

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, JULY 16, 2007

HOPE HIGHLANDS ELEMENTARY SCHOOL

300 HOPE ROAD

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 Hope Highlands Elementary School with the following members present: Mr. Archetto, Mrs. Greifer, Ms. Iannazzi, Mr. Lombardi, Mr. Stycos, Mr. Traficante, and Mrs. Tocco-Greenaway. Also present were Mr. Scherza, Mr. Votto, Mr. Balducci, Mr. Laliberte, and Attorney Cascione.

The meeting was called to order at 6:08 p.m. It was moved by Ms. Iannazzi, seconded by Mr. Archetto and unanimously carried that the members adjourn to Executive Session pursuant to RI State Laws 42-46-5(a)(1) Personnel, PL 42-46-5(a)(2) Collective Bargaining and Litigation, and PL 42-46-5(8)(b) Privacy of Students and Their Record.

Pursuant to RI State Law 42-46-5(8)(b), this meeting is closed to the public to discuss the privacy of a student and their record. This person affected has been notified in writing and advised that he may

require that the discussion be held in an open meeting. This person chose a closed session.

Chairman Traficante reconvened the meeting at 7:17 p.m.

The roll was called and the Pledge of Allegiance conducted.

Mr. Traficante reported out that a student appeal was conducted during Executive Session, and the School Committee voted to uphold the decision of the Assistant Superintendent.

I. Executive Session Minutes Sealed – July 16, 2007

Moved by Mr. Archetto, seconded by Ms. Iannazzi and unanimously carried that the July 16, 2007 Executive Session minutes remain confidential.

II. Minutes of Previous Meetings Approved – June 18, 2007; June 19, 2007

Moved by Ms. Iannazzi, seconded by Mrs. Greifer and unanimously carried that the June 18, 2007 and June 19, 2007 minutes remain confidential.

III. Public Acknowledgements / Communications

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IV. Energy Education, Inc. Presentation

A power point presentation was made by Ms. Karen Verrengia, Energy Manager for Cranston Public Schools, and Mr. Paul Hammond

from Energy Education, Inc. was present for the presentation. Ms. Verrengia stated that this presentation was being conducted so as to inform the School Committee about the energy program for the first five months of its inception. A copy of the power point presentation is available in the School Committee Office.

Mrs. Greifer referred to page 6 of the power point presentation, Items Impacting Energy and Budget, and noted that there was a 2.6 increase in the rate for electricity. She commented that she thought the school district was still under an agreement for electricity that commenced December 2006. Mr. Balducci responded that it could have been December 2006 that it expired. It was either a three-year or four-year agreement. Mr. Balducci indicated that he would check it further.

Mr. Stycos thanked Ms. Verrengia for her work in both saving money and the environment. He stated that it was an approximate 10% decrease, and he asked if there was a projection that more can be saved or if this was the goal. Ms. Verrengia responded that it was difficult to say, but it should only get better. There is much that needs to be done, but she didn't have a dollar figure that she could give him. She does know that this program is being implemented throughout the country with other energy managers who she has spoken with about their work and their cost avoidance. It can only get better from here. The more she learns about the buildings and the more she learns about what can be done is growing in leaps and bounds. Mr. Stycos asked if there was a typical percentage that districts get, and Mr. Hammond said there is a minimum of 20%, but

they have districts in the area as high as 25% to 30%. It is a four-year program. Mr. Stycos referred to the projected costs and asked if it was a budgeted figure or if it was based on the committee's budget or what Energy Education budgeted for energy use. Ms. Verrengia responded that the software projected what the district would be spending, and it takes into consideration the weather and the equipment.

Mr. Traficante commented that several members of the committee, when this program was first adopted, had concerns about whether or not the education program alone would be sufficient to save X amount of dollars with retrofitting. He asked Mr. Hammond if the district can still continue projecting savings without retrofitting, and Mr. Hammond said that they could. Ms. Verrengia added that there is definitely a lot of work to be done such as things are left on in buildings. Air handlers are left on, and they are huge motors that help to adjust the air quality in the room. Western Hills has six of them. If they are not shut off at the end of the night, then they are running 24/7. Most people don't realize that people leave the buildings at approximately 3:00 p.m. to 4:00 p.m., and they don't come back until 7:00 a.m. or 8:00 a.m. the following morning. That is sixteen hours a day where things are running continuously, and those are the types of things she is identifying educating the foremen, the principals, and teachers to

take over control and shut down. The air conditioner in this room has a timer and it can be on for one hour and then shut down or left on to run 24/7. Those are the types of things she is identifying and taking control of.

V. Chairperson Communications

Chairman Traficante stated that Mr. Balducci requested that he announce that there will be a forum on August 7th, the Future of Medicaid in our Public Schools, which is going to be held at the Sheraton Inn Airport Hotel. The keynote speaker is going to be Gregory Morris who will provide legislative updates on recent and impending changes affecting Medicaid, in particular the elimination of reimbursement for administrative and transportation services and also the elimination of Medicare reimbursement for services that are offered free to non-Medicaid personnel. Mr. Traficante further noted that the district is looking at a potential loss of between \$300,000 to \$400,000. Mr. Balducci stated that the combined total loss is \$1.9 million. Mr. Traficante added that the school district can ill afford to lose this revenue especially with the position they are in at the current time. If anyone is interested in attending this forum, please contact Mr. Balducci to make arrangements.

VI. Superintendent Communications

There were no Superintendent communications.

VII. School Committee Member Communications

Ms. Iannazzi wished to thank Ms. Suzanne Coutu. Ms. Iannazzi and Mrs. Tocco-Greenaway made a random decision on the last day of school to stop by the Cranston Area Career & Technical Center, and

Ms. Coutu took time out of her day when she was very busy working on some grant reports to take her and Mrs. Tocco-Greenaway on a tour. In addition, she commented that there was a resolution that passed last month to ask for an update on the automotive program at the July meeting. Mr. Scherza responded that he has been working with the Department of Education, and they have their legal staff involved right now. The district is still in process, and until they get some clear definitions, then there is not much more they can do. They have held some meetings regarding the various advisory boards to be in compliance with the requirement of the Perkins Application. Right now they are working with the Department of Education; it is more complicated than they originally thought.

Mr. Stycos asked what the legal issues were because the resolution asked for a plan to reinvigorate the program. In response, Mr. Scherza stated that some of the legal issues revolved around the governance as to who really has say, who would be disenfranchised, and it was a lot more complex than he ever thought. He met with Mr.

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Roy Seitsinger from the Department of Education and another woman. It is a lot more complex as to what the district can and cannot do, and they were stonewalled there.

VIII. Public Hearing

a. Students (Agenda/Non-agenda Items

b. Members of the Public (Agenda Matters Only)

There were no students who wished to speak.

Joel Zisseron, Director of Plant and Transportation – He wished to address Resolution No. 07-7-22. He indicated that a lot of discussion took place on Wednesday at the School Committee work session. There were a lot of questions asked and a lot of concern was expressed. He asked the committee to please seriously consider that those members who are presently employed by the Cranston Public Schools be grandfathered in to the proposed policy.

Mr. Zisseron responded to a question from Mr. Votto regarding the custodial positions cut from the budget. He indicated that there was one position taken from Park View, one from the vocational school, one from the stockroom, and one from the utility crew. There were two full-time positions at Sanders and Norwood Avenue which were taken; and they will be placing part-time employees in those schools.

Mr. Stycos asked how Park View Middle School was able to lose a custodian and not the other middle schools. In response, Mr. Zisseron said that he had gone over this with the foreman on a different type of schedule, and if it doesn't work, they will have to take another look at it. His goal was to stay away from the high schools and not hurt the middle schools the least amount. Park View is a school where there are two long corridors. Bain is spread out too much. The same holds true for Western Hills where there are pods

and different levels. He encouraged the committee very strongly that if for some reason or another the district gets additional funding along the way they would consider putting back these positions. At Sanders and Norwood Avenue, there will be two four-hour positions. Valerie Shulie, 27 Farm Street – She stated that she wished to express her concerns regarding Resolution No.'s 07-7-2, 3, and 4. On Resolution No. 07-7-2, she actually agrees with both sides being represented. She thought this policy was already in place, and she would like to have the last sentence explained which states that this paragraph shall not apply to Cranston School Committee members acting in their official capacities. She asked what this meant. With regard to No. 07-7-3, she didn't understand the need for it. She felt it was none of the committee's business or her business. They are not elected officials but employees who work very hard and long hours. The district is in the middle of high school reform, middle school reform, No

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Child Left Behind, Literacy Mandates, and on and on the list goes. She wants those employees to spend their time and energy on those things not filling out another useless form whether it takes five minutes or two hours. She is paying them to do much more important things. Let's not forget the budget problems the district is still facing. That is the money they spend that she wants to know about and hold them accountable for every penny and every dime of

that budget and grant money. She may be wrong, but misuse of this money would show up in audits, the bidding process and other checks and balances already in place not by the filling out of this form. Absolutely, every employee of Cranston Public Schools should be concerned and scared about this. They could very well be next. She asked what was stopping them from requiring the same thing from transportation, teachers, principals, and food service. Corruption could happen all around so why stop at the top. She would be interested in knowing their motive or what they hope to accomplish and who is next. Mrs. Shulie referred to Resolution No. 07-7-4 and stated that this makes her blood boil. She holds very dear, almost sacred, her right to vote and to choose who to vote for and campaign for them if she so desires. Once again she has to say that every person who works for the Cranston Public Schools should be scared; they could be next. She noticed that they were targeting certain employees but not the School Committee itself. It also brings up the question if it applies to just certain employees or if it applied to their family members too. She may not like who or how they choose to support a candidate, but thank God we live in America and they have the right to do so. If she doesn't like someone else's choices, she has choices herself—don't vote for who they want, actively campaign for someone else. As for appearances, it shows her that democracy is still alive and well. Even elected officials are allowed to support a candidate of their choice, give money, hold fund raisers, go out to dinner and be friends with candidates of their choosing. Voting and supporting a candidate is her choice and responsibility. It

is every citizen's duty and responsibility to know who they are voting for and why because some citizens can't or won't do that and cast their vote because of what someone else thinks they support that is absolutely no reason why she or any other school employee or School Committee member should have their rights eroded and stripped from them. Once again, she has to ask the committee what their motivation is, what they plan to accomplish eroding people's personal freedoms, and this question doesn't apply only to employees but also it has to be asked with regard to candidates. Right now it is written about School Committee candidates. She asked what was next – the Mayor, the City Council, or the Presidency.

Every employee of Cranston Public Schools should be very concerned and standing here asking the same question.

Councilman Anthony Lupino – He stated that the committee would be awarding a contract this evening for oil deliveries. He wanted to make it known that he works for an oil company, and they did not bid on this contract. He had a conversation with Mr. Zisseron a few months back, but prior to just after the oil deliveries someone should be monitoring the tanks. They should be measured with a measuring stick, and he would strongly encourage that the business department scrutinize the billing for some of these deliveries. There are companies out there that are notorious for padding some bills or

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making mistakes on bills. That might help the Energy Manager's

situation. He seriously asked the committee to remove No. 07-5-31 for the attendance policy from the consent agenda. This is a real-life situation that happened a few years ago. His son was a hockey player for Cranston West. The majority of the games are played on Friday and Saturday evenings. Under No. 7 it states that any student who is tardy after 11:00 a.m. is considered absent. Mr. Archetto interrupted and stated that this particular resolution is tabled; Resolution No. 07-7-21 is on the agenda. Mr. Lupino explained a situation with his son who was hurt while playing hockey. His son was tardy and under the old policy he was allowed to play. Under this new policy, he would not have been allowed to play, and the committee should make some adjustment for certain situations. Mr. Traficante pointed out that No. 07-5-31 is a tabled resolution. No. 07-7-21 is under the consent agenda. Mr. Lupino referred to No. 07-2, 3, and 4, and stated that one cannot legislate integrity. He doesn't think it is the School Committee's prerogative in their description of their duties to try to do that. On Resolution No. 07-2-2, it states candidates. If for example a math teacher from Western Hills was running as a candidate for office in North Providence, did that mean that he couldn't teach. He is participating in a program that is funded by Cranston Public Schools. There are some holes in that particular resolution. He asked the members not to vote for it.

