

# **Unapproved Meeting Minutes -**

## **CUMBERLAND SCHOOL COMMITTEE**

**AUGUST 24, 2006**

### **MINUTES**

**The regular meeting of the Cumberland School Committee held on Thursday, August 24, 2006 at the Administrative Office/Cafetorium, 2602 Mendon Road, was called to order at 7:30 PM, by Vice Chairman Donald J. Costa, with the following present:**

**Paul Neves, Chairman, Donald J. Costa, Vice Chair, Linda Teel,  
Robert C. Thibodeau, Earl T. Wood**

**Also Present: Donna A. Morelle, Ed.D., Superintendent; Susan C. Carney, Ph.D, Assistant Superintendent; Joseph A. Rotella, Esq., Director of Administration**

**Absent: Arthur DaCosta, Clerk; Rosa Crowley**

**I. Pledge of Allegiance - The Pledge of Allegiance was led by committee members.**

**II. Approval of Agenda - On a motion by Ms. Teel, and a second by Mr.**

**Wood, it was VOTED 4-0 TO APPROVE the agenda.**

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

**IV. Comments from the Public - Mrs. Harris quoted from letters to the Valley Breeze by Gary Parks and Mr. Thibodeau and Mr. Ward's editorial; commenting on salaries and benefits. Ms. Lambert commented about cuts, the buildings falling apart and being unable to recruit the best teachers. Ms. Knasas noted that teachers purchase supplies out of pocket and teachers should be compared to those of other communities. Ms. Kirkpatrick stated it took her three years to make the salary she made before coming to Cumberland. Ms. Brady stated they are asking to be paid at the state average. Mr. Thurston stated he hasn't always been a teacher and when in business, if he was asked to reduce his price he wouldn't take the job. He noted teachers should be paid the average. Ms. Rao commented she isn't making the \$91,600 mentioned earlier.**

### **V. Reports of Standing Committee**

#### **A. Finance Committee**

**1. Payment of Invoices - On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE payment of invoices in the amount of \$374,394.19.**

**2. Award of Bids - On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the purchase of ten Dell computers for the leadership team in the amount of \$17,267.90.**

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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 Ms. Teel, it was VOTED 4-0 TO APPROVE the resignation of Joan Hencler, Special Educator at Ashton School, effective 8/25/2006.**

**2. On a motion by Mr. Thibodeau, and a second by Mr. Wood, it was VOTED 4-0 TO APPROVE the resignation of Karen Richer, Bus Monitor Coordinator System-wide, effective 8/25/2006.**

**3. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the request of Sheryl Reedy, Social Worker at the Cumberland Preschool Center, to increase from .2 FTE to .6 FTE position, effective 8/28/2006. (FTE: 0.6, Step: 6, Advanced Lane: Masters, Copay: 10%, budgeted).**

**4. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 6-0 TO APPROVE the appointment of Bethany Duffy, Grade 2 Teacher at Ashton School, effective 8/28/2006. (FTE 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).**

**5. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the appointment of Jennifer Marvel, Special**

**Educator at Ashton School, for one year only, effective 8/28/2006.  
(FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).**

**6. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Lindy Iannucci, ESL Teacher at B.F. Norton School, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).**

**7. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the appointment of Nicole Fitzgerald, School Psychologist in a system-wide position, effective 8/28/2006. (FTE: 1; Step: 1, Advanced Lane: CAGS, Co-pay: 10%, budgeted).**

**8. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Robin Taylor, Mathematics Teacher at McCourt Middle School, for one year only, effective 8/28/2006. (FTE: 1, Step: 1, Advanced Lane: Masters, Co-pay: 10%, budgeted). Ms. Crowley commented that the CTA just became aware of this position and believe it should have gone to a job pool. If filled they will file a grievance.**

**9. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the resignation of Samath Ok, ESL Teacher at B.F. Norton School, effective 8/25/2006.**

**10. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Jodi Magill, Special Educator at Joseph L. McCourt Middle School, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: Masters, Copay: 10%, budgeted).**

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11. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Charlene Mitchell, Special Educator at Joseph L. McCourt Middle School, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).

12. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Tammy Lemieux, Special Educator at North Cumberland Middle School, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).

13. On a motion by Mr. Wood, and a second by Mr. Thibodeau, it was VOTED 4-0 TO APPROVE the appointment of Kerrie Carpenter, Cross Country Coach at North Cumberland Middle School, effective 8/28/2006 (budgeted).

14. On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the appointment of Audrey Wilkinson, English Teacher at Cumberland High School, for one year only, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted).

15. On a motion by Ms. Teel, and a second by Mr. Wood, it was VOTED 3-0 TO APPROVE the appointment of Kristen Costa, Special Educator at JJM Cumberland Hill Elementary, effective 8/28/2006. (FTE: 1.0, Step: 1, Advanced Lane: n/a, Copay: 10%, budgeted), with Mr. Costa having recused himself.

