

**BURRILLVILLE SCHOOL COMMITTEE  
REGULAR MEETING  
MARCH 11, 2008**

**1. Welcome/Roll Call/Pledge of Allegiance**

**Reported By:** Janice Peterson

**Location:** Media Center, BHS

**Time Began:** 7:05 PM

**Adjourned:** 1:15 AM (3/12/08)

**Attending:** Chairman Raymond Trinque, Joan Cote, Scott Moore, Paul Couture, Mary Karmozyn, Dorothy Cardon, Student Representative Keith Chamberland

**Absent:** Peter Lambert (excused)

The Committee convened in Open Session at 7:05 PM. Chairman Trinque asked the audience remain standing following the Pledge of Allegiance for a moment of silence in tribute to John Drury, former principal and superintendent in Burrillville.

**2. Reorganization**

J. Cote (M) to nominate Scott Moore Vice Chair of the Committee. J. Cote (M), S. Moore (S) to close nominations. VOTE: Approved 6-0.

S. Moore (M) to nominate Joan Cote Clerk of the Committee. S. Moore (M), J. Cote (S) to close nominations. VOTE: Approved 5-1 (M. Karmozyn opposing).

Vote to elect S. Moore, Vice Chair: failed 3-3 (M. Karmozyn, D. Cardon, P. Couture opposing.)

Vote to elect J. Cote, Clerk: failed 3-3 (M. Karmozyn, D. Cardon, P. Couture opposing.)

J. Cote commented, for the record, "I'm confused – certain members don't want the position nor do they want others to have the position. How do we function as a committee when we can't have officers of our committee? We don't know why the resignations took place, and we do not know why we are not being allowed to have those positions filled. It's a very cloudy subject, and if we can't discuss it at our table, but we can put comments in the newspaper within press releases, then we a dysfunctional committee. We need to find out what the issues are. You do not want the positions; you do not want anyone else to have the positions. It's a very disturbing situation."

S. Moore commented there seems to be a sabotage going on during a very critical time that is not good for anyone in the town.

Chairman Trinque suggested the Superintendent refer the matter of reorganization to legal counsel and report at the next meeting.

M. Karmozyn commented that By-Laws, Article 2, Section 4, Absence of Officers states, "In the absence of the chairperson and the vice-chairperson, a chairperson pro tem shall be appointed according to the longevity of the remaining members." Ms. Karmozyn suggested waiting until P. Lambert returns.

**3. Consent Agenda**

J. Cote (M), S. Moore (S) to open the item for discussion. VOTE: Approved 6-0.

J. Cote noted the following changes to the minutes of 2/27/08: vote to convene Executive Session was seconded by M. Karmozyn; the meeting adjourned at 11:20.

S. Moore read the following comments made by the Superintendent to be appended to the 2/12/08 Regular Meeting minutes:

"At the February 12, 2008 School Committee meeting, Mr. Michael Clifford, Treasurer of the Burrillville Teachers Association, made a number of comments in public session that were factually not correct, and the Committee voted to append his comments to the minutes of that meeting. I am requesting that my statement also be appended to the minutes of the meeting.

Mr. Clifford stated categorically that “Literacy people”, were not included in the group of teachers within the English category, and that no one in the High School English Department could be bumped by other teachers. That statement is incorrect. Two Literacy teachers from the Middle School did receive lay-off notices within the English category. One of those specialists is more senior than 3 teachers in the High School English Department, and the other is more senior than 4 of the teachers in the High School English Department. Both Literacy specialists are also certified in Secondary English. Of the nine people within that group who received lay-off notices, 1 is a Reading Specialist, 2 are Literacy specialists, and the other 6, who all happen to be the least senior, happen to be assigned to the High School. The Seniority List identifies 18 people in the English category. It is purely coincidence that with the exception of the Reading and Literacy specialists, the 6 least senior teachers all happen to work at the High School.

The Seniority List was used, and literally every teacher who was in danger of receiving a lay-off notice had their certifications checked and noted next to their name, so that potential bumping scenarios could be anticipated. Mr. Clifford is entitled to his opinion, regarding the decision-making process concerning the issuance of lay-off notices. Neither the facts, nor the process followed support it.

The issue that has been lost in this entire conversation is the fact that there are some extreme potential budget issues facing this school district, and the law requires us to provide notice to teachers very early in the process. The sole factor driving the need to issue this number of notices is the potential this district faces for as much as \$1,250,000 in new and unanticipated costs that we could face in creating next year’s budget. Until we fully know the extent of the financial hardships we will have to contend with, and any related programmatic cuts that will have to be made to accommodate them, it would be fiscally irresponsible of us not to take the steps necessary to give the School Committee the flexibility it needs to make prudent educational decisions.”

