

**SPECIAL CRANSTON SCHOOL COMMITTEE MEETING
AND WORK SESSION**

September 27, 2011

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE, CRANSTON, RI

EXECUTIVE SESSION 7:00 P.M.

IMMEDIATELY FOLLOWED BY PUBLIC WORK SESSION

IMMEDIATELY FOLLOWED BY PUBLIC MEETING

MINUTES

This special meeting of the Cranston School Committee 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. McFarland, Mrs. Culhane, Mr. Traficante, Mr. Bloom and Mrs. Ruggieri.

The meeting was called to order at 7:17 p.m. It was moved by Mrs. McFarland and seconded by Mrs. Ruggieri to 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; (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 in Executive Session.

Chairperson Iannazzi stated – this evening is a work session and so members of the public understand, generally there is no public speaking during a work session. We are going to make an exception this evening and allow public speaking at the end of our meeting, after we have heard from the five companies that are making their presentations this evening. If, at any point, questions need to be posed, I ask that the public speaker(s) direct them through the Chair. If we can answer the questions tonight we will attempt to do so. If not, Mr. Balducci and the Administrative Team will get the answers out after the meeting.

Mr. Traficante asked – may I request that the companies remain here in case there are any questions or clarifications.

Mr. Lombardi asked Mr. Cascione to clarify to the public the purpose of tonight's meeting and our legal obligations with respect to our bargaining units.

Attorney Cascione stated – this work session was agreed to by the Administration and by the Union because during negotiations there

were some questions that came up about what was in the RFP's were really met by the bid specs so we agreed to have this work session preliminarily before anything gets voted on anywhere down along the line, if it even becomes an issue, just to get this information out. Also the Union has been given the opportunity to make a presentation to the School Committee which is presently scheduled for October 6, 2011. Again, this is all preliminary matters; negotiations continue; we've requested the assistance of a mediator to help with the negotiations but there is no votes being taken tonight or in the near future. This is just for informational purposes only.

Chairperson Iannazzi stated – we will now begin the presentations; I ask that you identify yourself for the record.

a. Presentation by GCA Services

Ron Glisk, Senior Vice President, Sales and Marketing. Bernie Decker, Educational Division, Vice President of Human Resources, Steve Ciccone, Regional Manager at UCONN where we provide the services, Alan Odom, Regional Vice President responsible for all our educational operations in the Northeast and New England, Jim Calamia, Senior Regional Manager, and Jim Trompke, CFM, Regional Manager, Go To Services, who you may see on your slides. Jim is with a minority partner that we would like to introduce if we are fortunate enough to be selected. They are a certified company and have met all our requirements and we are happy to have them here and hopefully his local presence here in East Providence is a benefit

to all of us.

Mr. Glisk then presented a Power Point presentation (on file in the Superintendent's Office).

Mrs. Ruggieri asked – when I looked through this binder, custodial services is a people based business and you said yourself you are in the people business and when I looked at this and I looked at your wages, benefit package, and the one benefit package I looked at wasn't even for a full family, it was just for one plus two and was \$171.00 twice a month so if you take that and measure it against the wages that you are offering you're looking for people to pay one quarter of what they are making a month on health benefits so I look at it and I say it's kind ofit doesn't make sense to me to say you're a people business and then to say you're taking out what these people are doing the job and there's not a lot of wiggle room for them as far as, you know, moving up or moving down on this wage scale from what I saw it was not a large scale. Now I understand we are not going to say to you we want you to give us this benefit package, we want you to give us this salary package. That's not how this process works. You're coming to us and presenting the best package that you think that you can give us. I looked at this and I had a hard time with that piece. With that being said I also had a couple questions about equipment and I didn't know if you were going to be requiring us to lease equipment or purchase equipment or if our equipment was okay.

Mr. Glisk stated – I understand when it comes to the benefits. It's not uncommon. With as many clients as we work with that are going through this exact process. I honestly have had clients say to me I don't care what you give to anybody; it's not my problem. We can't decipher that in an RFP and it's very difficult. We look at other things like letters to Boards and what's going on in the environment and we say is the district in such financial straits that they have no choice but to go this far and without any sort....I'm not trying to make a cop-out here but without any sort of guidance and the mention of please provide a fair benefits package and then leave the definition to us but it's not uncommon in this industry to have people say...we don't want...in fact most commercial companies don't provide any benefits other than maybe a day off or whatever the case might be. It used to be the case; I'm not certain it's the case today but more and more folks are saying and then there are people who are projecting out that a national program might come in and save the day so we are really on a sticking point insofar as what is the right program for you and can you afford it. That is the beauty of an RFP is that we have the ability to have this sort of working session to say okay, I'm saving a lot of money, let's pour that back in the forms of wages and benefits and we do that all the time.

Mrs. Ruggieri stated – but if you were looking at this presentation if you were coming to present to us and you looked at your wages verses your benefits, wouldn't that have...you know...I would have

thought that would give you cause if you are in the people business...that is expecting a lot of these people and if there is that room that you say we can pour some of that money back in well wouldn't have that been the opportunity for you to do that rather than place the burden squarely on the shoulders of the workers.

Mr. Glisk stated – well perhaps I didn't explain that plan. Until three or four years ago, most people didn't even have those sort of safety net plans but we have had so many clients come to us and say, similar to what I said earlier, that we had to have something for our employees and yes...from a...we had to have something for those employees who wanted the coverage. I will be honest; I did not look at the percentage in all of that. I know we have two different plans, we actually but the higher, believe it or not, of the two. The better benefitted plan so to speak but I did not do the calculations. I look at the average wages based on the market and then what can we do as a last case scenario if the district is in a position to help us out.

Mrs. Ruggieri asked – regarding equipment and I didn't know if there was a specific plan in place or what you were looking for insofar as equipment.

Mr. Glisk stated – from what I understand I may need to ask one of the guys over here...Jim....I can tell you what we did and you can fill in the color commentary here...we put in \$65,000.00 per year for repair and replacement so based on that I am assuming....

Mr. Calamia answered from the audience; did not go up to the microphone and could not be heard by this recorder.

Mr. Glisk continued – and that \$65,000.00, just so you know, any portion of that could be capital but \$5,000 of that per year amount is really the buying power of \$25,000 so if you had a couple of large pieces of equipment it really would only be \$5,000 per year but you have that buying power of \$25,000.

Mrs. Ruggieri asked – uniforms. I didn't see and I may have missed it but I wasn't sure what the plan was for uniforms was...what the charges are...who is responsible for those charges.

Mr. Glisk stated – they are built in; that is part of it. The logos can be determined later.

Mrs. Ruggieri asked – when you are charging for services insofar as special events and extra things, do you have a minimum service hours that you are requiring...our PTA's...a lot of our events we use our custodians to help us clean up and things like that...

