

**SCITUATE SCHOOL COMMITTEE REGULAR MEETING  
TUESDAY, MAY 3, 2011  
TOWN HALL CHAMBERS**

**CALL TO ORDER**

**80-1**

The Regular School Committee Meeting was called to order by Chair Umbriano at 7:03 PM.

Present were Marylou Umbriano, June Guglielmi, Lillian Jean Delmonico, and Scott Klimaj. Also present were Paul Lescault, Superintendent, and Lawrence Filippelli, Assistant Superintendent.

Not in attendance was Brian LaPlante.

**PLEDGE OF ALLEGIANCE**

**80-2**

Led by Chair Umbriano, the Committee and audience participated in a pledge of allegiance to the flag.

**APPROVAL OF MINUTES**

**80-3**

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the minutes of the Regular School Committee Meeting of April 5, 2011. The committee unanimously approved the motion.

**CAPITAL RESERVE FUND**

**80-4**

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the Capital Reserve Funds for the month of May in the amount of \$1,929.95. The Committee unanimously agreed.

**NEW BUDGET BILLS**

**80-5**

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the New Budget Bills for the month of May in the amount of \$371,429.12. The Committee unanimously approved the motion.

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the Old Budget Bills for the month of May in the amount of \$301,278.40. The Committee unanimously approved the motion.

**GRANT BILLS**

**80-6**

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the Grant Bills for the month of May in the amount of \$136,644.20. The Committee unanimously approved the motion.

**APPOINTMENT OF CLAYVILLE SCHOOL PRINCIPAL**

**80-7**

The Clayville Principal Search Committee (Drs. Lescault and Filippelli, June Guglielmi, Bryan Byerlee, Denise Brierley, Lisa LaRose, Sue Andrews, and Juli Dexter) reviewed 21 applications and identified four candidates for interviews. The committee interviewed those candidates on April 29. Chair Umbriano met with the search committee's top pick to discuss terms of employment.

Dr. Lescault recommended to the committee the appointment of Mr. Anthony DiManna, Jr. as the new Clayville School Principal. Currently, Mr. DiManna serves as principal of Times 2 Academy.

Dr. Klimaj moved, seconded by Mrs. Guglielmi, to approve the appointment of Mr. Anthony DiManna as the new Clayville Principal. The committee unanimously agreed.

Mrs. Guglielmi welcomed the DiManna family to Scituate and looks forward to bringing Mr. DiManna on board.

Mr. DiManna thanked everyone for welcoming him to the Scituate school community and stated he will give his all to serve the children of the community to the best of his ability and looks forward to many years in Scituate.

CORRESPONDENCE

80-8

1. A letter to the Superintendent from John R. Barnes, requesting a half year sabbatical starting in January 2012.
2. A letter to the school committee from Jennifer Carnevale requesting discussion regarding the calculation of her longevity and vacation time.

Background: Longevity is a benefit that exists in both contracts. Minimum # of years of employment to receive the longevity benefit is ten years. Vacation is a benefit earned by and awarded to 12 month full time employees. This benefit does not exist in the paraprofessional contract.

3. A letter to the Superintendent from Karen Cappelli submitting her letter of resignation as Principal of Clayville Elementary School, effective at the end of the 2010-2011 school year.

80-9

1. Recommendation: Approve the request.

Chair Umbriano asked if this is something which has been done in the past.

Dr. Lescault replied yes. Dr. Lescault stated it is believed this sabbatical also will have a direct positive impact on the school as well. It is also provided for within the contract with the STA. Dr. Lescault stated he and Dr. Filippelli feel very comfortable recommending this to the committee.

Chair Umbriano asked if there will be one long-term substitute teacher while Mr. Barnes is out.

Dr. Lescault stated there will be one long-term substitute teacher who also will work with Mr. Barnes prior to his sabbatical to ensure continuity.

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to approve the request for a half year sabbatical. The committee unanimously agreed.

2. Recommendation: Take whatever action the committee deems appropriate.

Chair Umbriano asked if the full year (12 months) was included in calculation or only 10 months per year.

