

**BRISTOL WARREN REGIONAL
SCHOOL COMMITTEE MEETING
Monday, March 25, 2019**

The bi-monthly meeting of the Bristol Warren Regional School Committee was held on Monday, March 25, 2019, in the cafeteria of Mt. Hope High School, 199 Chestnut Street, Bristol, RI. Chairperson, Erin Schofield, called the meeting to order at approximately 7:02 PM.

Present: Erin Schofield, Chairperson; Adam Ramos, Vice-Chairperson; Brian Bradshaw, Treasurer; John P. Saviano, Secretary; John C. Bento, Victor Cabral, Sheila O. Ellsworth, and Marjorie J. McBride, ; Mario J. Andrade, Superintendent; Diane Sanna, Assistant Superintendent; Mary Almeida, Director of Literacy and Title 1; Leslie Anderson, Director of Pupil Personnel Services; Raquel Pellerin, Director of Finance and Operations; and Mary Ann Carroll, Esq., District Solicitor

Absent: Carly N. Reich

OPENING BUSINESS

All present were invited to join in the recitation of the Pledge of Allegiance to the Flag.

ACCOLADES

Congratulations to District Spelling Bee winners:

Teagan Tucker
Iris Petrillo
Jace Goldstein

Congratulations to MHHS Freshman, Benjamin Flynn, who won the East Bay Regional Coalition's poster contest and \$500, raising public awareness about mental health.

Congratulations to Ryder T. Ferris for being selected by the American Legion to represent Rhode Island at the Boys Nation in Washington, D.C., and for being recognized for his essay on 89.3 NPR the Public Radio's "This I Believe" .

PUBLIC COMMENT

Nicky Piper, Board Chair, BWEF

Ms. Piper introduced herself and thanked all those School Committee members who were able to attend the Bodacious Bee to support the work of the Bristol Warren Education Foundation. She commented that the School Committee members were such good sports.

Ms. Piper stated that the proceeds from the Bodacious Bee exceeded her expectations. She stated that BWEF is now poised to fund grants submitted by

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the teachers of Bristol Warren who continue to imagine great programming for the students.

Chairperson Schofield thanked Ms. Piper and all of the BWEF volunteers for all that they do for the District.

EXECUTIVE SESSION:

Pursuant to Open Meeting Laws 42-46-5 (a)(1) for the following:

1. Personnel Recommendations #S2019-27

There were no requests to enter into executive session.

CONSENT AGENDA

Chairperson Schofield stated that all items listed with an asterisk on the Consent Agenda are considered routine by the School Committee and will be enacted by one motion. There will be no separate discussion of these items unless a committee member requests, in which event the items will be withdrawn from the general order of business and considered in the normal sequence of the agenda.

Hearing none, Chairperson Schofield asked for a motion.

MOTION: Mrs. McBride made a motion to approve the Consent Agenda; seconded by Mr. Bento.

The motion passed unanimously.

S2019-27 A-H: - PERSONNEL

A. BEFORE AND AFTER SCHOOL PROGRAM: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the School of the 21st Century, Before and After School Program, as listed below (pending sufficient enrollment to warrant running this program and DCYF CANTS clearance):

1. Hannah Proulx Child Care Provider (Part Time)

Effective: Immediately, for the remainder of the 2018-19 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

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2. Mary Ellen Bynum

Parents as Teachers Educator
(Part Time)

Effective: Immediately, for the remainder of the 2018-19 school year, pending satisfactory completion of pre-employment requirements

Reason: To fill a vacancy

Funding: Parent Fees/Self-Sufficient

B. ESL/READING TUTORS/EXTENDED DAY SUPPORT: That the School Committee confirm the recommendation of the Superintendent to appoint the following individuals for the 2018-19 school year only as ESL/Reading Tutors/Extended Day Support Tutors contingent upon grant funding:

