

# **CRANSTON SCHOOL COMMITTEE MEETING**

**MONDAY, AUGUST 22, 2011**

**HOPE HIGHLANDS ELEMENTARY SCHOOL**

**300 HOPE ROAD, CRANSTON, RI**

**EXECUTIVE SESSION: 6:00 P.M.**

**IMMEDIATELY FOLLOWED BY PUBLIC MEETING**

## **MINUTES**

**The regular School Committee meeting was held on the evening of the above date in the auditorium of Hope Highlands Elementary School with the following members present: Ms. Iannazzi, Mr. Bloom, Mr. Lombardi, Mrs. Ruggieri, Mr. Traficante and Mrs. Culhane. Mrs. McFarland is absent with cause (traveling out of State).**

**The meeting was called to order at 6:05 p.m. It was moved by Mr. Bloom, seconded by Mr. Lombardi and unanimously carried that the members convene to Executive Session Pursuant to RI State Laws PL 42-46-5(a)(1) Personnel, PL 42-46-5(a)(2) Collective Bargaining and Litigation (Contract Negotiations' Update – Bus Drivers / Trades People / Mechanics, Custodians); (Teacher Negotiations; Teacher Assistants / Technical Assistants / Bus Aides Negotiations), (Secretary Negotiations); (Consideration of legal options regarding status of aid to education appropriation and legal advice relating to the same); (Notice of Preliminary Class Action Settlement in Burns v. Gatekeeper).**

## **Call to Order – Public Session**

**The Pledge of Allegiance was conducted and the roll was called. A quorum was present.**

**Ms. Iannazzi asked for a moment of silence for the loss of former Governor Bruce Sundlun and also for Providence Councilman Miguel Luna.**

**Ms. Iannazzi reported that no votes were taken in Executive Session.**

**Executive Session Minutes Sealed: August 22, 2011**

**Moved by Mr. Lombardi, seconded by Mr. Traficante and unanimously carried to seal the Executive Session minutes.**

**Minutes of Previous Meetings Approved: June 22, June 28, July 13, July 18, and August 9, 2011**

**Moved by Mr. Bloom, seconded by Mr. Lombardi and unanimously carried to approve the minutes from the above dates.**

**Public Acknowledgements / Communications – none.**

**Chairperson's Communications – none.**

**Superintendent's Communications – none.**

### **School Committee Members' Communications**

**Ms. Iannazzi announced to all that there will be a Council meeting and a joint School Committee meeting next Monday, the 29th of August at 7:00 p.m. at Cranston High School East (auditorium) to address the fiscal impact of the proposed Mayoral Academy.**

**Mrs. Ruggieri announced that they are holding a rally on Wednesday at Cranston High School East to show their community support for the Cranston Public Schools; they are hoping to show government officials that our community supports our public schools. This rally will be held at 6:00 p.m.**

### **Consent Agenda / Consent Calendar**

**The proposed Consent Agenda are: 11-8-4, 11-8-5 (w/addendum), 11-8-6, 11-8-7, 11-8-8, 11-8-10, 11-8-11, 11-8-12, 11-8-13, 11-8-14, 11-8-15, 11-8-16, 11-8-17, 11-8-18 (w/addendum), 11-8-19, 11-8-20 and 11-8-21. Moved by Mr. Lombardi and seconded by Mr. Traficante. The roll was called; all were in favor. (Please note: Mrs. McFarland was absent with cause) Moved by Mr. Lombardi, seconded by Mrs. Culhane and unanimously carried.**

### **RESOLUTIONS**

**NO. 11-8-04- RESOLVED, that at the recommendation of the Superintendent, said certified personnel be recalled from layoff, and**

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

**NO. 11-8-05- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2011-2012 school year:**

**Allison Bell...Step 1 + MAT**

**Education...NEIT, BS, JWU, MAT**

**Experience...Cranston Student Teacher**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston West 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...22613260 51110**

**Maria Giardello, Step 6 + MA**

**Education...PC, BA, PC, MA**

**Experience...Cranston Substitute**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston East 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11313260 51110**

