

CRANSTON SCHOOL COMMITTEE MEETING

September 19, 2011

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE, 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 Western Hills Middle School with the following members present: Chairperson Iannazzi, Mr. Lombardi, Mrs. Culhane, Mrs. Ruggieri, Mr. Traficante, and Mr. Bloom (Mrs. McFarland was absent with cause).

The meeting was called to order at 6:00 p.m. It was moved by Mr. Lombardi and seconded by Mr. Traficante 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).

Call to Order – Public Session

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

Chairperson Iannazzi stated no votes were taken during Executive Session.

Executive Session Minutes Sealed – September 19, 2011.

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

Minutes of Previous Meetings Approved – August 17 and 22, 2011.

Moved by Mr. Lombardi and seconded by Mrs. Culhane and unanimously carried to seal the minutes of August 17 and August 22, 2011.

Public Acknowledgements/Communications – none.

Chairperson's Communications – none.

Superintendent's Communications

Mr. Nero stated with the opening of schools using our new data management/scheduling system (ASPEN) – I am thrilled to say we opened up with the new system without a hitch. Thanks to Jim Dillon who investigated all the products available, picking a grand-slam winner and with the same token involving the high school, middle

school and elementary administrators and they had ownership to it. I will ask Jim to take a minute to address us and give us an update.

Jim Dillon stated - we did select a new SIS (Student Information System) called ASPEN and we are really thrilled with it. You will see more discussion coming down the road when we open up the Parent Portal and the Student Portal. Right now the teachers are able to put all of their contents online if they chose to and all of that information will be able to be looked at by parents and students once we get rolling. Students will also be able to sign up for classes electronically.

Mr. Dillon also thanked the assistant principals for all their help.

Mr. Nero continued – on August 26, Principal Kelly received a letter from NEAS&C (New England Association of Schools and Colleges) the accrediting board. They accepted the Five-Year Progress Report on Cranston High School East and gave the school a glowing report. Cranston High School East will be well-prepared for their self-study due in May of 2013.

School Committee Members Communications

Mrs. Ruggieri stated – today was our annual corn-shucking day. We had a wonderful turnout and completed the project within twenty minutes because of the large volunteer turnout.

Mrs. Culhane stated - two announcements – tonight there is a Cranston East Band fundraiser at Texas Roadhouse. Also, BASICS,

musical instrumental program is going to be having three registrations nights, Monday, Sept. 26 at Bain Middle School, Tuesday, Sept. 27 at Park View and Wednesday, Sept. 28 at Western Hills, all at 6:30 p.m. This year, in addition to strings and band they have also added a glee chorus group for grades 4, 5, and 6 and acoustic guitar for grades 4, 5, and 6. The cost is still \$75.00 for the semester and the registration packet is available either on their Facebook page (BASICS) or the website which is BASICS-RI.com.

Public Hearing

a. Students (Agenda/Non-agenda Items)

b. Members of the Public (Agenda Matters only)

There were no speakers.

Consent Agenda/Consent Calendar

The proposed Consent Agenda are: 11-9-1 w/addendum, 11-9-2 w/addendum, 11-9-3 through 11-9-9 (that includes 11-9-8A), 11-9-10 w/addendum, and 11-9-11 through 11-9-16. Moved by Mr. Lombardi, seconded by Mr. Traficante. The roll was called; all were in favor.

Retirements

Mr. Nero stated – we have three retirements and I would like to say congratulations to Alice Gebhart, Mike Rampone and Christina Broughton. I want to thank them for their many years of service and I wish them happiness and good health in their retirement.

RESOLUTIONS

Personnel

NO. 11-9-1- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2011-2012 school year:

Yemel Santana, Step 1

Education...RIC, BA

Experience...Student Teacher

Certification...Secondary Spanish

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

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...12612300 51110

Madison Greene, Step 3

Education...RIC, BA

Experience...Cranston Substitute

Certification...Elementary 1-6

Assignment...CSR .5 FTE

Effective Date...September 7, 2011

Authorization...New

Fiscal Note...12012050 51110

Giana Izzi, Step 2

Education...RIC, BA

Experience...Cranston Substitute

Certification...Elementary 1-6

Assignment...CSR .5 FTE

Effective Date...September 7, 2011

Authorization...New

Fiscal Note...12712050 51110

Alyssa Colby, Step 5

Education...RIC, BA

Experience...Cranston Substitute

Certification...Elementary 1-6

Assignment...CSR .5 FTE

Effective Date...September 7, 2011

Authorization...New

Fiscal Note...11612050 51110

Holly Bedetta, Step 2

Education...URI, BA

Experience...Cranston Substitute

Certification...Elementary 1-6

Assignment...CSR .5 FTE

Effective Date...September 12, 2011

Authorization...New

Fiscal Note...57118129 51110

ADDENDUM TO RESOLUTION NO. 11-9-1 – Certified Appointments:

Susan Mastrati, Step 12 +MA

Education...RIC, BA, MA

Experience...Retiree

Certification...Reading

Assignment...CACTC .5 FTE

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...52074124 51110

NO. 11-9-2- RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Pamela Morin, Elementary

Sara Radtke, Early Childhood PK-2

Kathryn Ciresi, Special Ed Elementary\Middle

ADDENDUM TO RESOLUTION NO. 11-9-2 – Certified Substitute Appointments:

Mary Dinerman, Early Childhood PK-2

Inna Ternovaya, Special Ed Elementary\Middle\Sec

Kendra Hamzaj, Elementary

Tara Iacobo, Special Ed Elementary\Middle\Sec

NO. 11-9-3 - 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.4 of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

Jennifer Mooney, Teacher

Leave

Effective Date: August 30, 2011 to August 31, 2012

NO. 11-9-4 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Alice Gebhart, Teacher

Cranston East

Effective Date: June 30, 2012

NO. 11-9-5 - RESOLVED, that at the recommendation of the Superintendent, the resignation of the following Program Supervisor be approved:

Michael Boyajian, Technology

Effective Date: August 29, 2011

NO. 11-9-6 - RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following certified personnel be accepted:

**Thomas Lombardi, Teacher
NEL/CPS Construction Career Academy
Effective Date: August 21, 2011**

**Roseanne Badway, Teacher
Bain Middle School
Effective Date: September 19, 2011**

**Leslie McIver-Hauquitz, Teacher
Pupil Personnel
Effective Date...September 30, 2011**

NO. 11-9-7 – RESOLVED, that at the recommendation of the Superintendent, certified staff members be recalled from layoff, and

Be it further resolved that the Superintendent notify those individuals of the committee's action.

