

# **CUMBERLAND SCHOOL COMMITTEE**

**FEBRUARY 23, 2006**

## **MINUTES**

**The regular meeting of the Cumberland School Committee held on Thursday, February 23, 2006 at the Administrative Office/Cafetorium, 2602 Mendon Road, was called to order at 7:37 p.m., by Chairman Paul Neves, with the following present:**

**Paul Neves, Chairman, Donald J. Costa, Vice Chair, Arthur DaCosta, Clerk,**

**Rosa Crowley, Linda Teel, Robert C. Thibodeau, Earl T. Wood**

**Also Present: Donna A. Morelle, Ed.D., Superintendent, Joseph A. Rotella, Esq., Director of Administration**

**Absent: Rosa Crowley**

**I. Pledge of Allegiance - Boys Scouts from Troop #1 led the Pledge of Allegiance.**

**II. Approval of Agenda - On a motion by Mr. DaCosta, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the agenda.**

**III. Chairperson's Report - None.**

**IV. Comments from the Public**

**A. Public Comments - The Chair requested comments be kept to three minutes. Tanya Rao commented on the state of technology and supported the budget. Ms. Steinke thought the budget was well documented and requests were appropriate, i.e., the request for only one computer per classroom. Mr. Vergano stated everyone had the same common goal, to educate the kids. The committee should pass the budget and get it to the Town Council and let the town figure out how to support it. Mr. McGarry noted he was a teacher, parent and taxpayer, as well as president of the CTA. He complimented the Superintendent on a budget not filled with frills. He also noted he would like to keep negotiations at the bargaining table. Mr. Crowley offered statistics from prior years on spending, noting the pay scale is behind the state average. Mr. Egan noted he is now with the NEA but had been a teacher in the system and started to comment on the teacher steps. The Chair asked speakers to refrain from comments about negotiations. Mr. Egan then stated that the 12th step is below the 10th step in other states. Ms. Beaulieu pointed out that the passing of the CHS210 bond shows that voters support the school department and that a good education and technology is needed. This budget provided that groundwork. Mr. Lamoureux noted he has three kids and strongly supports the budget. Ms. Penco asked the committee to support the budget. Ms. Lambert commented the committee hired Dr. Morelle to do a job and she's doing it.**

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## **A. Student Government Report - None.**

**The Chair declared a recess at 8:04 p.m. The meeting reconvened at 8:18 p.m. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE moving New Business/B. and C. to next on the agenda.**

## **VIII. New Business**

**B. CHS2010 Building Committee Recommendations for Construction Manager Services for Phase III - The Superintendent introduced Mr. Davignon, Chair of the Building Committee. Mr. Davignon explained they had solicited proposals for construction manager services and created a short list of three construction management companies and three architectural firms. They interviewed the two construction management firms, Dimeo and Gilbane, and three architectural companies, Robinson, Green, Beretta (RGB), Edward Rowse and Kaestle Boos Associates. The committee then met on Saturday and voted to bring to the School Committee and the Town Council Dimeo as construction manager and Kaestle Boos Associates as the architect. Mr. Thibodeau complimented this committee for working together as volunteers for three years and noted that he was present for the scoring process. On a motion by Mr. Wood, and a second by Mr. Costa, it was VOTED 6-0 TO APPROVE recommending to the Town Council Dimeo for Construction Manager for Phase III for CHS2010.**

**Mr. Davignon reported that the two candidates have been asked for agreements for review by consul and they hope to start the day after the council vote. Ms. Teel noted the name 2010, but they hope to have this project done in 2008. Mr. Davignon explained this is a fast track project, especially due to increasing construction costs and they hope to be completed by the end of 2008.**

**C. CHS2010 Building Committee Recommendation for Architectural and Engineering Services for Phase III - On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the recommendation of Kaestle Boos Associates for Architectural services for Phase III for CHS2010.**

