

**MEETING MINUTES APPROVED - CUMBERLAND SCHOOL  
COMMITTEE 11.13.08**

**1**

**1 STATE OF RHODE ISLAND AND PROVIDENCE  
PLANTATIONS**

**2**

**3 Proceedings At:**

**4 School Committee Town of Cumberland**

**5**

**6 IN RE: School Committee Meeting**

**7 DATE: Thursday, October 9, 2008**

**TIME: 8:00 P.M.**

**8 PLACE: Cumberland High School  
Auditorium**

**9 2600 Mendon Road**

**Cumberland, RI**

10

11 **School Committee Members:**

12 **Frederic C. Crowley, Chairperson**

**W. David Wagner, Vice Chairperson**

13 **Karen MacBeth, Clerk**

**Lisa Beaulieu**

14 **Donald J. Costa**

**Robert C. Thibodeau**

15 **Earl T. Wood**

16

**APPEARANCES:**

17

**FOR THE SCHOOL COMMITTEE:**

18

**Joseph A. Rotella, Esquire**

19

20 **ALSO PRESENT:**

21 **Donna A. Morelle, Ed.D./Superintendent**

**Susan C. Carney, Ph.D./Assistant**

22

23

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1           **(HEARING COMMENCED AT 8:10 P.M.)**

2           **MR. CHAIRMAN: It's approximately**

3           **ten past eight, and the first thing, Mr. Wagner,**

4           **would you please be so kind as to lead us in the**

5           **Pledge of Allegiance.**

6           **(PLEDGE OF ALLEGIANCE)**

7           **MR. CHAIRMAN: Thank you,**

8 Mr. Wagner.

9 MR. WAGNER: I'd like to make a

10 motion to seal the executive minutes, please.

11 MR. WOOD: Second.

12 MR. CHAIRMAN: Motion by Mr. Wagner

13 to seal the executive minutes, second by

14 Mr. Wood. Discussion? All those in favor?

15 Opposed? Hearing no opposition, the ayes have

16 it.

17 Next item on the agenda is Approval

18 of the Agenda. Mr. Wood?

19 MR. WOOD: Mr. Chairman, I would

20 like to take Item No. 8, Student Government

21 Report and move it up -- I'm sorry, that's

22 No. 7. I'd like to move it up to after Approval

23 of Agenda.

24 MR. WAGNER: I'd like to second

25 that.

3

1 MR. CHAIRMAN: Motion by Mr. Wood,

2 second by Mr. Wagner. Discussion? All those in

3 favor? Opposed? Hearing no opposition, the

4 ayes have it.

5 Now, on the Approval of the Agenda

**6 As Amended?**

**7 MR. WAGNER: So moved.**

**8 MR. WOOD: Second.**

**9 MR. CHAIRMAN: Motion by Mr.**

**10 Wagner, second by Mr. Wood. All those in favor?**

**11 Opposed? Hearing none, the ayes have it.**

**12 May we have the Student Government**

**13 Report. And students, when you come up, please**

**14 give your name, your grade, so that the**

**15 stenographer may record the same.**

**16 MS. BLANK: I'm Sara (inaudible),**

**17 I'm a junior, I'm here to represent Student**

**18 Government, I'm here for the junior class.**

19 (Inaudible) September 27th and 28th and we had  
20 about 100 students in attendance and  
21 volunteering to the public.

22 MS. BLANK: (Inaudible) This was my  
23 schedule for September 26th, but was canceled  
24 due to lack of attendance.

25 MR. CHAIRMAN: Mr. Rotella is our

4

1 technology person.

2 On Tuesday, October 7th, we held

3 our first blood drive of the year. Spirit week

4 is the week of October 19th through the 25th,  
5 and on the 19th we had the cleanup and it is  
6 usually held at the high school, but we decided  
7 to have it at the House of Compassion this year,  
8 and it ends on the 24th we have our Homecoming  
9 game against Shea High School, and the 25th  
10 we're having our Homecoming dance. Thank you  
11 very much.

12 MR. CHAIRMAN: Thank you, very  
13 much, good job.

14 Next item on the agenda is  
15 Recognition of Achievements. Dr. Morelle?

16 MS. MORELLE: While we're working

**17 on the microphone, I will speak from my seat**

**18 before I call up those folks that we are**

**19 recognizing this evening. We have two separate**

**20 recognitions, one this evening is the Strategic**

**21 Planning Committee of whom you will here from**

**22 later when we make a presentation of the new**

**23 Strategic Plan, and I will be introducing the**

**24 committee to you shortly; and the first**

**25 recognition this evening is a very special**

**1 recognition to one of our teachers and one of**

2      our military personnel who is returning from  
3      Iraq to his service in the school system. He'll  
4      be returning to his position as a social studies  
5      teacher on Tuesday morning, and I would like to  
6      call to the podium our colleague and Specialist  
7      Derrick Davenport.

8                      (APPLAUSE)

9                      MS. MORELLE: He deserves that very  
10     much, and it was a great pleasure to be able to  
11     invite Derrick here this evening, and even a  
12     greater pleasure to be able to do a little  
13     homework and find out of some of the  
14     opportunities that Derrick had when he was in

15 the military. So although I probably will  
16 embarrass him a little bit, and he already knows  
17 that, I'd like to take an opportunity to read to  
18 everyone this evening what his officers and  
19 sergeants have told us about his military duty.

20 **First of all, Specialist Derrick**

21 **Davenport joined the military in April 2005 and**  
22 **attended basic training and advanced individual**  
23 **training at Fort Sill, Oklahoma. There he**  
24 **became an administrative specialist and was**  
25 **assigned to the First 103rd Division Field**

**1 Artillery.**

**2 Shortly after completing his**

**3 advanced individualized training he volunteered**

**4 to deploy with the First 103rd Field Artillery**

**5 to Iraq in December 2007. During the deployment**

**6 his mission was security operations at juvenile**

**7 containment facility at Camp Cropper. During**

**8 his service he received the following awards:**

**9 The Army Good Conduct Medal, the**

**10 Iraq Campaign Medal, Global War on Terrorism**

**11 Service Medal, the Army Service Ribbon, the**

**12 National Defense Service Medal, and an Overseas**

**13 Service Ribbon.**

**14 In addition to that, Sergeant**

**15 Jeffrey Andrade tells us about some of the**

**16 experiences that Specialist Davenport had during**

**17 his duty:**

**18 "He served in Bagdad, Iraq, from**

**19 December 2007 through September 2008 in support**

**20 of Operation Iraqi Freedom. During this time**

**21 the unit's primary mission was to ensure the**

**22 care and custody of juvenile detainees while en**

**23 route to, during, and en route from a juvenile**

**24 detainment educational facility. The unit would**

**25 provide transportation from the correctional**

1 facility where the juveniles were incarcerated  
2 to an educational facility. The soldiers would  
3 operate the buses as well as provide a guard  
4 force to ensure the detainees were under  
5 constant supervision."

6 Ever the educator. "In addition to  
7 his duties that the unit was responsible for on  
8 a day-to-day basis, Specialist Davenport  
9 developed and implemented a curriculum to assist  
10 the Iraqi educator to learn and understand the

11 English language. The curriculum included a  
12 testing and evaluation process which allowed him  
13 to group the educators into the various  
14 knowledge and ability levels. This program was  
15 developed and taught in addition to Specialist  
16 Davenport's regular assigned duties.

17 His dedication to educating the  
18 Iraqis is only one of the examples of  
19 professionalism displayed on a daily basis  
20 during the duration of his deployment."

21 I'm incredibly proud of you.

22 (APPLAUSE)

23 MR. DAVENPORT: Thank you very

24 much, guys, I really appreciate it. I'm very

25 glad I went, glad I volunteered, it's something

8

1 I've always wanted to do, something I can bring

2 to this classroom now. So thanks very much for

3 this, I appreciate everything, and I can't wait

4 to come back.

5 MR. CHAIRMAN: Derrick, we'd like

6 to congratulate you personally.

7 MS. MORELLE: At this time, I'd

8 also like to recognize those members of the

**9 District Strategic Planning Committee who were**  
**10 here this evening or who were not able to be**  
**11 here this evening, but have worked diligently**  
**12 over the past six months in a collaborative**  
**13 effort to bring forward a blueprint for the**  
**14 district to improve student achievement and to**  
**15 improve the climate and culture of the school**  
**16 system.**

**17 When I call your name, please come**  
**18 forward to receive your recognition from the**  
**19 school committee, and I know that they would**  
**20 like to also recognize you and you can receive**  
**21 their handshake.**

**22 I'll begin with Stephanie**

**23 Baczynski, Lisa Beaulieu. While Lisa's on her**

**24 way up I'll read this certificate:**

**25 Presented to Lisa Beaulieu in**

**9**

**1 recognition of your dedication as a member of**

**2 the Strategic Planning Committee 2008, and**

**3 there's a quote from the vision statement that**

**4 the committee wrote. "We envision a learning**

**5 community established and supported to**

**6 collaboration among the students, families,**

7 educators, and the community."

8 Dr. Carney, Lisa Colwell, Martha

9 Douglas-Osmundson, Karen Freedman, Elise Geddes,

10 Dorothy Gould, Dr. Thomas Kenworthy, Peter

11 Langton, Robert Legacy, Jessica Macedo, Roderick

12 McGarry, Leigh Martin, Anthony Nobrega, Ryan

13 Pearson, Rosemary Reilly-Chammat, Kathleen

14 Richard, Linda Rosasco, Robert Thurston.

15 Later on this evening you will be

16 hearing from members of the committee, but I

17 would like to give them a round of applause for

18 their six-months work.

19 MR. CHAIRMAN: Thank you,

20 Dr. Morelle. Is there any other Recognition of  
21 Achievements?

22 MS. MORELLE: No.

23 MR. CHAIRMAN: Next item is the  
24 Chairperson's Report. Just by way of beginning,  
25 my wife received a little notice from the Rhode

10

1 Island Tree Council and she knows that I like to  
2 give Dr. Morelle a hard time about killing all  
3 the trees, and she asked me if I would like to  
4 bring that in to Dr. Morelle. I did, and you

5 have it, and you can do whatever you wish with  
6 it, and I sure hope you will kill less trees in  
7 the future.

8           **Next, is there a sign-up sheet at**  
9 **the podium? Anyone that wants to speak you can**  
10 **sign up on this. There is a five-minute rule,**  
11 **you have five minutes to speak, no personal**  
12 **attacks, no -- please be civil to your fellow**  
13 **men and women, and please speak nothing about**  
14 **court cases, grievances or arbitrations. That**  
15 **is especially important. No politics, which is**  
16 **also especially important. If you have to speak**  
17 **about politics, please take out an ad in the**

**18 local newspapers.**

**19 Next item, Comments From the**

**20 Public. First person is Brian Kelly.**

**21 Mr. Kelly.**

**22 MR. KELLY: Thank you. Most people**

**23 in here today probably saw an article in the**

**24 Valley Breeze today. It dealt with a**

**25 confidential memorandum that was apparently**

**11**

**1 leaked to the Valley Breeze by Mr. Thibodeau.**

**2 Some interesting information in that article.**

3       **There's a quote attributed to Mr. Thibodeau**  
4       **saying that Mr. Costa, quote, "Is a lawsuit**  
5       **waiting to happen," and that he, Mr. Thibodeau,**  
6       **cannot put the district through that.**

7               **Couple of questions I have, I don't**  
8       **expect any answers, but how is it that**  
9       **Mr. Thibodeau happened to come in possession of**  
10       **confidential memorandum if all members do not**  
11       **have a copy; who gave it to Mr. Thibodeau and**  
12       **for what reason?**

13               **Then we have to ask why was**  
14       **Mr. Costa upset in the first place that led to**  
15       **this memorandum. It was reported in one medium**

16 (sic) last school year that there was a field  
17 trip for special needs students to Florida, and  
18 apparently there were two teachers on the  
19 returning trip decided to take an airline up on  
20 their offer to be bumped from the flight and  
21 accept free tickets, and the students and the  
22 rest of the chaperones continued home.

23 You know, that's troubling. If I  
24 were Mr. Costa I would be irate also, because I  
25 don't know what this school is taking against

1 the teachers, I don't know if they're allowed to  
2 keep the airline ticket, but the fact that we  
3 have teachers at school who took it upon  
4 themselves, who obviously it was felt that they  
5 were needed to chaperone the kids down to  
6 Florida, to allow these kids to come back with  
7 reduced chaperone staffing is reprehensible, and  
8 if I was Mr. Costa I'd be irate, and I don't  
9 understand why Mr. Thibodeau himself wouldn't be  
10 irate about it.

11 But when you take a look at the  
12 quote about Mr. Costa putting the district at  
13 risk and being a lawsuit waiting to happen,

14 let's really look at who is the risk in the  
15 school district.

16 I don't think it was Mr. Costa who  
17 physically attacked a fellow member of the  
18 School Committee during negotiations in 2006 --

19 MR. CHAIRMAN: You're out of order  
20 there, Mr. Kelly.

21 MR. KELLY: No --

22 MR. CHAIRMAN: You're not? You're  
23 not out of order? Mr. Kelly's not out of order.

24 MR. KELLY: First Amendment, thank  
25 you, don't interrupt me.

1           **MR. CHAIRMAN:** Mr. Kelly, if you  
2           continue to attack a member of this committee  
3           I'm going to shut you down.