Ms. Carnevale stated she worked ten years as a 10-month employee as a paraprofessional and those ten years are used toward her longevity.

Dr. Lescault stated Ms. Carnevale does receive a longevity bonus based on that time; however 10-month employees do not get vacation time. As a full-time 12-month employee, vacation time is earned after the first year of employment. In determining eligibility for vacation, the calculation used was time in Central Office position (Assistant to Assistant Superintendent) only. Ms. Carnevale is here this evening to ask the committee to allow her previous ten years of service be included in calculation toward vacation time.

Chair Umbriano received a letter from Ms. Carnevale yet felt it should be discussed as a committee. Chair Umbriano agrees longevity should include the full twelve years but questioned the vacation time. Paraprofessionals work 10 months each year and do not receive paid vacation time. Ms. Carnevale has transitioned into another position within the district.

Mrs. Guglielmi stated the longevity and vacation time are two separate issues. The paraprofessionals do not receive vacation time and so it should not be awarded in this case. Teachers also do not receive vacation time. This type of transition could apply to anyone within the system moving from a less than 12 month position to a 12 month position. Mrs. Guglielmi believes the rules established within the contract are clearly stated. Mrs. Guglielmi understands the longevity piece as Ms. Carnevale is working for the same company for all these years; however in changing jobs there are differences not only with the position but also with the

benefits.

Dr. Klimaj and Mrs. Delmonico agreed the committee would be setting a dangerous precedent if they changed the rules at this stage.

Ms. Carnevale stated there isn't a written rule in the contract for the position within the Superintendent's Office; the contract does not address an employee who has been with the school department entering the position, only new employees. Regarding longevity, Ms. Carnevale stated the new employee coming into the Superintendent's Office is based on the longevity pay scale of that office. Ms. Carnevale stated upon being hired in new position, she understood her years as a paraprofessional would be considered in longevity as well as for salary.

Dr. Klimaj asked the difference in vacation time for a 12 year employee.

Ms. Carnevale read from her contract "employees completing 5-14 years shall receive 2 weeks paid vacation." Mrs. Carnevale is now coming up on 12 years as a Scituate School Department employee and two years as a Central Office employee. The difference is one week paid vacation.

Chair Umbriano stated if the committee calculated Mrs. Carnevale's 10 years as a paraprofessional, it would not be a full ten years because she only worked 10 months out of each year so 20 months would need to be deducted.

Mrs. Guglielmi stated that gets into interpretation.

Chair Umbriano questioned how the committee could approve the request when the benefit of paid vacation was not offered to paraprofessionals. Chair Umbriano questioned Ms. Carnevale getting paid the longevity rate of the Superintendent's Office versus as a paraprofessional (a substantial difference). That was a great benefit supplied by the School Department.

Ms. Carnevale stated that was something she questioned prior to being hired and was told she would now receive the rate of the Superintendent's Office.

Dr. Lescault stated that is consistent with how longevity payments are made (based on current position).

Chair Umbriano does not believe the vacation time should be considered. Chair Umbriano stated Ms. Carnevale stepped into a better paying position and one that offers paid vacation time.

Mrs. Guglielmi moved, seconded by Dr. Klimaj, to deny the request of calculating vacation time to include years of service as a paraprofessional. The Committee unanimously approved.

**3. Recommendation:** Accept the resignation, with regret.

Dr. Klimaj moved, seconded by Mrs. Delmonico, to accept the resignation with regret. The committee unanimously approved.

## **80-10**

### **REPORT OF THE COMMITTEE LIAISONS**

#### **BUDGET**

Mr. LaPlante was not in attendance.

#### **CURRICULUM**

Dr. Klimaj stated nothing to report.

#### **FOOD SERVICES AND HEALTH/WELNNESS**

Chair Umbriano stated Dr. Lescault will report during the Superintendent's Report.

Chair Umbriano asked who will lead this committee as Principal Cappelli has resigned.

