

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, NOVEMBER 15, 2004

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE

EXECUTIVE SESSION: 6:00 P.M.

PUBLIC SESSION: 7:00 P.M.

MINUTES

The regular monthly meeting of the Cranston School Committee was held on the evening of the above date at Western Hills Middle School with the following members present: Mr. Cardarelli (arrived at 6:22 p.m.), Mr. Drager, Mr. Eramian, Mr. Lupino, Mr. Palumbo, Mr. Stycos, and Mrs. White. Also present were Mrs. Ciarlo, Mr. Scherza, Mr. Balducci and Mr. Votto.

The meeting was called to order at 6:08 p.m. It was moved, seconded and unanimously carried that the members adjourn to Executive Session to discuss personnel pursuant to RI State Laws 42-46-5(1), 42-46-5(2) contract and litigation, and 42-46-5(8)(a) student disciplinary hearing. The student to be discussed has been so notified and has chosen to have this hearing in Executive Session.

The meeting reconvened at 7:55 p.m.

The roll was called and the Pledge of Allegiance conducted.

Mrs. White stated for the record that the School Committee members-elect were present at this meeting. She introduced Mrs. Greifer, Ms. Iannazzi, and Mr. Archetto. Mr. Traficante was also present. He joined the meeting later.

Mrs. White stated for the record that a student disciplinary hearing was held in Executive Session. This student was so notified in writing in advance and advised that he may require that the discussion be held in an open meeting or in Executive Session. He chose to have the hearing in Executive Session. The School Committee voted in Executive Session to uphold administration's recommendation regarding this matter.

Mrs. White reported out that at the October 18, 2004 School Committee Executive Session a vote was taken to file a complaint against the City regarding the Performance Audit. It was adopted five to one with Mr. Stycos opposed; Mr. Eramian was not present at this meeting.

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that the November 15, 2004 Executive Session minutes remain confidential.

I. COMMUNICATIONS

Mrs. Ciarlo reported that during this past week Bain Middle School received two recognitions. She asked Mr. Gerardi, principal of Bain Middle School, to share this information with the committee. Mr. Gerardi indicated that he was very proud of Bain Middle School. The NAACP recognized Bain TV in conjunction with the Thurgood Marshall Association and the Rhode Island Supreme Court for their work last year. They won the NAACP Freedom Award at a recent ceremony. Today they were at the State House to receive a recycling award. Mrs. Ciarlo noted that two schools in Cranston, Bain Middle School and Barrows School, won this award. Cranston schools won two out of the eight awards in the State.

Mr. Drager reported that the Cranston Educational Advisory Board had indicated to him that in Budget Revision 1 they are looking to get textbooks and supplies and teacher assistants. These are major areas of concern to them.

Mrs. White publicly thanked Mr. Scherza. At the last regular meeting of the School Committee, there was a misunderstanding regarding a matching grant from him. He received a \$500 award from the Rhode Island Association of Superintendents, and Mr. Scherza matched this

grant out of his pocket. She publicly thanked Mr. Scherza for his generosity to Cranston Public Schools.

II. COMMITTEE REPORTS

There were no committee reports.

III. SPEAKERS – Agenda Items

Valerie Schulie, 27 Farm Street – Mrs. Schulie spoke on Resolution No. 04-11-1. She publicly acknowledged the wonderful work of the Superintendent. It is a great honor she has received, and she deserves it. She thanked Mrs. Ciarlo for all the work she does for the children. She is very proud of Mrs. Ciarlo. With regard to the budget revision, she hoped the committee would strongly consider supplies. Even her children know about the lack of supplies. If the children realize the lack of supplies, then it is a big issue. If one is given state of the art equipment but is not given the pieces one needs, that person can't do his or her work. She asked that the committee keep this at the top of their considerations.

Donald Frederick, President of Cranston Association of School Administrators – He indicated that it was a pleasure to have this opportunity to congratulate Mrs. Ciarlo and to thank her for everything she does for all the school buildings.

When he first came to Cranston, he saw Mrs. Ciarlo sitting on the stage at an event, and he very quickly learned that if one makes any kind of eye contact, that person would be delegated to a responsibility. He thanked Mrs. Ciarlo for everything she does for the administrators and everyone else.

IV. MINUTES OF MEETINGS – October 7, 2004 and October 18, 2004

Moved by Mr. Cardarelli, seconded by Mr. Palumbo and unanimously carried that the October 7, 2004 and October 18, 2004 minutes be approved.

Mrs. White stated that Resolution No. 04-11-17 regarding the Energy Management Consulting Program is withdrawn until next month. Mr. Lupino noted that the repair of doors was also attached to this resolution. He asked if this would affect the work that needed to be done. Mrs. White responded that the resolution could be amended. Mr. Stycos noted that last week the committee received a packet from Siemens Company. He indicated that the goals are the same but the approach is different than what the committee had a presentation on.

He asked if the committee would have a chance to hear from Siemens as to why their approach is better. Mrs. Ciarlo responded that they could present to the committee at the work session December 7th; it will go out to bid again. Mr. Stycos asked someone in administration to speak with someone at the State Energy Office to determine how these proposals could be compared. Mrs. Ciarlo also indicated that she hopes an energy program will generate money to pay for new equipment. Someone in administration can call to see if there is anyone at the state level who can help the district. There are some companies who have a different philosophy. She noted that the packet from Siemens Company came after the original bid closed. People will have an opportunity to either change bids, add to them, or stand by what they originally sent in.

V. RESOLUTIONS

SPONSORED BY THE COMMITTEE

NO. 04-11-1 – Whereas, on October 27, 2004, Catherine Ciarlo was chosen by her peers, the Rhode Island School Superintendents Association, as Rhode Island Superintendent of the Year, and

Whereas, Catherine Ciarlo has been nominated to be the United States Superintendent of the Year as voted by the American Association of School Administrators, and

Whereas, Catherine has dedicated forty-five years to the children of

Cranston Public Schools in various capacities, and

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Whereas, Catherine is looked upon as a leader by her fellow peers and the entire school community, and

Whereas, even when facing many adversities, Catherine has always maintained the integrity of the Cranston Public Schools,

Be it RESOLVED that Catherine Ciarlo be congratulated by the Cranston School Committee for bringing this most prestigious honor to herself and to the entire Cranston Public Schools community, and

Be it further RESOLVED that the Cranston School Committee thank Catherine for her dedication and hard work and that they recognize her tireless efforts to Cranston Public Schools, and

Be it further RESOLVED that Catherine receive a copy of this Resolution signed by the members of the Cranston School Committee.