4           **MR. KELLY:** I'm speaking about  
5           facts that were reported in the media, thank  
6           you.

7           **MR. CHAIRMAN:** You are attacking a  
8           person who is a member of this committee.  
9           Continue to do so, and we'll shut you down.

10          **MR. KELLY:** Thank you. Thank you.

11          It was Mr. Thibodeau who sat in the

12 Finance Subcommittee and revealed personal,  
13 confidential information which I believe, again,  
14 putting the district at risk.

15 MR. CHAIRMAN: What confidential  
16 information was that, Mr. Kelly?

17 MR. KELLY: Naming the individual  
18 involved in the lawsuit --

19 MR. CHAIRMAN: That was public  
20 information.

21 MR. KELLY: It wasn't.

22 MR. CHAIRMAN: Yes, it was  
23 Mr. Kelly, I'm sorry.

24 MR. KELLY: And again, it was

**25 Mr. Thibodeau who apparently leaked this**

**14**

**1 confidential memorandum to the Valley Breeze.**

**2 So if you take this all into account, you have**

**3 to wonder who really is the risk of the School**

**4 Department.**

**5 There's another issue that I have**

**6 related to disclosure of confidential**

**7 information, a letter sent to the Administration**

**8 and the School Committee which apparently a**

**9 former member of the School Committee was**

10 allowed to read. It was a letter written by a  
11 parent who spoke at one of the public meetings  
12 about the Spatial Utilization Task Force. He  
13 had objections about what actually this School  
14 Committee plan may not take. I don't personally  
15 agree with that person's view, but apparently  
16 this former member was allowed access to and  
17 read confidential information that was for  
18 committee eyes only, administration eyes only.  
19 So everybody can draw the dots as to where that  
20 information came from. Thank you.

21 MR. CHAIRMAN: The next person is

22 Bill Hicks, H-I-C-K-S.

**23 MR. HICKS: Good evening, Bill**

**24 Hicks. I think you all know me. I'm here**

**25 tonight to voice my opinion as a taxpayer about**

**15**

**1 not giving any more or considering any more new**

**2 contracts for administrators for the time being.**

**3 And I'm against that speaking as a taxpayer.**

**4 I'm asking that this School**

**5 Committee not vote on any more administrator**

**6 contracts, because I think the public should be**

**7 aware of the pending lawsuits against these**

8 administrators, and I would like to see results  
9 from these lawsuits before we give any more  
10 contracts. And if wrongdoing is found, then I  
11 wouldn't suspect that they would be offered new  
12 contracts.

13 So I don't know if you knew those  
14 were filed with the town, but they are. So I  
15 would request that you give serious thought to  
16 finding about those lawsuits, hearing what the  
17 court says, then talk about achievement awarding  
18 contracts for good work. Thank you, Committee.

19 MR. CHAIRMAN: Thank you.

20 The next item is Reports of

**21 Standing Committees. Mr. Wagner or Mr. Wood?**

**22 MR. WAGNER: Mr. Wood can go first.**

**23 MR. WOOD: Yes. The Property**

**24 Subcommittee met on Tuesday night. Things we**

**25 talked about, we talked about our five-year**

**16**

**1 maintenance plan, a sump pump for the Cumberland**

**2 Hill School, lockers for the pool wing, carbon**

**3 monoxide detectors, and miscellaneous items.**

**4 Basically, we received a five-year**

**5 plan from the Administration, or just a draft**

6 actually, it's a draft plan. I don't know if  
7 all the committee members have it; if not, we  
8 can get you copies. It's just basically some of  
9 the items that our facilities director feels  
10 needs to be done within the next five years.  
11 What we ask the administrators to do,  
12 Dr. Morelle and Richard Hilton, is to go back  
13 and give this paper to all the principals and  
14 have them prioritize them for us. So we'll have  
15 another subcommittee on this priority list of an  
16 assessments plan.

17 So if anybody wants a copy, we can  
18 get you a copy of the plan. It's basically a

19 skeleton right now.

20 MR. CHAIRMAN: And you'll be taking

21 a remedial science class, I heard?

22 MR. WOOD: Yes.

23 Basically the sump pump at

24 Cumberland Hills School, basically during

25 construction we found out there is some water

17

1 that goes into the basement. We have a plan

2 that's already been drawn up, it came through

3 the 3.5 Building Committee to put a sump pump

4 unit or better sump pump unit down there,  
5 directing the water. We had the water level  
6 tables tested, we found out where they were, and  
7 basically what we asked the administration to do  
8 was we asked them to review the plan and then  
9 advertise for an RFP throughout the budget and  
10 go out to bid for the sump pump at Cumberland  
11 Hills School.

12 Lockers for the pool wing is still  
13 something that we are still in discussion with.

14 There are still some funds left for the 2010  
15 Project. We did, myself and Mr. Hilton met with  
16 the mayor. We're basically waiting for the

17 audit to be done on the plan itself to release  
18 any other funds from that month. So that's  
19 where that is.

20 And now No. 4, carbon monoxide  
21 detectors. Actually Mr. Hilton, our facilities  
22 director, did get us a quote from Sonitrol which  
23 is our alarm company, and these detectors will  
24 be put or hooked to the Sonitrol and be  
25 monitored 24 hours a day. Basically the

18

1 investment right now is about \$600 per school,

2      **so it's about 6,000 to \$7,000 to have this**  
3      **monitored, but it also comes with a monthly bill**  
4      **and a renewal for the monitoring, a fee for the**  
5      **monitoring places. We ask the administration**  
6      **also to budget this in February so we can have**  
7      **these put in next summer.**

8               **MR. CHAIRMAN: Thank you, Mr. Wood.**

9               **MR. WOOD: Okay. Some of the other**  
10     **micellaneous items we talked about under**  
11     **Maintenance Issues was the Guidance Department**  
12     **here at the high school. When the monies or if**  
13     **the monies get released, we need to upgrade or**  
14     **dress up the Guidance Department. It was not**

15 one of the rooms that got a makeover during the  
16 2010 Project.

17 We also need to look again at the  
18 pool lockers. We talked about the home ec room  
19 also, about getting something, some upgrades  
20 there also under miscellaneous items.

21 So coming back in front of the  
22 Committee, I hope to have a meeting prior to our  
23 next meeting, to talk more about the five-year  
24 plan, where we are with that.

25 MR. CHAIRMAN: We have had an

1        **action of items for the next meeting, Mr. Wood?**

2                **MR. WOOD: I believe we will.**

3                **MR. CHAIRMAN: Any questions of**

4        **Mr. Wood? Thank you, Mr. Wood.**

5                **Next is Payment of Bills.**

6                **MR. WAGNER: The Finance**

7        **Subcommittee met up there, they met there around**

8        **quarter past 7 this evening, and the first item**

9        **on our Agenda was the Payment of Bills. The**

10       **first register we took was register No. 1's**

11       **total of \$36,627.53. I'd like to make a motion**

12       **that we go ahead and pay that bill.**

13 **MR. CHAIRMAN: Motion by**

14 **Mr. Wagner.**

15 **MS. BEAULIEU: Second.**

16 **MR. CHAIRMAN: Second by Ms.**

17 **Beaulieu. Discussion? All those in favor?**

18 **Opposed?**

19 **MRS. MACBETH: Aye.**

20 **MR. CHAIRMAN: It's 6 to 1 with**

21 **MacBeth against.**

22 **MR. WAGNER: The remaining seven**

23 **registers and a total \$757,035.98. I'd like to**

24 **make a motion that we go ahead and approve that,**

25 **and that is everything within those registers**

1     **except for one invoice for \$360 and that is for**  
2     **some aerial photographs, and we're not sure that**  
3     **that's not a bill that's already been paid. So**  
4     **I'd like to make a motion to approve the**  
5     **remainder.**

6             **MR. CHAIRMAN: Motion by Mr. Wagner**  
7     **to approve the remainder other than the aerial**  
8     **photographs.**

9             **MR. WOOD: Second.**

10            **MR. CHAIRMAN: Second by Mr. Wood.**

11 Discussion? All those in favor? Opposed?

12 Hearing no opposition, the ayes have it.

13 MR. WAGNER: Mr. Chairman, the next

14 item was the Approval of a Vote to Award a Bid

15 For Auto Scrubbers, and that is --

16 MR. CHAIRMAN: A lot of people want

17 to know what auto scrubbers are.

18 MR. WAGNER: They are machines that

19 will assist our staff in maintaining cleanliness

20 and the state of the flooring. So they are

21 machines that help keep the floors clean.

22 They're automated, and we have here a request to

23 purchase two of them from a company by the name

24 of M.D. Stetson Company. The total that they're  
25 requesting is \$17,994.99. And I'd like to make

21

1 a motion to go ahead and award that contract.

2 It is off of the state bid.

3 MR. CHAIRMAN: Motion by Mr.

4 Wagner.

5 MS. BEAULIEU: Second.

6 MR. CHAIRMAN: Second by Ms.

7 Beaulieu. Discussion?

8 MR. WOOD: How many scrubbers is

9 that? Is it one, two?

10 MR. WAGNER: Two, I believe.

11 MR. WOOD: Mr. Hilton, what schools

12 are they for?

13 MR. HILTON: The high school.

14 MR. WOOD: Any special training for

15 any of these?

16 MR. HILTON: No.

17 MR. WAGNER: You don't have to

18 drive an 18-wheeler, or anything?

19 MR. WOOD: Zamboni or anything?

20 MR. HILTON: No.

21 MR. CHAIRMAN: Any further

**22 discussion?**

**23 MR. WOOD: Is it budgeted?**

**24 MR. WAGNER: It is a budgeted item**

**25 under the Master Lease. I'm sorry, it's under**

**22**

**1 the maintenance budget which will be reimbursed**

**2 by the Town of Cumberland.**

**3 MR. COSTA: I'll make an amendment**

**4 not to exceed those numbers.**

**5 MR. WAGNER: I can agree to that,**

**6 not to exceed. I'll pull back my original**

7 motion, make a motion to accept not to exceed  
8 the bid.

9 MR. COSTA: Second.

10 MR. CHAIRMAN: Second by Mr. Costa.

11 Any further discussion? All those in favor?

12 Opposed? Hearing no opposition, the ayes have  
13 it.

14 MR. WAGNER: And the last item we  
15 went over was the FY '09 Budget Reconciliation,  
16 and that was to do with budget adjustments. As  
17 you're aware we had money that was provided by  
18 the town and it was a clarification of a \$50,000  
19 appropriation from the town for school

20 improvement. That was -- we were under the  
21 impression when we had originally budgeted these  
22 items that this was going to be something held  
23 by the town that they would reimburse us for.

24 I guess it was later on so they  
25 moved it down so it was actually monies that

23

1 came to us in our budget.

2 So the first three items on there,  
3 if you look, you'll see Superintendent Budget  
4 Purchases and Superintendent Budget Purchases,

5      **Services School Improvement Fund and Assistant**  
6      **Superintendent Budget Purchase Services. That**  
7      **is the \$50,000 that comes from the town.**

8                      **The next item, everything that's**  
9      **under that, is based off of reclassification,**  
10     **once you have the job pools, hires that go into**  
11     **different positions, the numbers have changed,**  
12     **and what these are is just a reallocation of**  
13     **those monies based on where we expect them to**  
14     **fall in. If there's any questions about it I'd**  
15     **be glad to answer if I can.**

16                      **But the matter of fact is the**  
17     **\$50,000 to the budget and again, we discussed**

18 that with the committee. I'd like to make a  
19 motion that we go ahead and accept these as  
20 presented.

21 MR. CHAIRMAN: Motion by Mr. Wagner  
22 to accept the budget reconciliation as  
23 presented?

24 MR. COSTA: Second.

25 MR. CHAIRMAN: Discussion?

24

1 MRS. MACBETH: Can you just clarify

2 that motion?

3                   **MR. WAGNER:** I'm sorry, yes. The  
4                   **\$20,462** has not been identified for a specific  
5                   purpose yet, and what we would like to do as  
6                   part of that motion is that the superintendent  
7                   please come back before the committee before  
8                   those monies are extended. Thank you.

9                   **MR. CHAIRMAN:** How much are we  
10                  extending in this motion?

11                  **MR. WAGNER:** That's \$20,462, but  
12                  we're not extending it, just putting a  
13                  limitation on it.

14                  **MR. CHAIRMAN:** So that should be a  
15                  motion putting that statement in the motion,

16 don't you think? Would you and Mr. Costa take  
17 back your original motion?

18 MR. WAGNER: I'll take back my  
19 original motion. What I'd like to do is accept  
20 the budget adjustments as presented with the  
21 caveat that the \$20,462 that has not been  
22 earmarked as of yet be authorized by the school  
23 committee prior to its expenditure.

