

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, JANUARY 12, 2009

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE

EXECUTIVE SESSION: 6:00 P.M.

PUBLIC SESSION: 7:00 P.M.

MINUTES

The regular monthly meeting of the Cranston School Committee was held on the evening of the above date at Western Hills Middle School in the auditorium with the following members present: Mr. Traficante, Mr. Stycos, Mrs. Ruggieri, Mrs. McFarland, Mr. Lombardi, Ms. Iannazzi and Mrs. Culhane. Also present were Mr. Scherza, Mr. Nero, Mr. Votto, Mr. Balducci, Dr. Lundsten and Mrs. Coogan.

Chairman Traficante called the meeting to order at 6:02 p.m. It was moved by Mr. Lombardi, seconded by Mr. Stycos and unanimously carried that the members adjourn to Executive Session pursuant to RI State Laws PL 42-46-5(a)(1) Personnel and PL 42-46-5(a)(2) Collective Bargaining and Litigation (Caruolo Action; Negotiations' Update).

Chairman Traficante reconvened public session at 7:55 p.m.

The roll was called and the Pledge of Allegiance conducted.

Ms. Iannazzi asked for a moment of silence and asked for everyone to offer positive thoughts and prayers for a good friend of ours, Dr. Laura Albanese who can use all the positive reflections that we can offer.

Chairman Traficante addressed the audience and stated he realized some people were there to discuss budgetary matters, in particular EPIC, but it is not on the docket and will not be discussed this evening but if someone wanted to speak that could be addressed under the non-agenda area.

I. Executive Session Minutes Sealed – January 12, 2009

Moved by Mr. Lombardi, seconded by Mr. Stycos and unanimously carried that the January 12, 2009 Executive Session minutes remain confidential.

II. Minutes of Previous Meetings Approved: December 9, 2008 and December 15, 2008

Moved by Mr. Lombardi, seconded by Ms. Iannazzi and unanimously carried that the minutes of the December 9, 2008 and December 15, 2008 be approved.

III. Public Acknowledgements / Communications

There were no public acknowledgements

IV. Chairperson Communications

Chairman Traficante stated he wanted to remind those members who are on the committee to dedicate the Library Media Center at East in memory of our former superintendent Catherine M. Ciarlo that we will be hosting our first meeting on Monday, January 26, at 5:30 p.m. in the Administration Building, Briggs Conference room.

V. Superintendent Communications

There were no superintendent communications at this time.

VI. School Committee Member Communications

There were no school committee member communications at this time.

VII. Public Hearing

a. Students (Agenda/Non-agenda Items)

Jordan Sassa, 15 Red Oak Drive. (Speech attached for the record – item #1). Jordan spoke in support of the Enrichment Program.

Mr. Scherza stated this student (Jordan Sassa) is evidence of the good things that happen in Cranston Public Schools. Mr. Scherza further stated we cannot take credit for what Jordan does but it is indicative of the quality of the investment we play in education.

b. Members of the Public (Agenda Matters Only)

Kenneth Blackman, 65 Amy Drive, Principal of Edward S. Rhodes School. (Speech attached for the record – item #2). Mr. Blackman spoke about resolution 09-1-1 – the dedication of the auditorium at Rhodes to Richard Feinstein.

Michael Coleman, 16 Elna Street, North Kingstown. Mr. Coleman addressed resolution 09-1-14, the award of a contract for two dump trucks for \$33,688. Mr. Traficante explained that this resolution was going to be withdrawn but assured Mr. Coleman he was free to finish his speech. Mr. Coleman stated he has been in discussion for the past few days and he was the second lowest bidder with the awarding contract going to the third highest bidder. The first one was Hurd GMC, he had a 2007 vehicle, it was the lowest bidder but he only had one dump truck. “I am with Colony Ford Truck Center, we were offering a Ford, I would say it is very comparable, and exceeded all specs but I felt we were overlooked on this particular bid. And then, it was going to bid at this and I was trying to ask why were we overlooked and it seemed frivolous to me. I have been in this business for seventeen years with Colony Ford and worked with Councilman Emilio Navarro who, the only reason I found out I wasn’t

getting the bid is because he looked into it at the last minute. I was contacted on December 24th after the bid went in just to give a quick overview as to what I offered and it didn't seem to be a problem at that time so why was I overlooked? I was a little upset because I was the low bidder and I met all specs. I have been doing this for seventeen years, in the truck business for twenty. I've never had to come to fight for this before and I think the reason this is being pulled tonight is because they didn't want me showing up. That's all I have to say."

