

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

Board of Trustees

Minutes of the Regular Meeting
February 4, 2013

Minutes were approved at the April 1, 2013 Board meeting.

I. Routine

A. Call Meeting to Order

At 8:05 a.m., Mrs. Kyle, Chairperson, called the meeting to order.

B. Roll Call of the Board

Davies' Executive Assistant called the roll of the Board.

Members Present: James Bone; Andrew Brown; Raymond Chartier; Lawrence Gemma; Carolyn Kyle, *Chairperson*; Paul Ouellette; John Quinn; *Vice-Chairperson*; James Segovis, Ph. D.; Robin Smith

Members Absent: Richard Beaupre; Robert Halkyard

Others Present: Victoria A. Gailliard-Garrick; Joanne Andrews; Cheryl Carroll, Gerry Manning; Susan Paquin, William Foley, Stephen Cardoso, Joseph Fantozzi, Scott Conley

C. Approval of Minutes

Mrs. Kyle asked for a motion to accept the minutes of the January 7, 2013 meeting. Mr. Quinn made the motion to accept the minutes; Mrs. Smith seconded the motion; and all were in favor.

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

Recess into Executive Session was postponed until the end of the agenda.

E. Return to Regular Session

Not applicable at this point in the agenda.

F. Opportunity for Audience to Comment

There were no audience comments.

II. Business Agenda

A. Finance Report – Cheryl Carroll, Business Office Coordinator

Davies fields a Robotics team that competes state-wide. We are always seeking out business related partnerships and the Air Force wants to put forth an agreement for Mrs. Gailliard-Garrick's review and signature. They want to partner with our Robotics team. They want to provide a funded sponsorship of our school's robot this year to a tune of \$1500-\$2500. They tell us they will assign an electromechanical engineer to mentor the team. Naturally, what's-in-it-for them is they are looking for local signage on the robot as well as PR on our website. Is there any connotation that doesn't suit anyone? Mrs. Kyle feels it gives some credibility and as long as our logo is bigger on the robot than theirs. She asked Mrs. Gailliard-Garrick for her thoughts on it. It is a good opportunity but the only concern she has is the parents' reaction because it is a recruitment platform for them and the fact that she isn't quite sure how parents would respond to them being so close to

the students while mentoring them and recruiting them into the Air Force. We have some parents that have concerns with the military. She doesn't have a problem with it. She feels it is an excellent opportunity. It gives us great exposure, but that would be her only concern. Mrs. Kyle asked, as a leverage point then, can she make it clear to them that this is not an overt recruitment opportunity and remain as subtle as they need to be. Now she feels differently after hearing Mrs. Gailliard-Garrick's concerns. She was only thinking of it from a marketing perspective. Mrs. Gailliard-Garrick hasn't spoken to them or to the Robotics Advisor and other teachers. Once she does that she will have a better sense where they are going with this. Mrs. Kyle is quite aware how big this competition is and to have a mentor is big. It is really exciting and the products they put out is so impressive. Mr. Cardoso added that they work with a company out of Cranston, Yushin. We are having an on-going battle with them right now because they want Yushin to mentor the Cranston Tech School vs. Davies. Finding a qualified mentor is sometimes better than the money they will offer. This particular competition has a huge playing field, 12 x 12 and what they have to do is really outrageous. Mr. DiFazio got the Air Force to step up to the plate a little bit, but definitely, the concern is it is going to be a vehicle for them to recruit. Mr. Brown has a friend who is a recruiter and it is amazing to see how many actually get into the military after taking their test. There are so many who can't get in after taking the test. It is an opportunity for them but it is also one for the students who may not have any other career plans. Mrs. Gailliard-Garrick will keep the parents informed of what they are doing and why and leave it up to them to decide if they want their student involved on the team. Mr. Chartier added that he knows the military recruits here all the time and for some of the students it is a great opportunity for a paid education and for a future. His attitude as a parent is you bring your child up and you really do not want them to go in that direction, they won't go in that direction.

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

III. Informational Time/Program Updates

A. Director's Report

1) Davies Teachers' Association – *William Foley, President of Davies Teachers' Assoc.*

He was in attendance to check in with the Board since he didn't attend the last couple of meetings. He introduced himself to the new board members. He asked if anyone had any questions. Mr. Quinn asked what his general membership's response was to the new contract. They unanimously accepted it. They all knew there was going to be a lot of give-and-take this year and there was. He also added that downtown still needs to address the funding formula and the Career and Tech factor. If everyone is saying that C & T education is so important, it will not survive under the current funding formula. Back to the contract, there were some that were not happy with little pieces here-and-there, but overall, it was accepted. There was one grievance issue that was not directly related to the new contract, and it is now gone.

