

**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 23, 2008**

TIME: 7:30 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

24

25

2

1 **(HEARING COMMENCED AT 7:35 P.M.)**

2 **MR. CHAIRMAN: Would everyone**

3 **please stand? We're going to have a moment of**

4 **silence for Bob McGinnis, our former**

5 **superintendent who passed away last week, and**

6 **right immediately after that Dr. Morelle is**

7 **going to give a few high points of Dr. McGinnis'**

8 **career, and then after that we'll do the Pledge**

9 of Allegiance. The School Committee will lead

10 that. Thank you. Dr. Morelle?

11 MS. MORELLE: I would like to

12 recognize Dr. McGinnis. Dr. McGinnis was the

13 Superintendent of Schools in Cumberland from

14 July 1981 through July 1987, when he retired

15 from public service. He was a career educator

16 who spent most of his career in Cumberland and

17 the balance of his career in East Providence.

18 He was dedicated to the students

19 and families in Cumberland through the many

20 years that he contributed here as assistant

21 superintendent, acting superintendent, and a

22 guidance counselor, and on behalf of the School
23 Committee and the school department, we paid our
24 respects to his family last week and he will be
25 sorely missed from the community.

3

1 MR. CHAIRMAN: Thank you,
2 Dr. Morelle.

3 Please stand and observe the Pledge
4 of Allegiance.

5 (PLEDGE OF ALLEGIANCE)

6 MR. CHAIRMAN: Next item is the

7 **Approval of the Agenda. Do we have a motion to**
8 **approve?**

9 **MR. WOOD: So moved.**

10 **MR. WAGNER: So moved.**

11 **MS. BEAULIEU: Second.**

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

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

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

15 **Next item on the agenda is**

16 **Recognition of Achievements. Dr. Morelle?**

17 **MS. MORELLE: Thank you. As you**

18 **know, for the past 18 months this School**

19 **Committee has placed Recognition of Achievements**

20 on the agenda, and it's been the tradition of
21 the school administration to recognize the
22 public service of the outgoing School Committee
23 at the end of each two-year tenure, and it
24 seemed an appropriate place on the agenda to do
25 so under Recognition of Achievements.

4

1 On behalf of the school department
2 and school administration, I'd like to thank
3 each of the seven members of the Cumberland
4 School Committee for the service that you have

5 contributed in the past two years. I'd like to
6 thank you for the decisions that you have made
7 on behalf of betterment of student learning in
8 Cumberland, and I'd like to offer my personal
9 appreciation for the many hours that you have
10 taken away from your families and your other
11 commitments, including work and hobbies, to try
12 to collaborate on behalf of public education in
13 Cumberland, and I'd like to read one of the
14 certificates that we'll be handing out
15 momentarily.

16 **The Cumberland Public School**

17 **presents recognition of service to Frederick C.**

18 Crowley, Chairperson, Cumberland School

19 Committee, 2006-2008, and there's a statement at

20 the top from the recent strategic plan that the

21 School Committee approved. "Achievement

22 matters, collaboration matters, equity matters,"

23 and we certainly know that you will leave a

24 legacy of that, to the School Committee and to

25 those who we'll collaborate with in the future.

5

1 Thank you.

2 MR. CHAIRMAN: Thank you,

3 Dr. Morelle.

4 Any other Recognition of

5 Achievement?

6 MS. MORELLE: Not at this time.

7 MR. CHAIRMAN: Next item on the

8 agenda is the Chairperson's Report. As usual

9 there's a sign-up sheet at the podium.

10 Mr. Rotella?

11 MR. ROTELLA: Yes.

12 MR. CHAIRMAN: And there are rules

13 of decorum. The rules of decorum are that

14 there's a five-minute rule that we have dubbed

15 the Costa Rule from the beginning of our tenure,

16 and you are limited to five minutes of speaking.

17 No personal attacks on anyone, whether it's a

18 school committee member, central administration

19 member, fellow audience member, or anyone else.

20 Just be civil to one another.

21 We don't want to hear anything

22 about executive sessions, grievances, pending

23 arbitration or lawsuits that are pending, and

24 this is the politic season, we've got 12 more

25 days to go. Please, no politics. You still

1 have time to take out an ad in one of the
2 newspapers.

3 Next item on the agenda,
4 Superintendent's Report on Teaching and
5 Learning.

6 Excuse me, I missed one. Comments
7 from the Public.

8 MRS. MACBETH: Arlene asked me to
9 come this evening and speak for her because she
10 was not able to, and she did give me a letter to
11 read.

