

EAST PROVIDENCE SCHOOL DEPARTMENT

East Providence City Hall

145 Taunton Avenue

East Providence, Rhode Island 02914

School Committee Meeting

November 13, 2007

Open Session

Chair Mildred Morris called the meeting to order at 6:00PM. All School Committee Members present: Stephen DeCastro, Robert Faria, Eileen Lovett, Steven Santos, Mildred Morris. Also present: Dr. Jacqueline B. Forbes, Superintendent of Schools, Robert Silva and Andrew Thomas, legal counsel.

Motion by Mr. Faria to move to Executive Session in accordance with RI General Laws, Section 42-46-5 (a) (1) Personnel, (a) (2) Collective Bargaining/Litigation, seconded by Mr. DeCastro. Vote 5-0.

Public Session reconvened at 7:30PM. Motion by Mrs. Lovett to return to open session and to seal the minutes, seconded by Mr. Faria. Vote 5-0. Mrs. Morris reported that a vote was taken in executive session to ratify a tentative agreement with AFSCME Local

2969 (custodians). Mr. Faria asked how this impacts the retirees going forward.

Mr. DeCastro provided highlights of the agreement with Council 94:

• Co-share on health insurance at an estimated savings of \$136,435 over three years; details of co-share significantly higher than city employees pay; this is the new bar. He commended Local 2969 for that; contributing at a significantly higher level

• Change health insurance plan to include employee paid \$250 deductible, including co-share of prescriptions;

• Reduction of buyback in 2008, eliminated in 2009; no new employees eligible as of 11/1/07; plan to reduce it and then eliminate it

• Salary increase 2 ½% (key to stay in 3 ½% cap (police and fire at 3.2%))

• Flexibility on any vacant position; position can be left unfilled

• No increase in longevity; Savings will allow a return to appropriate level of staff;

Two positions coming back, an issue which had to be resolved

• Wages increase in 11/1/07 remains at 4.73%; effective 11/1/08 2 ½%; 2009 2 ½ %;

• 11/1/07 – Buy-back not available to new participants

• 11/1/08 perfect attendance shall be three days at base pay

• 11/1/07 one day off of perfect attendance shall be two days

base pay

 11/1/07, night shift differential increases .10 cents to \$1.00

 11/1/07 – health plan contribution of 2.23% of base pay for family and 1.12% for individual coverage on a pre-tax basis; base pay used; people who make more, pay more - \$892 annually (city at \$676 family and \$448 individual)

 11/1/08 contribution of 2.75% on base pay (\$1,127 family; \$566 individual) (City at \$728 in 2008)

 11/1/09 - 3% of base pay and 1 ½% individual (\$1260 family; \$630 individual)

Increases every year for health care; by the end of the contract about 10% of working rate

Prescription co-pay 2007 at \$7.00/\$25.00; 11/1/2008 at \$7/\$25/\$40;

 If position becomes open, it may be eliminated or remain vacant at discretion of Superintendent. This provision shall expire in 2010.

 In event that the School Committee negotiates provisions with any other bargaining unit regarding lowering or elimination of the health care buyback, Local 2969 shall accept the same.

 Savings impact this first year - \$14,633; next year increase 3.57 for entire bargaining unit with 12.84% in pension overall with salary increases; 3.75% in year two and 4% in year three. Will be switching all retirees to this also and hope that other bargaining units will know where we are headed. Mr. DeCastro felt that ground had been broken and he was quite happy about that.

Mr. Faria commented that there were guidelines for the negotiations from the start. Although he had some issues, going forward with a fiscal crisis, the health care is huge, especially with retirees. He is looking to take this as a bench mark forward; Council 94 stepped up to help with health care costs and we have to look at the bigger picture; there was nothing deferred in the agreement.

Mr. DeCastro said the two positions were really not eliminated; the individuals had been working as substitutes because they were needed to maintain cleanliness in our buildings. This agreement provides us more flexibility than before. Dr. Forbes explained that although employees were laid off, we still need to maintain substitute custodians. Even with two positions coming back, we are still cleaning every other night at the elementary schools. These two positions are at the high school and given various health concerns, they are valued positions.

Mr. Faria asked how this would affect the consolidation study. Mr. DeCastro felt those considerations would be more managerial; we now do not have to post or fill positions. Mr. Faria asked if this locks out discussion with United Health in the future. Mr. DeCastro hopes we will be able to get Blue Cross costs down in the future and provide a much better plan. He placed an item on the agenda regarding health insurance and will talk about this later in the meeting. There may be possibilities for joining collaboratives.