**Dena Crescenzo, Step 2**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Special Ed Elementary\Middle**

**Assignment...Oak Lawn 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...10313260 51110**

**Giana Labbadia, Step 2**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle**

**Experience...Cranston Substitute**

**Assignment...Oak Lawn 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...10313260 51110**

**Stephanie Raposa, Step 2**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle**

**Experience...Cranston Substitute**

**Assignment...Waterman 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11013260 51110**

**Rachel Knowlton, Step 1 + MAT**

**Education...JWU, BS, MAT**

**Certification...Special Ed Middle\Secondary**

**Experience...Cranston Substitute**

**Assignment...Cranston East 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...21313260 51110**

**Shelley Tragar, Step 12 + MAT + 30**

**Education...RIC, BA, MAT**

**Certification...Professional School Counselor PK-12**

**Experience...Barrington School Department**

**Assignment...1/2 Year Itinerant 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11915010\12515010\51110**

**Jennifer Woloohojian, Step 6**

**Education...Utica College, BS**

**Licensure...Occupational Therapy**

**Experience...Cranston Substitute**

**Assignment...Itinerant .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...10312950 51115**

**Amanda Beaudoin, Step 1**

**Education...RIC, BS**

**Certification...Special Ed Elementary\Middle & Severe\Profound**

**Experience...Cranston Substitute**

**Assignment...Stone Hill DLP 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12713260 51110**

**Michelle Barrett, Step 3 + MS**

**Education...University of Hartford, BS, URI, MS**

**Experience...Fall River School Department**

**Certification...Speech & Language Pathology**

**Assignment...Itinerant .5 FTE**

**Effective Date...August 29, 2011**

**Authorization...New**

**Fiscal Note...50827138 51110**

**Vanessa Faiola, Step 3**

**Education...RIC, BA**

**Experience...Johnston Public Schools**

**Certification...Secondary Spanish**

**Assignment...Cranston West 1.0 FTE (1/2 year)**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12612300 51110**

**Julie Bannon, Step 1**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Secondary Math**

**Assignment...Cranston West .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12612280 51110**

**Alessia Cirelli, Step 1**

**Education...RIC, BS**

**Experience...Cranston Substitute**

**Certification...Special Ed Middle\Secondary**

**Assignment...Cranston East .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11313260 51110**

**ADDENDUM on 11-8-05**

**Katie Karikas, Step 1**

**Education...URI, BM**

**Experience...Student Teacher**

**Certification...Music PK-12**

**Assignment...Western Hills .6 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...12912410 51110**

**Michaela Halliwell, Step 1**

**Education...RIC, BS**

**Experience...Private School**

**Certification...Early Childhood PK-12**

**Assignment...Rhodes .5 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11712010 51110**

**Jacqueline Miller, Step 2**

**Education...RIC, BS**

**Experience...Central Falls Substitute**

**Certification...Special Ed Elementary\Middle**

**Assignment...Gladstone 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...11712010 51110**

**Joseph Harwood, Step 8 + MA**

**Education...University of Hartford, BS, RIC, M.Ed**

**Experience...The Providence Center**

**Certification...Special Ed Elementary\Middle**

**Assignment...Hope Highlands 1.0 FTE**

**Effective Date...August 29, 2011**

**Authorization...Replacement**

**Fiscal Note...13413260 51110**

**NO. 11-8-06- RESOLVED, that at the recommendation of the Superintendent, the appointment of the following Program Supervisor be approved:**

**Richard Pandolfini, English**

**NO. 11-8-07- RESOLVED, that at the recommendation of the Superintendent, the appointment of the following Program Supervisor be approved:**

**Barbara Ferraro, Psychology**

**NO. 11-8-08- RESOLVED, that at the recommendation of the Superintendent, the appointment of the Mathematics Department Chairperson, Cranston High School East, be approved:**

**Stacey Campbell**

**NO. 11-8-10- 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 F of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:**

**Andrea Edwards, Teacher**

**Cranston East**

**Effective Date...August 30, 2011 to August 31, 2012**

**NO. 11-8-11- RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:**

**Beverly Bunn, Teacher**

**Edgewood**

**Effective Date...June 30, 2011**

**Leigh Riesenfeld, Teacher**

**Barrows**

**Effective Date...June 30, 2012**

**NO. 11-8-12- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following certified personnel be accepted:**

**Kara Crawley, Teacher**

**Leave**

**Effective Date...July 18, 2011**

**Kathleen Hart, Teacher**

**Itinerant**

**Effective Date...August 26, 2011**

**NO. 11-8-13 - RESOLVED, that at the recommendation of the Superintendent, the**

**following individual(s) be reappointed as an athletic coach:**

**Cranston High School West**

**Steven Stoehr Head Coach Football**

**Thomas Milewski Assistant Coach Football**

**Thomas Ferri Head Coach Girls' Volleyball**

**Jesus Berrio Head Coach Boys' Cross Country**

**Shelia Lagasse Head Coach Girls' Cross Country**

**Rob Malo Assistant Coach Football**

**Corey Capirchio Assistant Coach Football**

**Michael Waterman Assistant Coach Boys' Soccer**

**Charles Pearson Head Coach Girls' Soccer**

**Nicholas Ruggieri Assistant Coach Girls' Soccer**

**James Lucas Head Coach Girls' Tennis**

**Nancy Hersey Assistant Coach Girls' Tennis**

**Tom Paquette Assistant Girls' Volleyball**

**Cranston High School East**

**Thomas Centore Head Coach Football**

**Michael Giblin Assistant Coach Football**

**Kenneth Simone Assistant Coach Football**

**Jason Ward Assistant Coach Football**

**Michael Boyajian Sr. Head Coach Girls' Tennis**

**Robert Labanca Head Coach Girls' Cross Country**

**Dina Cesana Assistant Coach Field Hockey**

**Lauren Tomasso Head Coach Girls' Soccer**

**Jose Simas Assistant Coach Girls' Soccer**

**James Creamer Assistant Coach Girls' Tennis**

**Ron Lee Head Coach Girls' Coach Volleyball**

**NO. 11-8-14 – RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be reappointed as a volunteer athletic coach:**

**Cranston High School West:**

**Michael Fitzgerald Football**

**Bob Izzi Football**

**Jason Hogan Football**

**NO. 11-8-15- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following coach (es) be accepted:**

**John Sousa, Head Coach Boys' Soccer**

**CHSE**

**Effective Date...July 18, 2011**

**NO. 11-8-16- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:**

**Joseph Apostolico, Custodian**

**Rutledge Irving, Custodian**

**Donna Nelson, Teacher Assistant**

**NO. 11-8-17- RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:**

**Kathleen Katsetos, Teacher Assistant**

**Waterman**

**Effective Date...July 27, 2011**

**NO. 11-8-18- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:**

**Kathleen Magiera, Supervisor**

**Horton**

**Effective Date...August 12, 2011**

**Nancy Hackett, Bus Driver**

**Transportation**

**Effective Date...August 31, 2011**

**ADDENDUM:**

**Diane Vaughn, Secretary**

**Pupil Personnel**

**Effective Date...September 2, 2011**

**NO. 11-8-19- RESOLVED, that at the recommendation of the**

**Superintendent, non-certified staff member(s) be recalled from layoff, and**

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

**NO. 11-8-20- RESOLVED, that at the recommendation of the Superintendent, non-certified staff members be laid off from their respective positions due to budgetary reasons.**