The Commissioner sent a strong letter out to all the principals and superintendents regarding not being compliant with the seniority clause in the contracts. Any contract that was up for renewal, we were supposed to address seniority when it comes to lay-off notices and recalls. Mrs. Gailliard-Garrick doesn't know what her next steps will be, but she is concerned because we didn't work that out in negotiations. We put it in abeyance until such time some of the court cases are heard and a decision is made. Mr. Foley feels we are safe based on the language but the Commissioner is saying that if it was not done, then Mrs. Gailliard-Garrick's certification is in jeopardy.

Mr. Foley added that our language is in two pieces. We are saying that, with all else being equal, then seniority will be the determining factor; it's not the sole determining factor. Commissioner's original letter indicated that it cannot be the sole determining factor. The only place where it is quasi the only factor is when it is budgetary. If budget cuts are the sole reason why a position is eliminated then the most senior person in that department shouldn't be laid off.

The union will stand next to Mrs. Gailliard-Garrick because they think it was fair; it was reasonable, negotiated in good faith. It may not have turned out the way the Commissioner thinks it should have been, but to her intent the way we read it, with the reasonable minds in negotiations, along with the school's attorney who said it was okay. The union is ready to amend it to go with the new law once the Portsmouth case is decided.

2) Davies Teacher Assistants' Association

No representation present.

3) Strategic Planning/Programming and Business Partnerships – V. Gailliard-Garrick, Director

(See Supplemental Material: “Electronics & Robotics Technologies Overview,” “ETA International-Associate C.E.T – DC Basics,” “Graphic Arts and Printing Where Creativity Comes to Life,” and a brochure, “Graphic Arts and Printing”)

It was decided at the last board meeting to have the teachers present their own programs. The board would like to hear from their point of view what is going on in their program; what are some of the changes that have been made; what kind of growth has taken place, etc... This is going to be a series at each board meeting through June. The programs that were showcased at this meeting were Electronics with Mr. Stephen Cardoso and Graphic Arts/Printing with Mr. Joseph Fantozzi.

Electronics – Mr. Cardoso

(Refer to the supplemental material). This shop has been a 3-instructor shop off and on over the last 20 plus years, which is driven by student enrollment. In the last few years, the enrollment has been through the roof and that is the #1 change in the shop. Students come and go out of the shop but now we are keeping them. Presently, there are 73 students. The instructors are really excited about the current number of sophomores, 32. They are waiting to hear what the freshmen number is. There has been positive feedback from them.

Referring to the other piece of supplemental material “ETA International,” he then mentioned the curriculum relative to it being aligned to the ETA International (*Electronic Technician's Association*). They follow it in terms of the skills sets we want the curriculum to reflect. There are four sections. In the sophomore year, they do DC Electronics and AC Electronics. In the junior year, they do semiconductors and electronic circuits, and in the senior year they do digital electronics. With the advent of robotics over the last few years, it is becoming an equal partner in what they deliver to the students.

There are five major certifications that are offered through ISCET (*International Society of Certified Electronic Technicians*.) They offer a soldering certification through a national organization, IPC. Mr. DiFazio has a certification that he will be starting this year, Work-Ready Assessment Robotics Automation.

In their strategic plan, they would like to ask the administration, hopefully with the Board's blessing, to change the name of the program to make it sound more like what is out there in the industry, Electromechanical Pre-Engineering. There are electronic programs around the state calling themselves engineering programs. It is disingenuous to have an engineering program at the high school level. It isn't factual because once the student leaves high school and goes onto college, what they learned in high school was not engineering. They feel pre-engineering makes more sense to them. Southeastern New England Defense Industry Alliance (SNEDIA) did a study and compared to what Mr. Cardoso has read over the last 20 years, the report was very exciting. They want to create a pipeline, not just from college to the industry, but from middle school to the defense industry. This hits home because we do exactly what they talk about in the report. We want our students to go into engineering and this report talks about mentors, internships, etc.