24 MR. CHAIRMAN: Motion by  
25 Mr. Wagner.

1           **MR. COSTA: Second.**

2           **MR. CHAIRMAN: Discussion? All**

3           **those is in favor? Opposed? Hearing no**

4           **opposition, the ayes have it.**

5           **Anything further?**

6           **MR. WAGNER: That actually would be**

7           **it, Mr. Chairman. Thank you.**

8           **MS. BEAULIEU: The Curriculum**

9           **Subcommittee is going to be meeting shortly. We**

10          **were in contact with Mr. Sedrone (phonetic) from**

11          **the Rhode Island Economic Development**

12          **Corporation. He did provide us with some**

13          **background information about the support they're**

14 providing with the National Science Foundation  
15 Grant, as well as the collaborative effort  
16 they're trying to do, and my Strategic Planning  
17 colleagues will be happy to hear this. It's  
18 about building collaborative support through  
19 sharing of information and connecting the  
20 schools to corporations, which was very much  
21 what we spoke of. We don't have a meeting set  
22 at this time, we're trying to get some  
23 availability of those who would be in attendance  
24 of that meeting, but it should be posted within  
25 the next about 10 days.

1           **MR. CHAIRMAN:** Any questions of

2           **Mrs. Beaulieu?**

3           **MS. BEAULIEU:** I just wanted to

4           **thank Mr. Germadnik because he was very**

5           **instrumental in providing that information to us**

6           **and Mr. Sedrone was certainly very interested in**

7           **hearing about the new high school, the new**

8           **facilities, as well as some of the courses that**

9           **we now have as integral courses in the school.**

10          **So it should be a great conversation.**

11          **MR. CHAIRMAN:** Thank you,

**12 Mrs. Beaulieu.**

**13 Any further Reports of Standing**

**14 Committees?**

**15 Next item is Consent Agenda.**

**16 MR. WOOD: So moved.**

**17 MR. CHAIRMAN: Motion by Mr. Wood**

**18 to accept the Consent Agenda.**

**19 MR. WAGNER: Second.**

**20 MR. CHAIRMAN: Second by Mr.**

**21 Wagner. Discussion? All those in favor?**

**22 Opposed? Hearing none, the ayes have it.**

**23 The next item on the agenda is the**

**24 Approval of Minutes, Executive Session of**

25 9/18/08. Those minutes are over there and

27

1 probably about two inches thick.

2 MR. WOOD: Mr. Chairman, I'd like

3 to make a motion to table this until the next

4 meeting and have the committee go in with the

5 superintendent to read these minutes because it

6 is very lengthy.

7 MS. BEAULIEU: Second.

8 MR. CHAIRMAN: Motion by Mr. Wood

9 to table, second by Ms. Beaulieu. All those in

10 favor? Opposed? Hearing no opposition, the  
11 ayes have it.

12 Next item on the agenda is

13 Personnel Recommendations. Dr. Morelle?

14 MS. MORELLE: Thank you,

15 Mr. Chairman. I would like to start with

16 appointments this evening. The first

17 appointment is to a position that you've been

18 waiting to fill at Cumberland High School and

19 the candidate is in the audience this evening.

20 "I request the advice and consent of the School

21 Committee on the appointment of Andrew Barry,

22 Guidance Counselor and Department Chairperson at

23 Cumberland High School, effective October 10,  
24 2008.

25 MS. BEAULIEU: So moved.

28

1 MR. WAGNER: Second.

2 MR. CHAIRMAN: Discussion?

3 Mrs. MacBeth?

4 MRS. MACBETH: Yes, this is Step 10

5 that we're hiring, this person?

6 MS. MORELLE: That's correct, and

7 Mr. Barry has a very lengthy career in guidance

8 and as a supervisor. We've gone through a  
9 process where we started internally, and we did  
10 not have any internal candidates available to us  
11 to interview. Then we advertised outside, and  
12 after a rigorous process of screening and  
13 interviewing, the recommendation was to pursue  
14 Mr. Barry, and he's accepted the offer if you  
15 approve it this evening at this salary step.

16 It also was integrated into the  
17 budget that you just reviewed. If in fact you  
18 choose to approve it, there would not need to be  
19 any further budget reconciliations.

20 MR. CHAIRMAN: Dr. Morelle, an

21 obvious question would be that there is  
22 connected certification. How are we making out  
23 with the Rhode Island Certification process?

24 MS. MORELLE: Actually, I'm glad  
25 you raised that question. I have a copy of

29

1 Mr. Barry's Rhode Island certification.

2 MR. CHAIRMAN: And you're satisfied  
3 with it?

4 MS. MORELLE: Oh, absolutely.

5 MR. CHAIRMAN: Any further

6 discussion? Yes, Mrs. MacBeth?

7 MRS. MACBETH: In the interview

8 process, were there other people that may not

9 have been on Step 10 that had the appropriate

10 certification, or was this the only candidate

11 that came forward that had the appropriate

12 certification?

13 MS. MORELLE: This was the

14 candidate that was certified and qualified.

15 MRS. MACBETH: Were there any other

16 candidates that were certified?

17 MS. MORELLE: You know what, the

18 process was going on for quite a while. I would

19 have to ask Mrs. Gould if there were other  
20 candidates that were certified at some point in  
21 the process.

22 MS. GOULD: There were other  
23 candidates who were certified, not in Rhode  
24 Island, but they could have been certified in  
25 Rhode Island. Of the people we took under

30

1 serious consideration, there was at least one  
2 other candidate who was certified, not in Rhode  
3 Island, but could have been. The certification

4 could have been transferred into Rhode Island  
5 had we gone that direction. That person was  
6 also an extremely experienced person.

7 MR. CHAIRMAN: Any further  
8 discussion? All those in favor? Opposed?

9 MRS. MACBETH: Aye.

10 MR. CHAIRMAN: It's 6 to 1, MacBeth  
11 against.

12 Mr. Barry, would you kindly come  
13 up, and we would like to meet and greet you.

14 (APPLAUSE)

15 MS. MORELLE: The next is a leave  
16 of absence. I request the advice and consent of

17 the School Committee on the leave of absence of  
18 Leanne Paquet, Reading Specialist at Cumberland  
19 High School, effective January 26, 2009 through  
20 April 3rd, 2009.

21 MR. WOOD: So moved.

22 MRS. BEAULIEU: Second.

23 MR. CHAIRMAN: Discussion?

24 MR. WOOD: Dr. Morelle, will there

25 be somebody to replace on the 27th or whatever

1 the next school day in this position?

2                   **MS. MORELLE: Yes, and there are**  
3                   **two reasons for the request coming at this time,**  
4                   **both for us to prepare for the absence and also**  
5                   **so that Leanne can plan as part of her course of**  
6                   **studies that she is taking. She needs to take**  
7                   **an internship.**

8                   **MR. CHAIRMAN: Any further**  
9                   **discussion? All those in favor? Opposed?**  
10                  **Hearing none, the ayes have it.**

11                  **MS. MORELLE: I would also like to**  
12                  **bring forward this evening, Appointments For**  
13                  **Middle School Coordinators. These positions are**  
14                  **all for the 2008/2009 school year only. We'll**

15 start with the three positions that we are  
16 bringing forward from Joseph L. McCourt Middle  
17 School. I request the advice and consent of the  
18 School Committee on the appointment of Charlene  
19 Luiz, Middle School English Coordinator.

20 MR. WOOD: So moved.

21 MR. WAGNER: Second.

22 MR. CHAIRMAN: All those in favor?

23 Opposed? Hearing no opposition, the ayes has  
24 it.

25 MS. MORELLE: Karen Brodeur, Middle

1       **School Math Coordinator.**

2               **MR. WOOD: So moved.**

3               **MR. COSTA: Second.**

4               **MR. CHAIRMAN: Discussion?**

5       **Mrs. Beaulieu?**

6               **MS. BEAULIEU: Dr. Morelle, have**

7       **the job descriptions changed in any way for**

8       **these positions?**

9               **MS. MORELLE: No.**

10              **MR. CHAIRMAN: All those in favor?**

11       **Opposed? Hearing no opposition, the ayes have**

12       **it.**

13 **MS. MORELLE: Cecile Palumbo,**  
14 **Middle School Social Studies Coordinator.**

15 **MR. WOOD: So moved.**

16 **MR. WAGNER: Second.**

17 **MR. CHAIRMAN: Discussion? All**

18 **those in favor? Opposed? Hearing none, the**

19 **eyes have it.**

20 **MS. MORELLE: I'd also like to**

21 **bring forward the recommendation for the**

22 **coordinators at North Cumberland Middle School.**

23 **I request the advice and consent of the School**

24 **Committee on the appointment of Paula Vadenais,**

25 **Middle School English Coordinator for the**

1     **2008/2009 school year at North Cumberland Middle**

2     **School.**

3             **MS. BEAULIEU: So moved.**

4             **MR. WOOD: Second.**

5             **MR. WAGNER: Second.**

6             **MR. CHAIRMAN: Discussion? All**

7     **those in favor? Opposed? Hearing no**

8     **opposition, the ayes have it.**

9             **MS. MORELLE: Bethany Coughlin,**

10    **Middle School Math Coordinator.**

11 MS. BEAULIEU: So moved.

12 MR. WAGNER: Second.

13 MR. CHAIRMAN: Discussion? All

14 those in favor? Opposed Hearing no opposition,

15 the ayes have it.

16 MS. MORELLE: And Conor Geary,

17 Middle School Social Studies Coordinator.

18 MR. WAGNER: So moved.

19 MS. BEAULIEU: Second.

20 MR. CHAIRMAN: Discussion? All

21 those in favor? Opposed? Hearing none, the

22 ayes have it.

23 MR. COSTA: Dr. Morelle, didn't we

24 have a Science Coordinator in previous years?

25 MS. MORELLE: Yes, sir, and I

34

1 expect at some point in time to bring forward

2 the recommendations, but not this evening.

3 MR. CHAIRMAN: But there is a

4 science coordinator.

5 The next item on the agenda is Old

6 Business, Building Committee Update.

7 Mr. Wood?

8 MR. WOOD: No update at this time.

9 **MR. CHAIRMAN: Next is Recalls.**

10 **Dr. Morelle?**

11 **MS. MORELLE: Yes, I have one**

12 **recall. I recommend that the action taken by**

13 **the school committee on February 14th, 2008, not**

14 **to renew the employment of the following for the**

15 **2008/2009 school year be rescinded: Jane Tonn**

16 **recalled to the position of .2 FTE Media**

17 **Specialist Systemwide, current assignment being**

18 **B.F. Norton School, effective immediately.**

19 **MR. WOOD: So moved.**

20 **MR. COSTA: Second.**

21 **MR. CHAIRMAN: Discussion? All**

22 those in favor? Opposed? Hearing none, the  
23 ayes have it.

24 Any further recalls?

25 MS. MORELLE: No, sir.

35

1 MR. CHAIRMAN: The next item on the  
2 agenda is discussion and a vote to approve  
3 Superintendent's 2008/2009 Annual Objectives,  
4 which are in your package and in which we have  
5 discussed many times over the months.  
6 Mr. Thibodeau?

7 MR. THIBODEAU: Well, there wasn't

8 enough votes to go into --

9 MR. CHAIRMAN: No, Mr. Thibodeau, I

10 thought you had a motion because we can't

11 discuss without a motion.

12 MR. THIBODEAU: Motion per contract

13 we have an August 15th obligation for the goals.

14 MR. CHAIRMAN: We're on No. 13D

15 discussion -- excuse me, we're on No. 12C,

16 Discussion to Vote to Approve Superintendent's

17 Annual Objectives.

18 MR. THIBODEAU: By the 15th of

19 August --

20                   **MR. CHAIRMAN: May we have a**  
21   **motion, Mr. Thibodeau?**

22                   **MR. THIBODEAU: Yes, I make a**  
23   **motion to approve as presented.**

24                   **MR. WAGNER: Second.**

25                   **MR. CHAIRMAN: Motion by**

36

1   **Mr. Thibodeau to approve Superintendent's Annual**  
2   **Objectives 2008/2009, seconded by Mr. Wagner.**

3                   **Any discussion? All those in**

4   **favor? Opposed?**

5 MR. COSTA: No.

6 MR. CHAIRMAN: That's 6 to 1 with

7 Costa against.

8 Next item on the agenda, New

9 Business. Pursuant to Rhode Island General Laws

10 42465 Exception 9, grievances. Vote on ICSE

11 grievances 2008/9 No. 1 through 5. If you have

12 your -- please get your paperwork on the

13 grievances, because I'm just going to read the

14 numbers and I'm going to have you vote. You did

15 all the discussion, if you recall, at the

16 September 25th Executive Session with ICSE.

17 MR. WAGNER: Mr. Chairman, I would

18 like a little clarification as to what an aye

19 vote and a nay vote would be in this.

20 MR. CHAIRMAN: Mr. Rotella?

21 MR. ROTELLA: Yes, Mr. Chairman.

22 MR. CHAIRMAN: Mr. Wagner's asking

23 what an aye vote and a nay vote would be when I

24 just give them the number of the ICSE grievance?

25 MR. ROTELLA: I would think an aye

37

1 vote would be a vote to sustain the grievance as

2 presented by ICSE; a nay vote would be a vote to

3 deny the grievance as presented by ICSE.