12 My name is Karen Macbeth but I am
13 speaking for Arlene Crawley, C-R-A-W-L-E-Y, 25

14 **Aurora, I believe it's drive. And I have a**
15 **letter here dated October 23rd, 2008, and just**
16 **to refresh the committee's memory, Arlene came**
17 **to the committee during our last meeting and**
18 **spoke at public comment, so her letter reads:**
19 **"Once again, I am appalled by the**
20 **behavior of some school committee members, along**
21 **with the antics of the school administration.**
22 **On Thursday, October 9th, after having read the**
23 **article on Page 3 in the Valley Brief concerning**
24 **accusations among members, I decided to attend**
25 **this meeting and speak during the public comment**

1 time period. I was also upset to think that
2 this Board would vote to extend our
3 administration contracts without giving the
4 voters on November 4th a choice of new members
5 to represent the taxpayer's wishes."

6 The next day this e-mail, which is
7 attached to her letter, was sent to a committee
8 member and forwarded to select people.

9 "I am highly offended that this
10 committee member would say that I was put in the
11 auditorium to defend a committee member. Mr.

12 Chairman, let me separate fact from fiction.

13 Arlene Crawley chose to attend and speak at the

14 October 9th meeting. No one told me to go and

15 no one told me what to say. If anyone wants to

16 know my motivation, just ask and I'll be glad to

17 tell. I am not a liar. Last time I checked I

18 was quite capable of making my own choices, in

19 choosing my own words. It is no wonder that

20 people do not attend and speak at these

21 meetings. People don't need this abuse. Voters

22 have a right to choose. Sincerely, Arlene

23 Crawley."

24 And then I would just like to

25 comment that we speak at each school committee

8

1 meeting about no personal attacks during the
2 meeting, and I would hope that this would also
3 be extended when these meetings are over and we
4 are back into the community. Thank you.

5 MR. CHAIRMAN: Thank you. We have
6 three people that they have slashes after each
7 of their names. Are you going to speak
8 together? Okay.

9 Sara Vadneis, Jackie Carlucci, and

10 Madison Gagne.

11 MS. VADNEIS: Sara Vadneis, 107 6th

12 Ave.

13 MS. CARLUCCI: Jackie Carlucci, 11

14 Southberry Road.

15 MS. GAGNE: Madison Gagne, 486 High

16 Street.

17 MS. VADNEIS: We just wanted to

18 come today, because I'm not sure if the School

19 Committee knows, but there was Spirit Week.

20 Things that happened this week that got out of

21 hand, and when the Seniors -- there's a rivalry

22 between the Seniors and Juniors, and it's gone

23 too far. There are Senior girls that are
24 harassing Junior girls, and we're scared to go
25 to school tomorrow because like they're

9

1 harassing us and saying they're going to beat us
2 up.

3 We just got new cheerleading
4 uniforms, and they're saying they're going to
5 bring ketchup bottles to school and dump them on
6 our uniforms. We can't even wear uniforms
7 tomorrow to show we're on the squad. This is

8 just to let you know.

9 MS. MORELLE: Girls, the principal

10 is right behind you, so I'd suggest that before

11 you leave you have a conversation with

12 Mrs. Gould.

13 MS. VADNEIS: We just wanted to be

14 heard that we're scared to go tomorrow. Thank

15 you.

16 MR. CHAIRMAN: Okay. Everybody in

17 Cumberland knows about it now.

18 Next is Cathie Richard.

19 MS. RICHARD: The last school

20 committee meeting we had grievances that were

21 heard in executive session, but they were voted
22 on in public session which was a first time for
23 me. But these particular grievances, there were
24 five of them, and they were all denied. Not one
25 of these grievances had any financial remedy

10

1 sought for them.

2 MR. ROTELLA: Mr. Chairman, this is
3 part of the ICSE contract. There is a grievance
4 procedure, Ms. Richard is well aware of what
5 that procedure is. Ms. Richard should follow

6 the contract, and if she chooses to go to the
7 next level, that's where it should be taken. At
8 this point in time, I would suggest that she was
9 out of order.

10 MR. CHAIRMAN: Is that your point,
11 Mrs. Richard?

12 MRS. RICHARD: No, my point is that
13 now because they're denied, it will cost a
14 minimum of \$1,500 for filing fees to go to
15 arbitration.

16 MR. CHAIRMAN: Mrs. Richard, in the
17 rules of decorum, one of the things that's a
18 no-no is discussing grievances and

19 arbitrations --

20 MS. RICHARD: But it doesn't talk

21 about your vote.

