

Regular Meeting of the Pawtucket School Committee

Tuesday, April 9, 2013 at 6:00 PM

Jenks/JMW Complex for the Performing and Visual Arts Media Center

350 Division Street, Pawtucket RI 02860

Minutes

I Meeting will come to order

The Chairman, Mr. Tenreiro, called the meeting to order at 6:07 PM.

a Roll call

**Mr. Araujo-here; Ms. Bonollo-here; Ms. Cano-here; Mr. Coughlin-here;
Ms. Nordquist-here; Mr. Spooner-here; Mr. Tenreiro-here**

**Also in attendance were Mrs. Deborah Cylke, Superintendent of
Schools, Ms. Patti DiCenso, Secondary School Performance Officer;
Ms. Kathleen Suriani, Elementary School Performance Officer; Mr.
Thomas Conlon, Business Administrator; Mr. Stephen Robinson,
Legal Counsel for the School Committee will be arriving later.**

b Pledge of Allegiance

**The Chairman, Mr. Tenreiro, asked the Pawtucket Boys' Scout Troop
18 to lead the audience in the Pledge of Allegiance.**

II Special Reports of Student Representatives

Charles E. Shea High School

**Student Representative: We have positive reinforcements to keep
kids in school. There is an attendance competition in which 94% of
the students came to school and won an ice cream party. The
winning class only won by one percent.**

Seniors finished their portfolio reviews.

Pennies for Patients fundraiser was held today for cancer patients.

Thursday is our open house and multi-cultural event.

Spring sports have started and the girls' softball team is off to a good start.

William E. Tolman High School

None

Jacqueline M. Walsh School for the Performing and Visual Arts

Student Representative: A Midsummer's Night Dream will be performed tomorrow and is done entirely by the students. It's a 90's grunge theme at the Met Café.

There will be a dance performance at Fusion Works.

On May 1st the music majors will perform at the annual arts festival

On May 23rd is the Senior dance contest. The Prom is being held at the Pawtucket Country Club. May 30th is honors night.

The Travel Club has had several meetings. Next February they will be going to Spain.

III Recognition/Celebration

Mrs. Cylke commented that she would like to recognize some outstanding students and an outstanding teacher, Mr. Antonio Silva and his Robotics Team. This is an example of what a dedicated teacher can do with a group of students in Pawtucket.

Mr. Silva: We had a robotics team that fizzled out. A student approached me and said that we have robotics, is there really a team?

They had try outs and 80 kids showed up . It's basically NASA engineers working with students promoting math, science and engineering.

The Cooley Group gave us full run of their art and color department.

The students saw a robot built in 2005 and we went to Connecticut and won Rookie of the Year Award.

Dylan: I am a senior and the head of design and team captain. I also drive the robot. The first time I heard about this I thought of the TV show Battlebox. The team shrunk down to twenty and it was like watching a child grow. It was cool.

Mr. Silva: In debriefing a comment was we're doing this again, right?

Jordan: I'm new to this and spent time talking to people strategizing and everyone was so friendly. It's an incredible experience.

Lydia: I'm interested in science, math and engineering and thought it would be different getting to work with a family. It was a good experience that I'll never forget and next year I want to come back as a mentor.

Mr. Spooner: You had a vehicle that kept breaking down, what was the cost?

Dylan: A lot of times it wouldn't load correctly, the trigger wouldn't work. We used zip ties and duct tape.

Mr. Silva: Imagine a Nascar pit station. That's what it was like. If we needed a battery charger we would go to another team that we would be going up against and they would gladly hand it over. So while they were your enemies, they were your friends at the same time. You were sharing information with one another.

Ms. Cano: Dylan, I want to congratulate you. What is your career aspiration in college?

Dylan: I'm a nerd. I love history and plan on attending the University

of Rhode Island or Rhode Island College.

IV Public Participation

None

V Acceptance of previous meeting's minutes, 2/12/13

Ms. Bonollo moved to accept and approve the minutes of 2/12/13.

Mr. Spooner seconded.

Voice vote carried all in favor.

VI Action Items

1 Appointments Certified

Mrs. Cylke: This evening we're asking the Committee to approve the following certified appointments:

Math Intervention Specialist-Tolman (new position funded by J. A. retirement); Randy Forest, Salary-Step 5

Math Intervention Specialist-Shea (new position funded by N. K. retirement); Katie Desrosiers-Step 1

Special Education Teacher-Tolman (replaces C. L. retirement); Corey Martin-Step 1

Mr. Spooner moved to approve the certified appointments as recommended by Superintendent, Mrs. Cylke. Ms. Bonollo seconded.

Ms. Nordquist: I've been trying to think back to a time when we've hired people after the March 1st deadline and I see that the next item is actually the non-renewal notice. Was legal counsel consulted to handle that because I could not think of what we would have done in that situation. How come these positions would not be advertised until the end of the year? I know positions where classrooms have gone with a sub from March until the end of the year because we

weren't going to hire them.

I read the rationale that the Special Education Director abolished a position and I understand the need for the NECAP scores in mathematics, but what was done to make sure that was the right thing to do?

Mrs. Cylke: I'm not sure I have the full answer that you are looking for, I would need to ask Mrs. DiCenso to fully address this. But Terri Pereira who has worked very closely with the Deputy prepared this. She said these are the new hires, they would be our most recent hires and obviously have the least seniority of any of the teachers in the School Department. Therefore, they would have to be added to the layoff list. That's the rationale that was given to me from Terri who I asked to check with Kim and that would be the appropriate thing to do.

