

**BURRILLVILLE SCHOOL COMMITTEE
REGULAR MEETING
May 13, 2008**

1. Welcome/Roll Call/Pledge of Allegiance

Reported By: Janice Peterson

Location: Media Center, BHS

Time Began: 7:15 PM

Adjourned: 11:42 PM

Attending: Chairman Raymond Trinke, Joan Cote, Scott Moore, Paul Couture, Mary Karmozyn, Dorothy Cardon, Peter Lambert, Student Representative Keith Chamberland

Absent: None

Chairman Trinke called the meeting to order at 7:15 PM and announced no votes had been taken during the Executive Session held prior to the Regular meeting.

2. Reorganization

Chairman Trinke called for nominations for Vice Chair. S. Moore (M), P. Lambert (S) to nominate Joan Cote. S. Moore (M), P. Lambert (S) to close nominations. VOTE: Approved 7-0. D. Cardon (M), M. Karmozyn (S) to nominate Scott Moore for Clerk. R. Trinke (M), S. Moore (S) to nominate Peter Lambert as Clerk. S. Moore (M), M. Karmozyn (S) to close nominations. VOTE: Approved 7-0.

Chairman Trinke announced that since the position for Vice Chair was uncontested, the Clerk, once appointed, would cast one vote for that position. As a point of order, M. Karmozyn asked if the position of Vice Chair should be voted upon; Chairman Trinke noted it was unnecessary since it was uncontested; M. Karmozyn asked Attorney Scungio for his opinion; Attorney Scungio said the Committee could vote if they wished; M. Karmozyn stated she did. Chairman Trinke called for a vote to appoint J. Cote as Vice Chair. VOTE: Approved 4-3 (M. Karmozyn, P. Couture and D. Cardon opposing.)

Chairman Trinke called for a vote to appoint P. Lambert as Clerk. (M. Karmozyn commented S. Moore had been nominated first; Chairman Trinke noted it did not have to be taken in order; Attorney Scungio indicated the Committee could do whatever they decided.) VOTE: Approved 4-3 (M. Karmozyn, D. Cardon, and P. Couture opposing.)

3. Consent Agenda

J. Cote (M), P. Lambert (S) to open the item for discussion. VOTE: Approved 7-0. D. Cardon reported she would recuse herself from voting on the minutes as she was absent from the meeting. Point of clarification, M. Karmozyn asked that (page 5/5, Item 13) votes be reported: Grievance 415NS - VOTE: Approved 4-0. P. Couture and P. Lambert reported they would recuse themselves as they were absent. J. Cote (M), S. Moore (S) to approve the minutes of the April 8, 2008 Regular Meeting and Executive Session, as amended. VOTE: Approved 4-0-3 (D. Cardon, P. Couture and P. Lambert recusing from the vote.)

S. Moore (M), J. Cote (S) to award Photography bids to Maré Studios, East Providence, for services at Burrillville High School, and to Lifetouch National School Studios, Inc., Coventry, for services at Burrillville Middle School. VOTE: Approved 7-0.

S. Moore (M), J. Cote (S), to approve the payment of invoices and payrolls for April 2008 in the amount of \$2,492,126.07. VOTE: Approved 7-0.

4. Public Comment

Chairman Trinke requested those speaking under Public Comment identify themselves, speak up, and limit comments to two minutes. M. Karmozyn, point of order for clarification, "For the record, we have a request from the President of the Men's 40+ Hockey League to be placed on our agenda. Why isn't this item an agenda item? Second, I've said this before, the public is not aware of forms and how to be added as an agenda item to School Committee meetings. Two minutes may not be enough time to discuss. Also, 'Requests For Presentation By The Public' is not the same as 'Public

Comment'. I looked at the forms we were given. Two minutes may not be enough time for a presentation. Just clarification, point of order as far as open government." Chairman Trinque stated he believed the people were placed on the agenda where they wanted to be; if someone feels two minutes isn't enough time, a decision could be made to reconsider at that time or to place it on next month's agenda.