4 MR. WAGNER: Thank you,

5 Mr. Chairman, thank you, Mr. Rotella.

6 MR. CHAIRMAN: Bearing that in

7 mind, that an aye vote is to sustain the union's

8 grievance and a nay vote is to deny the

9 grievance, as to 08-09-1, on a roll call vote,

10 Mr. Thibodeau?

11 MR. THIBODEAU: Nay.

12 MR. COSTA: Nay.

13 MR. WAGNER: Nay.

14 MRS. MACBETH: Nay.

15 MS. BEAULIEU: Nay.

**16 MR. WOOD: Nay.**

**17 MR. CHAIRMAN: And I abstain it, so**

**18 it's 6 to nothing to deny the union's grievance,**

**19 08-09-1.**

**20 On No. 2, 08-09-2.**

**21 MR. THIBODEAU: Nay.**

**22 MR. COSTA: Nay.**

**23 MR. WAGNER: Nay.**

**24 MRS. MACBETH: Nay.**

**25 MS. BEAULIEU: No.**

1           **MR. WOOD: No.**

2           **MR. CHAIRMAN: The Chair abstains,**

3           **it's 5 to 1 with one abstention to deny the**

4           **union's grievance.**

5           **No. 3 is 08-09-3.**

6           **MR. THIBODEAU: Nay.**

7           **MR. COSTA: Yes.**

8           **MR. WAGNER: Yes.**

9           **MS. MACBETH: Yes.**

10          **MS. BEAULIEU: No.**

11          **MR. WOOD: No.**

12          **MR. CHAIRMAN: And the Chair**

13          **abstains. It fails, it's 3 to 3 with one**

14        **abstention, so there is a failure, so the union**  
15        **grievance is denied.**

16                **As to No. 4, 08-09-4.**

17                **MR. THIBODEAU: Nay.**

18                **MR. COSTA: Nay.**

19                **MR. WAGNER: Nay.**

20                **MRS. MACBETH: Yes.**

21                **MS. BEAULIEU: No.**

22                **MR. WOOD: No.**

23                **MR. CHAIRMAN: The Chair abstains,**  
24        **it's 5 to 1 with MacBeth against and one**  
25        **abstention. The union's grievance is denied,**

1 08-09-4.

2 No. 5, 08-09-5.

3 MR. THIBODEAU: Nay.

4 MR. COSTA: Yes.

5 MR. WAGNER: No.

6 MRS. MACBETH: Yes.

7 MS. BEAULIEU: No.

8 MR. WOOD: No.

9 MR. CHAIRMAN: And the Chair

10 abstains. It's 4 to 2 one abstention to deny

11 the union's grievance 08-09-5.

12 Thank you very much, ladies and

13 gentlemen.

14 The next item on the agenda is the

15 Discussion and/or Vote on Resolution Authorizing

16 District Special Education Staffing Policy. Is

17 that yours, Dr. Morelle?

18 MS. MORELLE: Actually what I would

19 like to do is ask the Director of Special

20 Education to go to the podium and introduce our

21 guest speaker this evening to give you a little

22 background on the presentation you're gong to

23 have. Just to let you know at the end of the

24 presentation, we will be looking for a motion to

**25      approve our moving forward to develop a district**

**40**

**1      special education staffing policy.**

**2                      Ms. Colwell?**

**3                      MS. COLWELL: Thank you. You will**

**4      find a District Special Education Staffing**

**5      Policy.**

**6                      MR. CHAIRMAN: We've had one person**

**7      who said she didn't have it.**

**8                      MS. COLWELL: A little bit of**

**9      background. With the new special education**

10 regulations adopted in Rhode Island, the  
11 language relative to class size for students  
12 with disabilities in special education was  
13 eliminated. In lieu of that, districts are  
14 asked to develop a staffing policy.

15           **Tonight with us we have Attorney**  
16 **David Kane from the Center for Special Education**  
17 **Policy, and what he's going to walk through with**  
18 **you is what the staffing policy entails because**  
19 **it is a school committee policy that needs to be**  
20 **developed. And what people do is walk through**  
21 **those requirements with you, and as Dr. Morelle**  
22 **indicated, the anticipation and request tonight**

23 is that you will vote on a resolution to  
24 establish a committee to develop this policy.

25 So I'm going to turn things over to

41

1 Mr. Kane, and certainly if you have any  
2 questions, between he and I, we will do our best  
3 to answer those questions.

4 MR. CHAIRMAN: Thank you,  
5 Ms. Colwell.

6 MR. KANE: Members of the  
7 Committee, thank you for allowing me to appear

8 here this evening. I'm going to try to briefly  
9 explain the requirements with respect to this  
10 special education staffing policy. The policy  
11 is a School Committee responsibility for the  
12 district to come up with a special education  
13 staffing policy that would be presented to the  
14 Rhode Island Department of Education for  
15 approval.

16 It's the intent of the Rhode Island  
17 Department of Education that that policy be the  
18 result of a public contribution from the  
19 community, and that there be fairly strict  
20 public comments requirements that would be

**21 followed consistent with the Administrative**  
**22 Procedures Act. What that would look like would**  
**23 be a the School Committee to -- and it's my**  
**24 recommendation that the School Committee appoint**  
**25 a committee that will draft the policy. Most**

**42**

**1 districts have been assigning this to at least**  
**2 the first meeting for probably about a two-hour**  
**3 session. If that is something that I can help**  
**4 facilitate to make sure that the committee stays**  
**5 on task, they understand the parameters and the**

6 requirements of putting that together, then the  
7 policy would come back before the School  
8 Committee for our first read. If approved, it  
9 would go out for public comment for a period of  
10 at least 30 days, that would be followed by  
11 notices in the newspaper and an opportunity for  
12 the public to be heard both by written comment  
13 and also appearing at public hearings.

14 That would be followed up by a  
15 concise summary of all the comments that would  
16 be received in a final draft of the special  
17 education policy presented to the School  
18 Committee for a final read and for adoption of

19 the policy. I anticipate that this will take  
20 probably from now until February to be  
21 completed, and it is hoped that this would be  
22 completed and brought back to the committee by  
23 in early February for approval.

24 MR. CHAIRMAN: Thank you, Mr. Kane.

25 Anyone have any questions for Mr. Kane?

43

1 MS. BEAULIEU: You had mentioned  
2 that it would be a committee formed with the  
3 general public, as well as -- could you just

4 talk a little bit about the makeup of the

5 committee that you're recommending?

6 MR. KANE: Well, the School

7 Committee would be responsible for assigning the

8 school committee, it could have a standing

9 committee already. It would be assigned to that

10 committee, one that would deal with regulations

11 and policy. There is plenty of opportunity for

12 the public to comment and be a part of that

13 after the policy has been developed, but it's

14 really up to the discretion of the committee.

15 MS. MORELLE: We have met prior to

16 this evening and talked about some of the

17 aspects and some of the uniqueness of Cumberland  
18 as opposed to other districts, and I was  
19 bringing to David's attention that we do have a  
20 Rules and Regulations Subcommittee here that  
21 works with the School Committee, and so that is  
22 where policy is generally developed for the  
23 School Committee. That may be the subcommittee  
24 that you would like to start this process. It's  
25 obviously an open public meeting, so that as you

1 notice those meetings, anyone who wanted to have

2 input and when we have facilitation they would  
3 be closer to be able to serve and participate.

4 But the equally important part of  
5 this process would be, not unlike when we went  
6 through the Space Utilization Public Hearings,  
7 there would be a very formal well-noticed public  
8 hearing process where we would take transcripts  
9 and maintain those transcripts and use them for  
10 input to the final draft of this policy.

11 So it would be my suggestion to the  
12 School Committee that if you approve this motion  
13 tonight that we can get the process started that  
14 rather than create another subcommittee, that

15        **you remand this to the Rules and Regs**

16        **Subcommittee to start the work.**

17                **MR. CHAIRMAN: Any further**

18        **discussion? Mr. Wood?**

19                **MR. WOOD: I just had a couple of**

20        **comments. If you hand this over to the Rules**

21        **and Regs Committee, which is a subcommittee of**

22        **the School Committee, can we have ad hoc members**

23        **like Lisa, members from the public, maybe the**

24        **committee's name be part of our subcommittee for**

25        **this time period?**

1                   **MR. CHAIRMAN:** I can answer that  
2                   for you, Mr. Wood. We can't have them as  
3                   members of our subcommittee, because the new  
4                   School Committee will come in and they will  
5                   appoint their own subcommittees. If you felt  
6                   that the subcommittee couldn't handle it, you  
7                   will be on the School Committee next time, you  
8                   could ask that it be an ad hoc committee with  
9                   public members, and whatever, but it's going to  
10                  go into our rules and regs, our policies.

11                  **MR. WOOD:** I'm just trying to get a  
12                  wide range of opinions in that committee. I

13 know a lot of people would want to participate  
14 in this just to have their opinions in it. Like  
15 I know the special ed committee would want to  
16 send a representative.

17 MR. CHAIRMAN: Why don't you put  
18 that on your punch list for the next time.

19 MS. MORELLE: Can I just ask,  
20 David, could you talk a little bit about your  
21 experience in other districts, you've been  
22 already been developing this policy, because I  
23 know that sometimes our policy development is  
24 long and drawn out. How exactly do you see this  
25 happening in terms of the number of meetings

1 that it would take to actually draft a policy?

2 MR. KANE: Given the time

3 constraints that we're under, we would want to

4 get this hopefully completed before March 1st.

5 I've been working with other districts, we've

6 been trying to keep it to one meeting that is

7 very focused on the task. There's not a lot of

8 leeway here in terms of deviating too far from

9 the example of the structured outline that we've

10 been provided by the Department of Education, so

11 we've been trying to keep that to a two-hour  
12 meeting, some of them have spilled over a little  
13 bit longer than that. But hopefully the intent  
14 would be to do it in one meeting. Obviously, it  
15 can lend itself to more than one meeting, and at  
16 that point we would have to extend the timeline.

17           Some school committees have, as  
18 Mr. Wood suggested, included other members of  
19 the public in that process, and the other  
20 committees have kept it right to an assigned  
21 committee that's already been established  
22 through the School Committee.

23           So to answer your question, it has

24 been a little bit varied, but I think the nice  
25 feature of this is you can offer a facilitator

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1 to keep the group, however large it is, fairly  
2 focused and on task. Whether it's a slightly  
3 expanded committee or standing committee, I'm  
4 fairly optimistic that we can get this through  
5 in one meeting, two if needed.

6 MRS. MACBETH: I wanted to comment  
7 on some of Mr. Wood's concerns. First, I do sit  
8 on the Rules and Regs Committee, and I think

9 every meeting we've had public input, and I  
10 believe it's Mr. Costa that runs this meeting  
11 and he also allows the public there as much time  
12 as they need to voice their concerns.

13 The second point is our Special  
14 Education Advisory Committee here that is made  
15 up of parents and community members also has a  
16 School Committee liaison. At this point I am  
17 the School Committee liaison, with the next  
18 School Committee there will be somebody else  
19 assigned to that, and that role in the two years  
20 that I served is to bring back the concerns of  
21 that committee. But they also have, if you'd

22 like to attend, they'll absolutely be given the  
23 chance to speak their voice on that.

24 MR. CHAIRMAN: Any further  
25 discussion? I would entertain a motion for a

48

1 resolution authorizing the District Special  
2 Education Staffing Policy.

3 MRS. MACBETH: So moved.

4 MR. WAGNER: Second.

5 MR. CHAIRMAN: Discussion?

6 MR. WOOD: Just going to the Rules

7 and Regs Subcommittee?

8 MR. CHAIRMAN: I'm not going to

9 assign it out right now. I think it's probably

10 best to wait for the next School Committee. If

11 I had my druthers right now, I would appoint you

12 the facilitator.

13 MR. WOOD: The way I understand it,

14 that we should have this done by the next School

15 Committee meeting, even before election, if it's

16 one or two meetings.

17 MS. MORELLE: Well, that also

18 depends on Attorney Kane's schedule and then of

19 course you also have to have a public hearing.

20 But if you could, I think add some specificity  
21 to the motion in terms of the fact that you're  
22 resolving to allow the District to begin to  
23 develop this policy, and unless you want to  
24 leave some discretion, you may want to add the  
25 policy to say that it's going to be under the

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1 scope of the Policy Subcommittee.

2 MR. CHAIRMAN: Mr. Wood, I hate to  
3 disagree with you. There is a -- we have about  
4 26 days left until the election. You're going

5 to be here, the rest of us might not be here.

6 MR. WAGNER: The one thing we've

7 proved, Mr. Chairman, is we don't do things

8 quickly.

9 MR. CHAIRMAN: Yes. I think

10 Mr. Wood understands that, don't you, Mr. Wood?

11 MR. WOOD: Oh, yes.

12 MR. CHAIRMAN: So there's a motion

13 on the table, it's been duly seconded, to

14 authorize the District Special Education

15 Staffing Policy. Any further discussion? All

16 those in favor? Opposed?