Mr. Conlon: That is what, I believe, we have done in the past.

Ms. Nordquist: Well I don't recall ever having to do this and I know for a fact that we have not hired and substitute teachers have worked through the end of the school year for \$85.00 a day doing lots of work because we did not hire teachers.

So I just want to make sure we check into what we are doing because I've been here for nine years and I can't recall a time of hiring after the March 1st layoff date, because if I didn't know, I wouldn't be asking the question.

Mrs. Cylke: I think the significant difference is that we have 300 juniors that we have identified who have to have intervention assistance.

Ms. DiCenso: I just want to speak for the two math interventionists that we hired. We have 300 students that need to have immediate remedial work in order for them to be successful in the NECAP in October; grouped with the fact that we are two schools in transformation and because of our graduation rate, when we had the happenstance of teachers we were unaware that were going to retire in a year. We were able to meet and collaborate with the Special Education Director and when we looked at the projections, she felt that it was appropriate for us to be able to re-direct the position to the students for the math intervention.

We were concerned when we put it on SchoolSpring that we got certified math teachers because we wanted to be sure that we had professionals who could give Pawtucket parents who are very concerned that their children are not being able to graduate the best support we could give them in a short amount of time. We were able to find two very highly qualified math personnel and we hired them and they are already working with those students.

Mr. Tenreiro: I think the Committee certainly supports intervention, however, it's just about that process question since it's after that March 1st notification deadline and in the past I guess you said we have laid off after making new hires or do we approve as until the end of the year?

Ms. Nordquist: Thank you. I don't need any convincing about needing the math specialists. My point is the procedural issue. I just want to make sure that we are doing the right thing and they are already working before we even approve. Why wouldn't we just fill

this position until the end of the year and have them re-apply?

The person I would normally ask this question to no longer works for the district. I want to know who knows the answer.

Mrs. Cylke: I don't know if Mr. Beaupre wants to add to that. I can assure you that when I met with Ms. Pereira I said let's follow the procedure that has been in place by the Deputy.

Mr. Ron Beaupre, President, Pawtucket Teachers Alliance: There have been a number of times where the Pawtucket School Committee has hired after the March 1st deadline. It has always been hired and immediately laid off following the official appointment. There are Commissioners' decisions that state very clearly that you cannot have a true vacancy filled by a long term substitute. You have to seek full time employees. There's some controversy over how long before you don't have to do that. Because it says whether there's a reasonable amount of the school year left. It's very clear in the Commissioner's decision that you must hire for a permanent vacancy if there's a reasonable amount of the school year left. That has been the past practice in the City of Pawtucket.

Ms. Nordquist: I will just go on record as saying I appreciate what you are saying, but I repeat, I don't recall voting for hiring people and laying them off in the same meeting that we do the layoffs; never after the layoff meeting date.

But if this procedure is fine, I have no problem filling the vacancies. I know that there are other teacher vacancy positions in this district as well and I hope that if we are going to fill these positions then we fill those positions as well.

I do know that there were some positions last year and we did not hire. So if that's the case that is fine. I just wanted to know who could give me this answer because I know since I have been here we have never hired a teacher after , maybe on the same day and they get the layoff notice the same day; yes that has happened several times I will agree. I have to do my due diligence in asking this question because I want to make sure our bases are covered and the question was asked and is part of the public record.

Mr. Coughlin: I wonder if we should get an opinion from Attorney Robinson. I don't have the statute in front of me, but my understanding is if you don't lay somebody off by the March 1st deadline, their job was renewed for a year. I have a question about what is taken place tonight too as far as hiring somebody and laying them off post March 1 and whether or not that is the way to be doing this.

Mrs. Cylke: That statute applies to those people who are employed prior to March 1st. The circumstance we have here is as I understand it, we are hiring someone after March 1st. We've already notified our many current employees that they've been laid off. These are the least senior teachers now in the organization. Therefore, they would need to go to the layoff list. So that when we go to the recalls, they would be included.

Ms. Nordquist: Say there was a math position eliminated, would a math teacher who is waiting to be recalled be able to get those jobs or would they get pushed over for these people who were brought in as specialists are given these jobs? Or would it go to the next senior

certified math teacher to get those positions?

Mrs. Cylke: Yes

Mr. Tenreiro: I think the easy solution would be to approve them for the remainder of this year.

Ms. Cano: Are we following the same practices and procedures across the district for hiring or are we going to fill them with substitutes?

Mrs. Cylke: There is one more vacancy, I believe. So we would be back with one more recommendation.

Ms. Nordquist: We did not do that last year and that is the point and why I asked the question. I want to make sure that the other vacancy is treated the same way. That's a lot of work for twelve weeks for that amount of money. We don't know the future of the pool if we are even able to have it. They can only be one year positions. That's my point in the event we could have the pool.

Mr. Spooner moved to amend the motion to approve the appointments as recommended by the Superintendent, Mrs. Cylke, for the remainder of the 2012-2013 school year. Ms. Bonollo seconded the amendment.

Ms. Nordquist: I don't know because they've already started working and they have probably already been told that they were given a contract and told they'd be given a layoff notice with the probability of getting called back.

Mr. Spooner: Did you ask?