M. Karmozyn noted the following changes: 2/12/08, Personnel, insert, “Per R.I.G.L., for the record, request to read 78 names into record. We need separate readings to allow members the opportunity for recusal.” After that sentence, a question to the Superintendent, “For the record, did you work jointly with the BTA in deriving this list and/or did you confer with the BTA after the list was formed?” Prior to each (4) votes, insert, “By RI General Law the school committee must notify possible layoffs by March 1<sup>st</sup>. No one on this Board is pleased with this more then lengthy list. Therefore, I volunteer to be the token descenting vote – It is time for the federal and state government to fund mandates. We are dismantling the district.” Page 4, Old Business, Rescind Vote of 5/8/07 to Purchase Munis Financial System: after ...”in his report.”, insert, “For the record, it was my understanding that Mr. Barrette shared at a previous school committee meeting and we were waiting for the town. When did training take place?” Referring to “Tasks to Be Completed” memo attached to the Superintendent’s report, insert, “For the record, is this the Town’s report?” (Upon the Chair’s request for legal advice, Attorney Scungio indicated the requested information could be inserted or appended at the pleasure of the committee.)

D. Cardon requested the following: On the 2/12/08 minutes, she wants to see the 2/7 and 2/11 activity reports attached; on the 2/5/08 and 2/27/08 Executive Session there was a quorum present – the motions and votes are not listed in accordance with RIGL 42-46-7(4)(b).

Chairman Trinke reported on 2/5/08, M. Karmozyn (M), R. Trinke (S) to move to Executive Session, Committee polled. VOTE: Approved 4-0.; M. Karmozyn (M), R. Trinke (S) to adjourn the meeting. VOTE: Approved 4-0.

S. Moore (M), M. Karmozyn (S) to approve the minutes of the 2/5/08 Executive Session, 2/12/08 Regular Meeting, and 3/4/08 Special Meeting as amended and include them in next month’s packet. VOTE: Approved 6-0.

J. Cote (M), M. Karmozyn (S) to approve the warrant for payment of invoices and payrolls for February 2008 in the amount of \$2,107,896.53. VOTE: Approved 6-0.

#### 4. Public Comment

1. Brianne Lees, Pascoag, student, distributed and read a statement expressing concerns on behalf of the students at Burrillville High: students are not able to receive the help they need; there are no study halls for seniors this year. Additionally, Ms. Lees stated value of/support for the Student Assistance Counselor position. In closing, Ms. Lees asked the Committee and teachers present to understand the huge impact every decision made from here on has on the students at Burrillville High School.
2. Raymond Daignault, 45 Spring Street, Pascoag, thanked Superintendent Welford for the promptly dealing with the issues he had presented last month. Mr. Daignault distributed copies of a letter dated March 10<sup>th</sup> and wished to clarify some items contained in it. Chairman Trinque cautioned Mr. Daignault that comments couldn't be made about other employees.

## **5. Personnel**

### Coaching Appointments for 2007-08

S. Moore (M), M. Karmozyn (S) to appoint the following: Deb Winsor\*, Girls' Varsity Softball, \$2,170, plus \$400 longevity; David Vincoli\*, BMS Softball, \$1,300 (\*pending receipt of appropriate paperwork.) VOTE: Approved 6-0.

### Retirement

J. Cote (M), S. Moore (S) to accept with regret the retirement of Marilyn Njoes, Secretary, BHS, effective March 18, 2008. M. Karmozyn commented Ms. Njoes started her career at A. T. Levy; S. Moore commended her for being a hard-working, dedicated, worker; J. Cote wished her well. VOTE: Approved 6-0.

### Temporary Disability/Parental Leave

D. Cardon (M), J. Cote (S), to grant Temporary Disability/Parental Leave to Tammy Mak, School Psychologist, on or about 4/17/08 for 6 weeks (returning on or about 5/29/08). VOTE: Approved 6-0.

### Coaching Appointments for 2007-08

M. Karmozyn (M), D. Cardon (S) to appoint the following: David Sherman, BMS Baseball Coach, \$1,300; Ed Charpentier and Chris Chartier, Asst. Baseball Coach, Volunteers (pending receipt of appropriate paperwork. VOTE: Approved 6-0.

## **6. Old Business**

### **A. Food Service Audit – Mary Jo Cutler**

M. Karmozyn (M), D. Cardon (S) to open the item for discussion. VOTE: Approved 6-0. Superintendent Welford provided background information which lead to the program audit and introduced Mary Jo Cutler, Cutler Associates. Ms. Cutler outlined the process used to conduct the operational review. Staff was described as dedicated, helpful, and very cordial to students.

Items highlighted from her written report included:

Menus: Employs a Traditional Meal Planning system; menus are developed at three levels; elementary and middle school menus are attractive and informative. There are a variety of foods offered; reliance on processed products, vegetables served daily meet USDA requirements; fruits (some fresh) are offered daily; mostly processed grains, not many desserts. Recommend: printed HS menu; fewer processed foods; expanding sandwich options at elementary level; expand fruits and vegetable products; increase whole grains; offer more desserts.

Food Preparation & Sanitation: staff was efficient. Recommend: a production record form has been shared with the Food Service Director.

Meal Participation Rate: Recommend offering reimbursable (Grab and Go) lunches through the Express Bar; salad bar at elementary; on-line payment system.

Staffing: Recommend increasing participation or reducing staff at high school.

Revenue and Expenditures: Recommend maintaining a 3-month operating balance.

