Friday, February 2<sup>nd</sup> was Johnson and Wales Groundhog Job Shadow Day and Davies was asked to be the featured school at the Radisson Hotel for the Culinary Program sponsored by the RI Hospitality and Tourism Association and Junior Achievement. 30 students attended this wonderful interactive program. They had a chance to see catering through Pinelli and how creativity is designed, food vendor services with Cisco, and restaurant design. There were some students that had an opportunity to prepare and set

up a meal for a very special VIP group. They worked with the culinary staff from the Radisson and J & W in preparing the hot and cold foods, the desserts, the layout of the vegetables. In the banquet set-up side, it was important that they set up the table the right way because in fact, this was a very special VIP luncheon. So when they were finished with their rotations and it was time for lunch, the students were paraded around a corner into the banquet room and realized they were the special VIPs. They actually prepared and set up for their own special VIP luncheon and learned what it took to be successful in this area. If you had seen their eyes, you would have realized how special this made them feel.

J & W invited some executives from some of the largest restaurants and hotel chains in the country to work briefly talk to the students about what their first jobs were like in the hospitality/culinary/tourism industry and to give one piece of advice to them. One by one you saw what wisdom they had and how they started just like the students working in the kitchen, being a line cook, cleaning as a dishwasher, setting up tables, and all of that hard work, dedication, and being better than the next person all made the difference with staying on course. It was a marvelous day; we were very fortunate, we got publicity from Frank Colletta on Channel 10, WPRI featured Davies, and a picture was in the ProJo. It was a win-win for everyone but ultimately our students learned what it takes to be successful.

6). Other

—In the agenda packets was a flyer titled “Save the Date”. On May 10<sup>th</sup>, 8:30-9:30 is the annual Partners in Education Appreciation Breakfast in the Cafetorium. Mr. Blumenthal asked the Board to save the date and they will receive a more formal invitation to recognize our partners who provide wonderful work-based learning opportunities as well as looking at donating of equipment and classroom presentations.

—Also in the agenda packet was a copy of a letter from SkillsUSA addressed to Mr. Gerry Suggs, Davies SkillsUSA advisor, informing him that he was awarded the “Region 1 Advisor of the Year” and he is the running for the SkillsUSA National Advisor of the Year which will happen at the national competitions in June, in Kansas City. Mrs. Garrick wished him well and that she would let the Board know of his accomplishment. Dr. Segovis offered his congratulations on behalf of the Board.

—Mr. Simms had surgery and we wish him well.

**IV. Adjournment:**

At 5:53 p.m., Dr. Segovis asked for a motion to adjourn and all were in favor.

**V. Next Meeting:**

A special meeting needs to be rescheduled before March 1<sup>st</sup> and the regular meeting is scheduled for April 7, 2007