Al Bennetti, 24 Concord Avenue – He stated that he wished to speak on Resolution No.'s 07-7-2, 3, and 4. He stated that on No.'s 7-2 and 7-4 he was totally with Mr. Stycos on principle, however, he felt that these things were hard to enforce. He was not sure if this would

violate anyone's constitutional right. He felt they would be highly unenforceable, however, being involved with this city and politics for years and being involved in many meetings and people, he has enough information to know that some of these are validated to a certain point, but it is hard to prove things. On Resolution No. 07-7-3, he asked Mr. Stycos to check with the city because the city has some type of document where people have to sign for conflict of interest. Going back years ago there was a person working for the city. A document was handed out for people to sign showing that there was no potential conflict of interest with a potential company. There was a cell tower on Park Avenue, and the person didn't agree to sign that paper, and was able to get away without signing it. There was a potential conflict of interest, and also they found the cell tower where supposedly there was an individual involved with that tower going through. He has witnessed things, but with all his years involved in city government, it comes down to the word corruption, and corruption doesn't necessarily mean illegal especially in this society. One can follow the rules and still find loopholes where things can be done the way a person wants. They are not doing things in the proper way. These three resolutions deal with ethics, and it goes back to the time of the Charter Commission. There were issues there the committee tried to nail down. Unless they elected people who were ethical and moral and have values, there will not be a government that will run properly. Now matter how tight one tries to make documents, there will be a way of circumventing the process. He gave Mr. Stycos credit for these resolutions. On Resolution No.

07-7-3, he suggested checking city council records. He

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believed it was Mr. Sepe's running of the City Council when they tried to have people sign a piece of paper to prove that they didn't have potential conflict of interest.

IX. Consent Calendar / Consent Agenda

Chairman Traficante stated that the Consent Agenda consisted of the following Resolutions: No.'s 07-7-7 with addendum, 07-7-8, 07-7-9 with addendum, 07-7-10, 07-7-11, 07-7-12, 07-7-13, 07-7-14, 07-7-15 with addendum, 07-7-16, 07-7-17, 07-7-18, 07-7-19, 07-7-20 with addendum, and 07-7-21.

ADMINISTRATION

PERSONNEL

NO. 07-7-7 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2007-2008 school year:

Barbara Ferraro, step 2 plus CAGS of the prevailing salary schedule Education – University of Rhode Island, BS; University of Massachusetts, CAGS

Experience – Cranston Public Schools' Internship

Certification – School Psychologist

Assignment – Itinerant, School Psychologist, .6 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 15136113 511000

Michael Iannone, salary to be at the third step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Cranston Public Schools, Substitute

Certification – Chemistry / General Science

Assignment – Cranston High School East, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11311012 512100

Christine Ferranti, salary to be at the second step of the prevailing salary schedule

Education – University of Rhode Island, BS

Experience – Cranston Public Schools, Substitute

Certification – Early Childhood, PK-2

Assignment – Rhodes School, .5 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11711012 512100

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Lorna Thompson, salary to be at the ninth step plus Masters of the prevailing salary schedule

Education – University of Rhode Island, BA; Boston University, MSW

Experience – Family Services

Certification – School Social Worker

Assignment – Itinerant, .6 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 15136113 511000

Nina Vizzaccaro, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BA

Experience – Cranston Public Schools, Substitute

Certification – Secondary / Middle Mathematics

Assignment – Cranston High School East, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11311012 512100

Karen Bileski, salary to be at the first step of the prevailing salary schedule

Education – Providence College, BA

Experience – Student Teacher, Woonsocket

Certification – Secondary Mathematics

Assignment – Cranston High School East, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11311012 512100

Keith Ward, salary to be at the second step plus Bachelors plus 36 of the prevailing salary schedule

Education – University of Rhode Island, BS

Experience – Substitute

Certification – Secondary Chemistry/General Science

Assignment – Cranston High School West, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12611012 512100

Kimberly Lebrun, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BA

Experience – Program Manager Bain + 2

Certification – Middle/Secondary English

Assignment – Park View Middle School, 1.0 FTE

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Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

Michaela Alexion, salary to be at the first step of the prevailing salary schedule

Education – University of Rhode Island, BS

Experience – Cranston Public Schools' Student Teacher

Certification – Secondary Social Studies

Assignment – Park View Middle School, .5 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

Jane Healey, salary to be at the eleventh step plus MSN of the prevailing salary schedule

Education – Rhode Island College, BS; MSN

Experience – Providence School Department

Certification – School-Nurse, PK-12

Assignment – Cranston Area Career & Technical Center, 1.0 FTE

Effective Date of Employment – august 27, 2007

Authorization – New

Fiscal Note: 17431112 512100

Michael Chuon, salary to be at the first step plus Masters of the prevailing salary schedule

Education – University of Rhode Island, BA; Rhode Island College, MAT

Experience – Cranston Public Schools Student Teacher

Certification – English Second Language Specialist

Assignment – Cranston High School East, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 11311012 512100

Stephanie Pavone, salary to be at the fifth step plus MLIS of the prevailing salary schedule

Education – University of Rhode Island, BS; MLIS

Experience – East Greenwich School Department

Certification – Library/Media, PK-12

Assignment – Itinerant, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11347512 512100

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NO. 07-7-8 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Stephanie Fratiello Elementary

Mary Moran Special Education Elementary/Middle

NO. 07-7-9 - 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:

Scott Colantonio, Teacher

Hope Highlands Elementary School

Effective Dates: August 2007 to September 2008

Jessica Greene, Teacher

Itinerant

Effective Dates: August 2007 to September 2008

NO. 07-7-10 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Donald Grohman, Teacher

Cranston High School West

Effective Date: June 29, 2007

NO. 07-7-11 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following certified personnel be accepted:

Christopher Haskins, Principal

Glen Hills School

Effective Date: July 31, 2007

Kathleen Kanerviko, Reading Teacher

Bain Middle School

Effective Date: July 5, 2007

Jean-Nicole Almon, Speech and Language Pathologist

Special Services

Effective Date: June 20, 2007

NO. 07-7-12 - RESOLVED, that at the recommendation of the Superintendent, the following individuals be reappointed as athletic coaches:

BAIN MIDDLE SCHOOL

Michele Dunphy Head Coed Cross Country

Michael Rachiele Head Girls' Soccer

PARK VIEW MIDDLE SCHOOL

Michael Crudale Head Boys' Soccer

Donald Grohman Head Coed Cross Country

WESTERN HILLS MIDDLE SCHOOL

Daniel Burns Head Girls' Soccer

Dina Cesana Head Coed Cross Country

CRANSTON HIGH SCHOOL EAST

Robert Bouchard Head Boys' Cross Country

Michael Boyajian Head Girls' Tennis

Lauren Brown Assistant Girls' Soccer

Thomas Centore Head Football

James Creamer Assistant Girls' Tennis

Jessica Greene Head Field Hockey
Heather Johnson Assistant Girls' Volleyball
Robert LaBanca Head Girls' Cross Country
Ronald Lee Head Girls' Volleyball
Isaiah McDaniel Head Freshmen Football
Daniel Muksian Assistant Boys' Soccer
Moses Saygbe Head Boys' Soccer
Kenneth Simone Assistant Football
Jason Ward Assistant Football
David Capuano Athletic Manager

CRANSTON HIGH SCHOOL WEST

Gina Bailey Head Boys' Cross Country
Corey Capirchio Assistant Football
Nancy Hersey Assistant Girls' Tennis
Jason Hogan Head Freshmen Football
Sheila Lagasse Head Girls' Cross Country
James Lucas Head Girls' Tennis

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CRANSTON HIGH SCHOOL WEST CONT.D

Robert Malo Assistant Football
Thomas Milewski Assistant Football

Charles Pearson Head Girls' Soccer

James Raspallo Assistant Girls' Soccer

Steven Stoehr Head Football

Michael Waterman Assistant Boys' Soccer

James Williamson Head Boys' Soccer

Leonard D'Errico Athletic Manager

NO. 07-7-13 - RESOLVED, that at the recommendation of the Superintendent, the following individuals be appointed as athletic coaches:

Lloyd Bochner, Head Girls' Soccer, Park View Middle School

Step – 2

Class – D

Playing Competition – None

Experience – Cranston Coach Girls' Basketball

Certification – Rhode Island Coaches' Certification; CPR/AED/First Aid Certified

Robert Finelli, Head Hockey, Cranston High School East

Step 4

Class – B

Playing Competition – Cranston High School East

Experience – Assistant coach, Cranston High School East

Certification – Rhode Island Coaches Certification; CPR/AED/First Aid Certified

Kelly Starliper, Assistant Field Hockey, Cranston High School East

Step – 4

Class – D

Playing Competition – High School

Experience – Assistant Coach, Syracuse University

Certification – Rhode Island Coaches Certification; CPR/AED/First Aid Certified

NO. 07-7-14 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coaches be accepted:

Stephen Hallas, Assistant Coed Golf

Cranston High School West

Effective Date: June 21, 2007

Mark Dengel, Boys' Soccer

Western Hills Middle School

Effective Date: July 10, 2007

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NO. 07-7-15 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:

Kimberly Knowles, Three-Hour Food Service Worker

Food Service

Effective Date of Employment – June 4, 2007

Authorization – Replacement

Fiscal Note: 31547179 511000

Carol Manzi, Substitute Call Secretary

Human Resources

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 14747114 514900

Michael E. Allen, JROTC Technician

Cranston High School East

Effective Date of Employment – July 17, 2007

Authorization – Replacement

Fiscal Note: 11311614 / 21311614 514000

Robert Brothers, Summer Utility

Plant

Effective Date of Employment – July 2, 2007

Authorization – Replacement

Fiscal Note: 14747482 518200

Lisa Cipriano, Summer Utility

Plant

Effective Date of Employment – July 2, 2007

Authorization – Replacement

Fiscal Note: 14747482 518200

Andrew LaStarza, Summer Utility

Plant

Effective Date of Employment – July 16, 2007

Authorization – Replacement

Fiscal Note: 14747482 518200

Nicholas Guglielmetti, Summer Utility

Plant

Effective Date of Employment – July 9, 2007

Authorization – Replacement

Fiscal Note: 14747482 518200

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Derek Plomaritis, Summer Utility

Plant

Effective Date of Employment: July 16, 2007

Authorization: Replacement

Fiscal Note: 14747482 518200

NO. 07-7-16 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following non-certified personnel be accepted:

Marie Belch, Three-Hour Food Service Worker

Food Service

Effective Date: June 20, 2007

NO. 07-7-17 - RESOLVED, that at the recommendation of the Superintendent, named non-certified staff members be laid off from their respective positions due to budgetary reasons.

GRANTS

NO. 07-7-18 - RESOLVED, that the Cranston Public Schools submit

the following grant:

Rhode Island State Legislature

Cranston Artists' Exchange – Orchard Farms School \$1,000

BUSINESS

NO. 07-7-19 - RESOLVED, that the following purchases be approved:

Heating Oil No. 2 be awarded to Burke Oil for 2007-2009 at the increment rate of .0282 from the low posting of the Providence Harbor Market.

Number of bids issued 10

Number of bids received 3

Lumber Supplies in the amount of \$8,365.74

Number of bids issued 5

Number of bids received 5

POLICY AND PROGRAM

NO. 07-7-20 – RESOLVED, that at the recommendation of the Superintendent, the following Conference be authorized:

Kathleen Magiera, Medicaid Supervisor/HIPAA Privacy Officer, to travel to Minneapolis, Minnesota to attend the National Alliance for Medicaid in Education conference from September 25, 2007 to September 28, 2007.

Jerry Schimmel, Director of Special Education, to travel to Long Beach, California, to attend the Innovations Conference RTI from September 19, 2007 to September 21, 2007.

NO. 07-7-21 - RESOLVED, that at the recommendation of the Superintendent, Policy No. 5113, Student Attendance, with accompanying regulations, as amended, be approved for second and final reading and that Policy No. 5113.1, Student Dismissal, and accompanying regulations be repealed.

Moved by Ms. Iannazzi, seconded by Mr. Archetto and unanimously carried that these Resolutions be adopted.

Mr. Scherza acknowledged the teachers who were being appointed to positions in Cranston Public Schools. He welcomed all of them and wished them good luck.

