

Central Falls School District Board of Trustees – Work Session Agenda
Meeting Minutes
February 23, 2010
6:00 p.m.

Central Falls High School - Auditorium

Present: Anna Cano Morales, Chairperson
Sonia Rodrigues, Vice Chairperson (6:01 PM)
Mary Lou Perez, Secretary
Ana Cecilia Rosado
Leslie Estrada
B. K. Nordan
Vladimir Ibarra

I. Call to Order

Mrs. Anna Cano Morales, chairperson, called the meeting to order at 6:10 p.m.

II. Pledge

III. Policy and Planning

A. *Staffing Protocol Policy – third reading*

The revisions to the policy from the second reading were made. There were some additional changes submitted.

Action: A motion to approve with the discussed changes was made by Ms. Perez and seconded by Ms. Rodrigues. A vote was taken and was unanimous, 7 to 0.

IV. Superintendent's Remarks

In full respect for the dignity and rights of each child in this school system, I stand before you tonight to reiterate facts you should already know. I do so to clarify the reasons for the resolutions before the Trustees this evening. I do so to inform everyone as to why this is happening and to do what is demanded by justice, since so many contrived stories have been set about that misinform and twist the truth.

In the February 9th letter to Jane Sessums, CFTU President, I openly stated and read for the public, the core elements of change that I believed necessary in order to engage in the Transformation Model of Intervention in Central Falls High School. I believe they bear repeating now in full.

1. Increase the length of the high school day so that the student day is 8AM – 3 PM. 90 hours a year without a promise of salary increase at this time.
2. Formalize the high school teacher commitment of weekly tutoring for one hour outside of school time for accountability purposes.
3. Communal lunch with students one day each week. This would be done to truly grow to know the students by engaging in conversation with them one day a week over lunch.

4. Agree to continue paid professional development for two weeks outside of the typical school calendar. That is at the minimum 6 hrs/day/10 days@\$30/hr. = \$1800 per teacher per year.
5. Agree to meet for 90 minutes each week in order to look at student work, assess data, plan units of study and seek continuous improvement in professional practice. This is a common practice in the variety of successful schools we have both read about and visited. We expect that payment for this will come from the School Improvement Grants as well. That is 90 min/wkX36 wks=\$1620 per teacher per year.
6. Acknowledge that third party evaluators will begin evaluation of all high school teachers on March 1, 2010.

This was it. All that was asked. Still the answer was no. 100% job security. Still the answer was no. An increase totaling \$3420 for the after school work and summer professional development. Still the answer was no.

Union leadership heard what it wanted; continued to make demands of a state run district owned by all the taxpayers of RI in an effort to squeeze more money out of a nearly collapsing budget.

In every school district in this state, unions and administration face tough decisions. With intentional effort to succeed through honest dialogue and earnest understanding of the economic ramifications, most systems reach agreement. Not ours. I believe this was a deliberate attempt to obfuscate the issue of meaningful reform. The fundamental unit of school change is not the state, not the district, not the school. It is the classroom. In order to effect change to the greatest possible measure, our work must impact the classroom. We have changed administration. We have developed curriculum and continue to do so. We have developed a commendable PBGR system. We have implemented policies that reach the heart of professionalism. All of the changes in the last three years have come through the good work of the teachers in spite of union leadership's effort to thwart reform.

This time the union leadership has gone too far because I wouldn't commit to more monetary incentives. They knew full well that this state run district could not afford more. We are professionals in a vocation of service. We serve children, all children, including the brave souls who spoke to us with obvious pride at the last several public meetings; but please remember those souls who make up the 52% of the student body we no longer see before us.

Tonight I renew my recommendation and commitment for the Turnaround Model of Intervention.

V. Resolutions

- a. Termination and/or nonrenewal of teachers and administrators

The first resolution was read by Ms. Rodrigues and pertained to the high school.