Mr. Faria agreed to look at the big picture, even though he does not like reinstating the two custodial positions.

Mr. Santos said he would cast a dissenting vote; although we are moving in the right direction, he disagreed with reinstating positions, since we are looking at \$14,000 this year. He felt there were opportunities for bigger savings. The present agreement will be expiring in 2008; there is conjecture on the savings. The School Committee is filling positions they just eliminated. In the grand scheme, he feels this is not enough for an extension.

Mr. DeCastro said he understands the apprehension in bringing back the two positions; however, we did well even with the \$14,000 and bringing the positions back. He felt that the department broke new ground; he thinks most everyone wanted the School Department to pay what the city pays and now they are paying more, and not with pay raises to compensate. Overall if teachers agreed to pay this for health care, he would sign the contract in a heart beat. Roll call vote: Mr. Faria, aye; Mrs. Lovett, aye; Mr. DeCastro, aye; Mr. Santos, nay; Mrs. Morris, aye. Vote 4-1.

Mrs. Morris thanked the negotiating team: Mr. DeCastro, the Superintendent and staff, and City Councilman DiTraglia for their efforts. Mr. DeCastro noted that this agreement was negotiated under the negotiations guidelines.

Pledge of Allegiance and Moment of Silence was observed.

Record of Previous Meeting – None

Chair's Report – Mrs. Morris reported that she attended a meeting of School Committee Chairs on November 3rd at RI Association of School Committees and participated in a wellness related event sponsored by Chartwells on November 8th. She also attended a hearing at RI Department of Education along with Dr. Forbes and Mrs. Lovett regarding proposed changes to special education regulations and just today attended a meeting regarding education funding. Mr. Santos asked for feedback from the special education meeting. Mrs. Morris advised that two more hearings will be held, however, the comments thus far seem to favor maintaining class size at twelve students. Mr. Santos asked how many districts adhere to that regulation. Dr. Forbes advised that everyone is held to the state regulations and we have to go through a special education regulation process. Dr. Forbes spoke in support of increasing class size, while involving the local education authority in making those determinations.

Nathan Lovett, a senior at East Providence High School, was selected by the Student Council to serve as the High School student liaison to the School Committee for this school year. Nate attended the meeting and was welcomed by Dr. Forbes and the Committee after he reported on school activities and matters of interest.

Hearings - None

Reading of Communications – Mr. Faria provided information on a free public program to be held at Bradley Hospital on November 15th regarding “How to Teach Kids how to Problem Solve.” Also, Kent Heights PTA sponsored a program at Friendly’s, which provided a percentage of the receipts to the school.. He thanked the PTA group for their efforts and encouraged other PTA groups to use fund raising opportunities to create revenue for their schools

Report of Superintendent and Staff

Dr. Forbes related that she had attended a meeting today at the Convention Center with Mrs. Morris and Mrs. Lovett regarding education funding. The City Manager also attended. Dr. Forbes wished a Happy Thanksgiving to students, staff and families.

The School Committee agreed to move the Curriculum Report up on the agenda. Mr. Daft presented a brief recap regarding the Teaching American History Grant. Mr. David Shadrick, Department Chair at East Providence High School, reported that the three year grant began in 2005 through the Rhode Island Historical Society. East Providence as the lead school received \$555,000 to provide teachers with opportunities for content knowledge; the goal is to increase the knowledge of students and provide resources to bring back to the

school. Also, Mr. Shadrick reported that four students from East Providence are finalists in the Senate Youth Competition. Dr. Forbes thanked Mr. Shadrick for his role as a change agent and for his leadership in social studies and reform. Mr. Daft acknowledged Valerie Lawson of the Social Studies Department for her efforts also.

FY 2006-07 Financial Report – Dr. Forbes explained that bills will continue to come in through December 2007 before we can provide a close out report for the 2006-07 year. A fiscal analysis will be done then; we are balanced now, but need to look at health insurance number of \$544,190, tuitions and purchase services numbers in order to balance. Dr. Forbes proposed a reduction in the deficit payment of \$1,328,862 by not paying \$550,000 toward that deficit, and only \$200,000 toward deficit. With that increase, we are not able to balance without reducing somewhere. Claims increased double digit and the buy back had to be paid out. Tuitions are an issue and she is hoping the state will start to subsidize some of the areas we have no control over. 80% of the meals tax is designated this year and we need that money to balance the budget. Although she does not like doing that, we do not have the money.