Regarding the C & T Categorical Funding, RIDE is coming in today to do a tour of the technical programs and he will mention that it will be nearly impossible to offer a world-class education on the kind of budget they are proposing. They have been talking about the categorical funding; Mr. Manning and Mr. Blumenthal talks about it. What Electronics wants to do with the funding is transform the workbenches to Engineering Development Station which aligns to what is in the SNEDIA report. "Workbench" is a '70's-'80's concept. What they want to do is transform this bench where the student can build a circuit, repair a circuit, and simulate a circuit. There are two big things in the report that they highlight to the students. One is technical writing. In every classification, technical writing is the big skill gap. The other is shipboard environments. It is great that the students can build a circuit, but now we want them to simulate it; engineer it, design it. We want to change these stations from an old mindset to an engineering mindset. This isn't something free. We can't retrofit what we already have. We have to put new, updated equipment at those stations and in order to do that; hopefully the categorical funding will allow us to do that in one fell swoop to bring them up to industry standards. The way to go is engineering. His selling point to the students is, if you look at the students who have gone onto big-time colleges, since 2000, we had Electronic students go to Brown University, URI, North Carolina State University. One current senior was just accepted to Worcester Polytech. He will be the second student to go there. They push their students to big-time schools, something they value. They want to see them strive for that. URI will be rebuilding their program based on this SNEDIA report. CCRI wants to model a program from Enfield, CT. It has to do with manufacturing as it relates to the defense industry.

Mr. Bone asked how the certifications work. They are modular certifications. Three exams have been given out so far first semester. The sophomores just completed the DC Electronics certification at a 75% passing rate. They take the exam here; it is put into an envelope and mailed to Texas; it gets graded there; they contact the students individually via the mail. They get a certification and a license. They are all excited when they get it. We do not get factored into handing anything over to the students. It all gets down by those in Texas. The juniors took the semiconductor circuits certification exam with a 90% passing rate as well as the seniors with a 90% passing rate. The sophomores will take the AC certification exam in May or June.

Mr. Bone asked if there was any way to get grant funding from the defense industry. Mr. Cardoso dissected the SNEDIA report. They will go into the school and provide mentors and some money for competitions. We do a LEGO Techtrics Competition as well as the FLL which are both robotic competitions. It sounds like they will fund that to an extent. It isn't done though the alliance but with the companies associated with the group. Keith Stokes, a representative of the May Group is coming in to meet with Mrs. Gailliard-Garrick and the Electronics teachers. He is writing a grant and needs a beta group of students to attend Saturday classes relative to the defense industry. When he comes in Mrs. Smith suggested asking him if there is any money to upgrade equipment since he is in charge of the budget.

Mrs. Kyle asked Mr. Cardoso if he did a cost analysis on this upgrade vision to take his program to the next level. It is between \$35,000 and \$40,000. This is the initial estimate, but then there is a budget for equipment maintenance. What he hears from his graduates is that they excel at the lab portion of the program where a student from a comprehensive does not because they never had access to the equipment before; however, they excel at the academic portion of the course because they had pre-calculus where our students did not. So we need more stations with computers at every one for simulation along with the software needed and color flat-screen scopes.

Graphic Arts/Printing – Mr. Fantozzi

(Refer to the supplemental material) Mr. Fantozzi referred to the Super Bowl that just took place. The advertisements are a derivative of graphic arts. A lot of them piggy back; when an ad is made, it doesn't die. Now it is going to show up in magazines, on the web, e-books, billboards, etc. It is never-ending especially when an ad works well.

Graphic Arts and Printing is the third largest manufacturing industry in the United States. It is because of a number of reasons. Every company relies heavily on advertising and its effectiveness isn't only due to the design but on how it is published. Is it in magazines, e-readers, on-line, commercials, a vehicle graphic driving down the road, on shirts as a logo? There are a lot of different ways to see the graphic arts industry. Most people take it for granted on how big it is. What he usually tells the students is, "picture yourself walking into a supermarket. There are bags that might be pre-printed. There are posters in the window. When you walk in the first thing you see are the circulars with all the coupons. Every product in the circular has a sticker, a label, a package. This is just a grocery store and that isn't counting the magazine aisle.

He has been teaching at Davies for 5 years and has seen the Graphic Arts Program grow significantly. In spite of the recession, Graphic Arts is one industry not affected by it. The reason why is more companies are relying more on students that come out of programs like this from high schools and post-secondary institutions and trying to do it in-house in order to cut costs. They want to do the designing, preparing it for press-ready, and some companies are buying their own printing facility.