IX. Action Calendar / Action Agenda

SPONSORED BY MR. STYCOS AND MRS. TOCCO-GREENAWAY

NO. 07-7-2 – RESOLVED, that the following School Committee policy be adopted for first reading:

The Cranston Public Schools shall show no favoritism towards candidates for public office. The Cranston Public Schools shall not invite nor allow any candidate for public office, acting in his/her capacity as a candidate, to attend an event

paid for with school department funds, unless other candidates for the same office have also been invited. Once at the event, candidates shall be treated equally. In addition, administrators may meet with candidates for public office to explain school issues or visit school facilities, but must treat all candidates equally. This paragraph shall not apply to Cranston School Committee members acting in their official capacities.

Moved by Mr. Stycos and seconded by Mrs. Tocco-Greenaway that this Resolution be adopted.

Mr. Stycos stated that the purpose of this policy is that when school department funds are being used that all candidates be treated fairly. The administration may decide that they don't want any candidates present or they should decide to invite all of them.

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During the election before the last, the meeting at Rhodes-on-the-Pawtuxet with the teachers which is co-sponsored by the teachers' union and the School Committee paid for by the two, in that election year the then Chairwoman Jackie White used the opportunity to bash Mayor Laffey which was inappropriate. Two years ago, or the most recent election, Mr. Napolitano was present at that event as was the Attorney General. He has no problem with either one of them being there, but everybody has to be invited or nobody. The school department doesn't want to be in a position, which they have been in the last two elections, where the feeling is

that the school department is making an endorsement of candidates. This past election he asked both Allan Fung and Cindy Fogarty who were running against Mr. Napolitano in the Primary if they had been invited, and they said that they had not been invited. Somehow Mr. Napolitano and Mr. Lynch arrived at that event, perhaps completely innocently; but he felt the School Committee needed a policy so everyone is treated the same so that school department money is not seen as helping one candidate over another candidate.

Mrs. Tocco-Greenaway added that she co-sponsored this Resolution because it is real important to put these things before the public, and she had a talk with one of her constituents this morning about this. To put it out in public, there is a need for a Resolution so that there can be a discussion about where it is coming from and allow people to comment. She believes that it is important that the school department not look as though funds are being used for partisan purposes. To answer Mrs. Shulie's question about this, the last sentence is meant to show that the school department should be neutral when it talks about people who are just in the business of doing their jobs. If someone is running for office, and it happens to be a school committee member, then obviously that person is going about his business just as a council member who may be running for re-election is going about their business or a mayor or a governor or senator. That is all that sentence means. It means that one is not being punished for being present doing his job, but the behavior that is being talked about here is ethics and is a matter of being appropriate when it talks about using public monies as well as public

influence. It is a response to something that has happened before, been talked about a lot, and obviously she was not in office when this last occurred that Mr. Stycos referred to. She knew about it and heard about it, and lots of people were concerned about it. As a citizen, she was concerned about it, and now as a School Committee member she felt she had to bring it forward because people have been talking to her about it. As an elected and a representative official and having witnessed this herself, she felt it was important enough to put it out there. If one of these three resolutions is not in perfect form, that is fine too. She has her own concerns with one of them which she will discuss later, but she wanted to bring it out here so that the School Committee could discuss it in public which is supposed to be the way they do their business and how their policy should be made.

Mr. Lombardi stated to Mr. Stycos that he appreciated the application to which he was trying to apply this, but as worded, it applies to a far broader set of circumstances. If this body were to encourage one candidate to come to a forum to provide them with a

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soapbox upon which to politic to a captive audience, that is wrong. As written, this sweeps with an unconstitutionally broad brush. He wasn't sure that it doesn't apply to circumstances that Mr. Stycos didn't intend them to apply to. He felt that Mr. Stycos was right that the committee does have a public forum, and if this learned body of seven members should ever have that circumstance come before it,

any one of the seven would voice their concern in that public forum about that. He was afraid of establishing a policy, and he was going to speak against all three provisions. In terms of ranking them, this is not the most offensive one; the third one is, and this ranks second. His concerns are that when he uses the word unconstitutional he thinks there is an inherent vagueness as written in this policy. First, he was not too sure who the Cranston Public Schools are that is showing the favoritism. In law school, the students are taught to think like lawyers, and Councilman Lupino was thinking like a lawyer when he brought it up about a math teacher running as a candidate for office could not teach math in the Cranston Public Schools can be applied to this circumstance as written. He is concerned about more other altruistic examples such as when Senator Reed visited Cranston East and provided a wonderful forum to all the kids. He went over their questions and spent approximately 1-1/2 hours with them. He is concerned that if that is an election year, Senator Reed cannot come and provide valuable insight to the kids. He was also concerned when individuals such as himself and Attorney General Lynch, Ms. Iannazzi's employer, came to this very school to read during Reading Week. He was concerned that this provision also applied to that circumstance as well. He would ask the same question for all three of these resolutions. He wasn't sure which tribunal would hear an alleged violation of these things. He wasn't sure who would prosecute the alleged violations of these things. His answer is that the State has set up an Ethics Commission for things such as that. If the committee, as public officials, violates their

ethics, then they should be brought before that appropriate forum. He disagreed with the speaker who indicated that sometimes corruption isn't criminal; corruption is, indeed, criminal. The committee doesn't need this resolution to achieve Mr. Stycos's goal. Mr. Archetto remarked that he credited Mr. Stycos with this resolution. He understands the direction he is going in, but he felt the resolution was much too vague and ambiguous. As Mr. Lombardi has asked, who is going to judge which candidate was favored, how favoritism is judged, what tribunal will decide what the repercussions will be; so there are a lot of unanswered questions in this resolution. If Mr. Stycos may want to tighten it up a bit, but right now he could not support it.

Ms. Iannazzi stated that in an absolute abundance of caution because the Attorney General has been mentioned several times and she is employed by the Department of Attorney General she would not vote on this resolution.

Mrs. Greifer stated that she shared the sentiments of Mr. Lombardi and Mr. Archetto that this resolution is far too broad; it is ambiguous. Having had the opportunity to see Senator Reed with Mr. Lombardi and on other occasions at Cranston East and most recently when he came to congratulate a West Point appointee she doesn't see this as

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being workable; and she doesn't believe in passing resolutions that can't be enforced. The committee already has policy 1112.1 dealing

with political campaigns in the school buildings and distribution of materials. This is unenforceable, vague, and unnecessary.

Mr. Stycos commented that he took these resolutions and sent them to the American Civil Liberties Union for their comments because he felt that if anyone was going to object to them it was going to be the ACLU. Mr. Steve Brown, the Director, suggested the clause on the very beginning of page 2, "acting in his/her capacity as a candidate". The example that Mr. Lupino used regarding the teacher who was running for office in North Providence would not be effected by this at all because when they come to Cranston to teach they are not acting in their capacity as a candidate. The district had Mr. Ed Inman who worked in this district, and there would be a situation of someone going to parents' night that was running for office. It is the capacity that they are acting in, and that clause takes care of that problem. As to who would enforce it, the same question could be asked for any policy passed and enacted by the School Committee where there is a violation. The committee needs to set the tone as a committee, particularly with future School Committees and the administration that the committee doesn't want them behind the scenes as the School Committee promoting certain candidates. That is what happened in this last election with Mr. Napolitano, and he didn't think this should happen. He hasn't heard the opponents say that they don't think this should happen. The people who are kind of the "in group" in the school department tend to get these things done, and the word goes out that so and so is the candidate for the school department; and that undermines support for public education when

those kinds of things happen.

Mr. Lombardi stated that he said that it should not happen. He agreed with Mr. Stycos wholeheartedly that it should not happen. He agreed with him in principle on that point. He was suggesting to Mr. Stycos that this resolution doesn't do it. The second point he added was that he questioned rhetorically that he could imagine an election year graduation ceremony and having a panel of state officials invited to the Cranston East or Cranston West graduation. He questioned whether or not they were there acting in their official capacity, and, if so, if each one of them had an opponent, there would be a panel that probably could not fit on the stage at PPAC. With all due respect to Mr. Brown, therein still lies a problem because when office holders make public appearances, they are certainly acting in their official capacity in representing that office. Those office holders are candidates. He was not disagreeing with the principle behind this resolution; he was disagreeing with this resolution being the answer to.

Mr. Traficante commented that being an elected official for twenty-three years, even as an elected official he was constantly campaigning. One cannot separate the office holder from the candidate; it is totally impossible. It shows a lack of respect for a sitting congressional delegate, for a sitting state official, for a sitting local official, to invite Mayor Napolitano to a graduation exercise as the Mayor and also as the candidate and the opponent has to be invited to also address the graduates. It gets to a point of

almost being ridiculous. Senator Reed also came to Cranston with the Secretary of Education. If he were a candidate, he couldn't have done that, and the district would have lost out on a valuable symposium. It is totally impossible to separate the candidate from the elected official. As an elected official, the person is campaigning twenty-four hours a day, each and every day the person is in office. If anyone denies that, he will call them a complete liar.

Mr. Lombardi suggested that with all due respect to Mr. Brown, he has been practicing law for twenty years, and he is not a constitutional lawyer and not a civil libertarian. However, he suggested that the committee may be able to hear that violation, but asked what the sanction be that is imposed, who would prosecute it, and how would it be enforced. That is the vagueness associated with this resolution. He had an inherent problem in that regard.

Mrs. Greifer stated that with regard to Mayor Napolitano's appearance at the teacher forum at the beginning of the school year last year, she, too, was very upset about that happening. She has not heard any evidence that anyone invited him to attend. She knows that if candidates hear of an event someplace, they tend to show up during an election season. She doesn't know if he just showed up; she has heard no direct evidence that anyone invited him. She was not sure how this policy would prevent a candidate from showing up and then what would the committee do when they do show up. She didn't see this policy addressing that situation.

Mrs. Tocco-Greenaway stated that Mr. Stycos has been very clear about the intent here being to set the tone and to set the bar a little higher than it has been in Cranston as well as other communities as far as the partisan nature of showing favoritism at events that aren't really appropriate. She understood Chairman Traficante's view; it is true that people are always campaigning; that is the nature of being an elected official. However, she didn't think that what Mr. Stycos is trying to articulate in this resolution as the focus. The focus is a policy to say that they don't accept this as appropriate conduct as a school committee or as a school department or as a city at school-sponsored and sanctioned events. It is not as broad as said. They did do some homework on this with the ACLU, and she understood if some of the committee didn't agree; but the intent is to set the bar a little higher. It is the same as when a parent tells their child that he doesn't care what the other kids do; he doesn't think the child will be smoking pot and coming home to his house. The child doesn't drink under age; that is rule. She asked if a parent would try their child for a criminal charge, and the answer was no. It sets the tone. They were not looking for a punitive form; they are not looking for criminal sanctions; they were not looking for an inquisition or a body of punitive action. They were looking to set the tone by stating what they don't tolerate; this is not their view on how they conduct their business. She felt that this is what the tone is. The rest is just blowing smoke.

Mr. Lombardi stated that no one was blowing smoke. He agreed with the principle set forth by the sponsors. Appropriately there is a forum to address those concerns. Hypothetically, if the Chairman decided to invite certain candidates during an election year to an event, there is a possibility that the Chairman hypothetically may have violated his position, and there is a forum which is the Ethics Committee. The fact about the tone and smoke concern him. It can be applied to a broader population that what is intended, and that he cannot support.

Mrs. Greifer commented that she and Superintendent Scherza have met on a number of occasions going through the policy books trying to make recommendations to the School Committee about those policies that should be eliminated. It is astonishing how many old policies there are on the books that are truly meaningless. Some are philosophical; some are kind of wishes; and she and Mr. Scherza hope to bring them to the committee hopefully to eliminate those policies that have little or no practical meaning. She would hate to vote for one to add to the list that is similar to the ones they are trying to get rid of.

Mr. Traficante commented to Mr. Stycos that he did not disagree with him or Mrs. Tocco-Greenaway regarding the incident that took place at the teacher orientation. It was totally inappropriate. The candidate who was there was actually that, the candidate. He was not the sitting mayor. Things like that can be corrected. He felt the committee was going overboard with this resolution. It shows a lack

of respect for those sitting officials who can certainly offer a great deal to the school department and to the student body as well. He doesn't want to see the school department lose out in that particular situation.

This Resolution was defeated with Mr. Lombardi, Mrs. Greifer, Mr. Lombardi, and Mr. Traficante opposed; Ms. Iannazzi recused; Mr. Stycos and Mrs. Tocco-Greenaway were in favor.