Staff Satisfaction: were pleased; principals – high level of satisfaction; suggest increase fruits and vegetables.

Technology: Recommend central server, moving to a cashless system, and purchasing software modules (e.g., inventory management, free/reduced application processing.)

Responding to M. Karmozyn, Ms. Cutler provided information on Claims for Reimbursement and reported no penalties had been incurred. Responding to J. Cote, M. Selman reported there is a totally cashless system at the elementary level; middle school has both cash and cashless. Regarding the Claims Reimbursement, M. Selman commented that having some of the financial operations soon being handled by the Business Office is a positive step. Superintendent Welford asked Ms. Cutler how she would generally characterize the program; Ms. Cutler responded that it was good (wide variety of food, good staff rapport, most of the Meals per Labor Hour rates were good – outstanding at the Middle School.) The Committee thanked Ms. Cutler for her presentation. No action required.

**B. FY08 Budget Update**

M. Karmozyn (M), D. Cardon (S) to open the item for discussion. VOTE: Approved 6-0. R. Kimatian explained the requested line item transferred.

S. Moore (M), M. Karmozyn (S) to transfer \$48,894.00 from the custodial salary and benefit line to workers' compensation insurance line item (\$17,894), maintenance and custodial overtime line items (\$25,000) and substitute clerical line item (\$6,000). Responding to questions, R. Kimatian reported the substitute clerical line item was due to staff absences and the custodial position was not filled due to an employee being out on a workers' compensation claim. VOTE: Approved 6-0.

J. Cote (M), M. Karmozyn (S) to transfer \$60,751.86 from the special education professional service line item to the special education tuition line item. VOTE: Approved 6-0.

J. Cote (M), S. Moore (S) to transfer \$50,000.00 from the special education transportation line to cover additional legal fees. Responding to D. Cardon, R. Kimatian reported nine special education buses were anticipated and only eight have been used to date. VOTE: Approved 6-0.

**C. Report from Atty. Scungio on the Status of Negotiations**

M. Karmozyn (M), S. Moore (S) to open the item for discussion. VOTE: Approved 6-0.

Attorney Scungio requested the Committee move to Executive Session to receive legal counsel. At 8:15 PM, M. Karmozyn (M), J. Cote (S) to move to Executive Session to receive a legal opinion. Chair Trinque polled the Committee. VOTE: Approved 6-0.

At 8:31 PM, the Committee reconvened in Open Session. Chairman Trinque announced no votes had been taken in Executive Session.

At the request of the Negotiations Sub-Committee, Attorney Benjamin Scungio reported he prepared and would read an Executive Summary (which he announced would be available at the Administration Office on 3/12/08; a financial comparison is available this evening.)

“As the Committee well knows, your Negotiations Sub-Committee commenced negotiations with the Burrillville Teachers' Union almost a year and a half ago. After an extension of one year of our last collective bargaining agreement, both sides committed themselves to commencing negotiations on a successor agreement to start no later than October 2006. (We actually started approximately a month/month and a half after that. ) During that time, all the parties have negotiated long and hard. (By that I mean both sides.)

Approximately a year and a half ago, both sides thought it would be helpful to request the assistance of a state appointed mediator. To this day, we continue to work with the mediator to discuss our issues and still hoped a resolution would be forthcoming. As time has dragged on, both sides have become increasingly frustrated, mostly from concerns and issues outside our control and our abilities.

As a result of that frustration, the union has subjected the district to what I believe is a union work stoppage, as well as a recent union pronouncement that the union intends to work to “contract compliance” which apparently means that they will do less for students of the District than can be expected of professional teachers. Most unfortunately, the union has chosen to publish a series of advertisements in support of their cause. These advertisements contain some name-calling, factually misleading and unfair statements. While your subcommittee will not respond in kind, we will, when appropriate, provide the community with facts.

We trust the community understands that the School Committee is an advocate for Burrillville students and education. The union is an advocate for teachers’ salaries and benefits.

Your negotiations subcommittee chooses to make this report in this public setting at this time for multiple reasons:

- Negotiations have gone on for an extended period of time with no real compromise on the horizon.
- Many interested parties, including parents and public officials have called on this Committee to provide the community with a status report.
- Neither side had an absolute bar on publicly discussing these negotiation issues at this time. However, negotiations in the public rarely results in agreement. Since, the union recently decided to publicly disclose some of the terms of their contract proposals – it is important that the community also have information about the costs of those proposals, as well as the School Committee’s proposals.

It is important to note that neither parties of negotiations should be characterized as good or bad, or bargaining in bad faith. Both sides have been doing their best to compromise in a bad financial situation. The teachers seek to avoid losing ground financially, and we understand that. And the School Committee is committed to advocating for a quality of education in this town. We desire to pay the teachers what they deserve within the Town’s ability to pay. Recognize that it does no good for parties to demonize each other or attempt to sidetrack the public’s attention by attempting to draw extraneous matters into the negotiations.

