

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

Board of Trustees

Minutes of the Regular Meeting
November 5, 2012

Minutes were accepted at the Dec. 3, 2012 Board meeting.

I. Routine

A. Call Meeting to Order

At 8:13 am, Dr. James Segovis, Chairperson, called the meeting to order.

B. Roll Call of the Board

Davies' Executive Assistant called the roll of the Board.

Members Present: Raymond Chartier; Carolyn Kyle, *vice-Chairperson*; John Quinn;
James Segovis, Ph.d., *Chairperson*; Robin Smith

Members Absent: Richard Beaupre; Lawrence Gemma; Robert Halkyard; Paul Ouellette

Others Present: Victoria A. Gailliard-Garrick; Cheryl Carroll; Bernie Blumenthal;
Gerry Manning, Susan Paquin, Scott Conley, Amanda Maculan, Lisa Fratus,
Laura Domingoes, Joseph Fantozzi

A quorum was not present so voting had to be moved to the December session.

C. Approval of Minutes

Approval of the October 1, 2012 minutes was deferred to the next meeting because of technical difficulties with the transcription equipment.

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

Recessing into Executive Session was not necessary.

E. Return to Regular Session

N/A

F. Opportunity for Audience to Comment

There were no audience comments.

II. Business Agenda

A. Finance Report – Cheryl Carroll, Business Office Coordinator

Two weeks ago Ms. Carroll had to submit the budget for the Fiscal 14 year to the Budget Office which will go through the Governor's process and through the General Assembly later this fiscal year. Because we do have local-share funds that now help to support our school in addition to the state funding, local share funds get to be carried over every year. So because of this current fiscal year having carryover funds, if you compare then what this year's funding level is to the budget we had to submit for the school next year, right now on paper, it is about a \$500,000.00 decrease of a budget that

needed to be prepared for next year. Now, that is going to be a very fluid number because should we close this year with any carryover local share funds again, that will roll over to next year. On paper right now, the fact that there was a half million cut, until we see if there is carryover, meant that the exercise that she and Mrs. Gailiard-Garrick went through in preparing the first draft of the budget, has about four positions that would right now not have funding for next year. Much is going to change between now and the February meeting that we go through.

Part two of this report, Ms. Carroll gave a quick update. Back in May of 2012, Moderate Party Chairperson Ken Block had done a public records request of all of the school districts. He has run for governor before. His request had to do with asking us all for the amount of absenteeism of our staff. There have been some lead-ins on the TV news, "How many days have your child's teachers been out of the classroom?" She is certain there is a connection to the Ken Block's request back in May and this story breaking on the news. So because it was so long ago and the Board may want to know how Davies fared, she went back to look at that data. She did consult with Mr. Ragosta to see just how much detail she needed to provide Mr. Block. He advised to just give very global level records; don't divide it by or associate it with a position title let alone a position name. Some of the data Mr. Block wanted for wasn't available anyway because of the way the State's record keeping systems are, but just to give some idea on average by way of sick hours that were taken by the staff in the last fiscal year, it average to about six sick days per teacher per year. When she says average, we have a couple of long-term absences that just throw those averages out of the water, but if you do the math based on the gross numbers she gave Mr. Block, it would look like a teacher would have 6 sick days out. Mr. Ragosta told her to let them do the math. Let them figure out how many days it pertains to so she gave him raw numbers: number of faculty this gross number represents; here is the number of sick hours supported by that number of faculty. She has the FMLA data in case we are going to need it. They are going to want to see the percentage of daily absences so it would be 6 divided by 180 days.

Mrs. Carroll provided this report just in case a reporter contacts the board after the news story breaks.

Mr. Quinn recalls one of our concerns last year was the districts wouldn't be forthcoming with their money. Ms. Carroll said it is surprisingly just the opposite. It is amazing even Central Falls is paying by the 30-day terms after the submission of our invoice. The only questions she gets from them is after she sends out the list of names they are getting billed for, they want some of them checked to see if they are indeed still enrolled in Davies. Once that is all ironed out, they pay the invoice. This September invoice that went to Pawtucket, their quarterly bill was for \$140,000. The legislation behind the funding formula, if they don't pay, the state will not send them their aid.