SPONSORED BY MR. STYCOS, MR. ARCHETTO, AND MRS. TOCCO-GREENAWAY

NO. 07-7-3 – RESOLVED, that the following School Committee policy be adopted for first reading:

Central administrators (the superintendent, the assistant superintendent, the head of finance, the head of personnel, and the head of curriculum) shall complete a financial disclosure form like the form submitted to the Rhode Island Ethics Commission by elected officials. The disclosure forms shall be submitted to the superintendent's office by April 1 of each year (September 1 in 2007) and shall be available to the public.

Moved by Mr. Stycos and seconded by Mrs. Tocco-Greenaway that this Resolution be adopted.

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Mr. Stycos stated that he was proposing this Resolution because he thought the public needs to know if the top administrative people in this district have any conflicts, and everyone would be better off if it was out in the open. That is what the ethics form that they all fill out

does. It not only avoids actual conflicts of interest but also the goal is to avoid the appearances of conflict of interest. This is a fairly conservative way to do that.

Mr. Lombardi echoed his earlier comment that of the three resolutions this was the least offensive to him. He would vote against it. His reasons were a little more limited in this regard. It was his understanding that legally the State of Rhode Island promulgated an Ethics Commission. That Ethics Commission is a second or third generation to various other commissions that have tried to legislate in the area of conflicts involving “public officials.” This new Ethics Commission has the most bite of any of its predecessors. The rationale behind the establishment of an Ethics Commission is that the Legislature recognized a category of individuals who, by virtue of their public place, are required to report financial things and potential conflicts of interest and the like. When the Providence Journal called him today, he had prejudged them before this discussion. In his own personal background he was appointed clerk of the Probate Court for the City of Providence. His job was Clerk, not Probate Judge, but Providence being a unique city, it had its Probate Clerk serve a quasi judicial function. For instance, when the Probate judge wasn’t there, he served as the Probate judge. The Clerk of the Probate Court of the City of Providence had to be a lawyer by Charter. By virtue of his status as that quasi public official or judicial official, he came under that Ethics Commission umbrella. He understood the potential conflicts, but he was concerned why he or the public has to know that Ray Votto has \$100,000 invested in Paine Webber or has a \$100,000

CD with Bank of America. He thought that the state has designed a system and has categorized the people to which that system applies. He felt that the committee would become a mini Ethics Commission, and he is troubled by that. He didn't see the rationale for it.

Mrs. Greifer stated that she wasn't sure if the public understood exactly what this form refers to. It is the Ethics Commission's yearly financial statement. Everyone must list all the sources of their employment for themselves and members of the family in their household. They have to list all the property they own, stocks, investments, etc. It technically doesn't prevent ethical violation; it is a financial statement. She could see no reason to include anyone besides the Superintendent who is specifically included in the list of those people who must file this form. She could see no reason to make public the personal financial information of employees besides the Superintendent. If they are going to do this, she asked why they don't do it for everybody. As Mrs. Shulie said, they might as well have every Cranston Public Schools' employee make public their financial information. She doesn't see it as necessary; she found it intrusive and an invasion of privacy.

Mrs. Tocco-Greenaway commented that this was fear mongering. The Ethics Commission form that the School Committee members fill out does not delve. The

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member does not release their tax returns. Her retirement accounts

or her husbands are not on their either. They don't ask the amount of a member's mortgage, so with all due respect to her colleague, Mrs. Greifer, that is a bit of fear mongering by saying that everyone has to spill all of their guts. It is designed to show if people have sizeable types of investments in areas that may conflict with their fiduciary duties. She felt that it was in need of clarification that that is all the Ethics form is. It is public record, and one can go see them. Unfortunately, the Ethics Commission is not into the Twenty-first Century because everything is not on line. One has to travel to Providence to look, but one will see that they are not scary or intrusive and not like the Soviet Union use to be either. This is merely to show that there is a process to talk about ethics and conflicts. That is where the intent came with this resolution.

Mrs. Greifer responded that she was not fear mongering. Everything she mentioned that she said was on that form is on that form. She did not say that anyone had to disclose their Income Tax Return or every detail of their life, but everything she mentioned is on that application form.

Mr. Lombardi stated that the Ethics Commission rules require at least the Superintendent and the Assistant Superintendent to file that financial disclosure form. Where the state has already legislated, he questioned how the School Committee of a municipal school system can legislate over and above what the state is dictating. He may have misspoke if he said that the \$100,000 CD that Ray Votto has in Bank American may be a little too fact specific, but the committee will know that Ray Votto has more than \$5,000 in Bank of America. The

committee will know if he has more than \$5,000 in Paine Webber. The committee will know if he has sold his home in Narragansett last year.

He does not see the rationale for it at that level. He could see it for the Superintendent; he has thrust himself into the public forum; he is a public official, and it should stand that way.

Superintendent Scherza commented that he was going to say some of the things Mr. Lombardi did because the Ethics Commission regulations that have been promulgated in the State, and all of the legislation does require that a superintendent and assistant superintendent as appointed public officials are subject to filling out and filing. It is a matter of public record and has been doing so for many years. Whether this is approved or not approved, they will continue to submit a disclosure statement every year.

Mr. Stycos stated that they were overlooking some major conflicts. The trouble with these resolutions is that they are personal in that the committee has to talk about specific people. The public needs to know these things, and he didn't think it was a good situation where the lead negotiator, Mr. Votto, negotiates a contract with the secretaries' union, and his wife is in the secretaries' union. The public needs to know that. He is as much to blame for this situation as anyone because he has never raised this issue. He doesn't particularly like raising it now because it is personal. He has also

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heard, and he doesn't know if it is true, that Mr. Balducci does work

on the side for the Laborers' Union. When he looks at numbers that Mr. Balducci prepares that have to do with negotiating with the bus drivers or involves the Charter School, he is in a position that he doesn't know if it is true or not. He deserves it as a School Committee member to have it all laid out, and the public deserves the same thing. These are major important positions that people are making important financial decisions that affect thousands of dollars and asking for a simple ethics declaration of where the money is is a very reasonable requirement for the top employees. He has no intention of extending it to any more. If he wanted to do that, people in this room know he is not shy about putting out proposals that he happens to think are right and viewed off the edge. This information is needed, and the committee needs to know the connections of people they are dealing with, and the public needs to know.

Mrs. Greifer asked where on this form there would be disclosure that Mr. Votto enters into negotiations with a bargaining unit to which his wife belongs. She didn't recall any line item of that type on that financial disclosure form. If Mr. Stycos wants to know if Mr. Balducci works for the Laborers, he should ask him.

Mr. Traficante stated that there was a speaker before them this evening who identified a conflict of interest ethics form that was developed by the City of Cranston back in the 1990's. It was developed by both the administration and the City Council in which each and every administrator in city government had to sign a form. That particular form was adopted, has been utilized ever since the 1990's, and it may satisfy the situation here and clarify. He suggested

tabling this resolution so that they could look at the form because it may satisfy the entire situation.

Ms. Iannazzi stated that she agreed with the intent of this resolution. Under Mr. Scherza's leadership, he has elevated the positions of Mr. Votto and Mr. Balducci. She does appreciate where Mr. Stycos is going with this. She would like Mr. Stycos to consider Mr. Traficante's suggestion.

In response to Mrs. Greifer, Mr. Stycos commented that one puts on the ethics form the family members' source of income; one doesn't have to put the amount, but the source of income. Property is listed also so that one is able to see if he or she has a financial interest. It is not to prove that someone is doing something corrupt; it is to avoid corruption and the appearance of impropriety. The second step is often forgotten. The Chairman's suggestion is a good one. He was not aware of the form. He picked the Ethics Commission form because it was the only established form he knew of.

Moved by Mr. Stycos, seconded by Mr. Lombardi and unanimously carried to table this Resolution.

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**SPONSORED BY MR. STYCOS AND MRS. TOCCO-GREENAWAY
NO. 07-7-4 – RESOLVED, that the following School Committee policy
be adopted for first reading:**

Central administrators (the superintendent, the assistant superintendent, the head of finance, the head of personnel, and the head of curriculum) shall not campaign for Cranston School Committee candidates. This shall include circulating nominating petitions, recruiting volunteers, or other campaign assistance.

Moved by Mr. Stycos and seconded by Mrs. Tocco-Greenaway that this Resolution be adopted.

Mr. Stycos stated that the purpose of this Resolution is to keep the central administration out of campaigning. Unfortunately, there has been a situation in the past. It has been continual with the top administrators favoring some candidates over other candidates. Specifically, under the previous Superintendent Ciarlo, some candidates were invited to information question-and-answer sessions with her; others were not invited. Nomination petitions typically for the at-large candidate favored by the administration were circulated in the central administration building. He believed that has gone on for several years. He didn't think it was appropriate for people who are in the top positions in this school district to be campaigning for their bosses. He has tried to limit this as he could. He does understand that this has some First Amendment concerns, but he also thought that school administration had to be stopped from backing candidates and favoring one candidate over other candidates.

Mr. Lombardi commented that as he stated earlier this is the Resolution that is the most offensive to him. In reading this in preparing for this evening's meeting and even before he received the

call from the Providence Journal he wrote down, "Leave your Constitution at the borders of Cranston." This is blatantly unconstitutional; it is a violation of the First Amendment Right of all the individuals that it seeks to apply to; it is constitutionally vague because he doesn't know in what instances it can and cannot be enforced. Mr. Stycos made reference to a specific situation and Mr. Lombardi felt compelled to answer that question. He further commented that Mr. Stycos had referred to "in years past", but he was the at-large candidate last year. He didn't know if Mr. Stycos intended to have that apply to him or not. His campaign papers were not circulated around central administration, however, Peter Nero who is the Assistant Superintendent, has been his friend since he was eight years old. Peter literally saw him in diapers. Peter is like a second brother to him and has been a second brother to him. His wife is a dear friend; his son suffers from CF, and he has been involved in all of the CF campaigns whether it be Chefs for CF or the CF Walk or any number of CF issues. His brother is Michael Nero's godfather, but again he is his friend first and foremost. He doesn't see how if Mr. Nero chooses to support him, and over the years he has supported him and chastised him, how it equates into any sort of a violation. If the prior Superintendent was using her office to politic for certain individuals or giving

certain individuals a specific forum that no other individuals can get,

he suggested that a vehicle was in place. She may have violated her ethical requirements, and a complaint could have been filed before the Ethics Commission. He is very very concerned that this is a blatant violation of the First Amendment Rights of all the individuals involved. He was not going to reiterate the questions about who is going to hear it, who is going to prosecute it, and what are the sanctions going to be. Just tonight alone, the public process has worked on three occasions. One, it has allowed him to tell the public that Peter Nero is his friend. Secondly, the committee heard Councilman Lupino disclaim before he spoke about the energy savings that he works for an oil company and that company does not do business with the City of Cranston. Lastly, Ms. Iannazzi said that she heard the Attorney General's name being mentioned; and she appropriately recused herself. He suggested that if he had any sort of a conflict and he voted something favorable to Mr. Nero, that potentially could be an ethical violation. However, he is a lawyer and the only basis in his reading of the statute, the only basis in his recusing himself, would be if he is benefiting a client specifically as against the whole body. He was particularly offended by this resolution. If Ray Votto's wife wanted to run for office that would mean that Ray Votto could not campaign for his wife as well. On a more significant note, his relationship with Peter Nero not only warrants public dissemination but also Peter Nero should be left to decide what he wants to do. Mr. Scherza should be left to decide what he wants to do in exercising his constitutional rights. If Mr. Scherza violates his ethical mandates by doing what he does, then

Mr. Scherza has to answer before the Ethics Commission. He didn't think that blatantly violating these individuals' First Amendment Rights is the answer to anything. He urged his colleagues to reject this Resolution.