CENTRAL FALLS SCHOOL DISTRICT
February 23, 2010
RESOLUTION

WHEREAS, the Central Falls High School has been identified as a “persistently lowest-achieving school” pursuant to the Rhode Island Department of Education’s *Protocol for Interventions: Persistently Lowest-Achieving Schools*;

WHEREAS, said *Protocol* require the District to choose among four different intervention models for implementation for the next school year; and

WHEREAS, the Superintendent of Schools advises the Board that any of the viable models for implementation under the *Protocol* require that all of the High School certified staff be given notice of termination at this time in order to comply with the provisions of R.I.G.L. § 16-13-2;

WHEREAS, the Superintendent has given the High School certified staff notice of her intention to recommend their terminations as of the end of the 2009-2010 school year;

NOW THEREFORE, be it resolved that based upon the reasons referenced above, and the reasons identified in the letters to the above-referenced High School staff, the Board accepts the Superintendent’s recommendation that the teaching contracts of the following named personnel be terminated at the close of the 2009-2010 school year, effective the last day of school in June, 2010;

Uncertainty of the High School

Carl R Africo
Daniel Amadio
Steven Auclair
Cheryl Aucoin
Jane Bernardino
Maria Bilyeau
David Bizier
Donald Blais
Alessandra Borges
Gina Borges
Jo-Ann Boss
Carol Brunell
Deanna Camputaro
Kathleen Cassalino
Kimberly Centazzo
Evelyn Cosme Jones
Marilyn Cooney
Dale Dearnly
Frank C DelBonis
Steven DeLeo
Frank DeVall, Jr.
Heather DosSantos
Kevin G Drolet

Justin Drzal
Hope Evanoff
Debbie Fisher
Pamela Garabedian
Marcela Garces
Vilma Gaspar
Edmanuel Gil
Katie Gomes
Delois Grant
Judith A Greenberg
Melissa A Halpert
Gretchen J Houde
Walter S Hourahan
Roberta S Idone
Tina M Jancef
Clair Johnson
Joshua W Karten
Matthew Kelly
Richard F Kinslow
Anthony Kulla
Donald Labossiere
Nicholas Lafreniere
Eileen P Lambert
Jennifer L Lander
Louis D Lanni
Joshua L Laplante
Kathleen M Lavoie
Sheila Lawless
Elizabeth Legault
Tara Lucier
Kathleen Luther
Robert C Marchand
Diana L Martufi
Kathleen E May
Patricia M McKenna
Anne W McLaughlin
George T McLaughlin
John Mead
Alicia Migliore
Mary Susan Mulligan
Leonard A Newman
Jill K Page
Michael J Paul
Diane Pina
Linda Poidomani
Wendy Polak
Vilma Restrepo
Jordana P Ruggeri
Fabian F Sanchez
Maria SanMartino

Robert A Scappini
Martin J Schanck
Rosemarie A Souza
Keri A Steinkamp
Michael T Swain
Ronald C Thompson
Jorge A Torres
Joseph M Travers
David B Tudino,
Geneva Urquhart
Nancy Ann Ursillo
Ann R Valentine
Glenn Valentine
Kerri W Valentine
Gina M Vecchio
Susan D Vollucci
William J Volpe
Doris White
Stephany Winemiller
Susana Talbot

After the resolution was read Mr. Nordan had some questions regarding the turnaround model. He expressed his concerns with the model. He also spoke about various anonymous letters he had received stating that he did not understand an urban classroom. He clarified that he was an educator and did understand.

Action: A motion to approve the first resolution was made by Ms. Rodrigues and seconded by Ms. Rosado. A roll call vote was taken and was approved, 5 to 2 with Mr. Nordan and Ms. Perez opposed.

The second resolution was read by Ms. Rosado.

CENTRAL FALLS SCHOOL DISTRICT
February 23, 2010
RESOLUTION

WHEREAS, all the professional teaching staff are required to possess a duly issued teaching certificate issued by the Rhode Island Department of Education.

WHEREAS, said certificate must be in the subject area within which the professional staff is employed.

WHEREAS, the below listed individuals do not possess a teaching certificate in the area in which they are teaching.

NOW THEREFORE, be it resolved, the following individuals be terminated at end of the 2009-2010 school year.