## **V. Reports of Standing Committees**

**A. Rules & Regulations - Mr. DaCosta reported the committee met to review the Use of School Facilities policy for some modifications and to look at the fee structure. They also discussed marketing the new Wellness Center and a policy for the Lacrosse Team.**

### **B. Personnel**

**1. Assistants - Mr. Thibodeau reported Ms. Crowley was recuperating from surgery and not present. The committee approved job descriptions for one on one positions, Behavioral Personal Care Attendant, Personal Care Attendant and Para Professional.**

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He noted the Director of Special Education requested these and they are unbudgeted. The Superintendent stated the net impact would be one position because two are budgeted in the substitute account and when approved the funds would be transferred to the salary line item.

There is \$16,000 in the budget. Dr. Morelle noted these are a requirement of the IEPs. Mr. Thibodeau made a motion to approve all three job descriptions. Mr. Wood provided a second. Mr. Costa commented that he would not support them because past practice was to have the job descriptions with time to review and make changes. He thought they should take out the location. Mr. Thibodeau agreed that the schools, or location, should be removed as the student might not be at the same school. It was agreed to amend the motion. On a roll call vote, it was VOTED 4-2 TO APPROVE the motion, with the following voting AYE: Mr. Thibodeau, Mr. DaCosta, Mr. Wood, Mr. Neves; NAY: Mr. Costa, Ms. Teel.

2. High School Assistant Principal - Mr. Thibodeau reviewed the revised job description. The Superintendent noted the two retirements and it is the desire of the administration to advertise as soon as possible. On a motion by Mr. Thibodeau, and a second by Mr. Wood, it was VOTED 5-1 TO APPROVE the motion, with Mr. Costa voting against.

3. Special Services Secretary - Mr. Thibodeau noted the revision to the Special Services Secretary. On a motion by Mr. Thibodeau, and a second by Mr. Wood, it was VOTED 4-2 TO APPROVE the job description as presented, with Mr. Costa and Mr. Neves, voting

against.

### **C. Finance Committee**

**1. Payment of Invoices - On a motion by Mr. Costa, and a second by Mr. Thibodeau and Ms. Teel, it was VOTED 5-1 TO APPROVE payment of invoices in the amount of \$1,041,252.44, with Mr. Wood voting against.**

**2. RIASC Membership - Mr. Costa made a motion to approve payment for the 2005-2006 membership to RIASC in the amount of \$6,345. Mr. Wood provided a second. The Superintendent reported this was cut from the budget, but the department was contacted by RIASC that some members have attended conferences or workshops and did not pay the non-member rate, so Mr. Duffy assumed the membership would be paid. Discussion ensued regarding possible benefits. The Business Manager explained there is a potential savings with collaborating on insurance, energy and telecommunications. The motion FAILED 4-2 on a roll call vote, with the following voting AYE: Mr. Wood, Mr. Neves; NAY: Mr. Thibodeau, Mr. Costa, Ms. Teel, Mr. DaCosta. Mr. Costa asked Ms. Dutremble to find out when the meetings were attended and the cost.**

**3. Library Books - On a motion by Mr. Costa, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the purchase of library books from Rigby for Garvin School, not to exceed the amount of \$7,003.**

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## **VI. Consent Agenda**

**A. Personnel Recommendations - The Superintendent presented the following:**

**1. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the appointment of Vicki D'Augelli, Teacher Assistant at McCourt Middle School, effective 1/3/2006 (FTE: 1.0 step; 1, Advanced Lane: n/a, Co-pay: 10% budgeted). It was noted this was withdrawn by the Superintendent at the previous meeting.**

**2. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the retirement of Nora Lee, Special Education Secretary at Central Administration, effective 3/3/2006. The Superintendent noted her 32 years of exemplary service.**

**3. On a motion by Mr. DaCosta, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the resignation of Kimberlee Otis, Cheerleader Coach at Cumberland High School, effective 2/15/2006.**