Mrs. Tocco-Greenaway commented that she had some concerns with this Resolution, however, she thought it was best to push it out for discussion. She found it interesting that the Providence Journal called Mr. Lombardi about this issue. It is important to talk about it because they are talking about how they want to conduct themselves and how they want the shape of their ethics and behavior to shape the future as a school department and as elected officials and representatives. Mr. Stycos's concerns were her concerns, and she has had people repeatedly talk to her about things even before running for office. This is something she has received a lot of input on as well. It is about ethics. She referred to Mr. Bennetti's comments which were about ethics. Just to have this discussion to say that the committee is paying attention and that this type of thing shouldn't happen in Cranston and that they don't want it to repeat itself. Just as she learned in law school, what does it appear to be. She was not talking about anyone personally. She was talking about whether or not it looks appropriate to have people out there favoring or pushing people and creating this element of coercion or influence. She understood that the State is allowed a broad range of freedoms and rights when it comes to political campaigning. She knows all about the First Amendment, and she was not giving it short shrift. She thought it was important to push this out into the public because she

has heard so many people over the past so many years, regular citizens who are not political junkies or people who want to serve or people who want to

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serve on campaigns, who have asked if this really looks right or sounds okay. When one hears example after example and she is now on the School Committee and people have come to her, she thought it best to put it out there. She has some concerns about it, but on the other hand she thought it was time to put it out there and let the public look at it and let the committee talk about it. If it gets people to come up and say things that would not have ordinarily said or think differently, then the committee has done their job just by introducing it.

Mrs. Greifer stated that on January 1st the committee took an oath of office to uphold the law and the Constitution, and she didn't see how at this point the committee could vote for something that is blatantly unconstitutional. She asked if school personnel should stay out of school politics. It may be a good idea at least when they are on the job. To prohibit somebody from campaigning is just blatantly unconstitutional. There is also a School Committee policy No. 1112.1 but it prohibits the distribution of documents, desire to aid or injure or defeat a candidate for public office or any political party. It also talks about not disseminating information through the schools, parents, or any other means in the public schools. This covers about

99% of the activity that they are trying to prohibit, and this particular resolution goes way too far.

Mr. Stycos stated that the Assistant Superintendent should not circulate nominating petitions for any candidate running for the School Committee whether he is a friend or not a friend. If Mr. Lombardi didn't think this nominating petition wasn't circulated in the school administration building, and there is nothing wrong with signing a nominating petition; it is circulating it in the building that he has a problem with. Mr. Stycos listed the names of Peter Nero, Gail Macera, Kathleen Park, Joe Balducci, Joel Zisseron, Deb Generali, and Cathy Moretta. That is on the first page of Mr. Lombardi's nominating petition. That gives him an unfair advantage when he is running for office that he can get the administration to circulate his nominating petitions. He told Mr. Lombardi that this should not happen whether he is his friend or not.

Mr. Lombardi asked Mr. Stycos or any candidate if they were prevented from entering a public building and asking them to sign nomination papers; the answer to that is no. The State Legislature has enacted legislation that says this is a conflict of interest; this is a conflict of interest; and this is not a conflict of interest. One does not leave his friendships at the door; one does not make it a condition of their employment; one does not state that he wants his papers held there; everybody is voluntary; everybody has a right to exercise their First Amendment right. Whether Peter Nero agrees with him or not, it is his choice. Whether Peter Nero's wife chooses to circulate papers for him is their choice; there is nothing wrong with it; there is nothing

untold about it. If there is something before him here that affects any of those individuals specifically, he will make a determination as to whether or not he has a conflict of interest because he is bound by his ethical mandate; and there is nothing wrong with that.

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Mr. Archetto noted that the way he is reading these resolutions if someone is a public official or someone is in a higher bureaucratic position it seems like their rights are being taken away especially their First Amendment Right. That is why he can't support this Resolution. In addition, he respected his colleague, Mrs. Tocco-Greenaway, but he didn't want to attack this from an ivory tower; it should be attacked from the school of hard knocks. This committee allocates \$130 million or better in funds. Mr. Scherza is an expert on education; Mr. Votto for many years worked as a School Committee person and then became involved in education; Mr. Nero came from the ground up from teacher, assistant principal, principal, and then assistant superintendent. If they perceive someone running for the School Committee to be the better candidate, he was sure they know because they have had so many years in education. He believed it was their right if they want to endorse or support that person if they feel that individual is going to do the best job. If, on the other hand, if this Resolution passes, then they can't do that. The committee deals with \$130 million or better. He asked what makes the School Committee think that the City Council, the Mayor's office,

all get involved in a School Committee seat. He asked them to be realistic. He was sure that Mayors in the past and Mayors presently got involved in the school board. If he were a smart Mayor, he would do something like that. He asked them not to talk from an ivory tower; he asked them to talk from hard knocks. He believed this resolution violated the First Amendment Rights; he could not support it. He respected Mr. Stycos and where he was coming from. He did believe that if Mr. Scherza, Mr. Votto, and Mr. Nero perceived the best candidate for that position, he felt it was their right to endorse candidate X.

Ms. Iannazzi stated for the record that this Resolution was extremely unconstitutional and that not even Mr. Brown acting in an official capacity clause would save it.

Mr. Traficante stated that the Ethics Commission has never prohibited any state employee or city employee, administrator or otherwise, from participating in anyone's campaign whether they circulate nomination papers, whether they volunteer at headquarters, whether they go on literature drops, or contribute to a fund raiser, it has never been prohibited. It should not start now with the school department.

Mr. Stycos asked to correct that the ACLU has not said one way or the other if they think these are constitutional. Mr. Brown made some suggestions to improve them, but he didn't want to leave the impression that they said they were fine.

Superintendent Scherza stated that it was not his job to get into the middle of this discussion, and he was not going to. He wished to

assure everyone, whether they are for this issue or against it, that this administration, every administrator, every teacher, and Mr., Flynn knows it because they have talked about it, principals, and staff are expected to act with the highest amount of integrity. They have been tightening as much as they could. The spirit of what Mr. Stycos is trying to put forth the administration is vigilant about. He is

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concerned that by implication accusations are being made against some good people who don't deserve it.

Mrs. Tocco-Greenaway stated that her concern was not a personal concern. It was a concern with appearance and about things that have happened in the past and before this administration. She felt the best way to put it out there and talk about what the committee expected the future to look like and how they expect to conduct themselves was to put it in a public forum. In that spirit, she agreed to put this Resolution forward because she thought it was important to talk about ethics and doing the things the right way and shaping their future that way.

This Resolution was defeated with Mr. Archetto, Mrs. Greifer, Ms. Iannazzi, Mr. Lombardi, and Mr. Traficante opposed; Mr. Stycos and Mrs. Tocco-Greenaway were in favor.

NO. 07-7-5 – RESOLVED, that at the recommendation of the Superintendent, said certified personnel be recalled from termination,

and

Be it further RESOLVED, that the Superintendent notify those teachers of the Committee's actions.

Moved by Ms. Iannazzi and seconded by Mrs. Greifer that this Resolution be adopted.

Mr. Votto noted that this Resolution is a recall of teachers.

This Resolution was adopted unanimously.

NO. 07-7-6 – RESOLVED, that at the recommendation of the Superintendent, the appointment of Elementary Principal, be approved.

Moved by Mr. Lombardi and seconded by Ms. Iannazzi that this Resolution be adopted.

Mr. Scherza stated that he was seeking the committee's advice and consent for the assignment of a principal for Glen Hills Elementary School to replace Christopher Haskins who has served the district well and is moving on up. He told Mr. Haskins that he will be missed. He put the name of Mr. David Alba before the committee. Mr. Alba has a Bachelor in Science from Rhode Island College, a Masters Degree from Rhode Island as well. Beyond that he holds a Department of Education Professional Certificates in Special Education as an Administrator Pre-K through 12, as an Elementary Middle School Principal and as a Special Educator for the Mild Moderate Levels, as a Special Educator for the Middle Moderate Secondary Levels, and as a teacher for elementary grades 1-6. In addition to his educational experiences, Mr. Scherza pointed out that he has served in the military 143rd Air National Guard. He was a crew

chief of a C130 Cargo Ship, and he is the recipient of the National Defense

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Service Medal. Mr. Scherza was very proud to put his name before the committee not only because of his educational expertise, and his personnel expertise, but also as a role model,

This Resolution was adopted unanimously.

Chairman Traficante called a five-minutes recess at 8:57 pm.

Chairman Traficante reconvened the meeting at 9:03 p.m.

NO. 07-7-22 - RESOLVED, that Policy No. 4213, Non-certified Supervisory and Confidential Employees, be approved for first reading.

Moved by Mr. Archetto and seconded by Mr. Lombardi that this Resolution be adopted.

Mr. Lombardi stated that this issue which is referred to as the CAMS issue came before the committee, and they spent a considerable amount of time during the work session last week on this issue. He heard three things as a result of that work session. One was that the administration was supportive of a grandfathering provision within this policy. He also heard that the twenty-five or so members of this group, and the committee heard again tonight through their spokes person, that they are also looking for grandfathering provisions. He also heard at that work session that there was a desire to bring the group and this group to a table to discuss reasonably issues which

may result in the future as conditions of their employment. He initially had problems with the wording of this; they changed some of the wording he had concerned himself with.

Mr. Lombardi explained that he would try to amend this Resolution in two respects. One is that the committee makes accountability for grandfathering that this policy as written apply into the future for any new so-called CAMS or so-called non-certified supervisory confidential employees but that the existing group this not apply to but also that the committee agree to come to the table to discuss a policy to be put into effect with the existing so-called grandfathered group.

Mr. Archetto seconded the motion.

Mr. Stycos requested that Mr. Lombardi state his motion again.

Mr. Lombardi stated the following: The existing group, the twenty-five employees currently under this title “non-certified supervisory confidential employees” that they be exempted from this new policy as written but that the committee agree to speak with, meet with that group into the future to discuss a policy as it applies to that grandfathered group.

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Ms. Iannazzi suggested that the amendment as a friendly amendment include a line to be added to the last page saying “This document applies to all employees hired after July 1, 2007. Mr. Lombardi stated that this was fine.

Mr. Archetto seconded the motion. Mr. Lombardi stated that he

would accept this friendly amendment.

Mr. Traficante suggested to Mr. Lombardi that he withdraw his amendment and Mr. Archetto withdraw his second to the motion.

Mr. Lombardi moved to amend to add a line at the end of the policy to state that “This policy applies to employees hired after July 1, 2007.”

Ms. Iannazzi seconded the motion.

Mr. Lombardi withdrew his first amendment, and Mr. Archetto withdrew his second to the first amendment.

This Amendment was adopted unanimously.

Mr. Stycos moved to amend this policy and referred to the last page under “Bereavement Days”. The current wording states that “This leave may be granted for a maximum of five (5) working days for the death in the immediate family.....

Mr. Stycos proposed to change that wording to “three (3) working days”. He pointed out that under this people have vacation and personal days, and they can use those days to supplement the three days if they see a need for that. The committee wouldn’t be blanketly giving a week off in those cases.

Mrs. Tocco-Greenaway seconded the motion.

Mrs. Greifer asked Mr. Votto what the other employees have for bereavement days. Mr. Votto responded that teachers have seven calendar days for members of this group. Others have five calendar days. Mrs. Greifer asked if anyone has less than five days, and Mr. Votto responded that none have three days for this particular group, but for grandparents or grandchildren they have three days. No one has less than five days for mother, father, etc.

Mr. Stycos asked if they have five calendar days or five working days, and Mr. Votto responded that teachers under this guideline have seven calendar days. There are also others who have five calendar days, so it is calendar days and not work days.

This Amendment was defeated with Mrs. Greifer, Ms. Iannazzi, Mr. Lombardi, and Mr. Traficante opposed; Mr. Archetto, Mr. Stycos, and Mrs. Tocco-Greenaway were in favor.

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Mr. Stycos moved to change the word in the first paragraph of that same page and the second paragraph under “Bereavement Days” changing the word “working” to “calendar”.

Ms. Iannazzi seconded the motion.

This Amendment was adopted with Mrs. Greifer opposed.

Mrs. Tocco-Greenaway referred to the first paragraph under “Bereavement Days”. The last phrase of that first paragraph, “or other persons in the immediate household”.

Mrs. Tocco-Greenaway moved to amend to read “other family members in the immediate household.” Ms. Iannazzi pointed out that Mrs. Tocco-Greenaway was not reading from the most recent proposed policy which reflected that change.

Mrs. Tocco-Greenaway withdrew her motion.

Ms. Iannazzi moved to amend on the first page of the policy under “Probationary Period”, instead of “sixty calendar days” it should read “six months from their date of hire” to bring this policy in line with the city’s and the state’s policy.

Mr. Stycos seconded the motion.