Moreover, we have financial challenges. When the parties entered into a one-year extension, no one really anticipated that the state’s financial situation would make such a drastic turn. In fact, the passage of Senate Bill 3050, also known as the “Tax Cap Bill”, was then being held as the first step towards the state’s commitment to more fully fund their educational mandates - which in turn would relieve the cities and the towns for related property tax burden. As we all know now, state aid to education was level funded for this fiscal year. To make matters more financially challenging, it is now becoming clear that we cannot rely on the state to increase aid to education in the coming year and perhaps not the year thereafter.

Also, Senate Bill 3050 severely reduces the School Committee’s ability to request additional funding from the town. Next year, for instance, the district may request no more than a 5% increase in municipal funding. The percent increase will continue to decline for the next several years.

In a District such as Burrillville, which receives approximately one-half of its education funds from the state, the impact has been profound. The inability of the state to provide increased educational aid; the limited ability of the town to fund education; and substantial increases in budget items such as heating fuel, necessary infrastructure maintenance, increases in health care insurance, and increases in the district’s share of pension payments, creates a perfect financial storm. In addition to such increases which most districts throughout the state are contending with, Burrillville must be faced with the possible closing of Father Holland School, increasing enrollments at the elementary level, and possible liability of over a quarter million dollars in additional tuitions for students attending the Beacon Charter School as a result of the new unfunded mandate recently passed by our General Assembly. These factors leave little ability to address union demands for an increase in teacher wages and benefits, which is our single largest budget item.

As recently reported in the Providence Journal, Burrillville is ranked second only to Barrington regarding the percentage of town payroll attributed to schools. By any measurable standard, the town is making a good effort to fund education. From financial information given to us by the Town Manager and President of the Town Council, we were informed that the town provided the maximum funding effort the town can muster this year. We understand that the town has a responsibility to continue to operate its critical services such as police protection, and also that taxpayers have a limit to their ability to pay for spiraling tax increases as well.

(As a result of all these factors, the ability of the district to offer salary increases is limited.) The uncertainty and the state's financial commitment to fund education, and the limitations on the ability of the town to fully absorb contract increases, and the declining tax cap legislation, all combine to make financial projections over the next three years (with a three-year contract), quite difficult.

At the same time the district is experiencing this financial distress, it is under pressure (as are the rest of the school districts around the state) to institute educational reform. Educational change almost always meets resistance, and this district is no exception to that rule. There has been a controversy among staff regarding the institution of educational graduation requirements, for instance, as well as other matters. The district's challenge is that the state is requiring changes in the way education works, and union often disagrees with such changes or the manner in which the changes are instituted. Often, the result is a demand for additional compensation which we do not possess, unenthusiastic support, or the filing of a grievance or unfair labor practice against the district. One union grievance in particular, the Digital Portfolio Grievance, could result in a financial award to high school teachers, which further compromises our ability to give better salary increases to all the teachers in the district.

The School Committee established two goals this negotiation cycle: #1 was to find ways to give teachers a fair raise; #2 was to address contract changes necessary to improve the way education works in a district, chiefly in response to educational reform mandates from the Department of Education. Within the last four contract years, top step teachers were given average increases in excess of 3.5% per year, plus two additional days paid on a per diem basis. We have seen the average 10<sup>th</sup> Step teacher salary move from the bottom third in the state to the top third. Clearly, in better economic times, this Committee has done the best it could to provide economic support for its teachers. Also, given the per capita income in the town, and the ability of the town to levy property taxes, the town has shown excellent effort in this area. In current financial times, the town cannot afford to sustain such increases. Your subcommittee adopted a strategy of offering innovative ways to maintain teacher salaries – and therefore keep their standings up in the state, if at all possible. We incorporated such proposals in our last offer to the officials of the teachers' union:

- 1) We suggested a relatively modest change in the cost-share for health insurance benefits, which would give us the opportunity to reduce our premium liability and thereby offer the teachers a more meaningful salary increase. We think that these health insurance changes are in line with what the average local citizen experiences. We continue to offer excellent health plans for our employees. (The standard plan is HealthMate Coast-to-Coast.)
- 2) We are asking those moving from one step longevity to the next to postpone a portion of their increase into future years. This proposal seems to flatten out the bumps in longevity increases. (As the Committee may or may not be aware, state law mandates that we have ten longevity steps as a minimum, and as many as twelve.) As noted in the attached documents to this summary teachers moving from 9<sup>th</sup> to 10<sup>th</sup> steps currently receive an approximate \$10,000 increase in salary plus any general salary increase. The Sub-committee hasn't asked 9<sup>th</sup> step teachers to forfeit this increase, only to defer a portion of it over two years.

These two concessions move us a long way towards offering a fair salary increase. A review of the attached financial analysis demonstrates that our proposal provides a fair percent increase for each teacher at each step.

In order to make the plan work financially and educationally, we require some concessions from the union – these include withdrawing a grievance which, as mentioned above may result in paying teachers compensation that diminishes our ability to offer this wage increase.