22 MR. CHAIRMAN: The vote was, not

23 the hearings.

24 MS. RICHARD: Okay. I'm not

25 discussing the hearings, I'm just saying it's

11

1 \$1,500 per grievance, that's a minimum of

2 \$7,500.

3 MR. ROTELLA: Then Mrs. Richard and

4 her union should consider whether or not they
5 should take them to arbitration.

6 MR. CHAIRMAN: Good point,
7 Mr. Rotella.

8 MS. RICHARD: They will be. Thank
9 you.

10 MR. CHAIRMAN: We're going to vote
11 against on the last two grievances. We're going
12 to vote on them tonight.

13 MS. RICHARD: I think we're
14 supposed to be on the agenda tonight for
15 additional grievances.

16 MR. CHAIRMAN: It is. It's on --

17 Number 12 under New Business.

18 MS. RICHARD: Executive session.

19 MR. CHAIRMAN: The next item on the

20 agenda is the Superintendent's Report on

21 Teaching and Learning.

22 MS. MORELLE: Two items that I'd

23 like to update the committee on that I did not

24 discuss in finance tonight, but are both related

25 to both improvement in teaching and learning the

12

1 district and items related to finance. As you

2 know during the budget process, the Town

3 Council, through their generosity and their

4 increased understanding, were able to create

5 regarding the budget needs and the learning

6 needs of students in the district allocated to

7 the school department, a school improvement fund

8 of \$50,000. We have made the first two

9 investments through the school improvement fund.

10 One for the purchase of the ConnectEd

11 communication and emergency alert system, and

12 the second for the AIMSweb assessment system for

13 formative assessments through the elementary

14 level throughout the district.

15 I think it's important as the

16 committee is taking their departure this evening

17 of there first two-year term, that it should be

18 noted that on Monday we are actually training

19 for the implementation of the ConnectEd

20 communication system. We expect to be able to

21 make our first phone calls to the community, to

22 our parents for notification of issues, and I

23 think that's a big step for both the school

24 board goals that you have communications and the

25 communication goal that you've set for me as a

1 superintendent, and I know it will have a
2 trickle-down effect throughout the district.

3 **Secondly, on the AIMSweb system,**
4 **we've been working with the Dunn Institute over**
5 **the past few weeks, and we do have training**
6 **schedules on November 4th so that all of our**
7 **upper and lower elementary teachers who are**
8 **teachers of reading will be trained in how to**
9 **implement the assessments that are part of the**
10 **AIMSweb system. So we'll be getting our private**
11 **monitoring system in place now that we have**
12 **those baseline assessments.**

13 **Oftentimes we forget to tie in**
14 **budget decisions that we make to improvements in**
15 **learning occur, and I think that both of those**
16 **are substantial decisions that were made by this**
17 **committee, and we want to make sure you knew**
18 **they were being implemented. I will keep you**
19 **updated as -- I will keep School Committee**
20 **updated as the next weeks go by.**

21 **MR. CHAIRMAN: Thank you,**
22 **Dr. Morelle.**

23 **Next item on the agenda is Reports**
24 **of Standing Committees. Mr. Wagner, payment of**
25 **bills is sticking right out there.**

1 **MR. WAGNER: The finance**
2 **subcommittee met this evening at 6:30. We**
3 **authorized on a vote of 2 to 1 to bring forward**
4 **four registers, totalling \$322,425.55, and I**
5 **would like to make a motion to go ahead and pay**
6 **those.**

7 **MR. CHAIRMAN: Motion by**
8 **Mr. Wagner.**

9 **MS. BEAULIEU: Second.**

10 **MR. CHAIRMAN: Discussion?**

11 **MRS. MACBETH:** It's coming to this
12 committee on a 2-0 vote, and I just wanted to
13 say that the reason that I voted no were two
14 items that were in there, both of them were
15 legal fees. One was for \$475, and we're not
16 quite sure what that is. We were told it was an
17 arbitration, but we're not sure for what. And
18 the second one was the legal bill for Caskle
19 (phonetic)

20 **MR. CHAIRMAN:** Any further
21 discussion? All those in favor? Opposed?

22 **MRS. MACBETH:** Aye.

23 **MR. CHAIRMAN:** Chair votes yes,

24 it's 6 to 1 with MacBeth opposed.