Moved by Mr. Cardarelli and seconded by Mr. Lupino that this Resolution be adopted.

Mrs. White read the Resolution and presented it to Mrs. Ciarlo on behalf of the entire School Committee. A photograph was taken.

Mrs. White presented a clock to Mrs. Ciarlo on behalf of the entire School Committee that was inscribed “ Catherine M. Ciarlo, Rhode Island Superintendent of the Year, 2004.”

Mrs. Ciarlo told the committee that she will always think of the opportunities that the committee and Cranston have given to her. It is a pleasure to work for Cranston Public Schools. Outside of her husband, her children and her family, her next love has always been Cranston. There are some challenges from time to time, but there is a wonderful group of teachers, supportive administrators and a School Committee that supports her. Mrs. Ciarlo went on further to say that she has been fortunate to be in a position to work with the kind of people she works with. They are absolutely wonderful. She indicated that now that she is on Chemotherapy, she drives them even more crazy. It is important to support education because if education is not supported with everything else that is going on in the world, nothing will be accomplished. She thanked the committee for her gift. The people who have surrounded her make her look good. She thanked everyone from the bottom of her heart. She will continue to give the new School Committee new challenges.

Mr. Cardarelli commented that he was going to call in sick, but he had to come to give his few comments on Mrs. Ciarlo’s resolution. He

stated that for the past seven years he has had the pleasure of learning from her, and it was amazing the career she has

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had. Watching and learning from her over the past seven years has been a tremendous experience for him as a School Committee member, but more importantly as a parent. From a historical perspective, in forty-five years Mrs. Ciarlo has seen a tremendous change in education. With the federal mandates that have been left behind and the state mandates that have come and gone, she has seen more changes in education than any other person involved with the Cranston Public Schools. It is a tremendous credit that she has seen more pilot programs come and go; seen more administrators come and go; students graduate and come back and teach; mayors come and go and come back again. It is a credit to her spirit and a credit to her commitment to this school system. Above all things in the past seven years, she has called herself a teacher first. There is no higher compliment as a parent that he could say that he trusts her to educate his child. This is the most important thing he can say as a parent. People take this for granted. Most people send their children off to school and make a very important, serious decision as to who will educate their children. It is a very serious decision that parents make. He could say wholeheartedly that he and his wife feel extremely confident when they send their son Michael, their most precious asset, off to Waterman School every day. They do it

because of Mrs. Ciarlo's leadership and guidance and because of the teachers she has hired, the programs she has implemented, the curriculum she has started, and because she has played a most crucial role for the past forty-five years. There is no higher compliment a parent can pay to anyone than to say they trust their child to the Cranston school system. He is leaving Mrs. Ciarlo in less than forty-five days, but he and his wife will be eternally grateful to Mrs. Ciarlo for educating their son.

Mr. Eramian commented that when he received the e-mail notifying the committee of Mrs. Ciarlo's award, he sent back a quick reply, "What took them so long?" He has been putting his vote in for the past three years. In his 2-1/2 years on the committee, first learning about what is done in the Cranston Public Schools, looking at programs and learning about all the state programs, he has been a student of organizations and how effective they are. He was struck by the fact that time after time he found that Cranston has a program that they instituted, and it had been instituted in one or more communities around Rhode Island; however, the program only worked here. Everybody else got the software and all the training, but it never stuck. There were never any end results. Their schools would be the same after two or three years of running a program as it was before. In Cranston, however, no matter the idea, the program was implemented and produced the results, the children did better, and it was measured. As an administrator of any organization, that is an incredible feat. He sincerely holds the highest respect for this

achievement. He could spend the rest of the evening telling everyone what he has tried to do in business and never got done. To find someone who has such a high level of achievement in implementing change and programs in organization that by its nature is not noted to be easily done, that is sincerely a wonderful accomplishment. Mr. Eramian offered congratulations to Mrs. Ciarlo on this award. He will be waiting to see if the right choice is made on the national level.

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Mr. Palumbo commented that the achievement that Cranston Public Schools has shown just doesn't happen by itself. Everyone who has been in education knows this. It happens because of people like Catherine Ciarlo. Everyone owes a debt of thanks to her and certainly should back everything that she wants to do because it is being done for the betterment of the students in Cranston.

Mr. Lupino stated that as someone who has had a long history with Cranston schools, the word is always out there that Cranston has excellent schools. In the 1980's, the school district started to rest on its reputation. When Mrs. Ciarlo came along, the catch-all phrase "accountability" came about. Mrs. Ciarlo has proved it to her teachers and staff and students that she can make them accountable so that Cranston is a leader in accountability in the state. This is a very simple but understated and heartfelt thank you for doing that.

Mr. Stycos congratulated Mrs. Ciarlo on this award. He felt that it was always nice to be recognized but it was especially nice to be recognized by her peers, the other superintendents.

Mr. Drager remarked that when he first came into the system, he came in skeptical. He came in looking at administration wondering what was going on. It didn't take him long to find out that Mrs. Ciarlo had it all together. She had a team all the way from the top to the bottom, and they all worked in unison for the education of the children. He personally thanked Mrs. Ciarlo. He learned a lot, and he was given many opportunities for which he thanked her.

Mrs. White stated that she agreed with everything her colleagues had said. She has watched Mrs. Ciarlo's people skills which have been very important to Mrs. White as a School Committee member. Mrs. Ciarlo's people skills with the staff, the administrative team, the School Committee, and the students have been untouchable second to none. Mrs. Ciarlo showed the humanistic side that most superintendents and administrators don't show. She was always above the mark, so to speak. She brought herself down when it was necessary to meet the level, and when it was necessary to show authority, she was able to do it. It was not done in a hurtful way but in an affirmative way. That is a skill that is not easily learned or easily applied. Mrs. White has watched Mrs. Ciarlo do it, and the committee was part of some of those decisions, and they were difficult; but she gave them the wherewithal to do it. They all worked as a team. Mrs.