17 MR. WOOD: No.

18 **MR. CHAIRMAN: 6 to 1 with Mr. Wood**

19 **against. Thank you very much, Mr. Kane.**

20 **Next item on the agenda is 13B**

21 **Discussion and/or Vote to approve the 2008-2011**

22 **District Agenda Plan. Is that you, Dr. Morelle?**

23 **MS. MORELLE: Actually, it's a**

24 **group of us.**

25 **MR. CHAIRMAN: Well, I think we**

50

1 **need to make a motion first.**

2 **MS. MORELLE: If you'd like to make**

3 the motion and then as part of a discussion we  
4 would be happy to make the presentation, that  
5 would be fine.

6 MR. CHAIRMAN: We have your  
7 Strategic Plan in our packages and we're -- I  
8 think every one of us is pretty much up to speed  
9 on the Strategic Plan.

10 So I would entertain a motion to  
11 approve the 2008-2011 District Strategic Plan.

12 MR. WAGNER: So moved.

13 MR. WOOD: Second.

14 MR. CHAIRMAN: Discussion?

15 Dr. Morelle?

**16 MS. MORELLE: I'm very pleased to**  
**17 be here this evening with the members of the**  
**18 Strategic Planning Committee members, many of**  
**19 whom you have met earlier this evening during**  
**20 the recognition period of the School Committee**  
**21 meeting.**

**22 This group of educators, community**  
**23 members, school committee members, officials**  
**24 from the town, support staff, I don't want to**  
**25 leave anyone out, parents, was a group of folks**

**1     who came to this task with one single-minded  
2     focus, and that was betterment of student  
3     learning for Cumberland students; whether they  
4     were preschool students, elementary students,  
5     middle schoolers or high school students.**

**6                 We all didn't know each other very  
7     well in the beginning. What we did know about  
8     each other is that we had an interest in a  
9     process that could guide the District over the  
10    next three years to target the areas that were  
11    our strengths, and build on those strengths, and  
12    also address the areas that we know are concerns  
13    or gaps in programs and policies and be able to**

**14 allocate resources to those.**

**15 Over the course of a number of**

**16 structured sessions facilitated by Dr. Robert**

**17 Power, whom I believe you met at an earlier**

**18 School Committee meeting, we learned about the**

**19 priorities that each of us held near and dear,**

**20 the ideals that we had for students in this**

**21 town, the way that we wanted to work together**

**22 with each other and with other community members**

**23 to bring resources to the District that we may**

**24 not have access to right now, and the way we**

**25 wanted to design the programs for the future.**

1     **And this evening I'd like to introduce, along**  
2     **with myself, several folks from the team to**  
3     **present an overview of the final Strategic Plan**  
4     **up for consideration, and I appreciate that**  
5     **there's already a motion for approval on the**  
6     **table.**

7             **You're going to hear this evening**  
8     **from Dr. Rosemary Reilly-Chammat, a parent from**  
9     **the community who has joined us at many school**  
10    **committee meetings before, and talked with us**  
11    **about her beliefs about student learning in the**

12 District and talked with us about her values and  
13 how she believes this Strategic Plan has guided  
14 School Committee decisions, and we certainly  
15 hope that to be true in the future.

16 We're going to hear from Jessica  
17 Macedo, a teacher at B.F. Norton School, who is  
18 going to talk about the support for teachers  
19 that are in this plan and how we're going to  
20 address the curriculum.

21 We're going to hear from Karen  
22 Freedman. Karen has a first grade student at  
23 Cumberland Hill School. It was really great to  
24 see her lens on the District, because she knows

**25 a lot about the town, she knows a lot about the**

**53**

**1 school system, but brought some great fresh**  
**2 ideas to the discussion that we had about how we**  
**3 could improve Cumberland by all working**  
**4 together, and going to talk to you about a very**  
**5 exciting plan in the strategic plan around**  
**6 building a town-learning community.**

**7 We're also going to hear from**  
**8 School Meeting member Lisa Beaulieu tonight**  
**9 who's going to talk to us about a couple of very**

10 important areas. One, how we're going to  
11 integrate technology in the future. The area of  
12 technology probably takes up about half of the  
13 Strategic Plan, which is really an interesting  
14 change since the previous Strategic Plans and  
15 probably the area that is most indicative of the  
16 progress that Cumberland is making.

17           There was a time when it was really  
18 hard to talk about technology at all in  
19 Cumberland. One of the reasons for that is we  
20 didn't have access to technology tools. We've  
21 crossed that hurdle, and we're happy to report  
22 now that our conversation has shifted from how

**23 do we get technology to how do we use technology**

**24 and how do we use technology to improve**

**25 instruction, differentiate instruction, modify**

**54**

**1 instruction by supports, make instruction more**

**2 efficient, make the work for teachers more**

**3 efficient and more effective, and make all of**

**4 our lives, including at the administrative**

**5 level, more oriented to efficient and effective**

**6 structures that can improve the system in the**

**7 District.**

8                   **With that in mind, I'd like to talk**

9    **to you a little bit about the three key themes**

10   **that were developed. We asked a question early**

11   **on in the Strategic Plan. The question was what**

12   **matters? We asked the question for one reason,**

13   **because we need to know what the priorities are**

14   **for leveraging improvements, and you don't say**

15   **that if everything matters, nothing matters.**

16   **What you're going to see repeatedly through this**

17   **Strategic Plan and the criteria that was set for**

18   **decision making is three key themes:**

19                   **Achievement matters. Achievement**

20   **including high expectations, clear expectations**

**21 for learning, and the fact that all students**

**22 deserve to be able to achieve.**

**23 Collaboration matters. And that**

**24 statement all by itself guides a picture in our**

**25 minds of how we do our work. It doesn't allow**

**55**

**1 for isolated decisions, doesn't allow for the**

**2 lack of input from families. It increases the**

**3 respect that we need to demonstrate for all**

**4 parties in the community, the respect for the**

**5 knowledge that everyone can bring around solving**

**6 problems and creating solutions that will**

**7 improve student achievement.**

**8 Last but not least, equity matters.**

**9 Equity is one of the hardest conversations I**

**10 think to have once you get past achievement and**

**11 collaboration. Equity is a test of whether you**

**12 really believe that while you're differentiating**

**13 instruction, some students need more than others**

**14 in order to cross over that line of meeting**

**15 standards and exceeding standards, and I think**

**16 as we go forward over the next three years,**

**17 looking at where we allocate resources and to**

**18 whom we allocate resources, this is going to be**

19 a real test of the community to answer the  
20 question about equity, especially in a period of  
21 time of limited resources. Dr. Chammat, I'd  
22 like to invite you to come to the podium.

23 DR. CHAMMAT: This next slide comes  
24 from the Gates Foundation publication on high  
25 performing schools, and this was something that

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1 we looked at as part of the District Strategic  
2 Planning process. So the fact that we want to  
3 be in that upper right-hand portion of the

4 quadrant is obvious. It's where high performing  
5 schools are, there's high report, there's high  
6 challenge, there's rapid progress and high  
7 performance, but there's a much more important  
8 story behind this slide.

9           As part of the process when we  
10 first met, we did what people traditionally do  
11 in the Strategic Planning process, we looked at  
12 strengths and weaknesses and opportunities and  
13 threats to growth, and we began our discussion  
14 that way. Then a little later on in the  
15 process, Dr. Morelle showed this slide to us and  
16 she asked us, have there been times when we

17 experienced complacency, times of high support  
18 and low challenge? Have we experienced  
19 stagnation within this district, periods of low  
20 challenge and low support? Have we experienced  
21 conflict and demoralization, periods of low  
22 support and high challenge within this district?  
23 And the answer is yes, yes, and yes.

24 This was not done as part of doom  
25 and gloom, but rather it was a chance for people

1 on the Strategic Planning Committee to reflect

**2 on, well, yes, and what was going on then. And**

**3 then when we went to the next part of the**

**4 process, we were trying to redefine our thinking**

**5 around where our opportunity for growth and**

**6 building on the vision and what we wanted to**

**7 commit to, we had a deeper understanding of what**

**8 actually needed to be done to keep us in that**

**9 upper right-hand quadrant of rapid progress and**

**10 high performance. And finally, it really speaks**

**11 to what we need to do as a community of**

**12 Cumberland Public Schools. Do we have the will,**

**13 and are we ready to take on the responsibility**

**14 of what will need to happen to implement this**

15 plan and to keep us within that upper right-hand  
16 quadrant?

17 This is really the piece that's the  
18 human factor in all of this, because we're a  
19 community of people, and that's wonderful, and  
20 it's imperfect by design as well. So as  
21 individuals we can spend time in any one of  
22 those pieces of the quadrant, as groups of  
23 individuals, and as organizations, but if we're  
24 cognizant of it, then we can really be mindful  
25 about creating high performance and high

**1 challenge opportunity to keep us moving forward.**

**2 So with that in mind, our first**

**3 goal is developing 21st century skills supports**

**4 for students. That means high expectations for**

**5 all students with personalization through**

**6 advisory and K through 12 counselling programs**

**7 which means that children throughout the**

**8 Cumberland School System will have meaningful**

**9 and supportive relationships with adults within**

**10 their building. There is attention to**

**11 individual needs with differentiation**

**12 instruction and that includes content, what**

**13 students are learning; the process, how students**  
**14 are learning it and how it is being taught; and**  
**15 the what, how are students able to demonstrate**  
**16 what it is that they know and are able to do.**

**17 The next is support for diverse**  
**18 needs through inclusion and transition practices**  
**19 and that is within schools and among schools**  
**20 within the district; and finally, improve health**  
**21 wellness for students with the adoption of the**  
**22 Rhode Island nutrition requirements for 2009**  
**23 which includes changes to the school lunch**  
**24 program, more whole-grain foods, more fruits and**  
**25 vegetables hopefully grown from local farms,**

1 less fat and less salt.

2 Now, I'd like to turn it over to

3 Jessica to tell you.

4 MS. MORELLE: As Jessica Macedo is

5 coming to the podium, I want to make a

6 connection for you between that matrix that

7 Rosemary talked about with the high support and

8 high challenge. That was a big ah-ha for the

9 Strategic Planning Committee, and you will

10 notice that the first two action plans in the

11 Strategic Plan are identified as supports. When  
12 folks look at this plan, we want them to  
13 immediately notice that the plan is focused on  
14 providing support so that for anyone who may be  
15 concerned or has been thinking about whether or  
16 not there is enough support, they will be able  
17 to see just as you open the plan. That's why we  
18 focused it right at the beginning of the book.

19 Jessica's going to talk to you  
20 about support for teachers in the plan.

21 MS. MACEDO: The next part of our  
22 plan is 20 percent (inaudible) supports for  
23 teachers. Some of the things that are in the

**24 Plan (inaudible) calendars to support ongoing**

**25 learning for teachers. One of the things that**

**60**

**1 would help support this is to survey staff**

**2 administration to help create this calendar, to**

**3 help teachers feel like they're meeting their**

**4 needs that are identified in this survey so that**

**5 by developing a calendar they will be able to**

**6 choose and make a more tailor-made professional**

**7 development calendar for themselves. Having**

**8 said that, we feel still that we need to have**

9 more teacher training in learning styles,  
10 learning discipline, differentiating  
11 instruction, health/wellness, and (inaudible.)

12 We felt that it is important to  
13 have in the plan that we have this professional  
14 development for different learning styles be  
15 integrated into the plan so that all teachers by  
16 the end of this school year had five hours  
17 minimum done in that area.

18 Also support for use of new  
19 classroom technologies. We've all gotten  
20 through the district new technology which we  
21 love, but at the same time teachers need for

**22 support in how to use those effectively to**  
**23 enhance learning of students. That's why we**  
**24 have it in the classrooms. So some of the**  
**25 things that we talked about was integrating**

**61**

**1 technology or instruction, helping teachers**  
**2 learn how to do that during professional**  
**3 development and identifying people that could**  
**4 help us with that.**

**5 All teachers would also have the**  
**6 support and training to be provided in the new**

7 technology such as I-Parent and First Class, and  
8 another important thing, training in the Digital  
9 Portfolio System will be coming, as well.

10 Another thing is a new and improved  
11 education induction program. That would include  
12 a process that is rooted in the standard of  
13 educator induction, and it will be used to help  
14 recruit, hire and support educators, including a  
15 new teacher mentoring program.

16 And then moving on to curriculum  
17 consistency. There will be an updated, through  
18 this plan, which we're hoping to make sure we  
19 can deliver, consistent student-based curriculum

20 that consists of an updated curriculum review  
21 cycle for curriculum renewal. Curriculum  
22 mapping guides for pacing, so that if you go  
23 from school to school, overall, we're teaching  
24 the same things across all the elementary  
25 schools. There shouldn't be much of a

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1 difference.

2 Also, there's grade level  
3 curriculum meetings for articulation. I believe  
4 next week is the first one. We'll be meeting at

5 grade level across the District to help us map  
6 out in a more cohesive way how we're going to  
7 carry out these goals. And from there, I'm  
8 going to turn it over to Karen Freedman.