25 The next item on the agenda is

15

1 Discussion and/or Vote to Approve 403(b) Plan

2 Administrator.

3 MR. WAGNER: Yes, in your -- well,

4 in our packets we had a plan design for the

5 403(b) retirement plan, and due to changing

6 regulations that are out there, the first step

7 that we need to do is to designate a plan so

8 that we actually have it written down as to what

9 our plan design is.

10 In addition to that, the State has

11 directed or has approved a vendor by the name of

12 Gatekeeper to administer the plan, and what we

13 did is we brought forward our recommendation by

14 a vote of 3 to 0 to pursue Gatekeeper as the

15 plan administrator subject to actually getting a

16 contract that has all of the details in it. And

17 then also to approve this plan design option

18 form that we had in place or that was presented

19 to us by Mr. Prignano. So I would like to make

20 a motion to go ahead and do that as well.

21 MR. CHAIRMAN: Motion to approve

22 the 403(b) plan administrator by Mr. Wagner.

23 MR. COSTA: So moved.

24 MR. CHAIRMAN: Discussion?

25 MRS. MACBETH: I just want to

16

1 clarify the motion to make sure that the

2 contract will come in front of the School

3 Committee.

4 MR. WAGNER: Yeah, we haven't seen

5 the contract.

6 MRS. MACBETH: Right. But once the

7 contract is drawn up, it will come before the

8 School Committee?

9 MR. WAGNER: Absolutely.

10 MR. CHAIRMAN: Any further

11 discussion? All those in favor? Opposed?

12 Hearing none, the ayes have it.

13 Next item on the agenda is Approval

14 of Minutes, Open Session 9/25/08. Those are in

15 your package.

16 MR. WOOD: Mr. Chairman?

17 MR. CHAIRMAN: Yes, Mr. Wood.

18 MS. BEAULIEU: I have a Standing

19 Subcommittee Report. The curriculum

20 subcommittee met last week to meet with
21 Mr. David Sedrone who was the stem program
22 manager for the Rhode Island Economic
23 Development Corps, and he came to us by our
24 invitation in our interest to learn more about
25 the initiatives that the State has with regard

17

1 to science, technology, engineering and
2 mathematics. And one of the things that we
3 discussed was the 12-and-a-half-million-dollar
4 grant that the State has received to advance

5 those academic areas in schools. And what we
6 understood was that they would be expanding this
7 to five districts in the first year, and
8 following with, I believe, about ten districts
9 after which, and Cumberland expressed a strong
10 interest in being considered for that, and
11 Mr. Sedrone had discussed that there was a
12 criteria that would need to be met if Cumberland
13 were to be given that opportunity.

14 The other thing that he spoke of
15 was a teacher internship whereby teachers would
16 be employed by businesses with science and
17 engineering focuses, and they work on various

18 projects with those companies and are paid

19 employees for companies, and what Mr. Sedrone

20 highlighted was that the advantage to that where

21 you begin to start that balanced partnership

22 between schools and businesses as opposed to

23 businesses just coming in to present information

24 about applications of science and engineering,

25 it was more to involve a relationship and

18

1 involve the teachers and how they could apply

2 that to their classroom, and gave the teachers a

3 go-to for when they want to expand any of their
4 opportunities like that.

5 We are looking forward to hearing
6 more about that. Mr. Sedrone is going to keep
7 us in the loop, and Dr. Morelle is going to
8 present this to the Northern Rhode Island
9 Collaborative, in addition to the Business
10 Advisory Committee which is part of the
11 Cumberland Group to work to establish
12 advancements for business within the schools.
13 That's what I have to report today. Thank you.

14 MR. CHAIRMAN: Thank you,
15 Mrs. Beaulieu. Please accept my apologies.

16 Mr. Wood, did you have something?

17 MR. WOOD: No.

18 MR. CHAIRMAN: You don't have a

19 microphone down there either.

20 Mr. Thibodeau?

21 MR. THIBODEAU: No.

22 MR. CHAIRMAN: Next item is the

23 Approval of Minutes, Open Session 9/25/08.

24 Those minutes are in your packages. May we have

25 a motion to --

1 **MR. WOOD: So moved.**

2 **MR. THIBODEAU: So moved.**

3 **MR. WAGNER: Second.**

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

5 **those in favor?**

6 **MS. BEAULIEU: Mr. Chairman, I do**

7 **have some corrections for these minutes. I'm**

8 **wondering if I could just submit them.**

9 **MS. MORELLE: We received the**

10 **proofread version, if you remember those notes,**

11 **so if you would submit those edits that you're**

12 **concerned about, then we'll just match them up**

13 **to the version that's been proofread.**

14 **MR. CHAIRMAN: Does that take care**
15 **of your concerns?**

16 **MS. BEAULIEU: They were just very**
17 **minor, but they were things that needed to be**
18 **clarified.**