Mr. Glisk stated – not from that standpoint. When it is a school/district program that is part of what the staff here does and that does include that. If you are bringing in somebody from the outside that is going to use particular facilities or something and you are charging them then we would participate in that but that is where the costs come in but there is not the nickel and diming effect in play here. If it is part of the standard schedule that's the standard operating schedule of the district...Mrs. Ruggieri stated – these are

not standard; each school has its' own events, whatever they do, some schools might have a Halloween party, some schools have a concert or a play so there is not anything set in stone so what I am looking for is there a charge for those specific types of events? Mr. Glisk shook his head no.

Mrs. Culhane asked – do you have any other management fees or those included in the bid price that you gave us and also are all employee taxes included in the bid prices that you gave us?

Mr. Glisk stated – yes, everything is included. It's a flat fee so to speak. Our contribution overheads and profits which is what the fee refers to, that's all in this price. Our employee taxes, such as FICA, FUDA, SUDA, Workers Comp, General Liability, umbrella policies, that's all included.

Mrs. Culhane stated – two more questions for me. For those 10 month employees, they are not entitled to any unemployment? So they are collecting in the summer when they are not working.

Response was yes.

Mrs. Culhane asked – and is that fee included in what you gave us.

Response was yes.

Mrs. Culhane asked – my last question is you will not be purchasing...that \$6,500 is per year so you don't have any plans after going through all of the buildings of making any capital improvements or capital purchases for new equipment or anything like that you are just going to maintain and fix what we have now is

that correct?

Mr. Glisk stated – that is how the RFP was written. If we were to find equipment to help us with our productivity rates and everything else that is absolutely a no-brainer even when it comes to a \$20,000 piece of equipment. If it can help you be more productive and do a better job the fact that it would only cost you \$4,000 dollar a year we do that. I don't think my boss or any of the bosses here have ever turned down a capital budget request. If it makes sense we are going to put that in but the RFP was pretty clear. There is a significant inventory from which to work.

Mrs. Culhane asked – do you have an average percentage from all of your contracts from contract to contract how your management fees increase?

Mr. Glisk asked – on a year to year basis.

Mrs. Culhane responded, yes.

Mr. Glisk stated – typically it is a minimum of 1 1/2 % and no more than say 3 1/2 % based on CPI. That is typical. Now 1 1/2 % allows us to give an increase to our employees, 3 1/2% if the CPI were to go higher than that it protects you as to any further exposure.

Mrs. McFarland asked – following up on the equipment question, what if equipment was no longer usable, who would replace that equipment since you would be using our equipment in the RFP.

Mr. Glisk stated – there is an assumption that there is a relatively good inventory of equipment so to outfit everything from scratch just

off the top of my head might be close to a \$160-\$170,000 dollars would be my guess and that may be a little high. I can't sit here and commit to that because we have from the RFP a statement saying there is this inventory of equipment but it's not going to be any higher than that and if it were grossly outside of what we had anticipated we would sit down and talk to you and say or even prior to signing a contract let us go do an inventory and then address it. Or if you had an asset list of every piece of equipment and its' age, we could do that even without looking at it with some assumptions of course.

Mrs. McFarland stated – so none of that was really provided to you so you don't really have an idea of what we have for equipment. So you are unsure of what we have.

Mr. Glisk stated – we sort of took a leap of faith that there is equipment here for us to use. That's what we were told.

Mrs. McFarland asked – so there are no capital investments at all?

Mr. Glisk stated – in this industry the two biggest investments are capital equipment and the other is payroll. Those are the two biggest out of pocket costs.

Mrs. McFarland stated – prior to the signing of a contract there is obviously...my colleague talked about the operating schedule and whether or not those events...and you said they would be included. I would guess that you would be looking for an operating schedule upfront before the school year begins so that you know all of the events that are in place.

Mr. Glisk stated – I would love to say we could get a whole year in

advance but it doesn't usually work that way. What if the football team makes the state playoffs?

Mrs. McFarland asked – the blend of 12 month employees and 10 month employees, how does that ratio work?

Mr. Glisk stated – it would be all of the foremen and all the day staff under our plan would stay on as 12 month employees and they would do the project work in the summer clean work.

Mrs. McFarland asked – in your bid did you account for the aspect that the schools are open all 12 months?

Mr. Glisk stated – you mean insofar as summer school and things like that?

Mrs. McFarland stated – the use of our schools are 12 months.

Mr. Glisk stated – yes, there is a very formal plan for summer clean which works around when those buildings are open and so on. We recognize the buildings will be in use but we still need to do the summer clean. We work around that with a schedule.

Mrs. McFarland asked – so how do you make the determination that staff is only needed 10 months out of the year verses 12 months.

Mr. Glisk stated – the best way to look at that is with 160 school districts, most of them are doing this very thing and most of them have open buildings at other times. It has always worked for us and I would assume, I don't know why it would be any different here...I just don't know why it would be different here verses these other 150 plus school districts where we're doing the same thing. I think we have the same challenges there and yet we are still able to provide the service and have that focus team doing that type of services.

Mrs. McFarland asked – can you just explain to me...you have your wage rates in here in your presentation you gave us...you did not account for the wage rates that you have for specialty work, those are different? So they are not included in the presentation today or are they the same?

Mr. Glisk stated – those are average wages that we showed so if there is a blend in there; some are higher some are lower.

Mrs. McFarland asked – so can you explain to me what the average employee would make...I would assume since you looked at so many different things, so many aspects of not only the challenges that are faced by the Cranston School District but you also looked at Rhode Island as you said you don't have a contract here and you would be interested in coming here. I suppose you looked at the cost of living to actually live in the state of Rhode Island and how much it costs to own a home, to feed your family, to educate them, all of the aspects, pay your taxes and so forth to actually live in the state of Rhode Island. In doing some housing works commission in the state of Rhode Island, last year there were only four communities in the state of Rhode Island that they could afford to live in based upon the wages that they make. So based upon \$10.50 an hour and \$9.30 an hour and those being the average salaries, could you tell me where in Rhode Island anyone of these employees would be making these wages would be afforded to live here.

Mr. Glisk stated – this may sound like a cop-out; I don't live here; I don't know that answer. I do know the Bureau of Labor and Statistics is a pretty solid tool that we use and has worked for us. You have to

understand – if we cannot get employees at those wages we will have to pay more and we don't come back to you in those circumstances. You have a fixed price contract with us. We take a risk when more than 80% of revenue goes back out in wages and benefits so we've built it up with what we thought were the right numbers based not only on the government's stats but also from our local partner whose doing these services right now in the commercial setting.

Mrs. McFarland stated – I see the risk being for 2 to 3 years but then I see the risk shifting after whatever contract you get for the first 2 to 3 years. I could see you taking the risk but I can see the risk shifting when the contract is renewed in the future. I will be personally honest with you, based upon your presentation tonight; no one could live in any community in the state of Rhode Island.

Mr. Glisk responded – thank you for that and thank you for your questions.