Ms. Nordquist: I don't think anyone would start working in a position

unless they knew the terms of the position.

Mrs. Cylke: My understanding is that when they were hired, they were told that this process was explained. The School Committee would have to approve a recommendation that they be hired and then that they would be non-renewed in the same meeting.

Mr. Tenreiro: Technically being hired through the remainder of the school year and being able to re-apply is the same thing.

Ms. Nordquist: No it is not because a better qualified teacher could apply and take the position.

Roll call on the amendment:

Mr. Araujo- yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-to amend the motion, yes; Ms. Nordquist-yes; Mr. Spooner-yes; Mr. Tenreiro-yes

Motion carries unanimously.

Roll call on motion as amended to approve 3 certified appointments as recommended by the Superintendent, Mrs. Cylke through the remainder of the 2012-2013 school year:

Mr. Araujo-yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-no; Ms. Nordquist-yes; Mr. Spooner-yes; Mr. Tenreiro-yes

Motion passes, six in favor; one opposed.

2 Certified Non-Renewal/Terminations

The Committee acknowledged that this item would be passed for discussion and no action was taken.

3 Appointments Non Certified

Mrs. Cylke: We are asking the Committee to approve the following Non Certified appointments this evening:

Teacher Assistant at Greene—Mr. James Surmian, Salary per non certified contract year 1

Teacher Assistant at Tolman—Mr. Christopher Santos, Salary per non certified contract year 1

Ms. Bonollo moved to approve the non-certified appointments as recommended by the Superintendent, Mrs. Cylke. Mr. Coughlin seconded.

Voice vote carried all in favor.

4 Approval of Revised Job Descriptions-K-3 Literacy Specialist, Grades 4-8 Literacy Specialist, K-3 Math Specialist, Grades 4-8 Math Specialist

Mrs. Cylke: With you these evening you have revised job descriptions for both literacy and mathematics. What I would like to do is bring back the mathematics after more input from staff there will be a minor change made to those.

So this evening we are going to ask that you approve the revised job descriptions a K-3 Literacy Specialist and a Grades 4-8 Literacy Specialist. These positions have previously been coaching positions. The job descriptions are being re-written to reflect a role that's broader than being a coach. These have been reviewed by the literacy coordinator. I've shared them with our Union President and they are federally funded positions but they reflect updates in terms of technology.

Mr. Spooner moved to approve the revised job descriptions K-3 Literacy Specialist and Grades 4-8 Literacy Specialist as recommended by the Superintendent, Mrs. Cylke. Mr. Araujo

seconded.

Ms. Nordquist: I know that we have literacy coaches now, but is it divided this way right now?

Mrs. Cylke: We used to have three coaches. But because of budget cuts, we reduced it to two. I'm not going to imply tonight that because of the budget that it's going to be that we hire two, but the federal budget allows us to hire two. But after input from staff that we narrow that focus that we would be highly specialized in the kindergarten, first and second and third grades, but the upper grades as you know, it begins to look quite different. By separating it, we thought we would have more focused support for the kids and teachers.

Ms. Nordquist: I read in here that you will be advertising these as new positions and hiring new people?

Mrs. Cylke: Yes and I've had that conversation with the employees face to face and obviously they can re-apply.

Voice vote carried all in favor.

5 Approval of Job Description – Operations and Logistics Officer; 7 Approval of Updated PSD Organizational Chart and VII Informational/Discussion Item 6, Communication from the Honorable Mayor Donald R. Grebien

Mr. Tenreiro: I believe we cannot discuss the following job description without grouping together items number seven, the PSD Organizational Chart and also item number six under informational/discussion—Communication from Donald R. Grebien in our conversation. I think the Committee has been very committed to

consolidation efforts. I think that the Committee is also committed to our fiduciary and legal responsibilities that we have as a Committee be it contract law and those sorts of things. Of course, we are committed to our CEO, our Superintendent, who is going to be presenting items of work that just need to get done and how she believes the organization needs to be organized in order for it to be successful.

So we had a subcommittee working at a lot of this work and I appreciate the time that they've taken this far and if you remember originally, this subcommittee was originally only dedicated to looking at IT consolidation, Finance and Human Resource and we have been able to establish that IT consolidation. We are really looking at three things; cost savings, efficiencies and the legalities of the consolidation effort. As we talk about all three of these items tonight, just to facilitate the conversation because I think we could talk a long time on some of these items, when on some of them I don't know if we are going to fully decide some of them.

Though the subcommittee has been working very hard, my recommendation is just this as we go through this conversation.

One that we consider this potential approval of this job description tonight because there's an amount of work that the Superintendent will take us through that needs to be completed here.

Secondly, we do have a meeting but of the whole Committee because I think part of the problem is that the subcommittee with representation of the Superintendent is unable to meet certain agreements because the whole Committee really needs to decide on

certain things like how do we want our leadership and governorship to be in the district and which positions do we want to consolidate and how do we want to consolidate them because the consolidation subcommittee has certainly branched into other things like legal items and things like that.

I think it's important that the second thing again, is that we have that meeting, a special work session of the whole body where we get presentations by the Mayor, City and RIPEC Partners. The Superintendent, the legal and any consultant reports that we have i.e. the RIPEC report and any other report that we have that we decide your Committee to provide that subcommittee with direction because I think they can sit there and talk about it. Human Resource or one of these positions all they want but if the whole Committee does not want to consolidate that, why talk about that in subcommittee?