- a. Arthur Houle, representing a group that has played hockey on Sunday mornings for 28 years, read a statement expressing dismay that they will no longer be able to skate at 9:00 AM due to a decision to "run the rink as a business." Chairman Trinque thanked Mr. Houle for his comments and indicated the Superintendent will look into the subject and get back to him.
- b. David Sheehan stated his item(s) were not placed on the agenda as intended, that the Burrillville Teachers' Association requested three items be placed on the agenda as a public presentation, that the Chair and Superintendent had denied the request, that they had followed "all established protocols", hoping to engage the Committee in discussion, and requested the items be placed (separately) on June's agenda. Responding to J. Cote, Chairman Trinque stated that following discussions (three separate phone calls) with the union leadership, the items were placed as was believed appropriate. M. Karmozyn said, "For the record, did they ask to be placed on the agenda or to be 'public comment' or 'public presentation'?" Chairman Trinque indicated that they had questions to ask, they submitted the questions, and the questions are those presented; if this was incorrect, it will be placed on June's agenda. The Chair added that the Policy Sub-Committee is reviewing the forms. M. Clifford added that they wanted a dialogue.
- c. David Hebert, Mapleville, commented he and other members of the athletic boosters would like to be part of the coaching selection process. Chairman Trinque indicated they would make the High School principal aware of the request.
- d. Judy McLaren, asked how agenda proposal forms could be gotten. Chairman Trinque reiterated that this topic was being addressed by the Policy Sub-Committee; in the interim, forms can be obtained at the Administration Office. M. Karmozyn suggested having the form date stamped and copied when it is completed.
- e. Helen Connell, Mapleville, commented on the effect a (330 minute) waiver would have on students and offered alternative suggestions. .
- f. Mike Clifford, N. Smithfield, (point of information) asked if the Committee would be addressing any comments under Item 12, to Mr. Sheehan's agenda items; if so he requested the item be moved to follow Item 4. Chairman Trinque explained that the limitation of Committee Comments to items on the agenda is at the advice of legal counsel and assured him that no members are listed, thus no members would be speaking this evening.

5. Personnel

UAppointments

S. Moore (M), P. Lambert (S) to appoint Robert Boulé, Interim Principal, BHS, and Sherrill McKeon, Assistant Principal, BHS, for one year, effective 7/1/08. M. Karmozyn stated, "For the record, it will not be a reflection on any administrator. We have a Policy Related To Personnel Management, P5111, Administrative Vacancies: When there is a vacancy of a principal at the district level, the vacancies shall be posted internally and advertised. All applications shall be directed to the Office of the Superintendent. And I do believe the two administrators were hired as one year contracts." D. Cardon questioned the delay in receipt of Ms. McKeon's certification. Chairman Trinque stated that the district has no control over the certification office and noted that she is currently fully certified. VOTE: Approved 5-2 (M. Karmozyn, citing Policy P5111, and D. Cardon opposing.)

Coaching Appointments

S. Moore (M), D. Cardon (S) to appoint John O'Neil and Shaun McConnell, Assistant Baseball Coaches, BHS, Volunteer, pending receipt of appropriate paperwork. M. Karmozyn asked if the positions had been advertised; it was reported they had not been as they were volunteers. VOTE: Approved 7-0.

Additional Personnel

M. Karmozyn (M), J. Cote (S), to appoint Donna Lavallee, Year-Round Secretary, Guidance, BHS, at the current contract rate. VOTE: Approved 7-0.