Mr. Traficante asked – I have two simple questions. Number 1 you mentioned in your approach to benefits, you talk about the 401k. Is there any contribution by the vendor in this case and what is it?

Mr. Glisk responded – yes, the employee can put up to 6% and we match the first half of that.

Mr. Traficante asked – second question, I am rather concerned about the quality of the person you would hiring at \$9.30 an hour plus paying 40% of their copay. Can you address that issue about the quality of people you have working for you because most of our buildings are quite old and require a great deal of care and attention?

Our custodians do an outstanding job of keeping these buildings maintained.

Mr. Decker responded from the floor and was not picked up on the microphone.

Mr. Glisk stated – the other part of the question perhaps is the background checks. Mr. Decker stated all of our employees go through background checks.

Mr. Bloom asked – is there a staffing list of how the buildings are going to be staffed. I could not find it.

Mr. Glisk stated – it is in the presentation; second to last slide that was presented had that slide. It had that staffing, by building.

Ms. Iannazzi stated – I think the question is the staffing number the same as currently staffed by Cranston Public Schools or is it a lower number?

Mr. Glisk stated – well, it is what the RFP called for so they didn't share with us if this is already a reduction or not or at least I don't believe they did but it is what we were told.

Ms. Iannazzi stated – so it is current operation....Mr. Balducci is nodding his head.

Mrs. Ruggieri asked – so you didn't change our staffing levels at all?

Mr. Glisk responded – other than the 10 month and 12 month which you could extrapolate to be a change from a total paid hour standpoint but the number of people in the buildings and the times did not change.

End of questions for GCA Services

b. Presentation by ABM Janitorial Services of NE

Mr. Chris Allen stated I am the Regional Sales Manager and past managing director of ABM for the last thirty-three years. This is Mark Rocky he is the branch manager of Rhode Island. We are going to be brief. We consolidated and will present nine slides and expand on a couple of key slides. (Power Point presentation on file in the Superintendent's office).

Mr. Allen stated - We are a union company; I have agreements with Local 615 in Rhode Island and a master agreement in Massachusetts, SEIU 650. Health care – single health care but if the employee wanted to take the family plan it would cost that employee \$100.00 per month. ABM would put \$740.00 in.

Mrs. McFarland asked a question but her microphone was not turned on and unable to be picked up.

Co-pay is \$5.00 but I don't remember if it was in the proposal because I didn't put it together. The person who put this together is recovering from a hip operation. In the first meeting I will leave full open books of my cost sheets so you can see exactly how I develop my costs and I could get a plan from Local 615 for you with all the co-pays, hospital

visits, etc.

Mrs. Ruggieri asked – when I read this it looks like you have a larger level of management than what we are used to. In addition to keeping our Director of Plant Operations so when I looked at this I thought that's where money is going towards rather than it going towards creating fair wages and fair benefits and all that kind of stuff. So I am just wondering what the actual differences are between your foreman, your project manager, and your supervisor.

Mr. Allen stated – the number one guy (Project Manager) is directly responsible to your contact; whoever that may be with the school district. It may be the principals...I'm not exactly sure how that works here but you would have one point of contact. His two assistants are visiting the sites every day making sure the foremen are there doing the work, inspections, etc.

Mrs. Ruggieri stated – so we already have a Director of Plant Operations and according to your thing – you are saying we are keeping our Director of Plant Operations and....

Mr. Allen stated – well that person could be eliminated for all intended purposes and that money could be spread wherever. It's in our numbers.

Mrs. Ruggieri stated – so employee benefits. First you said that all your benefit rates are based on single person and if they want the family plan it's \$100.00 a month. What is the single person rate?

Mr. Allen stated – he doesn't pay a dime. No money, clear and free for that person.

Mrs. Ruggieri asked – who pays for the uniforms.

Mr. Allen stated – we do.

Mrs. Ruggieri asked – do you have minimum staffing hours for special events?

Mr. Allen stated – if you had an event over the weekend and there was no coverage; that would be extra. We would not charge you for a two shift operation. We would try to rearrange staffing to accommodate.

Mrs. Ruggieri stated – alright, let me give you a very specific example and you can answer me specifically. We have a regular school day; school is out by 3 o'clock. We have an event that night at the school from 6 o'clock until 8 o'clock. It is a family event at that same school. There is a night custodian, he's already on, he's doing his job; he is there from 4 to 7. What is the rate for that event and how do you maintain the custodian doing his job and also being there for the event and clean up and things like that? What are the charges for something like that?

Mr. Allen stated – it would be what is listed. We would charge you extra if we had to bring somebody in to cover that. It would not affect his main job. It would be a special event rate. We try to work with all the present staff; we would try to rearrange when we can. We don't believe in double dipping.

Mrs. Ruggieri asked – now you have standardized equipment that your service workers use? Who provides that equipment and who pays for that equipment?

Mr. Allen stated – us and us. With the exception of snow equipment.

Mrs. Ruggieri stated – what I didn't get out of here except for the one

pass thing and all of that was the specific things that they would be doing during the day. There didn't seem to be...

Mr. Allen stated – the day boarders...the day boarders are actually going to be doing all the basic steps, restrooms that have to be policed, cafeterias that have to be washed before and after. Each school is different so I can't tell you; we would have to do a program for each school, meeting with each senior custodian. There's no one set.

Mrs. Ruggieri stated – you mention in here that you...well the term of this agreement and I don't know if this is just a blanket policy that you made was a three year agreement and then you also added holidays in here that Rhode Island does not celebrate.

Mr. Allen stated – there are fourteen holidays according to your proposal; we have eleven for the union (Local 650 out of Boston SEIU).

Mrs. Ruggieri asked – equipment replacement? You pay for the equipment if the equipment breaks down while it is here? So there are no equipment replacement charges because it is yours. Did you have any recommendations insofar as improvements going through the buildings...were you able to go through any of the buildings to see...?

Mr. Allen stated – well Alan Krivelow went through the buildings. We had arguments about the staffing. He thought maybe he could have saved some staffing in some of the buildings, rearranging it somehow. I stated I wanted to go with the present staffing that was there because that is what they requested. They didn't ask for an

alternative so let's not do that. We've done both and have been knocked out of the box. So obviously we can look at the schools, some of the things can be changed but there are no major things that would have to change. Maybe a little scheduling, maybe a little training but no, nothing is jumping out at us.

Mrs. Culhane stated – in the bid specs that you gave us; Janitorial Service Agreement; Line 5 is adjustments for wages and fringe benefits and it says the price that you gave us is based on present wages and fringe benefits if wages and fringe benefits increase above those in effect client agrees to proportional increases in the price.

Mr. Allen stated – if that is in the legal piece of it you don't want to change any of the legal language of the contract so we would have to go by your legal language.

Mrs. Culhane stated – okay so I guess my question would be then, if within the three years for the price that you gave us if healthcare costs go up or some other costs goes up does that mean this price changes because that's sort of what it sounds like.