	Name	Type/School(s)
1.	Elizabeth Pagano-Travers	Title III ESL Tutor/Mt. Hope
2.	Lisa Travassos	Title I Ext. Day Tutor/Colt Andrews
3.	Susan Beck	Title I Ext. Day Tutor/Hugh Cole
4.	Hailie Dion	Title I Ext. Day Tutor/Hugh Cole
5.	Christine Hughes	Title I Ext. Day Tutor/Hugh Cole
6.	Marilyn Jones	Title I Ext. Day Tutor/Hugh Cole
7.	Alecia Nolan	Title I Ext. Day Tutor/Hugh Cole
8.	Whitney Ruggeri	Title I Ext. Day Tutor/Hugh Cole

C. GCAA APPOINTMENTS: That the School Committee confirm the Superintendent's appointment of the following applicants to the extracurricular positions listed below for the 2018-19 school year only in accordance with Section GCAA of the School Committee Bylaws as follows:

SPRING COACHES – KICKEMUIT MIDDLE

	Sport	Position	Coach
1.	Softball	Head Coach	Alyson Dion
2.	Baseball	Head Coach	Albert Dias
3.	Baseball	Asst. Coach	Bret Jardin

D. EXTRACURRICULAR ACTIVITIES: That the School Committee confirm the recommendation of the Superintendent to appoint the following applicants to the

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extracurricular positions listed below for the 2018-19 school year only (pending certification, funding and sufficient sign-ups to warrant running these programs):

SPRING COACHES – KICKEMUIT MIDDLE

	Sport	Position	Coach
1.	Track – Outdoor (Boys)	Head Coach	Jillian Schneider
2.	Lacrosse (Girls)	Assistant Coach	Alyssa Raposo

INTRAMURAL COACHES – KICKEMUIT MIDDLE

	Sport	Position	Coach
3.	Volleyball	Head Coach	Timothy Thorpe*

* Reappointment

E. CERTIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for certified substitutes pending satisfactory completion of pre-employment requirements:

CERTIFIED

Name

1. Elizabeth J. McMullen
2. Nancy W. Tache

F. CLASSIFIED SUBSTITUTES: That the School Committee confirm the recommendation of the Superintendent to place on file in the office of the Superintendent the following applications for classified substitutes pending satisfactory completion of pre-employment requirements:

TEACHER ASSISTANTS

1. Kerri A. Silva

CUSTODIAN/MAINTENANCE

2. Paulo A. Faria Ledo

G. LEAVES OF ABSENCE: That the School Committee confirm the recommendation of the Superintendent to grant leaves of absence for an Administrator, Elementary Teacher, Special Educator and a Teacher Assistant as follows:

1. Michelle E. Clifford Assistant Principal – Kickemuit

Effective: April 23, 2019 for up to

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13

weeks

Reason: Maternity Leave

2. Allison D. Powers

Grade 5 Teacher – Guiteras

Effective: May 13, 2019 for up to 13 weeks

Reason: Maternity leave in accordance with Article 21, Section L1 of the Master Agreement

3. Kara E. Silva

Special Educator – Colt Andrews

Effective: March 11, 2019 for the Remainder of the 2018-19 School Year

Reason: Maternity leave in accordance with Article 21, Section L1 of the Master Agreement

4. Margaret J. Alegria

Teacher Assistant – Colt Andrews

Effective: February 25, 2019

Reason: Leave in accordance with Article 21 of the Master Agreement

H. RESIGNATIONS/RETIREMENTS: That the School Committee confirm the recommendation of the Superintendent to accept the resignations of Kelly Metzger from the position of Librarian, Cynthia Sadler from the position of Principal, Adrienne Burke from the position of Administrative Assistant to the Superintendent and Maryann Gustafson from the position of Teacher Assistant as listed below:

1. Kelly Metzger

Librarian - Kickemuit

Effective: April 5, 2019

Reason: Personal

2. Cynthia G. Sadler

Principal – Guiteras School

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		Effective:	June 30, 2019
		Reason:	Retirement
3.	Adrienne Burke	Administrative Assistant to the Superintendent	
		Effective:	March 18, 2019
		Reason:	Personal
4.	Maryann Gustafson	Teacher Assistant – Guiteras	
		Effective:	June 30, 2019
		Reason:	Retirement

Appointment Recommendation Biographies

Alyson Dion: Softball Head Coach – Kickemuit:

Aly Dion '13 returns to BWRSD to begin her coaching career in softball. As a Husky, Aly lettered in tennis, basketball, softball and track and field. Aly went on to compete as a Seahawk at Salve Regina in Track and Field where she earned her undergrad in International Relations. She is currently in an International Relations Master's program at Salve and hopes to work in public policy. Aly brings a desire to develop as a coach and a focus on the love of the game.