**4. On a motion by Mr. DaCosta, and a second by Mr. Costa, it was VOTED 6-0 TO APPROVE the FMLA of Andrea Freidland, Grade 2 Teacher at Community School, effective 3/1/2006 to 6/30/2006; and Pearl Lemoine, Teacher Assistant at North Cumberland Middle School, effective 2/21/2006 to 5/2/ 2006. It was noted that Ms. Freidland's position is a job share and will be handled by a separate action.**

**5. On a motion by Mr. DaCosta, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the FMLA of Monique Saunders, Teacher Assistant at BF Norton School, effective 2/16/2006. Mr. Rotella**

**explained that the end date is not traditional, that Ms. Saunders will be utilizing two days a week for family health care and working three days, which is allowable under FMLA.**

**6. On a motion by Mr. DaCosta, and a second by Ms. Teel, it was VOTED 6-0 TO APPROVE the retirement of Harold Sullivan, Night Custodian at Cumberland High School, effective 3/3/2006.**

## **VII. Old Business**

**A. Building Committee Update - Mr. Wood Reported that the committee met last night with Mr. Douglass for assistance in writing the RFP for architectural services since he had helped with CHS2010. The advertisement will be placed March 2nd with a walk through the week after. Bids will be due before March 29th so the committee can vote and bring a recommendation to the school committee. A special school committee meeting will be needed to forward to the Town Council by the April 5th meeting.**

**B. Search Committee Update - Mr. Rotella reported the Assistant Principal position will be advertised now the job description is approved. It will probably be the following Sunday. He has received names of people to be on the committees for Assistant Superintendent and Principal at BF Norton and will be making a recommendation to the Superintendent.**

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## **VIII. New Business, Continued**

### **A. 3.5 Elementary/Middle School/Tucker Field Building Committee Recommendations for Future Projects:**

- 1. Ashton School Renovations to Nurse's Suite/Entrance**
- 2. Ashton School Multi-Purpose Room Addition**
- 3. John J. McLaughlin Cumberland Hill Elementary Renovations to Media Center/Nurse's Suite/Entrance**
- 4. John J. McLaughlin Cumberland Hill Elementary Addition to Cafeteria/Kitchen Upgrades**

**The Business Manager explained that School Committee approval is required for housing reimbursement. On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 6-0 TO APPROVE the recommended projects as presented. Mr. Costa asked if Tucker Field was complete and Mr. Wood explained the committee had applied for a matching grant for Phase II of Tucker Field.**

**D. Vote to Approve FY 2006-2007 School Budget - The Superintendent thanked those present and the School Committee. She noted the budget is centered on facts and this is about the kids. She quoted her letter to Mr. Neves, that "it is with a sense of pride that she submit this budget". On a motion by Mr. Wood, and a second by Mr. DaCosta, it was VOTED 5-0 TO accept the \$52,449,921 2006-2007 school year budget as presented, with Mr. Thibodeau voting against.**

**Mr. Thibodeau distributed to the committee a break down of steps**

and benefits, showing the national average for step 12 is \$47.97, not \$75. Mr. Wood commented like students, the committee's role has changed. Mr. Costa suggested sending letters to the legislators to come up with a better system to divide the money for the state. Mr. Costa also noted he received an e-mail from someone upset this was being voted on during school vacation. He explained meetings are the second and fourth Thursday of the month and this needs to go to the town. Ms. Teel thanked the public that came tonight and encouraged people to keep asking questions. She feels the teachers aren't being provided enough professional development. Dr. Morelle has proposed and justified a budget that begins to lay the groundwork to provide 100% of the students 100% of the time. Mr. DaCosta thanked the administration team for the budget. For years the town has been shortchanging the kids and he will support this budget. He reiterated the need to contact legislators, that the formula used is not fair. Mr. Neves repeated the need to contact state legislators, but more money has to come from the federal government. They have passed mandates such as No Child Left Behind but they have to fund it. This \$52,449,921 is more than realistic.