White further commented that she has been on the School Committee for sixteen years, and she has worked with several superintendents prior to Mrs. Ciarlo; and it wasn't always like that. It has been a pleasure over the last few years to be on the School Committee and to be with Mrs. Ciarlo. She will certainly miss the friendship they have enjoyed through their dealings with the school department. If she needed to talk with someone about a personal matter, she always felt she could pick up the phone and talk with Catherine. That is not something one can always say. Mrs. Ciarlo was always very

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tuned in to the committee's lives along with giving them the information they needed to get in order to make good decisions, intelligent decisions, and knowledgeable decisions. Mrs. White further commented that she watched Mrs. Ciarlo when she was diagnosed with a very serious illness. She watched how she took that, grabbed on to it and said that she would fight it. She showed leadership even in her illness. She wanted to show people that she could get better and do well. She would do everything in her power to bring herself back to where she was. She is still going for Chemotherapy and working every day. It has been a wonderful, wonderful few years. This is one of the reasons Mrs. White is sad to leave. She has watched Catherine stand up and hold herself above an adversarial mayor who has been very insulting to her as a superintendent. She watched her stand there and take the grief and

not respond publicly. That takes a lot of heart, and she believes that Mrs. Ciarlo did this for the betterment of Cranston Public Schools to show what she stood for. Mrs. White wished Mrs. Ciarlo the best of health. It was Mrs. White's privilege and one of her last duties to read the resolution and to present a gift. She indicated that she was happy this honor was given to Mrs. Ciarlo before she left office. Mrs. White thanked Mrs. Ciarlo for all she has done. She was glad that she was not voting on Mrs. Ciarlo's retirement.

This Resolution was adopted unanimously.

Mrs. White presented the Resolution to Mrs. Ciarlo. A photograph was taken with the entire School Committee.

ADMINISTRATION

PERSONNEL

NO. 04-11-2 – RESOLVED, that at the recommendation of the Superintendent, the appointment of Assistant Principal, Bain Middle School, be approved.

Moved by Mr. Cardarelli and seconded by Mr. Lupino that this Resolution be adopted.

Mrs. Ciarlo stated that this Resolution was recommending the appointment of an Assistant Principal for Bain Middle School. Mrs.

Ciarlo recommended the appointment of Vincent Varrecchione as Assistant Principal of Bain Middle School. Mr. Varrecchione completed his Bachelors and Masters of Science degrees in Physical Education and Health at the University of Rhode Island. He earned his Secondary Administration Certificate in 2004 from Providence College. He has been a teacher in Cranston Public Schools for fifteen years. He has also been a coach of various high school athletic teams for seventeen years. He has been serving as a substitute assistant principal at Bain for the past two months. During his tenure as a middle school administrator, he has had to handle some serious issues such as the recent gas leak at Bain. Mr. Frederick who was covering for Mr. Gerardi responded to Bain and reported that Mr.

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Varrecchione handled the situation as a seasoned administrator. Mrs. Ciarlo recommended Mr. Varrecchione to the committee without reservation.

This Resolution was adopted unanimously.

NO. 04-11-3 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following certified personnel be accepted:

Jennifer DePalma, School Psychologist

Itinerant

Effective Date: October 20, 2004

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-4 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the remainder of the 2004-2005 school year:

Dennis Robidoux, salary to be at the tenth step plus Masters of the prevailing salary schedule

Education – University of Rhode Island, BS.; Rhode Island College, MA

Experience - Retiree

Certification – Mathematics, Middle/Secondary

Assignment – Cranston High School West, Mathematics, .4 FTE

Effective Date of Employment - December 6, 2004

Authorization - New

Fiscal Note: 12611012 512100

Pamela Ann Scardera, salary to be at the second step of the prevailing salary schedule

Education – Rhode Island College, BSN

Experience – Cranston Public Schools’ Substitute

Certification - Nurse-Teacher

Assignment – Itinerant, .6 FTE

Effective Date of Employment - November 16, 2004

Authorization: Replacement

Fiscal Note: 15146313 513100

A. Allen Mongeau, Jr. salary to be at the tenth step plus Masters of the prevailing salary schedule

Education – Brown University, BA; Miami University, MS

Experience – Providence Public Schools (Retiree)

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Certification - School Psychologist

Assignment - Itinerant, .4 FTE

Effective Date of Employment - November 1, 2004

Authorization: Replacement

Fiscal Note: 15136413 513700

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-5 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Kristin Holbeck General Subject (K-12)

Anne-Marie Dansicker Elementary

Fatima Mohamed General Subject (K-12)

John M. Maselli General Subject (K-12)

Katherine Kosiba General Subject (K-12)

Diana Wade Elementary (PK-2)

Kelly Coakley-Magid Elementary

Fatima Barbosa Elementary

Jennifer Paolozzi Elementary

Linda Zogby Elementary

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-6 - RESOLVED, that at the recommendation of the Superintendent, the

following individuals be reappointed as athletic coaches:

Cranston High School East

William Coughlin Assistant Boys Basketball

Richard Harris Head Boys Basketball

Robert Jackson Head Boys Hockey

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Cranston High School West

Gina DelPozzo Assistant Girls Indoor Track

Ryan Kavanagh Head Boys Indoor Track

Gerard Marzilli Freshman Boys Basketball

Richard Glover Assistant Girls Basketball

NO. 04-11-7 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coach be accepted:

Christopher D'Ambrosio, Head Boys Cross Country

Cranston High School West

Effective Date: November 4, 2004

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-8 - RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section B of the Master Agreement between the Cranston School

Committee and the Cranston Teachers' Alliance:

Debra Messenger, Occupational Therapist

Itinerant

Effective Dates: January 1, 2005 – September 2007

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-9 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Richard J. Kavanagh, Physical Education

Itinerant

Effective Date: June 30, 2005

Alan C. Otto, Science

Western Hills Middle School

Effective Date: December 28, 2004

Moved by Mr. Cardarelli and seconded by Mr. Lupino that this Resolution be adopted.

Mrs. Ciarlo noted that these two individuals have given any number of years to Cranston Public Schools. Mr. Kavanagh is retiring after 32

years of service, and Mr.