Mr. DeCastro commented that the buyback had to be paid out last year and that amount of money was not included in the budget (\$518,000). Although he did not want to debate it, the School Department would have stayed under budget without it.

Mr. Faria asked if the School Committee has the liberty to take money away from the meals tax. Dr. Forbes advised that we do not actually get the money and we would have to ask for it to be applied. Mrs. Morris asked to check this out with the City Manager. Dr. Forbes said she has advised the School Committee about this before; we are in deficit and she will work with counsel and inform the City Manager, Mr. Brown. Mrs. Morris thought the Auditor General needed to be notified.

Mr. Faria commented on the health insurance averages each month and if anything in particular caused the higher costs. He asked if anything jumped out this past month since the number went up and he wondered if there was a reason for it. Mrs. Rodericks answered that claims definitely increased and the numbers reflect the medical expenses to date. Mr. Capron said the bills do not necessarily coincide with the numbers because it is high, since every claim was not incurred in that particular month.

Mr. DeCastro asked that appropriate departments keep a close eye on premium wages, which are over budget by \$17,000; in the business world, you look to cut overtime when you do not have the money.

Dr. Forbes explained that the premium wages account also includes groups who rent out our buildings for after school programs and reimburse us for the custodian costs. Mr. Capron agreed that these revenues are in a separate account and should be adjusted in the

future to show the offset in premium wages account. Mr. Santos commented that with only \$250,000 going toward deficit, what is the possibility this will be eaten up by bills still coming in. Mr. Capron talked about a run out; claims estimated for costs incurred. Dr. Forbes advised that based on experience we should be fine, but that is estimated at this point.

A motion was made by Mr. Faria to accept the recommendation of the Superintendent, seconded by Mrs. Lovett. Vote 5-0.

Personnel Recommendations – Diane Rodericks presented the personnel items:

Appointment

William Capron Interim Director Administration & Finance

Kerston Calia Bio-Med Teacher, CTC

Todd Phillips Photography Club Advisor, High School

Michele Ford Youth Alive Club Advisor, High School

Ann Murphy Gay/Straight Alliance Club Advisor, High School

Gary Faragelli Coach Girls' Basketball, Riverside Middle School

Robert Geremia Golf Coach, High School

Motion: Mrs. Lovett/Second: Mr. Faria. Vote 5-0.

Resignations

Jennifer Dygon Coach Girls' Asst. JV Basketball, High School

Motion: Mrs. Lovett/Second: Mr. Faria. Vote 5-0.

Leave of Absence

Laurie Tubman Coach Boys' Track, Martin Middle School

Motion: Mrs. Lovett/Second: Mr. Faria. Vote 5-0.

Recall

Joanne Pimental Custodian

Joao Raposo Custodian

Motion: Mrs. Lovett/Second: Mr. DeCastro. Vote 4-1 Mr. Santos wanted his vote of nay on the record; he did not accept the contract tentative agreement and he felt he should not vote to reinstate to be consistent.

Mary Beth Kelleher Secretary, Whiteknact

Motion: Mrs. Lovett/Second: Mr. DeCastro. Vote 5-0.

Facilities Update – Mr. Joseph Tavares reported the following:

The High School boiler inspection was approved, the company is still working on some areas and we are waiting for the gas meter installation. Fencing around the generator and vents has been completed. Upon further inspection of the water main, it was determined that the rusting and deteriorating condition of the pipe may be external and caused by leaks from the drainage pipes above. Although there is no evidence of leaking from the main itself, the City Plumbing Inspector suggested that the main be replaced because of

the rusting bolts. It will need to be determined where the funds will come from for the replacement. Mr. Tavares expressed concern regarding school department trucks which were recently tested for carbon monoxide levels; the trucks were tested by the Fire Department and at least one of the vehicles exceeded acceptable levels. Mr. Tavares pointed out that the trucks are 22 years old and are becoming very expensive to repair; last year over \$22,000 was spent on repairs. (The purchase of one box truck per year is included in the five year plan along with two jeeps between 2007 and 2009). He requested that the School Committee seriously consider the purchase of new vehicles.