Rescission of Non-Renewal Vote of February 12, 2008

D. Cardon (M), M. Karmozyn (S) to rescind the Non-Renewal Vote of February 12, 2008 for: Patricia Lapierre, Rachel Auclair, Stephanie Bruckmann, Joan Surprenant, Mary Jean Boucher, Heather Ray, Lucy Collins, Jennifer Fowler, Lisa Gaddes, Lisa Carpenter, Janet Wallman, Diane Lebrun, Julie Mayhew, Brian Hauser, and Jeanne Zaleski. M. Clifford, BTA representative, commented that Sara Gaulin was more senior than another teacher being recalled and asked if her name would be called in another group. Chairman Trinque indicated that they would be working from the list provided and suggested contacting the Superintendent if there were questions. M. Karmozyn said, "I did call Mr. Welford, and, for the record, I asked him, 'Where are the rescissions, employees, where are they going to go? Back to their old positions or what. I believe we laid off – and I'm not quite sure – 77, 78. How did you determine the call-back of these 18 employees as compared to the others? And I know you shared with me, Steve, so you might want to share.'" Superintendent Welford reported he had shared the process used both Ms. Karmozyn and the union. The area focused upon first was elementary; based on current/projected enrollments, (50) classroom teachers are required. The process employed was, using the seniority list, to recall those teachers with elementary certification; some teachers are currently in elementary positions and other are in special education positions; this list guarantees that these people, based on their certification and seniority will have a job in the coming year. Two teachers at the High School (L. Carpenter and Brian Hauser) have been recalled because they are most senior to be laid off in their respective departments and will fill vacancies due to retirements. Course enrollments at the high school are awaited to be finalized to determine the exact number of teachers required in each department; the Middle School is looking at a possible reorganization of staffing; staffing for special education will be determined by IEP. It is anticipated that a large number of staff will be recalled at the regular June meeting and at a Special meeting at the end of June. In summary, the Superintendent reported rescission was done by seniority and classification; met with union representation; they were in agreement that the individuals were most senior with elementary certifications. David Sheehan stated they had met with the Superintendent, he had outlined his plan, and they did not agree with it, and had sent letters to each member of the Committee. Superintendent Welford stated he assumed Mr. Sheehan cross-checking every name and saying, "That's right, that's right, that's right." indicated agreement and apologized he was mistaken. Chairman Trinque ordered the item move on. M. Clifford interjected a point of order, for the record; Chairman Trinque stated the item was not going to be debated tonight and suggested Mr. Clifford schedule an appointment with the Superintendent to discuss the topic further. Mr. Clifford commented that it should be possible to calculate the recall of far more than the eighteen people on tonight's list (e.g., English, Math at the high school, itinerants). Chairman Trinque thanked Mr. Clifford for his comments and noted only Committee members are allowed to comment for the record. VOTE: Approved 7-0.

D. Cardon (M), P. Couture (S) to rescind the Non-Renewal Vote of February 12, 2008 for Erin Jasmin and Melissa Rhodes. VOTE: Approved 6-0-1 (S. Moore recusing from the vote.)

D. Cardon (M), J. Cote (S), to rescind the Non-Renewal Vote of February 12, 2008 for Pamela Connors. VOTE: Approved 6-0-1 (P. Couture recusing from the vote.)

Salary Adjustments

J. Cote (M), S. Moore (S) to approve a 2.8% salary adjustment for FY08 per correspondence from the Superintendent dated VOTE: Approved 7-0.

J. Cote (M), D. Cardon (S) to approve a 2.5% salary adjustment in FY09 for the following: Paul Barrette, David Brissette, Cynthia Dunham, Robin Kimatian, William Lima, Susan Moore, Dorothy Niechwadowicz, Janice Peterson, Robert Richards, Michelle Selman, Lois Short, and Laurie Sullivan. In response to M. Karmozyn's question, the Superintendent reported the 2.5% increase had been budgeted. VOTE: Approved 7-0.

S. Moore (M), J. Cote (S), to approve a 2.5% raise in FY09 for Robert Boulé and Sherrill McKeon. M. Karmozyn, citing Policy P5111, stated her belief the school department must advertise the position; D. Cardon concurred with the opinion. J. Cote requested clarification as to how the decisions were made; Chairman Trinque indicated the policy is non-specific enough to be interpreted in different ways but that the Committee was well within its rights. M. Karmozyn reiterated her position was that of policy, not performance. VOTE: Approved 5-2 (M. Karmozyn and D. Cardon opposing.)

Chairman Trinque requested moving to Item 11E to be Item 6D. So moved by D. Cardon, seconded by J. Cote. VOTE: Approved 7-0.