19 **MR. CHAIRMAN: I know one of them.**
20 **One of them spoke for 24 pages, and it was under**
21 **my name.**

22 **MS. BEAULIEU: I think it was**
23 **Mr. Wagner.**

24 **MR. CHAIRMAN: Any further**
25 **discussion? All those in favor? Opposed?**

1 Hearing none, the ayes have it.

2 Next item on the agenda is Approval

3 of Minutes, Executive Session of 9/18/08.

4 MR. WAGNER: So moved.

5 MR. WOOD: Second.

6 MR. CHAIRMAN: Discussion? All

7 those in favor? Opposed? Hearing none, the

8 ayes have it.

9 Next item is the Executive Session,

10 9/25/08.

11 MR. WAGNER: So moved.

12 MR. WOOD: Second.

13 MR. THIBODEAU: Second.

14 MR. CHAIRMAN: Discussion? All

15 those in favor? Opposed? Hearing no

16 opposition, the ayes have it.

17 Next item on the agenda is Personal

18 Recommendations.

19 MR. WOOD: Mr. Chairman, were any

20 votes taken during those executive sessions?

21 MR. CHAIRMAN: No.

22 Personal Recommendations?

23 MR. WAGNER: Mr. Rotella, we would

24 have announced that at the conclusion of those

25 executive sessions, would we not?

21

1 MR. ROTELLA: Yes.

2 MR. CHAIRMAN: Personal

3 Recommendations. Dr. Morelle?

4 MS. MORELLE: Thank you. The first

5 items on the agenda are retirements.

6 I request the advice and consent of

7 the School Committee on the retirement of Laura

8 Coughlin, LEP Teacher at Joseph L. McCourt

9 Middle School, effective December 30, 2008.

10 **MR. COSTA: So moved.**

11 **MRS. BEAULIEU: Second.**

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

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

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

15 **MS. MORELLE: I request the advice**

16 **and consent of the School Committee on the**

17 **retirement of Kathleen Jones, Science Teacher at**

18 **Joseph L. McCourt Middle School, effective**

19 **December 19th, 2008.**

20 **MR. CHAIRMAN: So moved.**

21 **MR. WAGNER: Second.**

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

23 those in favor? Opposed? Hearing no

24 opposition, the ayes have it.

25 **MS. MORELLE:** The next three items

22

1 are leaves of absence. The FMLA Maternity Leave

2 of Melissa Custer, Special Educator, North

3 Cumberland Middle School, effective October 15,

4 2008 with a return date of January 20, 2009.

5 **MS. BEAULIEU:** So moved.

6 **MR. WAGNER:** Second.

7 **MR. CHAIRMAN:** Discussion?

8 **MR. COSTA:** Dr. Morelle, do we have
9 somebody in her place as of the 15th?

10 **MS. MORELLE:** There is a substitute
11 that we interviewed and started actually today.

12 **MR. COSTA:** And she'll be there for
13 the duration?

14 **MS. MORELLE:** She has committed for
15 the duration.

16 **MR. CHAIRMAN:** The question I have
17 concerns both Ms. Custer and Ms. Ross who is the
18 third one of the leave of absence. Both of them
19 have asked for the -- to use their accrued sick
20 leave, and we have the FMLA that they've asked

21 for that also. Do we charge them on their
22 accrued sick leave first before the FMLA kicks
23 in?

24 MR. ROTELLA: The FMLA is strictly
25 a matter to a right to a leave. They do use

23

1 their sick leave during that time if they have
2 it.

3 MR. CHAIRMAN: Thank you,
4 Mr. Rotella.

5 Any further discussion? All those

6 in favor of Melissa Custer? Opposed? Hearing

7 none, the ayes have it.

8 MS. MORELLE: On the FMLA Maternity

9 Leave of Catherine Knasas, Grade 4 Teacher at

10 Community School, effective January 20, 2009

11 with a return date of April 27, 2009.

12 MS. BEAULIEU: So moved.

13 MR. WAGER: Second.

14 MR. CHAIRMAN: Discussion? All

15 those in favor? Opposed? Hearing none, the

16 ayes have it.