Mrs. Gailliard-Garrick added that the level of proficiency in this year's 9th graders is much lower than in the past. One district isn't even allowing us to go into one of their middle schools to do our outreach and awareness. She has been playing phone tag with the principal. Out of common courtesy before she goes to the state, she wants to know why because they cannot deny us access. It is Goff Middle School.

B. Human Resources Report – Joanne Andrews, Human Resources Coordinator
No report.

III. Informational Time/Program Updates

- A. Director's Report**
 - 1) Davies Teachers' Association**

2) **Davies Teacher Assistants' Association**

No representation present.

3) **Presentation of Teacher Excellence Award – V. Gailliard-Garrick, Director**

In the current and previous contract, there is an article in it to award teachers an excellence award. For the first time since the contract language was incorporated, we have now identified five teachers. One is out, Beth Dumouchelle, who just had a baby so she was unable to attend.

To give a little background on how the selection process went, Mrs. Gailliard-Garrick explained that they looked at all teachers that received “highly effective” rating on the teacher evaluation. There were 19 teachers that received “highly effective.” They looked at various different eligibility requirements for this award and they came up with 9 out of the 19 teachers. Then they narrowed it down by looking at a scoring rubric that was put together by the school’s District Evaluation Committee (DEC), a committee that is required by RIDE to look at teacher evaluation and to recognize those teachers that are highly effective and teachers that need improvement.

The scoring rubric was basically on five components: student engagement, student support, attendance, community involvement, professional development and learning, and then the “highly effective” rating. There was a total score of 18 based on this rubric and these teachers and Mrs. Dumouchelle received the highest scores and that is why they were selected for the “Teacher Excellence” Award.

The teachers who received the award introduced themselves to the Board:

- Amanda Maculan, English teacher here for the last 3 ½ years. She thanked the Board for this award. She felt a little guilty when she opened it because she feels there are so many great teachers here. Then she began to doubt whether she deserved it, but she was thankful.
- Laura Domingoes, Special Education teacher in self-contained Math. This is her 8th year and she couldn’t be happier being part of this community. She thanked the Board for it because it means so much.
- Lisa Fratus, Special Education teacher in self-contained English. This is her 3rd year here. She is very happy to be here and this was totally unexpected. She thanked the Board.
- Joe Fantozzi, one of the Graphic Arts/Printing teachers here. This is his fifth year. He was shocked when he opened that letter. He dealt with a lot of stuff at home. This year his wife was diagnosed with cancer and she just actually beat it a couple of weeks ago. He was in a zone last year; he’s been burning the candle at both ends and it is really nice to be recognized. He thanked the Board.

Scott Conley, Vice-President of the Davies Teachers’ Association, sits on the District Evaluation Committee and they were the ones who determined who was going to get the awards. There are a lot of things we do on a day-to-day basis that are not a lot of fun to deal with so to speak. This is one of the fun things; he is glad he was a part of it. He is glad we were able to recognize these people and their contributions to the school.

This is something we are going to continue over the next few years. This is the first year with the evaluation system. There were quite of few. Mrs. Gailliard-Garrick

turned to Amanda Maculan and told her that she did deserve this award. We looked at everything; talked about it at length; and we had all the supervisors give their input about their folks. So when we selected you, it was well deserved and Mrs. Gailliard-Garrick appreciates everything they do for the school.

Lisa just came on as an English Department Co-coordinator and she is doing a great job. Joe does a lot with SkillsUSA program and PBIS (Positive Behavior Intervention System). Laura has a heart of gold. She works with those special ed. students and pulls them through a lot of academic and emotional stresses. These are the types of things that we see in the folks here and we recognize them. Amanda is dedicated to her students. She is committed to them staying after school.

Mrs. Gailliard-Garrick publicly thanked the recipients for everything they do here.

Dr. Segovis told them that he appreciates them as a teacher. This has been an across-the-aisle type of thing between the union and administration trying to find the right type of evaluation and what would be fair. He is glad that we got it, worked together, and they reflect a very carefully thought-out system and they should be very proud of that. He is very excited to see their passion and all the good work they are doing with our students. He hopes we can do more of this. He thanked them for their service and great teaching.