Unfortunately, collective bargaining with teachers often impacts on education reform and efficiencies. When bargaining commenced, the School Committee identified many areas of educational reform that were impacted by the CBA, requiring change. As time passed, we reduced our requests to three important items:

- 1) Eliminate professional activity period language from the contract. This proposal will allow the administration to increase student-teacher contact time with respect to core educational subjects and reduce hiring additional personnel to take charge of classroom while teachers engage in some non-teaching activities.
- 2) Mandatory monthly faculty meetings. The proposal gives the administration the opportunity to resent and teachers to digest the impact of ongoing educational best practices and reform mandates. It would bring Burrillville in line with most other districts that we have canvassed - which provide for monthly faculty meetings at no additional cost to their respective districts.
- 3) Principals have the ability to create duties. This proposal will remove the handcuffs placed on site administrators regarding identifying what types of activities teachers may do during their duty periods. Teachers are currently limited to hall monitor, bathroom and other such duties. The administration would like to make more productive use of that time – based on the needs of the individual schools.

Your Negotiation Sub-Committee believes that these limited initiatives may help make a measurable difference in the quality of education in the District and increase efficiencies.

Attached is a copy of our last proposal to the union; a response to the union regarding, their second to last proposal; a copy of their response to our last proposal, and a financial analysis of both outstanding proposals for your review.

Summary: Your Negotiation Sub-Committee will continue to negotiate with the union and will consider any proposals that fall within our financial limitations. However, there remain two important concerns regarding negotiations.

- 1) We understand that of the Union's objectives is to strip our proposal of any reform items and limit the discussion to salary increases only. The sub-committee feels that these reforms are essential to the viability of any agreement. We have pared our requests down substantially and feel that the remaining three items are necessary to come to agreement.
- 2) If the fiscal year passes without a contract, it is unlikely that the District will ever have the means, within the state mandated cap on tax increases, to make up for the teachers lost salary in the current year.

Mr. Scungio reported they had reached a tentative agreement on only three issues (short-term illness pool, postings via e-mail, administrative vacancies would not need to be posted subject to the collective bargaining unit agreement). School department has requested withdrawal of a grievance predicated on compensation, agreed tentatively on a three-year contract; asked that the health care co-pay be increased from currently 5% to 7.5% in the 1<sup>st</sup> year, 12% in the 2<sup>nd</sup>, and 15% in the third, that buyouts be reduced in year two, couples would be allowed one buyout; provided a retirement bonus (included in the last extension period) for up to seven people per year for a two year period and a "sunset provision" after that; asked that the contract year match the fiscal year of the contract. Mr. Scungio called attention to the pages in the handout breaking down the step increases and the financial comparisons of most recent proposals. The union has been given an extraordinary amount of financial information. Trinke thanked Mr. Scungio for his report and announced full packets of information would be available tomorrow at the Superintendent's Office after 12:00. D. Cardon (M), M. Karmozyn (S) to receive and file the report. VOTE: Approved 6-0.

#### **D. Electronic Transmittal of School Committee Information**

Chairman Trinke recognized M. Karmozyn for a point of order for clarification and information, for the record, "Question: I'm curious why agenda proposal preschool tuitions, stamped and received March third 08, with the request to be placed on this agenda was omitted and the subject matter of pre-k was in the minutes we approved tonight (Item 12, New Business, page 6 of 7). Agenda Proposal Electronic transmittal date is March 4<sup>th</sup> 08 is on this agenda while that original motion stated to table and refer to Policy Sub-Committee on Tuesday, 2/6/07. It died and never met. There was no sub meeting on 2/6/07."

Chairman Trinqu reported that the tuition item had been deferred to April because (a) length of this month's agenda and (2) administrators needed additional time to determine rates and collection procedures. Regarding the Electronic Transmittal, Chairman Trinqu called attention to the minutes of the Special Meeting 1/30/07, there is a motion to send to the Policy Sub-Committee although it never got to the Policy Sub-Committee. M. Karmozyn read the motion from the 1/30/07 minutes; Chairman Trinqu noted the question posed last month was whether the item had been referred to the Policy Sub-Committee and it had.

J. Cote (M), S. Moore (S) recommend to refer this item to the Policy Sub-Committee for further review. J. Cote commented on the amount of time and money that could be saved by instead of making up and delivering paper packets and questioned how the motion could be tabled and referred if haven't voted that the Committee wants an Electronic Transmittal policy; Chairman Trinqu agreed the 1/30/07 motion does not appear to be proper, and hopes this motion will correct that problem. J. Cote (M), that the Committee adopt the ability to have electronically transmitted information and then send it to the Policy Sub-Committee to create the policy

Chairman Trinqu clarified the motion on the table is to refer this item to the Policy Sub-Committee for further review. M. Karmozyn clarified she picks up her packets at all times. Chairman Trinqu commented he would like to see any reference to this policy (either by the sub or full committee) that it be worded in such a way that it is considered voluntary. VOTE: defeated 4-2 (Chairman Trinqu and S. Moore voting in the affirmative.)

