

CRANSTON SCHOOL COMMITTEE MEETING

MONDAY, NOVEMBER 19, 2012

WESTERN HILLS MIDDLE SCHOOL

400 PHENIX AVENUE, CRANSTON, RI 02920

EXECUTIVE SESSION 6:00 P.M.

IMMEDIATELY FOLLOWED BY PUBLIC SESSION

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. Traficante, Mrs. McFarland, Mrs. Culhane, Mrs. Ruggieri and Mr. Bloom. Mr. Lombardi was absent.

The meeting was called to order at 6:00 p.m. – It was moved by Mrs. Culhane and seconded by Mrs. Ruggieri to convene to Executive Session pursuant to RI State Laws:

- 1. PL 42-46-5(a)(1) Personnel**
- 2. PL 42-46-5(a)(2) Collective Bargaining and Litigation:**
 - a. (Contract Negotiations' Update – Secretaries)**

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 – November 19, 2012

Moved by Mr. Traficante; seconded by Mrs. Culhane and unanimously carried to seal the minutes of executive session.

Minutes of Previous Meetings Approved – October 10, and 15, 2012

Moved by Mr. Traficante; seconded by Mrs. Ruggieri and unanimously carried to approve the minutes of October 10 and October 15, 2012.

Public Acknowledgements / Communications –

Chairperson Iannazzi recognized School Committee members-elect Jeff Gale and Trent Colford in the audience.

Chairperson's Communications

Chairperson Iannazzi stated – I would like to acknowledge the Alviti Foundation for donating \$1,000 to the Cranston East band. They were present at the band competition and made that donation and we are very grateful for that.

Superintendent's Communications

Dr. Lundsten stated – On Friday night I had the great pleasure of attending a play at Cranston High School West in their production of You're a Good Man Charlie Brown. I have to tell you it was a

wonderful performance and I would like to publically thank the students, teachers, staff and administration for a great evening. You would have been so proud to see these students. We had administrators playing instruments, including our own Mr. Dillon. We had former students helping out with lighting and thing of that nature. If you ever have the opportunity to attend one of these productions I would highly recommend you to do so.

School Committee Member Communications

Mrs. Ruggeri stated – I just wanted to echo the superintendent’s comments. I attended the play on Sunday and they really did a fabulous job. It was fun to see Mr. Dillon rocking out. They should all be congratulated.

Mrs. Culhane stated – Cranston East and Principal Kelly – homecoming was an amazing event for anybody who was there. To be able to shut down Park Avenue and not get in trouble for it was really a fantastic experience. Marching down to the Stadium and watching the game. That’s what hometown football is all about and it was just a really fantastic time. Thank you to all the members of the community who put that together.

Public Hearing

- a. Students (Agenda/Non-Agenda Matters) – no speakers.
- b. Members of the Public (Agenda Matters Only) – no speakers.

Consent Calendar / Consent Agenda

The proposed consent agenda are: 12-11-1, 2, 3, 5, 6, 7, 8 w/addendum, 9, 10, 11, 12, 13, 14, 15, 16 w/addendum, 17, 19, 20, 21, 22, 23, 24. Moved by Mr. Traficante, seconded by Mrs. Culhane. The roll was called; all were in favor.

Action Calendar / Action Agenda

RESOLUTIONS

NO. 12-11-1 - Memorandum of Agreement

Whereas the Cranston School Committee, the Cranston Teachers' Alliance, and the Cranston Public Schools Administration have jointly agreed to collaborate in the implementation of a new evaluation system for the duration of the collective bargaining agreement.

The parties have agreed to utilize the Rhode Island Innovation Evaluation & Support System (RIIESS) to evaluate Cranston teachers.

State-approved evaluation models require rubrics to calculate Professional Practice, Growth and Responsibilities and Student Learning Objectives to evaluate teachers.

The Rhode Island Department of Education has not yet approved

rubrics to calculate Professional Practice, Growth and Responsibilities and Student Learning Objectives for certain teaching positions.

The parties agree that it is important that all teachers are evaluated and that the evaluation system is fair.

Therefore, the parties agree to use a modified version of the Cranston Public Schools Tier 1 evaluation for all Cranston Public Schools teachers assigned to positions for which there is no state-approved scoring rubric for Professional Practice, Growth and Responsibilities and Student Learning Objectives until a scoring rubric has been approved by the Rhode Island Department of Education for said positions.

