

November 3, 2022

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A meeting was held at Kickemuit Middle School in Room 59 beginning at 4:07 pm. A quorum was established.

- I. Attendance: J. Lawson, M. Camara, D. Achilli, B. Chidester, K. Tomkinson, J. LaFazia, S. Stringer, J. Saarinen, T. Viera, K. D'Angelo, K. Pereira, B. Leger, J. McDonald, E. Letourneau, T. Lima, S. Winterbottom-Shadday
- II. Minutes - approved as presented
 - A. Addition to Old Business - update on support for Barrington teachers
- III. New Business
 - A. CBA Committees
 1. Central administration will be requiring department chairs and lead teachers to be on committees
 2. District Initiative Advisory Committee will be combined with the Professional Development Committee
 3. Need for volunteers to join District Evaluation Committee
 4. BWEA leadership will inquire about Superintendent's Advisory Committee
 - B. Snow Days
 1. Each principal will make their own schedule for snow days to be approved by RIDE
 2. There is a cap of 4 snow days
 - C. Parent Conference Night
 1. Superintendent has directed all conferences to be held in person
 2. Concern some elementary teachers told to offer virtual conferences
 - D. Absenteeism
 1. Superintendent has expressed concerns with teacher absenteeism
 2. Principals will be discuss with teachers who have been out for 5 days
 3. Level 2 grievance has been filed to stop principals from sending out a daily list of who are out.
 4. Administration can take action if there is a pattern of absenteeism.
 5. Frontline requires an explanation for scheduling a personal day. Teachers are to type "per Article 21-Section G personal leave must be granted upon notification to the concerned principal".
 - a) The exception is "leave under this section [personal days] shall not be taken immediately prior to, or following, vacations or holidays, except by the written approval of the Superintendent. Such approval shall not be unreasonably withheld."(pg 54)
 6. Moral Survey
 - a) A company will be conducting a survey in January 2023. More information to follow.
 7. Supplies
 - a) Discussion about what supplies are being purchased by each school.
- IV. Old Business
 - A. Substitute Teacher Use of Chromebooks

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1. Some substitutes have log-ins while others don't
 2. Teachers can upload plans onto ASPEN; some substitutes are not getting plans
- B. District Evaluations
1. Teachers should have 1 evaluator throughout the process
 2. Teachers can choose their evaluator
- C. Mandatory Trainings
1. There are 5 trainings that are required
 2. Superintendent will send out a plan on how teachers will complete these training sessions (during faculty meetings, professional development days, etc.)
- D. School Committee Elections
1. NEARI sent out flyers with the BWEA endorsed candidates
- E. Elementary School Task Force
1. J. LaFazia and K. Tomkinson will schedule meeting with elementary teachers
- F. Support for Sowams School Teachers
1. Every Tuesday from now to Christmas has a lunch scheduled
 2. J. Saarinen motions to move the BWEA sending a catered lunch to later in the school year. K. Pereira seconds. Unanimous approval
- V. Building Issues
- A. Colt Andrews - nothing to report
- B. Guiteras - nothing to report
1. Emailed addendum
 - a) New special educator hired to alleviate staffing issues
 - b) Connections/RISE programs not fully staffed
 - c) Behavior concerns
- C. Hugh Cole
1. behavior concerns
 2. bus dismissal grievance was settled, but not being followed
- D. Rockwell - behavior concerns
- E. Kickemuit Middle School - nothing to report
- F. Mt. Hope High School
1. Behavior concerns
 2. Level 1 grievance will be filed regarding exit policy creating safety issue
- VI. Officer Reports
- A. Co-Presidents Report
1. Mary Barden and Patrick Crowley will be attending December's meeting
- B. Vice-President - please vote
- C. Treasurer - nothing to report
- D. Secretary - update on New Member Organizer role
- E. High School Grievance Chair - Level 2 filed, update on basement air quality
- F. Middle School Grievance Chair - nothing to report
- G. Elementary Grievance Chair - refile Level 1, one grievance in abeyance

Bristol Warren Education Association

Representative Council Meeting

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Meeting adjourned 5:35 pm