Dr. Lescault stated he and Dr. Filippelli will review all of the assignments and work with the staff to determine if committees will be reorganized.

NEGOTIATIONS	Chair Umbriano stated nothing to report.
POLICY	Dr. Klimaj stated nothing to report.
RIASC	Mr. LaPlante was not in attendance.
SAFETY AND TRANSPORTATION SPECIAL EDUCATION	Chair Umbriano stated Dr. Lescault will discuss in Superintendent's Report. Mrs. Delmonico stated nothing to report.
SCHOLARSHIP FUND	Mrs. Guglielmi stated nothing to report.
STRATEGIC PLANNING	Mrs. Guglielmi stated Dr. Filippelli will discuss in the Assistant Superintendent's Report..  Chair Umbriano stated the Scituate Prevention Coalition has been removed from the School Committee list as this committee represents the entire town. However Chair Umbriano also sits on this committee and wanted to note that Assistant Principal Sweet is also running the Spartan Academy on May 10 again this year at the Scituate Community House with 42 students currently enrolled.  Chair Umbriano added two dances occurred last month under the new Breathalyzer Policy and all students were well behaved.

**UNFINISHED BUSINESS**

**80-11**

There is no unfinished business for the month of May.

**80-12**

**ASSISTANT SUPERINTENDENT'S REPORT**

**VOLUNTARY  
TRANSFER  
LANGUAGE**

In the past 7 months, Dr. Filippelli has been working closely with Ruth Trainor, Tom Landry (NEA Attorney) and Dr. Myers to create language on voluntary transfers within the district. Currently, Scituate is under contract until 2013 with the STA. However, when that contract is over, the new BEP indicates that seniority cannot be the only factor when determining placement of teachers when there are openings in the district. To that end, Dr. Filippelli would like to highly commend the collaborative way that both administration and the STA worked on the document submitted to committee members. Instead of only seniority ruling the day when it comes to transfers, other factors such as professional development, committee work in schools and in district, degrees awarded, national board teaching certification, and longevity all play a part in the transfer. There are point values assigned to each of those areas. The points are added up and the most qualified person is then assigned to the position. This is a break in past practice where so long as the person had the certification and seniority, they were awarded the position.

Chair Umbriano asked if the job fair was for those teachers who received layoff notices and are reappointed.

Dr. Filippelli stated typically the job fair is held later in the year (June). In the past, a point system was utilized to determine placement. Seniority plays a piece but teachers also need to be active on committees, maintain certifications, etc.

**RACE TO THE TOP  
UPDATE**

Dr. Filippelli has attended two recent RTTT meetings sponsored by RIDE. The meetings centered around completing our RTTT budgets and also an informational roll out on the new growth model for teacher evaluation. At the training for the growth model, all learned how there will be a greater, in-depth level of data analysis for each student. RIDE is following a data model that is used in Colorado. One of Dr. Filippelli's concerns was whether or not RIDE was going to use the growth model to determine Average Yearly Progress (AYP). When Dr. Filippelli asked that question, he was told "no". RIDE is going to use the growth model and tie it directly into the teacher evaluation model. At the meeting at RIDE, Dr. Filippelli was very vocal about what seemed to be the obvious issue. Different teachers are going to be held to a different evaluation standard due to their subject area. For example: A math, ELA, or reading teacher will have their scores disseminated using the RIDE growth model. However, a guidance counselor, history teacher or PE teacher will not have the growth model addressed in their evaluation because there are no testing scores for those areas (among others). Dr. Filippelli asked the obvious question of how to make that happen from a practical standpoint in districts around the state without having numerous grievances filed. RIDE did not have an adequate answer. The RTTT budget was another issue with RIDE and Dr. Filippelli spoke to some officers there about our RTTT budget. Dr. Filippelli indicated that they were forcing him to create a "ghost budget" because they have not planned out all of the training that they were asking us to budget. Clearly sending teachers for training during the school year is a much lower cost than doing it over the summer. Right now, Scituate is awaiting direction from RIDE as to when the training will take place and then we will plan who will be attending. Dr. Filippelli is planning on having a "data day" with the principals to look at the growth model data and make recommendations for improving instruction.