Mr. Allen stated – unfortunately in large corporations they put that in all legal...try to go back and negotiate with them. Management Company or the owner....

Mrs. Culhane asked – who would have to go back and negotiate?

Mr. Allen stated – the legal department would get involved with your legal department and try to do that. This, understand we put in a price for year one, increase in year two and three.

Mrs. Culhane stated – so this would be in here but this would be void.

Mrs. Allen stated – we have to do that before we submit a bid comes back; we have to do a management acceptance, the school district will not accept our contract language, if you want to do work with them you have to accept their language and then we accept your language and hope for the best.

Mrs. Culhane stated – okay because number four just above that says the client agrees to pay contractor the pricing sheet plus applicable taxes so does that mean you haven't included taxes in your bid to us? No. Okay. And then extraordinary cost changes such as Act of God....riots...

Mr. Allen stated – that's all legal. Unfortunately it (that language) has to go into everyone that goes out.

Mr. Traficante asked a question of Mr. Bliss – is keeping the plant manager also in your plan? Their proposal includes the plant manager; does your proposal include that as well.

Mr. Bliss responded – yes it does.

End of questions for ABM.

c. Presentation by Pritchard Industries

Mr. Tom Martin introduced himself as Vice President, General Manager of Pritchard Industries and Bob Strom Assistant Vice President and Diane Maurer, as the quality control manager. Mr. Martin went over the Power Point presentation. (Power Point

presentation on file in the Superintendent's office).

Mr. Traficante stated – in your Advantages to Privatization – the very first statement, cost reduction to the district; it says the vendor's cost for labor is less than that of the district in most cases. Would you kindly clarify your cost for labor?

Mr. Martin stated – our average wage we have the senior employees at \$12.00 an hour; we have our full timers at \$10.

Ms. Iannazzi stated – and to follow up your health and insurance packages?

Mr. Martin stated – we offer single medical at no cost to the employee, family are full buy by the employee at the cost about \$190.00 per month. We offer sick, we offer holidays, we offer 401, and we offer vacation. Two sick, six holidays, one week vacation first year; two weeks in the second year, three after five. 401 is the same as the other company; we offer 6% with 3% we share.

It should be noted a question was asked by Mrs. McFarland but her microphone was not on. This is the response from Mr. Martin = I don't recall the language of the RFP or what was the increase language. A normal contract we will go ahead with a CPI increase and if the CPI is 1% we ask the district for the 1%. We pass that 1% not onto our management fee; we pass it on to the contract wages. That's how that works.

Mrs. Ruggieri asked – regarding the employee guidelines, tab #11. For your day shift – no one is allowed to leave the building at break time.

Does that refer to lunchtime?

Mr. Martin stated – no, that would be referring to a break time; a regular break.

Mrs. Ruggieri asked – what I was concerned about while reading your proposal, again, the wage and benefit schedule. It was one page and it just has the wage and it doesn't have anything regarding benefits and to be honest with you when I looked at this and I read through this I thought are they not offering employee benefits and that's where my confusion...right here the wages are not really that high and then your benefits package was not even listed here.

Mr. Martin stated – at that first meeting we explained what actually should have been on paper; we have no problem doing that; I believe we did that afterwards.

End of questions for Pritchard Industries.

d. Presentation by Aramark

Aramark did not do a Power Point presentation but did pass out an Executive Summary (on file in the Superintendent's office)

Mr. Hershenrider stated - I am Steven Hershenrider, Vice President for Business Development. With me tonight is Rupert Burton, the Resident District Manager, Providence Public Schools, Tim Cullen, District Manager for the Northeast and these two gentlemen have great operations expertise and operations responsibility for the area.

Mr. Hershenrider then gave an overview of Aramark and the proposal

for Cranston Public Schools.

Rupert Burton then explained operations and training for the district. Tim Cullen spoke about the two models they put together regarding current wages and benefits offered to our employees today and a second model based on market wages and market benefits. He further stated they do see a need for equipment investment based on their walkthrough of the buildings. They also included a snow removal vehicle in their bid.

Mrs. Ruggieri asked – this question I have been dying to ask; I need to know what touchless cleaning is in a bathroom and how can I get that in my house.

Mr. Burton stated – we have a partnership with a company called Tyback in which you take the traditional restroom cleaning procedures, you go in there with your disinfectant, with your glass cleaner, with your sanitizer and you know you are working very hard and it is a very timely process especially in a restroom where germs and bacteria collect very vastly. Typically traditional methods are being used with a mop and bucket. With touchless it is actually a piece of equipment that works into your custodial program in which to put it in a training phase you basically spray down the area with chemical, you go back, spray with high pressure water, what that enables you to do, again the custodian is not touching anything in the restroom, as well as because of the technology, able to get into areas that you have not been able to get to before such as underneath the toilet seat, in the corners, different technology. You then can go back

and dry all the areas down as well.

Mrs. Ruggieri stated – so now with that; is that some of the equipment you are giving us? Yes. And how much is that system? It should be noted this response was given off microphone and unable to be picked up by the transcriber.

Mrs. Ruggieri stated – I could not find what your actual benefit package costs were.

Mr. Hershenrider stated – actually we will send you a copy of the package so you have it. We have two different as Tim had said. Two different financial proposals to put on the table. Case one being the most responsible for both has the same benefit package that the employees have today, meaning an equal package. We worked hand in hand with the HR folks to find something that matches up well to the employee cost to the quality of the plan that they currently have. The other can be difficult because we offer the employees robust options. It really comes down to what the employee wants to choose for themselves, for their family, for their significant other so it is hard to pinpoint a single price because it depends on how far they want to go or how big a plan they want. Usually the split is about 70/30 as an average. Obviously Aramark 70; employee 30 but I will send over to you a copy of our plan.

Mrs. Ruggieri stated – I noticed in the staffing; you actually decrease staff in our largest schools.

Mr. Hershenrider stated – I just like to say we reduced some positions in your larger schools. It's not our intention to lay folks off; it's not

our intention to do those types of things but through attrition we found there are some efficiencies to be had in some of your larger schools.

Mrs. Ruggieri stated – the different proposal costs; it was quite a large difference between your one proposal...so where exactly did the two million dollars go?

Mr. Hershenrider stated – the reality is...and I know we have heard from others tonight that wages and benefits are the same that is the number should wages and benefits and everything in your current CBA stay consistent to where it is today. That is the difference. The difference is market wages compared to current wages. Those types of things there is a big difference.

Mrs. Ruggieri stated – I was able to find the overtime, the weekend and that kind of thing but I wasn't able to find the actual staff wages.

Mr. Cullen stated – I think you are referring to the second model. In the second model we have a management team and then we have head custodians and then regular custodians. The head custodian and the regular custodians will have an average wage of \$11.00 that gives the management team as well as myself some flexibility when we are going through the interviewing process to hire people and to compensate according to their skill set.