The third one is that we really make that conversation about organizational leadership and governance chart of our district and what we want that to look like and which positions are going to be consolidated. Then allow the subcommittee to get into the nitty gritty of the details of job descriptions and things like that because I think they are a little bit too caught up on that right now when we really don't have the broad picture.

As we enter into these three items we can take them together as we talk about them.

Mrs. Cylke: Thank you very much. I have in your packet the PowerPoint presentation but want to cover the main points.

Fourteen months ago this was our structure. We had a director of

Physical Plant, an Energy Manager and a Manager of the Custodians. That group was overseeing our sixteen facilities and our custodians and taken advantage of some energy funds to create more efficiencies at our schools.

In February, 2012, the School Committee approved an updated Facilities Director and I've been trying to bring these updated job descriptions to your as we have the opportunity or as somebody retires or leaves. We decided we would put the replacement of Mr. Scalliin on hold while RIPEC Consolidation was studied and Mr. Rebelo was made Interim Director when Mr. Lefebvre retired and was not replaced. The RIPEC Facilities study has not been completed. The original study did make recommendations in October and included recommendations for consolidations for IT services, Finances Services and Human Resource Services. Exploratory discussions were agreed to and have commenced.

It was by Dylan Zelazo from RIPEC, Lance Hill, Dennis Rebelo and myself and in those key positions, what we are trying to do is what each other's needs with the positions we currently have and how we might better utilize the resources the City and the School Department has to address all of those maintenance and facilities.

I think the last discussion we had was most productive when we had identified the need for painters and carpenters and engineers and physical plant. We have the plumbers and boiler expert and they don't have that. So those discussions, I believe, will lead to some recommendations. I think there is quite a bit of potential.

The key point I want to make is moving ahead with an Operations

Officer does not preclude those continued discussions. I'm fully committed to those.

Obviously, we've had a lot of personnel changes, mostly due to promotional opportunities and retirements. The Facilities Director position has remained unfilled for fourteen months. It's a problem in one way and an opportunity in another.

I think the key change was the night that Kim Mercer announced that she was a finalist for the job in East Providence. Immediately after that Kim and I spent a considerable amount of time reviewing all of her responsibilities and duties. If you recall, prior to Kim becoming the Deputy there were two Assistant Superintendents. One was overseeing academics and when Mr. Cunha left they became one. The point I want to make is Ms. Mercer had a lot of responsibilities on her plate in addition to the academics. One of the first things I wanted to do was get those off the plate. It would be impossible to find anybody to replace Kim because no one would have the institutional knowledge that she has in those operational areas. There's an opportunity with our old structure here to re-focus it and to have focus leadership on operations. I have a copy of the Baldrige Education Criteria for Excellence. Many school districts strive for this recognition in this area of operations. You think of a school department being solely focused on academics, but Baldrige has frameworks on areas be it on hotel industry, a school or other industry. It's an opportunity for us to really look at their framework for operations and strive for that.

Change technology for better efficiencies to use logistics tools and

there is an opportunity to modernize the Pawtucket School Department's fining tools. I don't want to say we're in the dark ages but there's certainly a lot of room to update how we do our work. To be pro-active, I think we we've been in a very re-active mode. Especially in facilities taking care of a crisis but the most important facilities issue we need to focus on is the safety issue and be pro-active and bring the department from a three person department to two we'd have a cost savings over our original.

These are the operations we would have over our umbrella. So instead of just having facilities; facilities is facilities, renovations, bond projects, long term planning, energy management but it would also be transportation, food services, emergency management, school safety.

Logistics, what I mean by that is logistics is the management of the details of any operation. Today there are many logistics tools available especially utilizing technology to modernize all of this. i.e. Right now if a special education director is providing for bus transportation, and a child needs a wheelchair, they put in a request and it goes to Dianna and Dianna does a super job analyzing what is the best way to get this child transported, completes the paper work, but there are tools right now where you can do that from your phone. Ask the parent for their address, bring up the bus, the neighborhood, the bus has four seats available with handicap access and everyone is notified at once. We can't miss this opportunity to modernize our functions with modern technology and logistics tools.

Security should all be monitored from one place. We should be able

to handle that remotely. A good opportunity to modernize our security from devices.

Maintenance, we definitely want to use logistics to track maintenance better but most importantly to schedule it. To cost it out we can have a better control of overtime. Our fleet tracking is putting Zonar on all of our vehicles, including our buses so that we know where our vehicles are at any time of the day.

There is more than one person to do the operations and they are integrated functions. The facilities director would focus on supervising our fifty five custodians and our day to day maintenance efforts. Our operations officer would pick up the energy savings, the prioritization, the re-structuring possibilities and planning, the long term planning.

As you know our bond passed and requires a lot of attention that Mr. Rebelo cannot devote by himself. Ms. Bonollo and Mr. Araujo have been serving on our Facilities Committee and meet regularly and they have a lot of work to do.

Again with operations, we would have stronger oversight with our transportation services and move to GIS routing, we can re-structure our organization to reduce overtime and have better oversight of our employees. We will have better oversight with food services. We have great partnerships with First Student and Sodexo, but again, I feel we can have stronger oversight with those two services.

Zoning, right now we don't have a modern zoning device so we grow again next year and we have to lease space and re-zone, every single student is on an electronic map and you know where that student

lives and what grade level they are, this is a simple way of doing it. That's a critical need that I see coming up.