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Otto after 33 years of service. While the school department realizes the fact that they are ready to retire, they will be missed, and she wished them well.

This Resolution was adopted unanimously.

NO. 04-11-10 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:

Janice Ribb, Secretary

Alternative Education

Effective Date of Employment: November 15, 2004

Fiscal Note: 16278715 515100

Gail Falso, Child Outreach Screener

Speech and Hearing

Effective Date of Employment: November 15, 2004

Fiscal Note: 14832031 519100

Lucrecia Mendez, Child Outreach Screener

Speech and Hearing

Effective Date of Employment: November 15, 2004

Fiscal Note: 14832031 519100

Flora Mesiti, Child Outreach Screener

Speech and Hearing

Effective Date of Employment: November 15, 2004

Fiscal Note: 14832031 519100

Roger Buteau, Plumber

Plant

Effective Date of Employment: November 9, 2004

Fiscal Note: 14547463 516300

Sandra Spaziano, Bus Monitor

Transportation

Effective Date of Employment: October 12, 2004

Fiscal Note: 14347518 518600

Marina Murray, Bus Monitor

Transportation

Effective Date of Employment: October 12, 2004

Fiscal Note: 14347518 518600

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Marie Pierre, Bus Monitor

Transportation

Effective Date of Employment: October 25, 2004

Fiscal Note: 14347518 518600

Natalee Lee Peck, Bus Aide

Transportation

Effective Date of Employment: November 15, 2004

Fiscal Note: 14347542 519500

Dawn Tevyaw, 3 Hour Food Service Worker

Food Service

Effective Date of Employment: November 15, 2004

Fiscal Note: 31947179 511000

Rosemary Kashk, 3 Hour Food Service Worker

Food Service

Effective Date of Employment: November 15, 2004

Fiscal Note: 33047179 511000

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-11 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

TEACHER ASSISTANT

Diane Cardi

OFFICE ASSISTANT

Roland Lemonde, Jr.

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-12 - RESOLVED, that at the recommendation of the Superintendent, the resignations of the following non-certified personnel be accepted:

Delia Curt, Technical Assistant/Graphic Communications

Cranston Area Career & Technical Center

Effective Date: October 22, 2004

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Theresa Oladele, Food Service Worker

Food Service

Effective Date: October 15, 2004

Donna-Jean Venticinque, Food Service Worker

Food Service

Effective Date: October 15, 2004

Natalee Lee Peck, Food Service/Bus Monitor

Transportation/Food Service

Effective Date: November 15, 2004

Dolores Pollard, Outreach Worker

Special Services

Effective Date: December 30, 2004

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

Moved by Mr. Cardarelli, seconded by Mr. Eramian and unanimously carried that the School Committee adjourn to Executive Session to discuss personnel pursuant to RI State Law 42-46-5(1) Personnel.

Mrs. White reconvened public session at 8:50 p.m.

NO. 04-11-13 - RESOLVED, that at the recommendation of the Superintendent, the termination of Employee A be accepted.

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

NO. 04-11-14 - RESOLVED, that at the recommendation of the

Superintendent, the termination of Employee B be accepted.

Moved by Mr. Cardarelli, seconded by Mr. Eramian and unanimously carried that this Resolution be adopted.

BUSINESS

NO. 04-11-15 - RESOLVED, that the First Budget Revision be approved as recommended by the Superintendent.

Moved by Mr. Cardarelli and seconded by Mr. Lupino that this Resolution be adopted.

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Mr. Stycos referred to page 70 and stated that in this proposal there is \$350,000 more reserved for health care. He asked Mr. Balducci why this number was chosen. Mr. Stycos knew there had been conversations that the district was spending more than was originally thought. He also knew there were discussions to talk with City Hall administration because they had agreed on a 13% increase with them.

He asked where the \$365,000 was coming from and the results of those discussions with City Hall administration. He asked if they were having similar problems with their health benefits. In response, Mr. Balducci said that with regard to the \$369,000, he had an opportunity to shift dollars from one line to another. His goal was to

put that money into the health account. There was no magic reason for the \$369,000. He was trying to shift as many dollars from other sources into the health account. After seventeen weeks of activity this fiscal year and even after putting in \$365,000, the district is leaning toward a deficit. With regard to talking with the City, that has not taken place yet. Mr. Balducci didn't wish to do anything until he had something other than ballpark guesses. Now that he has some solid activity, he will be having discussions with city administration to see what can be done as a city to alleviate this problem.

Mrs. Ciarlo added that two or three weeks ago the Mayor asked to have a meeting, and he and Paul Grimes met with Mr. Balducci and her. As part of the conversation, she asked them about the trend with their Blue Cross and if they were experiencing a problem. They felt it was too early in the season to determine but that it seemed to be trending as it did two years ago rather than as it did last year. She told them she was wondering if it were just the school department but the entire city as well. She felt that their next conversation would include more definite figures to discuss.

In response to Mr. Stycos's question if the \$1.2 million deficit encompassed seventeen weeks that have gone by so far or did it mean that if this trend continued for 52 weeks, the district would have a \$1.2 million deficit, Mr. Balducci said that the deficit would be over a 52 week period. Mr. Stycos asked if this amount was in addition to the \$365,000 or was the \$365,000 an attempt to pay for the \$1.2

million. Mr. Balducci responded that after increasing that budget by an additional \$365,000, he will still be \$1.2 million in the hole. Without the \$365,000, the debt will be \$1.5 million. Mr. Stycos asked Mr. Balducci if he had any idea why this was happening, and in response Mr. Balducci said that he has spoken with the health care consultant and asked for an analysis of where the dollars are being spent, whether it is for prescription drugs or medical usage. This analysis will include how the dollars were spent last year as compared to this year. Mr. Eramian asked Mr. Balducci if he expected to have this information back from the health care consultant before the December work session, and Mr. Balducci indicated that he would try but could not guarantee it. Mr. Eramian responded that he would encourage him so that the committee could get a sense before the end of the calendar. He would like to see an analysis for the same time period last year versus this year.