NO. 11-9-8- RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be appointed as an athletic coach:

Victor Raposa, Head Coach Boys' Soccer

CHSE

Step-3

Class-B

Playing Competition-High School & Jr.College

Experience-Assistant Coach Cranston East Boys' Soccer

Certification-RI Coaches Certification; CPR/AED/First Aid

Joshua Procaccianti, Assistant Coach Boys' Soccer

CHSE

Step-3

Class-C

Playing Competition-High School

Experience-Bain Head Coach Boys' Soccer

Certification-RI Coaches Certification; CPR/AED/First Aid

NO. 11-9-8-A - RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be appointed as volunteer athletic coaches:

Cranston High School West

Richard Aitchison

NO. 11-9-9- RESOLVED, that at the recommendation of the Superintendent, non-certified staff members be recalled from layoff, and

Be it further resolved that the Superintendent notify those individuals of the committee's action.

NO. 11-9-10- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed:

Patricia Arias, Bus Monitor

Transportation

Effective Date...September 7, 2011

Authorization...New

Fiscal Note...13645090 51110

Mona Caruso, Bus Driver

Transportation

Effective Date...September 7, 2011

Authorization...Replacement

Fiscal Note...12645190 51110

Gail Chiaverini, Bus Monitor

Transportation

Authorization...Replacement

Effective date...September 7, 2011

Fiscal Note...11945090 51110

Christine Graham, Bus Aide

Transportation

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...14345120 51110

Kristen Murray, Bus Aide

Transportation

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...13845120 51110

Paula Rei, Bus Aide

Transportation

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...12445120 51110

Mayra Erklauer, Bus Monitor

Transportation

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...13645090 51110

Tabitha Chase, Bus Monitor

Transportation

Effective Date...September 6, 2011

Authorization...Replacement

Fiscal Note...15045090 51110

ADDENDUM TO RESOLUTION NO. 11-9-10 – Non-Certified

Appointments:

Nathalie Fiske, Bus Monitor

Transportation

Effective Date...September 6, 2011

Authorization...New

Fiscal Note...12345090 51110

NO. 11-9-11- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

Robert Russo, Bus Driver

Michael Manzo, Custodian

NO. 11-9-12- RESOLVED, that at the recommendation of the Superintendent, the resignation(s) of the following non-certified personnel be accepted:

Katie Burt, Teacher Assistant

Stone Hill

Effective Date...August 29, 2011

Linda Cook, Bus Monitor

Transportation

Effective Date...August 30, 2011

Ivana Santilli, Bus Monitor

Transportation

Effective Date...August 30, 2011

Nancy Ryan, Parent Outreach Worker

Cranston Family Center

Effective Date...October 14, 2011

NO. 11-9-13- RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:

Michael Rampone, Custodian

Plant

Effective Date...September 1, 2011

ADDENDUM TO RESOLUTION NO. 11-9-13 – Non-Certified Retirements:

Christina Broughton, Bus Driver

Transportation

Effective Date...September 30, 2011

POLICY AND PROGRAM

NO. 11-9-14- RESOLVED, that at the recommendation of the Superintendent, the REVISED 2011-2012 School Calendar be approved (attached).

NO. 11-9-15- RESOLVED, that at the recommendation of the Superintendent, the following conferences/field trips of long duration be authorized:

1. Mark Colozzi, Program Supervisor, Music, Co-Director of Bands at CHSE, and Director of Choir at CHSE and Arthur Montanaro, Director of Bands at CHSW, Gregory Arsenault, Co-Director of Bands at CHSE, Pamela Ursillo, Director of Orchestras, CHSE, Christine Harrington, Director of Orchestras at CHSW, and Philip Lachance, Director of Choirs at CHSW and approximately 342 students from both Cranston East and Cranston West music ensembles to travel to Orlando, Florida from April 16 – April 22, 2012 to perform at Walt Disney World as well as participating in the Disney Performance Workshops, at no cost to the school department and no school missed. The trip will be during Spring Recess Period and students will raise monies for the trip. Please see attached Field Trip of Long Duration Form.

2. Thomas A. Barbieri, Principal of Hugh B. Bain Middle School to

travel to Washington, DC from September 21 -24, 2011 to attend the POY NASSP 2011 State Principal's Institute and Award Gala at no cost to the School Department. All expenses to be covered by NASSP. See attached conference form.

3. Jenny Chan-Remka, Assistant Principal at Hugh B. Bain Middle School and Brittany Sandbergen, a teacher at Gladstone Street School to travel to San Francisco, CA from November 14-16, 2011 to attend the NSLA Summer Changes Everything Conference at no cost to the School Department. All expenses will be covered by Kidventure/21st Century Grant. See attached conference form.

4. Sheila Lagasse, teacher at Cranston High School West and 14 students to travel to the Bronx, NY for the Manhattan XC Invitational from October 8-9, 2011 at no cost to the School Department. All cost to be covered by student fundraising. See attached Field Trip of Long Duration form.

PURCHASES AND PURCHASED SERVICES BUSINESS

NO. 11-9-16 - RESOLVED, that the following purchases be approved:

Lumber in the amount of \$3,115.68

Number of bids issues 5

Number of bids received 3

At 6:45 p.m. Chairperson Iannazzi passed the gavel to Mr. Lombardi:

TABLED RESOLUTION

NO. 11-7-18 - 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. (Fiscal Impact Analysis attached).

Acting Chairperson (AC) Lombardi asked if there were any motions with respect to the tabled resolution. Mrs. Ruggieri stated she would remove 11-17-18, moved by Mrs. Ruggieri, seconded by the chair.

Discussion on No. 11-7-18 – Mr. Bloom stated – I have some prepared comments that I would like to read into the record (see below) =

I would like to thank the Laborers for bargaining in good faith and offering \$766,000 in concessions over the two year period which this contract extension covers. These concessions will help the School District in its responsibility to balance its budget for this year and the following year. I also applaud the efforts of Frank Lombardi and Janice Ruggieri to negotiate the contract, as it contains concessions towards balancing our budget, while improving staffing.

At the end of May, this School Committee passed a resolution to form

a sub-committee to study the long term impact of outsourcing transportation services and to make a recommendation to the full School Committee by December 31 on the best way to meet our future transportation needs. The first meeting of this subcommittee was schedule in August, but is now scheduled for September 28. At this time, the School Committee is in the process of completing its due diligence regarding the continuance of transportation services in-house or outsourcing it to a third-party contractor. While this study will utilize some of the information already prepared by the School Administration, the study is incomplete and will need to address five important issues:

- 1. Maintenance of service quality**
- 2. Maintenance of the bus fleet safety, due to age**
- 3. Replacement of the current bus fleet, in terms of timing and cost**
- 4. Fiscal impact of transportation alternatives: either continued in-house or outsourced**
- 5. Risk analysis against future cost increases, and plans to mitigate them**

I had hoped that the subcommittee would be farther along in its study and would be in a position to offer some comment on these issues, particularly, prior to the presentation of this contract to the School Committee for approval. Unfortunately, it is not. With so many answers to these issues unknown at this point, I believe that the School Committee should table ratification of this contract. Ratification of this contract tonight would severely limit the School Committee as it explores a proper resolution to the District's

transportation requirements. It is also unfair to our employees.

From the perspective of the School District, ratification of this contract handicaps the District's ability to implement the best plan for fulfilling our transportation needs, for the following reasons.