The parties agree to continue to fully implement the Rhode Island Innovation Evaluation & Support System for all other teachers. The documents in current use may be modified by mutual consent of the parties.

The parties agree that the evaluation procedures, timelines and an evaluation appeals process shall continue to be developed by the parties. Once they procedures, timelines and an evaluation appeals process are developed, they shall be included in a Memorandum of Agreement between the parties.

NO. 12-11-2 - Memorandum of Agreement Cranston School Secretaries, L.2044 and Cranston School Committee

The Cranston School Committee and the Cranston School Secretaries (hereinafter referred to collectively as “the parties”) agree to the following:

- 1. The parties desire to find ways to reduce the cost of arbitration without sacrificing the quality of service.**
- 2. The parties agree to utilize The Labor Relations Connection as an alternative to the current provider for a period of one year, unless thirty (30) days written notice is given to the other party of a party’s intention to terminate this agreement. If at the expiration of one year, the parties desire to continue the agreement, it shall automatically renew for another year unless either party provides the other with written notice of its intention to terminate the agreement thirty (30) days prior to the expiration of the agreement.**
- 3. This agreement is limited to Rhode Island Council 94, L.2044 bargaining unit as defined in the Master Contract and will only apply to cases submitted for arbitration prospectively.**
- 4. In the event either party chooses to terminate this agreement, cases previously filed for arbitration will remain with The Labor Relations Connection until their completion.**
- 5. The costs associated with this agreement and The Labor Relations Connection shall be borne equally between the parties.**

RESOLUTIONS

PERSONNEL

ADMINISTRATION

NO. 12-11-3 RESOLVED, that at the recommendation of the Superintendent, the Executive Director of Educational Programs be appointed:

Joseph Rotz, Executive Director of Educational Programs

Effective Date: December 3, 2012

See attached Financial Impact Analysis

Dr. Lundsten stated – I would like to welcome our new executive director of educational programs – Mr. Joe Rotz. Joe has his entire family with him tonight. Congratulations Joe we are delighted to have you on the team.

NO. 12-11-4 - RESOLVED, that the School Committee approve or reject a settlement agreement with Administrator “A”.

Moved by Mrs. Ruggieri, seconded by Mr. Traficante. The roll was called:

Mr. Bloom yes

Mrs. Culhane yes

Mrs. Ruggieri yes

Mr. Traficante yes

Mrs. McFarland abstain

Ms. Iannazzi yes

Resolution passed with Mrs. McFarland abstaining.

NO. 12-11-5 - RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed for the 2012-2013 school year:

Tara Manion, Step 8 +MLIS

Education...Lesley College, BA, URI, MLIS

Experience...Middletown School Department

Certification...Library Media K-12

Assignment...Itinerant .5 FTE

Effective Date...October 22, 2012

Authorization...Replacement

Fiscal Note...11716030 51110

Alexandra Pagliaro, Step 2

Education...RIC, BS

Experience...Cranston School Department

Certification...Special Education

Assignment...Itinerant .5 FTE

Effective Date...October 29, 2012

Authorization...New

Fiscal Note...16213260 51110

Susan Mastrati, Step 12 +MA

Education...RIC, BA, MA

Experience...Cranston Retiree

Certification...Reading

Assignment...CACTC .5 FTE

Effective date...November 19, 2012

Authorization...Replacement

Fiscal Note...51974121 51110

Debra Favicchio, Step 12 +B+36

Education...RIC, BS

Experience...Cranston Retiree

Certification...Secondary Math

Assignment...CACTC .5 FTE

Effective Date... November 19, 2012

Authorization...Replacement

Fiscal Note...51974124 51110

NO. 12-11-6 – RESOLVED, that at the recommendation of the Superintendent, the following certified personnel be appointed as substitutes on a temporary basis as needed:

Kimberly Swanson, Special Ed, K-12

Elizabeth Stebenne, Elementary

Sigurborg Tremblay, Elementary, PK-6

NO. 12-11-7 - RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section B.4 of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

Pierina Riccitelli, Teacher

Garden City Elementary School

Effective Date: November 2012 to January 2014

NO. 12-11-8 – RESOLVED, that at the recommendation of the Superintendent, the following certified staff member be granted a leave of absence without compensation as provided in Article XIX, Section F of the Master Agreement between the Cranston School Committee and the Cranston Teachers' Alliance:

Timothy Almonte Teacher

Cranston East

Effective Date...December 12, 2012 to August, 2014 2013 (as amended)