Another reason is there is a presumption that printing is dead, and it is not. Traditional off-set printing is not dead. Actually it makes up a good portion of the market. In fact about 60% if it is based on packaging. You just cannot get a digital form of packaging. People still like to read their magazines and newspapers, but the growth in the industry is now the e-readers, the Kindles, the i-Pads, the Nooks. People still like their print magazines and newspapers because they are diehards. They are not going to change that but it now requires different training and output to be able to make it for an i-Pad also. It will require two separate designs, two separate forms of delivery. It actually caused a growth in jobs because of that, and it is the more exciting part of it because it is cool to have an i-Pad. However, everything is changing, even the paper the supplemental material/brochure was printed on. It is tear-free paper. It is little things like this. There is so much growth in this industry it is actually surprising him. He is a former Graphic Arts student at the Career and Tech Center in Cranston and it has come a long way since then.

Referring to the brochure, the student enrollment is through the roof. There are 80 students. The attrition rate is phenomenal, in fact, the sophomores are at 38. It was 42 last year when they were freshmen. We only lost 4 which is pretty significant, and to have a senior class of 20 is also phenomenal.

Graphic Arts and Printing has three national certifications and one international. The ones that we have had the longest is through an organization called PrintEd. We were the first in Rhode Island to receive these certifications and the 90th in the country. So we were pretty early on in the game and it goes back before he got here. The certifications are in Introduction to Graphic Communications, Digital File Preparation, and Digital File Output. It covers everything we do in the shop from basic safety and orientation to the industry to paper, inks, mixing, graphic design, digital imaging, off-set printing, etc. The Adobe Certified Associate is brand new implemented last year. This is an internationally recognized certification. We had a great success rate last year. It was the first year we took the exam for the certification. It is an on-line exam, scored automatically, and 100% of the students passed it.

The PrintEd is a different process. It is more of a task-based process. Depending on which one of the certifications, it is a set of task competencies. The students have to perform it; it goes into their portfolio and then they have a formal portfolio review before graduation. They have to meet at least 80% of those competencies before they are issued a certification. With this one, we also have a very good success rate because it is something we embed into the curriculum for three plus years they are in the program. The chances are very good that they will have a well-rounded portfolio that demonstrates the skills that are necessary. Last year there were 19 portfolio reviews and 18 successfully completed it which is 95%. It is very common to be between 90 and 95 %.

Where are the seniors going when they graduate? They are going to a variety of places. Some go to New York to Ithaca. A lot of students for financial reasons cannot afford to go to bigger institutions. Some are working with the Crusader advisor to work with that. Some are working with their guidance counselor to get scholarships. A lot of them feel more comfortable starting with CCRI. A couple of students went to Bristol Community College as a stepping stone and transfer their credits to larger institutions such as the Art Institute.

This is a nice segue into articulation agreements. We have a tentative agreement currently with NEIT but it is kind of lower than he thought it was going to be. He didn't sign it yet because he feels they short-changed us. We are reevaluating what we submitted to them and Mr. Manning and Mr. Blumenthal is helping him with this process to get it to a higher level. Dr. Segovis asked if there are certifications for the digital area with the changes that are going on and more design and art with RISD or others in the area. The biggest thing is our name, Graphic Arts and Printing. A lot of people have changed that name. We are in a different situation. We are the only graphic arts program in the state that has three teachers. No other even has two teachers; they are just a single teacher shop. We are big which allows us to cover more. Because of that, we are able to introduce some fine art. A junior right now is in the second session of a RISD Portfolio Preparation class. She will be doing a summer workshop as well at RISD. If you saw some of her artwork, it blows him away. They told her in the Portfolio Preparation class that most of the students that go through the class, if not all, go on and get accepted to that program. We are able to do stuff like this unlike those programs that have only one teacher. They are not as fortunate to be able to cover the expanded amount of curriculum. Some teachers in other schools use to have tech assistants and some of them don't even have them anymore. It makes it very difficult to balance the digital training and computer-based design with the off-set printing. We have the use of two computer labs right now and we have two teachers who are working exclusively with digital imaging, graphic design, photography, digital production printing, large format printing, and digital illustration. It allows him as the print teacher to go over and do stuff like fine arts, the actual traditional layout and design which aligns to the Rhode Island GSEs for visual arts. It also allows him to do traditional off-set printing. We are still adding more of the digital end of that. We are doing the digital production printing through the Xerox equipment. We printed the Davies envelopes with a nice Davies logo. We are doing variable data printing. We added something new over the summer which is dye-sublimation like what is printed on mugs, water bottles, etc. PrintEd reevaluates and reaccredits us every 5 years.