1. The burden of fleet replacement is unknown. Replacement of the bus fleet will necessitate additional funding, from which the source is unknown at this time (grants, city bonding, or subcontractor purchase). As the City is under financial stress, it may be necessary to cut additional education programs, and/or to approve tax increases in order to find the monies. With the majority of the fleet in excess of 13-15 years, this is not an issue that can be put off long term as it may compromise the safety of our children. A plan for replacement, either internally or through outsourcing, should be in place, before we, the School Committee, commit to a long term contract.

2. The fiscal impact of in-house versus outsourced transportation is unknown. With the City and the District trying to balance its budget, we must have complete flexibility to make a decision that best serves our taxpayers without reducing the satisfaction of our transportation services. Ratification of the contract as presented today, postpones the implementation of outsourcing for two years, if that is the direction that best serves the District.

3. How will we staff our buses over the next 21 months, if we make the decision to outsource transportation, with a two year contract in place? In the past, the potential loss of health benefits has prompted our employees to address health concerns before their benefits expire, with as much as 10% of our staff out at one time. I would

expect the same to occur in the future. Ratification of this contract, before completing our due diligence, set's the District up for the same staffing challenges.

I know it seems unfair to our employees to delay ratification of this contract, and prolong uncertainty. However, we owe it to the students, parents, and taxpayers to study this issue thoroughly, before making any decision that limits our flexibility.

On the other hand, we owe it to all of our employees to resolve this issue expeditiously and eliminate the uncertainty that this deliberation creates in their lives. It is not fair that our drivers and monitors should have to continue to worry about job security, while the School Committee studies this issue. Our Administration should not have the added stress of staffing our buses, while drivers are out on long term leave, due to the driver's fear that they will lose their health benefits when the next contract expires. This is not the fault of the Administration, or our drivers; it is fallout from the process. Only when Due Diligence is complete, and a decision made, will the uncertainty be resolved. We must make the effort to complete our Due Diligence and issue a recommendation by December 31 as promised. Furthermore, I recommend that if the School Committee makes the decision to provide transportation service ourselves and maintain them in house, that we should offer a three year contract to our Drivers and Monitors, not just the two year contract that is on the table today.

I move that we table resolution 11-7-18, approval of the extension agreement with the Laborers, until the transportation subcommittee's

due diligence is completed and the School Committee makes a decision on the best means to fulfill its transportation requirements, either to continue them in-house or to outsource them to a third party.

End of Mr. Bloom's prepared statement.

AC Lombardi stated – before I open this up to discussion I have to respectfully raise issue with one of your comments. Respectfully, in part, we are meeting on September 28th in part because of your schedule so I don't want the inference to be drawn that somehow we put this off for three months. We wanted to meet in August; we could not meet because all of the people who are on the subcommittee could not be made available. We wanted to meet in early September; your schedule did not allow us to meet in early September. Then with the School Committee meetings, the next possible available date is September 28th and specifically the reason I remember that is it is on the evening before Rosh Hashanah and I asked you and that is the reason why. I don't want anyone from the public walking away thinking we are not putting this subcommittee together because there is some sort of a side deal in place. There is no side deal in place. Gail Macera has tried on numerous occasions to get everybody from the group together. When we did not hear from the mayor's office we planned to move forward with your blessing, without the mayor's office to do this. We had the Council on board and we tentatively scheduled for early September; your schedule would not allow that so that's why we are now at September 28th. I want to clarify that part

of the record.

Mr. Bloom stated – I am not raising any issue in terms of as to why we are meeting on the 28th. I wish we had had an opportunity to meet so we would have some information to be commenting on today. Unfortunately those are the circumstances.

AC Lombardi stated – the second thing Joe (Balducci) – I have a question. The effect on our budget if that were to take place, we would have to go back in and deal with the loss of the concession that we budgeted. Is that correct?

Mr. Balducci stated – that is correct. The 2011-2012 budget was built on approximately \$790,000 dollars being generated as part of concessions from the bus drivers. Right now the fiscal impact that is before you this evening adds up to approximately \$350,000. So if the contract is ratified this evening we will have to address the difference of approximately \$400,000.

AC Lombardi stated – my last comment, in addition to that \$350,000 problem, I think the reason for the two years, and correct me if I am wrong, but the reason for the two years was for precisely that, a compromise met where Joel Zisseron said, it's going to take assuming the School Committee was inclined to privatize rather than to keep it in-house, Joel Zisseron said that it would take a year to do it anyway. So basically we're not losing two years, we are losing a

year to do that and that is what my understanding was. So obviously I am urging that we ratify this contract so we get that concession item so we avoid the mayor's office once again saying to us that we budgeted for union concessions and we didn't get them and now they are going to jump up and down and say we didn't get \$760,000 rather than saying we didn't get \$400,000; whatever that number is.

Mr. Bloom asked – Joe just for clarification – the Fiscal Impact Statement right now shows \$350,000 in potential savings for this current school year. I just want to make it clear; I am not suggesting right now that we not approve this contract. What I am suggesting is that we delay the ratification because we have a commitment right now to complete our due diligence by December 31st which would then theoretically delay ratification for three months roughly \$100,000 potential concessions that would not be utilized in this fiscal year so we potentially we could go back to the Laborers' and ask them to honor those for this fiscal year or just adjust it when the contract is ratified. Is that correct? Mr. Balducci replied, that is correct.

AC Lombardi stated – so each day that we don't ratify this contract we're losing concession dollars and Steve is using a third based on....

Mr. Bloom stated – just to be clear, it's roughly on a ten but mostly on a nine month so we are looking at roughly \$30,000 a month or \$100,000 which I think we have to make a trade-off seeking those concession dollars today vs. making the best decision that we

possibly can for the district and I think that is a small sum of money to be assured that we are implementing the best plan that we can.

AC Lombardi stated – I see that Mr. Bloom has moved to table is anyone seconding his motion to table? Seconded by Mrs. Culhane. No discussion. Roll was called on the motion to table:

Mr. Bloom Yes Mrs. Culhane Yes Mrs. Ruggieri Yes

Mr. Lombardi No

The matter is tabled; three to one.

The Chair was returned to Ms. Iannazzi.

Public Hearing on Non-agenda Items – no speakers

Announcement of Future Meetings – October 12 and 17, 2011.

Adjournment

There being no further business to discuss, a motion to adjourn was made by Mr. Lombardi, seconded by Mr. Traficante. All were in favor. The meeting adjourned at 6:55 p.m.

Respectfully submitted,

October 10, 2011 Columbus Day Observed
November 11, 2011 Veterans' Day Observed
November 24 and 25, 2011 Thanksgiving Recess
December 26, 2011 – January 2, 2012 Holiday Recess (includes Christmas Day/Dec. 25 & New Year's Day/Jan 1)
January 16, 2012 Martin Luther King, Jr. Day
February 20 – February 24, 2012 Mid-Winter Recess (includes Presidents' Day / Feb. 20)
April 6, 2012 Good Friday
April 16 – April 20, 2012 Spring Recess
May 28, 2012 Memorial Day Observed
Schools close June 18, 2012 or the 180th day (June 19th to June 25th – make-up days for inclement weather)
First term September 6 - November 10, 2011 Inclusive 45 days
Second term November 14 - January 26, 2012 Inclusive 45 days
Third term January 27 - April 5, 2012 Inclusive 45 days
Fourth term April 9 - June 18, 2012 Inclusive 45 days

GRADUATION DATES

Cranston High School East and Cranston High School West – Saturday, June 16, 2012.