Dr. Lescault stated both he and Dr. Filippelli wish to have this in place now even if not to determine the future employment of teachers, but because of the opportunity to get everyone informed on how to use this model. Dr. Lescault stated it is key to get all teachers trained for free within district so that when full participation is mandated, Scituate is ready to go.

**SPECIAL SENATE  
COMMITTEE ON  
CYBERBULLYING,  
SEXTING, AND  
BULLYING**

Dr. Filippelli is very proud to report that he represented Scituate well on Tuesday, March 15. Dr. Filippelli was awarded a Rhode Island Senate citation and Rhode Island House of Representatives citation for his work on the Senate Committee on Cyberbullying and Sexting. Many of my recommendations were put into the first draft of the law. The committee met on Tuesday to vote on putting the pending draft forward for consideration. The committee voted unanimously to do that. Dr. Filippelli also took part in a press release that aired on Tuesday.

**YEARLY STRATEGIC  
PLAN REVIEW**

On April 11<sup>th</sup>, Dr. Filippelli met with the district strategic planning committee. The committee made adjustments and revisions to the district strategic plan. Copies of the district strategic plan are available by either hard copy or email. If any committee member would like a copy, please email Dr. Filippelli.

**REVISED K-8 SCIENCE  
CURRICULUM**

Dr. Filippelli has been periodically updating the committee on the work that the East Bay Educational Collaborative has been doing with the teachers. EBEC has completed their gap analysis and has also completed their work on making revisions to our Science Curriculum. (Dr. Filippelli provided copies of the revised curriculum for those interested.) This is not an action item as EBEC utilized our current Science Curriculum and made revisions and augmentations to it to better fill the gaps in instruction that were apparent after deep data analysis of the NECAP test scores.

**NCLB SCHOOL AND  
DISTRICT  
CLASSIFICATION**

The NCLB accountability classifications of Scituate have been released. Dr. Filippelli is happy to report that the elementary schools, the middle school, and the high school are all classified as meeting AYP (Average Yearly Progress). In years past, these scores would be utilized to create classifications for schools. These classifications would include high performing with distinction, high performing, high performing and improving, etc. The state did away with these classifications a few years ago and now they only use "met" and "did not meet" AYP. The report from RIDE indicates that Hope and North Scituate are on "watch" status for meeting AYP next year. Dr. Filippelli has confirmed with RIDE that this is not the case and this was reported

in error due to a miscalculation at RIDE on attendance at that school. It has since been corrected.

**ARRA REPORTING**

As the third quarter of 2011 came to a close, much time has been consumed again with the federal and state reporting that is associated with the American Recovery and Reinvestment Act. As reported in prior months, Scituate acts as the fiscal agent for the Northwest Region in regards to the IDEA part B and IDEA preschool grants. Dr. Filippelli had to collate all of their information for the final reports in addition to completing own reports. Dr. Filippelli is happy to report that the state and federal reports have been successfully completed and uploaded to RIDE and to federalreporting.gov.

**MONTHLY  
ACTIVITIES**

Committee members received copies of activity report for March and April.

**80-13**

**SUPERINTENDENT'S REPORT**

**ACCOUNTANT  
BOOKKEEPER  
POSITION**

Over 40 applications for the Accountant/Bookkeeper position were received. The qualifications of the candidates are outstanding. Drs. Filippelli and Lescault and Chair Umbriano reviewed applications and selected about 6 or 7 individuals for further consideration. Dr. Lescault hopes to complete the process by mid May and have a recommendation for the committee at the June meeting.

Chair Umbriano stated the job description has changed.

Dr. Lescault stated the title Business Manager would raise salary requirements to \$85,000-\$120,000 and there is a business certification requirement to fulfill as well.

Dr. Lescault stated the title would be upgraded to reflect the changes. Dr. Lescault asked about salary parameters. Dr. Lescault understands many making \$75,000+ would not want to come to Scituate for much less than that yet it is realized that would not be feasible to float a high salary out to taxpayers considering the economic times we are facing.