### **PURCHASES AND PURCHASED SERVICES**

**NO. 11-8-21- RESOLVED, that the following purchases be approved:  
Photocopier Maintenance for the period from September 1, 2011 to August 31, 2012 in the amount of \$57,383.29**

**Number of bids issued 6**

**Number of bids received 4**

**Mr. Lombardi**

**I would like to focus my comments on the next Resolution No. 11-8-03 on the teachers' contract that was negotiated by yourself and me on behalf of the School Committee and I'm going to urge my colleagues to support this transaction but first I need to take a few minutes of your time and vent a little bit since I was prohibited from venting earlier in the week. First of all, I want to applaud our school teachers, our Central Administrators and my colleague, Andrea Iannazzi who served with me on the negotiating team for fashioning a settlement**

**proposal with our teachers union that's going to save the City in the vicinity of \$5 million over the term of the contract. These are not soft cost savings; these are hard cost savings; freezing salaries, bringing the cost share up and readjusting the teachers' steps. When I offered a global resolution, I repeatedly said to the Mayor's office many months ago, I realized that this bargaining unit was prepared; that is our teachers were prepared to lead the way for the rest of the bargaining units. I along with Ms. Iannazzi worked countless hours with Mrs. Larkin and her group to achieve what I believe is a model agreement for every bargaining unit and every management team to view in the entire State of Rhode Island. I have said, and I continue to say, that this monumental agreement is based on several key ingredients:**

**First - a hard working School Committee that takes the job very seriously.**

**Second – A central administration that performs magic tricks with the little that they have.**

**Third – That a group of teachers who understand our current economic times and stand ready, willing and certainly capable to accept less but give our children more.**

**I was confident all along because I know that our teachers got it. When we first broached the subject of a global settlement with other branches of government, I was greeted first by sarcastic laughter from a member of the Council because I had suggested that this global settlement could begin with a hand shake. A hand shake between myself and Liz Larkin. That Council person laughed**

**sarcastically and I knew in my heart that that was all I needed was a handshake from Liz that we would get this done. As you can see, I'm starting to get a little personal. I never made it personal; instead it got personal with me when the Mayor of our great City; our leader; decided to use City time and City dollars to enclose a letter in every single tax bill. At this time, Mr. Lombardi spoke on this letter because he was named personally in the letter.**

**Last week, when Ms. Iannazzi asked me for a quote on the press release announcing this great agreement with the teachers, I wanted to speak back. I decided to take the high road; however, tonight I am not. At this time, Mr. Lombardi noted his feelings in regards to political critics, the Mayor and the City Council, noting that he is proud of the agreement that they made with the teachers' union; proud of our teachers for ratifying it; he is happy for our students and their parents who can now be assured of a great education and not a mediocre one. He can only hope that when all the business with the Mayoral Academy is done, the Mayor can find his way back to the City of Cranston to City Hall and focus on the great things that are happening in the Cranston Schools.**

**Mr. Lombardi noted that he thanks administration, teachers and his colleagues who he urged to support 11-8-03.**

## **Public Hearing**

- a. Students (Agenda / Non-agenda Items) – none.**
- b. Members of the Public (Agenda Matters only)**

**Mrs. Larkin, Teacher at Park View Middle School and CTA President**

**I am proud to be a teacher in the Cranston Public Schools and I am very proud to represent all of the members of the Cranston Teachers' Alliance. I am also proud that I had the opportunity to work with administration and with the School Committee that also gets all the pieces as well. When you all work together....there is no hidden agenda. It's just everyone having a certain charge with their best possible knowledge with the decisions that they can make. When you all come together you take all those charges together and you come to the common goal and the common goal is to make the City of Cranston School Department the best it possibly can be. There are people in this political climate that just do not get that. That is what teachers, school committees, and administration have done in the U.S. since public education began; to give everyone an opportunity. I can be a force to be recon with. However, I did not want to jeopardize our agreement that you worked so hard with and Ms. Iannazzi worked so hard and Mr. Nero also. In other communities, the negotiations process has been turned into the public battle. In other communities, the Mayor is stepping in and firing people and school boards are not elected; they are appointed so therefore they have a political agenda. Basically, you people are elected and you're elected to represent the people of Cranston that elected you. To me, it was a handshake, Mr. Lombardi. It was in the winter time when we had a discussion after a school committee meeting. We did have an agreement. Then, further that, we went to Denver and Superintendent Nero and Ms. Iannazzi and I talked about not negotiations, which was**

misquoted before; but it was about what we thought would be the future of a lot of the different initiatives that we could bring into the Cranston Public Schools and how we were being squeezed and strangled and how this Mayoral Academy was going to affect us. That just took on a life of its own in April as a hidden agenda. I was negotiating a contract opener in April. There was no negotiation committee and I was negotiating with our field rep., Ms. Iannazzi and Mr. Lombardi. Our Superintendent, our Mayor and our City Council; they were not involved in any way and these two would report back to their committee. I knew that the teachers would understand as long as we had the discussions and they support this fine school system. I want to thank you and I hope that you vote to ratify this contract and I look forward to continuing working with you. Thanks.