Non-Tenured Certification:

Kate Vespia

WHEREAS, the district sought certified personnel for specific positions, and was unsuccessful in its search; and

WHEREAS, the district applied to the Rhode Island Department of Education for emergency certification for specific positions; and

WHEREAS, an emergency teaching certificate has been issued by the Rhode Island Department of Education for the 2009-2010 school year only

WHEREAS, the district is required to only employ certified professional staff.

WHEREAS, the named personnel are not appropriately certified for the areas in which they are teaching.

NOW THEREFORE, be it resolved that the contract of the following named personnel to be terminated at the close of the 2009-2010 school year.

Non-Tenured Emergency Certificates

Melissa Desmarais
Courtney Connelly
Jennifer Martin
Joann Marino
Marissa Mancini

WHEREAS, the school district always seeks the best individuals available for all certified positions;

The level of total funding for 2009-2010 is uncertain; and

FURTHERMORE, the basis for this recommendation is that it is believed that there are better teachers available.

NOW THEREFORE, be it resolved that the contract of the following named non-tenured personnel not be renewed at the close of the 2009-2010 school year, effective the last day of school in June, 2010.

More Qualified Individuals

Charles Kokolsky
Ann Bednarski
Patti Cuttle
Kerin McPherson

WHEREAS, all the professional teaching staff are require to possess a duly issue teaching certificate issued by the Rhode Island Department of Education.

WHEREAS, said certificate must be in the subject area within which the professional staff is employed.

WHEREAS, the below listed individuals do not possess a teaching certificate in the area in which they are teaching.

NOW THEREFORE, be it resolved, the following individuals be terminated at end of the 2009-2010 school year.

Tenured Certification:

Karen Fiore
Paula Pinto
Dayna Ferrera
Claudine Osko
Jay Grenier
Mia Godbout
Cathy Carvalho
MaryEllen Cardenas
Gerard Lapierre
Karen Jerozal

WHEREAS, positions become available in the Central Falls School District due to teachers going on leave; and

WHEREAS, the District has filled said positions with temporary employees; and

WHEREAS, the senior staff members who are on a leave of absence are expected to return in September of 2010 and are entitled to such positions; and

NOW THEREFORE, be it resolved that the contracts of the following named personnel not be renewed at the close of the 2009-2010 school year, effective the last day of school in June 2010.

Temporary Employee for Teacher on Leave of Absence

Haley Winsor
Alina Fortes
Diane Botelho
Marianne Alger
Jennifer Banos

Ms. Cano-Morales clarified that these were the traditional notices that go out every year because of the March 1st state law.

Action: A motion to approve the second resolution was made by Ms. Rosado and seconded by Ms. Estrada. A roll call vote was taken and was approved unanimously, 7 to 0.

VI. Consent Agenda

The consent agenda included the following: January 12, 2010 regular meeting minutes, January 26, 2010 work session meeting minutes, February 9, 2010 regular meeting minutes and personnel actions.

The personnel items included:

APPOINTMENTS:

Marianne Alger – Kindergarten position (Job share) Ella Risk School
Haley Winsor – Calcutt Middle School, Science
Diane Botelho – Veterans Memorial Elementary School, Special Education

RESIGNATIONS:

Stanley Buckley – Calcutt Middle School, Assistant Principal

Action: A motion to approve was made by Ms. Rodrigues and seconded by Ms. Perez, approved 6 to 0 with 1 abstention from Ms. Rosado for the January 12 meeting minutes.

VII. Next Board of Trustees meeting

Tuesday, March 9, 2010 at 6:00 PM

VIII. Motion to Recess to Executive Session and Adjournment

- a. Possible Executive session pursuant to chapter 42-46-5 (a)(2), that this public body convene in executive session to discuss certain matters that are the subject of collective bargaining and litigation (Non-certified negotiations and advice of counsel).

Ms. Rodrigues made a motion at 6:45 PM to adjourn the work session and recess to executive session pursuant to chapter 42-46-5(a)(2), that this public body convene in executive session to discuss certain matters that are the subject of collective bargaining and litigation (Non-certified negotiations and advice of counsel).

The motion was seconded by Ms. Rosado, a roll call vote was taken, 7-0 in favor of the motion.