J. Cote (M), R. Trinqu (S) that the Committee "decide they would like to go forward in creating a policy for those committee members who wish to electronically receive information at a time, money, and staff savings to help the budget crunch and releasing some time of our one and only administrative assistant to the Superintendent." S. Moore questioned how a policy could be created for some and not all. J. Cote noted there are ways to secure the information and repeated her motion "to send to the Policy Sub-Committee to adopt a policy: Electronic Transmittal of School Committee material. VOTE: Failed 3-3. ([D. Cardon, P. Couture, and M. Karmozyn opposing](#)). J. Cote stated for the record, "I'm saddened by that because we would save money here and we would save man hours."

#### **E. Sub-Committee Appointments**

Chairman Trinqu called attention to the requested changes; substantial changes have been held until Mr. Lambert returns. ~~Committee Chair M.~~ Karmozyn asked if consideration had been made to calling some of these committees liaisons since there are only three recognized sub-committees and noted there is no longer BOSAP. D. Cardon indicated removal of WLC Building Committee and questioned why the BTA negotiations team had been added; M. Karmozyn noted it had been added last year.

Citing SC Policy 8211a, Organization of School Improvement Teams, M. Karmozyn suggested the Committee consider appointing one and have others attend as community members.

#### **7. Superintendent's Report**

M. Karmozyn (M), P. Couture (S) to open. VOTE: Approved 6-0. Superintendent Welford called attention to the day's events regarding the bomb scare at SFE and commended the principal, teachers and staff for their efforts: a note had been written on the wall of a boys' bathroom; police, Harrisville Fire Dept. and the state fire marshal office with dogs were all on site; students and staff were evacuated and spent about 1½ hours on the field behind the building; a note was distributed to all students before they left explaining to parents what had occurred (C. Dunham distributed copies

to the Committee.) The Superintendent updated the committee on the High School bomb issue. Chairman Trinque indicated he told the media the Superintendent is the official spokesperson. M. Karmozyn commented she had called the Superintendent and suggested he contact the media in the event parents had not gotten the memo from the students. Superintendent Welford reported it is the administration's intent that if someone be apprehended for writing the messages, they would be prosecuted to the fullest extent of the law, regardless of their age. The Superintendent announced that the high school intercom system is now operational and thanked P. Barrette and G4 for their efforts; called attention to the enrollments, field trip requests from DECA and the Robotics team. for his efforts, and documentation from the Governmental Health Group which will also be discussed at the next Town Council meeting. (M. Karmozyn reported the item is not on their agenda.) Referring to Item 6 of his report, the Superintendent indicated the situation had been resolved. In response to J. Cote, the Superintendent reported we do not currently know the percentage of savings participating in the Governmental program; regular Blue Cross rates at up 8%. S. Moore questioned the enrollments at the High School; the Superintendent indicated the numbers had been corrected last month but not brought forward; P Barrette added that students attending Woonsocket Voc. and out of district placements had inadvertently been included last month. R. Boule indicated it is not unusual to have a higher withdrawal rate following the end of the second grading period. P. Couture expressed concern regarding the Governmental Health package. M. Karmozyn questioned enrollment figures at the 11<sup>th</sup> & 12<sup>th</sup> grade levels. Chairman Trinque requested additional information (who/what/where) and three months' totals be provided next month. D. Cardon was informed that a copy of the Superintendent's waiver request would be in Friday's packet. Chairman Trinque thanked the Superintendent for meeting with parents at Callahan School and High School students. Superintendent Welford reported that Brianne Lees organized the group of students he had met and described her as articulate, bright, passionate about the things she believes in and is a wonderful representative of the student body. J. Cote (M) D. Cardon (S) to accept the Superintendent's Report as presented. VOTE: Approved 6-0.

#### **8. Administrators' Reports**

J. Cote (M), M. Karmozyn (S) to open the Administrators Reports for discussion. VOTE: Approved 6-0. D. Cardon asked how many students are home-schooled; Susan Moore will provide the information in her next report and was told staffing issues were being addressed at BYNS. D. Cardon commented on the many acts of kindness and thanked all of the administrators and the staff for the work they do.

M. Karmozyn stated for the record, "Thank you to our principals, our teachers and our support staff and all who assist in making our schools so special. Most importantly, thank to you our students. You are the reason we are here."

S. Moore welcomed R. Richards back.

J. Cote welcomed R. Richards back, commended M. Selman on the report, complimented Dalen Favali, commented on the Semi Formal at held at Crystal Lake, Boys' Night Out, the concert to be held in the morning at BMS, and the WLC breakfast.

Chairman Trinque welcomed Mr. Richards back, commented on the increased use of the rink, all staff in the BYNS program for their professionalism and commended the people who had to deal with the bomb scares on how the situations were handled.

#### **9. Reports of Standing School Committee Sub-Committees**

A. Policy Sub-Committee: Chairman Trinque read the minutes of the 3/3/08 meeting at which five policies were discussed and forwarded to tonight's agenda.

B. Budget Sub-Committee: D. Cardon requested the Superintendent consider March 20<sup>th</sup> at 6:30 PM for a meeting to be posted and advertised; Chairman Trinque suggested that unless members

are committed to attending that meetings be posted only.