6. Old Business

A. FY08 Budget Update

D. Cardon (M), P. Couture (S) to open the item for discussion. VOTE: Approved 7-0. Superintendent Welford deferred the floor to R. Kimatian. R. Kimatian called attention to two recommendations: to authorize the Superintendent to adjust line item spending at his discretion; to approve the transfer of \$15,000 from undesignated funds to cover grievance and arbitration costs; to date there have been 12 grievances (7 outstanding), 2 unfair labor practices, 1 accretion hearing.

S. Moore (M), J. Cote (S), to authorize the Superintendent to adjust line item spending at his discretion to meet all financial obligations and balance the Fiscal Year 2008 budget. VOTE: Approved 7-0.

S. Moore (M), P. Couture (S) to approve the transfer of \$15,000 to the arbitration line item to cover expenses associated with two grievances scheduled for 6/2/08 and 6/12/08, two unfair labor practices, and several grievances yet to be scheduled. VOTE: Approved 7-0.

B. Presentation on Status of Negotiations – Benjamin Scungio, Esq.

Attorney Scungio stated,

“The Chair asked me to provide the Committee with an update regarding our negotiations with our certified teachers, the BTA. The parties are still far apart and neither side has requested another meeting, nor floated any further proposals. Thus, we are currently in a holding pattern with no financial maximum, in terms of an offer, I do not anticipate any more movement on our side.

During my last presentation, I stated:

As a result of the union's frustration that the parties haven't arrived at a contract, the Union subjected the District to 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 the students of the District than can be expected of professional teachers. Must unfortunately, the Union has chosen to publish a series of advertisements in support of their cause. These advertisements contain name calling and factually misleading and unfair statements.

I emphasized at that time that while your Sub-committee will not respond in kind, we will, when appropriate, provide the Community with the facts.

This is one of those occasions. The BA recently published an ad in the Bargain Buyer which contains half-truths. Telling a half-truth, in my judgment, is the moral equivalent of lying. In order to set the record straight, I would like to clarify and add some relevant facts to the information provided to the public about our last mediation session.

Approximately three weeks before the last session on March 4, 2008, the Committee submitted a proposal to the BTA. It was the same proposal I submitted publicly at a previous School Committee meeting. The BTA was unable to respond to the proposal, as a result, we agreed on a new meeting date – March 4, 2008. The Mediator scheduled the meeting at the Department of Labor. At the time of the meeting, the Superintendent stated that he would not be available until later in the evening – because he has already scheduled a meeting with a parents’ group. Further, three members of our group were also unavailable for that night – and each of them was excused from attending.

At that time, I requested the BTA’s representative forward the Union response to our proposal to me via email so we could prepare a response at the beginning of the March 4, 2008 meeting. The BTA declined, but promised to have a response within 5-15 minutes of the start of the meeting. The mediator had intended to work with the BTA alone and have us come to the meeting at a later time. He was assured that that would not be necessary.

Negotiating Committee Chair Cote, Committeeman Trinque, Ms. Kimatian and I all arrived for the start of the meeting. It became apparent to us that the Union hadn’t completed its work over the proceeding three weeks. After waiting approximately an hour, I inquired as to where the proposal was. The response was that the Union needed additional time to respond. At that time, I asked the Mediator if he would have an issue with us leaving for dinner. Some of our group hadn’t even had the chance to have lunch that day. He agreed. I also asked the Union representative if he had an issue with our leaving for dinner – he did not.

The four of us went out for a bite to eat and also purchased take out for the Superintendent, upon his arrival. During dinner, we continued to set strategy for a response to the Union proposal. Each of us paid for our own meal.

When we returned, the Mediator presented a proposal to us. I expressed the group’s extreme displeasure with the proposal because it did not accommodate the District’s limited ability to pay.

We waited till the Superintendent arrived and reassessed our financial position. We prepared an immediate response simply resubmitting our proposal. We were asked by the Mediator not to take that step and consider any other possibilities. I explained that we had and we could not afford the Union’s demands. The Mediator then asked us to agree to recess the meeting rather than provide a negative response and to contact him if our position changed.