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Mr. Stycos stated that on the revenue side there was an estimated increase of \$100,000 in Medicaid reimbursement and asked why this estimation was being made. In response, Mr. Balducci said that it was due to the fact of where this account ended last year. The district ended the year with \$1,208,000. In revisiting that revenue source this year and looking at how they are reimbursing for what

services this year, he was comfortable increasing the \$1,150,000 by \$100,000.

Mr. Stycos referred to pages 72 and 73 and indicated that there were three positions with paid salary raises and the explanation was classification increase. He asked for an explanation and asked why the committee didn't know about it until recently. In response, Mr. Votto explained that for the three individuals involved both Mr. Neri and Mr. Cofone felt that these individuals' job responsibilities had increased to such a degree that they warranted an increase. They are all member of the CAMS unit, and they developed into the next classification. In that particular schedule, there are different classifications, and they were recommended at that particular point to be placed on those different steps based on an increase in their job responsibilities. Mrs. White asked if it came as a resolution before the School Committee, and Mr. Votto said that it did not. Mrs. White indicated that the committee may not be made aware of it until a budget revision. Mr. Votto doesn't believe that a resolution would be put forward for something of this nature. Mr. Stycos added that this is \$10,000 that the committee didn't know about, and perhaps the classifications are justified and maybe they aren't. The district has supply problems. Mrs. White added that through some form of communications, whether it be a memo or a work session, the committee should have been made aware of this. Mrs. Ciarlo stated that this was something that she was approached on when she came back. She simply put the job titles on the Organizational Chart which

was adopted in July. The Director of Human Resources was on the Organizational Chart for July along with the Fiscal Grant position and the Payroll Supervisor. Some positions have been consolidated in order to do this. Mrs. Ciarlo further commented that she didn't know the committee wasn't aware of it. Mr. Cardarelli remarked that the committee did have a conversation about the positions being changed. The committee did not talk about dollar amounts. Mrs. White also stated that the dollar amount was never mentioned when the discussion regarding consolidation took place.

Mr. Stycos moved to amend this resolution to remove those three increases from the revision. If after the committee receives the information they feel it is a good decision, it could be dealt with in a future revision.

Mr. Eramian seconded the motion.

Mr. Lupino stated that there were three delineated line items on the revision. He asked if this reflected a decrease in other line items in the budget with regard to other positions, and Mr. Votto said that this all transpired around May. In the Payroll

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Department, at one time there were six individuals and now there are five so there is a consolidation in this instance. He was not part of

the decision making process, but he could speak for the Director of Human Resources. She has a lot on her plate, and he is getting to learn as days go by that she has a lot of responsibility. As a matter of fact, she generates revenue for the system because Cranston is one of three sites that does testing for teacher assistants. Even though Cranston has laid off teacher assistants, other districts have not, and all those teacher assistants came last week from outside the district. He cautioned the committee that if the funds are taken out, these people are still being paid at their salary scale. If the committee takes it out, the district can't stop paying them unless the committee says to do it.. Mr. Lupino asked what the dollar amount was for the fifth person, and Mr. Balducci responded that the savings due to reorganization of that department was approximately \$15,800. A new MIS Director was hired, and in cutting a position and reorganizing, there was money saved.

Mrs. White noted that the committee was discussing specific positions, and they were not attacking the people who perform these duties. When she is told that a position is being consolidated, she is looking at that position as a savings. If she is going to spend a little more by increasing salaries because of classifications, Mrs. Ciarlo would normally state that there are dollars attached to it. If the committee isn't told, they are under the assumption that there are extra duties but there are no dollars attached. If any dollars are added or subtracted, the committee should be made aware of it. They should not be done without the knowledge of the School Committee.

A position was saved, but the district didn't save the money it thought it would save, and that is the option of the School Committee and not the decision of administration or an administrator to say a certain amount of money would be saved. No superintendent has the right to make a decision without the School Committees knowledge. That person is not here any more, and if that person was here and she found out the decision was made that way, she would vote no on principal, not because she doesn't think the person deserves the money.

Mr. Eramian explained that his reason for his seconding Mr. Stycos's motion was because it was bad precedent. In effect, because it is such a small percentage of the total expenditures, by voting for this, the committee would be turning back to the administration knowing that this committee or a future committee would have until the middle of June approve this. He has great confidence that this administrative team can provide logical reasoning for what they have done before that date. It would not be prudent for this committee to address it tonight.

The amendment was adopted with Mr. Cardarelli, Mr. Lupino, and Mr. Palumbo opposed.

Mr. Eramian indicated that the special education outside tuitions accounts were listed as trending higher, and in a couple of those accounts, the funding has been reduced. He

referred to page 68, special education non-public day, and tuition special education resident school. He indicated that those numbers were going down from the budget. Mr. Balducci explained that in those particular accounts, the students who would normally be charged to those general education accounts are not here this year as compared to the population that was serviced last year. He is shifting budget dollars from accounts where he won't spend and reallocating to other special education outside accounts that based on the type of students who are being serviced to charge it to the appropriate account. Mr. Eramian asked which ones he was missing. He noted that he calculated an increase of \$135,000, and he was missing the \$180,000. Mr. Drager explained to Mr. Eramian where the amounts were listed in the revision. Mr. Balducci explained that the pluses and minuses wash out to a zero. There are no additional funds in those accounts, and he could not add them at this time.

Mr. Drager asked if the tuitions were still going up, and Mr. Balducci responded that the tuition rates are going up. Last year the district spent approximately \$4.1 million. They budgeted \$4.7 million. They have spent the \$4.7 million and are projected to spend approximately \$4.9 million. If all goes well, there is tuition help from the state that will help pay for the outside tuition. Taking that money into consideration, there will be approximately \$60,000 to \$100,000 in a

deficit position. If nothing else changes, the situation may be all right.

In response to Mr. Lupino's question as to whether or not the outside tuition is paid up front, Mr. Balducci indicated that if the district knows a student will be placed for the entire year at an outside tuition facility and that facility charges \$50,000, he will encumber the entire \$50,000. Each month, the district gets billed, and he works off the \$50,000. The \$4.9 million takes into consideration what has been spent to date and what he plans on spending between now and June 30th.