C. Health & Wellness Sub-Committee: No report.

## **10. Correspondence/Communications**

Chairman Trinqué called attention to correspondence regarding NRIC's annual meeting and a letter from Mrs. Kent. D. Cardon (M), P. Couture (S) to receive and file. VOTE: Approved 6-0.

## **11. New Business**

### **A. Northern Rhode Island Collaborative – Bud MacDonnell, Executive Director**

Mr. MacDonnell thanked the Committee for inviting him to the meeting and provided a history of the organization, its mission and the circumstances that brought about the surplus. As a result of possibly losing classroom and central office space, in 1999, the board's superintendents decided to put some money aside to potentially buy property, to build a school; prior to that date, surpluses were given back to the communities in the form of tuition credits. It was reported that \$2,000,000 is needed in the bank to cover expenses; the Collaborative is currently owed \$1.3 million. Net assets are over \$7,000,000; but that does not mean they \$7 million in cash. Within the last four years, the Board of Superintendents has voted to reduce tuitions using any surpluses that have been derived; tuitions have not been raised in two years. There is legislation proposed to put collaboratives under direction of the RIDE. The By-Laws currently in effect any communities to have access to the assets of the membership; they would only receive money if the collaborative dissolves.

D. Cardon noted the organization is a not for profit organization and asked if the NRI holding company that has \$4,000,000 dedicated to a building goal is being invested; Mr. MacDonnell indicated it is earning interest. Mr. MacDonnell noted they collaborated with the School for the Blind and other special needs institutions.

M. Karmozyn asked how a non-profit could create a holding company; Mr. MacDonnell responded that it could if there is a specific purpose – in this case to purchase property. Attorney Scungio noted it is incorporated, is making money, and is audited by a CPA annually; if it does make a significant amount of money then it will need to file a return.

P. Couture commented that appears Pawtucket is "putting a squeeze" on the collaborative.

In response to Chairman Trinqué, Mr. MacDonnell noted that if money were returned to the town it would be a short-term gain of approximately \$300,000.

In response to S. Moore, it was reported a decision will be made on March 25.

Responding to questions it was reported surpluses were realized by selling seats to non-member communities; they went before the General Assembly for approval to purchase the property they are in the process of a purchase and sales agreement; if Pawtucket "wins" it is up to the Board's Superintendents to determine how the funds are used (there are several scenarios.) The Superintendent noted that the creation of the holding company in 2002 is a subdivision of the NRI Collaborative was initiated (motion made) by the Superintendent in Pawtucket.

Responding to J. Cote, Mr. MacDonnell reported it is anticipated the new location will house the office they are currently in; the owner of the building the currently occupy did not renew their 3-year lease and now have a 30-day. Additionally, they have outgrown the location; the capacity of their conference room is 35.

M. Karmozyn read an excerpt from a Journal article for clarification: "According to his analysis, the Collaborative accumulated multi-million dollar surpluses by overestimating expenses even as it failed to project revenues. Even when the Collaborative, which has a Board of Directors consisting of the school superintendents of the member school districts tried in 2004 and 2005 to refund the money it continued to run surpluses in." Mr. MacDonnell commented that it is one man's opinion; money was refunded through reductions

in tuitions.

Chairman Trinque thanked Mr. MacDonnell for his presentation. No vote required.  
Chairman Trinque requested moving to Item E.

**E. Overnight Field Trip Requests**

J. Cote (M) M. Karmozyn (S) to approve to approve an overnight field trip for DECA to attend the National Career Development Conference in Atlanta, GA, April 25-28, 2008. VOTE: Approved 6-0.

J. Cote (M) D. Cardon (S) to approve an overnight conference request for FTC Robotics Team to attend a national competition in Atlanta, GA, April 15-20, 2008. VOTE: Approved 6-0.

**B. Presentation NECAP Results – Principals**

Building principals of Callahan, Steere Farm, and Middle Schools provided a brief overview of the Fall 2007 NECAP testing results and highlighted comparisons over the past three years. Mr. Boulé distributed information on the High School's NECAP results and noted since this is the first year 11<sup>th</sup> graders took the exam there is no comparison data; school scores are similar to state results; he took responsibility that the students were not well prepared and is awaiting survey information as to how seriously the students took the test.

Comments/response to questions:

At the elementary and middle levels, it was noted that mathematics scores do not reflect implementation of the math program adopted this year.

To emphasize the importance of the test: contact with parents, assemblies, good breakfast; RIDE is trying to make NECAP test results 1/3 of graduation requirements.

Tests are based on regional standards (RI, NH, VT).

Action Plans will be developed to address areas of weakness. Administration is seeking sources to obtain reliable data.

The mathematics program spirals up, moving from concrete to abstract; the concept is more important than the rote.

The Committee thanked the principals for their presentation. No action required.