9 MS. FREEDMAN: So I came to this  
10 Strategic Planning process for my first time and  
11 with two different perspectives. As Dr. Morelle  
12 said, my son, my oldest, just started first  
13 grade. When I started the Strategic Planning  
14 process I didn't have anybody in the school  
15 system yet, but was going to have someone in it.

16 The second perspective I come from  
17 is I manage training for FM Global. FM Global

**18 is the world leader of property insurance and**  
**19 risk engineering based in Johnston. In that**  
**20 role I'm responsible for the development of**  
**21 5,000 employees worldwide, as well as over**  
**22 20,000 clients, so it's been interesting for me**  
**23 to see the parallels to some of the challenges**  
**24 and issues that I face corporately in educating**  
**25 people and developing them, that we also see in**

**63**

**1 a school center. Some things are the same, some**  
**2 things of course are very different, but it**

**3 allows me to think a little differently and**

**4 provide a different perspective.**

**5 So what we first started out**

**6 looking at was how can the whole town contribute**

**7 to the development of our students? We have a**

**8 number of agencies in town and groups who are**

**9 doing fabulous things, and if we brought them**

**10 together and said as a community what do we want**

**11 Cumberland to be known for, what is the learning**

**12 culture in Cumberland, how do we want them**

**13 developed, if we look at the Boys and Girls**

**14 Club, we look at Rec Department, we look at the**

**15 library, so many resources are out there and**

**16 everybody is doing really great things. We**  
**17 thought if we could bring people together and**  
**18 have common goals. It's just amazing when you**  
**19 think about where our students and our children**  
**20 could go.**

**21 If we knew that we were looking at**  
**22 programs through the OCYL that could support our**  
**23 overall goals. From the district's perspective,**  
**24 it just quadrupled even more the amount of**  
**25 effect we can have on our kids. That has been**

1 really exciting for us. I think something that  
2 we all thought about a little bit but all came  
3 together, just imagine if we could do that.

4 I do want to comment on the  
5 process. When I started the Strategic Planning  
6 process I went to the first meeting, I have to  
7 admit I had very low expectations. Sorry. I  
8 thought, how can you possibly get 20 or 30  
9 people to all kind of come to agreement and  
10 decide what the pros and the cons are, and all  
11 that, and it happened. And everybody had a  
12 voice. And Dr. Morelle did an awesome job of  
13 facilitating this. I've done this from a

14 corporate perspective, strategic planning, it's  
15 not easy, and some of the things I learned  
16 through this process I'll bring back to FM  
17 Global and say there's a lot you can learn from  
18 this. So for anybody who has not been involved  
19 in this, you should get involved. It's a really  
20 great experience. Little did I know that I'd be  
21 here tonight. I just can't keep my hands down  
22 when it's time to volunteer.

23 So in summary, what we're really  
24 looking at is, can we get the whole town of  
25 Cumberland involved in helping to support and

1     **develop our students? When I look at it from a**  
2     **corporate perspective for the training**  
3     **department, I tell our senior management there's**  
4     **only so much a training department can do. What**  
5     **really matters is once that employee goes back**  
6     **to that job, what is their manager doing to**  
7     **coach them, what are the other opportunities**  
8     **they have? Same thing with our students.**  
9     **There's only so much that can happen in the**  
10    **classroom. What happens when they go back home?**  
11    **How do their managers, their parents, coach**

12 them? How can we help them with that? What are  
13 the other things that happen outside of the  
14 school that could help contribute to their  
15 overall development?

16 So those are the types of things  
17 that we're really excited about, and we're  
18 really looking at collaboration across the town  
19 to help us get to that, so that when we think of  
20 what is Cumberland known for and we look at it,  
21 overall, we're all proud to be citizens here in  
22 town.

23 The things that are on the plan  
24 here are all things that we talked about. Dual

**25 enrollment, for some who may not know, is**

**66**

**1 primarily from a high school perspective. So**  
**2 high school kids could be getting -- attending**  
**3 college courses and getting some credit for**  
**4 college and for high school, and that's where**  
**5 the dual enrollment comes in, and it's our**  
**6 responsibility to extend that to other areas.**  
**7 So that's what that one is.**

**8 I'm excited about this and hopeful,**  
**9 really hopeful that as a town, not just a**

10 district, but as a whole town that we do a lot  
11 to move this forward, because that would make  
12 Cumberland an awesome, awesome place to live.

13 **MS. BEAULIEU:** I have the fifth  
14 action plan which isn't as exciting in some  
15 ways, but it is in others because it seems like  
16 it's a long-awaited prize for the District, and  
17 it involves the integration of technology. And  
18 as many of you are aware, through the 2010 bond,  
19 having a large infusion of money to be dedicated  
20 towards technology. And what that provided to  
21 us was the network infrastructure for the  
22 District.

**23                    In addition, we also have realized**  
**24                    money through the master lease agreement from**  
**25                    the Town Council, and that provided the ability**

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**1                    for us to move new computers into classrooms in**  
**2                    the middle and elementary level, as well as**  
**3                    start to replenish our support, and in the end**  
**4                    it provided computers in our classrooms which is**  
**5                    something that most teachers struggle to have at**  
**6                    the elementary level and the middle levels.**

**7                    So to get to some of the action**

**8 areas for that, one of the big areas we talked a**

**9 great deal about was the option for online**

**10 learning and what types of doors that opens, not**

**11 only for the students, but also for our staff.**

**12 We also talked at great length about the**

**13 e-portfolio system and the expectations that**

**14 we'll be bringing online for students to enter**

**15 their work, for parents to have access to that,**

**16 as well as for teachers to help maintain those**

**17 supports with students. And all of this is**

**18 backed by elements of professional development**

**19 for these individuals so that the staff feels**

**20 comfortable and the faculty and administrative**

21 level feels comfortable and confident that we're  
22 keeping updated with the expectations for the  
23 e-portfolio system.

24 We also now have the ability to  
25 actually address (inaudible) expectations with

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1 technology. Students will have the ability to  
2 work at every level now to begin to meet those  
3 technology needs, whether it's learning how to  
4 do PowerPoint, whether it's learning to do  
5 charts through the new technology. We have

6 adopted the National Technology Standards awhile  
7 back, and we can actually build into a stronger  
8 practice now.

9 One that I think we all very much  
10 agreed on was the improvements to the District  
11 website. Right now it tends to be just a poster  
12 with information, current information, but does  
13 not -- it's a blank canvas. It can really  
14 represent what this District has for its core  
15 values, but can provide the information to  
16 families about a wide range of support services  
17 and academics. It can be an ability for  
18 students to go and access the District website

19 to get information as well, so it can have a  
20 very wide range of resources.

21 The next item was the AIMSweb which  
22 would support the collaborative effort of the  
23 Town Council to provide the ability for K  
24 through 5 assessments to help tie into a lot of  
25 what we talked about with differentiated

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1 instruction and working to meet student needs.  
2 The assessment system will provide us with the  
3 opportunity to more regularly monitor the

**4 progress of students and make adjustments to**  
**5 differentiate a curriculum for them.**

**6 The First Class communication**

**7 system is certainly one that allows the District**  
**8 to communicate with internally and externally,**  
**9 as well as some of the other additions that we**  
**10 had with the ConnectEd software. We're looking**  
**11 to expand our offerings, expand our horizons**  
**12 between podcasts, webcasts and blogs. The sky**  
**13 truly is the limit. We really have been under a**  
**14 big cloud for a long time with the technology.**

**15 I want to emphasize with this**

**16 action plan, it was very large, it was very big**

**17** once it was finished, and what will occur at the  
**18** next step is we'll start to bring it back to a  
**19** technology team so they can be certain that all  
**20** the action items are provided in detail so that  
**21** the district can support this, and that we can  
**22** provide the support from a technology need, but  
**23** the support also from the professional  
**24** development need so that teachers can then  
**25** integrate it into their learning for all of

**70**

**1** their content areas.

2                   **And this is something that I**  
3           **brought up a few times during this process was**  
4           **how the School Committee then has to take the**  
5           **Strategic Plan into account and it nicely ties**  
6           **back to key workers as a School Board which is**  
7           **something that we do as a self-study and we use**  
8           **as kind of a guiding force for ourselves. It**  
9           **talks a lot about the vision of our district,**  
10          **where we want to be. It keeps us very focused.**

11                   **It talks about where we need**  
12          **students to be, where we need staff to be, and**  
13          **where we want the District to be in the long**  
14          **run. It talks very much about our standards,**

15 and the program's constantly being evaluated in  
16 how well we're doing in helping our students  
17 with some of the assessment systems that we'll  
18 now have, and more differentiate special  
19 development. That helps the committee to make  
20 decisions because we know things are being  
21 modified, and they're working, they're being  
22 fine-tuned during the course of the school  
23 years. It helps us very much with aligning of  
24 our resources because we do know we'll have to  
25 have a strong commitment to technology to

1 maintain it, but also to our professional  
2 development, as well as any staffing resources  
3 that we certainly would like to have identified  
4 in short order. It talks a lot about the  
5 climate and what we expect for ourselves, what  
6 we expect for the community and what we expect  
7 from all the professional people and students  
8 that we have in our schools.

9           And of course, as we talked about  
10 in a town learning community, it talks a lot  
11 about collaboration. We can't do this by  
12 ourselves, we need outside influence. It's been

13 demonstrated, Mr. Germadnik has pointed out, the  
14 state has recognized this as a strong, important  
15 change that needs to occur, collaborative effort  
16 of corporations, and the state, and individuals.  
17 So this very much ties into that.

18           And it's all about continuous  
19 improvement. We're not finished, we know this  
20 plan will get us to a point that we're confident  
21 we will be doing a much better job of meeting  
22 student needs, but we know that -- we said some  
23 of the goals are lofty goals, and we want to get  
24 there, and this helps to frame that effort.

25           MR. CHAIRMAN: Lisa, before you

1 leave the podium, I just have one question for  
2 you. Over the last two years you and I have  
3 worked together, every discussion we've had has  
4 always turned around to Strategic Planning  
5 somehow, and we had prior to this plan a  
6 five-year plan, but now we're on a three-year  
7 plan. And with the infusion of technology, and  
8 you gave me home homework to read, my reading  
9 list for the summer, I became familiar with  
10 Murphy's law and Moore's law of technology. Is

11 that why we have a three-year plan because  
12 technology is changing so quickly?

13 **MS. BEAULIEU:** Well, I think that  
14 was part of the rationale behind it. I think  
15 Dr. Morelle is probably better at explaining it  
16 for us, because we did talk about this quite a  
17 number of times; why three and not five, and  
18 it's tied into really all of the action areas.

19 **MR. CHAIRMAN:** Thank you.

20 **MS. MORELLE:** One of the issues  
21 that we have faced in the previous plans around  
22 the five-year cycle is seeing where the interest  
23 of the community has been and where we're able

**24 to motivate faculty and professional staff to**  
**25 stay actively involved in the implementation of**

**73**

**1 the plan.**

**2 The first Strategic Plan in the**

**3 District was actually developed in the mid**

**4 1990s. This is the fourth Strategic Plan in the**

**5 District. They've all been five-year plans**

**6 previous to this, but we had a real significant**

**7 issue with the last five-year plan. At three**

**8 years out we had accomplished just about**

9 everything that we ended up accomplishing over  
10 the entire five years. We even went back and  
11 tried to rev it up and revise it at the  
12 three-year point when we had two years left. In  
13 hindsight that was probably not a good idea, we  
14 probably should have started from scratch.

15 Although looking at this plan, the timing of  
16 this plan is ideal with the implementation of  
17 2010, some other factors that are influencing  
18 us.

19 So this plan is a three-year plan  
20 because we believe that it is short enough to  
21 keep everyone's attention and long enough for us

22 to address and achieve the lofty goals that we  
23 put in it.

24 **MR. CHAIRMAN:** Is there anything  
25 further that you have to add on the Strategic

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1 Plan, because we have a motion that has been  
2 made and duly seconded, so if we could get our  
3 members so we can vote.

4 Any further discussion? Mr. Wood?

5 **MR. WOOD:** As we read through this,  
6 I thought, Mrs. Beaulieu, this is a very, very

7 ambitious plan. It can be done, it will be a  
8 lot of work. Let's give it a shot.

9 MS. MORELLE: Thank you, Mr. Wood,  
10 I look forward to your support.

11 MR. WAGNER: I also, like Mr. Wood,  
12 read through the Strategic Plan with great  
13 interest and was not disappointed. I had seen  
14 some of the people that were involved in this,  
15 some of you I've been introduced to since I've  
16 been here. You guys are all very dynamic  
17 personalities. I love the intensity and  
18 enthusiasm that you bring. It's a very  
19 aggressive Strategic Plan. It's one that I

20 think is warranted, and I will absolutely  
21 support it, and I just want to congratulate all  
22 of you because the presentation was fantastic,  
23 the plan to me looks like it's right on target.

24 Dr. Morelle, everybody else out  
25 there, just congratulations, you did a fantastic

75

1 job.

2 MR. CHAIRMAN: Any further

3 discussion?

4 I also would like to congratulate

5 everyone that had any input in this Strategic  
6 Plan. This is really a wonderful job, and Lisa  
7 Beaulieu, thank you for grabbing me by the ear  
8 and always putting me on the right track as far  
9 as the Strategic Plan is concerned.