NEL/CPS Construction Career Academy – Friday, June 15, 2012.

Cranston East, Cranston West, and NEL/CPS Construction Career Academy Seniors' Last Day of Instruction – June 5, 2012.

Updated 9/19/11

EXTENSION AGREEMENT

The CRANSTON SCHOOL COMMITTEE (hereafter referred to as "COMMITTEE") and the Rhode Island Laborers' District Council on behalf of Local Union 1322 of the Laborers' International Union of North America, AFL-CIO (hereinafter referred as "LOCAL 1322") resolve the current collective bargaining by modifying and extending the existing COLLECTIVE BARGAINING AGREEMENT (hereafter referred to as the "AGREEMENT") that covered the term of July 1,2008 through June 30, 2011 in the following manner:

1. TERM OF EXTENSION. The AGREEMENT shall be extended for an additional term of two years and shall expire on June 30, 2013.

2. SALARY SCHEDULE ADJUSTMENT. The Salary Schedule shall be

adjusted by deleting the salary provisions in the existing AGREEMENT and replacing the same with the attached Salary Schedule (Exhibit A), the terms of which are hereby incorporated by reference. These changes shall be effective the first pay period following ratification of this AGREEMENT between the Committee and Local 1322.

3. STEPS. There will be no step increases and the steps will be frozen for the duration of this AGREEMENT. These changes shall be effective the first pay period following ratification of this AGREEMENT between the Committee and Local 1322.

4. ARTICLE XIII ENTITLED "HEALTH INSURANCE" will be amended to provide that the health plan will be changed as set forth in Exhibit B, the terms of which are hereby incorporated by reference, and all Bargaining Unit members will be responsible for a twenty (20%) percent cost share effective the first pay period following ratification of this Agreement by the Committee and Local 1322. The dental insurance plan shall remain the same. However, all Bargaining Unit members will be responsible for twenty (20%) percent cost share based upon their plan effective the first pay period following ratification of this Agreement by the Committee and Local 1322. The twenty (20%) percent cost share for the Health Plan and Dental Plan shall be in effect for the 2011-2012 contract year. With regard to 2012-2013, the Bargaining Unit members will pay the same cost share that is in effect for the teachers, but not more than twenty (20%)

percent.

Employee A and Employee B' s health coverage shall be adjusted pursuant to a Memorandum of Agreement executed by the parties. Employee A's coverage will be eliminated and Employee B' s coverage shall be reduced from family coverage to individual coverage. These coverage changes will take place effective the first pay period following ratification of this Agreement by the Committee and Local 1322.

5. HOLIDAYS/VACATION. For the term of this Agreement, the holiday schedule as set forth in Article XVII shall be adjusted to reflect that in the contract year of 2011-2012 no Bargaining Unit member will be entitled to be paid for Rosh Hashanah, Columbus Day and Presidents' Day and for contract year 2012-2013, no Bargaining Unit member will be paid for Rosh Hashanah, Yom Kippur, and Presidents' Day.

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With regard to vacation, any Bargaining Unit member, except for the trades people, entitled to four (4) weeks' vacation under the prior contract will no longer be entitled to a fourth week of vacation and no other Bargaining Unit member will be entitled to a fourth week of vacation during the term of this AGREEMENT.

These changes will take effect upon ratification of this AGREEMENT by the Committee and Local 1322.

6. LEAVES OF ABSENCE. Article XII Leaves of Absence shall be amended so that members of the Bargaining Unit shall accrue only one (1) day of sick leave per month during the school year, provided the members of the Bargaining Unit work ninety (90%) percent of the month. Accrued sick days/sick banks for all Bargaining Unit members shall be frozen effective the first pay period following ratification of this Agreement by the Committee and Local 1322 as listed in Exhibit C, hereby incorporated by reference, and no unused sick days shall be allowed to accumulate or be added during the term of this AGREEMENT for purposes of the payout to Union members who have worked for the transportation department for ten (10) years or more upon retirement from the Cranston Public Schools. In the event that any Bargaining Unit employee has accrued and exhausted ten (10) days of sick leave in a contract year, and only in that event, that member will be allowed to access any sick days that he has accumulated. Notwithstanding the above, Bargaining Unit members may accrue up to five (5) days of unused sick time, but as stated above, this will not be counted as part of the payout at the end of their term.

Further, any Bargaining Unit member who achieves perfect attendance during a contract year shall be entitled to two (2) days of pay.

These changes will take effect upon ratification of this AGREEMENT by the Committee and Local 1322.

7. SELECTION AND APPOINTMENT. Article III regarding selection and appointment shall be amended to provide that any new employees hired as bus drivers as of July 1, 2011 and for the term of this AGREEMENT shall be one (1) year probationary, non-union employees. These employees will not receive any benefits that Bargaining Unit members are entitled to and will not be required to pay Union dues.

Article V Payroll Deductions shall also be adjusted to reflect the fact that these probationary, non-union employees will not be required to pay Union dues.

These changes will take effect upon ratification of this Agreement by the Committee and Local 1322.

8. ARTICLE V PAYROLL DEDUCTIONS. Article V regarding payroll deductions shall be amended adding that with regard to the Laborers' National (Industrial) Pension Fund, the Cranston Public Schools will only be responsible to pay the regular monthly contributions (presently \$.54 per hour). Participating Bargaining Unit employees will be responsible to pay any "Contribution Surcharge" (presently ten (10%) percent of the regular monthly contribution) through payroll

deduction. Further, the payroll deduction contained in Article V relating to the Laborers' National (Industrial) Pension Fund shall be adjusted going forward in accordance with Exhibit D attached hereto and made a part hereof. The Cranston Public Schools will submit the participating Bargaining Unit members' contribution to the Fund. The Indemnification and Hold Harmless clause in the prior contract shall be amended to add that the Union shall indemnify and hold harmless the Cranston Public Schools for any claims of ERISA violations as a result of these payroll deductions. These changes will be effective the first pay period following ratification of this AGREEMENT by the Committee and Local 1322.

9. ARTICLE XIII RHODE ISLAND DEPARTMENT OF EDUCATION STATE-WIDE TRANSPORTATION & THE CITY OF CRANSTON'S CONSOLIDATION PLAN is hereby deleted. In its place will be the following:

SUCCESSOR AND ASSIGNS

This agreement shall be binding upon the City of Cranston School Committee and the Union and its successor and assigns. No provision herein contained shall be nullified or effected in any manner as a result of any change in administration of the Cranston School Committee.