Mr. Lupino referred to the state aid which was mentioned by Mr. Balducci in his cover sheet. He understood that there were adjustments made to the \$512,530 at a prior meeting, but this does not take into consideration the City Council ordinance that was passed but not signed by the Mayor. Mr. Balducci clarified that there have been some conversations that the ordinance was sent to the Mayor's office for his signature and that it went to the City Clerk's office but needs to go back to the Mayor's office for re-signature. Until Mr. Balducci's office receives something formal in writing, he cannot adjust the budget at this time. He indicated that he could not speak for the School Committee, but there is an additional \$79,000 that is unappropriated. He believed the committee would like to have some conversations as to how they would like to spend that \$79,000. It will be handled similar to the \$512,000. Once the school

department has received authorization that all interested parties have signed off on the ordinance, it could be discussed at a work session or a public meeting how the committee would like to spend this extra \$79,000. Mr. Balducci would then catch up in the next revision. Mr. Drager added that his recollection of the ordinance was that there \$512,530 from the

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state plus \$79,000 for a total appropriation of \$591,000. If the Mayor hasn't signed the ordinance, then technically the school department doesn't have the money yet. The money goes to the city, and the city hasn't appropriated it to the school district. Mr. Votto explained that he spoke with the City Clerk today, and the Mayor did sign the ordinance and made some comments on the bottom on the ordinance. The City Clerk told the Mayor that she needed a clean ordinance so it was sent back to his office for him to sign again. Even if he doesn't sign it, it is past the ten-day deadline, so it automatically becomes law; and it has been approved. Mr. Balducci is waiting to see the official verification from City Hall.

Mr. Cardarelli requested information regarding the annual order accounts for the schools. He would like to see what is being spent in the schools. Mr. Balducci stated that he would forward this information to him. He noted that this revision, besides the main focus being personnel, the other focus is the annual orders and the

change in the cycle. He can provide the backup on all the pluses and minuses by category in the weekly update. Mr. Drager asked how much money was going toward textbooks, and Mr. Balducci indicated that he would provide this information as well. Mr. Drager asked what percentage of the \$512,000 was going toward the annual orders, and Mr. Balducci responded that based on the committee's vote, they chose to put an additional \$59,000 into textbooks/supply accounts.

Mr. Stycos stated that when the committee went through this budget, Mr. Cofone had a list of what he would recommend cutting. The first \$1 million was the easiest part of the list. He believed the committee voted on that portion 7-0 or 6-0. With hardly any debate, Mr. Lupino made the motion, and that was the end of the easy cutting. When he goes through this revision, he finds six separate items that together total \$8,000 that were on that first cut list. These were the cuts that the committee thought were relatively easy. He felt the committee agreed on the importance of textbooks and supplies.

Mr. Stycos moved to move the money from these eight different accounts and take that money and put it into the textbooks accounts divided among the three levels, elementary, middle schools and high schools.

Those items are:

School Committees Fees and Dues: \$475.00. Mrs. Ciarlo explained that this account is paid to the Rhode Island Association of Principals so that the students can play interscholastic sports. Mr. Balducci noted that originally it was a mistake to cut that \$475.00. He fixed that mistake in this budget revision. This fee has been paid by the school in other years, and it was simply a mistake to cut it. Mrs. Ciarlo commented that this fee enables those students at the school to play interscholastic sports. Mr. Eramian stated

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that if this fee is cut from the budget, interscholastic sports is being cut. Mr. Lupino commented that it was his understanding that part of the funding for the Career and Technical Center is broken down that way because of a percentage of students as opposed to the general population of Cranston High School West. That \$475 is not specifically for the Career and Technical Center; it is their percentage of the total amount that is paid to the RI Association of School Principals.

Mr. Stycos referred to Page 70. He noted that there were three items, Administrative Professional Technical Purchased Services, Staff Training, and Staff Training Library Books. Those three items were all zeroed out. Mr. Balducci explained that the first item is \$2,150, and that is the fee the district is charged for the annual gathering at Rhodes on the Pawtuxet. This is teacher orientation, and they are

welcomed back for the start of the new school year. This account was also cut in error. The orientation was held, and the bill has been paid. Mr. Balducci stated that he did not have the information regarding the other two accounts but would supply him with the information.

Mr. Stycos referred to Pages 72 and 73. The account on page 72, Coordinating Directors of Education Programs and Services, and Page 73 is School Committee Fees and Dues in the amount of \$2,700. Mr. Balducci believed that the \$2,700 is to pay for participation in NEASC. In light of the fact that there will be a NEASC visitation shortly, this should remain. In response to Mr. Cardarelli's question as to why the money was in this account, Mrs. Ciarlo said that they charge everything to this account. Mrs. White suggested that this account have a new title.

Mr. Eramian suggested that rather than the committee cutting things because the title doesn't tell them exactly what the item is, his colleague should provide a list to administration and subsequently in the update on Friday administration would give the committee a detailed list of what is in there. These amounts can be moved next month. Mrs. Ciarlo commented that this is the first time she has had an opportunity to adjust the accounts. The committee receives their agenda packets on Wednesday, and it would be helpful to administration that as the committee peruses the information that they call central office with their questions. In this way, Mr. Balducci

would be prepared to answer the questions at this meeting. She further stated that there were some recommendations or decisions made that administration is not able to fulfill. Administration will gladly substantiate whatever information the committee wants.

Mr. Stycos stated that he had completed his list of questions. He further commented that if an account had been zeroed out and the administration feels that it is necessary to put money back in that account, the committee needs to be told this. The committee took a specific vote to zero out those accounts. It is all well and good to say the committee received it on Wednesday, but some of the members didn't have the time until the weekend to go through the agenda. One year the committee zeroed out an administrative position, and it came back; and it was an \$80,000 or a \$60,000 item. The

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committee needs to know when reverses of their votes are being recommended. He accepted Mr. Eramian's suggestion to propose the items.

Mr. Stycos moved to amend this Resolution further. He noted that there were three raises for the top administrators in this proposal that go beyond the 3% raise, which the teachers are getting, and two of the raises appeared on pages 70 and 72. He stated that this was nothing personal, but he felt there was a real problem with textbooks.