10 Any further discussion? If there's  
11 none, I'll do a roll call vote.

12 MR. THIBODEAU: Yes.

13 MR. COST: Yes.

14 MR. WAGNER: Yes.

15 MRS. MACBETH: Yes.

16 MS. BEAULIEU: Yes.

17 MR. WOOD: Yes.

18 **MR. CHAIRMAN: The Chair votes yes,**

19 **it's unanimous.**

20 **(APPLAUSE)**

21 **MS. MORELLE: What we'll be doing**

22 **now is we'll present the plan to the Department**

23 **of Ed and immediately begin the implementation**

24 **process. We hope to use some of those**

25 **strategies we learned about communication to**

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1 **find out a really healthy way to communicate the**

2 **Strategic Plan to the community, to engage the**

3 community. Obviously there's a big relationship  
4 between engaging the community right away and  
5 the faculty, professional staff, in these action  
6 plans, having them understand the background and  
7 the fact that their voices were represented  
8 through the folks that were here, and I also  
9 like the feedback that we collected.

10 It's aggressive and ambitious, but  
11 I think it's right on the money in terms of what  
12 the areas are we need to address, and I do look  
13 forward to working with all of you in  
14 implementing it.

15 MR. THIBODEAU: Before everybody

16 leaves, I will be answering Mr. Kelly's charges  
17 and the School Committee comments.

18 MR. CHAIRMAN: Thank you,  
19 Mr. Thibodeau.

20 Anything further that's germane to  
21 this issue of the Strategic Plan?

22 Next item on the agenda is  
23 Discussion and a Vote to approve the  
24 Superintendent's Contract. Mr. Thibodeau?

25 MR. THIBODEAU: Mr. Chairman, it's

1 with great pleasure that I make a motion to  
2 extend the superintendent's contract by two  
3 years.

4 MR. WAGNER: Mr. Chairman, I would  
5 like to second that, but I would like to have  
6 one caveat on there. There's a place in here  
7 with regards to opening up the contract should  
8 the CTA contract not be ratified by the time  
9 this contract comes up for renewal on an annual  
10 basis. I'd like to change the wording in there  
11 from shall be may --

12 MS. MORELLE: Shall be may.

13 MR. CHAIRMAN: Is that acceptable

14 to Mr. Thibodeau to make that part of your  
15 motion?

16 MR. THIBODEAU: Yes.

17 MR. CHAIRMAN: Motion by  
18 Mr. Thibodeau.

19 MR. WAGNER: I'll second.

20 MR. CHAIRMAN: Discussion? All  
21 those in favor? Opposed? We'll do a roll call  
22 vote.

23 MR. THIBODEAU: Yes.

24 MR. COSTA: No.

25 MR. WAGNER: Yes.

1           **MRS. MACBETH: No.**

2           **MRS. BEAULIEU: Yes.**

3           **MR. WOOD: No.**

4           **MR. CHAIRMAN: And the Chair votes**

5           **yes, it's 4 to 3. The superintendent has a new**

6           **two-year contract with the caveat that**

7           **Mr. Wagner explained, a two-year extension.**

8           **Congratulations, Dr. Morelle,**

9           **you're doing a great job, in my opinion.**

10           **MS. MORELLE: One of the things**

11           **that gives me the greatest pleasure is that the**

12      **timeframe of the contract that you just approved**  
13      **as the same time as the Strategic Plan. This is**  
14      **work that I would greatly appreciate being able**  
15      **to leave. I think it's very noteworthy work and**  
16      **that I believe will make improvements in the**  
17      **District if we're all able to collaborate and**  
18      **achieve the goals that were set.**

19                      **And as I told you in the letter**  
20      **that I sent you about your pending decision this**  
21      **evening, if you did opt to extend my contract, I**  
22      **will remain committed to the challenge that**  
23      **you've offered previously and to the ideals of**  
24      **the school system, and I greatly appreciate the**

**25 majority vote in the work that I've done**

**79**

**1 previously and in your confidence of my ability**

**2 to lead the District in the future.**

**3 MR. CHAIRMAN: Thank you,**

**4 Dr. Morelle.**

**5 Next item on the agenda,**

**6 Superintendent's Report on Teaching and**

**7 Learning.**

**8 MS. MORELLE: The primary focus of**

**9 the report that I sent you in this packet was**

10 the Strategic Plan which you just heard, and I  
11 would not want to undermine that presentation by  
12 adding anything further. So at this point I  
13 would like once again to congratulate everyone  
14 here in the audience for your incredible effort  
15 on this part. We have a lot of work ahead of  
16 us.

17 One of the unique moments, I guess,  
18 of this closure of this Strategic Planning  
19 Process was that this is the first committee  
20 that I've worked with in Strategic Planning that  
21 has wanted to stay on and have a hand in the  
22 monitoring and implementation of the plan. So

23 we will be continuing to work together, and I  
24 think that in and of itself is going to have a  
25 positive impact on the Strategic Plan. I look

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1 forward to continuing to work together with all  
2 of you.

3 MR. CHAIRMAN: Thank you,  
4 Dr. Morelle.

5 Next item on the agenda is Comments  
6 from the Public and our clerk would like to  
7 speak as a member of the public. I'll just

**8 write your name in.**

**9 MS. CROWLEY: Arlene Crowley, I**

**10 have lived in this town all of my 50 or more**

**11 years. I also read the article in the Valley**

**12 Breeze today, and it just confirmed my feelings**

**13 of how out of touch the Cumberland School**

**14 Committee and the School Department has become**

**15 with regards to the wishes of the people.**

**16 Please forgive me. I just came**

**17 from a situation, so I did not have a moment to**

**18 collect my thoughts other than the simple fact**

**19 that I just couldn't even believe what I was**

**20 reading and what I have been seeing. I want to**

**21 tell you what these two eyes have watched for**

**22 50 years in this town, and what this heart has**

**23 always believed had to be motivated by what was**

**24 going on with our community and our children.**

**25 The School Committee represents the people. The**

**81**

**1 school administration and department works for**

**2 us taxpayers. We have lost that focus in this**

**3 town. We need to take the politics out of this**

**4 picture. Look around you tonight. Where is the**

**5 community? Where is the parent who cares about**

**6 what's happening to their children? The**

**7 Strategic Plan is wonderful, but you need people**

**8 to implement a plan like that. The people in**

**9 our community have given up on this body. Why?**

**10 Because they haven't been allowed to make a**

**11 difference in the community.**

**12 For 50 years I grew up as a young**

**13 girl, feeling as though we really could make a**

**14 difference in this community and our efforts**

**15 would be appreciated and taken in seriousness.**

**16 We are a democracy here. This is**

**17 not Russia. People are the taxpayers, the**

**18 taxpayers have rights and opinions as to where**

**19 they would like the town to go with their**

**20 children.**

**21 The purpose of public education is**

**22 to meet the needs of our children. We have lost**

**23 our focus, and our main goal of you being**

**24 representatives of us, the taxpayers, in regards**

**25 to our children.**

**82**

**1 I also oppose the extension of**

**2 administration contracts because our elections**

**3 are on November 4, and they will be determined**

4 by taxpayers as to who we choose to represent us  
5 in the purpose of education. Who will represent  
6 our voice and our wishes without any political  
7 agenda? Teacher moral is at an all-time low,  
8 teacher absenteeism is up.

9 I've watched and listened for over  
10 50 years. In 50 years people are telling you  
11 things that you're not stopping and listening  
12 to. Please, please, please go back to the  
13 roots. Children are our purpose, our sacrifice,  
14 for children are the reason you received the  
15 bond issue, but what you do with that bond issue  
16 is going to reflect us, the taxpayer.

17 I'm very concerned, and I couldn't  
18 sit any longer and not be heard. Please  
19 understand, I'm the most nonpolitical person you  
20 will ever have met, and what I'm seeing has  
21 really sent red flags, not only to myself, but  
22 to everyone I speak to. Please think about what  
23 we just talked about. Good luck.

24 MS. CHAIRMAN: Thank you.

25 MS. RICHARD: Kathie Richard.

1 Everyone knows who I am. I need a little help.

2 You reviewed our grievances tonight, you voted  
3 on them, and on Grievance No. 3 your vote was  
4 3-3.

5 Mr. Crowley you automatically said  
6 that was denied. I need an answer to tell my  
7 union members why is a 3-3 vote denied. You  
8 see, I'm married to a football coach and when it  
9 comes to championship, and this was a  
10 championship for us, you continue playing until  
11 you get a winner. A 3 yes and a 3 no doesn't  
12 automatically make it a negative.

13 MR. CHAIRMAN: I'll refer that to  
14 Mr. Rotella.

15                   **MR. ROTELLA:** Mr. Chairman, it has  
16    been -- it is routinely understood that when a  
17    Committee votes on a particular item, a tie vote  
18    of the Committee ends up being not allowing that  
19    particular item to pass or to be approved.  
20    That's the reason why I believe you went to the  
21    3-3 and said the motion or the grievance was  
22    denied.

23                   **MR. CHAIRMAN:** And Ms. Richard,  
24    I'll also let you know, I wrote to Jerry Egan  
25    and I told him that I wasn't going to be able to

1       **make it that day, so I would have been the**  
2       **fourth vote either side, and Jerry and you and**  
3       **the rest of your organization decided to go**  
4       **forward on that night.**

5               **MS. RICHARD: Well, we have a lot**  
6       **of grievances and so we don't want to overburden**  
7       **a new School Committee in the future, but things**  
8       **have to change as to how votes are handled.**  
9       **Thank you for your time.**

10              **MR. CHAIRMAN: Thank you,**  
11       **Ms. Richard. Scott Germadnik.**

12              **MR. GERMADNIK: I'll start with a**

13 couple of notes I made tonight, then I'll move  
14 on. Property assessment, I'd like to know more  
15 about it. Something that peaks my interest a  
16 little bit.

17 MR. CHAIRMAN: They're publicly  
18 advertised on the Secretary of State's website.  
19 Mr. Wood, would you be so kind to get  
20 Mr. Germadnik's e-mail address and e-mail him of  
21 your next meeting?

22 MR. GERMADNIK: I can check the  
23 website, that's how I've been getting the  
24 updates on this. If it's there, that's fine.  
25 I'd like to say that the five-year

1 plan happens to include incentives and  
2 initiatives looking for energy savings and cost  
3 reductions. From a utility standpoint, I know  
4 some utility providers provide refunds and  
5 grants if you can demonstrate certain energy  
6 savings. My company just received a hundred  
7 thousand dollars off a three hundred  
8 thousand-dollar project which is (inaudible)  
9 ready equipment.

10 To me just shooting from the hip,

11 not knowing the background on sump pumps and  
12 Band-Aids, hopefully there's a plan in the works  
13 to solve the water issue, not just put a bigger  
14 pump in so there's no water coming in.

15 **We saw a nice Strategic Plan**

16 tonight. I was very impressed. The meetings  
17 that I have been coming to I've heard all about  
18 the goals, a lot of contract reviews, different  
19 kinds of goals that have been set. I've seen  
20 very little and heard very little about the  
21 committee goals since I've been here. I  
22 encourage the committee, whether you're  
23 returning, to use those frequently.

24                   **As the lady earlier spoke, the**

25           **community tells you what is going on, you're**

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1           **just not seeing it. Home schooling, I assume,**

2           **is going up from what I can tell. People are**

3           **going to private schools. There's a reason for**

4           **it.**

5                   **The parents aren't here, there's**

6           **more seats empty than I would like to see. They**

7           **don't see any benefit in coming because there's**

8           **nothing that they can see. They don't see the**

9 accomplishments. They see the structural stuff  
10 at the open house, which is very nice, but they  
11 don't see the work to get to the next level.

12 Use this Strategic Plan to your  
13 advantage. Post it frequently. Talk about  
14 what's being done to achieve those goals and how  
15 you're getting there, because if you don't, the  
16 public is not going to know it, and they're not  
17 going to have any desire to come in here, so  
18 they're going to stay at home, assuming nothing  
19 is getting done, it's the same old bickering and  
20 arguing, and we'll come back in another week and  
21 go through the same routine over again. That's

**22 what I see, that's what a lot of other people**

**23 see.**

**24 So I hope you take that to heart,**

**25 use those as the committee's goal and set**

**87**

**1 benchmarks and meet them and demonstrate that.**

**2 It will do yourselves a lot of good come**

**3 reelection time, and it will do the community a**

**4 lot of good in general.**

**5 Finally, there are two sections in**

**6 here that got my attention. One was interviews**

**7 on what you're going to bring to the committee**

**8 if and when reelected. The other, not so much.**

**9 Two of the interviews talked about**

**10 specifics that they hope to bring, the others**

**11 talk about what everybody as a whole did or what**

**12 others have told them they'd like to see done,**

**13 or attitude changes. I'd like to challenge**

**14 everybody up there in the next two or three**

**15 weeks, the next time I open this, tell me how**

**16 you're going to meet that Strategic Plan. Don't**

**17 tell me you're going to change somebody's mind**

**18 or mindset, because it's not going to happen by**

**19 you saying you're going to do it. It's going to**

20 happen by you showing them what you're going to  
21 do and showing them that you're doing it.