A few points:

1. When I presented my last status report to the Committee publicly, I thought I made it clear that we could not afford the Union’s demands and further that our last proposal was as far as we could reach financially. If that was not understood, let me state clearly that the Union’s last proposal is rejected.
2. All four school committee members, your superintendent and our Town Council liaison have acted very admirably during the course of these negotiations. They have put in literally hundreds of hours listening to the Union’s concerns. They have been patient and acted temperately and intelligently during the whole time. Many times we negotiated till late into the night and often till early in the morning, on Saturdays and Sundays. The Union negotiates to put money in their pockets – so the investment of time is financially warranted for them. School Committee, Superintendent, and Council people negotiate to protect public interest. The public officials’ attendance and attention at these meetings has always been exemplary.
3. To suggest, based on intentionally stating half-truths, that any of these people are not concerned or have taken these negotiations casually or have shirked their public duty in any way is a lie. Those who are responsible for this ad should reveal themselves and apologize for their conduct. To engage in this type of conduct is beneath their professional dignity.
4. The BTA states that no negotiations sessions have been requested. If they believe that we can make progress by meeting again, they have my number, we are available to talk with them at any reasonable time.
5. In my last report to you, I expressed concern about the effect of our not concluding a contract before the end of this fiscal year. Once the year is over, we will not have the capacity to fund a one-year retroactive raise. The whole year will be gone. We invite the Union to seriously reconsider our last proposal before July 1, 2008.

Mr. Scungio restated the fact that approximately \$250,000 (less the \$15,000 reallocated earlier) had been set aside in the current budget to fund a raise; once the fiscal year ends, those funds cannot be spent without an affirmative vote from the Town Council. Essentially, two public bodies (School Committee and Town Council) would be required to ratify the contract.

In Mr. Scungio's opinion, that scenario is unlikely. The attorney called attention to spreadsheets outlining proposed salaries, insurance co-pays, and reconfiguration of moving from ten steps to twelve in an effort to "smooth out the bumps" and work within the State's tax cap.

J. Cote asked the Chair for a point of personal privilege; Chair acknowledged. Ms. Cote stated,

"My desire tonight is to set the record straight on my character and my commitment to the Burrillville School Committee.

The mistruths and character assassination that has been going on in the local Bargain Buyer by the BTA leadership is dishonest. I do not understand their motivation, other than wanting to taunt the committee and try to mislead the public. Well congratulations, you have my attention as a committee member and a resident of this community. Now may I have yours? I have tried to ignore your articles because they have no merit. You have fabricated information to serve your purpose. I will not tolerate any longer the bullying and lies that are being paid for by the BTA to smear me personally, other members of this committee, or the superintendent of our schools.

I made a commitment to this community when I was elected to the Burrillville School Committee to listen to the community and work with the leadership of our schools to do what is in the best interest of our district. I believe I have done that. Never did I agree to being harassed by the union leadership in advertisements that are always misleading and factually wrong. If anyone in this community has any questions or concerns as to how I have voted on an agenda item or concerns for how the district is operating feel free to call me or stop me in town. As a mother of three young boys you will see me anywhere from the soccer field to the hockey rink to the baseball fields to the concert hall to the schools. In other words I am definitely around town.

Negotiating a contract for our teachers is something I take serious. It's not a game. I am very aware of the importance of teachers in our schools. My children have been fortunate to have the best of the best teaching them. My children speak very highly of the teachers that have left positive impressions on them. Then there are those who choose to publicly attack their mother. Some who as we pass on the walkway to our parish and I say, good morning to you, you chose to shoot me a dirty look and turn your head. How very Christian of you. Those are the impressions that I refuse my children to be left with.

You are employed to lead by example, as I am, by the citizens of Burrillville.