Chairman Traficante stated the resolution is being withdrawn per recommendation of the administration and advised Mr. Coleman to contact administration so they could investigate the bid process.

Dennis Grieco, 56 Hervey Street, just wanted to ask a question in relationship to the budget. "You said the budget tonight is not being addressed at all in any manner?" Chairman Traficante stated the 2008-2009 budget will be addressed. The cuts that were made did not impact EPIC for this fiscal year. The budget for 2009-2010 has not been presented to us yet by the superintendent. That will be done next Tuesday, January 20, 2009.

VIII. Consent Agenda

The following Resolutions appear under the Consent Agenda:

No.'s 09-1-4 withdrawn; 09-1-5; 09-1-6; 09-1-7; 09-1- 8; 09-1-10; 09-1-11; 09-1-12; and 09-1-14 withdrawn.

At this point Mr. Lombardi left the meeting.

SPONSORED BY MR. STYCOS

NO. 09-1-1 – Whereas, Richard Feinstein attended E. S. Rhodes Elementary School, and

Whereas, he was a script writer and a supporter of the arts, and

Whereas, his father, Alan Shawn Feinstein, has been a steadfast supporter of Rhodes School and other Cranston schools, and

Whereas, the families of Rhodes School recently purchased new stage curtains for the auditorium through the PTA, and

Whereas, the families of this school community would like to express kindness and sympathy to the Feinstein family,

Be it RESOLVED that the auditorium of E. S. Rhodes Elementary School be dedicated in memory of Richard “Ricky” Feinstein and a plaque be displayed in his honor.

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

Mr. Stycos stated for the purpose of this resolution there was a committee that involved Stephanie Culhane, Mr. Blackman, Julie Bradley, the president of the Rhodes PTO, and a former Rhodes parent Wendy Brustick who Mr. Stycos has appointed to the committee and the five of them came up with this resolution.

SPONSORED BY MR. STYCOS

NO. 09-1-2 – RESOLVED, that effective February 1, 2009, the Cranston Public Schools will charge non-free or reduced eligible students \$1.00 per meal for breakfast in all non-Title 1 schools. The school administration will also work to have school affiliated organizations, such as PTO's and extracurricular activity groups, operate school breakfast programs in schools with low participation. Such organizations will work with the school food service director to comply with all government laws and regulations and shall receive any income from the breakfast sales in that school, after the school food service program has been reimbursed for its costs. If a school affiliated organization is chosen to operate a school breakfast program, the School Committee will be notified.

Moved by Mrs. McFarland, seconded by Mrs. Culhane that this resolution be adopted.

Mr. Stycos explained this program is losing money and this was an attempt to lessen the amount of money lost. It was discussed on

Thursday night at the Wellness Committee meeting and the Wellness Committee asked that it be tabled so that a committee, a smaller group, could meet on Thursday, January 29th at Park View to come up with a better resolution than this one and bring it to the committee in February. Because of that Mr. Stycos suggested that he would move to table it but in case anyone had any questions he would not do it right now.

Ms. Iannazzi asked if a member of the CEAB could be included in this committee and suggested to Mr. Stycos that he reach out to Andre Araujo who is the chair of the CEAB and he would appoint a representative. Mr. Stycos stated he would do that.

Mr. Stycos moved to table this resolution, seconded by Ms. Iannazzi and unanimously carried that this Resolution be tabled.

ADMINISTRATION

PERSONNEL

NO. 09-1-3 RESOLVED, that at the recommendation of the Superintendent, the Working Agreement between the Cranston School Committee and Local RI-153 of National Association of Government Employees (NAGE) be approved. (Fiscal Impact Analysis attached.)

Moved by Ms. Iannazzi to accept this Resolution and then Ms.

Iannazzi moved to table, seconded by Mrs. Culhane and unanimously carried to table this Resolution.