Chair Umbriano stated some information needs to be supplied such as how much the current position pays, how many hours, benefits, etc.

Dr. Lescault replied the current position of bookkeeper pays \$22 per hour and is 6.5 hours per day with a full benefits package. The recommendation is to extend the position to 7.5 hours per day. Mrs. Smith has worked many overtime hours to complete the job which is why the additional hour per day is being suggested.

Chair Umbriano stated when Mrs. Smith began years ago, she simply paid bills. However, now she handles UCOA, pieces of the budget, etc.

Dr. Lescault also would like to have new hire overlap with Mrs. Smith to ease the transition.

Chair Umbriano would like the committee to look at this blurb individually and return to committee with salary suggestion.

**KINDERGARTEN  
SECTIONS FOR 2011-  
2012**

In an (April 14) email to committee members, Dr. Lescault noted based on only 80 students registering for kindergarten for 2011-2012, four kindergarten sessions (Clayville -1; Hope -2; North Scituate -1) will run, instead of the five typically run. To equalize class sizes at 20 across the district, six students were transferred from North Scituate to Clayville (5) and Hope (1). Six students were identified who do not have siblings at the school and where transportation to Clayville or Hope appears to be feasible. Dr. Lescault will meet with Collins and Blackmore to review transportation options and will then move ahead with written notification to the parents of the identified students. Obviously, Scituate will not be able to honor any parental requests for out of district kindergarten placements at North Scituate next year.

**2011-2012 SECONDARY**

Drs. Lescault and Filippelli will be meeting on May 4 with Principal Sollitto and Guidance Director Michelle Kelley to review student course signups/requests for 2011-2012. Drs.

**COURSES**

Lescault and Filippelli will do their best to balance these student requests with available staff, but they also need to implement efficiencies wherever possible. They also need to adhere to the school committee policy that requires Scituate to eliminate sections with less than 15 students, unless the superintendent recommends and the committee approves an exception. Dr. Lescault will provide those recommendations at the June meeting.

**DISPOSITION OF UNUSABLE EQUIPMENT  
FOOD SERVICE**

(Committee members received copies of list of equipment at the Northwest Special Education Region office of which Dr. Lescault authorized disposition.)

Dr. Lescault stated the trend continues to be very positive. Year to date deficit has been reduced to less than \$3,000. Goal of breakeven continues to look attainable.

Chair Umbriano is very pleased with how Aramark stepped up and made changes within the program.

Chair Umbriano added Grade 8 students can earn lunchtime outside for good behavior.

**HEALTH CARE**

Dr. Lescault stated health care claims in the past four months have exceeded revenues by \$218,000. On a year to date basis, the program has a deficit of \$83,000. The heaviest claims have abated in the past two months, so hopefully the worst is over. In any case, sufficient accumulated fund balance exists to more than offset the deficit.

Chair Umbriano asked if anything can be done.

Dr. Lescault replied no, these claims are due to more long-term illnesses.

**TEACHER OF THE YEAR**

On April 28, a special all school assembly was held at Scituate High School to announce that Ruth Trainor had been selected as Scituate Teacher of the Year. Ms. Trainor was surprised and seemed genuinely touched. As always the student body was outstanding. Scituate is fortunate to have so many wonderful young men and women in our schools.

**TRANSPORTATION**

On March 1 Dr. Lescault informed the school committee that Ray Blackmore informed him that he planned to retire at the end of this school year. As a result, Drs. Lescault and Myers, and Chair Umbriano met with representatives of the S & C Collins Bus Company, Inc. to discuss their interest in acquiring the routes previously serviced by Blackmore Inc. Given the poor health of the head of the Collins company and the issues that has presented, Drs. Lescault and Myers and Chair Umbriano believe the committee should formalize a transportation agreement/contract outlining the terms and responsibilities of the parties regarding transportation services. With the committee's approval, Dr. Lescault will add to the agenda for the June agenda.