Mr. DeCastro had questions about who makes the determination on burning oil or gas at the high school. Mr. Tavares advised that the companies control what we use; we are using oil now at a locked in price. Mr. DeCastro said someone should be making a determination based on BTU's and he suggested using gas now if it is less expensive and saving the oil; engineers can determine what is economical to burn. Dr. Forbes advised that we do monitor this through our HVAC person, Mr. Souza. Mr. Feola (Stationery Fireman at the High School) was present and explained the monitoring process; they go on the lowest price and are burning oil now, because it is less expensive. If curtailed, he explained the process. They look at the gas rate vs. secured rate on oil. Mr. DeCastro said the cost per BTU needs to be monitored and he would like to receive the calculations on this. Dr. Forbes advised that we will be setting up

a meeting with the state conservation person, Mr. Tim Howe. Mr. Faria asked items on the bill list related to the boiler at Riverside Middle School. Mr. Tavares advised these are initial opening costs. Mrs. Morris asked about items on the bill list for electrical work; Mr. Tavares advised that this work needed to be completed and involved changing electrical outlets at Orlo Avenue School and resolving OSHA violations, etc. He mentioned that we do have the need for an electrician frequently.

Requests for Home Schooling – Mr. Rodericks presented a request and recommended approval. Motion by Mr. Faria, seconded by Mr. DeCastro. Vote 5-0.

Field Trip Requests – A motion was made by Mrs. Lovett to approve a field trip request presented by Mr. Daft from Riverside Middle School for eighth grade students to participate in a whitewater rafting trip in May 2008, seconded by Mr. Faria. Vote 5-0.

A motion was made by Mrs. Lovett to approve a field trip request presented by Mrs. Caffrey for 14 high school students to participate in the DECA conference in Boston from November 16-18, 2007, seconded by Mr. Faria. Vote 5-0.

Safe Routes to School Grant – Mr. Wayne Barnes, City Planning Department and Mrs. Fatima Avila, Principal of Kent Heights School presented information regarding a grant award in the amount of

\$23,000. Mr. Barnes explained that the City secured a 100% reimbursable Safe Routes to School grant for Kent Heights Elementary which included a new state-of-the-art enhancement of the crosswalk in the front of the school and development of a team within the school community to determine and discuss issues related to safety of children who walk to school.

Report of Sub-Committees

Mr. Faria would like to consider listing all bids and contracts on the website. He would also like more enhanced advertising for the School Department and would like to look at the feasibility of advertising on the website. Also, he would like the Superintendent to go forward with the Education Partnership program. A motion was made by Mr. Faria that the Superintendent initiate the contract analysis with the Education Partnership, seconded by Mrs. Lovett. Vote 5-0.

Mr. Faria also asked if the lock-in rate for oil is the same rate as the budgeted amount. Dr. Forbes will look into this.

A motion was made by Mr. Faria for a short recess, seconded by Mr. Santos. Vote 5-0.

A motion was made by Mr. Santos to return to open session at 9:30PM, seconded by Mrs. Lovett. Vote 5-0.

Unfinished Business

FY 2007-08 Budget – Dr. Forbes explained that at the last meeting she asked for direction regarding the budget; the School Committee requested that the salary and benefits line be reduced. Dr. Forbes provided a historical summary of the budget. She requested a total budget of \$73,194,231 in the last column and a motion to approve. Mr. DeCastro commented that this budget is 2.3% higher vs. the 2006 budget; benefits are at about \$15 million (10.7%). Mr. DeCastro commented that he hopes we can live within these numbers; there is a lot of hard work to do to figure out how not to deficit spend and the School Committee needs to do everything they can to make sure it does not happen. The School Committee has been advised by the Superintendent numerous times.

Mr. Faria asked about the amount saved on reimbursement (\$117,000) and if it had been applied to this updated budget. Dr. Forbes advised that it will be at some point. Dr. Forbes advised that the deficit is about \$3.5 million dollars; in the fourth column of the handout, reducing salaries by \$506,872 plus benefits, city cut, special education, transportation, etc. We are looking at about a \$3.2 million deficit. Dr. Forbes handed out the current projection of the deficit and expressed her concerns. Mrs. Lovett cannot support these additional cuts, as deep cuts have already been made. Mr. Faria said the cut has to happen even if he does not want it to; something has to

come off.

Mr. Santos said we have no choice but due diligence and we have to make it work, as we are obligated not to go to deficit and have to start making realistic choices. This is an on-going problem not just this year. The problem is just like at the state level and we cannot look to the State to solve our problems; we might not be able to expect even level funding next year. The problem has been building up and will not be solved over night. The enrollments are down and costs are spiraling. This will continue to be a problem until the cities know they cannot spend more than we have. We had growth in the city before which offset the increased costs in the budget, but we do not have it any more. Any projected increase in taxes is eaten up in one year and we need to think long term.