Mrs. Kyle also thanked the teachers. Like Mr. Conley said, there are other things we have to discuss that are not so pleasant, but there is no doubt that all of us around the table are so dedicated to Davies, and so for us to have you here with us this morning, you are really the sparkplug for that. She thanked them from the bottom of her heart for what they do on a daily basis for our students. "It is quite commendable so don't thank us; we really need to thank you."

4) Future Student Night – Nov. 8th and Parent/Teacher Conferences – Nov. 15th
V. Gailliard-Garrick, Director

Mr. Blumenthal organizes both of these events. It is something we do every year. The Future Student Night is for those prospective 8th graders who are interested in attending Davies. We send out to all the middle schools an invitation. We send out about 1800 invitations and 900 come through the doors that evening. The students with their families and friends get to see the technical programming. Then they have a chance to register for one of the testing dates. They can either stand in line to register that evening or they can register for the testing on-line. They will also be encouraged to visit all of the technical areas, not just the ones they are interested in.

Mr. Quinn recalled the traffic problems last year. Now we have two policemen directing the traffic; the staff park their cars in the back of the school, and the custodial staff direct the parking lots.

The following week is the Parent/Teacher Conferences on Nov. 15th. We do two a year. One is in November with academic teachers only and the other in February with both academic and technical teachers. What we have noticed over the last few years is there is a heavy traffic flow in November and then a real decrease with the one in February. The one in November, many freshmen parents come to see how to access the grades and once they learn you can access them on-line they don't bother attending the second one unless they really need to see the teacher for something else.

5) **Student Athletic Eligibility Policy**— *V. Gailliard-Garrick, Director*

Our Athletic Director, Andrea Kelly, made some recommendations in regards to our athletic eligibility policy and she would like to have some changes made. Mr. Manning and Mrs. Gailliard-Garrick agreed these simple changes should occur, but of course the Board needs to approve of them.

Initially in our policy, the athlete needs to pass every class except PE and Health Ed. She wants that changed; they must pass everything including PE/Health. The thoughts of the Interscholastic League are if they are in sports then passing PE isn't mandatory. Dr. Segovis agrees with Mrs. Kelly because if not, it undermines the PE teacher and if we require credit PE should be considered a part of the overall picture.

The other change is more than four absences or tardies in a quarter then they are not eligible for practice. Mr. Quinn asked if that was a combination of both, yes it is a combination of both. This only obtains to unexcused absences. Mr. Blumenthal asked if this includes tardies. Yes it includes tardies. Then it isn't going to work. If this is approved then he wouldn't have girls on the soccer team. If it is 7:40 and they are coming in at 7:46, then they are tardy. If it is no more than 4 a quarter, then he wouldn't have a team. The 4 absences are okay, but he would up the number of tardies. Mr. Quinn asked what the consequences were for tardiness. They get an administrative detention on the 7th tardy. In East Greenwich, it is the first one for two hours. We found that doesn't change the behavior here. Then we gave them lunch detention because they were not attending office detention because most of them work. They were pulled out of their lunch group in the Cafetorium and sent to an isolated area away from their friends to eat their lunch.

Dr. Segovis wants more thought done on this change in the policy. He heard both arguments. One, athletics helps the student; it gives them a lot of benefits; you want them to attend because it makes them more involved in the school. Then the other side is they are not playing by the same rules; tardiness is tardiness. There is no excuse unless it is beyond the student's control. Mr. Quinn asked what is the greater goal. In EG High, if there is no note, then there is detention either that day or the next day. 5-7 tardies before they get a consequence is horribly too lenient. We need to look at the school's overall tardy policy. If they have a doctor's note then it is excused. Then we have to peel the strictness back a little bit by looking at the student population/subcultures. If you look at some of the sending communities, some students have responsibilities within the home and if some students come in 4 minutes late, then that is considered commendable. The experience in all families in all communities is different so let's put a more thoughtful system in place. There has to be consequences; that is the only way you can change behavior.