Should any article, section or clause of this agreement be declared illegal by a Court of competent jurisdiction Rhode Island General Law(s) and or Federal Law(s) then that article, section or clause shall be deleted from this agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect.

10. ARTICLE XII RHODE ISLAND LABORERS' PUBLIC SERVICE EMPLOYEES'

LEGAL SERVICES FUND is hereby deleted. Five (\$.05) cents per hour previously paid for the legal services fund is now added to the employees' salary as set forth in the Salary

Schedule, Exhibit A. These changes will be effective the first pay period following ratification of this AGREEMENT by the Committee and Local 1322.

11. 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 extension term running through June 30, 2013.

All agreed upon changes or modifications to the existing AGREEMENT are incorporated

into this **EXTENSION AGREEMENT** and there are no other understandings, representations or promises between the parties.

12. RATIFICATION. This **EXTENSION AGREEMENT** has been negotiated in good faith by the bargaining negotiation representatives of both the **COMMITTEE** and the **LOCAL 1322** and is subject to ratification by the **Cranston School Committee, the Cranston City Council** and by the members of **LOCAL 1322**. The parties hereto agree to convene their respective constituencies as soon as practicable for the purpose of ratifying the **EXTENSION AGREEMENT**.

IN WITNESS WHEREOF, the parties set their hands and seals this _____ day of _____, 2011.

CRANSTON SCHOOL COMMITTEE The Rhode Island Laborers' District Council on Behalf of Local Union 1322 of the Laborers' International Union of North America, AFL-CIO

By: _____

By: _____

Extension Agreement 8.16.11

EXHIBIT A

BUS DRIVERS

2011-2012 2012-2013

STEP 1 \$14.31 \$14.31

STEP 2 \$14.59 \$14.59

STEP 3 \$14.89 \$14.89

STEP 4 \$15.18 \$15.18

STEP 5 \$15.48 \$15.48

STEP 6 \$15.80 \$15.80

STEP 7 \$16.00 \$16.00

STEP 8 \$16.32 \$16.32

STEP 9 \$16.65 \$16.65

STEP 10 \$16.98 \$16.98

MECHANICS

2011-2012 2012-2013

STEP 1 \$17.79 \$17.79

STEP 2 \$18.29 \$18.29

STEP 3 \$18.73 \$18.73

STEP 4 \$19.20 \$19.20

STEP 5 \$19.64 \$19.64

STEP 6 \$20.14 \$20.14

STEP 7 \$20.38 \$20.38

STEP 8 \$20.78 \$20.78

STEP 9 \$21.20 \$21.20

STEP 10 \$21.62 \$21.62

ELECTRICIAN / HV AC / PLUMBER

2011-2012 2012-2013

STEP 1 \$19.63 \$19.63

STEP 2 \$20.68 \$20.68

STEP 3 \$21.75 \$21.75

STEP 4 \$22.80 \$22.80

STEP 5 \$23.86 \$23.86

STEP 6 \$24.92 \$24.92

STEP 7 \$25.98 \$25.98

STEP 8 \$26.51 \$26.51

STEP 9 \$27.02 \$27.02

STEP 10 \$27.56 \$27.56

CARPENTER / MASON

2011-2012

2012-2013

**STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 STEP 9
STEP 10**

\$18.51 \$19.46 \$20.45 \$21.85 \$22.41 \$23.41 \$24.39 \$24.87 \$25.35 \$25.87

\$18.51 \$19.46 \$20.45 \$21.85 \$22.41 \$23.41 \$24.39 \$24.87 \$25.35 \$25.87

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EXHIBIT B

EXHIBIT B

**BENEFIT/COVERAGE SUMMARY
OFSTANDARDPPOPLAN**

(More specific benefits/coverage is set forth under the Subscriber

Agreement in effect during the life of the Contract)

COVERAGE GUIDELINES:

50% coverage of OP BRCD for RI or other plans non-network PPO providers; 80% coverage all other RI or other plans non-network PPO providers up to an OOP maximum \$3000 1/3 per family per calendar year aggregate hospital & surgical-med LOB excluding pedi/IVF/BH/CD; coverage infertility treatment

ROSPIT AL COVERAGE:

- * Unlimited days of care (includes medical/surgical and inpatient mental health care)**
- * Semi-private room**
- * Emergency room care (no authorization required)**
- * \$100 emergency room care co-payment (waived if admitted)**

SURGICAL/MEDICAL COVERAGE:

- * \$25 chiropractic visit co-payment (12 visits)**
- * Durable medical equipment (80% coverage; no dollar maximum)**
- * Diagnostic tests, lab & x-ray coverage including mammograms & pap tests**
- * Office visit coverage**
- * Inpatient! outpatient surgery, anesthesia coverage**
- * . Maternity care**
- * \$25 office visit co-payment per individual session for outpatient behavioral health/chemical dependency .**

- * **\$25 office visit co-payment per group session for outpatient behavioral health/chemical dependency**
- * **\$15 primary care office visit co-payment**
- * **\$25 office visit co-payment for allergy & dermatology**
- * **\$50 office visit for urgent care**
- * **Injectable prescription drugs covered**
- * **80% coverage to major medical-like benefits when packaged with preferred Rx opt 2 home infusion, home care, prosthetic, DME, PDN, cardiac rehabilitation, ambulance, prof. ther., inj., oxy, supplies, submitted injectables**

PREVENTATIVE CARE:

- * **Mammograms**
- * **Pap tests**
- * **Well baby care - \$15 co-payment per visit, then \$100 coverage up to allowance**

PRESCRIPTIONS:

- * **\$5 (generic drugs), \$15 (preferred brand names), and \$30 (non-preferred brand name list that may have generic or brand name alternatives): 34-day supply**

MISCELLANEOUS BENEFITS:

- * **Student coverage to age 24**
- * **No lifetime maximum**

- * 80% coverage for outpatient labs and x-rays from a hospital non-network provider**
- * Mandatory organ transplant coverage: 100% coverage for eligible costs associated with kidney, cornea, allogenic bone marrow, heart, lung, and liver, pancreas, and small intestine transplants.**
- * Radiation therapy services paid in full (non-network 80% after deductible)**

- * \$200 deductible per person (3 per family maximum) per calendar year for services rendered by RI non-network providers or other plans non-network PPO providers**
- * Managed benefits program: authorization is obtained from providers who participate directly with the healthcare carrier; members responsible for obtaining preauthorization when using the health care carrier's PPO providers who do not participate directly with the healthcare carrier or from non-network providers**
- * Routine eye exams: \$25 co-payment - one routine exam per year at network providers (medically necessary exams as needed); reimbursed at the health care carrier's allowance minus a \$25 co-payment at non-participating optometrists/ophthalmologists; 80% after deductible for non-participating routine exams only**
- * Outpatient chemical dependency: limited to 30 hours per member, per calendar year for facility based or office based counseling**
- * Physical, speech & occupational therapy - outpatient: 100% coverage after a hospital stay in the outpatient department; 80% coverage in a provider's office**