**The Superintendent recognized all the appointees who were present.**

## **VII. Old Business**

**A. Building Committee Update - Mr. Wood reported windows and doors are 90% complete, noting the doors will be delayed until December. Preliminary designs for the all purpose rooms will be presented at the September 13th meeting. The Superintendent reported the fire marshal has signed off on the last document and they will have a certificate of occupancy for the start of school. She noted the picture in the Valley Breeze is actually the renovation of the old gym. The classrooms in the Wellness Center will be available. There will be a meeting for protocols for the use of the Wellness Center. Mr. Wood reported the window wall is being replaced on the front of the building. Tucker Field will be available Sunday for the Colts. September 15th will be the opening of for high school football. There will be a couple of night soccer games before that.**

**B. Search Committee Update - The Superintendent reported she has narrowed the search to one candidate for the Business Manager and hopes to have a recommendation at the next meeting.**

**C. Opening of 2006-2007 School Year - The Superintendent reported the school bus routes are in the Valley Breeze. She has had principals find a couple errors on the bus numbers. They are working with Durham and most of the drivers have reported back. She asked for patience for the first week. She reported Durham Bus has hired a new dispatcher and manager.**

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**Dr. Morelle reported there was one issue with furniture at NCMS and they will be putting in an order for new desks and will be using tables and chairs the first couple weeks. She will be visiting Community School where the kindergarten classes were moved from Cumberland Hill.**

### **VIII. New Business**

**A. Home School Instruction Requests - The Assistant Superintendent presented requests for home schooling. On a motion by Mr. Thibodeau, and a second by Ms. Teel, it was VOTED 4-0 TO APPROVE the requests.**

**B. District Strategic Plan Update - The Superintendent reported one aspect of an action plan would be putting together a District Improvement Team that would parallel the School Improvement Team. This would be across the community to draw on strengths, to reflect on the budget and funding and she is looking for the committee's support.**

**Mr. Neves' arrival is noted at 8:17 p.m. Mr. Costa turned the Chair over to Mr. Neves.**

**IX. Superintendent's Report - The Superintendent commented on the article in the Valley Breeze that the fire code was a surprise. She**

noted they have been working on this for a long time, even prior to her tenure as a Superintendent. There was a presentation made to the Town Council in a workshop prior to the public session. She noted there was no video, nor anyone taking notes for a transcript. With them were the engineers and architects, the Cumberland Hill Fire Marshal and members of the school department to answer questions. She pointed out the visible work on the fire alarm system in this building.

X. Comments from the Public- Mr. Costa noted that only those who had not spoken in the first section would be allowed to speak. Ms. LaFlemme-Zurowski commented on cooperation between prior school committees and teachers as student advocates. Ms. Calabro commented that the district has been under-funding for years and she is the lowest paid in the state for her step. Ms. Butler commented on Mrs. Harris' remarks and noted as a Guidance Counselor she is seeing classes being closed at the High School. She invited Mrs. Harris to visit the schools. Ms. Nunes stated she was a teacher but found she could make two and a half times her salary elsewhere. She advised all teachers to start keeping a journal of what they do. Ms. Routhier commented that in addition to the 183 days she does course work, prep work and research at home. She wants the school committee to value what she does. Ms. Giarusso stated she was upset with Mrs. Harris and it took her four years of subbing to get a full time position in this town. She doesn't just teach, she counsels students. Ms. McDowell stated she teaches 230 days and she just

wants what's fair. Mr. Lamontagne stated he has been asked to write recommendations for some great young teachers who apply out of town. He stated the membership supports the people they are sending to the table 100%.

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Mr. McGarry thanked his colleagues who spoke from the heart. He asked the committee to consider all the comments made in their decision making. Katelyn Ward, a student, thanked all the teachers and wants them to know they are appreciated. Timothy DeCotis who is entering the 7th grade at NCMS said all his teachers have been excellent and they deserve at least average pay. Mr. Jones asked for support and a fair contract. Ms. Lancaster stated she is disappointed with negotiations. Students Nathaniel Claro and Victoria Santos stated teachers work very hard and should be treated fairly. Mr. Gordon noted he has been in the system for 39 years and prior negotiations were for a demographic of older women who were at top step, but a lot has changed and there are a lot of young, good teachers. The older teachers are here in support of the young teachers and deserve a fair salary. Mrs. Jones spoke of the quality of teachers. Next week she will assume the chair of the World Languages and has witnessed their hard work and dedication.

**XI. School Committee Comments (School Liaison Reports) - None.**

**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**

**2. Superintendent's Annual Evaluation/Objectives**

**B. Negotiations/Litigation - Exception (2)**

**1. CTA/ICSE**

**2. Central Administrators' Contracts**

**3. Non-Contractual Salaries**

**Mr. Costa made a motion to adjourn to Executive Session. Mr. Wood provided a second. On a roll call vote, it was VOTED 5-0 TO APPROVE the motion. Open Session recessed at 9:15 p.m.**

**Open Session reconvened at 9:29 p.m. On a motion by Mr. Thibodeau, and a second by Mr. Wood, it was VOTED 5-0 TO APPROVE sealing the Executive Session minutes.**

**XIII. Adjournment - On a motion by Mr. Wood, and a second by Ms. Teel, it was VOTED 5-0 TO APPROVE adjourning the meeting at 9:30 p.m.**

**Respectfully submitted,**

**Shirley Harris**

**Recording Secretary**

**Subject to School Committee Approval**