Mrs. Ruggieri stated – you have in there a pretty large bill to lease equipment or purchase equipment. Do we need to purchase your equipment?

Mr. Cullen asked – can you go out and purchase your own equipment?

Mrs. Ruggieri stated – well if the decision was made to use Aramark, you don't believe you can get the job done with the equipment we already own. You are asking us to spend money that obviously we don't have to purchase equipment under a new contract.

Mr. Cullen stated – yes, I think we are going to make the investment in the equipment. The equipment is part and parcel to our program. We are most successful when we have the same products, same training modules, and the same equipment to use.

Mr. Hershenrider stated – that is included in the proposal; those costs are in our proposals and that dollar value. If we find we don't need that much equipment like others have said and we are here today to admit we don't have an inventory of every piece of equipment. We haven't seen them all; we haven't determined what the repair needs are etc. Our feelings are is the investment we have put in will more than cover the needs for equipment for now and for future needs as well as maintain the equipment.

Mrs. Ruggieri stated – again I am going to go back to uniforms, minimum staffing hours and special events charges.

Mr. Cullen stated – uniforms are in there and we provide them. Special event charges- we have staffing for every building, depending on the model. If there is an event that is going on while we have the buildings staffed, if we can get it done, and this is part of the partnership, we going to get it done. I assume you have outside people that come in and use your facilities that would be part of the partnership.

Mrs. Ruggieri asked – your management fees. What is the rate

increase?

Mr. Hershenrider stated – it is tied to CPI.

End of questions for Aramark.

e. Presentation by Sodexo

Mr. Phil Bornstein stated – I did not bring any handouts in the interest of saving paper but what I would like to do is to go as far as I can with the slides. (Power Point presentation was then commenced). Mr. Bornstein explained Sodexo and its functionality.

Mr. Kevin McGinn, Director of Business Development for Facilities, Bart Lane, Vice President of Operations for Facilities, Jason Parento, District Manager candidate and William Gibbons, General Manager Candidate for Cranston Public Schools were also in attendance.

Ms. Iannazzi stated – I just want to clarify – did you say you guarantee \$8 million dollars in savings over five years? As in a legal guarantee?

Mr. Bornstein replied – Yes, yes.

Mrs. Ruggieri stated – First of all I really did appreciate the recommendations specific to each school. There are three of us who sit on this board that currently have children in the schools so we know what our schools look like and what kind of things that need to be done. Saying that now, I am concerned with the wage rates, again, they seem very low and under the section that was marked Schedule of Wages and Benefits there was actually no benefit information.

Mr. Bornstein stated – I can talk a little bit about that but I don't have the wages memorized but I believe it was \$10.81 for a custodian. \$15.00 for a lead. And the people that you have for utility workers now we have at \$13.50 per hour. One other point about the rates, these are going rates for this geography for people who live in Rhode Island, who live in Cranston, who live in the city. This was done by a third party. We took what they gave us. The benefits will be the same as the food service workers and we can get you the specific details but in essence it is a 70/30 split. One of the things none of the companies mentioned is if you are a current employee and you are hired by Sodexo your benefits start day one. No waiting period no down time. We also looked out for years of service. So for up to five years, paid time off is total of 8 plus 5 pto days and 8 holidays and then every year up to ten years you would get an additional day.

Mrs. Ruggieri stated – when I was looking at your staffing I noted that you reorganized some of the staffing. The only thing I couldn't tell was what was day staff what was night staff and I didn't know if that was your part-time staff or how that worked.

Response – I believe we followed the RFP exactly as it was laid out. I don't think we changed it at all. The RFP was pretty clear in how you wanted the staffing to go.

Mrs. Ruggieri stated – some of the numbers were different in some of the schools...I actually....Alternative Proposal?

Response – on the base bid which is really what we focused on; we didn't change it at all. We did do an alternate just in case you wanted more savings or something like that.

Ms. Iannazzi stated – going back to that \$8 million over five years was that on the base plan or on the alternate plan.

Mr. Bornstein stated – on the base plan.

Mrs. Ruggieri stated – again I want to go through the same types of questions, uniforms, special events, the minimum staffing.

Response – uniforms are provided by us. In terms of special events, if for example there was an event going on in the building and we had staffing that could handle that there would be no extra charge. If it were overwhelming and we were unable to do the cleaning in the building appropriately then we would bring additional staff in and there would be an additional charge. The rate is in the proposal and I think it is \$17.61 but it is in the proposal. We would try to avoid overtime. No minimum staffing; based on need.

Mrs. Ruggieri stated – now the \$115,000 in equipment.

Response – basically what we do with this is we would lay out \$115,000 in capital equipment and amortize it over the life of the contract which let's call it five years, at the end of that five years you would own the equipment and it would be used for life. Replacement and maintenance of equipment is included in our costs. Some of that equipment is used to drive productivity. There is a lot of technology out there that wasn't available five years ago that really does for lack of a better term, save an employee's back.

Mrs. Ruggieri stated – now I am going to ask you the same question – would we need to purchase or lease the equipment from you in order

to have the bid.

Response – I would strongly recommend it just based on what we saw and if we are going to be able to drive quality to that next level you really do need to have your employees be a little bit more productive and the only way to do that is to move from a manual system to an automated system.

Mrs. Ruggieri stated – the only other thing was your management chain. Again it's one of those things where it is level of management.

Response – basically we have three management people. Most of your work occurs at night time so we have two night time managers that would be around basically supporting employees as they do work and so forth. And we have a director who doesn't really have a defined shift; they just work a lot. Your current facilities director, quite frankly, I don't know how he does what he does. I think with the number of people that you have that he is tasked with managing is....I just don't see how he does it. The management people we put in there is to augment what he already does.

Mrs. Ruggieri stated – so two night managers, and then you have a director.

Mr. Traficante asked – what about our present Director of Operations?

Response – The present Director of Operations becomes the expense of Cranston Public Schools.

Ms. Iannazzi asked – how would you work with our Energy Manager.

Response – very closely. Just as a little bit of trivia, the first high

school in North America that received Lead Gold Certification for an existing building is Adlai E. Stevenson High School, it's about a million square feet north of Chicago and that is a building that we have managed for a long time so we are very focused on energy management and lead certification so we would work very closely with your Energy Manager. And you know there is nothing more efficient than 'off' so when we work with employees and train employees that would be part of the focus.

Mrs. Culhane stated – Mr. Bornstein I would like to apologize and eat some crow because at our Sodexo presentations I flat out told you that I didn't believe you on your savings and low and behold you have come through. I will also say our food service workers that have gone to work for you have all commended the company and for what I know are all very happy working for you. I just want to add a comment and I do have one question but I will save that for the end. Some of you that are here presenting tonight may be wondering why we are asking about wages. Some of us are concerned about that. You have all taken the opportunity to use our position of financial distress to your advantage, you know, to look at what rates can be and I understand that is a concern and we're working on that right now. But I also think what the public needs to understand because some of the people will be looking at this and saying, well, all of your costs are in your employees and yes they are but we also have to do due diligence for our employees as well and we cannot put them in a position where they can't live to what they are currently living at now.