Inventory control, procurement and disbursement.

The goal is to professionalize all of our operations using Baldrige criteria and have a strong focus on customer service. The customer is our student. The customers are our teachers in the classroom. Efficiencies in excellence to modernize our operations using appropriate technologies as those ones listed.

That's the explanation and rationale for this position. Take the three man physical plant crew and make it a two man operations facility.

Mr. Araujo: As a member of the Facilities Committee I can see that Mr. Rebelo has quite a task on his hands and he's challenged with a lot of things on his plate. Also as an observer, on the Consolidation Committee I realize that Committee is just scratching the surface at the facilities consolidation piece and in my mind what I would like to see is to get a little more feedback from that consolidation committee before we approve this job description.

Mr. Araujo moved to table the Operations and Logistics Officer Job Description. Ms. Nordquist seconded.

The Chairman commented that the motion was not debatable and asked for a roll call vote.

Roll call

Mr. Araujo-yes; Ms. Bonollo-no; Ms. Cano-yes; Mr. Coughlin-no; Ms. Nordquist-yes; Mr. Spooner-recuse; Mr. Tenreiro-no

Motion failed—three opposed; three in favor; one recusal.

Mr. Coughlin moved to accept the Superintendent's recommendation

of the Operations and Logistics Officer Job Description. Ms. Bonollo seconded.

Ms. Bonollo: Part of the reason I voted yes is because we do need to address certain things. We made adjustments to the business manager's job description. We made adjustments to other job descriptions as well, including IT. But these are positions we need in the school system. If we don't have a timeline of when things are going to happen, it could be six more months before RIPEC finishes its study and a decision of consolidation is achieved. In that time we have a lot of things that are not being addressed. We have work being done on our facilities. We have overcrowding. We have things that actually need physical people to fix. I'm sure you can ask our teachers how many times they have had to put in requests and how many time they have not had things taken care of. I will be more than happy to re-address this when RIPEC is ready. I'm sure whoever takes the position has the knowledge to do what it takes in our district. I think we need someone at the helm and we need to start getting this work done. We need to become efficient and organized. If we have to wait forever, things are going to be in worse condition than they are now and I cannot accept that.

Mr. Tenreiro: The RIPEC study is done and there's involvement within the collaborative conversation that we are currently having. But the subcommittee of the consolidation committee is of the School Committee. So the leadership comes from there. Right now I think it's been a good conversation, but more observing right now and I think there's more of spinning of the wheels right now on the

subcommittee and I talked to a lot of people. But there's a little bit of spinning wheels because there needs to be overall direction from the committee as a whole as to what type of leadership governing structure we want for the district, who are we comfortable with these specific people reporting to and that's not really a control issue but you take something like special education students and their transportation and you need to know what you're doing with something like that. I'm also open when I look at this in having that whole conversation with the whole committee in that maybe this position gets blown up and some of these things get distributed and this position might no longer exist as a governance position as a whole committee that we want. I'm open to that too. I think that when Hersh got that position we said there was a possibility that this might be combined as we move forward.

Mr. Coughlin: There is another dimension that is going to be happening to this consolidation that RIASC is going to be introducing. RIASC is going to commence training on April 20th and they're going to address this consolidation issue.

They're focus is going to be consolidating school districts. At least in the services, delivery space, collaborative space, etc. You may see the school committee model once sponsored by the State could start recommending the districts combine the finance functions and the operations functions. One district could be a service provider and perhaps generate revenue for that district and at the same time allow other districts to cut their costs by coming over. We do have some precedence for this. This was the foundation for the Northern Rhode

Island Collaborative when it was formed. Back then it was to deliver special education services in a most cost effective manner. Especially regionalizing certain services and it wouldn't surprise me if RIASC asks us to take a completely different look at the way we do this and it wouldn't be integrating across a city model, but integrating across a school district model. That's going to have to be adjusted as Mr. Tenreiro is pointing out as part of our governance as to what direction do we want to go in.

In the meantime, to summarize what Ms. Bonollo has been saying, we are a \$100M plus education service delivery system and we've got to keep moving forward. I don't think we can just stop and keep waiting for input. I don't think we can just stop and prepare and think. I think we have to take some action as the Chairman is saying and if we have to blow it up later, we blow it up later. But it gives us the opportunity to go forward.

Ms. Cano: I'm all for cost savings and efficiencies and I do understand that we do need to move forward with the conversation of consolidation and governance. My concern is based on the recommendation that you made previously in the introduction that since we are in the consolidation effort, that it is going to come back next week and that we are just going to erase this from the approval and go with something different.

So when I said I wouldn't agree to move forward today is because I was really hoping that the meeting could happen soon and we could all be attending the informational session and we could move forward with a direction and not have to re-invent the wheel and have to go

back to the same conversation. I'm all for cost savings, efficiencies and am in agreement that we do need to move forward, but when were you talking about having that meeting with the people?

Mr. Tenreiro: If we could come to an agreement in one meeting, it would then still have to go to the subcommittee for the details of the agreements or potentially the job descriptions. I don't know the timeline.

Ms. Nordquist: I have to say that I agree with Ms. Cano. One of my pet peeves since becoming a School Committee Member is other areas of the City's unwillingness to work with the School Committee and sit down when we've asked them over the years. I'm not going to ignore the requests and be a hypocrite and I will sit across from them and hear what has to be said. I don't see the point in approving a job description that can completely be obliterated and go away when we can actually sit down and do something that's effective.