### **Superintendent Nero**

The last contract that we negotiated which began in 09, Judy and I worked diligently with members of this committee and the former committee and we got incredible educational language in that contract. I was involved in the global contract negotiations that we had but we were recognized by Arnie Duncan. Arnie Duncan recognized 150 school districts in the country that had collaborated to do good works and one of it was the evaluation instrument. Collaboration is not anything new to us. We've been doing that for generations of Superintendents and Union Presidents which goes back to when Dennis took over in 1980. When we got recognized we went to Denver.... I just want to praise Andrea, Frank and Liz and Jim

**as well and members of your executive board involved in this.**

**At this time, Mr. Nero spoke about their trip to Denver and a global contract.**

**NO. 11-8-03- RESOLVED, that at the recommendation of the Superintendent, the tentative contract between the Cranston School Committee and the Cranston Teacher's Alliance, Local 1704, AFT, be approved. (Please see attached Fiscal Impact Statement and Tentative Agreement).**

**Moved by Mr. Lombardi, seconded by Mr. Traficante for discussion:**

**Mr. Traficante:**

**I just want to reiterate some facts. Please keep in mind that our 2011-2012 school budget which was passed unanimously by this board, was based upon this board receiving \$3.4 million approximately in contractual concessions from our collective bargaining units. This contract is undoubtedly a giant step toward that goal. It is a contract that required a great deal of financial sacrifice on the part of each and every member of the Cranston Teachers' Alliance. It's a contract that benefits not only the kids of Cranston, but more importantly, it benefits the tax payers of Cranston. I hope that the Mayor recognizes that. I want to thank the CTA, Frank and Andrea for the dedicated and committed process they went through arriving at this particular conclusion and I will support this resolution.**

**Mrs. Culhane**

**I was at the hot dog roast at Eden Park and we had the opportunity to dedicate a flower garden to Anita Lindburg. For those of you who don't know Anita, she had the longest amount of tenure in the district, which I think was 43 years teaching in Cranston. You don't have a teacher like Anita teaching in the City of Cranston without having a true passion for students and for education and for the vocation that is teaching. I spoke to a lot of my teachers that were there tonight and I thanked them because I know the sacrifice that this is for some of the teachers. People have this idea that teachers got into teaching for the benefits package or to get the tax payer with their contracts. Anybody who thinks that doesn't know what they are talking about or don't know a teacher; doesn't have a child whose teacher they loved like I loved Anita. I want to say "thank you" to all of the teachers who work so hard in this district; not just 9 months a year but 12 months a year. Not just 6 hours a day but probably 27 hours some days. Thank you so much for coming to the table again as you always have in helping the children of the City of Cranston.**

**Superintendent Nero**

**I had limited discussions in this contract but I want to thank you folks for: this is an extension contract and over the next two years we will be developing language regarding teacher movement in the district. What is important in this contract is the new teacher evaluation process that was just approved by RIDE within the last month; that we piloted it this past year and that all teachers are going to be**

involved with. Mr. Nero continued to discuss the teacher evaluation process and the sessions going on in Cranston. All teachers will submit their smart professional goal by 9-17 and by October 18 all teachers will complete two hours of PD on the study of the standards which is an indebt look at the Rubric.

People should know that before the State got involved with their evaluation model, it was written into a memorandum of understanding in the 08-09 year we were negotiating a contract that we were going to do this. This was done through grant money. Mr. Nero also stated that any ineffective teacher in this model stays put and deals with the principal in that building and does not have any rights to any other position in the district. It becomes at the discretion of the Superintendent.

**Ms. Iannazzi**

Without any objection from the School Committee, we forgot to acknowledge the new teachers that were appointed this evening. At this time, Ms. Iannazzi asked any new teachers in the audience to stand.

At this time, Mr. Lombardi took the chair.

**Ms. Iannazzi**

I do want to echo my colleagues in thanking the CTA negotiation team which started with Liz and Kenny and Jim and ended with Liz

and Amy and Jim. We are very appreciative of all the hard work that this CTA and their entire executive board did.

Also, I want to thank the Superintendent who trusted the school committee to take a hands-off approach and really let Mr. Lombardi and I go in there and get this done. He did make his staff available to assist with any financial information or contract information that we needed. I think what is most telling of this contract is that it speaks to the differences in priorities between Mayor Fung and the school committee. I was fortunate enough to be able to defend the contract on talk radio. What I said was that it was fitting that this contract was announced the same day as Mayor Fung's press release and press conference at the State House. While Mayor Fund was at the State House trying to solicit support for a Mayoral Academy that Cranston residents do not want and can not afford, the Cranston School Committee was here in Cranston negotiating in good faith with our bargaining units to deliver almost \$5 million saving to the tax payers. That, friends, is all you need to know about what's going on in Cranston right now.

I did ask Mr. Balducci to prepare a document which I think would be helpful in demonstrating what the net impact is going to be for our teachers. It shows what teachers would have received under their existing 2011-12 agreement vs. what they would now receive in the new 2011-2012 agreement. At this time, Ms. Iannazzi went over the cost share noting that teacher will be paying \$212.00 more if they have an individual health plan and \$555.00 more if they have a family

health plan. Furthermore, you can see the huge differences in the steps. As an example, a step 11 teacher is going to be receiving \$4,000 less than they would have under the previous 2011-12 agreement. I just wanted to point those numbers out and show that our teachers understand Cranston; they are Cranston; most of them live in Cranston; they are taxpayers and parents; they're alumni and we here on the School Committee genuinely appreciate them stepping forward in saving the Cranston Public Schools budget for the 2011-12 year.

There being no further discussion on Resolution No. 11-8-03, the roll was called:

Mr. Traficante Yes Mr. Lombardi Yes

Mrs. Culhane Yes Mr. Bloom Yes

Mrs. Ruggieri Yes Ms. Iannazzi Yes

Mrs. McFarland was absent with cause.