Albert Dias: Baseball Head Coach – Kickemuit:

Albert Dias is a local Business owner and long-time Swansea Little League Coach. Al has coached all age groups and currently coaches the Swansea All-Star team for the U15-U16 Age group. He also coaches basketball and soccer in Swansea.

Bret Jardin: Baseball Assistant Coach – Kickemuit:

Bret Jardin a graduate of Case High School makes his educational athletics coaching debut at Kickemuit Middle School. During his playing days he was a Varsity Letterman in Baseball and the captain of his Cardinals team. Currently a senior Finance major at UMass Dartmouth, Bret was awarded Dean's list 4 times and chancellor's list once during his tenure. Bret has been umpiring in Massachusetts for the past six years in addition to coaching baseball for local youth teams. Coach Jardin is NFHS/RI Middle School certified.

Alyssa Raposo: Lacrosse (Girls) Assistant Coach – Kickemuit:

Alyssa Raye Raposo '16 returns to BWRSD to begin her coaching career in girls lacrosse for the Spring 2019 season. Alyssa was a decorated player as a 4 year varsity starter for the Mt. Hope Huskies and throughout the club lax scene playing for East Bay Lacrosse, NEC, NESSA and New England Elite. She earned

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All-Division as a freshman and All-State as a junior and senior in purple. Alyssa holds the coveted Rhode Island Spirit of Sport Award from the National Federation of High School Sports for outstanding achievement (2016). Alyssa holds a Reiki Master Practitioner Certification (2017), US Lacrosse Level 1 Certification (2019), Rhode Island Certification for Coaching (NFHS 2019).

Jillian Schneider: Track – Outdoor (Boys) – Kickemuit:

Jillian Schneider is a current teacher of middle school science in the Bristol Warren Regional School District. Jillian earned both her Master of Education & Bachelor of Science from URI. Jillian is an avid runner focused on distance. Jillian also coaches cross country for the District and is NFHS/ Middle School Coaching Certified.

Timothy Thorpe: Intramural Volleyball Head Coach – Kickemuit:

Tim Thorpe '09 has been a Bristol/Warren resident his entire life, and is proud to be back coaching in the district. Upon graduating Tim attended and graduated from Rhode Island College with a Bachelor's degree in Liberal Arts. After college Tim enlisted in the United States Air Force and have been a member of the Massachusetts Air National Guard for the past 6 years. During his time with the Guard, Tim obtained a second Bachelors in Information Technology from the University of Massachusetts Lowell. Tim's love for coaching can be seen through his commitment to numerous programs throughout the district as an assistant coach, including Girls Tennis, Boys Basketball, and Golf. Tim was most recently part of the recent Boys Basketball State Championship Staff in 2019. Tim is NFHS/ RIIL AIC certified.

Dr. Andrade acknowledged several retirements that were voted upon this evening. He expressed his appreciation to Cynthia Sadler, Guiteras School Principal, who is retiring after 30 years in the District. He commented that Ms. Sadler gave endless commitment to the entire district.

Dr. Andrade acknowledged Maryann Gustafson, Teacher Assistant, who over the years was dedicated to the children and the community of Bristol Warren.

Dr. Andrade wished them all well on their future endeavors.

SUPERINTENDENT'S RECOMMENDATIONS AND ISSUES

Recommendation #S2019-28 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve the second reading of the Concussion Protocol Policy.

MOTION: Mrs. McBride made a motion to approve the second reading of the Concussion Protocol Policy; seconded by Mr. Bradshaw.