**C. Proposed Policies**

M. Karmozyn (M), P. Couture (S) to open the item for discussion. VOTE: Approved 6-0.

a. The Superintendent reported "hours" are considered 50 minutes; the Athletic Director's survey indicated 7 ½ hours is the maximum in the state; approval of schedule changes (by both the Director and A.D.); 6 hours of additional rental hours was picked up. M. Karmozyn (M), D. Cardon (S) to lay on the table the proposed Policy Related to Support Operations (*Ice Rink – School Athletic Program*) until the next meeting. VOTE: Approved 6-0.

b. Superintendent Welford noted the most notable change is to increase public skating to 4 hours per week and daily during winter school vacations; special events will require 2 months notice and cancellation of ice time will require 48 hours notice. D. Cardon (M), P. Couture (S) to lay on the table the proposed Policy Related to Support Operations (*Ice Rink – Community Use*) until the next meeting. VOTE: Approved 6-0.

c. The Superintendent highlighted the minor changes to the Graduations Requirement policy. R. Boulé reported the policy is a living document and subject to change; an example of common assessment is all Tradition English classes taking the same exam. In response to questions it was noted: PBGR requirements are met through #2 and #4; if Digital Portfolio is no longer used, the policy would need to be amended; changes were made by Mr. Boulé. M. Karmozyn noted adding an example on Definition of proficiency (#5). J. Cote (M), S. Moore (S) to lay on the table the proposed Policy Related to

- Education (*Graduation Requirements*) until the next meeting. VOTE: Approved 6-0.
- d. Superintendent Welford and Mr. Boulé explained the rationale used in developing the proposed policy that would allow D grades. D. Cardon voiced her opposition, and called attention to the fact a policy number had not been assigned to it. Chairman Trinque noted that in view of the dropout rate it makes sense (e.g., a freshman down 2 credits is not likely to come back). In response to M. Karmozyn, Mr. Boulé reported a student could theoretically graduate with a D average (would still have to complete PBGR); disagreed that this lowers the bar – it completes it. M. Karmozyn requested samples from other districts be provided; the Superintendent said he would include them in the next packet. P. Couture commented it is a “bridge” to not losing a student. The Superintendent said he believes the current failure rate is contributing the dropout rate and that we have an obligation to the students; D. Cardon argued she believes it’s an excuse to get a D. J. Cote (M) S. Moore (S) to lay on the table the proposed Policy Related to Education (*Grading Policy – Secondary Schools*) until the next meeting. VOTE: Approved 5-1 (D. Cardon opposing).
  - e. J. Cote (M), S. Moore (S) to open discussion on a Proposed Policy for Interim Administrator Reassignment to Permanent. VOTE: Approved 6-0. Superintendent Welford reminded the Committee of conversations last year to discuss development of the proposed policy. M. Karmozyn called attention to Policies 5111 and 5221A that are in place. J. Cote indicated it was her understanding this was something the all of the Committee wanted to bring forward. J. Cote (M) S. Moore (S) lay on the table the proposed Policy for Interim Administrator Reassignment to Permanent until the next meeting. VOTE: Failed 3-3 (P. Couture, D. Cardon, M. Karmozyn opposing.)

**D. Agenda Proposal Form**

J. Cote (M), D. Cardon (S) to open the item for discussion. VOTE: Approved 6-0. D. Cardon called attention to the Agenda Proposal form available on the district website and another available at the Administration office. Chairman Trinque recommended sending it (along with all of Section A) to the Policy Sub-Committee for review no later than June. So moved by J. Cote (M) S. Moore (S). VOTE: Failed 3-3 (P. Couture, D. Cardon, M. Karmozyn opposing.)

**F. Participation in Governmental Health Group of RI**

Superintendent Welford called attention literature provided outlining the proposal; the Town Manager is the current President of the group. P. Couture expressed concerns over the wording. Attorney Scungio explained it under the design of a self-insured collaborative; they have a good track record; a penalty is charged for withdrawing – same concept as the Trust. Chairman Trinque suggested having a representative speak to the Committee; the Superintendent cautioned that it was his understanding the deadline was March 15. M. Karmozyn reiterated that the item was not on the next Town Council agenda. J. Cote (M), Chairman Trinque (S) to table the item until next month with the addendum that the Committee would be given more information on the entities involved, a history of the organization and a presentation by a representative; if something comes forward sooner a Special Meeting would be called. , M. Karmozyn questioned where surpluses would go under Article 10; the Superintendent indicated that both entities are under the same umbrella, each with a portion. VOTE: Approved 4-2 (D. Cardon and M. Karmozyn opposing).

**12. Committee Comments Regarding Agenda Items**

None

**13. Move To Executive Session**

At 12:16 PM, J. Cote (M), D. Cardon (S) to move to Executive Session under R.I.G.L 42-46-5(a)(1) and (2), Personnel and Collective Bargaining. Chairman Trinque polled the Committee. VOTE: Approved 6-0.

**14. Reconvene in Open Session**

(D. Cardon left at 1:14 AM.) The Committee reconvened in Open Session at 1:14AM. Chairman Trinque announced four votes had been taken in Executive Session: To take under advisement and uphold the Superintendent's recommendation on Grievance 414-NS and to take under advisement and uphold the Superintendent's recommendation on Grievance 413-NS.

**15. Adjournment**

J. Cote (M) S. Moore (S) to adjourn the Regular Meeting. VOTE: Approved 5-0. The meeting adjourned at 1:15 AM.

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Chair of the Committee