Mr. Tenreiro: That recommendation was in line with what you are saying and we would certainly have to sit down as a Committee and make that decision as a whole. The work in front of this person is certainly no Deputy Superintendent at this time.

Mr. Conlon: The facilities consolidation is exactly that, facilities. Don't forget this position also talks about transportation, food service, zoning; everything to do with student services not just facilities. As the Superintendent has pointed out none of this precludes continuing on with the discussion of consolidation of facilities. We're more than willing. We've had the discussions even before the consolidation discussions took place. If we consolidate

facilities alone, who then is going to manage, operate and perform the logistics for the transportation, food service and the other things on here that are not really facilities related? That's my question.

Mr. Spooner: I will not be voting on this obviously. I just recused myself from this first time. But I just want to say this, there's four people that sit here at those consolidation meetings and they're public meetings and I don't sit at three and a half hour meetings just to spin my wheels. I don't spin my wheels. If that's the case, Mike and I are only observers and there would be no part of us being there. The vote can go the way the vote goes.

Mr. Araujo: I appreciate all the hard work the Superintendent has put into this. It's a good vision. I understand where Ms. Bonollo is coming from as well. But as an observer of that Consolidation Committee I really think the whole point of waiting so long is a negative on this and I get that. That consolidation meeting is in two weeks and I would like to observe more of what they would recommend and at the end of the day it's always going to be our Committee's vote whatever is recommended by that consolidation committee passes down to us. I think we need to do our due diligence in a couple of more of those consolidation meetings and how better it would be in getting those consolidation services for the City and for the School Department and with the vision that our Superintendent has.

Mr. Tenreiro: That comment, I mean no disrespect to the amount of time, the amount of effort, the amount of work and the seriousness that you take in that. But when I said that, "spinning the wheels," it

just that, it seems unable to complete moving forward the discussion to the full committee actually has a focus of how the entire School District needs to be set up so that provides the subcommittee with direction so it's not in any way a comment towards an effort of those around the table. I apologize if that was taken the wrong way.

Ms. Bonollo: Can we put a timeline on this? We don't want to have it come September and not have anyone in place. If we could say have someone in place by the end of this school year so we could have someone in place to do the work for the summer that needs to be done. We're having asbestos removal, boilers taken care of, plus the logistics of putting people on buses.

Mrs. Cylke: I'm not going to bring anything before you that I can't justify and where there is not a need.

Fourteen months ago you were told there would be a consolidation study for four areas. We were originally promised we would get the report last May. I think RIPEC wrote an excellent report which we brought to you in September or October. When you got the report there were no recommendations for Facilities consolidations. None. So we had an agreement and I made a commitment in the fall to be available about facilities consolidation and as I've pointed out in my presentations, we have had those meetings and I believe there is great potential. The simple question is this, whether there is consolidation or not these tasks have to be attended to. Things are not going to get done. Dennis cannot get done all the summer work and oversee 16 facilities, 55 custodians, work the maintenance tickets, be on the health and safety bond team that is beginning its

summer work and address all the other issues that I pointed out.

I have been without an Assistant Business Manager since August because I've been committed to this process. Tom announced that he was going to retire in December and when we didn't even begin to address finance in our consolidation meetings, because we were focused on IT, he has agreed to stay until the end of the year. Mike St. Jean announced he was leaving in August.

If we don't have the key positions filled, you cannot expect me to get the work done. Whether we consolidate or not, the Pawtucket School Department needs oversight immediately of its health and safety bond projects, transportation, food services, emergency management, security and all the summer work that has to be done, the potential movement of students that has to be done later.

What I'm asking you to do tonight is to approve a job description. We would have to come back with a person and that person would have to be brought back to you for final approval. The hiring season is upon us. School departments hire in the spring. All the key positions are open now. I feel there is a critical need in the Pawtucket School Department to meet the health and safety and service needs of our students. Dennis Rebelo cannot do this job alone.

This is a job description that best meets the needs of the Pawtucket School Department and I welcome a meeting of the whole with the consolidation committee.

Do you approve the job description so that we can post it?

The motion is to accept the recommendation of the Superintendent's job description-Operations and Logistics Officer.

Roll call

Mr. Araujo-no; Ms. Bonollo-yes; Ms. Cano-no; Mr. Coughlin-yes; Ms. Nordquist-no; Mr. Spooner-recuse; Mr. Tenreiro-yes

Motion fails; three in favor; three opposed; one recusal.

6 Acceptance of Deputy Superintendent's Resignation

Mr. Spooner moved to accept the Deputy Superintendent, Ms. Kimberly Mercer's resignation. Mr. Araujo seconded.

Voice vote carried all in favor.

7 Approval of Updated PSD Organizational Chart

Mrs. Cylke commented that with the failed motion of the previous job description which is shown on this chart, it was suggested that this be item be moved to another date.

8 Set Budget Hearing Date – April 23, 2013

Mrs. Cylke: We're asking that the School Committee set a budget hearing date for April 23, 2013 here at Jenks/JMW.

As a reminder, we have to have our tentative budget over to the City by April 30th.

Mr. Spooner moved to approve to set the budget hearing date for April 23, 2013 at Jenks/JMW. Mr. Araujo seconded.