17 MS. MORELLE: On the FMLA Maternity

18 Leave of Kristen Ross, Guidance Counselor,

19 Cumberland High School, effective December 15,
20 2008 with a return date of March 30, 2009.

21 MS. BEAULIEU: So moved.

22 MR. WAGNER: Second.

23 MR. CHAIRMAN: Discussion?

24 MR. WOOD: Are we going to have

25 somebody in place? This is kind of a critical

24

1 time, January to March, for a guidance counselor

2 in the high school. We have been down one.

3 MS. MORELLE: I will give you my

4 word that we will actively seek someone to be in
5 the position. We do have two long-term guidance
6 substitutes that have been weaving their way in
7 and out of these positions, and certainly if
8 either one of them were interested, we would
9 seek one of them for this time period.

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

13 MS. MORELLE: The last three
14 personnel recommendations are appointments. I
15 request the advice and consent of the School
16 Committee on the appointment of Thomas

17 **Pettaruti, Technical Education Teacher, Joseph**
18 **L. McCourt Middle School, effective**
19 **October 24th, 2008, Step 1.**

20 **MR. WAGNER: So moved.**

21 **MS. BEAULIEU: So moved.**

22 **MR. COSTA: Second.**

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

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

25 **ayes have it.**

25

1 **MS. MORELLE: On the appointment of**

2 **Sarah Primiano, Physical Education, Health**
3 **Teacher, Adaptive PE Teacher, Systemwide,**
4 **currently assigned at Cumberland High School,**
5 **effective October 24, 2008, Step 1.**

6 **MR. COSTA: So moved.**

7 **MR. WAGNER: Second.**

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

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

10 **ayes have it.**

11 **MS. MORELLE: On the appointment of**

12 **Sharon Doherty, Special Educator, North**

13 **Cumberland Middle School, effective October 24,**

14 **2008, Step 1.**

15 MR. WAGNER: So moved.

16 MS. BEAULIEU: Second.

17 MR. CHAIRMAN: Discussion?

18 Mrs. MacBeth?

19 MRS. MACBETH: In giving the packet

20 this afternoon and reviewing it, I noticed the

21 special ed certification is K to 8, and I just

22 wonder about highly qualified status because it

23 says special educator, and it doesn't say the

24 classroom. Is this going to impact having a

25 highly qualified person in that classroom?

13 is, because it's special education, like a
14 resource teacher wouldn't be the teacher of
15 record but a self-contained special education
16 teacher would have to be qualified in English
17 and math. So we'll be in compliance with that?

18 MR. ROTELLA: We will be in
19 compliance.

20 MRS. MACBETH: Thank you.

21 MR. CHAIRMAN: Any further
22 discussion? All those in favor? Opposed?
23 Hearing none, the ayes have it.

24 Any further personal
25 recommendations, Dr. Morelle?

1 **MS. MORELLE: That's the last one.**

2 **MR. CHAIRMAN: Thank you.**

3 **Next item on the agenda is New**

4 **Business. That's pursuant to Rhode Island**

5 **General Laws 42-46-5, Exception (9), Grievances.**

6 **It's the last thing in your packages.**

7 **Vote on ICSE Grievances 2007-08,**

8 **07-08 Number 20 and 07-08 Number 22. Yes means**

9 **that you vote on behalf of the grievant, the**

10 **union, no means that you vote against the**

11 grievance.

12 Are we all straight on that?

13 Mr. Wagner, if you want to run us through 07-08

14 number 20?

15 MR. WAGNER: As far as -- well, we

16 met --

17 MR. WOOD: No.

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

19 motion that we deny this grievance.

20 MR. CHAIRMAN: Motion by Mr. Wagner

21 to deny the grievance.

22 MR. THIBODEAU: Second.

23 MR. CHAIRMAN: Discussion?

24 MRS. MACBETH: Clarifying question.

25 If we vote yes to deny the grievance then we're

28

1 not voting in favor of what ICSE put in front of

2 us?

3 MR. WAGNER: Allow me. I would

4 like to retract my motion, please. I would like

5 to make it so that -- I would like to make a

6 motion to accept the grievance as presented.

7 MR. CHAIRMAN: Motion by Mr. Wagner

8 to accept the grievance as presented --

9 **MR. ROTELLA: Wait a minute.**

10 **MR. WAGNER: How do you want me to**

11 **phrase it?**

12 **MR. ROTELLA: Well, you can't**

13 **phrase it that way.**

14 **MR. CHAIRMAN: I think you need to**

15 **either sustain the grievance as presented by the**

16 **union or deny the grievance as presented by the**

17 **union.**

18 **MR. WAGNER: I would like to**

19 **sustain the grievance as presented by the union.**

20 **MR. CHAIRMAN: So a yes vote would**

21 **mean to sustain, a no vote means that you are**

22 denying the grievance?