Discussion: Mrs. Sanna stated that there have been no changes to the policy since the first reading. Chairperson Schofield added that the Concussion Protocol

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Policy was written in close consultation with the Athletic Director, gym teachers and school nurses.

The motion passed unanimously.

Recommendation #S2019-29 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve the second reading of the Discrimination/Harassment Complaint Filing Form (ACC-R).

MOTION: Mrs. McBride made a motion to approve the second reading of the Discrimination/Harassment Complaint Filing Form (ACC-R); seconded by Mr. Ramos.

DISCUSSION: Mrs. Sanna stated that there have been no changes to this policy since the first reading.

The motion passed unanimously.

Recommendation #S2019-30 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve the second reading of the Discrimination Based on Disability Complaint Filing Form

MOTION: Mrs. McBride made a motion to approve the second reading of the Discrimination Based on Disability Complaint Filing Form; seconded by Mr. Bento.

DISCUSSION: Mrs. Sanna stated that there have been no changes to this policy since the first reading.

The motion passed unanimously.

Recommendation #S2019-31 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve deletion of Grievance Policy and Procedure (AC-R) from the policy book.

MOTION: Mrs. McBride made a motion to approve deletion of Grievance Policy and Procedure (AC-R) from the policy book; seconded by Mr. Bento

DISCUSSION: Mrs. Sanna stated that there is a policy that is replacing the Grievance Policy and Procedure. She added that this was a procedural form and was absorbed into the Discrimination Based on Disability Complaint Filing Form

The motion passed unanimously.

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Recommendation #S2019-32 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve the second reading of the BWRSD 504/ADA Prohibition Against Discrimination Based on Disability Policy

MOTION: Mrs. McBride made a motion to approve the second reading of the BWRSD 504/ADA Prohibition Against Discrimination Based on Disability Policy; seconded by Mr. Ramos.

DISCUSSION: Mrs. Sanna stated that no changes have been made to this policy since the first reading. She commented that the BWRSD 504/ADA Prohibition Against Discrimination Based on Disability Policy was recommended to the District by our attorney and updated a previous policy.

The motion passed unanimously.

Recommendation #S2019-33 - That the School Committee, upon the recommendation of the Superintendent, and supported by the Policy & Curriculum Subcommittee, approve the second reading of the Assault, Weapons, Dangerous Instruments Policy.

MOTION: Mrs. McBride made a motion to approve the Assault, Weapons, Dangerous Instruments Policy; seconded by Mr. Bradshaw

DISCUSSION: Mrs. Sanna stated that this policy was part of the Policy & Curriculum Subcommittee's review of policies related to school safety which was then updated.

The motion passed unanimously.

Recommendation #S2019-34 - That the School Committee, upon the recommendation of the Superintendent, approve the 2019-2020 school calendar.

MOTION: Mr. Ramos made a motion to approve the 2019-2020 school calendar; seconded by Mr. Saviano

DISCUSSION: Mr. Cabral asked the Superintendent what the rationale was for last year's calendar which included only one week vacation in March.

Dr. Andrade responded that conversations began in 2010 with the School Committee and Superintendent about revising the School Calendar. Over the years, the District has looked at what would be appropriate. Two years ago, six to seven districts were looking at one vacation in March where much of that consideration came down to testing.

Mr. Cabral asked the Superintendent what the rationale is for changing the calendar back to two vacations this year.

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Dr. Andrade responded and stated that a survey was sent out to the parents, teachers, students and Bristol Warren community where 1400 responses were received. The decision to change the calendar was based on the survey responses in an effort to follow the voices of the community. The proposed calendar features a start date prior to Labor Day, a full week of vacation in February and a full week of vacation in April.

Dr. Andrade shared percentages from the survey results regarding Labor Day, February vacation and April vacation.

Dr. Andrade shared the rationale for starting before Labor Day.

Mr. Cabral explained his reasoning for opposing a vote that would include a school start date prior to Labor Day.