This Amendment was adopted with Mrs. Greifer opposed.

Mr. Votto stated that the committee has amended the document, and it addresses new hirees. He asked if the committee had given any thought as to how they would pay the grandfathered group in the future. He asked that one year from now or two years from now what mechanism would be used to say to this group that they will receive X percentage amount of raise. He stated that administration and future committees needed some guidance as to how they will be addressed.

Ms. Iannazzi responded that Mr. Lombardi hinted on it earlier, but the committee is looking for the Chairman to appoint a committee to meet with the twenty-seven employees that this policy would affect and to together draft a document that would affect those twenty-seven employees.

Ms. Iannazzi moved to leave it to the Chairman's discretion to form a sub-committee.

Mr. Traficante asked Attorney Cascione about collective bargaining, and Mr. Cascione responded that as the committee had discussed previously they are trying to get away from collective bargaining with this group. The committee will have a sub-committee meet with them to get input, and the committee ultimately makes the decision. This meeting is not going to be as he understands from prior discussions a negotiation. It is getting their information, exchanging ideas, but the committee ultimately makes the decision.

Ms. Iannazzi withdrew her motion.

Ms. Iannazzi requested that Mr. Cascione help with the wording of her amendment. Mrs. Greifer asked if it was permissible to make such a motion when it isn't on the agenda.

Mr. Cascione stated that the amendment should read: The Chairman will appoint a sub-committee to meet with whoever they appoint to discuss increases and any other topics that affect this grandfathered group but that the committee will make the ultimate decision. He further stated that the group will discuss and exchange ideas, but it will not be a negotiation. Mr. Traficante asked Mr. Cascione how large this sub-committee should be, and Mr. Cascione responded that three members had been discussed during previous discussions.

Ms. Iannazzi offered Mr. Cascione's statement as an amendment.

Mr. Lombardi seconded the motion.

Mr. Stycos requested that Mr. Cascione restate the amendment.

Mr. Cascione stated that the Chair will appoint a sub-committee of three people to meet with a sub-committee from the group to exchange ideas on the policy that will affect this grandfathered group going forward. However, any decisions will ultimately be made by the committee.

Mr. Traficante clarified that this is not collective bargaining; this is discussion.

This Amendment was adopted unanimously.

Mr. Stycos referred to page 4 of the policy and moved to strike the line that states "25 years – 25 days" under "Vacations". He proposed eliminating that after 25 years one would get 25 days of vacation.

Under this amendment, when a person hits twenty years he or she would get four weeks vacation plus one recess period vacation. When a person gets to twenty years, he or she would get five weeks vacation. When a person goes to twenty-five years, he or she would not get six weeks; it would stay at five weeks.

Mr. Traficante asked Mr. Stycos to repeat his motion.

Mr. Stycos stated: When an employee hits twenty years under this chart they would get twenty days or four weeks plus a recess period. When a person hits twenty-five years, nothing would change. The employee would continue to get four weeks plus a recess period for five weeks. That would be the maximum an employee would get. Mr. Traficante stated that Mr. Stycos wished to delete the line “twenty five years – twenty five days.”

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Mrs. Tocco-Greenaway seconded the motion.

This Amendment failed with Mr. Archetto, Mrs. Greifer, Mr. Lombardi, and Mr. Traficante opposed; Ms. Iannazzi, Mr. Stycos, and Mrs. Tocco-Greenaway in favor.

Mr. Votto stated that this policy addresses non-certified supervisory and confidential employees. As discussed previously, there are about half a dozen employees who do not fall within that category. He asked what happens to them. Mr. Traficante responded that based on his limited experience, they have the option to speak to other bargaining units. The second option is that they could possibly form

their own bargaining unit but in essence form their own group as well. These are options not they necessarily have to. Mr. Votto stated that if the committee approves this amended document, it won't be twenty-five employees. At that point, those five or six individuals will be in limbo. The committee has to understand that when they vote that way that is what occurs. The committee continues to mention twenty-five employees, but it is not a total of twenty-five.

Mrs. Greifer asked Mr. Votto that if today the committee approves this policy and it goes for a second reading as approved as it is right now, realistically exactly what would happen to the people who are not covered by this. She asked if their pay and benefits would stay the same as far as his office is concerned until something else happens.

Mr. Votto responded that this is the question he is posing to the committee. He is looking for some direction. They are now are no longer part of this grandfathered group. Administration should be looking for some direction. They will remain the same until the committee passes this policy. It has to go through another reading. The committee has to consider a month out what happens to this group when it does pass.

Mr. Lombardi asked what would have happened if the committee had rejected this in total. Mr. Votto responded that they would still fall outside of this group. No one has mentioned that tonight for the people here. Mr. Traficante stated that what Mr. Votto was saying is that what the committee is addressing tonight are the non-certified administrative and confidential personnel of this particular group.

There are half a dozen people who don't fall in those two categories. He asked if those people would be grandfathered in as well. Mr. Votto responded that he didn't know if the committee could grandfather them in legally if they didn't fall within either of these two categories. Mr. Traficante said it would be in terms of their employment and present benefits. He asked Mr. Votto if this was what he was raising. Mr. Votto responded that Mr. Cascione stated earlier that the committee would need another resolution or policy to follow. This would not take care of it.

This Resolution as amended was adopted unanimously.

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TABLED RESOLUTIONS

NO. 07-5-30 – RESOLVED, that Policy No. 6162.2, Access to Networked Information Resource Acceptable Use Policy (AUP), as amended, be approved for second and final reading. (2)

NO. 07-5-31 – RESOLVED, that at the recommendation of the Superintendent, Policy No. 5113, Student Attendance, with accompanying regulations, as amended, be approved for first reading and that Policy No. 5113.1, Student Dismissal, and accompanying regulations be repealed. (2)

X. New Business

There was no new business.

XI. Public Hearing on Non-agenda Items

Al Bennetti, 24 Concord Avenue – He stated that he and Mr. Traficante have gone back a long time in meetings over the years. The Chairman had made a comment that some people were mentioned personally, and he wanted Mr. Scherza to know that maybe they were made by some members of the committee. However, if anyone had anything mentioned against them that was not correct, they should defend themselves and say what was true and not true. Mr. Traficante knows that all the years Mr. Bennetti attended public meetings, he has always been factual and accurate in his comments made before these bodies. He told the entire committee that some of what they talked about tonight is so important because when the committee decides on their budget they will tell people like himself at home that they don't have sufficient funds. What he will look at is some of the conflict he heard tonight and what he knows existed in the past. That is what the committee has to decide to make some changes with. Part of what controls the committee's budget are those influences they have. They cannot just say they don't have sufficient revenue; that is over and done with. Most people working have trouble with insufficient revenue trying to make a living and having children in college. This committee has to realize that some of the issues brought up tonight they have to decide down the road of who supports them for public office, regardless of who their friendships are, they will have to make determinations of not to vote on contracts before them, because people like himself will never say

that they haven't received enough money. Instead, they will ask why they spent some of the money in a certain way. These issues tonight may have gotten a little personal at times, but the committee has issues they have to address as public officials. This City in the future needs people to put aside personal connections and people who support them to hopefully get a more favorable contract. The bottom line is this is what the city can afford and this is what the committee has to do.

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XII. Announcement of Future Meetings

Mr. Traficante stated that the Work Session will be held on August 16th at 6:00 p.m. in the Briggs Building; August 20th is the regular meeting at Hope Highlands School at 6:00 p.m. for Executive Session and 7:00 p.m. for public session. The following work session is on September 12th at 6:00 p.m. at Briggs, and the regular meeting will be held on September 24th at Western Hills Middle School.

XIII. Adjournment

Moved by Mrs. Greifer, seconded by Mr. Lombardi and unanimously carried that the meeting be adjourned.

There being no further business to come before the meeting, it was adjourned at

9:30 p.m.

Respectfully Submitted,

Andrea M. Iannazzi

Clerk

INSTRUCTION 6161.2(a)

Access to Networked Information Resources

Acceptable Use Policy (AUP)

TECHNOLOGY ACCEPTABLE USE POLICY

This policy's intent is to ensure appropriate educational and business operational access to computers, the CPS Network of computers, and the Internet for students and staff while accessing their school account from within any Cranston Public School or non-school location.

Students/staff found in violation of the Technology Acceptable Use Policy will be referred to the building principal or appropriate administrator. In the case of a student, the parent or guardian will be notified. The building administrators will have the right and responsibility to exercise judgment for all users regarding technology use violations, including those that may not have been specifically outlined in the acceptable use policy. Consequences for students may include suspension of computer privileges, notification of police, and suspension from school and/or recommendation for exclusion from school for up to one calendar year. Consequences for staff may include suspension of computer privileges, notifications of police, as well as the initiation of the discipline process delineated by Cranston

Public School policy.

Educational Purpose

1. The Cranston Public Schools Network (CPSnet) has been established for an educational purpose to support and enhance the curriculum. For the purpose of this policy, the term CPSnet shall include Cranston Public Schools' computers, local area networks (LANs), wide area networks (WANs), and access to the Internet through CPSnet or other Internet Service Providers.

The CPSnet has not been established as a public access service or a public forum. Cranston Public Schools has the right to place restrictions on the material accessed or posted through the system. Users, including faculty, staff, students, and others granted access shall agree to follow the rules set forth in the Cranston Public Schools Disciplinary Procedure Handbook.

Students/Staff Internet Access

1. Students/staff will have access to the CPSnet information resources through their classrooms, library, or school computer labs/wireless laptop computer and/or any other type of electronic device.

2. Student users and their parent(s)/guardian(s) must sign the

“Technology Acceptable Use Policy Agreement” portion of this handbook. Signatures are required in order for students to be granted access to the Internet. The parent(s)/guardian(s) can withdraw approval at any time.

INSTRUCTION 6161.2(b)

Access to Networked Information Resources

Acceptable Use Policy (AUP)

3. Staff members are expected to follow the same “Technology Acceptable Use Policy Agreement” as students as terms of their employment and must sign the “Technology Acceptable Use Policy Agreement”.

Prohibited Uses

1. Breach of Personal Safety

a. Student users will not post personal contact information about themselves,

their parent(s)/guardian(s) or other people. Personal contact information includes (but is not restricted to) home address, telephone, school address, work address or parent information, etc.

b. Student users will not meet in person with anyone contacted online.

c. Student users will promptly disclose to a teacher or other school

employee

any message received that is inappropriate or makes them feel uncomfortable.

d. Users will not attempt to gain unauthorized access to the CPS network or to

any other computer system through the CPSnet or go beyond authorized access levels. This includes attempting to log in through another person's account or access another person's files, even if only for the purposes of "browsing."

e. Users will not make deliberate attempts to disrupt the CPSnet or any other

computer system or destroy data by spreading computer viruses or by any other means.

f. Users will not use the CPSnet to engage in any other illegal act, such as

arranging for a drug sale or the purchase of alcohol, engaging in criminal activity, threatening the safety of a person and/or invading the privacy of individuals.

g. The CPSnet shall not be used for private commercial purposes.

This means

offering, providing or purchasing products or services for non-school related usage, including the electronic distribution from non-CPSnet

accounts such as home or personal business account to a CPS account.

h. Political lobbying is not allowed through the CPSnet.

INSTRUCTION 6161.2(c)

**Access to Networked Information Resources
Acceptable Use Policy (AUP)**

2. System Security

a. Under no conditions should a password be provided to another person.

Users are responsible for their individual accounts and should take all reasonable precautions to prevent others from being able to use their accounts to protect their own liability.

b. Users will immediately notify a teacher or a system administrator if a possible security problem has been identified.

c. Users will avoid the spread of computer viruses by following the district virus protection procedures.

3. Inappropriate Language

a. Users will not send, display or receive any public and/or private messages through the CPSnet that contain inappropriate language. This restriction also applies to material posted on the school web page.

b. Users will not send, display or receive messages through the CPSnet that use obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language.

c. Users will not send, display or receive information through the CPSnet that could cause damage or disruption.

d. Users will not send, display or otherwise engage in personal attacks, including prejudicial or discriminatory attacks through the CPSnet.

e. Users will not send, display or receive messages through the CPSnet that harass another person. Harassment includes but is not limited to persistently acting in a manner that distresses or annoys another person.

f. Users will not send, display or receive false or defamatory information about a person or organization through the CPSnet.

g. Users will not send, display or receive anonymous messages using pseudonym signatures through the CPSnet

INSTRUCTION 6161.2(d)

**Access to Networked Information Resources
Acceptable Use Policy (AUP)**

4. Respect for Privacy

a. Users will respect the privacy of confidential messages and will not repost

those messages without the permission of the person who sent the message.

b. Users will not post private information about another person or organization.