Mr. Nero

I apologize; we congratulated the teachers but we had some Program Supervisors and Department Chair positions to fill and they were voted approved tonight. I am pleased to announce that Rick Pandolfini will be now be Program Supervisor for English at Cranston High School East; Rick was part of the original cast at Cranston East in 1997 that was hired when Don and the rest of us inherited the school on probation. He's been a dedicated teacher at East. Barbara Ferraro, also a very dedicated teacher. She will be the Program

**Supervisor for Psychology and the new Department Head for Mathematics at Cranston East, again, another difficult field; congratulations to Stacey Campbell. Congratulations to everybody.**

**NO. 11-8-09- (with addendum) RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:**

**Kerry DellaTorre, Secondary History**

**Jessica Soccio, Elementary**

**Nicole Pelland, Early Childhood**

**Annamaria DiRocco, Elementary**

**ADDENDUM:**

**Charlotte Wilson, Early Childhood\Special Ed**

**Daren Essig, Jr., Middle\Secondary Social Studies**

**Motion was made by Mr. Traficante and seconded by Mrs. Culhane for discussion.**

**Mr. Lombardi**

**I've submitted my recusal as I have a financial interest in one of the people involved.**

**The roll was called:**

**Mr. Traficante Yes Mr. Bloom Yes**

**Mrs. Ruggieri Yes Mrs. Culhane Yes**

**Ms. Iannazzi Yes Mr. Lombardi Recuse**

**(Mrs. McFarland was absent with cause)**

## **TABLED RESOLUTIONS**

**NO. 11-8-02- Be it RESOLVED, that the Extension Agreement between the Cranston School Committee and the Rhode Island Laborers' District Council on behalf of Local Union 1322 of the Laborers' International Union of North America, AFL-CIO, be approved.**

**No action was taken on the above tabled resolution.**

**New Business – none.**

**Public Hearing on Non-agenda Items – none.**

**Announcement of Future Meetings – Next Monday evening at Cranston East (August 20th joint meeting with City Council), September 7, September 14 and September 19, 2011.**

### **Adjournment**

**There being no further business to discuss, a motion to adjourn was made by Mr. Lombardi, seconded by Mr. Bloom and unanimously carried. The meeting adjourned at 7:25 p.m.**

**Respectfully submitted,**

**Frank S. Lombardi**

**School Committee Clerk**

## **CTA / CPS Tentative Agreement 8-11-11**

**The following modifications to the 2009-2012 Teacher Collective Bargaining Agreement are agreed to by the parties, subject to ratification.**

### **1. Duration**

**The duration of the collective bargaining agreement shall be September 1, 2011 to August 31, 2013.**

### **2. Salary and step movement.**

**The salary increase in the 2009-2012 Collective Bargaining Agreement**

**to be effective for the 2011-2012 school year is rescinded. There shall be no increase in salary for the 2011-2012 and the 2012-2013 school years.**

### **3. Medical Insurance Cost-sharing**

#### **ARTICLE XXV**

#### **INSURANCE**

**A. The Committee will provide the following individual medical and dental coverage for a teacher or, upon request of the teacher, shall provide family plan coverage for each teacher who is married or has a domestic partner (as defined in attached Appendix G) or has dependent children. To be eligible for such benefit, the teacher and the domestic partner must fill out. execute an affidavit appended to this Agreement as Appendix G and return the same to the District's Human Resource Office. In the event of a change in status in which the non-teacher is no longer a domestic partner, the teacher shall immediately notify the Superintendent of Schools or his designee and such healthcare coverage shall no longer be provided. Printed application forms must be requested, completed and returned to the Benefits Office in order to initiate this coverage. The base plan for all employees will be those benefits in effect as of the signing of this Agreement. The summary of these benefits is appended to this**

agreement as Appendix H. . Effective at the beginning of the 2009-2010 school year. the amount of premium cost-share paid by teachers shall be 15%. Effective in the beginning of the 2011-2012 school year. the amount of premium cost-share paid by teachers shall be 17% 20%. Payment under this section shall be subject to Section 125 of the IRS code.

Effective in the 2011-2012 school year, the medical benefits shall conform with Plan 1B adopted by the Board of the Rhode Island Uniform Public School Employees' Healthcare Benefits Program. (\$0 Preventative, \$15 / \$25 / \$35 / \$100 Co-pay for OV / Specialist / Urgi / E, \$5/\$15/\$30 Rx.)R

#### **4. Layoffs**

### **ARTICLE XV**

#### **Seniority**

##### **B. Staff Reduction**

1. In the event that a reduction of the number of employees in the bargaining unit is necessary because of declining pupil enrollment,

**financial considerations, or for other good or just cause, employees shall be laid off in reverse order of seniority.**

**At no time in any calendar year shall staff reduction in the bargaining unit achieved through layoff, exceed a net of 1% of the previous year's bargaining unit total. Such calculation shall exclude losses due to attrition. Positions created in the 2009-2010 and 2010-2011 school years using funds provided by the American Recovery and Reinvestment Act. the identification of which shall be agreed to by the parties, shall be excluded from the layoff cap.**

**In the event of declining enrollment, the work force may be reduced by an additional 2%.**

**Notwithstanding the above provision, the total number of bargaining unit members, expressed as full-time equivalent positions (FTE), shall not be diminished for the duration of the agreement. The minimum number of full-time equivalent positions shall be 913.3 bargaining unit members.**

## **5. Jamboree**

## **ARTICLE XVI**

### **REASSIGNMENT AND TRANSFER**

**A.. All newly employed teachers may be assigned in accordance with the procedure in this Agreement to any school appropriate to the**

**areas of certification. Newly hired teachers must teach three years in the area of certification for which they were hired unless involuntarily transferred.**

**B. The Committee and the Alliance recognize that some involuntary transfers of teachers from one school to another or reassignment within a school is unavoidable. The parties agree to the following procedure to effect the involuntary transfer or reassignment:**

**1. Notification of involuntary transfer shall be given to the teacher no later than five (5) working days before the close of school and such transfers shall only be effective at the beginning of the following school year.**

**2. Involuntary transfers shall be limited to transfers necessitated by decreasing pupil enrollment and/or changes in program or curriculum.**