- * Private duty nursing & ambulance: 80% coverage**
- * Municipal ground ambulance: reimbursement based on healthcare carrier's allowance and subject to any applicable co-payment, co-insurance and/or deductibles; members responsible for balances over the healthcare carrier's allowance when using non-participating municipal ambulance companies**
- * Air and water ambulance: reimbursement based on the healthcare carrier's allowance and subject to any applicable co-payment, co-insurance, and/or deductibles; maximum benefit of \$3,000 per occurrence applies; members responsible for any charges exceeding \$3,000 maximum**
- * Home & hospice care: 100% coverage in lieu of hospitalization; included doctor, nurse, home health aide visits and home infusion therapy; non-network 80% after deductible**
- * Dependent coverage: spouse and unmarried children through the year in which they turn age -----**
- * Inpatient chemical dependency: Detox - up to five (5) admissions or 30 days in any calendar year, whichever comes first; rehab - hospital or community residential care services for chemical dependency treatment covered up to 30 days in any calendar year; outpatient - up to 30 visits per member, per calendar year; mental health - medication visits are unlimited**

AFFIDAVIT OF DOMESTIC PARTNERSHIP

The purpose of this Affidavit is to qualify a domestic partner for receipt of any medical coverage and benefits to which a teacher's spouse and/or family members are entitled.

1. We hereby certify that as domestic partners, we have an exclusive mutual commitment similar to marriage and that we meet the following criteria.

a. We have been each other's domestic partner and have shared a common residence and we have every intention of remaining indefinitely in the relationship.

b. Neither of us is married to anyone else.

c. We are jointly responsible for each other's common welfare and basic living expenses. .

d. We are both at least 18 years old and are mentally competent to consent to contract.

e. We are by law adults and not related by blood closer than would bar marriage in our state of legal residence.

f. Our domestic relationship is not illegal.

2. We agree to notify the Cranston School Department if the status of this relationship changes, including termination of the relationship or failure to meet any of the above criteria, by filing a Change of Status form no later than thirty days from the date of such change. It is understood that if this domestic partnership is terminated, a subsequent Declaration

of Domestic Partnership cannot be filed until the later of 12 months after filing a Change of Status form or 12 months after coverage has been canceled.

3. I understand that under current tax regulations, the Cranston Public Schools is required by the Internal Revenue Service to report as taxable (imputed) income, the premium value of the company's contribution to the benefit plan related to covering any partner or any partner's dependent children.

If your domestic partner and his/her dependent children are considered my "dependents" as defined under Section 152(a) (9) of the Internal Revenue Code. I will need to complete the Tax Certification of Dependency form.

4. We understand that the coverage elected will remain in effect until any of the following occurs:

The next plan year in which coverage is changed; termination from benefit plan due to ineligibility takes place; the domestic partnership is terminated; the death of the enrolled domestic partner; or a change in the eligibility status of my partner's children (if applicable)takes place.

1. We understand that the information contained in this Affidavit is confidential and is being provided for the sole purpose of determining eligibility of benefits.

2. We affirm that the statements attested to in 'this Affidavit are true and correct to the best of our knowledge. We understand that we are responsible

for reimbursing the Cranston School Committee for any expenses incurred, as a result of any knowingly false or misleading statement contained in this Affidavit. It is further understood that a deliberate false statement could result in disciplinary or legal action, including termination of employment at Cranston Public Schools.

Employee Signature

Domestic Partner Signature

Date:

Date:

Emp. S.S. Number

-1

Dom. Partner S.S. Number3

EXHIBIT C

Unused Benefits As Of Date: 06/30/2011

3979 Abujade	(Fiske),	Mary	E Driver	09/07/2005	Not
Applicable True	4.00 -10.00	0.00 0.00			
1458 Albertson,			Kathleen Driver	01/11/1993	Not
Applicable True	148.00	5.00 0.00	0.00		
387 Amadio,		Audrey	L Driver	01/12/1998	Not
Applicable True	39.50	0.00 0.00	0.00		
3106 Andreoli,		Barbara	I Driver	03/18/2003	Not
Applicable True	64.50	0.00 0.00	0.00		
1469 Angell,			Susan Driver	09/18/1990	Not
Applicable True	106.50	5.00 0.00	0.00		
1357 Antoni,		Sandra	L Driver	11/15/1976	Not
Applicable True	180.00	5.00 0.00	0.00		
1666 Arruda,			Linda Driver	04/26/1982	Not
Applicable True	180.00	5.00 0.00	0.00		
1351 Aubin,		Donna	M Driver	10/20/1987	Not

Applicable True 134.00 5.00 0.00 0.00		
3429 Barbero,	Kevin	J Driver 11/18/2003 Not
Applicable True 74.50 5.00 0.00 0.00		
2886 Bernardo,		Valerie Driver 09/04/2002 Not
Applicable True 70.50 -5.00 0.00 0.00		
1730 Broughton,		Christina Driver 09/20/1988 Not
Applicable True 157.50 5.00 0.00 0.00		
3360 Caetano,		Lisa Driver OS/24/2011 Not
Applicable True 4.00 0.00 0.00 0.00		
2217 Camp,	Richard	T Driver OS/22/2007 Not
Applicable True 17.50 0.00 0.00 0.00		
4917 Caruso,		Amanda Driver 11/23/2010 Not
Applicable True 16.00 0.00 0.00 0.00		
1550 Cook,		Marilyn Driver 01/12/1998 Not
Applicable True 44.00 0.00 0.00 0.00		
1491 Croft,		Dawn Driver 08/28/1996 Not
Applicable True 60.00 5.00 0.00 0.00		
1078 Cronan	(Fortes, Christine	L Driver 03/10/1980 Not
Applicable True 11.50 5.00 0.00 0.00		
3444 Dale,		Lori Driver 10/01/2003 Not
Applicable True 1.00 5.00 0.00 0.00		
1904 Dellaposta,		Regina Driver 09/14/1998 Not
Applicable True 92.50 -5.00 0.00 0.00		
4289 Divers,		Louis Driver 09/07/2005 Not
Applicable True 103.00 0.00 0.00 0.00		
4519 Divona,	Stephen	R Driver OS/22/2007 Not