5. Respect for Resource Limits

a. Users will utilize the system only for educational activities and limited, high

quality self-discovery activities. Faculty will provide developmentally appropriate guidance to students as they make use of telecommunications and electronic information resources to conduct

research and other studies related to the Cranston Public Schools curriculum. All students will be informed by faculty of their rights and responsibilities as users of the CPSnetwork prior to gaining access to that network, either as an individual user or as a member of a class or group.

b. Student users will not download any file without the expressed permission of the instructor.

c. Users will not post chain letters or engage in “spamming.” Spamming is sending an annoying or unnecessary message to a large number of people.

d. All users will check their e-mail frequently and delete unwanted messages promptly.

6. Plagiarism and Copyright Infringement

a. Users will provide proper citation for information gathered from CD-ROMs, through the CPSnet or on the Internet. Plagiarism is taking the ideas or writings of others and presenting them as if they were yours.

b. Users will respect the rights of copyright owners. Copyright infringement occurs when a user inappropriately reproduces a work that is protected by a copyright. A work includes: text, graphics, photos, sounds, music, animation, video and software programs. If a work contains language that specifies appropriate use of that work, users should follow the expressed requirements. If unsure whether or not a work may be used, permission from the copyright owner must be requested.

INSTRUCTION 6161.2(e)

Access to Networked Information Resources

Acceptable Use Policy (AUP)

7. Inappropriate Access to Material

a. Receiving or inputting pornographic materials, promoting violence, engaging in racial, gender or other defamatory slurs or for personal attacks on others through the CPSnet is strictly prohibited.

b. Receiving or transmitting information through the CPSnet pertaining to dangerous instruments such as bombs, automatic weapons, or other illicit firearms, weaponry, or explosive devices is prohibited.

c. The CPSnet does not permit the use of chat rooms.

Individual Rights

1. Search and Seizure

a. Network administrators may review files and communications to maintain

system integrity and to ensure that users are utilizing the CPSnet responsibly.

Users should not expect that files stored on district servers or computers

will be private.

b. An individual search will be conducted if there is reasonable suspicion that a

user has violated this policy.

2. Due Process

a. The Cranston Public Schools will cooperate fully with local, state, or federal

officials in any investigation related to any illegal activities conducted through

the CPSnet.

b. In the event there is a claim that a user has violated this policy, the user will be notified of the suspected violation. An

opportunity to present an explanation will be provided.

Limitation of Liability

1. The Cranston Public Schools makes no guarantee that the functions or the services provided by or through CPSnet will be error-free or without defect.

2. The Cranston Public Schools will not be responsible for any damage suffered,

including but not limited to, loss of data or interruptions of service.

INSTRUCTION 6161.2(f)

Access to Networked Information Resources

Acceptable Use Policy (AUP)

3. The Cranston Public Schools is not responsible for the accuracy or quality of the

information obtained through or stored on the CPSnet.

4. The Cranston Public Schools will not be responsible for financial obligations arising through the unauthorized use of the CPSnet system.

It is a privilege, not a right, to use the CPSnet and the information

resources found on the network and on the Internet.

Policy Adopted: June 16, 1997 CRANSTON PUBLIC SCHOOLS

Policy Amended: Cranston, Rhode Island

Resolution No.:

CRANSTON PUBLIC SCHOOLS

ACCEPTABLE USE POLICY

For Access to

Networked Information Resources

(AUP)

All users (students, staff, and administration) will be required to sign the Acceptable Use Policy. Parent/Guardian of student users must also sign the form.

CRANSTON PUBLIC SCHOOLS' USER

As a user of the Cranston Public Schools' CPSnetwork, I agree to follow rules of the Acceptable Use Policy.

—

Signature

Date

PARENT/GUARDIAN

As the parent/guardian of this student, I have read the Acceptable Use Policy and agree to promote this policy with my son/daughter. Having read the policy, I understand that this access is designed for educational purposes.

Parent/Guardian Signature

(Date)

TABLED POLICY – RESOLUTION NO. 07-5-31

STUDENTS 5113

ATTENDANCE

STUDENT ATTENDANCE POLICY

Attendance is mandated by Rhode Island General Laws 16-19-1. Regular attendance is absolutely necessary for academic success, as it develops a sense of responsibility, which is indispensable for survival in the workplace.

Policy Adopted: March 20, 1972 CRANSTON PUBLIC SCHOOLS

Policy Amended: Cranston, Rhode Island

Resolution No.:

STUDENTS 5113 (a)

MINIMUM ATTENDANCE EXPECTATIONS

Students in grades 9-12 must be in regular attendance for a minimum of 90% of their course work per quarter. Students with excessive (more than five (5)) unexcused class absences will have their term grade reduced by 10 points of their quarterly grade. Students enrolled in minor classes (3 meetings per cycle) will receive a 10 point deduction for more than three(3) unexcused class absences.

The following shall not be considered absences and shall not count against students:

- Absence from class due to in-school or out-of-school suspension**
- Absence from class due to attendance at school-sponsored events**
- Absence from class due to attendance at scheduled meetings with school personnel**
- Absences from class due to religious observance**

The following excused absences determined by the regulations of the Truancy Court:

- Illness confirmed by a doctor's note within 2 days of return to school**
- Dental appointments confirmed by a dentist's note within 2 days of return to school**
- Family bereavement confirmed with a newspaper obituary or death notice**
- Legal/court obligations confirmed by a note from the courts**

- **Verifiable college and military appoints, prior permission from the Guidance Department and appointment verification forms are required**

All notes must be submitted within two days of the student's return to school.

Students that have absences exempted from counting against the 90% minimum requirement are still required to complete and turn in all make-up work missed due to their absence.

ABSENCE, TARDINESS AND DISMISSALS

- 1. Parents should call the school (270-8049) to report a student's absence.**
- 2. Students who are absent or suspended will not be allowed to report to school or to attend any school activity during the period of absence or suspension.**
- 3. If a student is absent (unexcused) from a class or classes in excess of five (5) times per quarter, the teacher will lower the student's quarterly grade by ten points.**

STUDENTS 5113 (b)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

4. Family vacations during school time will not be excused by the School Committee Policy.

5. Parents wishing to appeal an attendance-related grade reduction should submit a written appeal to the Administration in the following order: Assistant Principal, Principal, Superintendent, School Committee.

6. Excessive tardiness to school is unacceptable. Students who accumulate more than three (3) unexcused tardies per semester will receive detention for each subsequent tardy according to school department policy. Should excessive tardiness become a serious or chronic problem, a student may be assigned A.D.P., could be suspended out of school, Saturday Detention, or receive social probation. All other days tardy will result in disciplinary consequences unless excused with verifiable documentation (i.e., doctor's note, dental note, legal obligation, etc). All notes must be submitted on the day the student is tardy or at least by the next school day.

A student who arrives late to class more than half way through the class, regardless of the class, will be considered absent from that class.

7. Students tardy after 11:00 am are considered absent and are ineligible to participate in athletics or extracurricular activities on that day. Should the tardiness occur on the last day before a weekend,

the student will be likewise, ineligible to participate. Students may be allowed to participate in these situations with administration approval.

8. Personal family appointments, which can be scheduled during non-school hours, will be included in absence and tardy totals.

9. The classroom teacher will assign students who are tardy to class without an acceptable or verifiable reason appropriate disciplinary action. Students who are habitually tardy will be referred to the administration.

10. Students who miss a class period or a whole day of school without permission will be considered truant. All students who are determined to be truant will be subject to disciplinary action and will receive no credit (zero) for all work missed or due during the truancy.

11. Students may be dismissed from school with a parental note, with an acceptable reason. All other dismissals will be excused only with verifiable documentation by a doctor, dentist, legal obligation, etc. These notes from verifiable sources or appointment verification forms must be turned in to the Main Office by the next school day.

12. Students dismissed from school are ineligible to participate in athletics or extra- curricular activities on that day or the ensuing weekend should it occur on the day before a weekend. Students may be allowed to participate in these situations with administrative approval.

STUDENTS 5113 (c)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

13. For eligibility purposes with respect to extra curricular activities and athletics, students dismissed for medical, dental, legal appointments, etc., must have such dismissal pre-approved by an administrator or designee. Upon the student's return to school from the appointment, verification documentation must be turned in to the office or to the coach or activity advisor, if school has ended, to be eligible to participate (parental notes will not suffice.) Any student clinically dismissed by the nurse due to illness may not return to school and is ineligible to participate in athletics or school activities.

MAKE UP POLICY

A student absent from school from one (1) to three (3) days will have one (1) class meeting per absence to make up missed work beginning on the initial day they return to school.

For students absent or suspended from school for a period of more than three (3) days, school work may be requested by the parent/guardian. A twenty-four (24) hour notice for such requests is required and will be made available by teachers through the main office. Students suspended from school will be allowed to make up all work as dictated by this policy.

In the event that a student is absent on the day a long-term project/assignment is due, the grade for that assignment will be reduced at the discretion of the teacher. Should the student submit verifiable documentation for the absence (medical, dental note, etc.), the grade reduction may be waived.

Serious long-term illness make-up will be made up at the discretion of the teacher(s) and guidance counselor.

Any student that makes arrangements with a teacher to make-up work at an arranged time and fails to do so will be assigned a zero (0) for the work in question.

FINAL EXAMS

A. Final exams are required in every course in grades 9 through 12. The final exam grade for each course will be weighted 15% of the final grade.

B. An exam schedule is published in June. Senior high school students are expected to report for their scheduled final exams and must remain in the exam room for the entire period. Depending on the schedule, students may be dismissed following their exams.

STUDENTS 5113 (d)

ATTENDANCE POLICY FOR EXAMS

- 1. Final exams will be administered in all courses. Seniors with a grade point average of 90 or above may be exempt from their final exam in the courses with that average.**
- 2. Should a student be tardy to an exam without prior administrative approval, he/she will be admitted to the exam and allowed to take the exam during the remaining time in the exam period only.**
- 3. If a student is going to be absent from an exam and wishes to be granted the opportunity to take a make-up exam, a parent must contact the administration in writing or by phone (Main Office) prior to the start of the exam.**
- 4. If a student is absent from an exam and the administration has not been contacted in advance, the student will not be given a make-up exam and will receive a grade of zero.**
- 5. Make-up exams will be given at a time to be determined by the teacher.**
- 6. All students must remain in the testing site until the conclusion of the exam period.**

Regulations Adopted: March 20, 1972 CRANSTON PUBLIC SCHOOLS

Regulations Revised: August 20, 1990 Cranston, Rhode Island

Regulations Revised:

Resolution No.:

NEW PROPOSED POLICY

5113

STUDENTS

ATTENDANCE

STUDENT ATTENDANCE POLICY

Attendance is mandated by Rhode Island General Laws 16-19-1. Regular attendance is absolutely necessary for academic success, as it develops a sense of responsibility, which is indispensable for survival in the workplace.

Policy Adopted: March 20, 1972 CRANSTON PUBLIC SCHOOLS

Policy Amended: CRANSTON, RI.

Resolution No.:

STUDENTS 5113(a)

MINIMUM ATTENDANCE EXPECTATIONS

Students in grades 9-12 must be in regular attendance for a minimum of 90% of their course work per quarter. Students with excessive (more than five(5) unexcused class absences) will have their term grade reduced by 10 points of their quarterly grade. Students enrolled in minor classes (3 meetings per cycle) will receive a 10 point deduction for more than three(3) unexcused class absences.

The following shall not be considered absences and shall not count against students:

- **Absence from class due to in-school or out-of-school suspension**
- **Absence from class due to attendance at school-sponsored events**
- **Absence from class due to attendance at scheduled meetings with school personnel**
- **Absences from class due to religious observance**

The following excused absences determined by the regulations of the Truancy Court:

- **Illness confirmed by a Doctor's note within 2 days of return to school**
- **Dental appointments confirmed by a Dentist's note within 2 days of return to school**
- **Family bereavement confirmed with a newspaper obituary or death notice**
- **Legal/court obligations confirmed by a note from the courts**
- **Verifiable college and military appoints, prior permission from the Guidance Department and appointment verifications forms are required**

All notes must be submitted within two days of the student's return to school.