NO. 09-1-4 RESOLVED, that at the recommendation of the Superintendent, the Working Agreement between the Cranston School Committee and LIUNA, Local 1322 Bus Drivers, be approved.

This resolution was withdrawn.

NO. 09-1-5 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the remainder of the 2008-2009 school year:

Susan Mastrati, salary to be at step 11 plus Masters plus 30 of the prevailing salary schedule

Education – Rhode Island College, BA; Rhode Island College, MA

Experience – Cranston Public School Retiree

Certification – Reading

Assignment – Cranston Area Career & Technical Center

Effective Date – December 17, 2008

Authorization - New

Fiscal Note – 51974121 512100

NO. 09-1-6 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Karen Nerney Elementary/Middle Special Education

Jazmin Rodriguez Secondary English

NO. 09-1-7 – 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:

Michele Caniglia, Teacher

Leave

Effective Dates: January 2009 to June 2009

NO. 09-1-8 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following certified personnel be accepted:

Mary Sue Mulligan, Principal

Dutemple School

Effective Date: January 2, 2009

Cheri Sacco, Teacher

Edgewood Highland

Effective Date: January 16, 2009

NO. 09-1-9 – RESOLVED, that at the recommendation of the Superintendent, said non-certified personnel be recalled from layoff, and

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

Ms. Iannazzi moved to accept this Resolution, seconded by Mr. Stycos. Ms. Iannazzi made a motion to table this Resolution, seconded by Mr. Stycos and unanimously carried to table this Resolution.

NO. 09-1-10 RESOLVED, that at the recommendation of the Superintendent, the following non-certified employee(s) be appointed:

Lorene Paliotte, Bus Monitor

Transportation

Effective Date – December 9, 2008

Authorization – Replacement

Fiscal Note – 14347518 518600

NO. 09-1-11 RESOLVED, that at the recommendation of the Superintendent the retirement(s) of the following non-certified personnel be accepted:

Cheryl Benedetti, Teacher Assistant

Leave

Effective Date – December 30, 2008

NO. 09-1-12 RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:

Rena Stanley, Bus Monitor

Transportation

Effective Date – December 4, 2008

BUSINESS

NO. 09-1-13 RESOLVED, that the 2009-2010 Capital Budget, as recommended by the Superintendent, be approved.

CAPITAL BUDGET 2009-2010

BOND 427/529

Bain Middle School – Window Replacement

Park View Middle School – Window Replacement

Western Hills Middle School – Window Replacement \$2,250,000

Bain – Sprinklers \$1,200,000

BOND 04-25

Window Replacement and Masonry Repairs \$1,075,000

Arlington

Rhodes

Stone Hill

Total: \$4,525,000

Ms. Iannazzi made a motion to accept this Resolution, seconded by Mr. Stycos and unanimously carried to adopt this resolution.

Mr. Scherza addressed the committee regarding this resolution and stated Mr. Zisseron has worked on this every year and this normally forwarded over to the Mayor and then ultimately the City Council. One of the things we tried to keep in mind, and one that was adopted, we are trying to make as many of our capital budget issues geared towards energy and environmental efficiencies and also this year we are doing it with the incentive that may be coming from the federal government with projects that may be fundable when President Obama takes office. We have had some preliminary discussions with Mr. Traficante and with some officials and have actually set up an arrangement to meet with Senator Reed's office.

Mr. Stycos asked how are these schools selected. Mr. Scherza stated it was on a need basis. Some of these are original or near original equipment. Mr. Zisseron stated these schools are determined by - 1.)

the three middle schools will be using the bond that was voted on by the voters, which is \$9 some odd million dollars. So we do have money for the middle schools and that is what we are doing the science rooms with this year. 2.) The elementary schools – we are getting close to the end of a repair and renovation bond and he wanted to do schools that we have had multiple problems with leaks through the windows, Arlington is one and Rhodes needs a lot of masonry work. We have been having real problems with water penetrating the brick and the windows and the same thing with Stone Hill. In going along with what the superintendent said, we are trying to be very energy conscious. Mr. Zisseron suggested to the committee to go into our schools in the next couple of days, feel around the windows, or look at the shades and you will see movement. We are losing a lot of heat through the windows. The sprinklers are mandated.