NO. 12-11-9 - RESOLVED, that at the recommendation of the Superintendent, the retirement of the following certified personnel be accepted:

Susan Yessian, Teacher

Park View Middle School

Effective Date: June 30, 2013

NO. 12-11-10 - RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be appointed as an athletic coach:

John DiBiase, Assistant Coach Boys' Hockey

CHSE

Step-7

Class-C

Playing Competition-High School

Experience- Coach Cranston Reds Junior Hockey

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

William Cavalieri, Assistant Coach Wrestling

CHSW

Step-2

Class-C

Playing Competition- High School

Experience-Coach West Warwick School Department

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

Justin Switzer, Assistant Coach Wrestling

CHSE

Step-3

Class-C

Playing Competition-High School

Experience-Woonsocket School Department

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

Corey Bouchard, Assistant Coach Boys' Basketball

CHSE

Step-3

Class-C

Playing Competition-High School

Experience-Coach Smithfield School Department

Certification...RI Coaches Certification; CPR\AED\First Aid

Clem Soscia, Assistant Coach Girls' Indoor Track

CHSW

Step-7

Class-D

Playing Competition-High School & College

Experience-Cranston School Department

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

NO. 12-11-11- RESOLVED, that at the recommendation of the Superintendent, the following individuals be appointed as volunteer coaches:

Cranston High School West

Michael Boyajian, Jr. Boys' Hockey

NO. 12-11-12- RESOLVED, that at the recommendation of the Superintendent, the following individual(s) be reappointed as an athletic coach:

Cranston High School East:

Richard Glover Head Coach Girls' Basketball

Lloyd Bochner Assistant Coach Girls' Basketball

Paul Bessette Head Coach Boys' Hockey

Robert Bouchard Head Coach Boys' & Girls' Swimming

Robert LaBanca Head Coach Boys' Indoor Track

Dina Cesana Head Coach Girls' Indoor Track

Jennifer Koscho Head Coach Competitive Cheerleading

Cranston High School West:

James Moretti Head Coach Boys' Basketball

Gerard Marzilli Assistant Coach Boys' Basketball

Marty Crowley Head Coach Girls' Basketball

David Fontes Assistant Coach Girls' Basketball

Michael Boyajian Head Coach Boys' Hockey

Matthew Bannon Assistant Coach Boys' Hockey

Jamie Ferretti Head Coach Boys' & Girls' Swimming

Sheila Lagasse Head Coach Girls' Indoor Track

Keith Croft Head Coach Boys' Indoor Track

Cranston Co-op:

Ashley Pagliarini Head Coach Girls' Co-Op Hockey

Richard Torres Assistant Coach Girls' Co-Op Hockey

NO. 12-11-13- RESOLVED, that at the recommendation of the Superintendent, the following individuals be reappointed as volunteer coaches:

Cranston High School East

Ray Huelbig Girls' Basketball

Cranston High School West

Matthew Fontaine Boys' Basketball

Michael Schiappa Boys' Basketball

Rachel Knowlton Girls' Basketball

Kelli Jourdain Girls' Co-op Hockey

Donald Pagliarini Girls' Co-op Hockey

Ken Fogarty Boys' Hockey

Jack Hagopian Boys' Hockey

NO. 12-11-14- RESOLVED, that at the recommendation of the Superintendent, the resignation of the following coach(es) be accepted:

Richard Collum, Jr., Assistant Coach – Wrestling

Cranston High School East

Effective Date: October 24, 2012

NO. 12-11-15 - RESOLVED, that at the recommendation of the Superintendent, the following non-certified employee(s) be appointed:

Chantel Walls, Program Assistant

Bain + 2

Effective Date...October 29, 2012

Authorization...Replacement

Fiscal Note... 53115160 51110

Loureana Soares, Site Coordinator

Kidventure

Effective Date...October 18, 2012

Authorization...Replacement

Fiscal Note...51719150 51110

Maryjo Greig, Teacher Assistant

Stone Hill

Effective Date...October 29, 2012

Authorization...Replacement

Fiscal Note...12746020 51110

Pamela Payne, 3hr Teacher Assistant

Stone Hill

Effective Date...October 29, 2012

Authorization...Replacement

Fiscal Note...12746010 51110

Karen Beausoleil, 3hr Teacher Assistant

Edgewood Highland

Effective Date...October 23, 2012

Authorization...Replacement

Fiscal Note...13046010 51110

Rossella Migliaccio, Bus Monitor

Transportation

Effective Date...November 5, 2012

Authorization...New

Fiscal Note...12845090 51110

Giovanni Garcia, Bus Driver (probationary)

