

***Please note change in Executive Session agenda. Item was added after legal notice was published in Cranston Herald on August 16, 2007.**

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, AUGUST 20, 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. Nero, Ms. Boyajian for Mr. Votto, Mr. Balducci, Mr. Laliberte, Mrs. Lundsten, and Attorney Cascione.

The meeting was called to order at 6:03 p.m. It was moved by Ms. Iannazzi, seconded by Mrs. Greifer and unanimously carried that the members adjourn to Executive Session pursuant to RI State Laws 42-46-5(a)(1) Personnel; 42-46-5(a)(2) Cross Country Coach

Applicants; Collective Bargaining and Litigation (possible litigation); and PL 42-46-5(8)(b) Privacy of Students and their Records.

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. In addition, pursuant to RI State Law 42-46-5(a)(1), this meeting is closed to the public to discuss cross country coach applicants. The people affected have been notified in writing and advised that they may require that the discussion be held in an open meeting. The persons chose a closed session.

Chairman Traficante reconvened the meeting at 8:10 p.m.

The roll was called and the Pledge of Allegiance conducted.

Mr. Traficante reported out that during Executive Session the School Committee voted to uphold the decision of the administration to deny the request for a transfer of student A by a vote of five yeses, one no, and one recusal.

I. Executive Session Minutes Sealed – August 20, 2007

Moved by Mr. Archetto, seconded by Ms. Iannazzi and unanimously carried that the minutes of the August 20, 2007 Executive Session remain confidential.

**II. Minutes of Previous Meetings Approved – July 11, 2007 and
July 16, 2007**

**Moved by Ms. Iannazzi, seconded by Mrs. Greifer and unanimously
carried that the minutes of July 11, 2007 and July 16, 2007 be
approved.**

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III. Public Acknowledgements / Communications

None at this time.

IV. Chairperson Communications

None at this time.

V. Superintendent Communications

None at this time.

VI. School Committee Member Communications

Mrs. Greifer reported that an organization meeting of the Middle

School Study Committee is scheduled for Wednesday, August 22nd, at 7:00 p.m. in the Briggs Conference Room. The committee members have been notified by e-mail.

VII. Public Hearing

a. Students (Agenda/Non-agenda Items)

b. Members of the Public (Agenda Matters Only)

Nicholas Giannini, 61 Sweet Fern Drive – He wished to speak on Cranston West cross country. He stated that as one of the cross country and track captains at Cranston West, he asked to speak on behalf of the team in support of coach Soscia. Everyone knows that he is more than qualified for the coaching position as he has taken many teams to great levels by winning state championships and coaching for several years. He has also been a high school runner himself which gives him the understanding and experience for the job. As many know, West’s team has not always had the greatest track record over the past years. With his expertise, they will be able to achieve victory throughout the season. Aside from his qualifications, he has been a positive role model and friend over the past years. Coach Soscia began coaching at West during Nicholas’s freshman year. Despite the fact that he directly was not his coach for the past four years he has always stayed in contact with the team and is always constantly willing to give the team members advice and training tips whenever needed. By being there for them all this time,

Nicholas felt it was only fair that he reciprocate and stand for him tonight. He assured the committee that any team members at this meeting would agree with him that the relationship and respect they have for coach Soscia has reached the fact that they will not accept the fact that he will not continue his career with them.

Jennifer Heng, 64 Red Hawk Drive – She wished to speak on behalf of the Cranston West girls' track team to support coach Soscia. She commented that he is not only an experienced coach and knowledgeable in the sport but also he helped them to set their own goals that they never knew they could achieve. He also motivated them to achieve them and reach their full potential. They each have gained a special bond with him for indoor and outdoor seasons when he coached voluntarily. He has already placed a great amount of time and dedication into the team, and for that they deeply respect him.

Richard Coren, 160 South Comstock Parkway – He stated that he spoke before the committee on Thursday evening. He knows that the committee heard a lot of peoples' feelings about this cross country coach position. Tonight he wished to speak about facts. With regard to Clem Soscia's

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resume, he has thirty years of experience coaching high school athletes; President of the Rhode Island Cross Country Coaches

Association; coached two state championships, five division championships, four class championships, and one second place at the New England Championship. He was twice named Rhode Island Cross Country Coach of the Year. He further commented that Sheila Crystal, a woman of deep integrity who has a lot of experience, and who has put her heart and soul into the cross country and track teams at Cranston West, started the program practically from scratch, has advocated strongly for Clem Soscia to be put into this position. Parents of student athletes present tonight have wanted Clem Soscia in this position. Student athletes present tonight strongly want Clem Soscia. The only person apparently who doesn't want Clem Soscia to be coach of Cranston West is the principal of the school which leads him to believe that it has to be either a professional or personal problem. It can't be professional because of his resume. If it is personal, he urged that the good of the school and the student athletes be put first and foremost. He hoped that if another name is being put forth to the committee tonight that the committee would make it incumbent upon the principal of Cranston West to inform the parents and student athletes why he is ignoring this and maybe not doing what is best for the student athletes.

Tom DeQuattro, 15 Lilac Circle – He wished to speak on behalf of Clem Soscia. He stated that he was very happy to see several years ago that a huge effort was made to bring sports related hirings in Cranston under a more comprehensive approach. They wanted to make sure that the best coach available is hired and that the hiring

decisions are made for entirely the right reasons. As some of the parents of the track teams realize that whoever obtains this position for the cross country coach will be in the best position to gain further positions such as indoor and outdoor track coaches. Because of the fact that a lot of times the way coaching occurs in indoor and outdoor; i.e., coaches will coach to their strengths, disciplines, etc., there is quite a possibility that the coach for the boys' team will eventually coach some of the girls. The parents have a direct concern there. The girls' head coach, Coach Crystal, and Clem Soscia have already proven a successful and working relationship at Cranston West. The parents strongly encouraged the committee to consider him to continue in a more permanent role. He has seen coach Soscia in several formal meet settings not only from the RI Interscholastic League but also at the individual meets in and out of state. He has always demonstrated professional and positive demeanor. He has a very good knowledge of the sport; he understands the strategies, and the girls can build a trust in him. He understands that working with the runners is a process and understands the overall goals and the role of each team member whether it is the top runner or otherwise. He is a vital contributor to the team. He encouraged the committee to look a little deeper into the records, the level of successes, and the number of years as to how these successes were achieved.

Susan McDaniel, 56 Circuit Drive – She wished to speak against the raises for the administrators that are being proposed. She

commented that everyone who accepted these well compensated positions accepted them with a clear understanding of the extra hours and work these positions would entail. In the past couple of years, they have affected the children's education with regard to cuts for programming, cuts to staffing, increasing class size, giving them less materials to work with, and taking away more and more of their classroom time and now with cuts to the elementary school libraries. The committee expects the children and the parents as taxpayers to understand that it is an incredibly painful decision to cut the budget. She asked them how they could justify raises at a time like this.

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VIII. Consent Calendar / Consent Agenda

Chairman Traficante stated that the consent agenda would consist of the following Resolutions:

No.'s 07-8-13, 07-8-14 with addendum, 07-8-15, 07-8-16, 07-8-17, 07-8-18, 07-8-22, 07-8-23, 07-8-24, 07-8-25, 07-8-26, 07-8-28, 07-8-29, 07-8-30, and 07-8-34.

NO. 07-8-13 - 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.

NO. 07-8-14 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2007-2008 school year:

Theresa Agel, salary to be at the eleventh step plus Masters of the prevailing salary schedule

Education – State University of New York, BS; College of Saint Rose, MA

Experience – Shelburne Community School

Certification – Speech Language Pathologist

Assignment – Itinerant, .7 FTE

Effective Date of Employment - August 27, 2007

Authorization – Replacement

Fiscal Note: 14732021 512100

Ann Marie Torres, salary to be at the second step plus Masters of the prevailing salary schedule

Education – Rhode Island College, BA; MS Endorsement

Experience – St. Matthew's School

Certification – Middle School Social Studies

Assignment – Park View Middle School, Social Studies, .5 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

Michaela Turbitt, salary to be at the eleventh step plus Masters of the prevailing salary schedule

Education – Thomas Jefferson University, MS Occupational Therapy

Experience – Cranston ARC

Certification – Licensed Occupational Therapist

Assignment – Itinerant, .6 FTE

Authorization – Replacement

Fiscal Note: 14732010 511440

Shannon Gesualdi, salary to be at the first step plus Masters of the prevailing salary schedule

Education – University of Rhode Island, BA; Johnson & Wales University, MAT

Experience – Substitute, Lincoln High School

Certification – Elementary / Secondary Special Education

Assignment – Cranston High School West, Special Education, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 19032041 512100

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N'Italia DeAngelis, salary to be at the first step of the prevailing salary

schedule

Education – Salve Regina University, BS

Experience – Substitute, Cranston Public Schools

Certification – PK-6, Elementary Special Education

Assignment – Orchard Farms School, Kindergarten, .5 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 13610112 511000

Paul Nadeau, salary to be at the third step of the prevailing salary schedule

Education – University of Rhode Island, BA

Experience – Cranston Public Schools' Substitute

Certification – Elementary, 1-6

Assignment – Edgewood Highlands School, Grade 4, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 13011012 512100

Julio Andrade, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BA

Experience – Cranston Public Schools' Substitute

Certification – Elementary, 1-6

Assignment – Hope Highlands School, Grade 1, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 13411012 512100

Luana Testa, salary to be at the second step of the prevailing salary schedule

Education – Rhode Island College, BA

Experience – Cranston Public Schools' Substitute

Certification – Elementary/Middle Special Education

Assignment – Hope Highlands School, Resource, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 13411012 512100

Sarah Webster, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Cranston Public Schools' Substitute

Certification – Early Childhood Elementary/Middle Special Education

Assignment – Edgewood Highlands School, DLP, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 13011012 512100

Kelly Walton, salary to be at the sixth step plus Masters of the prevailing salary schedule

Education – Rhode Island College, BS, MS

Experience – Barrington Public Schools

Certification – Early Childhood/Severe/Profound Special Educator

Assignment – Oak Lawn School, DLP, 1.0 FTE

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Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 10311012 512100