There is no reflection on the job the administrators are doing, but a 3% raise which the top teachers are getting is fair. Those raises are to the Executive Director of Business which appears on page 72 in the amount of \$5,600. A 3% increase would be \$2,800. The other is on page 70 to the Coordinating Directors of Education Programs and Services in the amount of \$11,000, and a 3% raise would be half of that amount. Mrs. Ciarlo responded that the school district has a very lean administrative staff. Any one of them could go out the door at any moment. These salaries are lower than what most people are making in other school systems. Principals are making \$117,000 and above in the neighboring communities. She is trying to hold the best people the district has. These particular positions, one of which is the Executive Director of Business, does not only supervise business but also manages all non-certified personnel. They are going through steps the same as teachers. The teachers get 3% plus a step increase unless they are on top step. Mr. Balducci is the youngster in the group and is still going through the steps. This amount represents a step increase as well. The same holds true for the two Coordinating Directors of Educational Programs and Services. The two of them run all of the educational programs in the district, and they are going through the steps. She has consolidated positions in order to do the very best that she can. In addition to needing textbooks, the district needs people here to determine what kind of textbooks should be used. She firmly told the School Committee that this is not the time to take these positions and single them out, because they are working as hard as they can and doing it diligently.

They can go somewhere else and make much more money than they can in Cranston. Mrs. White indicated to Mr. Stycos that he was misquoting; the teachers received a 3.5% raise this year which is the third year of their contract.

Mr. Eramian commented that Mr. Stycos was stating that this salary change was totally consistent with the salary administration for all other personnel in the department and that there are no special increases here. If one were to look at the salary schedule for last year and the person was on step four, he or she would be on step five this year plus receive a 3.5% increase. This would be consistent with what is done for all of these types of positions, and these numbers would have been what was arrived at. Mrs. Ciarlo added that these particular individuals are on a performance base. They do not receive their raises until after their annual performance evaluation has been completed.

Mr. Cardarelli stated that the committee goes through this every now and then. He felt bad for certain individuals because they are questioned about their salaries. School Committee should all be aware, especially of the executive staff, because they vote

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individually on the steps. They have step increases and pay increases. They took a 0 raise, a 1.9% raise, and a 3.5% raise over

three years. With regard to health care, they had no co-pay with 0, 1.9 and 3.5% raises. Mr. Stycos was a part of the School Committee who voted for this contract. When there are difficult financial times, it is unfair to go these people, who the committee relies on all the time, and ask them to cut back on their increases and steps. The committee knows that they get their steps and increases; they voted on it. He told the School Committee-elect who were present at this meeting that it was unfair to balance the budget on the administrators' backs. These people are crucial to the committee's knowledge of what is going on.

Mrs. White stated that the administrators in this school system are some of the lowest paid in the State of Rhode Island let alone Providence and Warwick. Pretty soon they will be the lowest paid. Mr. Stycos stated that the teachers get steps as part of their contract. It is budgeted, and they work their way up the steps. The process for administration was changed a few years ago. They use to have the steps so that when the committee looked at the annual budget they could tell what was going to happen to the salaries of the administrators. But this was changed a couple of years ago. A new item was added for the first time, and it is called Administrative Performance. When the budget is passed, it looks like the administrators are getting small increases. Now, when the spotlight is off, that money is then distributed, not according to an automatic step, but according to a decision by administration to give out raises. He stated that he was not criticizing the people who hold these

positions or the hard work they do. School Committee members have to make choices, and his proposal would be to give these people a 3.5% raise and take the remaining money and put it into textbooks. That difference is \$6,000 or \$7,000. It is not a lot of money, but it is money; and if a textbook is \$50.00, that is a considerable number of textbooks. Mr. Stycos went on further to say that he has raised this point before, so it is not directed to the individuals. The committee has to do something about textbooks and supplies, and these three individuals are all making over \$90,000 a year which is a lot of money. A 3.5% raise is a nice raise, and everyone is facing tough times. That extra money should be taken and placed into textbooks.

Mrs. White told Mr. Stycos that if he thought it was based on performance before giving them the step increase, he was sadly mistaken. She believed Mr. Stycos was on the committee when a particular individual was in place. That person automatically received the pay increase plus the step because it was contracted at that time. This person was not performing, and administration was in the process of documenting to terminate him because he was not doing his job. The committee felt that the person should not get everything until a performance evaluation was done, and any one person may not get it. The step shouldn't be put into the budget because they may not get it. If it is put in the budget from the beginning, the committee is saying that the person will get that raise no matter what his performance is. She told Mr. Stycos that he was insinuating that the raise was not put in when the budget was presented but it would

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put in after when no one was noticing it. There were two reporters in the audience, so someone is noticing it. She understood, when she was voting on it, that the administrators would only get the step increase if their performance evaluation was good. She has heard Mrs. Ciarlo say that someone is not up to par on their performance. She has never been afraid to do what she needed to do when it was necessary. She asked Mr. Stycos not to give the public the wrong impression that the committee is hiding money and pretending not to spend money and spending it later. She further commented that she resented this. Mrs. Ciarlo has brought up this point before, and Mr. Stycos has had it explained to him on many occasions. She doesn't know how else to explain it to him so that he understands it. It was very unfair for him to make an insinuation, and the public should be made aware of this. She asked Mr. Stycos how long he could keep the incentive going if the administrators are rewarded for their hard work by taking their steps away. They are some of the lowest paid administrators in the state. By right, the committee should be fighting for the money that is needed for the textbooks and supplies. As a matter of fact, this committee did fight for that money, but, unfortunately, Mr. Stycos was not with the committee. It is not fair to balance the budget of this school department on the backs of those doing the work.

Mr. Palumbo stated that the committee has gone through this before. In the past two years, he has seen the committee go around and around on this issue. He agreed that the committee has a right to go through this budget and question certain items. He doesn't think that when the committee is reviewing the budget that they should be going back to change things which they have already agreed should be. This is one of the things that the committee has already said should be. The committee has talked about the Performance Audit and the fact that top administration is very lean. The committee has already said that the amount the administrators are being paid is lower than it is in most other cities and towns. He asked how many times it had to be said. The committee has absolutely no right to think they are going to run this School Committee in such a way that they are going to take money from people who are working hard and deserve that money and pay for things that the district should be receiving the money for in the first place. He asked why the committee continues to do this. Every time the budget comes up there is one person who continues to talk about the fact that the administrators are making too much money. The committee votes on this, and he questioned why the committee continues to go over it. Mr. Stycos should go on to other items he is questioning, but don't go back and try to change what has been voted on.