Do not hold me, a school committee member accountable for your actions. I am not responsible for the children of this community not receiving help before or after school. Having school activities cancelled or scaled down due to the choice of the BTA to hold back support and guidance. Our children should not be pulled into the drama of negotiations. It is not fair to them. Nor the teachers who I know would rather be available to their students. We are here to teach the youth of this district, to guide them and offer them the best education to prepare them to be successful in whatever they may choose in life. Every decision I make is made with the child in mind and how it will affect them. We are not dummifying down with the new grading system. We do not warehouse students; we are not disinterested in settling this contract. Stop putting your negative spin on everything this committee does.

The last article written by the BTA grossly crossed the line. The BTA chose to attack me personally. What they have implied in this ad is that I do not take the position I was elected to seriously. That I choose to go to dinner with a gentleman from the school committee rather than negotiate. This is a lie, as I hope is clear after Attorney Scungio explained the events of that particular negotiating meeting. I believe this is slander of my character. Not only are they attacking me but my family, in what you are implying. My family is my greatest supporters but, they too do not understand the lies being spoken by the BTA. I teach my boys to treat others as you would like to be treated. Be truthful, hold your head high and be proud of what you have chosen to do in life and never let others talk you down. This is not how I feel as a school committee member. Never in my life have I ever felt such disrespect and hatred by other human beings. I owe more to my husband and children than to be featured in the Bargain Buyer weekly. I will not tolerate another day of being attacked personally and professionally by the BTA leadership. I will not allow my name to be smeared by the BTA leadership. Grow up. And if you have something to say, put your name to it. Don't hide behind the letters BTA.

The BTA has grossly misused their position in resorting to character assassination. This is my community where I have chosen to raise my family and have become an active member of this community in becoming a member of the school committee, a non partisan committee, elected to oversee the wellbeing of this school district to provide the best education for the youth of our town. In other words, this is not and should not be an office for playing politics, I am not a politician.

The BTA leadership has crossed the line in many ways. To imply inappropriate behavior on my part is a lie. The BTA leadership has chosen to resort to bullying. This district has strict policies regarding bullying. The BTA should be held to the same standards. I will not tolerate the inappropriate behavior of the BTA leadership any longer.

In closing, I will not allow false accusations to be publicized by the BTA. I will pursue legally any way to penalize the BTA leadership for false representation of my character. The BTA leadership needs to be held accountable for their inappropriate behavior. I will not allow the BTA to misrepresent me in one more public notice.”

Chairman Trinque commented that although he has a “thicker skin” than Ms. Cote, he has a wife and family and is offended by any implication of impropriety and asked that if any further character assassination occurs, he hopes the perpetrator(s) put his/her/their name(s) to it.

P. Lambert stated that, after reading School Committee packets from the past four months, he believes the real issue is the students who are being hurt – they are the responsibility of teachers, administration, and the Committee, and restated the need to focus on what is really important – the students, who are the reason for all being here.

M. Karmozyn corrected (page 3, #2), that she had not been appointed to the Negotiation Team until August and did not want to be included in the statement “put in a hundred hours.”

C. FY09 Budget

J. Cote (M), S. Moore (S) to open the item for discussion. VOTE: Approved 7-0. Superintendent Welford called attention to R. Kimatian’s report and a memo from the Town Manager to the Town Council containing a prognosis and recommendations regarding the budget. The Town Manager is recommending a budget of \$27,600,000 (\$31,000 less than requested). The Superintendent highlighted various items (e.g., recommendation for a part-time curriculum person and a Substance Abuse Counselor identified as priorities by the Administrative Team), public utilities, and transportation. Chairman Trinque announced that the Superintendent has shared the budget with all of the SIT teams; the information is available to the public at the Administration office. D. Cardon said the Budget Sub-Committee has had “very little input” into the budget as presented. Superintendent Welford suggested the Budget Sub-Committee reconvene and the Committee withhold action on the budget until the June meeting. D. Cardon (M), M. Karmozyn (S) to hold the budget until the June meeting to allow the Budget Sub-Committee to meet and discuss with the Superintendent individual line items. J. Cote asked if the budget is grossly different for that which was presented to the Budget Board and was told there are some significant changes. M. Karmozyn called attention to pages 11 and 13 of the Budget Board memo (budget as a work in progress, not formally adopted by the Committee). Superintendent Welford noted that the budget was forwarded to the Budget Board with the proviso that it was a “work in progress”. D. Cardon stated she had requested that wording but that several things have changed since that time. VOTE: Approved 7-0.