Lisa Marie Sheridan, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Warwick Public Schools' Substitute

Certification – Early Childhood Elementary/Middle Special Education

Assignment – Early Childhood Center (Integrated Preschool), 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – New

Fiscal Note: 19032031 512100

Lauren Tomasso, salary to be at the first step of the prevailing salary schedule

Education – Rhode Island College, BA

Experience – Substitute, Cranston Public Schools

Certification – Secondary English

Assignment – Cranston High School East, English, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 11311012 512100

Sarah Gray, salary to be at the third step of the prevailing salary schedule

Education – University of the Incarnate Word, BA

Experience – Language Arts Teacher, Texas

Certification – Secondary English

Assignment – Cranston High School West, English, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12611012 512100

Catena Bellone, salary to be at the first step plus Masters of the prevailing salary schedule

Education – University of Rhode Island, MA

Experience – Westerly Public Schools' Substitute

Certification – Italian, Secondary; Middle School Endorsed

Assignment – Park View Middle School, Italian, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

Jessica Vespia, salary to be at the tenth step of the prevailing salary schedule

Education – Keene State College, BS

Experience – Providence Public Schools’ Teacher

Certification – ESL, Middle School

Assignment – Park View Middle School, (ESL Inclusion), 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

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Joanne Weinstein, salary to be at the eleventh step plus Masters of the prevailing salary schedule

Education – Rhode Island College, BS: Providence College, MA

Experience, North Providence and Scituate Public Schools’ Teacher

Certification – English, Middle School

Assignment – Western Hills Middle School, English, .5 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12311012 512100

Donna Sousa, salary to be at the eighth step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Nurse-Teacher, Johnston High School

Certification – Professional School Nurse, PK-12

Assignment – Cranston Area Career & Technical Center, Health Occupations, 1.0 FTE

Effective Date of Employment – Replacement

Authorization – Replacement

Fiscal Note: 17430612 512100

Kim Dugan, salary to be at the second step of the prevailing salary schedule

Education – Rhode Island College, BS

Experience – Cranston Public Schools' Substitute

Certification – Special Education, Middle/Secondary

Assignment – Cranston High School West, Special Education, 1.0 FTE

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 12632012 512100

NO. 07-8-15 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Dorothy Giblin General Subject Matter, K-12

Christian Carmona General Subject Matter, K-12

Siobhan Mumford Special Education Elementary/Middle

Helen Ndukwe Secondary Science

Jared Starnino Physical Education/Health, PK-12

Britta Lindberg Special Education, PK-12

Jennifer Erice Special Education Elementary/Middle

Heather Grocott Special Education Elementary/Middle

Lindsey Karem Middle School Mathematics

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Christopher Allen Social Studies, Middle/High School

Nicole Normand General Subject Matter, K-12

NO. 07-8-16 - 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.3 of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

Richard Abruzzini, Teacher

Cranston Area Career & Technical Center

Effective Dates: August 2007 to September 2008

Julia Scherer, Teacher

Itinerant

Effective Dates: August 2007 to September 2008

NO. 07-8-17 – 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.1 of the Master Agreement between the Cranston School Committee and the Cranston Teachers’ Alliance:

Aubrie Pascale, Teacher

Cranston High School West

Effective Dates: August 2007 to September 2008

NO. 07-8-18 – RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Ernest Montoya, Teacher

Park View Middle School

Effective Date: August 7, 2007

Magdelene Bochner, Teacher

Waterman School

Effective Date: August 27, 2007

NO. 07-8-22 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coaches be accepted:

Gina Bailey, Head Boys' Cross Country and Assistant Girls' Indoor and Outdoor Track

Cranston High School West

Effective Date: July 18, 2007

Jessica Greene, Varsity Field Hockey

Cranston High School East

Effective Date: August 10, 2007

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NO. 07-8-23 - RESOLVED, that at the recommendation of the Superintendent, said non-certified personnel be recalled from termination, and

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

NO. 07-8-24 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employees be appointed:

**Jennifer Maloney, Six-Hour Special Education Teacher Assistant
Crayons**

Effective Date of Employment – August 16, 2007

Authorization – New

Fiscal Note: 12232032 519500

**Carol Capasso-Giammarco, Three-hour Food Service Worker
Arlington School**

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 32547179 511000

**Lisa Cappelli, Three-hour Food Service Worker
Gladstone School**

Effective Date of Employment – August 27, 2007

Authorization – Replacement

Fiscal Note: 31947179 511000

NO. 07-8-25 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

TEACHER ASSISTANTS

Jarin Montgomery-Lafazia

Joanne Bruno-Miller

Christian Riley

Mona McMahon

Sharon Vicario

Lisa Anastasi

Michelle Coutu

NO. 07-8-26 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following non-certified personnel be accepted:

Linda Cardillo, Teacher Assistant

Peters School

Effective Date: July 25, 2007

Dora Villari, Child Outreach Paraprofessional

Special Services

Effective Date: July 17, 2007

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Diana Rossi, Bus Monitor

Transportation

Effective Date: July 18, 2007

Norma Manish, Bus Monitor

Transportation

Effective Date: July 18, 2007

Michelle Pelletier, Food Service Worker

Food Service

Effective Date: July 24, 2007

Kimberly Lebrun, Bain +2 Program Manager

Bain Middle School

Effective Date: August 17, 2007

Jessica Morales, Secretary

Cranston High School East

Effective Date: August 2, 2007

Kayla Oden, Bus Monitor

Transportation

Effective Date: August 6, 2007

Eileen Gavin, Instructor

Alternate Education

Effective Date: July 1, 2007

Paola Mazzenga, Food Service Worker

Food Service

Effective Date: August 6, 2007

NO. 07-8-28 - RESOLVED, that at the recommendation of the Superintendent, the termination of non-certified Employee A be accepted.

NO. 07-8-29 – RESOLVED, that at the recommendation of the Superintendent, the termination of non-certified Employee B be accepted.

NO. 07-8-30 - RESOLVED, that the following purchases be approved:

Photocopier Maintenance for the period from September 1, 2007 to August 31, 2008 in the amount of \$105,984.25

Number of bids issued 14

Number of bids received 4

**Scoreboard for Cranston High School West in the amount of \$4,900.
(Funds provided by their Student Activity Account)**

Number of bids issued 5

Number of bids received 1

NO. 07-8-34 - RESOLVED, that at the recommendation of the Superintendent, the following Field Trips of Long Duration be authorized:

Arthur Montanaro, music teacher and Cranston High School West Band Director, and

Christine Baum, resource teacher and Falconette/Westernette Advisor, and students (all members of the band and the Falconettes and Westernettes) to travel to Orlando, Florida

from April 12, 2008 to April 17, 2008 to march and perform in the “Magic Kingdom Parade.”

Aimee Duarte, Gianni Petteruti, and Steven DeRosa, all teachers at the Cranston Area Career & Technical Center, and a number of students, not to exceed twenty, to travel to Philadelphia, Pennsylvania to attend and participate in the VGXPO Education and Job Fair from November 2, 2007 to November 4, 2007.

Karen Verrengia, Energy Educator Manager, to travel to Fort Worth, Texas to attend the

Fall 2007 Seminar for Energy Education, Inc. from September 24, 2007 to September 26, 2007.

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried that these Resolutions be adopted.

IX. Action Calendar / Action Agenda

SPONSORED BY THE COMMITTEE

NO. 07-8-1 - Whereas, Dan Hopkins did an outstanding job as a member of the Cranston High School West Baseball Team during the 2007 spring sports' season, and

Whereas, as the first baseman for Cranston High School West, Dan finished the season with the top fielding average committing only 4 errors in 133 chances as well as their leading hitter with a batting average of .500 getting 41 hits in 82 official plate appearances; his 39 RBIs were also tops on the team, and

Whereas, through his continued hard work, endless preparation, and dedication throughout the entire baseball season, Dan not only hit for average but also for power as well as 21 of his 41 hits went for extra bases including a key three run homer against Bishop Hendricken in the state semi finals at McCarthy Field, and

Whereas, because of Dan's outstanding personal accomplishments throughout the baseball season, he has been recognized as a First Team All State selection as the first baseman,

Be it RESOLVED that Dan Hopkins be congratulated by the Cranston School Committee for his hard work and dedication to the sport of

baseball, and

Be it further RESOLVED that Dan be presented with a copy of this Resolution signed by the members of this committee.

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

Mrs. Tocco-Greenaway read the Resolution. Dan Hopkins was not present.

This Resolution was adopted unanimously.

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The Chairman recognized the new certified teachers who were appointed under the consent agenda. Mr. Lombardi asked those teachers to stand and be recognized. Mr. Scherza welcomed the new teachers as well. He noted that there were some great applicant pools this year, and it is testimony to the fact that they are here that they came out of that. He welcomed them aboard and stated that he was proud to have them with the district. He looked forward to their long and productive career.

SPONSORED BY THE COMMITTEE

NO. 07-8-2 - Whereas, Anthony Meo did an outstanding job as a

member of the Cranston High School West Baseball Team during the 2007 spring sports' season, and

Whereas, as a pitcher for Cranston High School West, Anthony finished the season with a perfect 9-0 record, pitching a total of 67-1/3 innings allowing just eight earned runs for an earn-run average of 0.77 and was named the Most Valuable Player in Division 1-West, and

Whereas, through Anthony's continued hard work, endless preparation, and dedication throughout the entire baseball season, he pitched two one-hit shutouts in the playoffs including a no hitter through 6-2/3 innings in the State Finals against South Kingstown earning him the Most Valuable Player Award in the Division 1 State Tournament at McCoy Stadium as Cranston West captured their second consecutive Division 1 State Championship, and

Whereas, because of Anthony's outstanding personal accomplishments throughout the baseball season, he has been recognized as a First Team All State selection as a pitcher,

Be it RESOLVED that Anthony Meo be congratulated by the Cranston School Committee for his hard work and dedication to the sport of baseball, and

Be it further RESOLVED that Anthony be presented with a copy of this Resolution signed by the members of this committee.