Mr. Traficante asked when was the last time windows were installed at the three elementary schools? Mr. Zisseron stated I have been here thirty some odd years and the windows have never been done in these schools. Although Park View was done around 1970-71, that's when they put the smaller windows in. Bain has never been done and has some serious leakage problems with the windows. Western Hills windows are also very old and have never been changed.

Mr. Zisseron explained the procedure he goes through in submitting his Capital Budget request to the city as long as we have the money in bonds. Mrs. McFarland asked how much do we have in bonds. Mr. Zisseron stated we have in the middle school bond \$6.5 million left

and on the 04-25 bond we have \$2.7 million left, roughly. We will be going out to the voters for the next election for repair and renovation bonds. The current bond did everything except the science room which is \$1.7 million. Mr. Zisseron has spoken with Mark Marchesi (from city hall) about this. The bond was for \$7 million so we have \$3 million in cash but they haven't gone to market on the \$9 million bond yet.

Chairperson Traficante asked the audience to keep in mind that this proposal goes to the mayor, the mayor will of course make his proposal to the city council, and we may not end up with \$4.5 so this might have to be adjusted as well in the future as to what projects take priority. Mr. Zisseron stated once this resolution is approved tonight these will be the projects for the following year.

NO. 09-1-14 RESOLVED, approval for pricing for 2009 trucks at \$33,688 each.

Number of bids issued 12

Number of bids received 4

This Resolution was withdrawn.

POLICY AND PROGRAM

NO. 09-1-15 RESOLVED, that at the recommendation of the

Superintendent, the following Conferences/Field Trips of Long Duration be authorized:

Mark E. Colozzi, Music Teacher/Band Director at Cranston High School East and

currently serving as president of the Rhode Island Music Educators Association,

to attend the Music Educators Eastern Division Conference in Providence,

Rhode Island from Wednesday, March 11, 2009 – Sunday, March 15, 2009.

(Funding: No cost to the school department; being paid for by Mark Colozzi.)

Maureen C. Greaves, Coordinator of the Cranston Family Center at the

Gladstone St. School, to attend the Mission Possible – Title 1 National

Conference in San Antonio, TX from February 19, 2009 – February 22, 2009.

(Funding: Title 1)

Paula Titon, teacher at Cranston High School West and approximately twenty

(20) students to travel to Boston, MA to attend the Bosmun Model UN

Conference at the Boston Park Plaza Hotel from February 27, 2009 – March 1, 2009. (Funding: By the students)

ADDENDUM

Sheila Lagasse, Cranston High School West Teacher and Track Coach, and five (5) students to travel to Yale University in New Haven, CT to participate in the Yale Invitational Indoor Track Classic meet to be held on January 16 and 17, 2009, at no cost to the School Department.

Mrs. McFarland made a motion to approve this resolution with an addendum, seconded by Mrs. Ruggieri and unanimously carried that this resolution be adopted.

Mrs. McFarland requested that all forms be filled out completely.

TABLED RESOLUTION

NO. 08-9-4 – RESOLVED, that at the recommendation of the Superintendent, the 2008-2009 school budget be amended.

Ms. Iannazzi made a motion to remove this Resolution from the table, seconded by Mr. Stycos. All were in favor.

Ms. Iannazzi made a motion to accept this Resolution as amended, seconded by Mr. Stycos. Discussion ensued.

Mr. Scherza stated we are asking the committee tonight to direct the administration to record the cuts already made by this committee and to take this item off the table, the 2008-2009 budget. It is imperative if we are going to move on to the next steps to resolve some of our fiscal issues. Mr. Balducci stated “next Tuesday evening we will be presenting our 2009-2010 budget, however, we need to at some point adopt a revised 2008-2009 budget. As the superintendent mentioned we need to then go to the next step, whether it is having a conversation with the city insofar as additional funding and bring to their attention the areas of concern that are causing us problems in the 2008-2009 budget. We can’t do that because I have not been authorized to make the adjustments in the budget at this point. We’ve been looking at different areas, we have been identifying potential areas where we can save money but at some point we need to adopt a revised budget so as the superintendent mentioned we can take it to the next step whether having a conversation with the city or consulting with our attorneys insofar as where we go from here. I am respectfully requesting that a vote be taken tonight so we can start having those conversations.”