Mr. DeCastro appreciates the alarm of the superintendent; but we are not taking into account some of the things we are working on such as Blue Cross. We need to work diligently every month; there are things to do to make sure we can balance this budget and find another \$566,000, but we will have to make different choices. Mrs. Morris said everyone is in trouble financially and no one seems to know how to fix it. Motion by Mr. Faria to accept the Superintendent's recommendation, seconded by Mr. DeCastro. Roll call vote: Mr. DeCastro, aye; Mr. Faria, aye; Mrs. Lovett, nay; Mr. Santos, aye; Mrs. Morris, aye. Vote 4-1.

New Business

2008 Schedule of School Committee Meetings – The School Committee discussed the possibility of having additional meetings, possibly two per month. Only two members thought it necessary and it was decided to follow the current practice of adding meetings when needed. Mr. DeCastro cannot attend the monthly meeting on 2/12/08 and requested a second meeting in February. A motion was made to approve the schedule of meetings with the addition of a meeting on February 26, 2008, seconded by Mrs. Lovett. Vote 5-0.

VA.5 Tuition Students - Amended Policy First Passage – Dr. Forbes requested that Mr. Daft point out the changes in the policy, which mainly involve payment procedures. Mr. Daft reviewed Section #4 regarding Payment of Non-Resident Student Tuition and requested first passage. Discussion took place regarding changes. Dr. Forbes was concerned with language in Item #4C. Mr. Rodericks explained that once approved by School Committee, according to the state, we own the student and cannot summarily discuss a student without a hearing. Dr. Forbes requested first passage; we do not encourage tuitioned non-resident students, this policy covers a limited amount of cases; we are not looking to take in students. Mr. Faria thought that procedures should be included and to add language “student should be afforded all rights, etc.” Legal will review. Motion by Mr.

Faria for first passage, seconded by Mrs. Lovett. Roll call vote: Mr. DeCastro, aye; Mr. Faria, aye; Mrs. Lovett, aye; Mr. Santos, aye; Mrs. Morris, aye. Vote 5-0.

I.E. School Committee By-Laws – Amended Policy First Passage- Mrs. Lovett asked to place this item on the agenda, which was tabled in June. Out of respect for those who attend the meetings and those at home, she felt that guidelines needed to be in place regarding the Question and Answer Period at the end of School Committee meetings. Mrs. Lovett reviewed her suggestions for guidelines and requested first passage. Mr. DeCastro had a question about the legality of limiting speakers to five minutes. Legal Counsel, Robert Silva, advised that it is within the discretion of the body to decide this; it should be reasonable and allow speakers to ask questions and possibly receive an answer. Discussion regarding more time. Mr. Silva advised that the School Committee can adjust this by a unanimous vote. Mr. DeCastro asked about #5 and #9 – what happens if someone wants to make a commendation regarding a staff member as an example. Mr. Santos questioned #11 and how that would happen. A motion was made by Mr. Faria for first passage, seconded by Mr. Santos. Roll call vote: Mr. DeCastro, aye; Mr. Faria, aye; Mrs. Lovett, aye; Mr. Santos, aye; Mrs. Morris, aye. Vote 5-0.

Health Insurance - Mr. DeCastro requested that this item be placed on the agenda. A \$3.2 million deficit has been reported by the Superintendent; we have made strides with one bargaining unit and

are left with very few options. There may be issues with what he is proposing, but there is a big gap. The School Department has six to nine different health insurance plans for different groups of employees and retirees, which is somewhat confusing; we have limited staff and it does not make sense. By a motion, he would like to make the healthcare plan the same as the one the custodians agreed to accept (Health Mate Coast to Coast 100/80 (VAR) Co-insurance Plan with \$250 deductible) for every person in the School Department (savings estimated at \$600,000-\$800,000). He feels this will go a long way in reducing the deficit; he is not asking for co-pay, he is saying that the same health care plan for custodians is a fair plan and the one everyone should have including retirees. Mr. DeCastro said he will take a stand; using working rate, there is a savings of about \$100 a month for a family plan and \$50 for an individual plan; multiplied by the number of employees (approximately 800), this is a significant amount of money. Since time is of the essence, he suggests doing this now. Mr. Faria had some questions on this. Mr. DeCastro explained that the \$250 deductible is the same as the custodians plan and should be extended to all employees and retirees, because money is not going to fall out of the sky and he is not taking away anyone's health plan. Mrs. Lovett likes thinking outside of the box, but asked if we could table this to the next meeting. Mr. DeCastro had a concern about open enrollment. Legal will have a challenge. Mrs. Morris asked about violation of contracts. Mr. Silva asked if this would have a direct monetary impact; we are changing the plan and asking