Voice vote carried all in favor.

VII Informational/Discussion Items

1 Plans to Alleviate Overcrowding at Elementary Schools – Sixth Grade Academies at Slater and Goff

Mrs. Cylke: Two months ago the Deputy Superintendent began making an assessment of our numbers and in the process began looking at the NESDEC projections or actual roll up projections and

our space availability in each school.

It's very clear to us as we start the fall, that we will be short classrooms at Baldwin, Cunningham, Curtis, Curving, Fallon, Little is questionable, Potter for sure and Winters we could use a music room.

Please keep in mind that all of our music and art instructors have already lost their rooms to regular classroom teachers. We're not just full, we're really over capacity. We have space at Slater and Goff.

It's more economical to house Baldwin and Cunningham at Slater and Curtis, Curvin, Potter and Fallon at Goff. We can offer an outstanding academic educational program at each school. Grade six through eight schools work better.

As we look at the following school year, we will have to lease additional space or rent mobile units. There are still issues to resolve. One is being transportation. At one point 6th graders were housed at the junior highs. We have meetings set up with for the parents and unions. We want to let you know that's what we're looking at.

Ms. Nordquist: I support middle school concept, grades 6, 7 and 8 and see the effectiveness as long as they are not being housed in the basement. The fact that you're not doing it district wide is an issue. I'd like to see it done. I know it wants to be done by this Superintendent and the cost saving measures. You just talked about how much time it takes to get things done and this is huge. We don't even know if we're having the pool.

Mrs. Cylke: I'll come back with a full report. These are challenging times. We will have kids show up at schools and not have room for

them. There's not enough room at the middle schools for all of our sixth graders.

As we work with SMMA, are we planning for K-5 and 6, 7 and 8? We have a lot of turnover. I don't want to give the impression we don't want to move all the kids. I want to show the public we are using best use of space with taxpayers' dollars. It costs \$.5M to lease space or mobile units.

Ms. Nordquist: I hope we are just in the planning phase and not going to be told in August "oh, we're going to do this." What if a parent doesn't want to send their child to that school? I've seen the benefits of that 6, 7 and 8 model. I want to see it done the right way. The next time I want to see it for a vote. It's a short time frame for something this big.

Mrs. Cylke: The reality is we just did kindergarten registration and Ms. Mercer gave me her options and this was the best. The other was lease mobile units or lease St. Leo's which is a hefty price. I'm up for the challenge and what is best for the kids. The NESDEC enrollment figures have come in.

My goal is to work with Mr. Beaupre.

Ms. Nordquist: This is so much more than moving 6th grades over. I don't want to get four pages that we're going to do this. I want to be a part of this. I've seen the model you've brought forward other academies and issues that need to be addressed.

There are already issues with students coming to Jenks. I want to be informed about all the meetings.

Ms. Cano: Superintendent Cylke, will you be sending letters in

Spanish and Portuguese telling the families where the meetings are?

Mrs. Cylke: I want the parents not to read about it in the papers. I want to have the meetings in the schools. Goff and Slater auditorium, the week after the spring vacation on Wednesday and Thursday. I'm committed to meet after the break.

Dr. Ash is here and had a preliminary meeting with Ms. Ramzi. Dr. Ash is fully committed and excited about this academic model.

Mr. Tenreiro: St. Leo's is more expensive; what was the type of plan?

Mrs. Cylke: Kim presented an ESL intake center for grades K-6. It's best to educate students in their home school with regular education students. It solved a housing problem.

We house them in the Goff Annex and re-zone.

St. Leo's is not in the part of town where the real need is. The folks at St. Leo's have been great. The following year we will need that space. Kim showed the solution at Goff and Slater are only temporary and as kids come up, we will need more space.

Ms. Nordquist: What you just said solidifies for me this will be temporary.

Mrs. Cylke: What I just said if projections hold, we will repurpose and need to look at it again. Busing and re-zoning.

2 Introduction of Mr. Al Honnen, consultant—School Committee Policy Updates

Mrs. Cylke: Dr. Ryan who we first brought to you has been voted as RISSA president and he represents you so we asked around and Mr. Honnen was recommended. Al has done this for a few other districts

and understands the statutes.

Mr. Honnen: I was happily retired. The one thing you do is the things that need to be updated. I've worked closely with Steve and Vicki and have already spoken to them. I've asked the Superintendent what was urgent. You can't get yourself in trouble.

I was Superintendent in Narragansett and a principal before that. I re-wrote the book in Narragansett and yours will be similar to that. Unfortunately, it will not take a small amount of time. I usually work with subcommittees.

Mrs. Cylke: Thank you for coming. It's a process.

Ms. Bonollo: When you bring us a new policy, will you show us what you take out and put in?

Mr. Honnen: I don't plan to come to every meeting. The Superintendent can explain it.

3 Repurposing Summer School Funds

Mrs. Cylke: Looking at the budget, teachers do not have technology in classrooms. We spend \$170,000 for a 20 day session and I am requesting to re-purpose \$120,000 to purchase Elmo's and equipment and assistive technology for students who require it. How do I best impact all elementary students?

I'm not saying it's not useful. Mostly substitutes teach. Students can make up credits in credit recovery.

Ms. Nordquist: With the change in the PARCC Exam, don't we have to have computers in the schools? Isn't that going to impact the program?

Mrs. Cylke: We don't have elementary summer school for 20 days.