Mr. Stycos asked where are we with this being out of balance. We had that meeting with the auditor general where the estimate was around \$2 million in the hole. Mr. Balducci stated “that is correct, taking everything into consideration, taking the \$2.2 million dollars worth of cuts that have been recommended to date and looking at other areas of the budget , some of which are running positively, some

unfortunately running in a negative position. It was about \$1.9 million dollars about one month ago. I don't have updated figures because we are entering the winter months where you are dealing with utilities. I am not sure where that area of the budget will end up; we won't know that until the spring. As the figures stand a month ago it was about \$1.9 million." Mr. Stycos stated with what the governor has proposed with yanking the extra slot money, that would cost us. Mr. Balducci stated that particular adjustment is about \$200,000 but we are still trying to grapple how the city is going to handle that. We have read one communication where they are going to take it out of general aid but we are going to continue to get the gambling money so it is basically a wash. We are still trying to get our arms around this. Again, these are recommendations by the governor, they will have to be adopted by the General Assembly. We don't know what will happen in the next month. Mr. Stycos stated the \$2 million is separate from the governor's proposal. Mr. Balducci stated this was correct.

Chairman Traficante asked Mr. Balducci to address the general public so they will understand where we stood in 2007-2008, and where we stand in 2008-2009 and the cuts we have made. Mr. Balducci stated in 2007-2008 we were of the opinion we had an inadequate budget to support the school district to the tune of about \$2.3 million dollars. As the year progressed areas went up and the final figure was \$4.5 million dollars. We took that argument to Superior Court and unfortunately we lost that argument and the city actually funded all the payment of the bills but in the definition of a loan. We are required

to pay that loan over the next five years of approximately \$900,000 a year. In 2008-2009 in total the School Committee made about \$11 million dollars worth of cuts, however, one of the last adjustments that was made to the 2008-2009 budget was in the amount of \$4.9 million dollars which we classified as a bottom line budget adjustment which we were going to try to analyze areas of the budget as the year began to try to dwindle that bottom line adjustment down. Over several meetings we had identified approximately \$2.2 million dollars worth of adjustments. If you take the \$4.9, reduce it by \$2.2 million dollars you are at \$2.7 million. We do have other areas in the budget that are running ahead of the budget insofar as projections are concerned so that is what brings us down to approximately \$1.9 million dollars projected deficit. The areas cut were made right across the board, supplies, personnel...the whole gamut of the budget just to get to the \$2.2 million dollars.

Ms. Iannazzi stated she knows they had asked repeatedly for an updated cut list - does such list now exist down to a level budget or has that cut list not been updated? Mr. Balducci stated it has not. The \$2.2 million that was identified a couple of meetings ago, that's all there is right now.

Mr. Stycos asked does the administration think it will be proposing many additional cuts, or have we gone as far as we can go? Mr. Scherza stated we have made the cuts as far as we can go. However, given what has transpired in the last several days, the governor's proposal, we anticipate there may be some further adjustments when that happens but we cannot predict what those will or will not be.

There will certainly be some cuts because the intent is to save dollars in this fiscal year. At the same time we don't know how we are going to be able to counter-balance that to any degree with relief from mandates. We will have to bring those back to you as well. Our budget is balanced at this moment but this action will be required for us to move to the next step in this statutory process and that is notifying the city administration and meeting with them but we have to have an adopted budget before we can do that.

Mr. Stycos stated he had brought up the issue of the way we move things from one building to another such as how the lunch money is collected and the internal mail. Did anybody look at that? Mr. Scherza stated it was discussed but to be very honest we did not pursue it too far with everything else going on. We did take it seriously but some of it would entail some collective bargaining and we haven't gone to the unions and talked to them about that in terms of job descriptions and how we do it. We think it has merit and is something we would really like to change. Mr. Stycos asked if we would be pursuing this at a later meeting and Mr. Scherza stated we would.