Transportation

Effective Date...October 22, 2012

Authorization...Replacement

Fiscal Note...12645190 51110

Rochelle Langford, Teacher Assistant

Early Childhood Center

Effective Date...December 4, 2012

Authorization...Replacement

Fiscal Note...20246010 51110

NO. 12-11-16- RESOLVED, that at the recommendation of the Superintendent, the following non-certified personnel be appointed as substitutes on a temporary basis as needed:

Kerry Moretti, Secretary

Janice Badessa, Bus Driver

Suzanne Arena, Secretary (added through an addendum on 11/19/12)

NO. 12-11-17 – RESOLVED, that at the recommendation of the Superintendent, the retirement(s) of the following non-certified personnel be accepted:

Maria Alba, Secretary

NEL/CPS Construction Career Academy

Effective Date: December 31, 2012

Charles Balasco, Custodian

Plant

Effective Date: November 30, 2012

Dr. Lundsten stated – we have Maria Alba who has been a secretary for us for twenty-four years. I have had the great pleasure of working with her in some buildings. Currently she is the secretary at the

Charter School.

We have a teacher of twenty-three years, Susan Yessian who is at Park View and I also had the pleasure of working with her when I worked at Park View.

We have a long-time senior custodian, frankly I know him as Charlie but it is Charles Balasco a custodian at Arlington that has 18 years of service with us and we wish them the very best.

Chairperson Iannazzi stated – I would also like to recognized Mrs. Alba who was my elementary school secretary at Garden City School.

BUSINESS

PURCHASES AND PURCHASED SERVICES

NO. 12-11-18- RESOLVED, that at the recommendation of the Superintendent, the revised 2012-2013 budget, as amended, be approved.

Moved by Mr. Traficante, seconded by Mrs. Ruggieri. Chairperson Iannazzi stated – this resolution includes the addendum that was just handed to us by Mr. Balducci. The roll was called; all were in favor.

NO. 12-11-19 - RESOLVED, that the Administration be authorized to

establish the following tuition rates for the 2012-2013 school year:

Half Day Kindergarten \$ 6,255

Grades 1 – 12 \$12,510

Special Education \$57,433

Career & Technical Center – Regular \$15,033

Career & Technical Center – Resource (1-2 classes) \$36,233

Career & Technical Center – Self-Contained (3-5 classes) \$57,433

Sanders Academy \$44,578

Transition Program \$24,602

POLICIES AND PROGRAMS

NO. 12-11-20- RESOLVED, that at the recommendation of the School Committee, the following conference be approved:

Judith A. Lundsten, Superintendent, to travel to Phoenix, Arizona from January 7, 2013 through January 9, 2013, to attend the Gates Conference on Teacher Evaluation. This conference is at no cost to Cranston Public Schools and is being funded by the Gates Foundation.

NO. 12-11-21 - RESOLVED, that at the recommendation of the Superintendent, the Public Records Request Guidelines Policy 8360.1 be approved for first reading (see policy attached).

NO. 12-11-22 - RESOLVED, that at the recommendation of the Superintendent, the Volunteer Policy be amended for first reading (see policy attached).

NO. 12-11-23 - RESOLVED, that at the recommendation of the Superintendent, the Physical Education Curriculum Grades K-6, be approved for second reading. (Curriculum binder on file in the Curriculum Office, Briggs Building – Cranston Public Schools, 845 Park Avenue, Cranston, RI).

NO. 12-11-24- RESOLVED, that at the recommendation of the Superintendent, the Art Curriculum Grades K-12, be approved for first reading. (Curriculum binder on file in the Curriculum Office, Briggs Building – Cranston Public Schools, 845 Park Avenue, Cranston, RI).

TABLED RESOLUTION

NO. 12-10-01 – Whereas, the City Council requested by resolution that the Cranston School Committee conduct a thorough study of the economic consequences of privatizing its school bus operations, that the School Committee analyze the experience and economic consequences over five to ten years in other communities that have privatized their bus operations and disposed of their fleets,

Whereas, the School Committee formed a Transportation Subcommittee in May of 2011 to conduct the study as requested by the City Council,

Whereas, the Transportation Subcommittee has met and formally adopted a Transportation report on September 27, 2012, representing the majority opinion of the Subcommittee,

Whereas, such Transportation report includes a 10 year financial analysis on the costs associated with replacing the School District's fleet of buses and the costs and benefits of outsourcing its transportation services versus maintaining the services in-house.