Mr. Blumenthal believes you need to have a standard in place but I am looking at it like a coach. The notion is that we are already playing by different rules than the other districts. It puts our student athletes at a disadvantage and because of that when we walk on the field we try to do our best competing already with a higher required passing grade and a very strict athletic director that makes sure all of the policies are enforced when you know with the all other districts that is not the case. Mrs. Gailliard-Garrick is a firm believer that they have to pass all classes 100% because they have to be proficient in order to graduate. Mr. Blumenthal supports that and that is a coaches' requirement as well, but if you add that tardy policy, we will not have a team. We are five or six districts trying to grab enough players in order to be competitive in a division that is already stacked against us. He is asking to expand the tardiness a little bit. Mr. Quinn played devil's advocate, "What happens if a girl is late to practice?" Then she is running or she isn't playing in the

next game. Then there is a consequence for the first tardy for the sport, and what is the primary game here, it is education.

We will review the athletic policy and the school policy when it comes to tardies and consider the conversation we are having around this table to consider what this policy should look like. Then it will be brought back to the Board. Mr. Champagne who oversees the Student Management Office will give you a better idea of why they are coming in late. Mr. Chartier is sure it is the same kids that come in late all of the time. When he was late at Tolman because he was on the football team, he didn't get detention but he paid for it big time on the field. He had to run laps after practice. He knows there is one boy who is responsible to get his sister to elementary school and that makes him late five minutes every day. Those who are late because the line was long at Dunkin Donuts isn't acceptable. Then some kids will get a permanent permission slip. If you are responsible to get your little sister off to school then you will be excused from being late to school. But it will involve having a conversation with the parents, etc. Mr. Quinn truly understands those situations. We don't want to displace those kids because their hearts are in the right place. They are sacrificing detention to get their sister off to school. He admires those kinds of kids.

There are a couple more recommendations to the policy. Students have to be in attendance no later than 11:00 a.m. If they are in after 11:00, they will miss practice or they will not be able to participate in the game that day.

The second piece to this is if the student is assigned to Resource Assignment Center (our in-house suspension) they will not be able to practice that day.

Mrs. Gailliard-Garrick will have a report on the tardy policy at the next meeting.

- 6) New England Common Assessment Plan (NECAP) – V. Gailliard-Garrick, Director**
Postponed until the December session.

- 7) Update on the Building and Construction Trades Program – G. Manning, Supervisor of Technical Instruction**
We are done with 4 Freshmen rotations. Students have rotated through hand tools. They began work on the class project which is the skateboard ramp. At this point, there are two halves to it, one side is nearly completed with those 4 rotations.

In terms to industry connections, they contacted Mr. Keenan at Amtrol to introduce our program and invite them to Davies. They are still waiting for a response from him. A follow-up was made to Mr. Frederick Gill at New England Tech to help with contacting Mr. Keenan. They contacted Mr. Chartier regarding setting up a meeting to review the program and look at industry connections.

Relative to certifications, students are continuing to complete modules required for industry certifications. All students in the program have started the process of SP2 certifications, which is a safety certification.

In terms of projects, they have come up with a design, plan, material list, and price for the gazebo that is being requested by one of the staff here. They proposed an electrical shed, pole barn for solar installation, practice, design, plan, material list, prices. Mr. Manning needs to speak to Mrs. Gailliard-Garrick about this. He already spoke to the school's facilities coordinator, Mr. Okerholm, to see whether or not a structure like that could be built on state property. He said as long as it is a

certain distance away from the existing facility is fine. It will then be a budget issue. The reason for it is to give the students the construction skills with the building of the shed as well as electrical skills. They will learn to install solar panels on a rooftop. It will have a multi-value to the students in this program.

They are still installing a shed at a Burrillville site. The materials have been loaded on the truck as we speak. They will begin the process of taking the students out a couple periods a day, work on site, and then get back. The two teachers are still working out the logistics.

They provided a chart that Mr. Manning had asked for. They are charting out students for Core and Level 1; where the students are at this time. They are making some progress mostly on the Core level. He is still a little concern about that. There is superficial movement on Level 1. He is looking toward next month's chart to see if there is movement on Level 1 which is crucial for certification.

