

**BRISTOL WARREN REGIONAL SCHOOL COMMITTEE  
POLICY AND CURRICULUM SUBCOMMITTEE VIRTUAL MEETING MINUTES**

**Wednesday, May 12, 2021**

A meeting of the Bristol Warren Regional School Policy & Curriculum Subcommittee was held virtually on Wednesday, May 12, 2021, via Zoom Conferencing. Subcommittee Chairperson, Carly Reich, called the meeting to order at approximately 6:06 p.m.

**Present:**

**Subcommittee:** Carly Reich, Chair, Victor Cabral and Sarah Bullard  
**School Committee Members and Administrators:** Nicky Piper, Tara Thibaudeau; Jonathan Brice, Ed.D., Superintendent; Diane Sanna, Ph.D., Assistant Superintendent, Lee Ann Beaupre, Human Resources Manager; Mary Ann Carroll, Esq., District Solicitor; Diana Campbell, Recording Secretary

**I. Approval of Minutes:**

1. April 5, 2021

MOTION: Chairperson Reich made a motion to approve the meeting minutes from April 5, 2021; seconded by Mr. Cabral.

The motion passed unanimously.

**II. Discussion and/or Possible Action**

**A. School Committee Policy GCAA Employee Recruitment and Retention**

Attorney Carroll stated that there was a discussion/request from the School Committee meeting to make a couple of changes to the Policy requiring that certain people be included on interviewing teams. She explained that because of the way that the wording was proposed, and because the Education Accountability Act is so specific about this detail, changing the proposed policy to include the requested wording would not be in compliance. She, therefore, recommended that the Subcommittee not make the requested change.

Chairperson Reich agreed, stating that the subcommittee did not vote to accept those changes when they were first introduced. She stated that she agreed with that first decision. She doesn't like the way that the proposed changes seem to give preference to certain people, making it appear that the community is not inclusive and that the requested changes don't reflect the values of the District.

MOTION: Ms. Bullard made a motion to send Policy GCAA Employee Recruitment and Retention to the full School Committee for a 2nd Reading.

**Discussion:**

Ms. Thibaudeau requested that, in reference to hiring of Central Administration, not for principals or teachers, that it be suggested that a School Committee member be on the Interview Committee.

Ms. Thibaudeau made a 2nd point to request that the policy be changed to require

that qualified residents of Bristol and Warren be given interviews. She believes that there are many great teachers that come from Bristol & Warren and that, because they're from the community, they are invested in the District.

Chairperson Reich disagreed with Ms. Thibaudeau's request stating that she doesn't want the policy to look like we are giving preferential treatment to Bristol and Warren residents. She stated if they are qualified they will be interviewed as part of the standard hiring process.

The motion passed 2-1, with Mr. Cabral in dissent.

Mr. Cabral asked Attorney Carroll if the same motion to change the Policy could be made at the full school committee. She answered, "Yes, the full Committee can vote to amend the policy,"

Mr. Cabral asked about changing the references to principals who may be responsible for more than one school.

Also, under Section C -4 - Asked where do the guidance and assistant principals fit under this point. Guidance comes under "Schools", he thought that it was not clear how to deal with Guidance Counselors who are responsible for more than one school.

He further asked if the District has been reporting on new hires each month. Attorney Carroll stated that it is now part of policy, and therefore the Committee should be getting monthly reports on new hires.

#### B. Illustrative Math Curriculum Adoption

Chairperson Reich stated that this item was not ready for tonight's meetings, so she tabled the topic until the next meeting.

#### C. Title IX Draft Policy

Attorney Carroll explained that the Board of Education changed the Title IX requirements. She stated that her Law firm has given training to the District on the new requirements. She explained that the pendulum of the policy has swung to be in favor of an assailant and away from the victim. Her firm stalled to make changes to the policies in RI Districts, thinking that the RIDE would realize the situation. But since it does not look like there will be any changes for a while, and that the District is required to have a Title IX policy, she is recommending this policy that matches the current law as it stands in relation to Title IX.

Chairperson Reich suggested changing "School Department" to be Bristol Warren Regional School District.

Chairperson Reich asked if the accused did in fact, after an investigation, do what he/she is being accused of, does the decision go on that student's record and be reported to a college? Attorney Carroll stated that it is not information that is normally shared with colleges.

Superintendent Brice asked about those students who wish to go into the military

and need a security clearance, would the District be required to disclose the information. Attorney Carroll stated that she suspects that since the accused will probably be under 18, the information would no longer be included in their record.

Assistant Superintendent Sanna asked for clarification on the definition of complainant, because it only refers to “students”. Should it include “staff members”? Attorney Carroll agreed that change could be made to include both students and staff members.

Mr. Cabral asked who the Title IX Coordinator is for the District. Assistant Superintendent Sanna stated that Lee-Ann Beaupre will be the Title IX Coordinator, and will go through the training. The District will also update the website once the Policy is passed.

Assistant Superintendent Sanna stated that she will have to cross-reference the Policy with the Anti-Discrimination and Harassment Policies. There will also need to have Exhibits for Reporting Forms.

Chairperson Reich asked for the Number/Label for the Policy. It was agreed to be Policy AB.

Attorney Carroll suggested that there be a back-up Title IX Coordinator. Assistant Superintendent Sanna will be the back-up coordinator.

**MOTION:** Mr. Cabral made a motion to accept the Policy AB: Title IX, with identified edits, and send it to the full School Committee for a 1st Reading; second by Ms. Bullard.

The Motion was approved unanimously.

### **III. Adjournment**

**MOTION:** Mr. Cabral made a motion to adjourn the meeting at 6:36 p.m., seconded by Ms. Bullard. The motion passed unanimously.

Carly Reich, Chair  
Policy & Curriculum Subcommittee of the  
Bristol Warren Regional School Committee

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