Mr. Ramos asked for clarification regarding why starting three days before Labor Day would add five days to the end of the school year. Dr. Andrade offered clarification which included factoring in teacher orientation day.

Mr. Ramos asked for the rationale for having a majority of the Professional Development Days at the beginning of the year. Dr. Andrade explained the rationale which included “front-loading” Professional Development.

Mr. Ramos asked whether it was a good idea to start school before Labor Day where the students would then have a couple of days off with the long weekend. Dr. Andrade responded that starting after Labor Day would impact the end of school date in June.

Dr. Andrade stated that the District has been researching other districts calendars. Bristol Warrens proposed calendar mirrors some of those.

Mrs. Schofield clarified that an after Labor Day start day would also be a two day start week.

Mrs. Ellsworth stated that she polled school systems in the surrounding areas and looked at the District’s survey results. She believes that a majority of the survey responses indicated a start date after Labor Day. Mrs. Ellsworth believes that the District’s calendar should align with area schools.

Mr. Bradshaw stated that he has heard from parents who would prefer the one vacation in March. Mr. Bradshaw mentioned that he has talked to teachers in Barrington who are moving to an abbreviated February vacation. Mr. Bradshaw commented that his take away from the survey responses was commonality across the state with vacations.

Mr. Bradshaw stated that he probably wouldn’t vote for the calendar as presented,

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but would recommend starting after Labor Day. He added that he would be in favor of an abbreviated February vacation to align with neighboring communities.

Mr. Bento thanked the Superintendent for conducting the survey. He commented that he likes the idea of starting after Labor Day. Mr. Bento stated that with a start date after Labor Day he would be in favor of a shortened February vacation mentioning the issue of going later in June and the problem with heat.

Mrs. Schofield brought up that she has heard from teachers who find December to March to be a long period to go without a break. She added that this was part of the reason why the Superintendent was bringing back a full week vacation in February and a full week vacation in April.

Mr. Saviano thanked the Superintendent for making the changes to the calendar to reflect the survey results. He added that it is impossible to satisfy everyone. He expressed appreciation for the proposed calendar being aligned to what was done in the past.

AMENDED MOTION: Mrs. McBride made a motion to change the calendar as follows: August 29th -Teacher Orientation; August 30th - Professional Development; September 3rd - First Day of School; February 17th through February 19th - Abbreviated Vacation; April 13th through April 17th - Spring Vacation; June 19th - Last Day of School; Mr. Bradshaw seconded for discussion.

DISCUSSION: Mr. Ramos stated that the last day of school would actually be June 15th with the amendments described above.

Mr. Bradshaw stated that a majority of parents from the survey results favored a modified February vacation, but the teachers and students favored a full week of vacation. Mrs. McBride added that the parents that she spoke with expressed that they preferred one week in March because they only needed to hire a babysitter for one week instead of two.

Mr. Cabral stated that the people of Bristol and Warren prefer a full week in February to allow for skiing vacations. He added that the communities around Bristol and Warren are having a full week in February. Mr. Cabral also stated that the teachers need to recharge as well.

The motion failed with a 3-5 vote; Mr. Cabral, Mrs. Ellsworth, Mr. Ramos, Mr. Saviano and Mrs. Schofield opposed.

AMENDED MOTION: Mr. Ramos made a motion to amend the school calendar to move the first day of school for students to September 3rd and to leave the remainder of the calendar regarding vacations the same as presented, and to direct the Superintendent to work with the teachers and unions regarding teacher orientation and professional development days as appropriate and necessary with the final day of school being February 19th; Mr. Saviano seconded.

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DISCUSSION: Chairperson Schofield stated that consideration should be taken regarding a start date of September 3rd concerning lack of leeway for teachers to start before or after that date.

Dr. Andrade responded that their recommendation would be to have the adults report a week before the start of school, similar to other districts.

Michelle Way Da Silva, Co-President BWEA, KMS teacher, district parent and tax payer stated that she knows for sure that the preference of a majority of the teachers is to have a full week in February and a full week in April for vacations. She reminded the School Committee that a majority of the survey results were in favor of two full weeks of vacation; one in February and one in April.