**3. a. Involuntary transfers shall be made in reverse order of seniority by certification.**

**b. In a circumstance where the specific educational needs within a specific building can only be attained by retaining a junior teacher, the next least senior teacher may be transferred.**

**c. In those circumstances where the specific educational needs of the**

**system can only be attained by the retaining of a junior teacher within a building, the next least senior teacher may be transferred. In the event that volunteers for said transfer are not forthcoming, the school committee, through its agents, shall meet with the President and/or his/her designee to explain the specific nature of the educational need and the personnel changes which will be necessary.**

**d. In the event that an involuntary transfer must be made outside of the authority outlined in 1, 2 and 3(a), (b), or (c) above, it shall be for extraordinary and compelling reasons that the School Administration will document and explain to the Alliance and the individual. The following procedures shall govern involuntary transfers under this Section:**

**i. Any candidate for transfer under this provision shall be transferred immediately.**

**ii. Any teacher identified for transfer under this Section shall have the right, through the Alliance, to resort to expedited arbitration to determine whether or not the Administration's reasons are extraordinary and compelling. The parties shall mutually agree on a permanent arbitrator who will provide decisions to contested cases within thirty (30) days of the request for a decision.**

**iii. Should an arbitrator rule in favor of the teacher, he/she shall be returned to his/her former position.**

**iv. Should an arbitrator rule in favor of the Administration, the teacher will stay in the position to which he/she was transferred.**

**4. Any involuntary transfer will be implemented only after consultation between the teacher involved and a representative of the administration. The teacher will be notified of the reasons in writing within five (5) days of the meeting.**

**5. In the event that unforeseen circumstances such as death or resignation occur after the notification date in B I above and in the event that no volunteer is available to fill the position, an involuntary transfer may be made. Notification of involuntary transfer in this instance shall be communicated to the teacher in writing within fifteen (15) calendar days of the event giving rise to the transfer.**

**6. In all instances, volunteers for reassignment will be sought before an involuntary transfer is made.**

**C. A vacancy shall be defined as the availability of a position caused by death, retirement, promotion, resignation, long term leave of absence, or lay-off.**

**1. Prior to the end of school a “jamboree” will be held for the purpose of job selection and transfer. All teachers will be eligible to**

**participate in descending order of seniority.**

**a. In advance of the jamboree a list of known vacancies which will be available during the following school year shall be posted in all school buildings.**

**b. Prior to the end of the school year, the superintendent shall forward to the Alliance president the following: a) a list of vacancies which will be available during the following school year, b) a list of teachers who have been involuntarily transferred, and c) a list of teachers returning from leave.**

**Teachers who have been involuntarily transferred and teachers returning from leave will receive advance notice of the time and date of the jamboree.**

**2. No selection into a different area of certification will be honored under this procedure if the effect of which is to block the recall of a teacher from the suspension list.**

**3. If a position is vacated after all involuntary transfers, voluntary transfers and returns from leave have been placed and if the position cannot be filled by a teacher on layoff, if the vacancy is to be filled it shall be filled on a temporary basis until the next posting.**

**4. In the event that a vacancy occurs or a new position is created after the completion of the voluntary round of the Jamboree, but**

before the opening of school, the Administration after consultation with the Alliance shall have the option to declare the position as an expedited posting. This designation shall allow Cranston Public Schools to post the position after a seven day waiting period for selection by qualified members within the bargaining unit. Notification of this posting shall be the responsibility of the personnel office. The official posting shall be in the Sunday edition of the Providence Journal. The posting shall also be listed on the web site of the Cranston Public Schools. In the event that no one from within the bargaining unit bids upon this position a person may be appointed to the position on a permanent basis. All other rules and policies regarding the Jamboree process shall remain in full force and effect.

5. High School or Middle School Health/Physical Education positions may be posted at Jamboree as gender specific provided that the administration furnish documentation to the Alliance President verifying locker room supervision cannot be otherwise arranged.

6. Effective upon the implementation of a revised teacher evaluation system in the 2011-2012 school year, any teacher who has a rating of ineffective on the formal teacher evaluation instrument may not participate in the jamboree process for the purpose of obtaining a voluntary transfer without the prior approval of the Cranston School Department Superintendent or her/his designee. Requests by a teacher who has a rating of ineffective shall be submitted to the

**Superintendent or her/his designee at least one week prior to the scheduled Jamboree date.**

**7. The parties agree to form a joint committee that will meet in the 2011-2012 school year to continue discussion of the teacher assignment process and the basic education plan.**



## **6. Elementary and High School Common Planning Time**

### **ARTICLE VIII**

#### **TEACHING HOURS AND TEACHING LOAD**

**A. Except as otherwise provided in this Agreement, the official length of the teachers' school day shall not exceed six hours and forty thirty-five minutes at the elementary level and six hours and fifty minutes for all others.**

**B.1. Teachers may be required to attend the following meetings after the regular school day. The numbers of meetings stated below are to be considered a maximum. Those persons responsible for calling such meetings will only do so when, in their professional judgment, a meeting is absolutely necessary.**

**a. Eleven (11) building meetings per year, called by the school principal, not to exceed one (1) hour in duration.**

**b. Two (2) professional development meetings called by the**

**Administration not to exceed two hours in duration. The Administration may schedule groups of teachers from different schools with the same dismissal time to attend said meetings. The meeting shall start within twenty (20) minutes of the end of the teachers' normal work day. Attendance at these meetings shall be subject to the professional development requirements provided in Article VIII Section U and compensated accordingly.**

**Five (5) secondary school meetings per year, up to one hour in duration, curriculum, in-service, or other meetings called by de-partment chairs, program supervisors or building administrators.**

**Elementary principals may call up to four meetings (one per quarter) for curriculum based or school based professional development initiatives.**