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

Mr. Lombardi read the Resolution. Anthony Meo was not present.

This Resolution was adopted unanimously.

SPONSORED BY THE COMMITTEE

NO. 07-8-3 - Whereas, Ryan Raleigh did an outstanding job as a member of the Cranston High School West Baseball Team during the 2007 spring sports' season, and

Whereas, as the shortstop and team leader for Cranston High School West, Ryan finished the season with the top slugging percentage of .913 with 19 of his 35 hits going for extra bases as well as the leader in homeruns with 8 of his .438 batting average placing him second on the team, and

Whereas, through Ryan's continued hard work, endless preparation, and dedication throughout the entire baseball season, his .516 on-base percentage batting second in the order constantly set up the middle of the order and hit four homeruns of his own just in the playoffs alone, and

Whereas, because of Ryan's outstanding personal accomplishments

throughout the baseball season, he has been recognized as a First Team All State selection as the shortstop,

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Be it RESOLVED that Ryan be congratulated by the Cranston School Committee for his hard work and dedication to the sport of baseball, and

Be it further RESOLVED that Ryan be presented with a copy of this Resolution signed by the members of this committee.

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

Mr. Stycos read the Resolution. Mr. Stycos commented that Ryan is a very nice young man, and he has known him since he was nine or ten years old. He is well deserving of this recognition. Ryan was not present.

This Resolution was adopted unanimously.

Chairman Traficante recognized Councilman Lupino who was in the audience.

SPONSORED BY THE COMMITTEE

NO. 07-8-4 - Whereas, the Cranston High School West Varsity Baseball Team under the direction of Head Coach Rob Malo, Assistant Coach Corey Capirchio, and Volunteer Assistants Ron LaRocca and Michael Schiappa had an outstanding season in the spring of 2007, and

Whereas, through their hard work and dedication during the off season as well as on the field during the season, finished the 2007 baseball season as Division I-West Co-champions with a record of 19 wins and 3 losses, and

Whereas, through their continued hard work, outstanding team and individual performances were able to capture their second consecutive Division I State Championship, the first public school to do so over the last two decades by winning six consecutive playoff games lifting their overall record to 25 wins and 3 losses which saw State MVP Anthony Meo dominate and carry a no hitter into the seventh and final inning of the final game against South Kingstown only to lose the no hitter with two outs,

Be it RESOLVED that the following team members be recognized for their outstanding accomplishments:

Shane O'Connell Dan Lovejoy Steven Villucci

Justin Corso Eric Moscarelli Jason Corso

**Ryan Raleigh Matt Clarkin Stephen Kemble
Joe Donahue Brian LaBianca Anthony Meo
Chris Famiglietti Dan Hopkins John Fitzsimmons
Dan Macera Ben Hanson Matt Malo**

Be it further RESOLVED that they be presented with a copy of this Resolution signed by the members of this committee.

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

Mr. Lombardi read the Resolution. The team was not present.

This Resolution was adopted unanimously.

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SPONSORED BY THE COMMITTEE

NO. 07-8-5 - Whereas, Josh Klein did an outstanding job as a member of the Cranston High School West Tennis Team during the 2007 spring sports season, and

Whereas, playing at the number 1 singles all season in the State's toughest division against many of the top players in the State, Josh was extremely competitive all season long and got better and better

with each passing match, and

Whereas, through his continued hard work, endless preparation, and dedication throughout the entire tennis season, Josh enjoyed a great run to the State's quarterfinal round which included a very impressive win over the top player in Division II in the Round of 16, and

Whereas, because of his outstanding personal accomplishments throughout the tennis season, Josh has improved on last year's 2nd Team All State selection to a Providence Journal First Team All State selection,

Be it RESOLVED that Josh Klein be congratulated by the Cranston School Committee for his hard work and dedication to the sport of tennis, and

Be it further RESOLVED that he be presented with a copy of this Resolution signed by the members of this committee.

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

Mrs. Greifer read the Resolution. Josh Klein was not present.

This Resolution was adopted unanimously.

SPONSORED BY THE COMMITTEE

NO. 07-8-6 - Whereas, Leigh Petranoff did an outstanding job as a member of the Cranston High School West Girls' Outdoor Track Team during the 2007-2008 spring sports' season, and

Whereas, going undefeated in dual-meet competition for the third consecutive season, Leigh also captured the Glenn Loucks Games in White Plains, New York by adding

nearly a foot to her state record toss of 145' 1" and threw 144' 5" at the USATF Junior Track Championships which was good for a sixth place finish, and

Whereas, through Leigh's continued hard work, endless preparation, and dedication throughout the entire girls' outdoor track season, she had a gold medal throw of 139' 7" at the Rhode Island State Meet, and

Whereas, because of Leigh's outstanding personal accomplishments throughout the girls' outdoor track season, she has been recognized as a First Team All State selection in the javelin event,

Be it RESOLVED that Leigh Petranoff be congratulated by the Cranston School Committee for her hard work and dedication to the sport of Girls' Outdoor Track, and

Be it further RESOLVED that she be presented with a copy of this

Resolution signed by the members of this committee.

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

Mrs. Tocco-Greenaway read the Resolution. Leigh was not present.

This Resolution was adopted unanimously.

Ms. Iannazzi moved to suspend the rules to take Resolution No. 07-8-20 as addended out of order in order to permit the track team to leave.

Mrs. Tocco-Greenaway seconded the motion.

This motion was adopted unanimously.

NO. 07-8-20 – RESOLVED, that at the recommendation of the Superintendent, the following individuals be appointed as athletic coaches:

Thomas Ferri, Assistant Girls' Volleyball, Cranston High School West

Step – 1

Class – D

Playing Competition – High School and College

Experience – None

Certification –RI Coaches Certification; First Aid Certified; CPR/AED Certified

**Kimberly Lebrun, Head Girls' Volleyball, Cranston High School West
Step – 4**

Class – B

Playing Competition – High School and College

Experience – Assistant Coach, North Smithfield High School, Head Coach, Lincoln High School, Certification – RI Coaches Certification; First Aid Certified; CPR/AED Certified

Mr. Traficante stated that he would recuse himself from this Resolution. He commented that one of the candidates being mentioned this evening worked for the City of Cranston when he was Mayor.

Chairman Traficante turned the Chair to Ms. Iannazzi.

Mrs. Tocco-Greenaway moved to amend this Resolution to remove the name of Carmine Giarrusso from the addendum list.

Mr. Stycos seconded the motion. He noted that if this amendment passed, Carmine Giarrusso would not be on the list of coaches to be approved. Thomas Ferri and Kimberly Lebrun would be on the list.

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

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

Moved by Mr. Lombardi, seconded by Mrs. Greifer and unanimously carried to take Resolution No. 07-8-21 out of order.

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Mr. Traficante stated that he would be recusing himself from this Resolution. One of the candidates, Mr. Soscia, also worked for him when he was Director of Summer Recreation.

NO. 07-8-21 – RESOLVED, that at the recommendation of the Superintendent, the following individuals be appointed as volunteer coaches:

Clem Soscia, Cranston High School West, Girls' Cross Country

Bruce Weller, Cranston High School West, Girls' Cross Country

Michael Fitzgerald, Cranston High School West, Varsity Football

Moved by Mr. Stycos, seconded by Mrs. Tocco-Greenaway and carried with Mr. Traficante recusing that this Resolution be adopted.

Ms. Iannazzi returned the Chair to Mr. Traficante

SPONSORED BY ADMINISTRATION

NO. 07-8-7 - RESOLVED, that at the recommendation of the Superintendent, the Automotive Program at the Cranston Area Career & Technical Center be dissolved.

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

Superintendent Scherza stated that the appropriate committee as designated by the Perkins guidelines and the Career and Technical guidelines have been followed, and it is his recommendation that the Automotive Program at the Career and Technical Center be dissolved.

Mr. Stycos moved to amend this Resolution as follows: Administration shall prepare an inventory of missing tools and equipment; when they were purchased; estimated value; and who was responsible for the items lost.

Mr. Archetto seconded the motion.

Mr. Lombardi asked Mr. Stycos if he was supplanting the Resolution itself with this language or adding this language. Mr. Stycos responded that he was adding this language. He commented that some items were missing, and the committee should have a report on what is going on.

This amendment was adopted unanimously.

Mr. Stycos stated that he would be voting against this recommendation. At this point, this indicates a failure in the administration, both of the Career and Technical Center and the entire school district. The committee can quibble as to whether or not this is a good program or a bad program, but a city of Cranston's size ought to be able to run a good automotive program at both its high schools; and the fact that they apparently cannot do that, has to go on the shoulders of administration. This is an area of the economy that is solid. There are going to be good paying jobs in the automotive field, and it is an area where they can get blue collar kids good jobs where they can use their brains and their hands and make a decent living. He is really sorry to see that administration was not able to repair this program and feels that it has to eliminate it.

Mr. Archetto stated that he would be voting against this Resolution. He thought it was a mistake. The building was designed for the automotive program. Equipment is there, and thousands of dollars were spent on hydraulic lifts and equipment. To close it down and not give students the opportunity to work in the automotive industry is a tragedy. He doesn't believe that the facility at Cranston East is up to the level of what the Automotive Technical Program was at Cranston West. This is a major mistake from administration, and it is a tragic error.

Mr. Lombardi stated that he would support this Resolution for several reasons. For quite some time, the committee has heard varying topics on this issue and various positions on the issue. Most recently he learned that there will be a \$250,000 price tag to reinvigorate this program. There is an alternate plan at Cranston East. This will affect as many students as one would think. The committee is getting some information from the area consortium of districts that the state will not be funding for those students, and most importantly aside from Mr. Stycos's amendment about the inventory of missing items in the program and the lack of certification for this program, the committee has heard some wonderful alternatives from Ms. Coutu what this area will be used for such as the aquaculture theory, etc. This is a viable, economically prudent resolution, and he would be supporting it.

Ms. Iannazzi echoed Mr. Lombardi's comments. As a district, it is moving toward running it as a business. She said this in spite of another resolution that is on the agenda. In doing so, the committee has to look for programs that are able to sustain themselves, and this program is not. She stated that she would support its closing.