Students that have absences exempted from counting against the 90% minimum requirement are still required to complete and turn in all make-up work missed due to their absence.

ABSENCE, TARDINESS AND DISMISSALS

8. Parents should call the school at 270-8049 for Cranston West or 270-8126 for Cranston East to report a student's absence.

9. Students who are absent or suspended will not be allowed to report to school or to attend any school activity during the period of absence or suspension.

10. If a student is absent (unexcused) from a class or classes in excess of five (5) times per quarter, the teacher will lower the student's quarterly grade by ten points.

STUDENTS 5113(b)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

11. Absences or dismissals by the school nurse are considered excused.

12. Family vacations during school time will not be excused by the School Committee Policy unless previously approved by the school department.

13. Parents wishing to appeal an attendance-related grade reduction should submit a written appeal to the Administration in the following order: Assistant Principal, Principal, Superintendent, School Committee.

14. Excessive tardiness to school is unacceptable. Students who accumulate more than three (3) unexcused tardies per semester will

receive detention for each subsequent tardy according to school department policy. Should excessive tardiness become a serious or chronic problem, a student may be assigned Alternative Discipline Program, could be suspended out of school, Saturday Detention, or receive social probation. All days tardy beyond the 3 per semester will result in disciplinary consequences unless excused with verifiable documentation (i.e., doctor's note, dental note, legal obligation, etc). All notes must be submitted on the day the student is tardy or least by the next school day.

A student who arrives late to class more than half way through the class, regardless of the class, will be considered absent from that class.

15. Students with unexcused tardies after 11:00 am are considered absent and are ineligible to participate in athletics or extra curricular activities on that day. Should the tardiness occur on the last day before a weekend, the student will be likewise, ineligible to participate in school related activities or athletics.

16. Personal family appointments, which can be scheduled during non-school hours, will be included in absence and tardy totals.

17. The classroom teacher will assign students who are tardy to class without an acceptable or verifiable reason appropriate disciplinary action. Students who are habitually tardy will be referred to the administration.

18. Students who miss a class period or a whole day of school without permission will be considered truant. All students who are determined to be truant will be subject to disciplinary action and will

receive no credit (zero) for all work missed or due during the truancy.

19. Students may be dismissed from school with a parental note, with an acceptable reason. All dismissals will be excused only with verifiable documentation by a doctor, dentist, legal obligation, death, religious observance, etc. These notes from verifiable sources or appointment verification forms must be turned in to the Main Office by the next school day that the student is present.

20. Students dismissed from school are ineligible to participate in athletics or extra curricular activities on that day or the ensuing weekend should it occur on the day before a weekend. Students may be allowed to participate in these situations with administrative approval.

STUDENTS 5113(c)

ABSENCE, TARDINESS AND DISMISSALS (CONTINUED)

21. For eligibility purposes with respect to extra curricular activities and athletics, students dismissed for medical, dental, legal appointments, etc., must have such dismissal pre-approved by an administrator or designee. Upon the student's return to school from the appointment, verification documentation must be turned in to the office or to the coach or activity advisor, if school has ended, to be eligible to participate (parental notes will not suffice.) Any student clinically dismissed by the nurse due to illness may not return to school and is ineligible to participate in athletics or school activities.

MAKE UP POLICY

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In the event that a student is absent on the day a long-term project/assignment is due, the grade for that assignment will be reduced at the discretion of the teacher. Should the student submit verifiable documentation for the absence (medical, dental note, etc.), the grade reduction may be waived.

Serious long-term illness make-up will be made up at the discretion of the teacher(s) and guidance counselor.

Any student that makes arrangements with a teacher to make-up work at an arranged time and fails to do so will be assigned a zero (0) for the work in question.

FINAL EXAMS

A. Final exams are required in every course in grades 9 through 12. The final exam grade for each course will be weighted 15% of the final grade.

B. An exam schedule is published in June. Senior high school students are expected to report for their scheduled final exams and must remain in the exam room for the entire period. Depending on the schedule, students may be dismissed following their exams.

STUDENTS 5113 (d)

ATTENDANCE POLICY FOR EXAMS

2. Final exams will be administered in all courses. Seniors with a grade point average of 90 or above may be exempt from their final exam in the courses with that average.

3. Should a student be tardy to an exam without an excuse or prior administrative approval, he/she will be admitted to the exam and allowed to take the exam during the remaining time in the exam period only.

4. If a student is going to be absent from an exam and wishes to be granted the opportunity to take a make-up exam, a parent must contact the administration in writing or by phone (Main Office) prior to the start of the exam.

5. If a student is absent from an exam and the administration has not

been contacted in advance, the student will not be given a make-up exam and will receive a grade of zero.

6. Make-up exams will be given at a time to be determined by the teacher.

7. All students must remain in the testing site until the conclusion of the exam period.

Regulations Adopted: March 20, 1972 CRANSTON PUBLIC SCHOOLS

Regulations Revised: August 20, 1990 Cranston, Rhode Island

Regulations Revised:

Resolution No.:

NON-CERTIFIED PERSONNEL REVISED JULY 11, 2007 4213

**NON-CERTIFIED SUPERVISORY AND
CONFIDENTIAL EMPLOYEE POLICY**

This document is designed to outline the policies, practices and procedures governing non-certified supervisory and confidential personnel, hereinafter referred to as employees. It is the employee's responsibility to make themselves familiar with the contents of this policy.

This policy is not an express or implied contract of employment. The Cranston School Committee reserves the right to change, modify or delete any provisions of this employee policy in accordance with its by-laws. Either the school department or the employee may terminate the employment relationships at any time with or without notice or cause. The Superintendent subject to the approval of the School Committee has the authority to enter into written agreements regarding the length of employment or grounds for termination.

Probationary Period

All new employees who fall within this job category are required to serve a probationary period of sixty calendar days from their date of hire. This is designed to give the employee and supervisor a period of time to determine the potential for continuing employment with the school district.

Work Day

The normal work shift is eight and one-half (8 ½) hours, half an hour

of which is an unpaid meal period. The employee is not eligible for overtime. Compensatory time or “Comp Time” programs are prohibited unless authorized by the Chief Operating Officer.

Performance Appraisals

Upon completion of the first year of employment and each year thereafter, the employee’s job performance will be formally evaluated by his\her supervisor. This appraisal will become a part of the permanent personnel record.

Merit Increases

Wage increases will be based upon the merit of the employee’s job performance. A budgeted percentage will be recommended by the Superintendent and will be subject to the approval of the Cranston School Committee.

NON-CERTIFIED PERSONNEL 4213 Cont.d

**NON-CERTIFIED SUPERVISORY AND CONFIDENTIAL EMPLOYEE
POLICY CONTINUED**

Resignation

If an employee wishes to leave the employ of the school district, a

two week notice is required. Resignations should be submitted in writing to his\her supervisor indicating the anticipated termination date.

→Dismissal

Serious violations of school department policy will be cause for immediate discharge. Such violations include, but are not limited to; theft; dishonesty; insubordination; unauthorized absences; misuse of school department equipment; fighting; use or possession of illegal drugs, weapons or alcohol; breach of confidentiality.

Confidentiality

The employee may know or have access to confidential information. An employee is not to discuss confidential information with anyone including and not limited to fellow employees, family, or friends. The sharing of confidential information between employees as part of their professional responsibilities is exempt from this provision. Any violation of this provision will be grounds for disciplinary action up to and including termination.

Benefits Eligibility

A school department employee may be eligible for a wide range of benefits. To be eligible the employee must be employed in a regular

full-time position to qualify for school department benefits.

Health Insurance

Recognizing the importance of comprehensive health and dental coverage, the Cranston School Department contributes the major portion of the cost of available insurance programs.

For the employee, the difference between the school department's contribution and the total premium cost will be deducted from his\her pay check. If the employee is required to make a premium contribution, he\she will be automatically enrolled in the district's pre-tax premium conversion plan, whereby the contribution is made before the payroll earnings are taxed. If the employee does not wish to have this arrangement, he\she has thirty (30) days to contact The Department of Human Resources. The employee's cost sharing will be set by the School Committee at the beginning of each fiscal year.

NON-CERTIFIED PERSONNEL 4213 Cont.d.

**NON-CERTIFIED SUPERVISORY AND CONFIDENTIAL EMPLOYEE
POLICY CONTINUED**

COBRA

In compliance with federal law, an employee and their qualified beneficiaries covered under the school district's Group Health and

Dental plans may elect to continue their coverage under the plan if their coverage ends due to certain events.

Worker's Compensation

The employee is covered by the school department's worker's compensation insurance. Payment of claim is calculated in accordance with applicable state laws. The employee is required to report an injury sustained on the job immediately to a supervisor. Failure to do so may jeopardize eligibility for the benefit. An incident report form can be obtained from Human Resources.

Group Life Insurance

The Cranston School Department will provide free Group Life Insurance. The amount of life insurance is based on the schedule of benefits for the Group Life Plan. The employee may purchase additional coverage through payroll deductions.

Pension

The employee is required to participate in The Rhode Island State Employees pension system.

Tax Sheltered Annuity Program

An employee of the district is eligible to participate in one of the school department's several tax sheltered annuity programs.

Vacations, Holidays and Leaves

Employees are entitled to vacations, holidays and leaves as outlined below.

NON-CERTIFIED PERSONNEL 4213 Cont.d

NON-CERTIFIED SUPERVISORY AND CONFIDENTIAL EMPLOYEE POLICY

Vacations

An employee is entitled to:

Length of Completed Service Vacation Days

1 YEAR	5 DAYS
5 YEARS	10 DAYS
10 YEARS	15 DAYS
20 YEARS	20 DAYS
25 YEARS	25 DAYS

An employee, after one year of service, will receive one (1) recess period as well as their earned vacation days.

Holidays

An employee is immediately eligible for paid holiday time. The list of holidays will be issued at the beginning of the fiscal year.

Paid Time for Illness

An employee will receive one sick day per month during the first year of employment and, on every anniversary, will receive fifteen days for the coming year. Sick time should be used only for legitimate illness of the employee or a member of the employee's immediate family (spouse, child, mother or father or other family members in the immediate household). Unused sick time will not accumulate. The employee may use up to three (3) sick days per year for personal business. Request for personal days should be scheduled at least seven (7) days in advance.

The employee will have a seventy-five (75) day long term ill bank which may be accessed after an employee has been out for five (5) consecutive work days or from the day of an inpatient hospitalization.

Any absence due to illness in excess of three (3) consecutive days will require a physician's note which will outline the reason for the illness, next evaluation and/or return date.

Leaves of Absence

The school district offers both paid and unpaid leaves of absence.

NON-CERTIFIED PERSONNEL 4213 Cont.d

NON-CERTIFIED SUPERVISORY AND CONFIDENTIAL EMPLOYEE POLICY

Bereavement Days

This leave may be granted for a maximum of five (5) working days for the death in the immediate family (father, mother, sister, brother, son, daughter, spouse, father-in-law, mother-in-law, son-in-law, daughter-in-law, or other family members in the immediate household).

In case of death of a grandfather, grandmother, grandson, granddaughter, a leave may be granted for three (3) working days.

In the case of death of relatives by marriage or blood relatives not listed above, a leave of the day of the funeral will be granted.

Jury Duty

Should the employee be called to serve on a jury during a scheduled work day, the school district will pay the regular wages for that day

and the employee

will be required to submit his\her compensation from the court system to the payroll department.

Military Reserve – If an employee is an active military reservist, and is required to serve two weeks active duty during the year, the employee will be eligible to receive the difference between his\her regular weekly pay and any weekly pay received from the Reserves. The employee will be required to produce a statement of earnings to the payroll department.

The employee may also qualify for the following unpaid leaves:

Military Duty – If the employee enlists or is drafted into any branch of the U.S. Armed Forces, the employee may return to the district without intervening employment or beyond the maximum limit prescribed by state or federal law.

Medical Leave – After completion of the employee's probationary period, an unpaid medical leave may be granted up to one (1) year. A physician's certificate must be submitted with the request for leave to Human Resources.

Policy Adopted: CRANSTON PUBLIC SCHOOLS

Resolution No. Cranston, Rhode Island