**2. The school administration shall prepare a tentative schedule of the above meetings and distribute same on teacher orientation day. Changes in said schedule may be made because of inclement weather or situations beyond the control of the administration. Notice of the makeup meeting date shall be given to the teachers at least five (5) school days prior to the meeting.**

**3. When deemed appropriate by the administrator, itinerants may be included in building staff meetings, provided the total number of meetings does not exceed the limits outlined in Article VIII., B.1 a, b,**

**c., d. Evening performances or activities conducted by unified arts teachers shall be counted against the total number of meetings mentioned in Article VIII., B.1 a, b, c., d.**

**C. Teachers will be required to attend one evening meeting per year, called at the discretion of the administrator responsible for the directing of such meeting. One additional meeting for public involvement in programs may be held with prior consultation between the building principal and the CTA building representative. Meetings held under the section shall be charged to B1 above.**

**D. Teachers will have a duty free lunch period of the same length of time as students.**

**E.1. For high school teachers, the normal seven (7) day instructional cycle based on 55-minute periods will include:**

**a. Thirty (30) class periods**

**b. One (1) daily unassigned period**

**c. Five (5) administrative periods**

**d. Teachers scheduled to teach inclusion classes will be relieved of one administrative period per cycle to provide additional common planning time organized around improvement of student learning**

**e. Additional time for personalization periods as determined by a majority vote of the faculty at each school.**

**f. Commencing in the 2009-2010 2011-2012 school year, high school teachers shall be scheduled to participate in two thirty (30) minute**

**periods one sixty (60) minute period of common planning time meetings per week excluding weeks in which teachers are scheduled to attend meetings pursuant to Article VIII, Section B.1. Student schedules shall be adjusted to provide for common planning time to end no later than five (5) minutes beyond the end of the normal teacher work day. These meetings will begin as soon as the student day ends. Attendance at common planning time activities is mandatory unless excused by the building principal.**

**2. For middle school teachers, the normal five (5) day instructional rotating cycle shall include:**

- a. Twelve 55 minute classes**
- b. Three 15 minute advisory periods**
- c. Eight 50-minute classes**
- d. Two 45-minute Performance Skills/Ensemble periods**
- e. Three team planning periods (to be used for the coordination of curriculum, instruction and conferencing) or additional office assignments for those teachers not assigned to a team**
- f. Two office assignments per week**
- g. Five unassigned periods, one per day**

**3. The primary purpose of the unassigned period is class preparation and a teacher will spend either this period or at least an equivalent amount of time outside the school day on class preparation.**

**4. Elementary classroom teachers, excluding kinder-garten teachers, shall be allowed 350 minutes for planning and education related activities for each ten day cycle. Such time shall be exclusive of lunch and the time before and after the beginning and end of the student's school day.**

**a. Elementary itinerant teachers shall be allowed 350 minutes for planning and education related activities for each 10 day cycle. Such time shall be exclusive of lunch. The time before and/or after school shall be excluded only if the itinerant has been assigned duties during that time, such as bus duty or morning duty.**

**b. Kindergarten teachers shall be allowed a 55 minute block of time between A.M. and P.M. sessions, inclusive of lunch and travel.**

**c. In addition to the 350 minutes for planning and education related activities for each ten (10) day cycle, the school administration shall make a good faith effort to provide a thirty (30) minute block of common planning time per week, organized around improvement of student learning, to elementary teachers scheduled to teach inclusion classes.**

**d. Commencing in the 2011-2012 school year, elementary teachers shall be scheduled to participate in one sixty (60) minute period of common planning time meeting per week excluding weeks in which teachers are scheduled to attend meetings pursuant to Article VIII,**

**Section B.1. These meetings will begin as soon as the student day ends. Attendance at common planning time activities is mandatory unless excused by the building principal.**

**Effect on other agreement provisions. All other terms and conditions of the existing agreement not specifically modified in this extension agreement shall remain in full force and effect during the contract term running through August 31, 2013. All agreed upon changes or modifications to the existing agreement are incorporated into this existing agreement and there are no other understandings, representations or promises between the parties.**

**Ratification. The tentative agreement has been negotiated in good faith by the bargaining negotiation representatives of both the Committee and the Cranston Teachers' Alliance, Local 1704, AFT and is subject to ratification by the Cranston School Committee, the Cranston City Council and by members of the Cranston Teachers' Alliance Local 1704. The parties hereto agree to convene their respective constituencies as soon as practicable for the purpose of ratifying the Tentative Agreement.**

## **7. Salary**

### **APPENDIX A**

#### **Annual Salary Schedule**

**2010-11 2011-12 2012-2013**

<b>STEP 1</b>	<b>\$37,940</b>	<b>\$38,000</b>	<b>\$38,000</b>
<b>STEP 2</b>	<b>\$40,989</b>	<b>\$40,470</b>	<b>\$40,470</b>
<b>STEP 3</b>	<b>\$44,098</b>	<b>\$43,100</b>	<b>\$43,100</b>
<b>STEP 4</b>	<b>\$47,525</b>	<b>\$45,902</b>	<b>\$45,902</b>
<b>STEP 5</b>	<b>\$50,977</b>	<b>\$48,886</b>	<b>\$48,886</b>
<b>STEP 6</b>	<b>\$54,058</b>	<b>\$52,063</b>	<b>\$52,063</b>

<b>STEP 7</b>	<b>\$57,450</b>	<b>\$55,447</b>	<b>\$55,447</b>
<b>STEP 8</b>	<b>\$60,649</b>	<b>\$59,051</b>	<b>\$59,051</b>
<b>STEP 9</b>	<b>\$63,641</b>	<b>\$62,889</b>	<b>\$62,889</b>
<b>STEP 10</b>	<b>\$69,838</b>	<b>\$66,977</b>	<b>\$66,977</b>
<b>STEP 11</b>	<b>\$73,710</b>	<b>\$71,331</b>	<b>\$71,331</b>
<b>STEP 12</b>	<b>\$73,900</b>	<b>\$73,900</b>	