Mrs. Tocco-Greenaway echoed Mr. Stycos's and Mr. Archetto's comments. She would be voting against this resolution. Her views have been very well known. She reiterated that starting with the state that a lot of people did not live up to their responsibilities in keeping this program sound. People know that the jobs are there and that technologically they are evolving and that the market is there as well. There is certainly a demand. It is a failure, and she urged administration to start communicating better with the state, and if the state is not doing what it needs to do such as the reports, then if they are running a school in Cranston under the auspices of the Department of Education and everyone owns it, then Cranston should make sure that the state is living up to its obligation. They need to be much better diplomats with their representatives at the state and the Department of Education people. Everyone needs to commit themselves to all of the programs and make sure that if the state is going to fund something and if it is going to put it in Cranston's backyard, they need to do their jobs too. It is not fair to the kids that things weren't done the right way, and now they suffer and their educational opportunities suffer as well. She agreed with Mr. Stycos

that these are great jobs, and it is a solid market. There are plenty of kids who want to do this. It is a real shame that it has come to this. She would be voting against it.

Mr. Stycos indicated that at the work session Thursday evening the committee was given a page that indicated the state was not going to fund the Automotive Program. When the committee received the entire report, it indicates that that state is not going to fund not only the Automotive Program but also the Cisco and Computer Technology Programs. He asked for an explanation.

Superintendent Scherza explained that the programs are funded on an individual basis. The other two programs that Mr. Stycos referred to are fundable; they are not cut out completely. They need to supply additional information on those programs. They still have the opportunity to have those funded; the automotive program is not in that category.

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Ms. Coutu explained that any of the programs that did not receive funding in those categories were given the opportunity to rewrite and/or re-distribute the funding. With the Automotive Program because they knew that the district was in the process of looking at

either disbanding or keeping they suggest the district wait on that to see what was going to happen at the School Committee meeting. If the program is going to be disbanded, the state obviously would not fund that program. If the committee voted to keep the program, that money could be re-allocated, and that piece of the grant would have to be re-done. They have an opportunity to re-submit or re-write for those programs where pieces were missing.

Mr. Archetto commented that he hoped administration before they put the Aquaculture facility in the automotive unit that they will remove the toxic chemicals, oil spills, gas leaks, and a few other toxic wastes there. He suggested calling the EPA so that the area can be cleaned and so that the children won't be poisoned.

Superintendent Scherza stated that before they can do anything with that area they have to receive an approval from State Department of Education. They cannot unilaterally move forward with a plan to change it or to occupy it. That would have to be a plan submitted and approved by the state. He mentioned that the jobs are not there. This is a program that has not done well. The students are not there. In order to reinvigorate it for the upcoming year it would cost in excess of \$1/4 million at a time when the committee is laying off assistants and supports and other educational areas to serve five or six students who otherwise would not be disenfranchised by allowing them to taking their automotive class at Cranston East instead of Cranston West. It is imprudent to spend \$1/4 million to save a

program that has not been placing students, which has not gained certification at this time.

Ms. Iannazzi asked Mr. Scherza to keep the School Committee updated with whatever discussions the state may be having with regard to expanding current programs or creating additional programs. Mr. Scherza responded that he would. He noted that members of this committee and members of this community are placed on the committees that have been formed to do that.

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

SPONSORED BY MR. STYCOS

NO. 07-8-8 – Whereas, library secretaries perform a critical role in Cranston students' education by enabling librarians to teach rather than spend time on more routine tasks, and

Whereas, library secretaries in the elementary schools cost an estimated \$59,425 according to the 2007-2008 budget (page 160),

Be it RESOLVED that the Cranston School Committee shall restore funding for the library secretaries by adding \$60,729 to budget account number 15125315 515500 on page 160 by:

- 1. using the as yet unbudgeted savings of \$41,850 from the elimination of the district's switchboard operator;**
- 2. using the as yet unbudgeted savings of \$18,879 from the recently implemented non-certified employees pay and benefit changes (\$68,875 projected cost in 5/22/07 Balducci memo minus \$49,998 in estimated costs in Resolution No. 07-6-16.)**

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

Mr. Stycos stated that the committee has heard all the arguments for the library secretaries. They are a great bang for the buck. They free up the librarians to do teaching. Because of some money that was freed up since the original passage of the budget, they are able to fund these positions. He urged the committee to do it.

Mrs. Tocco-Greenaway stated that she will support this Resolution. She gave credit to Mr. Stycos for working so hard to try to identify some dollars to put back these secretaries. It is hard to estimate just how much they enable the library teachers to do what they need to do with the students. The type of support they do and the amount of

work they do is a very cost efficient bargain for high educational value in the schools.

Superintendent Scherza stated that he highly endorses this Resolution. It is something that is necessary. It is a more prudent use of the funds. If one looks at the number of students who will be served by this relatively small expenditure in the grand scheme of things, the benefits far out-weight the negatives. He strongly urged the committee to support this.

Ms. Iannazzi stated that she agreed. She apologized to the librarians and library secretaries for giving them so much stress all summer.

Mrs. Greifer stated that she was also grateful to Mr. Stycos for working so hard to find the money for this. As a perennial supporter of the library secretaries, it has caused her a lot of pain thinking that the committee might not be able to find the money in the budget to fund their continued work. She was very pleased to support this Resolution.

Mr. Lombardi echoed his colleagues and applauded Mr. Stycos for finding the money. As a new School Committee person, he has learned quite a bit about the value of a library secretary being inundated with all the information and how valuable a role they play. He too will stand in support of this Resolution.

This Resolution was adopted unanimously.

SPONSORED BY MRS. TOCCO-GREENAWAY

NO. 07-8-9 - RESOLVED, to recall from termination Mr. Richard Iozzi, Automotive Instructor at the Cranston Area Career & Technical Center.

Moved by Mrs. Tocco-Greenaway, seconded by Mr. Lombardi and unanimously carried to withdraw this Resolution.

ADMINISTRATION

PERSONNEL

NO. 07-8-10 - RESOLVED, that at the recommendation of the Superintendent, the appointment of English Department Chairperson, Cranston High School West, be approved.

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

Superintendent Scherza stated that he was pleased to put before the committee the name of Monolina Boscia to become the English Department Chairperson at Cranston High School West. Miss Boscia has distinguished herself. She has been on the teaching faculty for awhile. She is

involved in numerous activities and school improvement activities. She has a Bachelor Degree from Rhode Island College. She received her teaching certification from Providence College. He asked for the committee's advice and consent for the appointment of Miss Boscia.

Mr. Lombardi commented that realizing that Executive Session had been closed, he believed that there was some communication on this Resolution that warrants an Executive Session. He believed that everyone had received a memo on this issue. There is a possibility of litigation on this matter.

Mrs. Greifer removed her motion and Mr. Lombardi removed his second to the motion.

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

NO. 07-8-11 - RESOLVED, that at the recommendation of the Superintendent, to appropriate the budgeted 3% increments for fiscal year 2006-2007 to Joseph Balducci, Chief Financial Officer; Raymond Votto, Jr., Chief Operating Officer; Norman Laliberte, Executive Director of Educational Programs and Services; and Judith Lundsten, Executive Director of Educational Programs and Services.

Moved by Mrs. Greifer and seconded by Mr. Lombardi that this

Resolution be adopted.

Superintendent Scherza stated that he understood that this was the most unpopular decision everyone has to make. Obviously, it is never popular to consider administrators. They have talked about equity and treating people fairly, not differently but fairly. When one looks at the individuals in question tonight, they are the last five people in the entire district not to be addressed from last year's funds. The funds they are looking at were appropriated and planned and approved by the members of this committee, and they have been there all year and are available to these people should the committee approve it. These people will have a net increase over three years of six percent when other groups have received nine, ten and as much as fifteen percent inflation on their base. These are last year's dollars. This is money that was planned from last year. It is not going to affect the upcoming year's budget in that manner. All other bargaining units and groups have been addressed. There are approximately 2,000 employees, so there are 1,995 people who have been addressed. They purposely wait until everyone else is taken care before looking or talking to them. He asked the committee to consider the fact that this money has been approved. These are the people who do the department's bidding. They are the people who save the district the dollars when it comes to hearings, litigations, creative program development, and doing all the things, although necessary, are unpopular and take the hits for them. It is interesting to note that their subordinates, the mid level managers, in some

cases get more pay, and in all cases get two weeks more vacation time. These are the people who last time symbolically offered on day one to pay the highest co-pay in the district which is now approximately 17-1/2% when considering the plan changes. These are the people who have supported this district; they have been loyal; and it is a matter of equity and fairness. He knew it was not popular, but it is fair and strongly urged the committee to move forward with this and award these five people their merit increases from last year.

Ms. Iannazzi moved to amend this Resolution as follows: To appropriate the budgeted 3% increments as a bonus and not to apply to the base of the fiscal year 2007-2008 salaries.

Mr. Stycos seconded the amendment.

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Ms. Iannazzi explained that her logic is that the Superintendent and Mr. Balducci have indicated that there may be a very small surplus for the 2006-2007 year, however, as it has been well documented, the district is nowhere near a surplus for the 2007-2008. In fact, the district is millions of dollars short in the health care account. It is reckless at this point to be appropriating additional funds for this

coming school year when the committee didn't want to appropriate these funds for last school year. Her amendment would not affect the 2007-2008 budget but would provide for the 3% raise in last year's budget.

Mr. Lombardi asked Mr. Balducci from a budgetary standpoint if it were copasetic. Mr. Balducci responded that there is going to be a projected surplus unaudited of approximately \$50,000. That can be accomplished using those funds.

Superintendent Scherza remarked that although he respected and understood Ms. Iannazzi's point, it is a very creative one that they are always looking for. He was concerned that unlike every other employee this would negatively impact their retirement and those nearing retirement over the next few years since they would be hurt even further by getting a bonus versus getting an increase this year. It is unlikely during the next year that any of these people will be looking to get an increase.

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

Mr. Stycos stated that the Superintendent commented that during the coming year it doesn't look good for discretionary raises.