D. Review Form to be used for Superintendent’s Evaluation

M. Karmozyn (M), J. Cote (S), to open the item. VOTE: Approved 7-0.
Chairman Trinque requested a 5-minute recess. The Committee reconvened at 9:10 PM.
Attorney Scungio called attention to the different evaluation forms. D. Cardon indicated in the past the Committee had given individual grades which were then averaged and each member made comments which became a consensus. Mr. Scungio noted that goals have not been established. Calling attention to Policy 1312, D. Cardon noted the areas to be evaluated. The Committee decided on the format using 1-4 grading; Attorney Scungio will send the form to the Committee on Wednesday; next meeting is confirmed for 6:00 on May 19.

7. Superintendent's Report

P. Lambert (M), J. Cote (S) to open the item for discussion. VOTE: Approved 7-0. The Superintendent called attention to information on Beacon Charter School, congratulated the Robotics Team, DECA, Mary Lou Tupper, National History Day participants, Lisa Carpenter and Shannon Collins for winning the Katie Decubellis creative writing award. Regarding the art display at the Lions Club Breakfast, D. Cardon requested the Superintendent contact Cherie Hall and Mike Karmozyn. Mr. Karmozyn commented that the art display has never officially been part of the breakfast – it began as a coincidence; he requested the Lions not be drawn into a situation with the BTA. The Superintendent also highlighted the new admissions document; information is being forwarded to Bryant. Mr. Welford expressed disappointment that it was necessary to place an advertisement for head coaches in last Sunday's newspapers and hoped district teachers would reconsider and apply. M. Karmozyn requested admission data from the High School be obtained and asked that a Senior Play be made a high priority when the contract is settled. Chairman Trinque commented that he had been told for years coaches were not covered by the contract and that now the apparently are. S. Moore said he was amazed at the number of different places students are coming from. J. Cote thanked the Superintendent for the statistics and expressed concern/sadness about the coaching situation.

8. Administrators' Reports

P. Lambert (M), J. Cote (S), to receive and file with appreciation the Administrators' Reports. Responding to M. Karmozyn, the Rink Director reported that smoking violations are addressed by verbal, then written warnings and loss of ice time. VOTE: Approved 7-0.

9. Reports of Standing School Committee Sub-Committees

- Chairman Trinque reported the Policy subcommittee met are reviewing policy book; considering looking at various sources of updating the book; no action was taken; the 3PPPPrd Tuesday of each month (except June) at 4:30 at the Administration office. Discussion of making sure all books are up to date; will be discussed at next subcommittee meeting. Consider various ways of updating book from other sources. Mary – Bring to next SC meeting.
- Budget Subcommittee meeting is scheduled for May 27th at 6:30, Administration. The meeting will be advertised.

10. Correspondence/Communications

D. Cardon (M), J. Cote (S), to receive and file correspondence from Gail Reilly and the Superintendent's response. VOTE: Approved 7-0.

J. Cote (M), M. Karmozyn (S) to receive and file a Resolution from Secretary of State regarding scheduling of Spring Break. VOTE: Approved 7-0.