**CRANSTON PUBLIC SCHOOLS  
COLLECTIVE BARGAINING  
FISCAL IMPACT STATEMENT  
TEACHERS  
2011 – 2013**

**CATEGORY 2011-2012 2012-2013**

<b>SALARY INCREASE (A)</b>	<b>(1,416,203)</b>	<b>(1,416,203)</b>
<b>OTHER COMPENSATION (A) &amp; 1</b>	<b>(55,858)</b>	<b>(55,858)</b>
<b>STEP SCALE RE-ALIGNMENT</b>	<b>(401,883)</b>	<b>(347,373)</b>
<b>CERTIFIED PENSION (B)</b>	<b>(246,404)</b>	<b>(239,193)</b>

**MEDICARE TAXES (25,835) (25,060)**

**INCREASE IN COST-SHARING (C) & 2 (429,975) (280,773)**

**PLAN DESIGN CHANGES 100,148 146,884**

**TOTAL SAVINGS (2,476,010) (2,217,576)**

**SUMMARY (4,693,587)**

**(A) SALARY INCREASE**

**2011-2012 - 0.0%**

**2012-2013 - 0.0%**

**(B) CERTIFIED PENSION**

**2011-2012 - 13.23%**

**2012-2013 - 20.98%**

**(C) BENEFITS**

**2011-2012 - 20% COST SHARE**

**2012-2013 - 20% COST SHARE, 10% RATE INCREASE (HEALTH), 5%  
RATE INCREASE (DENTAL)**

**FOOTNOTES**

**2011-2012**

**(1) - CATEGORIES AS IDENTIFIED IN APPENDISES A THROUGH E**

**(2) – PLEASE NOTE THAT ABOVE-REFERENCED SAVINGS IS LESS  
17% COST SHARING**

**ALREADY BUDGETED FOR IN 2011-2012.**

**(3) - PLAN 1B OF THE 2011 MUNICIPALITY GENERIC SCHOOL  
BENEFIT OPTIONS**

**2011-2012 - \$100,148 (9 MONTHS)**

**2012-2013 - \$146,884 (FULL YEAR)**

**CITY OF CRANSTON SCHOOL COMMITTEE**

**845 Park Avenue**

**Cranston, RI 02910-2790**

**School Committee**

**Andrea M. Iannazzi, Chairperson**

**Frank Lombardi, Clerk**

**Steven Bloom**

**Stephanie A. Culhane**

**Paula McFarland**

**Janice Ruggieri**

**Michael A. Traficante**

**August 11, 2011**

**Ms. Lizbeth Larkin, President  
Cranston Teachers' Alliance  
176 Mayfield Avenue  
Cranston, RI 02920**

**Dear Ms. Larkin:**

**This letter is to confirm the agreement made by the parties during the 2011 renegotiation of the teacher Collective Bargaining Agreement. We agreed to establish a City-wide Program Supervisor position for Librarians. The position will be funded for the duration of the 2011-2013 Collective Bargaining Agreement. The position will be compensated in accordance with Appendix B of the Collective Bargaining Agreement. The teaching schedule of the Library Program supervisor position shall be 60% or 3 classes as provided for other program supervisors in Article XIV, Section E.**

**Sincerely,**

**Andrea M. Iannazzi, Chairperson    Peter Nero, Superintendent  
Cranston School Committee    Cranston Public Schools**

**I acknowledge receipt of this letter and agree with the contents.**

**Lizbeth Larkin, President  
Cranston Teachers' Alliance**

**Date**

**(401) 270-8143 Fax (401) 270-8703 TDD (401) 270-8115**

**The Cranston Public Schools welcomes diversity in its employment opportunities, programs and activities.**

**CITY OF CRANSTON SCHOOL COMMITTEE**

**845 Park Avenue**

**Cranston, RI 02910-2790**

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**August 11, 2011**

**Ms. Lizbeth Larkin, President  
Cranston Teachers' Alliance  
176 Mayfield Avenue  
Cranston, RI 02920**

**Dear Ms. Larkin:**

**This letter is to confirm the agreement made by the parties during the 2011 discussion of collective bargaining agreements and the school budget revisions. We agreed to change the structure of the instructional program at the Horton School and will provide employment for all displaced Special Education Teacher Assistant(s) and Behavior Technical Assistants for the 2011-2012 school year.**

**Sincerely,**

**Andrea M. Iannazzi, Chairperson    Peter Nero, Superintendent  
Cranston School Committee    Cranston Public Schools**

**I acknowledge receipt of this letter and agree with the contents.**

**Lizbeth Larkin, President  
Cranston Teachers' Alliance**

**Date**

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**August 11, 2011**

**Ms. Lizbeth Larkin, President**

**Cranston Teachers' Alliance**

**176 Mayfield Avenue**

**Cranston, RI 02920**

**Dear Ms. Larkin:**

**This letter is to confirm the agreement made by the parties during the 2011 renegotiation of the teacher collective bargaining agreement. We agreed to extend the AFT Innovation model evaluation pilot for a second year. The new evaluation system shall be piloted for the 2011-2012 school year. The parties shall continue to collaborate in the implementation of the new evaluation system for the duration of the collective bargaining agreement.**

**Sincerely,**

**Andrea M. Iannazzi, Chairperson    Peter Nero, Superintendent**

**I acknowledge receipt of this letter and agree with the contents.**

**Lizbeth Larkin, President  
Cranston Teachers' Alliance**

**Date**

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