Mr. Stycos moved to “0” out which would eliminate the funds in the 2007-2008 budget for the administrative performance line item. It would turn it into a “0” and move the money that is budgeted, \$50,441, into the health care account.

Ms. Iannazzi seconded the motion.

Mr. Stycos commented that what this does is say to this group of employees that there wouldn't be money for a raise in the current fiscal year and that the money would go into the much under funded health care account.

Mrs. Greifer asked Mr. Stycos to repeat his amendment. Mr. Stycos explained that the Resolution before them as amended deals with a raise for this group of employees retroactive to the fiscal year that ended on June 30th. His amendment deals with the current fiscal year, July 1st, and it alters that budget by zeroing out the administrative performance account, the account where money for this group of employees is placed; and it takes that money and puts it into the health care account.

Mr. Archetto commented that this seems like a budgetary question, and it should be discussed during a budget session. He asked Mr. Stycos if it was for this year's budget or next year's budget. Mr. Stycos responded that it was this year's budget, 2007-2008.

Mr. Balducci explained that the account that Mr. Stycos was referring to is the administrative performance account. It is money that has been budgeted this fiscal year which began July 1st. There is approximately \$15,000 which represents the total cost of 3% raises for each of the five top level administrators. Mr. Stycos is suggesting that this money be taken from that line item and moved to the health account. It is a budgetary item, and if it is approved, it will be done in the first budget revision which will be presented to this committee in November.

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Superintendent Scherza stated that he was not commenting on either support or opposition to the amendment. He advised that this would be more appropriate for the first budget revision as opposed to doing it in this fashion.

Mrs. Greifer commented that she, too, would rather wait for a revision. She would like to see where the district is in a few months before making that decision.

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

Ms. Iannazzi stated that she was opposed to the raises for the top

administrators.

Mr. Stycos remarked that the Superintendent made the point that it is only fair that compensation be given to these people. The committee has to look at the financial situation differently in the future. The committee has to look at delivering a quality education to the students; that needs to be number one, and not dishing out raises that the committee thinks are fair and then running around to see if there is any money left. That is basically what this committee has done in all the years he has been on it. As a result, class sizes have gone up, supplies have gone down, and there are some major budgetary problems. He won't be voting for this Resolution either. He felt that people who make the kinds of salaries that these people make can afford to take a year without a raise; they will be fine. He didn't think that any of them would be thrown out of their house. Hopefully, if they are in education, they are working for things other than money.

Mrs. Tocco-Greenaway stated that she was opposed to these raises at this time for similar reasons.

Mr. Archetto clarified that the committee amended this Resolution from a raise to a bonus. He believed the money is in the budget and was already appropriated, and Mr. Balducci indicated that he was correct. Mr. Archetto further commented that this is his second term on the committee, and one wouldn't believe the hours that these

people work. They work until 10:00 in the evening and are at the office next day at 7:30 a.m. An administrator was eliminated this year at \$114,000. His job was divided up among the administrators that remained. They are taking on a greater work load. It is amazing what they do. He will be supporting this bonus.

Mr. Traficante referred back several years when he was Mayor of Cranston, and the Cranston School Department did not have five central administrators; they had four times that number. The district is now operating with five central administrators who are taking on every responsibility imaginable. Mr. Stycos had made a comment about delivery of quality education. Well, that quality doesn't start from the bottom up; it starts from the top down. These people work long hours; they give 100% of their time and are totally dedicated. He went on to say that he believes in parity; they deserve these raises.

Mrs. Greifer commented that she would be supporting this bonus also for the reasons stated and for one other. They are extraordinarily talented people who have brought this district to the quality education there is. They are making, in most cases, what their counterparts are making in other communities, even small communities where their counterparts have fewer duties than they do. She knows for a fact that other districts have tried luring some of these people away for much more money than they are being paid now. So far, they have been loyal to Cranston. If the committee doesn't treat them equitably by giving them a raise when the other

2,000 employees in the Cranston Public Schools have gotten a raise, these people are going to walk sooner or later. She couldn't

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blame them. She has always believed in rewarding excellence, and the district has excellent administrators and very few of them, far fewer than any other district. It is equitable to give them these raises; it is the right thing to do.

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

This Resolution now reads:

NO. 07-8-11 - RESOLVED, that at the recommendation of the Superintendent, to appropriate the budgeted 3% increments as a bonus for fiscal year 2006-2007 and not to apply to the base of the fiscal year 2007-2008 salaries to Joseph Balducci, Chief Financial Officer; Raymond Votto, Jr., Chief Operating Officer; Norman Laliberte, Executive Director of Educational Programs and Services; and Judith Lundsten, Executive Director of Educational Programs and Services.

NO. 07-8-12 - RESOLVED, that at the recommendation of the Superintendent, to appropriate the budgeted 3% increment for fiscal year 2006-2007 to Peter Nero, Assistant Superintendent of Schools.

Mr. Lombardi recused himself from the discussion and vote on this Resolution.

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

Ms. Iannazzi moved to offer the same amendment as she did on the previous Resolution which would treat the 3% budget increase as a bonus instead of a pay raise.

Mr. Stycos seconded the motion.

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

This Resolution now reads:

NO. 07-8-12 - RESOLVED, that at the recommendation of the Superintendent, to appropriate the budgeted 3% increment as a bonus for fiscal year 2006-2007 and not to apply to the base of the fiscal year 2007-2008 salary to Peter Nero, Assistant Superintendent

of Schools

Ms. Iannazzi stated that although she wants to vote no on this Resolution she felt it wasn't fair to Mr. Nero that he would be the only person in the district with her no vote to not receive any increase in the salary this year. Against her better judgment, she will support the increase.

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

NO. 07-8-19 - RESOLVED, that at the recommendation of the Superintendent, the resignations of the following certified personnel be accepted:

Christina Carter, Teacher

Glen Hills School

Effective Date: July 25, 2007

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Kelli Pattinson, Teacher

Stadium School

Effective Date: July 19, 2007

Jane Healey, Teacher

Cranston Area Career & Technical Center

Effective Date: July 23, 2007

Sandra Steele, Teacher

Cranston High School East

Effective Date: August 6, 2007

Dina DiCola, Occupational Therapist

Itinerant

Effective Date: August 27, 2007

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

Ms. Iannazzi moved to remove the name from the addendum.

Mr. Lombardi seconded the motion.

This amendment was adopted unanimously.

This Resolution as amended was adopted unanimously.

NO. 07-8-27 - RESOLVED, that at the recommendation of the Superintendent, named non-certified staff members be laid off from their respective positions due to budgetary reasons.

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

Mr. Archetto stated that he would be recusing himself on this Resolution. His cousin's wife is on the Resolution.

This Resolution was adopted with Mr. Archetto recusing.

Mr. Traficante turned the Chair over to Ms. Iannazzi. He stated that he would recuse himself from discussing and voting on this Resolution.

NO. 07-8-31 - Whereas, the Cranston School Committee is the Lessee under a certain lease dated August 8, 2002, by and between the Committee and UBIO, Inc., a Rhode Island Corporation and the owner of property (hereinafter referred to as the "property") located at 4 Sharpe Drive, Cranston, Rhode Island, and

Whereas, the Committee and the Laborers International Union of North America are partners to an agreement to operate a Public Charter School on the premises of the property,

Be it RESOLVED that the Superintendent of Schools be authorized to execute the Lease Assignment, a copy of which is hereby attached and incorporated by reference.

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

Mrs. Greifer asked Attorney Cascione to address this issue of the lease of the Charter School building.

Mr. Lombardi noted that there was a typographical error. It states "to executive the Lease Assignment"; it is a renewal of the lease.

Mr. Lombardi moved to amend the word "assignment" to "lease renewal".

Mrs. Greifer seconded the motion.

This Amendment was adopted with Mr. Traficante recusing.

Attorney Cascione stated that following last week's work session he was asked to look into the matter of the lease itself. Not having been around when this history took place, he tried to find out what he could. This Charter School is different from most of the Charter Schools in the State which are run by private entities. This is a partnership between the Cranston Public Schools and the New England Laborers. That is how the application for the Charter was

presented, as a partnership between both entities. It is his understanding that as part of that partnership agreement the Cranston Public Schools was going to take care of the building as far as the lease is concerned. He wasn't present for any of those discussions, but the lease itself having been executed by the Cranston School Committee as the lessee is further indication that this is what the deal was. It is also his understanding that there was an option to purchase in the original lease agreement, and there was some discussion in the past about the Laborers exercising or getting involved in that option the city and the School Committee took the position that the committee owned that option and that if the Laborers wanted to get involved they would have to pay some remuneration for that option which further evidences the intent of the parties that the School Committee be on the lease. Based upon that information, it seems to him that even though he could find nothing in writing, there has been substantial performance over the years which would indicate that this is the agreement between the entities to this partnership.

Mr. Stycos commented that this commits the committee to more than leasing the building. The committee is liable for any kind of accident in the building, and they are liable for paying for insurance for the building. Mr. Cascione responded that this was correct. Mr. Stycos added that he was on the committee when the option was proposed, and the objection to the option given to the Laborers Union was that it was public property and it had not gone out to any kind of bidding

process; it was being awarded to them for \$1.00. There had not been any assessment of what the value of the option was. It was going to be sold to them for \$1.00. That was the objection at the time; it wasn't that they wanted to keep their building. Mr. Cascione responded that it is not public property; it was leased by the public entity. When the committee took that position, that was a further affirmation of the fact that the intent of the parties was that; the Cranston School Committee or the public entity be the lessee on the building. Mr. Stycos felt that there was some rationale to doing this in the beginning when there wasn't a charter school. It was an idea; it didn't have a building; it didn't have students; it was just an idea. Now it has a board; the School Committee doesn't control the charter school although they pay the insurance. The committee doesn't have control over what happens in the building or the activities in the building. By this lease, the committee is putting the Cranston School Committee liable over something they don't have any control over. He felt this was a mistake. Also, this is a separately run school. This committee, while Mrs. Greifer and Mr. Traficante are on the board, they don't control this school, and they don't control the building. This lease commits them to various insurance. If there is

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any kind of bad things that happen in the parking lot, the committee is liable. A corporation is set up to essentially shield the partners or the principals from liability. As a school department, they should be

shielding themselves from liability over things that they don't control.