Somebody here had \$9.30. I don't know how anybody lives on \$9.30. None of these women and men could afford to do that if we made that kind of harsh decision so we do have to take that somewhat into consideration. I understand that's where the costs are incurred but I just want the people in the public to understand the reason why we are asking these questions is that we feel a sense of responsibility to the employees that we have especially if they are going to go work for some of you. A happy employee is a good employee. If we have an employee that was making \$15.75 an hour and now we are asking them to make \$9.30 an hour and then pay a third of their paycheck into benefits...that's not going to be a happy employee.

Response – I could not agree more and when you look at essentially what we do for a living, 85% of our costs are in labor. I did a little calculation – the 84 FTE's we are talking about – that's about 175,000 hours a year and plus benefits. Each dollar an hour is about \$250,000. So in a RFP you really try to put the best foot forward but it does become a negotiation.

Mrs. Culhane stated – I am looking at your recycling program which is very thorough. Would we be offered any rebates on that?

Response – the rebate comes in the form of is you put less in the landfill your tipping fees go down and so I wouldn't call it a rebate I would call it more of a cost avoidance.

Mrs. Culhane stated – but we don't get those fees, those fees go back to the general fund because our garbage is all collected with one with the city so we are not credited with those fees from the city.

Response – probably not.

Mrs. Culhane stated – the other thing I just wanted to caution. You know it's very attractive to look at the \$8 million dollars and you say well that's money that can be put back into programs. I think that's kind of false idea quite frankly because we saved \$430,000 dollars last year and the city of Cranston did not give us \$430,000 extra so it's more of a cost avoidance. We're never going to be in a position with this current administration where they would look at us and say oh, you're saving \$8 million dollars well here is \$8 million dollars back to put back the number of programs, I think it was Aramark or one of the other groups that showed us which we know we already had to cut so I would just caution anybody in saying whatever savings you are giving us, that's not a savings, it's just a cost avoidance.

Ms. Iannazzi stated – I agree and I disagree to a certain extent because I think any savings generated would be put towards other things in the Cranston Public School budget, i.e. it would allow us to pay increased pension costs, it would allow us to keep teachers in the classrooms instead of having to layoff teachers.

Mrs. Culhane stated – I would agree with that but I would just hate for people to look at that and say that's \$8 million dollars that we get back.

Mr. Nero stated – just so we don't confuse the two, the food service technically is an enterprise system. Any surplus which was \$490,000

that we received this year can only be used towards the food service program. Any dollars that we save towards this, yes would be cost avoidance but again our request to the city would be reduced if we decided to privatize transportation or if we able to get the saving so to speak from the custodian negotiations. So let's be clear. We still have a negotiation going on at present with everyone.

Ms. Iannazzi stated – my final question the \$8 million dollar guarantee that assumes a pay rate of what the custodians are currently making correct.

Mr. Bornstein stated – no that assumes the pay rate that we put in our RFP.

Ms. Iannazzi stated – so that is the alternate plan.

Mr. Bornstein stated – no that is the base plan that we put in the RFP. \$10.81 and \$15.00 for a lead.

Mr. Saccoccio stated – a couple of things, since Sodexo brought this up. They are all elderly women for the most part or part time employees that were not trying for the most part to run a family or run a household.

Ms. Iannazzi interjected – Mr. Saccoccio as a female you are walking a thin line making comments about ones' gender but go ahead...

Mr. Saccoccio continued – no I'm talking about that group as a whole but I represented them. I think I am on safe grounds saying that as a

general statement. This group is a group that has made this a career. They have all worked here on an average close to twenty plus years, some almost thirty and there are quite a few areas that I just want to bring to your attention and maybe you can clarify because the RFP didn't clarify them originally. This helped tonight greatly by you as a group asking a lot of questions. Having said that we talked about training. I heard from all five groups about the extensive training they are going to give people that have twenty years plus experience. With all the training they are going to get and all their documentation, they should be doctors and they should get doctors' rate of pay not \$10.81 an hour. I am very concerned about the pay rate because \$10.81 an hour and they are responsible for 30% of their benefits is poverty level pay again you can do the numbers yourself. I am going to be given the opportunity to give a separate presentation which there will be much more of this to bring to light to the School Committee but since you are allowing me to ask these companies individually I did a little research....

Ms. Iannazzi interjected – I am allowing you to ask questions through me (the Chair)....

Mr. Saccoccio stated – absolutely. I found a source which Sodexo was...there is a source Cleaning and Management dated July 27, 2010 where Sodexo was fined for serious safety hazards by OSHA and that was something that we haven't had our employees have those types of issues. Who is going to bear those costs in the event that since

they talked about safety being one of their number one priorities? So I would like you to ask that like I said. Each company I have documentation that verifiable that I would ask that it brings some problems to this privatization. These employees have worked with your school kids for twenty to twenty-five year. These students know their custodians; they interact with them every day. There have been no problems. I will be talking about other companies that can't say the same. I know you got hung up Madam Chair on the \$8 million dollar return over five years. I missed how that was going to be derived. Maybe you can clarify that for me and based on the five years because I thought the RFP was for three, (Ms. Iannazzi interjected – with two option years, I believe) I don't understand...maybe they can do the numbers for me because I don't understand how they can pay the payrolls, pay the benefits, and with the RFP price that they gave you return the \$8 million dollars in cash and so I would like a little bit more clarification on that because that's a pretty substantial statement so I would ask that of Sodexo. Insofar as Aramark had several different sources where there was very troubling allegations and I will provide them to the School Committee upon request but some of them go from immigration raids which hosted 1,200 illegal janitors in Minnesota Public Radio, June 10, 2009 was the source. Let me stand corrected on that, it wasn't Aramark it was ABM. I want to clarify that and apologize to Aramark for that. Insofar as Aramark, they have had several different allegations where workers plan to sue Aramark over overtime pay. That source was the Philadelphia Inquirer, March 13, 2010. The other ones like I said I will

save for the presentation in an abundance of caution but each and every one of these, \$11.00 average pay salary. These are people that pay taxes in the city of Cranston, own homes in the city of Cranston, lifelong residents and lifelong employees and you want to pay them \$11.00 an hour and then have them pay 30% of their benefits? It is unconscionable. Two sick days for Pritchard. \$10.00 an hour full time. What nobody brought up in this whole RFP is all the other work that I kept talking to with the negotiating team about that each of these custodians are unique and do on a daily basis. They are not just janitors that are cleaning and these companies want to buy new high tech equipment and wax the floors. They are out there doing every aspect of landscaping, snow removal, when we had the hurricane they spent weeks cutting down trees, removing trees, and who pays for that? Where is the cost for that? Because they did it. That wasn't custodial services, that was our employees. What happens with these employees, these utilities workers if somebody calls out sick during snow removal? What's the contingency? I noticed they were talking about the utility workers and we'll bring them back and they don't have any contingency if somebody doesn't come to work. That's added cost. Your kids have been safe. You can all sleep at night knowing that your loyal employees have come in done their job and had no incidences with any of your students that would cause any of you grief. The presentation that I am going to put together sheds a different light on these companies. No fault of their managers. Maybe the hiring practices because of the low poverty wages you're not going to get professionals and keep a retention rate with those poor