Mr. Stycos stated that he supported the budget this year as did everyone else. He stated that he wasn't on the committee for the

incident referred to earlier. The committee has not voted on these items because they are changes to the budget. They are new items, and that is the reason the committee is discussing them. Mrs. White interrupted and indicated that they are not new. Mr. Stycos responded that someone

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made the decision to move a \$16,000 item from administrative performance and put that money into other items. The committee knew the money was there for administrators, but they didn't know which ones or the quantity. This is excessive. The point isn't that the money is being taken away from any administrator. The point is that the committee can do things for the students in the classrooms or they can give out big raises.

Mr. Stycos moved that the line items for the Coordinating Directors of Educational Programs and Services and the Executive Director of Business those increases be reduced to reflect a 3.5% raise and that the difference in the money, the money that is saved by doing this, goes to high school textbooks.

There was no second to Mr. Stycos's motion. The motion failed.

This Resolution as amended once was adopted with Mr. Stycos opposed.

NO. 04-11-16 - RESOLVED, that \$250,000 of the audited GAAP surplus be reserved as an asset account for purposes of supplementing the appropriation to the Health account in case of a shortfall in this or future years.

Moved by Mr. Cardarelli, seconded by Mr. Lupino and unanimously carried that this Resolution be adopted.

Mr. Lupino stated that as someone who voted in the majority, he wished to bring this Resolution back for reconsideration. Mrs. White stated that administration withdrew this Resolution. Mr. Lupino asked administration to bring the Resolution back for consideration.

Mr. Cardarelli seconded Mr. Lupino's motion.

NO. 04-11-17 - RESOLVED, that the following purchases be approved:

Energy Management Consulting by the firm Energy Education, Inc. in the amount of \$16,900 monthly for 48 consecutive months.

Number of bids issued 5

Number of bids received 1

Repair of Doors in the amount of \$5,461

Number of bids issued 7

Number of bids received 3

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Moved by Mr. Lupino and seconded by Mr. Cardarelli that this Resolution be adopted.

Mr. Lupino moved to amend this Resolution to remove the section pertaining to Energy Management Consulting in the amount of \$16,900. The new resolution would be for the repair of doors in the amount of \$5,461.

Mr. Drager seconded Mr. Lupino's motion.

Mr. Lupino stated that Mr. Zisseron must move on these doors so that the repairs can be made.

This Amendment was adopted unanimously.

This Resolution as amended was adopted unanimously.

This Resolution now reads:

NO. 04-11-17 - RESOLVED, that the following purchases be approved:

Repair of Doors in the amount of \$5,461

Number of bids issued 7

Number of bids received 3

VI. SPEAKERS – Non-agenda Items

Freda Lehrer, 63 Riverfarm Road – She thanked the four members of the School Committee who would not be returning to the committee in January. She thanked Mr. Drager who spent much time with the CEAB; Mr. Cardarelli who is her ward representative; Mr. Eramian who is always a gentleman; and Mrs. White for spending many hours on the telephone with her. To the people who would be coming back to the committee, she addressed the issue of the addition to Cranston High School East. She was unsure as to whether or not it was a done deal, but she asked them to be open minded with regard to purchasing the strip mall to the west of Cranston East. A number of years ago the school department couldn't purchase it when it was Brown's Dairy because it was considered to be too much money. In 20/20 hindsight, if the district could have it now for that amount of money, it would be done in a heart beat. Twenty years from now, people will be kicking themselves for not buying this strip mall. She

asked them to listen to Mr. Frederick and to the people who work and teach there. She asked that they find a way to buy the property. She knew that with minimal expense, they could make use of the building the way it is now. When they have the money, the additions could be purchased. She felt it would be a huge mistake to build up and out.

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People would be walking around sideways because there are too many bodies. There is nowhere to park now, and it will be a disaster.

Mr. Lupino responded that the School Committee has met on this issue. A few of the members pushed to purchase the building, but it is not in the budget. The committee went forward with a recommendation from Prout Association called Option 2B Revised. The School Buildings Committee has had many discussions. If the school department receives approval for bonding, there would be an addition of an elevator and a media center. The majority's recommendation from the School Committee to the School Buildings Committee was an addition that would handle approximately 1,600 to 1,700 students. Administration is now telling them that this is too much. Mrs. White told Mrs. Lehrer to take her concerns to City Hall.

John Macera, 234 Randall Street – He is a physical education and health teacher at Park View Middle School. He has taught there for

the last sixteen years. In addition, he has coached at both Cranston East and Park View for the past eighteen years. He thanked the Superintendent and the School Committee for all their hard work. It has been an extremely difficult year. He indicated he was speaking more from his heart than he was from his head tonight. He hoped that everyone keeps next year in the backs of their minds to bring forward middle school sports again. He doesn't want middle school sports back from the wins and losses standpoint. He was speaking to the lessons that the kids learn. Over the last seventeen years, he has touched many lives. It is something that can't be taught in the classroom. He feels frustrated not being able to start up another basketball team. Having intramurals is not a bad idea, but it doesn't replace what middle school sports can do. It is great that the kids are getting some exercise, and as a physical education teacher, that is good; but it certainly isn't the same. Middle school sports is just another way to try to reach out to the kids. Mrs. White told Mr. Macera that this entire School Committee feels this same frustration. Hopefully next year, if the new School Committee can convince City Hall, there will be middle school sports again.

Mr. Marrone, 36 Case Avenue – He stated that he met with members of the school department in October to discuss the possibility of funding interscholastic sports. He indicated that no one from the school department offered an idea of how to accomplish this. In his opinion, the effort from the school department members was that no interscholastic sports would be played. The effort of the school

department were disingenuous.

Moved by Mr. Drager, seconded by Mr. Palumbo and unanimously carried that the November 15, 2004 Executive Session minutes remain confidential for a second time.

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Moved by Mr. Drager, seconded by Mr. Palumbo and unanimously carried that the meeting be adjourned.

**There being no further business to come before the meeting, it was adjourned at
10:00 p.m.**

Respectfully submitted,

Michael G. Cardarelli, Jr.

Clerk