22 And the other section, this is a  
23 high school auditorium, it doesn't mean  
24 sophomoric games need to be played. I would be  
25 embarrassed if I acted that way. I would be

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1 embarrassed if my kids would pick this up and  
2 see that I did half of what happened in this  
3 article. If it was that critical and that  
4 important, bring it up when it happens, not when

5 it's convenient.

6 MR. CHAIRMAN: Karen MacBeth?

7 Karen, the same rules apply to you as other

8 members of the public.

9 MS. MACBETH: Thank you.

10 Karen MacBeth. I'm speaking as a parent and a

11 community member. I didn't plan on what I was

12 going to say here, but after Mr. Kelly spoke and

13 Mr. Thibodeau is going to respond, I just want

14 to say one of the things that was brought up,

15 and it was brought up before, and I didn't

16 respond in the newspaper because I thought there

17 was no interest in responding to the negativity

18 that took place prior to the primary campaign.

19 But as a parent I looked at what I

20 could do to make this committee stronger and

21 better for our children, so what I did was I

22 contacted the federal government and I got the

23 information on the corporal (phonetic) laws, and

24 what that exactly means is confidentiality for

25 our students.

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1 From then I spoke to Mr. Rotella

2 about drafting policy language so that it would

3 never happen again for our students or our  
4 parents. I'm currently working on that and  
5 would like to, at some point, bring that to the  
6 committee for approval.

7           Unfortunately, I have not gotten  
8 that completed yet to bring to everybody, but in  
9 the negativity that has come out, I want to turn  
10 it and make it positive so it never happens  
11 again. And I hope that in doing that, maybe the  
12 community can see and the School Committee can  
13 see that we can do things in a positive way.

14           Just on a last note, I would hope  
15 that the breaking of confidentiality does stop.

16 We're a committee that goes into Executive  
17 Session for a reason, and we're bound to keep  
18 our word that what happens in Executive Session  
19 stays in Executive Session, and I hope you all  
20 realize that.

21 MR. CHAIRMAN: Thank you, Mrs.

22 MacBeth.

23 The next item on the agenda is

24 School Committee Comments, Liaison Reports.

25 Mr. Pearson requests the unanimous consent of

1 the School Committee to address the School  
2 Committee.

3 MR. WOOD: So moved.

4 MR. COSTA: Second.

5 MR. CHAIRMAN: All those in favor?

6 Opposed? The ayes have it. Go ahead.

7 MR. PEARSON: I'd like to go back

8 to Grievance No. 3 for a second for further

9 clarification.

10 When you had a motion to approve

11 that grievance, in a 3-to-3 vote, the motion

12 would fail, not the grievance. So are we saying

13 the motion failed but the grievance is still

14 pending? Because in order for that grievance to  
15 not be approved, you have to make a motion not  
16 to approve the grievance.

17 MR. CHAIRMAN: Mr. Rotella?

18 MR. ROTELLA: Mr. Chairman, as I

19 understand, the vote that was taken tonight on

20 Grievance No. 3, there was a 3-to-3 vote not to

21 sustain -- or not to sustain that particular

22 grievance and either support the ICSE position

23 or to support the School Department position.

24 This is not an issue of a grievance being

25 approved. The grievance is part of the process

1 that takes place under the contract through the  
2 Cumberland School Department and the ICSE union.  
3 That contract provides for several steps in the  
4 grievance procedure. What happened before the  
5 School Committee last week and the vote that was  
6 taken tonight was only one of the steps in that  
7 grievance procedure. It does not mean that the  
8 grievance is no longer viable, it means if the  
9 union at this point in time chooses to, they can  
10 go to the next step in the grievance procedure  
11 which is arbitration.

12 **MR. CHAIRMAN: Thank you,**

13 **Mr. Rotella.**

14 **MR. PEARSON: Just one more**

15 **clarification. You were saying it was neither**

16 **sustained or not sustained, correct, so**

17 **basically nothing happened?**

18 **MR. ROTELLA: Right.**

19 **MR. CHAIRMAN: It was denied. You**

20 **have to have a majority to win.**

21 **MR. PEARSON: But the motion**

22 **itself, there was not a motion to sustain or not**

23 **sustain, so at this point there's no action.**

24 **MR. CHAIRMAN: As Mr. Rotella**

25 explained, the next step is if the union wants

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1 to, the union can go to arbitration on it as per  
2 their contract.

3 MR. PEARSON: Respectfully, I would  
4 think that it would still be here simply because  
5 there's no -- I would suggest that the School  
6 Committee make a motion to sustain or not to  
7 sustain and that would be a viable option, but I  
8 don't think I'm going to get that from  
9 Mr. Rotella or you, so I'll leave it at that.

10 That's just my opinion on this matter. Thank  
11 you for your time.

12 MR. CHAIRMAN: You want to address  
13 that, Mr. Rotella?

14 MR. ROTELLA: I will not address  
15 that. I think I was speaking very clearly.  
16 Hopefully it was understood by the School  
17 Committee, who is in fact charged with the  
18 responsibility of hearing this grievance at this  
19 particular level.

20 MR. CHAIRMAN: Next on the agenda  
21 is the School Committee Comments. Mr. Wood?

22 MR. WOOD: Nothing at this time.

**23 MRS. BEAULIEU: No.**

**24 MRS. MACBETH: Yes. I believe it**

**25 was at our last meeting, a community member**

**93**

**1 brought up the math investigation in the online**

**2 or computer support, and if there's an update on**

**3 that?**

**4 MS. CARNEY: We anticipate that by**

**5 the end of next week SuccessNet will be online**

**6 and accessible for K through 5.**

**7 MR. CHAIRMAN: Thank you,**

8 Dr. Carney. Mrs. MacBeth?

9 MRS. MACBETH: No.

10 MR. WAGNER: I'm all set,

11 Mr. Chair.

12 MR. COSTA: I'd like to defer and

13 come back.

14 MR. CHAIRMAN: Mr. Thibodeau, you

15 want to do the same thing?

16 MR. THIBODEAU: You know, the last

17 two years have been very, very -- I guess all

18 seven of us will say challenging. For a 14-year

19 member, I've been through a lot of things, and I

20 usually tell it like it is, and so tonight I'm

21 going to continue to tell it like it is.

22 As far as what Mr. Kelly said about

23 the MacBeth thing, that was an agenda item, it

24 was a discussion about legal bills, and all of

25 those things are public record. I stand on

94

1 that.

2 Now, the altercation with Earl at

3 the height of the last CTA contract, that has

4 been in the paper. Earl and I apologized to

5 each other, we haven't had one instant,

6        indication of anything since that. I think Earl  
7        would agree.

8                    And I don't care who you are, if  
9        you heard somebody -- what he said about my  
10       mother, you know, you'd have to respond, I  
11       think, or you're not a man. And I did, I  
12       responded in a way that I regret. I took full  
13       responsibility for it. I can't even tell you  
14       what he said because I can't say it at a School  
15       Committee meeting. It was egregious that he  
16       repeats it twice, unless, Earl, you want to tell  
17       them.

18                    The third thing is what you said

19 about a lawsuit ready to happen. I'll let you  
20 be the judge. The letter by Mr. Vincent  
21 Santinelli who is the NEA --

22 MR. COSTA: Can I get a legal  
23 opinion, Mr. Chairman?

24 MR. CHAIRMAN: You don't even know  
25 what he's going to talk about, do you,

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1 Mr. Costa?

2 MR. COSTA: I'm sure.

3 MR. THIBODEAU: "Please excuse the

4 use of this e-mail rather than a letter. I  
5 wanted this message to get to you as soon as  
6 possible. I'm writing in regards to a report I  
7 have received regarding the recent contact  
8 exhibited by Donald Costa, a member of the  
9 Cumberland School Committee which appeared to be  
10 related to his disagreement with the resolution  
11 of a matter by the administration and the union.  
12 On Friday May 9th, 2008, Mr. Costa appeared at  
13 the classroom of Blank, I'm not going to mention  
14 the name, and directed her to step out of the  
15 corridor, at which time he began to interrogate  
16 her in a loud voice. He demanded to see Blank

17 and Blank, he threatened to go to the  
18 newspapers. In a fit of rage he slammed the  
19 classroom door, he then proceeded to Blank  
20 classroom. Although Blank was teaching a class,  
21 Mr. Costa demanded in a loud and aggressive  
22 voice that she leave the class to speak with  
23 him. Mrs. Blank declined to do so. Mr. Costa  
24 remained outside the classroom for a period of  
25 time, causing Mrs. Blank to feel intimidated.

1 She was able to avoid Mr. Costa. She remained

2     **intimidated by --"**

3             **MR. COSTA: Joe --**

4             **MR. ROTELLA: Mr. Chairman --**

5             **MR. CHAIRMAN: Yes, Mr. Rotella.**

6             **MR. ROTELLA: Mr. Chairman, we are**

7     **well off base with regard to School Committee**

8     **Comments and Liaison Reports. If in fact the**

9     **School Committee wants to discuss a particular**

10    **issue, I believe they have the ability to do**

11    **that, they should agenda it, put it on the**

12    **agenda and bring it forward as an agenda item.**

13             **Under the Liaison Reports, I**

14    **believe it's totally out of order, okay, and I**

15      **respect everyone on this committee to have their**  
16      **own opinion as to what, why and when things**  
17      **happen, but by the same token, I believe it's**  
18      **out of order at this point in time. I would**  
19      **recommend that we stop at this point in time.**

20                   **MR. THIBODEAU: I will defer to**  
21      **legal counsel and put it on the next agenda.**

22                   **MR. CHAIRMAN: Thank you,**  
23      **Mr. Thibodeau. Mr. Wood?**

24                   **MR. WOOD: Mr. Chairman, I would**  
25      **also like to have an investigation on how all**

1     **these documents are getting out now, things that**  
2     **have been discussed in public session and only**  
3     **one committee member has copies of all these**  
4     **documents. I'd like a full investigation.**

5             **MR. THIBODEAU: Just ask for them**  
6     **and you'll get them.**

7             **MR. WOOD: They're not supposed to**  
8     **be breaking out of Executive Session, Bob. You**  
9     **know the rules.**

10            **MR. THIBODEAU: I don't think that**  
11     **was an Executive Session.**

12            **MR. WOOD: Yes, it was.**

13                   **MR. CHAIRMAN: On the basis of what**  
14   **the legal just said, I would like to put this on**  
15   **the agenda item.**

16                   **What would you like to call it?**

17                   **(AUDIENCE SHOUTING)**

18                   **MR. CHAIRMAN: Quiet, quiet up**  
19   **there, please.**

20                   **(AUDIENCE SHOUTING)**

21                   **MR. CHAIRMAN: Mr. Costa?**

22                   **MR. COSTA: Stick around for my**  
23   **presentation of this.**

24                   **Scott, I've been on this committee**  
25   **as long as Mr. Thibodeau, 14 years, and I've**

1 given everything for this community. I've done  
2 everything by the book. I've been visible in  
3 all schools. I've attended many, many functions  
4 within the school, social events. This is an  
5 assassination of my character.

6 Let me put this aside --

7 MR. CHAIRMAN: Mr. Costa, you may

8 be a little off base right now --

9 (AUDIENCE SHOUTING)

10 MR. CHAIRMAN: It'll be on the

11 agenda for next time, you can prepare for it

12 next time. Mr. Germadnik, please sit down.

13 Please sit down.

14 MR. COSTA: Mr. Chairman, may I

15 have the right to --

16 MR. CHAIRMAN: Sorry, Mr. Costa, I

17 think you're out of order. Do you have anything

18 further to say that might be germane?

19 MR. COSTA: No. Germane? I don't

20 know Jermaine. I know Jermaine Dye, he plays

21 with the White Sox. Is that what you mean?

22 MR. CHAIRMAN: I don't think we

23 have a quorum.

24 **MR. WOOD: We have enough,**

25 **Mr. Chairman, and I'd like to make a motion to**

99

1 **adjourn.**

2 **MR. WAGNER: Second.**

3 **MR. CHAIRMAN: All those in favor?**

4 **Opposed? Hearing no opposition, they ayes have**

5 **it.**

6 **(HEARING CONCLUDED AT 10:15 P.M.)**

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**MEETING MINUTES APPROVED - CUMBERLAND SCHOOL  
COMMITTEE 11.13.08**

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**C-E-R-T-I-F-I-C-A-T-E**

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**I, PAULA J. CAMPAGNA, CSR, a Notary  
Public, do hereby certify that the foregoing is  
a true, accurate, and complete transcript of my  
notes taken at the above-entitled hearing.**

5

**IN WITNESS WHEREOF, I hereunto set my**

6        **hand this 30th day of October, 2008**

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12        **PAULA J. CAMPAGNA, CSR, NOTARY PUBLIC/CERTIFIED**  
13        **COURT REPORTER**

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**MY COMMISSION EXPIRES: March 30, 2010**

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**IN RE: Cumberland School Committee Meeting**

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**DATE: October 9, 2008**

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