

# **EAST PROVIDENCE SCHOOL DEPARTMENT**

**East Providence School Committee**

**East Providence City Hall Council Chamber, 145 Taunton Avenue**

**East Providence, Rhode Island 02914**

**August 23, 2016**

## **Open Session**

**Mr. Tsonos, Chairman, called the meeting to order at 7:00 PM.**

**Members Present: Jessica Beauchaine, Nathan Cahoon, Anthony Ferreira, Joel Monteiro, Charles Tsonos. Also present: Kathryn Crowley, Superintendent of Schools; Robert Silva, Esq. and Andrew Thomas, Esq.**

**A motion was made by Mr. Cahoon that the Committee convene in Executive Session for purposes of discussing: Personnel – R.I. Gen. Laws §42-46-5(a) (1), seconded by Mr. Monteiro. Vote 5-0.**

**School Committee returned to public session.**

**Report Executive Session Votes – Mr. Cahoon reported that no votes were taken in executive session and made a motion to seal the minutes of the executive session, seconded by Mr. Ferreira. Vote 5-0.**

**The Pledge of Allegiance to the Flag and a Moment of Silence were**

observed.

## **Public Comment I – Agenda Items - None**

### **Personnel Actions**

#### **Personnel Appointments (7) Effective 2016-2017 School Year:**

**Vote to Approve Appointment of .5 School Psychologist at Martin Middle School Krystal Machado**

**Vote to Approve Appointment of Technology Teacher at Martin Middle School for one year- Anthony Bailey**

**Vote to Approve Appointment of English Teacher at Career Technical Center-Mary Sorice**

**Vote to Approve Appointment of Girls' Tennis Coach at High School-Kathy Dias**

**Vote to Approve Appointment of Para Professional at Whiteknact School-Dawn Vierra**

**Vote to Approve Appointment of Boys' Head Basketball Coach at High School-Joseph Andrade**

**Vote to Approve Appointment of Head Teacher at Kent Heights-Donna Ferrucci**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

#### **Personnel Appointments (9) Effective 8/31/16**

**Vote to Approve Appointment of (2) Supervisory Aides at Kent Heights-Kelly Bishop; Kathleen Rego**

**Vote to Approve Appointment of Supervisory Aide at Francis-Marissa Braga**

**Vote to Approve Appointment of Supervisory Aide at Whiteknact-Marae Playe**

**Vote to Approve Appointment of Supervisory Aide at Hennessey-Nicole Pannone**

**Vote to Approve Appointment of Supervisory Aide at Waddington-Lisa Travassos**

**Vote to Approve Appointment of Supervisory Aide at Oldham-Maria Alves**

**Vote to Approve Appointment of (2) Supervisory Aides at Silver Spring- Marissa Garlington; Tina Lake**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Vote to Approve Appointment of Library Secretary at Riverside Middle School Effective 8/30/16 Christine Alves**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Vote to Approve Appointment of Guidance Secretary at Martin Middle School Effective 8/25/216**

**Donna Briggs**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Rescinded Appointment - Donna Mehan – Para Professional – Whiteknact**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Resignations (3) Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Keith Martinous-Head Boys' Volleyball Coach – High School Effective 2016-17 school year**

**Linda Tarantelli – Student Council – Riverside Middle School**

**Sherry Santos – Supervisory Aide-Waddington – Effective 8/15/16**

**Leave of Absence-Lori Desmarais – One Year – Para Professional – High School Effective 2016-17 School Year**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Suspension of Employee**

**Motion to approve by Mr. Cahoon, seconded by Mr. Monteiro. Vote 5-0.**

**Budget Workshop I – Discussion of 2016-2017 School Department Budget**

**Kathryn Crowley presented a draft of a personnel budget which accounted for all personnel working in the School Department.**

**Lucy Maddock Finance Director reviewed the budget: noted that these are positions rather than individuals and accounts for how many people are required to staff our schools; color coding indicates a new school or program; bright yellow designated open positions for budget at top step; have added positions at every school including building based subs which were formerly in the sub line item; we have hired a significant of teachers; at the end of the report area noted for grants that will be reimbursing expenses from general fund; steps for September and October included; longevity, stipends for additional degrees; total salary with stipends; added \$1000 on base for certified staff and \$500 for non-certified (2.5% calculated across the board)**

**Discussion regarding open positions and pension figures; Lucy – pension not hard numbers; expect them in a day or so**

**Mr. Cahoon asked what is the overall cost of a 2.5 raise; looking at about \$1.8 million**

**Kathryn Crowley – projected surplus last year was \$6 million; also money from the state; Lucy will have final numbers; Superintendent recommended bring up base salary; that is her recommendation at this point**