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**E. Non-renewals - The Superintendent noted it is with heavy heart that she needs to bring these recommendations forward to. The list is a result of classroom closures, fiscal exigency and one year positions. She recommended the following individuals' employment not be renewed for the 2006-2007 school year:**

**Leigh Butterworth PE/APE BF Norton**

**Keith Colwell Industrial Arts NCMS**

**Angela DeDonno Special Ed NCMS**

**James DeLillo Music BF Norton**

**Melissa English ESL/Spanish CHS**

**Roberta Fidalgo Speech/Language CHS**

**Colleen Green Media BF Norton**

**Heather Hamilton Science NCMS**

**Margaret Lachut Art Ashton**

**Donald Lareau Industrial Arts McCourt Middle**

**Paul Lombardi Math/Science NCMS**

**Jessica Macedo Grade 5 BF Norton**

**Stephanie Marrero Grade 6 McCourt Middle**

**Kristen Noke Grade 1 JJM Cumberland Hill**

**Leanne Paquet Reading CHS**

**Judith Redihan Grade 6 McCourt Middle**

**Erin Rowe Special Education BF Norton**

**Adam Ryder English CHS**

**Kerry Saltzman Grade 3 Garvin**

**Sara Smith English/Soc.Studies NCMS**

**Kristen Trahan Business CHS**

**Rebecca Tropea Resource CHS**

**Stephen Twining English CHS**

**On a motion by Mr. DaCosta, and a second by Mr. Wood, it was VOTED 6-0 TO APPROVE the Superintendent's recommendation.**

**IX. Superintendent's Report - The Superintendent thanked the committee for their support and suggested they follow up on having budget round tables where they take apart the budget layer by layer and share evidences and reach out to facets of the community. If acceptable, she noted the administrative team is agreeable to that type of activity and she was open to suggestions. Ms. Teel fully endorsed the idea of four or five coffees going into the community.**

**X. Comments from the Public - None.**

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**XI. School Committee Comments (School Liaison Reports) - Mr. Wood reported JJM Cumberland Hill will be holding a father/son night at P.Bruins on March 10th and there will be mother/daughter bowling**

following that. Mr. DaCosta encouraged people to spread the word and support the budget and to contact the legislators. Mr. Costa commented on the \$6,400 money shot down tonight and referred to last week's budget workshop and comments on textbooks from 1959, 1960 and 1961. He stated he would rather spend \$6,400 on the kids.

## **XII. Vote to go into Executive Session for Discussion and/or Action Items Referred to in GLRI 42-46-5**

### **A. Personnel Matters - Exception (1)**

#### **1. CTA/ICSE**

### **B. Negotiations/Litigation - Exception (9)**

#### **1. CTA/ICSE**

#### **2. Central Administrators' Contracts**

#### **3. Non-contractual Salaries**

Mr. DaCosta made a motion to recess to Executive Session. Ms. Teel provided a second. On a roll call vote, it was VOTED 4-2 TO APPROVE the motion, with the following voting AYE: Mr. DaCosta, Ms. Teel, Mr. Wood, Mr. Neves; NAY: Mr. Thibodeau, Mr. Costa. Open Session recessed at 10:08 p.m.

Open Session reconvened at 10:46 p.m. On a motion by Mr. DaCosta, and a second by Mr. Wood, it was VOTED 4-0 TO APPROVE sealing the Executive Session minutes (with the absence of Mr. Costa, Mr. Thibodeau).

**XIII. Adjournment - On a motion by Ms. Teel, and a second by Mr.**

**Wood, it was VOTED 4-0 TO APPROVE adjourning Open Session at 10:47 p.m. (with the absence of Mr. Costa, Mr. Thibodeau).**

**Respectfully submitted,**

**Shirley Harris**

**Recording Secretary**

**Subject to approval by the School Committee**