Chairman Traficante stated the motion was made to accept the 2008-2009 budget as amended. Roll Call was as follows:

Mrs. Ruggieri Abstained

Mr. Stycos Yes

Mrs. McFarland Abstained

Ms. Iannazzi Yes

Mrs. Culhane Yes

Mr. Traficante Yes

Mr. Lombardi Absent

This amended Resolution passed.

Mr. Stycos stated he does not like voting for a budget that is not balanced but he sees the practical problems of moving on so he voted yes with the hopes that the administration can come up with some other items. Mrs. McFarland stated she would have to abstain because she does not have any documentation to support this resolution. Ms. Iannazzi stated she was voting yes with the same disclaimer that Mr. Stycos just used. Chairman Traficante stated he voiced the same concerns as Mr. Stycos and Ms. Iannazzi.

IX. Action Calendar / Action Agenda

X. New Business

There was no new business.

XI. Public Hearing on Non-agenda Items

Suzanne O'Shea, 35 Raven Circle, spoke as a representative of the EPIC Advisory Board. (Speech attached for the record – item #3).

Margie Chapman, 124 Locust Glen Drive, stated back in November it was asked of the School Committee to come up with suggestions, what we can do about cutting our budget and fixing our budget, looking for ways to help. "I emailed a nice letter to this committee, not the new members of course, and I did not get a response. In December I again indicated that I still had not received a response and I handed out a hard copy to be handed out to the School Committee. Here we are in January and I still do not have a response. I had several suggestions and a couple of questions and if I can take the time out to do a request on your behalf I don't see why you can't take a few minutes to answer some simple questions." Ms. Chapman stated she happened to be going through some papers at home and found something a very wise man had sent to her, it was quite a few years ago and it was the description of the hierarchy of the school system. (Attached for the record – item #4). Mr. Traficante stated he plagiarized that letter he just didn't have that kind of wisdom and remembers sending that out for Secretaries Day. Ms. Iannazzi asked Ms. Chapman to resend her initial request and Ms. Chapman stated she would.

XII. Announcement of Future Meetings

The School Committee will meet at Western Hills Middle School on Tuesday, January 20th, 2009 and also January 28th at 7 p.m. at Western Hills.

XIII. Adjournment

Moved by Ms. Iannazzi, seconded by Mr. Stycos and unanimously carried that the meeting be adjourned.

There being no further business to come before the meeting, it was adjourned at 8:45 p.m.

Respectfully submitted,

Andrea M. Iannazzi

Clerk

School Committee Speeches – January 12, 2009*

(*Requires Adobe Acrobat Reader)

CRANSTON PUBLIC SCHOOLS (Revised)

CUSTODIAN NEGOTIATIONS

PROPOSAL ANALYSIS

FISCAL IMPACT

SAVINGS COST

2008-2009

FILL VACANT POSITIONS

***2 PART-TIME (19,997)**

RE-INSTATE LAYOFFS

***3 FULL-TIME (83,064)**

UNFILLED VACANT POSITIONS

***2 FULL-TIME 55,376**

UNEMPLOYMENT COST SAVINGS 34,086

ADDITIONAL COST-SHARING (1/2 YEAR) 52,918

142,380 (103,061)

SAVINGS 39,319

2009-2010

FILL VACANT POSITIONS

***2 PART-TIME (39,993)**

RE-INSTATE LAYOFFS

***3 FULL-TIME (166,128)**

UNFILLED VACANT POSITIONS

***2 FULL-TIME 110,752**

UNEMPLOYMENT COST SAVINGS 40,742

HEALTH BUYBACK SAVINGS 8,238
ADDITIONAL COST-SHARING 122,814
282,546 (206,121)
SAVINGS 76,425

2010-2011

RAISE (3%) (94,213)

FILL VACANT POSITIONS

***2 PART-TIME (39,993)**

RE-INSTATE LAYOFFS

***3 FULL-TIME (166,128)**

UNFILLED VACANT POSITIONS

***2 FULL-TIME 110,752**

UNEMPLOYMENT COST SAVINGS 40,742

HEALTH BUYBACK SAVINGS 8,238

ADDITIONAL COST-SHARING 135,236

294,968 (300,334)

SAVINGS (5,366)

TOTAL SAVINGS 110,378