He stated that he would be voting against this lease, and he felt that it was a prudent course not to have this lease. If the charter

school wants to enter into this, that is fine. This commits the committee to over five years of \$1 million in lease payments. If the charter school were to close, the committee is on the hook for that money.

Attorney Cascione further remarked that in trying to obtain some background information, he spoke with the attorney for the landlord. They will not enter into any renewal of this without the School Committee as the lessee. If the charter school wanted to enter it at this point in time, the landlord won't accept that.

Mrs. Tocco-Greenaway asked how other charter schools manage their leases. She asked if this configuration was unusual where the School Committee and the school department enter into it as the person legally responsible or was it something different with other charter schools. Mr. Cascione responded that he was not privy to all the other charter schools. This is the only one in looking at the website where the school department was actually a partner in the charter school. The other ones, as they presented their applications, they have to present for approval how they are going to work out the finances. It is a different deal for each charter school however they reach an agreement. As to whether or not this falls into line with the

other ones, he didn't have that information. It is the only one he could find where the school department enters into this as a partner. Mrs. Tocco-Greenaway asked how the insurance works with the Interlocal Trust if someone gets hurt. Mr. Scherza responded that the Cranston Public Schools' New England Laborers' Construction Career Academy

is the only one in the state that is a partnership between a public school district and a private entity. In other states, the charter schools are actually run by school districts. Rhode Island, unlike most states, most of the charter schools in other states are run by the school districts. Rhode Island, other than Cranston's Charter School, is the only one who has a partnership with a public school district. Mr. Stycos is correct in that the school district doesn't fully control it by the School Committee, and that is why the provision was made to put these three seats on their board of trustees from this board so that they would have some say because it is a partnership. The school district does share in it as much as they do with the other partnerships they have such as Rhode Island College, Johnson & Wales, and Cranston ARC. The district partners with several programs but doesn't control them completely. In this case, the difference is that a provision was made to give this body a big say in the operation so that it would be consistent with Cranston Public Schools.

Mr. Lombardi stated that it would appear that since the Interlocal Trust is insuring the school district, the district has the insurable

interest, and they are an insured party and sit in that position as such. Secondly, because the committee is in a partnership, irrespective of who is on that lease, the committee will bear that responsibility as a partner in that endeavor so if someone were injured in that school the fact that the primary signator may be the Charter School the Cranston Public Schools will bear the responsibility by virtue of its joint and venture with the Laborers. Mr. Cascione added that it could be a liability situation or things under the contract.

Mrs. Tocco-Greenaway asked if the school department pays the insurance. Mr. Balducci responded that the contents which are insured through the Interlocal Trust are reported out through the in-kind contributions document prepared by his office. The cost is \$300 to \$400 of the insurance on the contents. There is language in the lease that states the tenant is responsible for the insurance of the building. The owners have an insurance policy, and that is part of the budget process in a budgeted

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line item in the Charter School budget that the Charter School pays for the insurance of the building. The contents is provided as an in-kind contribution, but the major portion of the insurance for the building is a budgeted line item within the Charter School's budget which is separate and apart from Cranston Public Schools.

Mrs. Tocco-Greenaway asked if the reason for this is because there is a better insurance rate if the school district provides the insurance rather than the Laborers, and Mr. Balducci responded that like any other owner-tenant relationship the tenant is usually only responsible for the contents that they are renting, and the owner provides the insurance of the building itself. That was the reason for the relationship having insurance like that. It was not the school district trying to shop around to see if they could get a better price. The owners still own the building; the Charter School rents it so that was the reason for the relationship.

Mr. Archetto stated that the Charter School is an asset to this community. It brings in valuable training for students who really don't enjoy the classroom. As a teacher for the past seventeen years, some children learn better in different educational environments. That is the magic of the Charter School. For the committee to delay or negate or negatively badger that this great partnership they have is a detriment to education. He has the utmost confidence in Mr. Scherza who sits on the board, and Mr. Traficante who sits on the board to oversee the day-to-day operations of that Charter School. He added that he would be supporting this lease.

Mr. Stycos stated that he believed that the School Committee was voting on a lease that they have not seen. The one he had was dated 2002 that was sent to the committee members. Mr. Cascione

responded that it was his understanding that it is the same lease that is being renewed. There are terms in that lease for the option to renew it. That is Section 1.03 where it indicates that the tenant has the option to lease the premises for an additional five-year term, and it states the increased rent amount. It is the same lease terms that apply. The committee is basically exercising the option to renew and enter into this renewal. Mr. Stycos asked what the additional rent was, and Mr. Cascione indicated that it is \$8.50 a square foot up from the original fee of \$7.50 which is an increase of \$1.00 a square foot. Mr. Stycos asked if he was correct that if the Charter School board decided that there were tough financial times that they didn't want to pay the lease to the school district that there is no written agreement providing that they will reimburse the school district for this lease. Mr. Cascione responded that there is nothing in writing that he is aware of. Mr. Stycos commented that if the Charter School board, which the School Committee has minority representation on, decided that they didn't want to pay the lease and didn't want to pay the insurance, then the School Committee would be on the hook for this lease. Mr. Cascione responded that he didn't know about the insurance, but it was his understanding that the agreement was that the School Committee would be responsible for the lease on the building. There has been substantial performance over the years, and it was somewhat of a contract oral in nature but there has been substantial performance over the years. Mr. Stycos asked Mr. Cascione if he had ever heard of any business or organization making a commitment for a lease valued over \$1 million based on an oral

communication, and Mr. Cascione responded that it happens all the time. That is why there is the theory of substantial performance. These arguments come up, and the question is that it is not in writing; and the only thing the law can look to besides a written document is that they have done it for five years so that was obviously the agreement.

Superintendent Scherza pointed out that the lease is a budgeted item in the Charter School operating budget. They do pay the lease as well. To his knowledge, it has never been an issue that they haven't. They do pay regularly. There is also a compact with the State of Rhode Island that carries

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some weight. The Charter itself being approved by the state and the funding from the state is certainly predicated upon association and the Charter that was approved by the General Assembly.

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

NO. 07-8-32 – RESOLVED, that the secondary school lunch price be increased from \$2.50 to \$2.75 and the cost of milk be increased from

\$.40 to \$.50.

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

Mr. Stycos stated that the school lunch program has major financial difficulties. This is a very small step to improve things, but it is at least a start. The members of the School Committee, when they have early meetings, have food provided by the school lunch program.

Mr. Stycos moved to reimburse the school lunch program for the cost of School Committee meals. It would be reimbursed from the general fund for the cost of committee meals. He believed the amount is \$2,000.

Ms. Iannazzi seconded the motion.

Mrs. Greifer asked what account this money would come from, and Mr. Stycos suggested having the administrators figure out what account it would come from or if it could be taken out of the money saved from eliminating the automotive program.

Mr. Archetto asked where the money will come from that would reimburse the school lunch program. Mr. Stycos responded that the committee can ask administration to find \$3,000 in a \$116 million budget or if the committee would prefer he could state that the money

would come from the salary account of the automotive instructor that was eliminated this evening. Mr. Archetto stated that Mr. Stycos's request was very vague and too ambiguous. Mr. Scherza commented that administration could make a proposal for a specific line item during one of the budget revisions.

This Amendment was adopted unanimously.

Mr. Archetto stated that he was hesitant to support this, however, after finding out from Mr. Marrocco that the school lunch program last year owed \$55,000; it is indebted to the school department \$283,000; less students are purchasing lunches so it is losing money; it can't function unless there is an increase so he knew the increase was needed. What he didn't understand was the fact that the hottest selling item on the menu was taken off the menu. The Wellness Committee chose to omit French fries. If they put French fries back, it will cut a profit.

Mrs. Greifer commented that beside the fact that the lunch program is losing money; the price of milk has gone up \$1.00 a gallon so the milk price is also necessary.

Mrs. Tocco-Greenaway commented that having two children go through the school system, she knows the brevity of the lunch period has also been impacted. Although the students love to eat the French fries, it is a multi-faceted question. Over time when the

administration is tweaking the length of the lunch period, they are in a position to do that. Everyone says that it should be longer, and it is about thirteen minutes in the high school by the time the students get into the cafeteria. This is something that has come up over and over again. It is a little more complicated than taking the

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French fries off the menu. Everyone has worked to try to make a better approach. The committee should not give up and do what they can tonight and address the other issues which will also positively impact the financial situation down the road. The students would like to have the time to eat a prepared meal because they pack their lunches a lot; and sometimes it's nice to have a change.

This Resolution as amended was adopted unanimously.

POLICY AND PROGRAM

NO. 07-8-33 - RESOLVED, that at the recommendation of the Superintendent, the 2007-2008 Meeting and Work Session Schedule for the Cranston School Committee be approved.

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

Mrs. Greifer asked why a work session wasn't scheduled for January 2008, and Mr. Scherza responded that traditionally there never has been one right after the holiday. For the past several years, January is the only month where one is not scheduled.

This Resolution was adopted unanimously.

NO. 07-8-35 - RESOLVED, that Policy No. 4213, Non-certified Supervisory and Confidential Employees, as amended, be approved for second and final reading.

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

NO. 07-8-36 – RESOLVED, that Policy No. 5148, Student Physical Restraint, be approved for first reading.

Moved by Mrs. Greifer, seconded by Mr. Archetto and unanimously carried that this Resolution be adopted.

TABLED RESOLUTIONS

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. (1)

Moved by Mr. Stycos and seconded by Mrs. Tocco-Greenaway that this Resolution be removed from the table.

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

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Mr. Scherza assured the committee and the community that despite this action he and Mr. Nero do and will continue to submit the forms to the Ethics Commission.

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. (3)

This Resolution falls off the table.

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. (3)

This Resolution falls off the table.

IX. New Business

There was no new business.