S. Moore (M), P. Couture (S) to receive and file a memo from David Sheehan. VOTE: Approved 7-0.

11. New Business

A. Student Dropout Report – Ron Struminski

Superintendent Welford provided background information on the topic and introduced Mr. Struminski. Mr. Struminski reviewed the Executive Summary of his report that targeted students who dropped out during the 2006-07 school year. Some of the information presented included:

- 361 students (over 40 per year) have dropped out between 1998 and 2007
- of the 42 students who dropped out last year, 31 were retained at least once; 47% were or had been diagnosed with special needs
- 38% of the dropouts were either proven or strongly suspected of substance abuse 23.8% had no in or out-of-school suspensions; almost 50% had not out-of-school suspensions
- when the class of 2007 was in 4th grade, only 76% thought they would graduate
- only 48% believed that their teachers thought they would graduate

Among the recommendations are:

- To establish a sense of urgency (page 34)
- Include a Dropout Reduction goal in the District's Strategic Plan (page 36)
- Empower broad-based action (page 37)
- Revitalize the mentoring program (page 40)
- Peer-to-Peer tutoring (page 44)
- Undertake a study to analyze how high school guidance counselor time is utilized (page 47)
- Appoint a Supervisor of Guidance
- Reorganize Grade 9 to ease the transition from middle school (page 48)
- Consider a credit recovery program in addition to a ramp-up program (page 50)

S. Moore commented on the changes in leadership at the high school and district and noted the lack of parent accountability. J. Cote questioned the validity of the SALT reports. M. Karmozyn commented (page 36) on the importance of including it as an agenda item; requested a common format for SIT agendas/minutes. Lacking of funding caused SALT reports to end. (Page 54) M. Karmozyn commented on the need to settle the teachers' contract; Mr. Struminski said it has been his experience that once the contract is settled, the ripple effect will continue for three to five years. M. Karmozyn suggested the report be accessible to the Town, schools, website. P. Couture commented that it is difficult to change the culture of the community. P. Lambert found the report enlightening and expressed shock that educators would label students as failures in grade 5. Chairman Trinqué commented on the importance of afterschool activities (both athletic and otherwise), the Dollars for Scholars program, the need to get the initial dropout facts; it's not necessary to reinvent the wheel. Superintendent Welford noted that failure rates have increased since the report was completed and the 10th grade is now worse than 9th; there is somewhat a disconnect between teaching and learning. Mr. Struminski said, "You need to have the right teachers in the right seats on the 9th grade bus."; need to make teachers part of a credit recovery process.

M. Clifford commented changes to academic probation policy and "deplorable" attendance have contributed to the failure rate. The Committee thanked Mr. Struminski for his report.

B. AESOP Substitute Coverage

J. Cote (M), S. Moore (S) to open the item for discussion. VOTE: Approved 7-0. Superintendent Welford recommended subscribing to AESOP for substitute coverage, called attention to some of the benefits of the program; the district is receiving a group rate by going through the NRI Collaborative. In response to questions: subscription fees are charged annually for 10 months' service; the fee would change if the rate or number of employees changed (rate is locked in for the year); the Business Office would oversee administration.

The person who currently handles substitutes is aware of the possible change. M. Karmozyn asked, for the record, who owned the company; P. Barrette indicated he believed the parent company to be Frontline – it is not a district operated system. The district sets its own pay rate; once we sign up, substitutes will be required to go through the company (at no cost); it is an annual contract. S. Moore (M), J. Cote (S) to contract with AESOP substitute services. VOTE: Approved 7-0.

C. Appointment of School Committee Member to BMS Assistant Principal Screening Committee

Chairman Trinque appointed Scott Moore to serve on the Assistant Principal Screening Committee.

D. Copies of Audio Tapes/CDs

J. Cote (M), M. Karmozyn (S) to refer the issue of audio tapes/CDs to legal counsel. VOTE: Approved 7-0.

12. Committee Comments Regarding Agenda Items

None

13. Move To Executive Session

At 11:30 PM, P. Lambert, D. Cardon (S) to move to Executive Session under R.I.G.L. 42-46-5 (a)(1), Personnel. Chairman Trinque polled the Committee VOTE: Approved 7-0.

14. Reconvene in Open Session

At 11:41 PM, the Committee reconvened in Open Session. Chairman Trinque announced on vote had been taken in Executive Session: to deny a request to provide benefits. VOTE: Approved 7-0.

15. Adjournment

S. Moore (M), P. Lambert (S) to adjourn the Regular Meeting. VOTE: Approved 7-0. The meeting adjourned at 11:42 PM.

Clerk of the Committee