Ms. Da Silva stated that she believes the teachers would be amenable to putting together a Memo of Understanding for the current school year regarding teacher orientation and professional development, and then address again the following year when contract negotiations begin. Ms. Da Silva stated that she is pretty sure that a majority of the teachers would be interested in early release days with Professional Development to follow on those days.

Ms. Carroll cautioned that before shortened school days could be looked at within the District, it will be important to know whether or not there are enough hours and minutes already slated for the students in the school year. As a result, this discussion cannot be finalized tonight.

Mr. Bradshaw stated that he is leaning toward voting no for this amendment for those families who have two working parents and the difficulty in finding childcare.

The motion passed with a 6-2 vote; Mr. Bradshaw and Mrs. McBride dissenting.

The main motion as amended passed with a 6-2 vote; Mr. Bradshaw and Mrs. McBride dissenting.

Recommendation #S2019-35 - That the School Committee, upon the recommendation of the Superintendent, approve the request of one (1) family to homeschool their children for the 2018-2019 school year, adhering to all requirements as set forth by the Bristol Warren Regional School District.

MOTION: Mr. Cabral made a motion to approve the homeschool request; seconded by Mr. Bradshaw.

DISCUSSION: Mrs. McBride stated that she understands that anyone in the State can homeschool their children. She added that she does have a problem when a request to homeschool is made in March, and therefore, she will vote no on requests that come in at this time of year.

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The motion passed with a 7-1 vote; Mrs. McBride dissenting.

SUBCOMMITTEE/SCHOOL COMMITTEE REPORTS & INITIATIVES

Policy & Curriculum Subcommittee

Chairperson Schofield stated that Mrs. Reich, Policy & Curriculum Subcommittee Chair is still on vacation.

Chairperson Schofield reported that the Policy & Curriculum Subcommittee meeting would have been scheduled for Monday, April 1st, but that meeting will need to be rescheduled.

Budget/Facilities Subcommittee Meeting

Mr. Bradshaw reported that tomorrow night the Joint Finance Committee Meeting will be held at 7 p.m. in the Mt. Hope High School Cafeteria.

Mr. Bradshaw reported that the next Budget/Facilities Subcommittee Meeting is scheduled for Monday, April 15th at 6:30 p.m. in the Oliver Administration Building. All are welcome.

Personnel/Contract Negotiations Subcommittee Meeting

Mr. Ramos stated he had nothing new to report at this time.

Wellness Committee

Mr. Ramos reported that today's meeting was postponed. He stated that another meeting will be scheduled within the next two weeks.

Chairperson's Initiatives

Chairperson Schofield stated that the School Committee has received the Superintendent's Evaluation Rubric and Worksheet. She requested that the completed worksheets be returned to her by April 8th. Chairperson Schofield encouraged the School Committee members to contact the Superintendent with any questions.

EXECUTIVE SESSION

Pursuant to Open Meetings Laws 42-46-5 (a)(4) for the following:

1. Re: Legal Counsel: Potential Litigation/Litigation Updates

MOTION: Mr. Ramos made a motion to go into executive session at 8:16 p.m.; seconded by Mr. Bento.

The motion passed unanimously.

Chairperson Schofield stated that no action will be taken during executive session, and that the School Committee will reconvene open session to seal the executive session minutes and to adjourn.

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MOTION: Mr. Ramos made a motion to adjourn the executive session at 8:35 p.m.; seconded by Mr. Bradshaw.

The motion passed unanimously.

Open Session resumed at 8:38 p.m.

MOTION: Mr. Bento made a motion to seal the executive session minutes; seconded by Mrs. McBride. The motion passed unanimously.

ADJOURNMENT – 8:38 PM

MOTION: There being no further business to discuss, Mrs. McBride motioned to adjourn the meeting at 8:38 PM; seconded by Mr. Bento. The motion passed unanimously.

Respectfully submitted,

John P. Saviano, Secretary

/kd