In their strategic plan, they would like to add more advanced-screen printing equipment. People don't realize how big that is. Everyone received shirts who were on the Super Bowl winning team. It is right down the street, Liquid Blue. They are the ones who print them. It is one of the biggest screen-printing establishments on the east coast. They do for all the sporting venues; it's huge. PrintEd has a screen-printing certification as well as expanding the digital production certification. We are up for reaccreditation in 2016 and we will aim to add them in the mix.

The articulation agreements we do have is with Central Maine Community College and it is for three credits over the course of two classes; however, one of the biggest things and to his knowledge the only one that exists at the school, is a dual enrollment program which is much different than a head-start. Our students stay here. He has been approved as an adjunct professor at Central Maine Community College, and he is delivering their curriculum for Photoshop I to our students. They have very specific things they want the students to do and demonstrate, and then he has to submit that to them for each student. Their registrar's office will record the grade and then mail the students an official college transcript for three transferable credits. So they can go anywhere in the country and transfer those credits and they do it all while staying here at Davies. We are aiming to add articulation with the Art Institute and trying to expand the tentative agreement with NEIT.

We have real nice involvement with industry partnerships although one of the biggest challenges that still remain for our students is to actually get to the companies that want to hire them.

Transportation is a huge issue for us to get the students there. We do have a fully functioning advisory board that meets several times a year. Just to name a few, AMICA is our biggest partner. They work great with us. We have been on field trips to some of these companies which have had nice input for our Advisory Board and the direction for our program. Mr. Ouellette asked Mr. Fantozzi if he was looking for additional industry partners. He suggested National Marker in North Smithfield. It is a growing company and they do labels, safety signage, and labels for a large seafood company. They have a big establishment. Mr. Fantozzi is struggling getting a partnership with Hasbro, because they have very strict disclosure agreements. They are working on stuff that isn't even on store shelves yet for Sesame Street, GI Joe, and things like that. So they have been reluctant for that reason to have a a) a high school student and b) not have them as their full-time employee, but he isn't giving up. Some people on his advisory board suggested other companies. We are making our way.

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 9:03 a.m., Mrs. Kyle asked for a motion to recess into Executive Session; Mr. Quinn made the motion to recess into Executive pursuant to R.I.G.L. 42.46-5 (A) (1) and (2) to discuss pending litigation and personnel issues. Mr. Ouellette seconded the motion and all were in favor.

Return to Regular Session

At 9:35 a. m., Mrs. Kyle asked for a motion to return to Regular Session; Mr. Quinn made the motion; Mr. Mrs. Smith seconded the motion and all were in favor.

Mrs. Kyle asked for a motion to seal the minutes of the Executive Session; Mr. Quinn made the motion; Mr. Chartier seconded the motion and all were in favor.

In Executive Session, Mrs. Gailliard-Garrick asked the Board to accept her 10 non-renewal recommendations. The Board voted and unanimously accepted her recommendations.

- 4) C & T Directors' Meeting with the Governor – 01/29/13– V. Gailliard-Garrick, Director**
Mrs. Gailliard-Garrick met with the Governor with all the CTE Directors. She wasn't quite sure how the meeting went. She doesn't think anyone knew. He wants to help career and tech education in the state. He really wasn't addressing any of our concerns as it relates to the regulations, program quality, certification requirements, but what she got out of it was three areas that he is going to help us. How he is going to do that, she doesn't know, but it was changing the image of career and tech education and doing a state-wide campaign to change that image; looking at business and industry and partnering with the career and tech centers that truly do tech preparation with some of the businesses; and looking at our articulation agreements with the state institutions. These are the three areas she carved out of the discussion that we want to focus. He seems to be okay with that. We haven't had any feedback since then. It was only C&T Directors. There were no RIDE people. He spent an hour with them.
- 5) Strategic Planning – Next Steps – V. Gailliard-Garrick, Director**
This report was deferred until next month's meeting.
- 6) Fall NECAP Testing — V. Gailliard-Garrick, Director**
This report was deferred until next month's meeting.
- 7) Other**
Teacher Assistants contract negotiations is scheduled for Feb. 11th and hopefully it will be the conclusion.

V. Adjournment

At 9:36 a.m., Mrs. Kyle asked for a motion to adjourn and all were in favor.