Be it resolved that the School Committee accepts the Transportation Subcommittee's Majority Report in satisfaction of the City Council's resolution and as the best financial analysis available for the School District's options for replacing the bus fleet.

There was no action on the tabled resolution.

Public Hearing on Non-Agenda Items – no speakers

Announcement of Future Meetings – December 4, 5 and December 10, 2012

Adjournment

There being no further business to discuss, a motion to adjourn was made by Mr. Traficante, seconded by Mrs. Ruggieri. All were in favor.

The meeting adjourned at 7:05 p.m.

Respectfully submitted,

Andrea M. Iannazzi

Chairperson

8360.1

PUBLIC RECORDS REQUEST GUIDELINES

The Cranston School Department adheres to the Access to Public Records Act, R.I. Gen. Laws 38-2-1, et. seq., and has instituted the following procedures for the public to obtain public records.

- 1. The regular business hours of the Department are 8:00 a.m. to 4:30 p.m.**
- 2. You are not required to provide identification or the reason you seek the information, and your right to public records will not depend upon providing identification or reasons.**
- 3. In order to ensure that you are provided with the public records that you seek in an expeditious manner, unless you are seeking records available pursuant to the Administrative Procedures Act or other documents prepared for or readily available to the public, we ask that you complete the Public Records Request Form located in the Superintendent's Office, Administration Building, located at 845**

Park Avenue, Cranston, RI 02910, or on our website <http://www.cpsed.net> or otherwise submit your request in writing (email requests will not be accepted) addressed to:

Superintendent of Schools

Cranston Public Schools

845 Park Avenue

Cranston, RI 02910

4. You may also obtain a copy of the Attorney General's Guide to Open Government, which can be found at <http://riag.ri.gov> (then proceed to the link entitled "Open Government").

5. Please be advised that the Access to Public Records Act allows a public body ten (10) business days to respond, which can be extended an additional twenty (20) business days for "good cause."

We appreciate your understanding and patience.

6. The Cranston School Department is committed to providing you with public records in an expeditious and courteous manner.

First Reading: November 19, 2012

Resolution No. 12-11-21

** **

OFFICE OF THE SUPERINTENDENT

PUBLIC RECORDS REQUEST FORM

UNDER THE ACCESS TO PUBLIC RECORDS ACT

Date_____ Request Number_____

Name (optional)_____

Address (optional) _____

Telephone (optional) _____

Requested

Records: _____

OFFICE USE ONLY

Request taken by: _____ **Request**

Number _____

Date: _____ **Time:** _____

Records to be available on: _____ **Mail** _____ **Pick**

Up _____

Records provided: _____

Costs: _____ copies _____ search _____ and
retrieval _____

Forward this Document to the Open Government Unit
(Superintendent's Office)

-----Office of the Superintendent – Public Records Request
Receipt

If you desire to pick up the records, they will be available on
_____. If, after review of your request, the Department
determines that the requested records are exempt from disclosure for
a reason set forth in the Access to Public Records Act, the
Department reserves its right to claim such exemption.

Note: if you chose to pick up the records, but did not include
identifying information on this form (name, etc.), please inform the
assistant in the Superintendent's office of the date you made the
request, records requested and request number.

 

VOLUNTEERS IN SCHOOLS 1240.1

STATEMENT POLICY

Cranston Public Schools appreciates volunteer efforts in its schools.
Parents, college students, senior citizens, elected officials, business

representatives, and community members are important sources of support and expertise that enrich the instructional program, assist teachers, and connect the student body with the community.

DESCRIPTION

A volunteer is any non-compensated person who wishes to donate his/her time for any public school related activity within a school building.

Volunteers must adhere to all Cranston Public Schools policies and regulations including but not limited to Code of Conduct, Confidentiality, etc.

Volunteers shall not physically discipline a student.

REQUIREMENT

Volunteers shall be required to complete an Information and Disclosure Statement, including references and information about prior volunteer experience. In addition, volunteers may be required to participate in an orientation and/or training established by Cranston Public Schools.

AGE REQUIREMENT

Volunteers must be a minimum of 18 years of age.

CONFIDENTIALITY

Volunteers must keep confidential what they observe. Volunteers must maintain confidentiality, and are not permitted to discuss student/school related issues in the outside community. Volunteers shall not have access to confidential information / files / records.