23 MR. WAGNER: That would be correct.

24 MR. CHAIRMAN: Motion by Mr. Wagner

25 to sustain the grievance.

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1 MRS. MACBETH: Second.

2 MR. CHAIRMAN: Discussion? All

3 those in favor? Opposed? On a roll call vote.

4 MR. WOOD: No.

5 MS. BEAULIEU: No.

6 MRS. MACBETH: Yes.

7 MR. WAGNER: No.

8 MR. COSTA: No.

9 MR. THIBODEAU: No.

10 MR. CHAIRMAN: And the Chair

11 abstains, it's 5 to 1 with one abstention that

12 the grievance is denied.

13 Next one, Mr. Wagner.

14 MR. WAGNER: I would like to make a

15 motion to sustain the grievance number 07-08, 22

16 as presented by the ICSE union.

17 MRS. MACBETH: Second.

18 MR. CHAIRMAN: Motion by Mr. Wagner

19 to sustain the grievance, second by

20 Mrs. MacBeth. Discussion?

21 MR. ROTELLA: Mr. Chairman, it's

22 the same way. To sustain the grievance you'll

23 vote yes, to deny the grievance you'll vote no.

24 MR. CHAIRMAN: We vote yes to

25 sustain it.

30

1 MR. ROTELLA: Correct, which is

2 voting that the union's grievance be approved,

3 or no to deny, which would mean that the

4 grievance is denied.

5 **MR. CHAIRMAN: Roll call vote?**

6 **MR. THIBODEAU: No.**

7 **MR. COSTA: Yes.**

8 **MR. WAGNER: No.**

9 **MRS. MACBETH: Yes.**

10 **MS. BEAULIEU: No.**

11 **MR. WOOD: No.**

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

13 **it's 4 to 2, one abstention to deny the**

14 **grievance.**

15 **Next item on the agenda is Comments**

16 **from the Public. Mr. Rotella?**

17 **MR. ROTELLA: Brian Pearson.**

18 MR. PEARSON: Brian Pearson, 1427

19 Diamond Hill Road. As we come to the conclusion

20 here, and I'm sure you're ready to adjourn, but

21 I just wanted to say as a member of the

22 community it has been a rocky two years, and

23 we've agreed on some things, disagreed on

24 others, but I would like to thank all the

25 committee members for their service. It takes

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1 guts, it takes courage, it takes commitment to

2 commit yourselves for the next two years, so I

3 wanted to say thank you for that, and I wish you
4 all the best of luck in your future endeavors.

5 Thank you.

6 MR. CHAIRMAN: Thank you,

7 Mr. Pearson. I'm assuming that's you, Jim; is
8 that true?

9 MR. MCLAUGHLIN: Good evening

10 folks. During the course of the last probably
11 two, three weeks, I've talked to a couple of
12 thousand people. The same grievances are coming
13 up. Madam Superintendent, if I could go before
14 you. I've addressed it before. You know I
15 don't like to repeat myself, but we need more

16 custodians to clean these buildings. I spoke
17 with a school nurse. We're supposed to have
18 three of them, we're down to one. What do they
19 spend, .2 hours in Cumberland High School? What
20 is their basis? Do they rotate this one person?
21 Could you address that?

22 MR. ROTELLA: This is commentary,
23 Jim.

24 MS. MORELLE: You've certainly made
25 a couple of comments. On the first issue on

1 **custodians, I would say that the School**
2 **Committee has certainly accepted the**
3 **recommendation that was made. It was a very**
4 **difficult budget decision to make, and we're**
5 **monitoring the budget decision by looking at the**
6 **cleanliness of the buildings. I've been walking**
7 **through the buildings, and right now I think the**
8 **buildings are in incredibly good shape.**

9 **With regard to the nursing**
10 **situation, we are concerned about that nursing**
11 **situation. We have recently appointed an**
12 **interim nursing supervisor, and she's evaluating**
13 **the situation, and I expect her to be making a**

14 recommendation to me shortly as to whether or
15 not we should leave the situation as it is,
16 whether we should reallocate some of the staff
17 that we have from other buildings, or whether or
18 not there may be a need, but I will look to the
19 professional staff to make that recommendation
20 Mr. McLaughlin.