**Mr. Cahoon – salaries determined by contracts; can approve or not approve raise**

**Kathryn Crowley – required per contract 1% across board; status of**

**contract; very little latitude**

**Mr. Cahoon – total salary with stipend does not include 1%; is it possible to put in another column with the 1%.**

**School Committee further reviewed the documents listing staffing at all schools.**

**Mr. Monteiro – asked if we know if we can budget and forecast accurately enough to determine surplus; what is left open; do we understand what departments were over; where surplus comes from; what to budget for this year?**

**Kathryn Crowley – looking at this gingerly; use this as a base year; may not be able to, because not apples to apples comparison.**

**Lucy Maddock noted that some adjustments will still have to be made.**

**Kathryn Crowley noted salary of the Chief Information Officer; included 50% of the salary in school budget for all in the IT dept. excluding the web master**

**Discussion regarding not splitting salaries with the city**

**Kathryn Crowley – now able to watch our share of the budget; questions about who will track our 50%**

**Mr. Ferreira – how are we tracking how many hours the individuals work; he wants justification of hours.**

**Mr. Cahoon – can track IT; Kelly has trouble tickets to track work**

**Kathryn Crowley – Kelly can get accurate reports; that was the only split salary left**

**Lucy Maddock will be billing them for June; they will be billing us for Kelly and staff**

**Kathryn Crowley stated that everyone has had a say in their budgets.**

**Discussion regarding teachers' top step at state; what will get us out of the bottom (about \$74,000)**

**Discussion regarding the Pre-School – continue to get large quantities of deliveries; tremendous amount of time and energy; parent orientation; discussion about openings**

**Mr. Cahoon requested that previous budgets like this were without names**

**Kathryn Crowley – will have positions only; no names; will submit to city after September 12th School Committee meeting; School Committee should own the budget and then send to the City Council for a joint meeting; thanks to Lucy Maddock, who did a wonderful job.**

**Requested that School Committee continue to review this document and further discussion will be at next Monday's meeting.**

**Lucy Maddock – budget will be broken out by every school; costs**

**associated there by Departments.**

**Ms. Beauchaine requested a comparison of facilities/maintenance personnel**

**Lucy Maddock – can pull from UCOA –custodians and maintenance and come up with average**

**Mr. Ferreira – talked about the average for a licensed plumber is about \$75/Hour; ours is second to none; has licenses; has to be better paid than \$27/Hour.**

**Kathryn Crowley – it is in the union contract; addition to base can add for licenses; contractual; will look at them**

**Mr. Feola – some problems with comparisons of district personnel to other districts; titles, etc.**

**Ms. Beauchaine - we need to speak up for some maintenance/custodial workers; licenses and they are needed here.**

**Mr. Tsonos requested that Mr. Luba comment.**

**Paul Luba – he has to see entire package; is it sustainable; last year for state extra money; funding formula ending in 2016; raises without bargaining; once this is all put together, we can see how it works out.**

**Mr. Monteiro – raise itself – agrees with sustainability of it; not just a**

**raise; opportunity cost for loss of talent; less productivity; brings in staff; being at the bottom is detrimental to education of students; we try to retain talent (get them whole) definitely impacts the operation of schools.**

**Mr. Cahoon – history from 2008-09 unilateral pay cuts and insurance premium from teachers' pockets outside of bargaining; that is the reason why we are behind; nationally there is a teacher shortage; we need to pony up or be on the short end of the stick.**

**Kathryn Crowley – put additional in health benefits**

**Mr. Ferreira requested information as to how proposed raise would equate to a tax increase?**

**Mr. Ferreira – doing great things with tax dollars; he will fight for that; in place now, but not for many years; money being spent extremely well; he will keep fighting for everyone on our staff; does not want to lose any good employees; last budget year, it was last minute meeting; public needs to know where money is being spent; he thanked everyone for presenting this information in a professional manner.**

**Mr. Cahoon – will get back from the city that we have to raise taxes; last year \$800,000; city said raising taxes a necessity.**

**Mr. Monteiro – credibility being built by Superintendent; challenge to city as a whole; we are part of the city; lowest funded in the state;**

hopes for agreement from city side; basic economics; strong schools, etc. look at where other communities are putting their money; city needs to do better job where they put the money; should have collaborative plan with city first before residents are asked for \$; they already have plate full

Ms. Beauchaine – public needs to see why we added personnel; people who were not there before; will cost us money for our children; kids/staff happy and this is an exciting time; city having rough times and were adamant that they needed to see proof of the school budget; walk through the buildings to see where money is being spent.

Kathryn Crowley requested that the budget document be marked as Draft #1.

Mr. Tsonos thanked everyone; announced that School Committee will tour school buildings on Sunday August 28th starting at 8:00AM which will be posted as an open meeting agenda.

Motion by Mr. Monteiro to adjourn, seconded by Ms. Beauchaine.  
Vote 5-0.

Respectfully submitted,

**Patricia A. Iannelli, Administrative Assistant**

**Nathan Cahoon, Clerk of the Committee**