employees to pay more. Mr. DeCastro said he hoped the working rate would go down if we charge more; he does not know where else to turn; at some point in time, we will not be able to pay claims from an administrative stand point and it will be easier this way. We have many different plans and it is time for everyone to be on the same plan. He would like support on this to be able to overcome some challenges. Mr. Faria would like to see a proposal on it first. Mr. DeCastro said he is quessing a savings of \$100 per month on the average. Mr. Faria asked about the buyback situation and the contract issue and taking the money out of the budget. Does the legal argument change; does legal recommend this; is this not the same tone? Mr. Silva explained that buyback was part of the collective bargaining agreement; a grievance followed and it went to arbitration. The arbitrator agreed with the union's position and we were ordered to pay it. The City still has a separate lawsuit in Superior Court for a declaratory judgment. If the School Committee acts and affects the benefits and rights people are expecting, they might be depriving them of rights for prescriptions, etc. which they are entitled to as a part of the collective bargaining agreement. The minute we deprive a union member of something bargained for, the alternative is the same, grievance and arbitration, and they might file an unfair labor practice charge. Mr. Silva did not know the impact of this, but it will probably give rise to arbitration. Mr. Silva said he is prepared to defend the School Committee's actions. He does not know how successful they will be as it involves litigation; also, every action taken by the School Committee members, collectively or

individually, could result in personal liability.

Mr. DeCastro said he appreciates this advice and knows the ramifications of not doing anything; destruction of a deficit we cannot live with. He will hear other ideas. Everyone will have a plan; they may not like it, but he is not asking for a co-share. This is the only thing he can come up with.

Mr. Faria said almost all employees rejected the United Healthcare plan and asked if we can we go to another group and just ask them to accept it. Mr. DeCastro has no other ideas and this is open enrollment time.

Mrs. Morris said out of an abundance of caution, she would relinquish the Chair's position and recuse herself from the vote.

Seconded by Mr. Santos. Roll call vote: Mr. DeCastro, aye; Mr. Faria, aye; Mrs. Lovett, nay; Mrs. Santos, aye; Mrs. Morris recused. Approved 3-1.

Payment of Bills

Local Operating Bill List:

Warrant #000775 11/1/07 \$1,468,254.44

Motion: Mr. DeCastro/Second: Santos. Vote 5-0.

Federal Bill List:

Warrant #000777 11/9/07 \$ 234,445.77

Motion: Mr. Faria/Second: Mr. Santos. Vote 5-0.

Question and Answer Period

Mr. Carlin was not happy about the money from the deficit pay down to be used for this year's budget; he does not know if this is legal; he has no other solutions. He stated that the School Department is against the advice of its own consultant; they rehired employees on lay-off, when we do not have the money. You can't buy a new car without the money. Mr. Faria said he will follow up on the meals tax. Mr. Carlin said the meals tax was not designed for this.

Valerie Lawson, 15 Wood Hollow Lane, Vice President of the East Providence Education Association, stated that the union bargained in good faith in negotiations and expects that the School Committee will live up to that bargaining agreement.

Mr. Fahey said if it were back in 1987, he would applaud, but this is how far behind the agreement. This is a purely political decision; there should be one plan for all city employees. He recommended getting together with the City Council to develop a fiscal policy with the City. As far as everyone being in the same boat as mentioned earlier, use professionals, and work as a team with no divisiveness. The School Committee's position is not strong, but he applauds their efforts because there is no more money. No one likes change; this is

a fiscally irresponsible decision. Mr. Fahey did not think the agreement is fair and reasonable. He asked for a report at the next meeting regarding the Education Partnership.

Mr. DeCastro said that at the last meeting, they cut salaries and one of the proposals was to move in that direction. Mr. Fahey suggested something more radical, as we are just playing with the clock.

**Motion by Mr. DeCastro to adjourn at 10:45PM, seconded by Mr. Faria.
Vote 5-0.**

Respectfully submitted,

Patricia A. Iannelli, Administrative Assistant

Eileen Lovett, Clerk of the Committee