** **

SAFETY AND SECURITY

Any person seeking to volunteer who has not previously volunteered with the Cranston Public Schools during the past twelve (12) months shall undergo a national and state criminal background check to be initiated prior to the commencement of volunteer work.

The applicant shall apply to the bureau of criminal identification (BCI), Department of Attorney General, state police or local police department where they reside, for a national and state criminal records check. Fingerprinting shall be required. Upon the discovery of any disqualifying information, the bureau of criminal identification, state police, or local police department will inform the applicant in writing of the nature of the disqualifying information; and, without disclosing the nature of the disqualifying information will notify the Cranston School Department in writing that disqualifying information has been discovered.

The cost of the background check, if any, is the responsibility of the applicant. Funds may be made available for those who are unable to cover the cost of the background check. Inquiries may be made with Human Resources.

Volunteers shall not be with a student(s) outside the presence of a classroom teacher, administrator, or appropriate school personnel, unless authorized by said classroom teacher, administrator or appropriate school personnel. A volunteer shall not, in his or her volunteer capacity, be in a one-on-one situation with a child, during or outside of a school day.

Volunteers must provide identification and sign in/out at the school's main office. Volunteers shall wear the "Visitors" badge or other means of identification, as required by school policy.

VOLUNTEER LIABILITY AND INDEMNIFICATION

A volunteer shall at all times indemnify and hold harmless the Cranston Public Schools and its officers, agents and employees from any and all claims, damages and expenses arising out of injuries to persons or damage to property which resulted from any omissions or negligent acts of the volunteer.

** **

EXCLUSION

This Policy may not apply to parents observing classrooms, guest speakers, performers, student mentors who are enrolled in Cranston Public Schools, truancy court personnel, newspaper reporters, vendors for school related items such as rings, yearbooks, delivery vendors, and alike, provided they are accompanied by the Superintendent or school personnel.

RECORD RETENTION

The Office of Human Resources shall maintain an accurate file of signed Volunteer Disclosure Statements and criminal background checks as required by policy.

DISQUALIFYING INFORMATION

If there is any disqualifying information concerning a potential volunteer set forth in the BCI report, it shall be the responsibility of the Superintendent or his/her designee to notify the potential volunteer and explain that he/she will not be able to participate due to the information contained in the report. The Superintendent or his/her designee shall also provide the potential volunteer with the opportunity to meet with the Superintendent to discuss the matter.

If the potential volunteer elects to have the meeting with the Superintendent, then at that meeting, notwithstanding the disqualifying information, the Superintendent may make a judgment regarding whether the individual may volunteer in the Cranston Public Schools. In determining whether to allow an individual with a disqualifying record to volunteer, the Superintendent may consider the following factors:

- (1) Time frame of conviction;
- (2) Rehabilitative efforts of the applicant;
- (3) The applicant's community involvement;
- (4) References;
- (5) Experience with children; and
- (6) Any other factors deemed relevant.

For purposes of this policy, "disqualifying information" means those offenses listed in R.I.G.L. §§23-17-37, 11-37-8.1 (first degree child molestation) and 11-37-8.3 (second degree child molestation).

APPEALS PROCESS

Any volunteer wishing to appeal the Superintendent's decision may do so by writing a letter to the Chairperson of the School Committee within ten days of the Superintendent's decision, requesting a hearing before the School Committee, and shall be advised of this process by the Superintendent. The School Committee shall independently consider the request and may consider the same

factors set forth above.

ENACTMENT

This policy shall take effect immediately upon passage.

THIS POLICY SHALL BE INTERPRETED AND IMPLEMENTED IN COMPLIANCE WITH THE REQUIREMENTS OF THE RHODE ISLAND CIVIL RIGHTS OF PEOPLE WITH DISABILITIES ACT AND ALL OTHER ANTI-DISCRIMINATION LAWS.

Rotz, Joseph Exec. Director Briggs 103,900.00 18491 1182 33
15,440 96 0 1507 36,748 140,648

Administrator's Compensation Schedule

Fiscal Year 2014-2015

NAME POSITION SCHOOL ANN

SALARY HEALTH DENTAL LIFE PENSION SURV

BEN OASDI MEDICARE TOTAL Fringe Sal & Fringe

Rotz, Joseph Exec. Director Briggs 103,900.00 20340 1300 33
16,395 96 0 1507 39,670.97 143,571

Based upon an effective date of 12/3/2012.