X. Public Hearing on Non-agenda Items

Melissa Serrecchia, Physical Education and Health Teacher at Cranston East, Cranston East Cheerleading Coach – She wished to speak on behalf of the cheerleading program to ask the committee if they could find a minimal amount of money to adopt cheerleading as a sport. It has been adopted this year by the state as a winter sport, and the reason it is important for her program is due to the fact that her team has started competing as a highly competitive program in the state. Without being adopted as a sport recognized by the City of Cranston, they cannot compete in the state championships. In cheerleading, this can be compared to football not being able to go to the Super Bowl.

Valeria Shulie, 27 Farm Street – She stated that since the committee doesn't hear a lot of success stories and a lot of things happen, she told them that she had the privilege and pleasure to go to West Point

on Saturday. Ryan Orsini and her daughter, Victoria Shulie, are now both official cadets. They marched in and both are former Cranston students. She further commented that she was not sure what happened with the resolution regarding the English Department Chair at Cranston West, but there is no better candidate than Mona Boscia. Her son hates English, and she didn't think it was possible for an English teacher to get anything out of him; she did it. Whatever she did in that classroom, she has an excitement and a love where she reaches the kids and all the kids. She is an amazing English teacher. If she can reach Vincent and get him to enjoy English, and she has taken him where no other teacher has taken him, that is to an A in English. Not only did he get an A under her, he maintains that A; and it is because he had her for a teacher. She can think of no better choice for department chair at Cranston West than her.

Michael Traficante, Athletic Director – He stated that he has made available to the committee a brief expense for the Cranston East cheerleaders. He explained that there were two sets of figures. One is to implement the program from scratch and one is to implement a program minus what the team already has. These figures come from talking with Ted Quigley, Athletic Director of LaSalle Academy, and Paul Amaral, East Providence Athletic Director, who have long-time competitive cheerleading squads. It is not a lot of money. To start a program from scratch, it would cost approximately \$13,000. To start a program minus what Ms. Serrecchia says she had, it is approximately \$5,000. The only thing Mr. Traficante begged the

committee not to do is add the program and then not give him the money. Don't tell him to find the money someplace else because

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he doesn't have the money. If the committee has \$5,000 to give him, that is fine; or if they have \$13,000 to give him that is fine. He cautioned that while Ms. Serrecchia will apply for the job, obviously this job has to be posted. Ms. Serrecchia currently doesn't use certain equipment because the team doesn't use it. If she doesn't get the job for some reason and the new coach decides they want to use the equipment, that is an expense the district will have to incur. While they may not be an expense this year, it may be an expense in three years. At the present time, Ms. Serrecchia said they have enough cheerleading mats which would accommodate twenty cheerleaders which is

the size of a competitive cheerleading program. If Ms. Serrecchia were to get the job, they would need a coach's stipend which is estimated at fourth step, the league fees and dues which are all the invitationals and dues and fees to the league which is \$1,500, and transportation based on five Saturday invitationals for six hours at \$20.00 an hour which would amount to \$720. The total would come to slightly less than \$5,000. Ms. Serrecchia told Mr. Traficante that they have been purchasing their uniforms. They have a stock of uniforms, but they have been buying them on their own. The school department's policy is that any athlete, like the Cranston West

baseball, who buys their own shirts they own it. If a cheerleader buys her own uniform, it shouldn't be collected. The policy of the new coach will have to be that if they buy their own that is fine, but they should keep it. If the school department buys it, it will have to be collected and recycled. The estimated cost of a uniform is approximately \$100, and at twenty girls that is \$2,000. It could run anywhere between \$5,000 to \$13,000 depending on what is needed. He reiterated that if the district doesn't have the money, don't start it.

Mr. Nero stated that Ms. Serrecchia has e-mailed him many many times, and she is an outstanding cheerleading coach. If this is done and the money is taken out of the athletic budget which is already at bare minimum, when middle school sports were cut, there was still cheerleading at the three middle schools because it is an activity. If it is going to be done, it will have to be done through the activity budget through the schools, and they will have to prioritize their activity budgets as to where they will put their money. In fairness to athletics, he wanted Ms. Serrecchia to understand that the athletic director runs a pretty large program on limited funds. He could not see it being taken out of what the district has right now.

XI. Announcement of Future Meetings

Chairman Traficante announced that the next work session will be held on Wednesday, September 12th, at the Briggs Building, and

September 24th is the next meeting at Western Hills Middle School.

XII. Adjournment

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

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

Respectfully submitted,

Andrea M. Iannazzi

Clerk

NON-CERTIFIED PERSONNEL 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 with school committee approval 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 six months 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

To be eligible for benefits the employee must be employed in a regular full-time position.

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) calendar 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) calendar 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.

THIS POLICY APPLIES TO ALL EMPLOYEES HIRED AFTER 7/1/07.

**Policy Adopted: August 20, 2007 CRANSTON PUBLIC SCHOOLS
Resolution No. 07-8-35 Cranston, Rhode Island**

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.:

STUDENTS 5148

**Cranston Public Schools' Procedures Regarding Prevention and
Crisis Intervention/Physical Restraint for Safety**

Promotion

Intent

The intent of these procedures is to ensure that every student participating in Cranston Public Schools is free from unreasonable and unnecessary physical restraint and that such an intervention is used only in emergency situations after other less intrusive alternatives have failed or been deemed inappropriate. These procedures reflect a policy prohibiting corporal punishment. They promote the use of positive, preventive behavioral supports that significantly limit the need for physical intervention, restrict the use of physical force, and ensure that physical restraint is administered in

the least intrusive manner possible. These procedures delineate appropriate practice in those instances where physical restraint is absolutely necessary to protect a student or students, staff and/or other school members from imminent, serious physical harm.

The Cranston Public Schools has established the procedures described in this document for the purposes of:

(a) Promoting student safety and preventing student violence, self-injurious behavior and suicide, including de-escalation of potentially dangerous behavior that may occur with an individual student or among groups of students;

(b) Establishing effective crisis intervention practices and, when necessary to ensure safety, appropriate physical intervention procedures;

(c) Keeping all school members informed regarding these procedures as well as preventive interventions, de-escalation, types of restraints and related safety considerations, administering physical restraint in accordance with behavioral intervention plans and/or known medical or psychological limitations;

(d) Identifying staff that are authorized to serve as a school-wide resource to assist other staff in proper administration of these practices, and provide these staff with advanced training beyond the basic information provided to all staff.

(e) Reporting crisis intervention/physical restraint incidences to parents, the Cranston Public Schools' administration, and the Rhode Island Department of Education.

Emergency Situations

The Cranston Public Schools is committed to maintaining a safe school environment. While the procedures contained herein direct the use of crisis intervention/physical restraint, they do not prohibit any Cranston Public Schools' teacher, employee or agent from using reasonable force to protect students, other persons or themselves from imminent, serious physical harm.

Policy Adopted: CRANSTON PUBLIC SCHOOLS

Resolution No. Cranston, RI

STUDENTS 5148 (a)

Crisis Intervention/Physical Restraint for Safety Promotion

A. Keeping All School Members Informed

Annual Professional Development

Each school year, Cranston Public Schools' policies and procedures described in this document are reviewed and provided to all school staff and parents.

Others wishing to review a copy of this document can access it by:

Cranston Public Schools Website: www.cpsed.net

Main Office of each school

Contact Person: Executive Director of Educational Programs and Services

Within the first month of school, the staff training is conducted as outlined below. Staff who are employed after the school year begins are provided this training as part of their initial orientation within the first month of their employment and will be trained by their building principal or responsible administrator.

Schedule or Timeline Training Component Training Activities

Prior to the opening of school District Procedures All staff will be trained by

and on-going as needed. their building principal or responsible administrator during the teacher orientation period

**Positive Behavioral immediately before the opening
Supports for All of school in September or during
Students the September staff meeting.**

**Parents will be made aware of the policy through first
newsletter. Behavioral Interventions**

**for Challenging Behavior,
including Functional
Behavioral Assessment**

De-escalation during crises

Types of Physical Restraint and Related Safety Considerations

Designated Administrative staff

Administering Physical Restraint have been and will be trained In Accordance with Individual as certified trainers for the Student Behavioral Intervention Crisis Prevention Institute and Plans and with Known Medical will provide training for Crisis or Psychological Limitations Team Members in each school.

All schools will have a minimum

of one staff member trained.

The initial training will

include all

building administrative staff.

STUDENTS 5148 (b)

Crisis Intervention/Physical Restraint for Safety Promotion Continued

B. Methods for Promoting Safety and Preventing Violence

1. Social and Emotional Learning for All Students

Social and emotional learning and positive behavioral supports for students are addressed as appropriate as part of ongoing school

improvement and professional development plans.

The Cranston Public Schools is engaged in a multi-year program to train all elementary and middle school staff in the nationally validated Second Step Violence Prevention Program. Four district staff members are certified trainers for the Second Step Program and have been and will continue to provide this training. All classroom materials are provided.

The Cranston Public Schools has instituted a comprehensive developmental guidance program K to 12 which also deals with violence prevention and conflict resolution.

At the middle and high school levels, such programs as Project Respect and Students as Mediators continue the theme of conflict resolution and violence prevention.

2. Behavioral Intervention to Support Students Facing or Posing Behavioral Challenges

To support productive relationships and learning and to enhance connection to school for students who face or pose emotional or behavioral challenges, the following procedures are established in the Cranston Public Schools:

Functional Behavioral Assessment: Functional Behavioral Assessments are provided through the Pupil Personnel Staff on referral as necessary.

Behavioral Intervention Strategies or Plans: Behavioral Intervention Plans are developed through the Teacher Support Teams, 504 Plans and through the IEP process. The Cranston Public Schools has a full range of behavioral specialists to assist in this process including

school psychologists, school social workers, behavior intervention specialists, and consulting psychiatrists.

3. Crisis Intervention: De-escalation Procedures

Despite the use of positive behavioral supports and interventions, there may be instances when the behavior of one or more students escalates beyond the student's immediate control, creating danger of violence or self-injury. Safety precautions considered, the first course of action should be the application of specific intervention strategies designed to diffuse the situation by addressing students' emotional needs and de-escalating the immediate behavior. The intent of de-escalation is to restore the student(s) capacity to control the immediate impulse/behavior and move toward safer or more constructive resolution of the immediate problem situation.