Applicable True 52.00 0.00 0.00 0.00				
	822 Donahay,			Jennifer Driver 03/22/1999 Not
Applicable True 180.00 -5.00 0.00 0.00				
	804 Dulac,			Laurie Driver 10/16/1995 Not
Applicable True 141.50 5.00 0.00 0.00				
	247 Ekelund,			Charlayne Driver 01/12/1998 Not
Applicable True 180.00 0.00 0.00 0.00				
	304 Emma,			Janice Driver 10/19/1992 Not
Applicable True 0.00 5.00 -1.00 0.00				
	2868 Fernandez,			Ray Driver 03/19/2002 Not
Applicable True 169.50 0.00 0.00 0.00				
	323 Ferry,	Edward	H Bus	Mechanic 08/24/1981 Not
Applicable True 106.00 3.50 0.00 0.00				
	1476 Fitzgerald,	Robert	J Bus	Mechanic 11/21/1989 Not
Applicable True 98.50 -1.00 0.00 0.00				
	685 Fontaine,			Carol Driver 10/24/1979 Not
Applicable True 68.00 5.00 0.00 0.00				
	570 Ford,		Marjorie	J Driver 10/18/1977 Not
Applicable True 158.50 5.00 0.00 0.00				
	3660 Fredrick,		Gail	A Driver 11/20/2006 Not
Applicable True 31.50 0.00 0.00 0.00				
	2601 Furtado,			Manuel Driver 10/16/2001 Not
Applicable True 55.50 0.00 0.00 0.00				
	2270 Giblin,			Eldora Driver 01/08/2001 Not
Applicable True 10.00 0.00 0.00 0.00				
	2181 Goff,			Robert Driver 01/08/2001 Not

Applicable True 0.00 0.00 0.00 0.00	1878 Gorman,	Tami Driver 10/19/1992 Not
Applicable True 173.00 5.00 0.00 0.00	741 Griffin, Darlene	A Driver 09/15/1997 Not
Applicable True 167.00 -5.00 -0.50 0.00	3581 Griswold (Schulenberger),	Driver 03/16/2004 Not
Applicable True 67.50 5.00 0.00 0.00	4322 Hackett, Nancy	G Driver 09/26/2005 Not
Applicable True 13.50 0.00 0.00 0.00	303 Hawksley, Diane	A Driver 10/18/1993 Not
Applicable True 165.00 5.00 0.00 0.00	2555 Iacobucci,	Lisa Driver 09/17/2001 Not
Applicable True 10.00 -5.00 0.00 0.00	400 Ianniello,	Charlene Driver 09/13/1999 Not
Applicable True 180.00 -5.00 0.00 0.00	2139 Izzo,	Michael Driver 05/17/1999 Not
Applicable True 94.00 0.00 0.00 0.00	5403 Jeff, Gerald	J Driver 10/16/2006 Not
Applicable True 73.00 0.00 0.00 0.00	177 Kingsley,	Dale Driver 09/15/1994 Not
Applicable True 6.50 5.00 0.00 0.00	306 Lake, Joanne	M Driver 09/20/1988 Not
Applicable True 10.00 5.00 0.00 0.00	1816 Landry, Lori	A Driver 09/20/1988 Not
Applicable True 1.50 5.00 0.00 0.00	83 Lataille (Oden),	Theresa Driver 09/14/1998 Not

Applicable True 82.00 -5.00 0.00 0.00

385 Lembo (Carlucci), Peggy L Driver 12/15/1986 Not

Applicable True 70.50 5.00 0.00 0.00

3890 Manzi, Carole Driver 09/07/2005 Not

Applicable True 0.00 -10.00 0.00 0.00

1495 Mattera, Patricia A Driver 10/16/1995 Not

Applicable True 100.00 5.00 0.00 0.00

3298 Matteson, Cherri A Driver OS/20/2003 Not

Applicable True 22.50 0.00 0.00 0.00

4311 McDonald, Jayne M Driver 09/15/2005 Not

Applicable True 91.50 0.00 0.00 0.00

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3041 McGinity, Toni M Driver 09/16/2003 Not

Applicable True 2.00 0.00 0.00 0.00

396 Menard, Kelly Driver 09/13/1999 Not

Applicable True 20.50 -5.00 0.00 0.00

1966 Messere, Robyn Driver 09/06/2000 Not

Applicable True 107.00 0.00 0.00 0.00

1118 Mesyna, Rachel M Driver 02/12/1991 Not

Applicable True 180.00 5.00 0.00 0.00

2639 Millar, Elizabeth A Driver 03/06/2006 Not

Applicable True 81.00 0.00 0.00 0.00

2395 Moore (Ead), Shelly Driver 09/17/2001 Not

Applicable True 16.00 0.00 0.00 0.00		
3954 Notardonato,	Jane	E Driver 09/07/2005 Not
Applicable True 111.00 -10.00 0.00 0.00		
3677 Omara,	Raymond	D Driver 01/11/2005 Not
Applicable True 42.50 5.00 0.00 0.00		
1741 Page,	Lynne	P Driver 09/15/1994 Not
Applicable True 123.50 5.00 0.00 0.00		
3802 Paraisio,	James	J Driver 01/11/2005 Not
Applicable True 124.00 0.00 0.00 0.00		
1818 Pascale,	Kimberlee	Driver 10/18/1999 Not
Applicable True 27.00 0.00 0.00 0.00		
3781 Pelland,	Paula	D Driver 09/07/2005 Not
Applicable True 65.50 -10.00 0.00 0.00		
1509 Pelland,	Tammy	A Driver 10/20/1987 Not
Applicable True 35.00 5.00 0.00 0.00		
378 Pellegrino,	Carolyn	Driver 09/14/1998 Not
Applicable True 107.00 -5.00 0.00 0.00		
273 Pennacchia,	Marilyn	L Driver 11/18/1991 Not
Applicable True 85.00 5.00 0.00 0.00		
1098 Pezza,	Donna	L Driver 09/23/1986 Not
Applicable True 104.50 5.00 0.00 0.00		
1482 Resendes,	Carrie	Driver 09/13/1999 Not
Applicable True 0.00 -5.00 0.00 0.00		
4412 Ricaldy,	Aldo	R Driver 02/15/2006 Not
Applicable True 34.50 0.00 0.00 0.00		
902 Roche,	Patricia	Driver 05/16/1994 Not

Applicable True 153.00 5.00 0.00 0.00	4700 Ruggiero,	Ermano Driver 11/20/2007 Not
Applicable True 50.00 -10.00 0.00 0.00	4269 Saban, Salvador	R Driver 11/15/2005 Not
Applicable True 101.00 -5.00 0.00 0.00	677 Saillant,	Cynthia Driver 09/13/1999 Not
Applicable True 8.50 -10.00 0.00 0.00	4427 Scapinakis,	Karin Driver 10/16/2006 Not
Applicable True 20.50 0.00 0.00 0.00	4434 Sheridan, Kristin	M Driver 10/16/2006 Not
Applicable True 7.50 0.00 0.00 0.00	886 Smith, Jean	C Driver 12/17/1973 Not
Applicable True 12.50 5.00 0.00 0.00	1407 Sock (Wentzel), Deborah	L Driver 09/18/1989 Not
Applicable True 14.50 5.00 0.00 0.00	349 Torregrossa,	Annemarie Driver 10/15/1979 Not
Applicable True 108.00 5.00 0.00 0.00	1806 Tourony,	Antoinette Driver 09/13/1999 Not
Applicable True 113.50 -5.00 0.00 0.00	3569 Vallesi, Jeannine	M Driver 12/16/2003 Not
Applicable True 106.00 5.00 0.00 0.00	5260 Walker, Joseph E	Bus Mechanic 09/21/2009 Not
Applicable True 23.00 -4.00 0.00 0.00	732 Werchadlo,	Maureen Driver 09/23/1986 Not
Applicable True 116.00 5.00 0.00 0.00		