unconscionable poverty level disgraceful wages. I got enough senior staff here from all these companies that's embarrassing to talk about what they are making compared to what you want to pay my employees. It's embarrassing. I had those questions specifically for you tonight; I will give you many more information as we go along. I can give you documentation about GCA about the allegations against them so they can be verified and certified by this School Committee but when you are talking about privatization you can't just look at the bottom number you have to look at what you are getting for the price you are paying and \$10.00 an hour you're not going to get career employees and that's what you would want in your schools so I would take a long hard look at our presentation. Just don't look at the bottom dollar, look at the loyal employees that you have that come in every day and do a great job for you and the district and the kids. They interact with them. There have been no problems whatsoever.

Ms. Iannazzi stated – Mr. Saccoccio just so you know we allowed you quite a bit of leniency because we just asked for questions, not comments, but because you represent your members this evening we did allow you to make comments.

Mr. Traficante stated – Paul (Mr. Saccoccio) is there anything you want clarified tonight for the vendors that are here?

Ms. Iannazzi stated – I have a list. He asked vague questions about training, he wanted Sodexo to address how the workers would

sustain their pay rate with paying 30% of their benefits. He also asked about a cleaning and maintenance management fine that Sodexo had in another district I am assuming. He asked for clarification of the \$8 million dollars over five years. He wanted ABM to address an immigration issue that had in another district. Aramark to address employee lawsuits that are pending or have been disposed of, I'm not sure. Pritchard to once again verify the amount of sick days they issue and their hourly rate and also wanted to ask, I am assuming what their contingency plan was for utility workers in the event of sickness.

Mr. Saccoccio stated – not only utility workers but it seems like there is a whole dimension of the RFP missing on these bids. They didn't talk about anything insofar as the painting; they didn't talk about anything that the RFP added as additional duties that the custodians were responsible for on a day to day basis.

Mr. Nero asked – Joel (Zisseron) wasn't painting and all those responsibilities listed in the RFP?

Mr. Zisseron responded - Yes they were. All of those things are in the RFP.

Mr. Saccoccio stated – I understand that but what I am saying Mr. Nero and to the Board, I didn't hear them respond to it, how they were going to address those. They talked about cleaning the floors and cleaning the bathrooms and keeping the buildings clean. I think this custodian crew is very unique to the Cranston School Department

because they do a lot of other duties that are incorporated in that RFP and I didn't hear anyone talk about them other than the snow plowing and landscaping. So I would ask that. Although there was a lot of stuff that wasn't added in the RFP and I am asking that they address those specifically. Are there going to be additional costs? What about when Hurricane Irene came through and these people spent weeks cutting down the trees. Is that going to be an additional cost to the committee and this district?

Sodexo Response -

Mr. Bornstein stated – actually I am going to turn it over to Kevin McGinn who developed the numbers and can describe the \$8 million dollar savings as well as the other questions.

Mr. McGinn stated – I am going to ask you to repeat the questions one at a time and I will answer.

Training – how many Sodexo employees in the room started as an hourly employee, please raise your hand. (It should be noted some audience members raised their hands). That's what Sodexo training does.

Mrs. Ruggieri stated – I think he meant more, I guess, I was understanding how much time is spent in that training, not that there is anything wrong with training people no matter how many years of service they have to learn....

Mr. McGinn stated – it is 26 hours per year which is the standard. We have a detailed training map in our proposal for both new employees and long term employees. A lot of the training happens every year,

particularly safety training because we forget and new stuff comes up. It wasn't my intent to be flippant but to just give a demonstration of the effect of the training.

Mrs. Ruggieri responded – I just wanted to be sure the question was answered.

Mr. McGinn stated – I appreciate that.

Mrs. McFarland stated – why are you doing this? Is this considered pay status, are they paid during these training opportunities?

Mr. McGinn responded – yes, they are. We have a method of the week so there is a weekly meeting of employees where you are covering...where for example you are going to sit down for forty-five minutes a week and review. These are the things coming up in the schedule for the following week with changes that need to be made and then you are going to cover the method of the week. You are going to cover fifteen minutes of safety training and safety reminders, could be just on how to lift, could be on just how to pick something up, how not to skid, double checking while you're all getting safety shoes and real basic kind of stuff.

Mrs. McFarland stated – so forty-five minutes schedule that you have for during the week, when do you schedule that?

Mr. McGinn stated – it is scheduled by shift and it's what our management team makes a decision about what is appropriate to manage that. I can't tell you how it's going to work here in Cranston today.

Mrs. McFarland stated – so you don't know where they are held? Like if it's their shift you have to gather all those people for that shift so

where do you gather that all. When do they start their shift, when do they end their shift and where do they go?

Response came from the floor and was not picked up by the microphone.

Ms. Iannazzi asked – Mr. Votto, just as a general question because I am curious. What percentage of the custodians, of the bargaining group, actually reside, live and pay taxes in Cranston?

Mr. Votto responded – 56%.

Ms. Iannazzi stated – I think Mr. Saccoccio's question was how do you justify the approximate \$10.00 pay rate with their ability to pay 30% of their benefits.

Mr. McGinn stated – our average pay rate is over \$11.00 and I would have to do the math specifically once you add in the management folks and add in the \$15.00 utility folks and the \$15.00 an hour lead custodians. The pay rates we have for our custodial program are higher than what we currently have with food service and with food service we have over 80% of our employees living in the city of Cranston and we have maintained over 90% of those employees as loyal, satisfied and happy employees since we started in the district last year.

Ms. Iannazzi stated – the third question was regarding a cleaning and maintenance management fine in the event that fines are incurred by Sodexo who is liable to pay them?

Mr. McGinn stated – short answer, us. Second answer is I need specifics to get you a direct answer. The real answer is we have over 110,000 hourly employees and there are going to be areas where we have issues. No different than your current department.

Ms. Iannazzi stated – the fourth question was to explain the \$8 million dollar guarantee and in essence to oversimplify you saying you can produce the same quality or the same service that Cranston is currently providing for \$8 million dollars less over five years, is that correct?

Mr. McGinn stated – that is correct. If we take your current budget for custodial services, which is a public document, the differential between that price and our base contract price we extend it out over five years and it is in excess of \$8 million dollars and as you saw during Phil's presentation and based upon our inspection of each of your schools we have made commitments to increase quality in each school over a ninety day period.

Ms. Iannazzi asked – Mr. Saccoccio does that answer your question or were you looking for a year by year breakdown.