In the event of student behavior representing a crisis, the following de-escalation strategies should be employed:

The strategies delineated through the positive behavioral support training, through Second Step or through the Crisis Prevention Institute training may be utilized.

STUDENTS 5148 (c)

Crisis Intervention/Physical Restraint for Safety Promotion Continued

4. Crisis Intervention: Physical Restraint

Restraint Procedures

It is the policy of the Cranston Public Schools that physical

restraint/crisis intervention is used only in the following circumstances:

Non-physical interventions were not or would not be effective; and

The student's behavior poses a threat of imminent, serious physical harm to self and/or

others; and, where applicable,

In circumstances where a behavioral intervention plan is already developed for the

student, the plan has been fully implemented as specified.

The Cranston Public Schools limits the use of such force to the amount and duration necessary and reasonable to protect a student or another member of the school community from assault or imminent, serious physical harm.

In the event that physical restraint becomes necessary:

- 1) Every attempt should be made to alert additional school personnel for observation or assistance.**
- 2) Only the safest physical restraint methods are to be used.**
- 3) Every effort should be made to isolate the restraint situation, to avoid prolonging or escalating the situation.**
- 4) If the duration of a physical restraint is prolonged, or student becomes deliberately and dangerously assaultive, the students' parent(s) or guardian(s) must be notified to remove him/her from school as soon as possible to avoid further danger. Any contact with police should follow the policy.**
- 5) If the student exhibits suicidal or homicidal indicators, the district or school crisis team must be contacted for further intervention in**

accordance with district policy.

6) The student should be released slowly from the restraint, in stages, to ensure that she/he has regained self-control and no longer presents an apparent danger.

7) Any injury occurring during a restraint must be treated immediately by the appropriate medical personnel; school nurse or if necessary, the Cranston Rescue Unit. Injuries will be recorded in the Physical Restraint Report. Injury Reports will be completed according to district procedure.

8) As soon as possible following the incident, but no later than the next school day, the staff member(s) who administered the restraint will document the incident in a Physical Restraint Report and inform the appropriate administrator; the building principal. The report is forwarded to the office of the Superintendent.

9) Follow-up steps include parent notification, review of restraint with student, staff involved and the appropriate administrator, and consideration of further action, including preventive behavioral interventions.

STUDENTS 5148 (d)

Crisis Intervention/Physical Restraint for Safety Promotion Cont.d

Restraint Prohibitions

Physical restraint is prohibited in the following circumstances,

consistent with Rhode Island Physical Restraint Regulations effective September 1, 2002:

(a) As a means of punishment;

(b) As in any intervention which is designed to subject, used to subject, or likely to subject the student to verbal abuse, ridicule or humiliation, physical pain, or which can be expected to cause excessive emotional trauma;

(c) As in any intervention which denies adequate sleep, food, water, shelter, bedding or access to bathroom facilities;

(d) As in a restrictive intervention which employs a device or material or objects that

simultaneously immobilize all four extremities, including the procedure known as prone containment, except that prone containment may be used by trained personnel as a limited emergency intervention when a documented part of a previously agreed upon written behavioral intervention plan;

(e) As in seclusion, unless under constant surveillance and observation when documented as

part of a previously agreed upon written behavioral intervention plan;

(f) As in any intervention that precludes adequate supervision of the student;

(g) As in any intervention which deprives the student of one or more of his or her senses.

Restraint Safety Procedures

The following safety procedures 'are in' effect, consistent with Rhode

Island Physical Restraint Regulations effective September 1, 2002:

(a) Restraint is administered in such a way so as to prevent or minimize physical harm. If, at any time during a physical restraint/crisis intervention, the student demonstrates significant physical distress, the student is released from the restraint immediately, and school staff are directed to take steps to seek medical assistance.

(b) Program staff must review and consider any known medical or psychological limitations and/or behavioral intervention plans regarding the use of physical restraint/crisis intervention on an individual student.

(c) Restraint is administered in such a way that the student is never at any time prevented from breathing or speaking. During the administration of a restraint, a staff member will continuously monitor the physical status of the student, including skin color and respiration. A restraint ceases immediately upon determination by the staff member administering the restraint that the student is no longer at risk of causing imminent physical harm to him or herself or others.

STUDENTS 5148 (e)

Crisis Intervention/Physical Restraint for Safety Promotion

(d) Following the release of a student from a restraint, the following follow-up procedures are implemented:

Appropriate staff (designated school-wide physical restraint/crisis intervention resource personnel) will review the incident with the student, as appropriate, to address the behavior that precipitated the

restraint;

The administrator/principal (designated school-wide physical restraint/crisis intervention resource personnel) will review the incident with the staff person(s) who administered the restraint to discuss whether proper restraint procedures were followed and consider whether any follow-up is appropriate for the student and for students who witnessed the incident.

The administrator/principal (designated school-wide physical restraint/crisis intervention resource personnel) will review the incident with the student and consider whether any follow-up is appropriate for the student and for students who witness the incident.

School personnel will follow the Cranston Public Schools' Disciplinary Code which includes parent notification and meetings as a follow-up to the use of restraint.

C. Authorized Staff

Only trained personnel authorized by the Cranston Public Schools may administer physical restraint/crisis intervention with students. Whenever possible, the administration of a physical restraint/crisis intervention shall be witnessed by at least one adult who does not participate in the restraint. This training requirement does not preclude any teacher, employee or agent of the Cranston Public Schools from using reasonable force necessary to protect students, other persons, or themselves from imminent, serious physical harm. The following staff has received advanced training in the use of crisis intervention/physical restraint and are authorized either to administer restraint or to also serve as a school-wide resource to assist staff in

ensuring proper administration of crisis interventions and physical restraint:

School

Staff Designation/Authorization/Role

Sanders Academy Program

All Schools

Sandra Matoian-Heard

Building Principal and

Assistant Principal

**Qualified as trainer of staff/school-wide resource? Certified CPI
Trainer**

**Building principals/administrators,
or other certified staff (designated school-wide physical
restraint/crisis intervention resource personnel)**

STUDENTS 5148 (f)

Crisis Intervention/Physical Restraint for Safety Promotion Continued

Advanced Training for Authorized Staff: Training Requirements

**In addition to the basic training provided all staff regarding these
procedures, the following advanced training is required for staff
considered by the Cranston Public Schools to be qualified to
administer physical restraint/crisis intervention procedures with
students:**

Crisis Prevention Institute training

**For staff designated to serve as staff trainers or resource persons
for colleagues and parents in the use of crisis intervention/physical
restraint, the following program of advanced training is required:**

**Certification as a trainer through the Crisis Prevention Institute.
Maintenance of this certification requires annual renewal.**

D. Reporting Instances of the Use of Physical Restraint/Crisis Intervention

As soon as possible, but not later than the next school day, the staff member who administers a physical restraint/crisis intervention submits a written report to the building principal who will submit a report to the Superintendent using the reporting format in Appendix A.

The Superintendent's Office maintains an ongoing written record of all reported instances of physical restraint.

As soon as possible, but not later than two schools days, the student's parent(s) or guardian(s) are notified of the restraint incident by phone, mail or in person. Records of parent notification are maintained in the Physical Restraint/Crisis Intervention Report.

Each year the Cranston Public Schools will submit a report regarding all incidents of the use of physical restraint/crisis intervention to the Rhode Island Department of Education.

E. Procedures for Investigating Complaints

Complaints concerning the implementation of this policy will be handled through the Cranston Public Schools' existing policy and procedure.

Please contact: Executive Director of Educational Programs and Services

Cranston Public Schools

William A. Briggs Building

845 Park Avenue

Cranston, RI 02910

Telephone: 270-8137 / FAX: 270-8642

STUDENTS 5148 (g)

Crisis Intervention/Physical Restraint for Safety Promotion Continued

CRANSTON PUBLIC SCHOOLS

Physical Restraint/Crisis Intervention Report

Student

Name: _____ School: _____

Date of Incident: _____ Date of Report: _____

Person Completing Report: _____

(name) (title/position)

Person(s) who administered restraint: _____

(name) (title/position)

Physical restraint began at: _____ and ended at: _____.

Duration: _____

(time)

(time)

(minutes)

Administrator informed following the

restraint: _____

name (please initial) (title/position)

Observers: _____

Location and activity in which restrained student, other students, and staff in the vicinity were engaged when the restraint occurred:

Behavior prompting the restraint:

Description of de-escalation efforts and alternatives attempted:

Justification for initiating physical restraint/crisis intervention:

STUDENTS 5148 (h)

Crisis Intervention/Physical Restraint for Safety Promotion Cont.d

Description of the physical restraint/crisis intervention implemented

(a) Hold(s) utilized and rationale for type of hold:

Date: _____ . **Method of notification:** _____ **Letter**
_____ **Phone conversation**
_____ **Conference**

Contact person: _____
(name/position of staff member)

STUDENTS 5148 (i)

Crisis Intervention/Physical Restraint for Safety Promotion Continued

Format for Documenting Parental Notification

To document parental notification regarding an incident of the use of physical restraint/crisis intervention with an individual student, it is recommended that your district create a letter format that confirms in writing the date and method used to notify the parent(s) or guardian(s).

For example, if your school's procedure is to meet with parents for a personal conference or contact them via a telephone conversation on the day of the occurrence, you might explain to the parent that they will be receiving follow-up confirmation of their conference, then send home a brief letter documenting the

**conference participants,
place and date. Such a letter might also be useful to document that
the school has
informed the parent specifically about complaint procedures and to
serve as a reminder
to parents re: procedures for accessing the process.**

**Some schools may choose to review the incident report itself with
parents as
part of informing them of a physical restraint/crisis intervention
incident and confirming
the procedures followed. In this case, the school must ensure that
the confidentiality of
other students is routinely protected in completing these reports.**

Regulations Adopted: CRANSTON PUBLIC SCHOOLS

Resolution No.: Cranston, RI