Chair Umbriano stated the committee has been working diligently with the bus company and has been working on this for the past year.

Dr. Lescault added a memo was provided to committee members from Dr. Myers.

**MONTHLY ACTIVITIES**

Committee members received copies of monthly activities for the month of April.

**PUBLIC COMMENTS**

**80-14  
Diane Scacco 19 Crestview Drive**

Ms. Scacco thanked Chair Umbriano for all of their work with Aramark.

Ms. Scacco understands the need to conserve, but stated the available choices at the 4<sup>th</sup> lunch are severely limited for students.

Dr. Lescault asked if the same students eat lunch at the same time each day.

Ms. Scacco replied the rotation changes, but for all students who order during 4<sup>th</sup> lunch, there is

always a shortage of choices.

Ms. Scacco asked Dr. Lescault if the minimum number of students required to run a class (15) would be adjusted if the population continues to decrease.

Dr. Lescault stated a few years ago, the minimum was 12. Classes are reviewed, especially AP classes or sequential classes (foreign language III, IV, etc.) will continue to run.

Ms. Scacco stated there are also so many roster changes throughout the year so if a class is a little under minimum requirement however someone wants to add the class, is that possible.

Dr. Lescault replied there are also students who drop the class. Dr. Lescault and the department chair and/or teachers will sit down and review what is needed at that time.

**Ellen Kenner 222 William Henry Road**

Dr. Kenner stated it has been a pleasure to listen to the committee and Drs. Lescault and Filippelli and to hear the awareness of the taxpayers and Dr. Kenner appreciates that.

Chair Umbriano stated it is an honor to be on the school committee because everyone here, including faculty and staff, all work so well together. Students always come first.

**NEW BUSINESS**

**80-15**

There is no New Business for the month of May.

**RESIGNATIONS/  
APPOINTMENTS/  
REAPPOINTMENTS/  
TRANSFERS/NON-  
RENEWALS/LAYOFFS**

**80-16**

Dr. Lescault recommended the following resignation for approval: Gabriele B. Smith, Bookkeeper, effective June 30, 2011; Michelle Safford, Teacher Assistant, Scituate High School, effective May 4, 2011; Diane Fratus, Bus Monitor, effective April 15, 2011

Mrs. Delmonico moved, seconded by Dr. Klimaj to approve the resignations. The committee unanimously agreed.

Dr. Lescault recommended the following appointments for approval: Lisa Cabral, Volunteer Middle School Softball Coach; Chris Bagley, Summer School Coordinator

Mrs. Delmonico moved, seconded by Dr. Klimaj to approve the appointments. The committee unanimously agreed.

**80-17**

**COMMITTEE REMARKS**

**MRS. DELMONICO**

Mrs. Delmonico stated nothing to report.

**MRS. GUGLIELMI**

Mrs. Guglielmi stated nothing to report.

**DR. KLIMAJ**

Dr. Klimaj stated nothing to report.

**MR. LAPLANTE**

Mr. LaPlante was not in attendance.

**CHAIR UMBRIANO**

Chair Umbriano stated a music trip to New York is scheduled for May 18, Senior Prom is scheduled for May 14, Senior Project day is scheduled for May 26, and the 8<sup>th</sup> Grade dance is scheduled for June 10.

Chair Umbriano added only two Grade 8 students are unable to attend this year.

Chair Umbriano added Scituate Olde Home Days will be held on July 4 at the Community House. Activities will be based on those enjoyed during 'the Olde Home Days.' Nominations also are



being sought for Scituate Citizen of the Year. Last year's winner was Diane Scacco.

**DISCUSSION OF  
FUTURE BUSINESS**

**80-18**  
June 7 School Committee Meeting  
July 6 School Committee Meeting  
August 2 School Committee Meeting

**ADJOURNMENT**

**80-19**  
Mrs. Delmonico moved, seconded by Dr. Klimaj to adjourn meeting at 8: 07 PM. The Committee unanimously approved the motion.

Respectfully submitted,

Mrs. Guglielmi, Clerk