Ms. Nordquist: Have you had discussions with the teachers?

Mrs. Cylke: I've had discussions with Mr. Beaupre and yes I feel there's a consensus that's the best use of funds.

Open schools in the summer and offer access to the libraries.

We have teachers who don't have Elmo's or LCD projectors.

Ms. Nordquist: I want to make sure that the equipment is compatible because I've been hearing stories that laptops aren't compatible with programs.

Ms. Bonollo: Will Coz have programs in the summer? The math specialist will have flex hours available in the summer.

Mrs. Cylke: Flex hours for Professional Development in the summer. They will have online access to Dreambox. A web based program.

4 Budget Deficit Reduction Plan FY13

Mrs. Cylke: Mr. Pires sent over a draft letter signed by the Mayor regarding the budget deficit reduction plan for FY13. We have a plan but should not finalize it until the final audit is done. I agree with some of it but in the body of the letter it outlines the "Pawtucket School Department will address the FY12 deficit with any and all of its FY13 surplus." The \$2.8M was due to Maintenance of Effort and the \$1.5M as due to enrollment decrease which we didn't see. Ray Noonan reserved the right to revisit this issue.

This would be an opportune time to address this. I'm hesitant to sign this letter.

Mr. Tenreiro: This Committee did vote to utilize the funds to eliminate the deficit.

Mr. Conlon: Mr. Coughlin said not to put a dollar amount on it

because we wouldn't know. Next year is going to prove to be a difficult year with three contracts with normal inflationary increases. Davies increases. The plan is to use all of 2013 for 2012.

Mr. Tenreiro: Is it possible at the budget hearing to do a five year projection?

Mr. Conlon: We've done it for the last several years.

Mr. Coughlin: Have we ever acknowledged we owe the City \$2.5M?

Mr. Noonan reserved our right and are we willing to acknowledge?

Mr. Conlon: We all believe that this letter was based on a discussion between Dennis Hoyle and Joanna L'Heureux that we use 2013 to our 2012 deficit.

Mr. Coughlin: Have we ever acknowledged it to be our deficit?

Mr. Conlon: Not as our deficit.

Mr. Tenreiro: The School Committee was not interested in putting another budget deficit reduction plan on the books.

Mr. Conlon: We never officially acquired the deficit.

Mrs. Cylke: The state cut the City's budget by \$9M in automobile excise tax. Legally that year Maintenance of Effort allowed them to statutorily cut our budget if enrollment goes down when in fact, our enrollment was going up. That was one of our first efforts to work with our city to work cooperatively. Mr. Noonan asked us to get a letter to Frank Milos.

Wouldn't it be nice if they could assist with this \$1.5M deficit?

5 Monthly Report to City

Mr. Conlon: There is nothing new to report

The Committee acknowledged the monthly report to the City.

6 Communication from the Honorable Mayor Donald R. Grebien

This item was previously discussed under action item no. 5.

VIII Executive Session

The Chairman, Mr. Tenreiro, commented that the Committee will recess to executive session in accordance with provisions under Title 42, Chapter 46, Subsection 5 (a) (2) (legal advice and litigation/collective bargaining) of the General Laws of the State of R.

I. for the purpose of discussing and or acting upon:

1 Legal Advice—Collective Bargaining Pawtucket Teachers Alliance

2 Legal Advice—1352 Non-Teaching

3 Legal Advice—Consolidation

4 Seal Executive Session Minutes

Mr. Spooner moved to recess to executive session. Mr. Araujo seconded.

Roll call

Mr. Araujo-yes; Ms. Bonollo-yes; Ms. Cano-yes; Mr. Coughlin-yes; Ms. Nordquist-yes; Mr. Spooner-yes; Mr. Tenreiro-yes

Motion carried unanimously.

The Committee recessed to executive session at 8:29 PM to 9:06 PM.

IX Reconvene to open session

The Chairman, Mr. Tenreiro, reconvened the open session at 9:12 PM.

a Roll call

Mr. Araujo-here; Ms. Bonollo-here; Ms. Cano-here; Mr. Coughlin-here; Ms. Nordquist-here; Mr. Spooner-here; Mr. Tenreiro-here

X Report out vote(s) of executive session of 4/9/13, if applicable

The Chairman asked the Clerk if there were any votes to report out of

executive session.

The Clerk reported that the Committee voted twice regarding contract negotiations; one vote was unanimous and one vote failed six to one, Ms. Nordquist was the consenting vote. The Committee voted unanimously to seal the executive session minutes and to adjourn the executive session.

XI Superintendent's Report

Mrs. Cylke: I'll pass.

XII Special Reports of the School Committee Members

Ms. Bonollo: We will be packing bags for 75 students who will be receiving food to take home over the spring break. Don't forget we have our Mother's Day Walk-A-Thon Sunday, May 12th at Slater Park. It's on the City's website and soon to be on ours. Please download the forms and pass them out to your friends. We are looking for volunteers and walkers and ask that anyone who attends, please bring a canned good. Thank you.

XIII Adjournment

Mr. Spooner moved to adjourn. Mr. Coughlin seconded.

Voice vote carried all in favor.

The Chairman, Mr. Tenreiro, adjourned the regular meeting of the Pawtucket School Committee on Tuesday, April 9, 2013 at 9:14 PM.

Respectfully submitted,

Clerk

Approved 5/14/13