Mrs. Gailliard-Garrick asked him if they have been able to gauge whether or not there is a better interest in students going in there as 9th graders? The program needs to be built on the 9th grade base. What Mr. Manning is doing is great, but are we going to draw those 9th graders in there? Mr. Almeida has put a survey together but he hasn't seen what the result of that survey is. He didn't start it until the last rotation through, but it isn't a whole lot different than what Mr. Esser did in terms of when you put a survey out like that, how honest and accurate are the students going to be on it. They really haven't gone through all of the rotations yet so they are not going to know at that point. They have added a station that is about three feet deep, eight feet high, eight feet wide which is a section of a wall unit where they are doing their PVC and copper piping for plumbing which he feels will draw some interest from those who may not only have a carpentry interest but also if they are looking at multiple avenues. Mrs. Gailliard-Garrick added that you need a teacher that is pretty animated and can effectively transfer those skills to those kids that they need and make it interesting and make it fun. With Mr. Almeida in there, he is a pretty popular teacher, and with these added components to the program, he may be able to draw those kids in there. All these teachers have to be sales people as those freshmen rotate through the shops. She knows that those in Electrical have an interest in moving over there to be with Mr. Almeida so that is going to be interesting, but a little competition is good.

Whether or not the teachers are moving the students toward those certifications, as part of their SLO (student learning objectives), they have to do progress monitoring. They have to do a pre and a post assessment so that will indicate to us whether or not they are moving toward the certifications based on what was set in those SLO's.

8) Other – Dr. Segovis, Chairperson

There is going to be a transition on the Board. Dr. Segovis is going to step down as chair. There needs to be a vote from the Board so we will do that at the next session, but Mrs. Kyle will be the chair, Mr. Quinn will be the vice-chair, and Mr. Ouellette will be the second-vice-chair. Mrs. Gailliard-Garrick asked if that was changed in the by-laws. No we haven't but we have always had two vice-chairs. It goes back to Domenic Mitchroneo unofficially. We need to take a look at that because we submitted the by-laws to RIDE and they need to be approved by RIDE. If it is already in there, then that is one thing, but if it isn't then we need to add it. Dr. Segovis and Mr. Ferdinandi were co vice-chairs.

It can be discussed next time to see if there is a need for it. He remembers being called in by Mr. Mitchrone and Mr. Tanury. It was typical of them it is what we do here and not what is approved up there. It was a plan for succession purposes. It was to have different back-ups to different things. We can revisit that. When he came on it was initially just Mr. Tanury and Mr. Mitchrone. Then they brought in Mr. Ferdinandi and him as part of the process with the new plan. Mr. Tanury was stepping down and the Board needed to evolve into something different. Then Mr. Ferdinandi took over and Dr. Segovis wasn't involved in the day-to-day so he has been trying to work with Mrs. Kyle so that she was part of the process working with the staff. Mr. Quinn has been doing a lot with the collective bargaining. They have been talking about this for a long time about when is the time. So this will be a very successful transition to the next phase of our evolution. He intends to stay on the board. There are some things that still need to be done at Davies that he wants to be a part of especially for historical purposes.

Mrs. Kyle and he talked at length about some potential board members. The committee needs to get together, Mr. Blumenthal, Mr. Halkyard, and Mr. Ouellette along with Mrs. Kyle and Dr. Segovis. This is what Mrs. Gailliard-Garrick feels needs to be put on hold. This is coming from the Governor's Office. About a month or so ago, there was a call for volunteers from Regent Caroulo to sit on the state school boards. She does not know what the nomination process is going to look like in the future, but they did approve Mr. Bone and Mr. Brown. She did make it clear to a RIDE rep that they need to include the current board members in the process and they are volunteers. They give their time to the school and excluding them from the process will be a big issue.

Dr. Segovis can come up with people who want to serve and hand the names over to them and ask them what they think.

V. Adjournment

At 9:16 a.m., Dr. Segovis asked for a motion to adjourn and all were in favor.