Unused Benefits As Of Date: 07/01/2011

4019 Buteau, Roger Tradesmen 11/22/2004
Plant True 44.00 0.00 0.00 0.00

340 DaH, Dennis Tradesmen 03/20/1979
Plant True 158.50 1.50 0.00 0.00

4892 Femino, Joseph A Tradesmen 12/10/2007
Plant True 81.50 -1.00 0.00 0.00

285 Hogan, Stephen Tradesmen 10/18/1988
Plant True 107.50 1.00 0.00 0.00

501 Lastarza, Louis Tradesmen 03/08/1993
Plant True 67.00 19.00 0.00 0.00

1837 Musco, Paul M Tradesmen 05/13/1996
Plant True 180.00 8.00 0.00 0.00

2723 Schiappa, Franco Tradesmen 02/26/2001
Plant True 39.00 1.00 0.00 0.00

3123 Tougas, Ronald R Tradesmen 03/11/2002
Plant True 180.00 0.00 0.00 0.00

ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

**THE CRANSTON SCHOOL COMMITTEE And THE RHODE ISLAND
LABORERS' DISTRICT COUNCIL on Behalf of LOCAL UNION 1322**

**Whereas the undersigned Union and Employer are parties to a
collective bargaining agreement that provides for contributions to the
Laborers' National (Industrial) Pension Fund and;**

**Whereas, the Pension Fund's Board of Trustees has adopted a
Funding Rehabilitation Plan ("Plan"), dated July 26,2010, to improve
the Fund's funding status over a period of years as required by the
Pension Protection Act of 2006 ("PP A"); and**

**Whereas, a copy of the Plan has been provided to the Union and the
Employer; and**

Whereas, the Plan in accordance with the PP A, requires that the signatories to every collective bargaining agreement providing for contributions to the Pension Fund adopt one of the schedules included in the Plan; and

Whereas, the Union and the Employer have agreed to adopt the Plan's Preferred Schedules and wish to document that agreement;

It is hereby agreed by the undersigned Union and Employer as follows:

1.

The Addendum shall be considered as part of the collective bargaining agreement. The provisions of this Addendum supercede any inconsistent provision of the collective bargaining agreement.

2.

The current contribution rate to the Pension Fund of Fifty-Four (.54~)

cents per hour shall be increased by 10% to the rate of Sixty (.60~) Cents per hour with said increase(s) to be an assignment of employee's wages effective the first pay period following ratification of the Collective Bargaining Agreement between the parties by the Committee, Local 1322 and the Cranston City Council. On each anniversary of that effective date for the term of the collective bargaining agreement, and any renewals or extensions thereof, the contribution rate then in effect shall be increased by another 10% compounded annually (rounded to the nearest penny) with said increase(s) to be an assignment of employee's wages.

3.

With regard to benefits under the Pension fund, the Plan's Preferred Schedule

-1-

provides that the Pension's Fund current plan of benefits for the group will remain unchanged with the following exceptions:

(a) Benefit accruals for periods after adoption of the Preferred

Schedule will be based on the contribution rate in effect immediately before the Preferred Schedule goes into effect for the group, not on the increased rates required by this Schedule.

(b) Effective April 30, 2010 and until the Rehabilitation Plan succeeds, the Pension Fund is not permitted by the PP A to pay any lump sum benefits or pay any other benefit in excess of the monthly amount that would be payable to the pensioner under a single life annuity. This means that the Fund must suspend its Partial Lump sum option, Social Security Level Income option, and Widow/Widower Lump Sum option. Exceptions are made for a lump sum cash-out of a participant or beneficiary whose entire benefit entitlement has an actuarial value of \$5,000 or less and for the Fund's \$5,000 death benefit.

(c) The Board of Trustees continues to have discretionary authority to amend the Rules & Regulations of the Pension Fund, including the Rehabilitation Plan, within the bounds of applicable law.

4.

The Plan as a whole is deemed to be a part of the Preferred Schedule.

5.

This Addendum shall be effective the first pay period following ratification of the Collective Bargaining Agreement between the parties by the Committee, Local 1322 and the Cranston City Council which date is the same date on which the contribution rate increase under paragraph 2 is first effective.

To acknowledge their agreement to this Addendum, the Union and the Employer have caused their authorized representatives to place their signatures below:

Dated:

FOR THE EMPLOYER:

FOR THE UNION:

CRANSTON SCHOOL COMMITTEE

RI LABORERS' DISTRICT COUNCIL on behalf of LOCAL UNION 1322

Ronald R. Coia, Business Manager

-2-

LOCAL UNION 1322

Arthur J. Jordan, Business Manager

Witness

Witness

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TIONS\Local 1322 Bus Drivers Negotiations 2011 11-4388\Addendum
to CBA 8.12.II.wpd**

CRANSTON PUBLIC SCHOOLS

FISCAL IMPACT STATEMENT

BUS DRIVERS

2011 - 2013

CATEGORY 2011-2012 2012-2013

RAISE (A) 0 0

STEPS (FREEZE) 40,383 84,843

NON-CERTIFIED PENSION 2,383 13,202

LABORERS PENSION (B) 4,629 6,172

FICA 2,504 5,260

MEDICARE 586 1,230

INCREASE IN COST-SHARING (C) 92,595 150,469

PLAN DESIGN CHANGES (D) 26,795 32,154

ELIMINATION OF HOLIDAYS (4) 40,180 40,180

ELIMINATION OF 4TH WEEK VACATION 25,810 25,810

EMPLOYEE TURNOVER (E) 30,681 30,681

EMPLOYEE RETIREMENT HEALTH SAVINGS 59,488 0

CHANGE IN HEALTH-CARE COVERAGE (F) 23,989 26,388

350,022 416,389

SUMMARY 766,411

ASSUMPTIONS

(A) - RAISE

2011-2012 = 0%

2012-2013 = 0%

(B) - PENSION SURCHARGE BEING PAID BY EMPLOYEE

2011-2012 = 9 MONTHS

2012-2013 = FULL YEAR

(C) - COST-SHARING

2011-2012 = 20% (9 MOS.)

2012-2013 = 20% (10% INCR. IN HEALTH RATES, 5% INCR. IN DENTAL RATES)

(D) - INCREASE IN MEDICAL CO-PAYS

2011-2012 = 10 MONTHS

2012-2013 = FULL YEAR

(E) - USE OF PROBATIONARY EMPLOYEE FOR ONE YEAR PERIOD (NO BENEFITS)

(F) - TWO CURRENT EMPLOYEES DROPPING/CHANGING HEALTH COVERAGE

OFFERED BY UNION, BUT VOLUNTARY/NON-CONTRACTUAL

1 - FAMILY TO INDIVIDUAL

1 - FAMILY TO NO COVERAGE

(COVERAGE MAY BE REINSTATED DURING LIFE OF CONTRACT)