21 MR. MCLAUGHLIN: I'd like to thank
22 you for your consideration.

23 Also the person that's been on the
24 books for a year and a half, two years now, when
25 are we going to hire him?

1 **MR. MORELLE:** Do you have an
2 **applicant for us?**

3 **MR. MCLAUGHLIN:** Well, not really.
4 **I can come up and give you a hand if you want.**

5 **MS. MORELLE:** Neither do we,
6 **Mr. McLaughlin. We've been seriously**
7 **advertising and seriously interviewing.**

8 **MR. MCLAUGHLIN:** I find that hard
9 **to believe.**

10 **MS. MORELLE:** I assume that you do,
11 **that's why you keep coming up week after week.**

12 **MR. MCLAUGHLIN:** It's in the
13 **budget, and I'd like to see you follow through**
14 **on it. As far as the custodians go, the health,**
15 **safety and welfare, you know, of these kids is**
16 **far more important than saving a few bucks. So,**
17 **you know, I hope you really consider putting on**
18 **more custodians. Thank you.**

19 **MR. CHAIRMAN:** Thank you,
20 **Mr. McLaughlin.**

21 **Next item on the agenda is School**
22 **Committee Comments, School Liaison Reports.**
23 **Mr. Wood?**

24 **MR. WOOD:** Yes. Tomorrow night

25 Cumberland Hill will have their Halloween party.

34

1 That's basically about it. We'll be at

2 Cumberland Hill.

3 MR. CHAIRMAN: Mrs. Beaulieu?

4 MS. BEAULIEU: Well, I wanted to

5 thank the committee for two very interesting

6 years. I appreciate it.

7 Mr. Chairman, I wish you the best

8 of health and I think what I've learned over

9 this process is it's important for all of us to

10 do our homework and to be very committed to a
11 passion around education.

12 Mrs. MacBeth, you're our advocate
13 at the State House for state funding. I hope
14 you will take that on as one of your major
15 charges, because I think after two years of
16 budgets and the forecast of our economy, we're
17 in very dire straits, and I hope you will be the
18 advocate for all the students in the State of
19 Rhode Island. That's it.

20 MR. CHAIRMAN: Thank you.

21 Mrs. MacBeth?

22 MRS. MACBETH: Yes, as

23 Mrs. Beaulieu had just commented, this will be
24 my last school committee meeting. The seat has
25 been loaned to me for two years, and I just want

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1 to thank everybody that initially voted for me
2 and then all those people who have continually
3 showed up here to do what I hoped to do while
4 sitting here, and that's advocate for our
5 students and give them the best education
6 possible, and I want to thank the community for
7 that. And I've made a lot of friends that have

8 showed up here every meeting, and as I pass this
9 chair on, I hope the person that does fill this
10 chair will continue to keep the children as
11 their focus.

12 It wasn't an easy decision to move
13 on, but I think at this point, given my
14 experience, I can better serve our community and
15 our students at the state level, hopefully and
16 exactly what Mrs. Beaulieu said, working on a
17 state funding formula that will help this
18 committee, and I won't go into any other
19 speeches, but that is my reason for leaving this
20 seat. Thank you.

21 (APPLAUSE)

22 MR. CHAIRMAN: Mr. Wagner?

23 MR. WAGNER: I'm good,

24 Mr. Chairman.

25 MR. CHAIRMAN: Mr. Costa?

36

1 MR. COSTA: I'd just like to take

2 this opportunity to thank the students and the

3 parents and the faculty at Joseph McCourt last

4 week. Last Friday we raised a substantial

5 amount of money for the Keep the Program Alive

6 for the girls and boys soccer team down there.

7 It was at a point of brink, it was going to go

8 under, and the parents came through as usual,

9 and I want to thank them for coming through as

10 usual. That's it.

11 MR. CHAIRMAN: Thank you, Mr.

12 Costa. Mr. Thibodeau?

13 MR. THIBODEAU: Yes. I'd just like

14 to say the community's engaged in education and

15 that's a good thing, and, you know, it's been a

16 long two years, and we'll see what happens.

17 MR. CHAIRMAN: Thank you,

18 Mr. Thibodeau.

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

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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.

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IN WITNESS WHEREOF, I hereunto set my hand this 2nd day of November, 2008.

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PAULA J. CAMPAGNA, CSR, NOTARY PUBLIC/CERTIFIED COURT REPORTER

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MY COMMISSION EXPIRES: March 30, 2010

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IN RE: Cumberland School Committee

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DATE: October 23, 2008

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