Mr. Saccoccio answered from the floor and was unable to be picked up by the microphone.

Mr. McGinn stated – I would be happy to provide a five year breakdown. It's very straightforward.

Mr. Bloom asked – Mr. Saccoccio the budget is public record for the

adopted budget for this year so the differential for what they proposed per year over five years meets or exceeds \$8 million dollars so the statement that he is making would be correct. Whether or not it is something he can achieve that is a different story and make a profit that's for him. But the issue that is being raised and to clarify I would expect that every single presenter here could make a similar type of statement because the numbers that they have proposed relative to the adopted budget for the district is going to come in at somewhere around \$8 million dollars in the five year period.

Ms. Iannazzi stated – I think the final question was kind of just like that whole group of are you prepared to provide all of the services that were contained in the RFP meaning, tree limbs, painting, additional costs for hurricanes, things like that.

Mr. McGinn stated – 100% of everything that is in the RFP.

Ms. Iannazzi asked – and what is your contingency plan for sickness that may occur, how would you staff?

Mr. McGinn stated – we have described within our proposal the number of part-time people that you requested. The part-time people are our first resource to bring in for additional work hours so we are not occurring overtime and we keep an additional staffing level. I am not sure of the exact number but I think 76 ½ employees working that means we are going to have on our payroll I'll say 85 people working on our payroll so we will have a call in availability. We also have the availability if there is a turnover to have a trained individual come in and work.

Mr. Bloom asked – Ray or Joe, do we have contingency people built into our budget? What do we do if someone calls in sick on a particular day?

Mr. McGinn asked if he could answer that question because it was described to them on the pre-bid meeting.

Mr. Bloom asked Mr. Votto and Mr. Balducci to answer.

It should be noted neither Mr. Votto nor Mr. Balducci could be picked up with their response because they did not speak into a microphone.

Mr. Bloom stated – so we would have roughly 90 people for staffing of 76 is that what the positions are required as part of the RFP? I don't need a perfect exact answer but is that what is close? So we have 85 positions that require covering with an additional 5 people. Yes.

Ms. Iannazzi stated – I think ABM had all the same questions and an immigration concern?

ABM response – I know there was an article back then and we were cooperating with INS. We were not fined anything and I think there was also another case in Jersey I believe that was the same type thing. I can give you one example – Logan Airport, we had INS come in, they checked all the I-9's, everything was right in order, and we still got fined \$5,000 because things were on the wrong line or a date was on the wrong line. There wasn't one illegal alien there. So when you read some of these things you have to be at the source to see what is going on. In this case, I know, because we saw the press releases from ABM because I get them and we collaborate with the

government in all the cases and there were no fines leveled. So I can probably get more into that from our legal department but I don't have that information of what the result was.

Ms. Iannazzi stated – we here in Cranston have hiring policies now where any individual working in a school with children have to submit to background checks. All companies here would comply with that same rule. Did you want to address any of the other questions that were raised?

ABM response – that was the main one. Oh, we have training built it. That is in your RFP. You have 48 items and we have to do certain trainings by law. We also try to do a monthly training. Ours is about 14 hours a year and what we do is similar to how the Sodexo people do it. It is a corporate requirement. These people may know everything they know about cleaning but sometimes just a refresher course in the heat to drink plenty of fluids is one of the things that we do in the summertime.

Ms. Iannazzi stated – also you are prepared to provide services in the RFP?

ABM response – oh absolutely, that's what I said before. You have a little paragraph right there with all the utility people do and they do more than that and we know that and earlier in the presentation we stated we know people and their job assignments but we don't know all that they do. They go above and beyond and are very valuable and we understand that.

Ms. Iannazzi stated – and your plan for sick time.

ABM response – sick, we have the same, the part-timers, there are 80 some people, we did that, we had people built into the job to cover them. You have a call list from outside the area to come with all background checks. Standard operating procedures.

Aramark Response –

Ms. Iannazzi stated – all of the same questions and I think one question about employees filing lawsuits against you.

Mr. Hershenrider stated – let's start with that one because you are going to find the answers from all of us on the others fairly similar, I don't think there are any surprises there. That one I am not aware of and I stand here today saying that. It didn't occur in our K-12 Division I know that. So if you would or if somebody would like to submit that to me in writing I will give it to our legal folks and respond accordingly but I am not able to discuss that because I don't have knowledge of that.

Ms. Iannazzi stated – and your answers are all the same? Maybe training, if you could.

Aramark Response – we do 30 to 40 hours of training per employee depending on what the employee actually does. Before an employee does anything at Aramark they receive a safety briefing and training on material or equipment that they are going to be using. We do asbestos training awareness annually for all of our technicians. We do training on bodily motions, slip and fall, vehicle safety. We also do a daily shift brief at the beginning of each workday so every employee is thinking about safety and thinking about their work environment.

All of the services that were outlined in the RFP will be provided and we have contingency plans for sickness.

Response from GCA

Ms. Iannazzi stated – GCA – I don't think there were any specific questions posed to you other than the same – staffing and sickness and RFP services and training. If you could just outline those.

Response from GCA – it's pretty much the same as what was said before. Our training, a little bit of difference is we focus on orientation training so new employees do get about an hour and a half to go over the do's and don'ts and district policies. In addition to that we do the method of the week, we do site based most of our training. We also do exterior safety audits and that's done a lot over the summer and quarterly during the year. We are capable and answered all the requirements of the proposal and the RFP that was spelled out and we have our contingency plan, again similar to a sub-pool for additional work when required, especially if someone is going to be on vacation or extended absence.

Response from Pritchard

Same questions – training we have formulized plan for everyone on the staff. Training is very important to Pritchard. It's outline in the proposal. Coverage for sick, vacation, everything is covered. There are contingency plans for every situation that arises in the school district. We do a lot of school districts and are very apprised of what can happen in a school district and we are prepared for every account

that we bid on. Everything is covered, we read through the RFP, everything was bid on, everything was added in. Contingency plan for sickness is included. Two sick days is a standard practice in the industry. You did not outline anything in particular so what you do is formulate a plan and that is part of our plan.

Ms. Iannazzi stated – we have an 11 o'clock curfew here so are there any other questions from the School Committee? There being none this was a work session so we are going to adjourn to the public meeting.

Executive Session Minutes Sealed: September 27, 2011

A motion to seal the minutes of Executive Session was made by Mrs. McFarland and seconded by Mrs. Culhane. The roll was called; all were in favor.

Public Hearing

f. Students (Agenda/Non-agenda Items)

g. Members of the Public (Agenda Matters only)

There were no speakers.

Adjournment

A motion to adjourn was made by Mr. Lombardi and seconded by Mrs. Culhane. All were in favor.

Our next meeting will be on October 6, 2011. Executive Session will

start at 6 p.m., public meeting immediately following here at Western Hills.

Respectfully submitted,

Frank S. Lombardi

Clerk