

SPECIAL MEETING

CRANSTON SCHOOL COMMITTEE

TUESDAY, JUNE 30, 2009

HOPE HIGHLANDS ELEMENTARY SCHOOL

300 HOPE ROAD

EXECUTIVE SESSION: 5:00 P.M.

PUBLIC SESSION IMMEDIATELY FOLLOWING

AGENDA

- 1. Call to Order – 5:00 p.m. – Convene to Executive Session pursuant to RI State Laws PL 42-46-5(a)(1) Personnel; (Non-renewal of Administrator’s Contract – Elementary Principal); PL 42-46-5(a)(2) Collective Bargaining and Litigation (Contract Negotiations – Teachers’ Contract, Litigation - Caruolo Action).**
- 2. Executive Session**
- 3. Call to Order – Public Session**
- 4. Roll Call/Quorum**
- 5. Executive Session Minutes Sealed – June 30, 2009**
- 6. Public Hearing**
 - a. Students (Agenda/Non-agenda items)**
 - b. Members of the Public (Agenda matters only)**
- 7. Consent Agenda/Consent Calendar**
- 8. Action Calendar/Action Agenda**

TABLED RESOLUTION

NO. 09-6-33 – RESOLVED, that at the recommendation of the Superintendent, the contract between the Cranston School Committee and the Cranston Teacher’s Alliance, Local 1704, AFT, be approved. (Fiscal Impact Analysis* and Tentative Agreement* attached).

9. School Committee hearing at request of Administrator David Alba on School Committee’s non-renewal.

Convene, as necessary, into Executive Session to consider and deliberate on non-renewal regarding Alba matter and/or obtain legal advice regarding same.

10. Adjournment

School Committee members who are unable to attend this meeting are asked to notify the Chairman in advance.

Any changes in the agenda and/or attachments* pursuant to RIGL 42046-6(e) will be posted on the school district’s website at www.cpsed.net, Cranston Public Schools’ administration building, 845 Park Ave., Cranston, RI; and Cranston City Hall, 869 Park Ave., Cranston, RI and will be electronically filed with the Secretary of State at least forty-eight (48) hours in advance of the meeting.

Notice posted: Cranston Herald/June 25, 2009

**Final Tentative Agreements
Between the Cranston School District
And the Cranston Teachers' Alliance**

ARTICLE VIII

Teaching Hours and Teaching Load

B.1. Teachers may be required to attend the following meetings after the regular school day. The number of meet-ings stated below are to be considered a maximum. Those persons responsible for calling such meetings will only do so when in their professional judgment, a meeting is absolutely necessary.

b. Two (2) General staff meetings called by the Superintendent not to exceed one hour in duration professional development meetings called by the Administration not to exceed two hours in duration. The Administration may schedule groups of teachers from different schools with the same dismissal time to attend said meetings. The meeting shall start within twenty (20) minutes of the end of the teacher's normal work day. Attendance at these meetings shall be subject to the professional development requirements provided for in

Article VIII Section U and compensated accordingly.

c. Eleven Five (5) secondary school meetings per year up to one hour in duration curriculum, in-service, or other meetings called by de-partment chairs, program subject supervisors or building administrators.

d. Elementary principals may call up to four of these meetings (one per quarter) for curriculum based or school based professional development initiatives.

E.1 f. Commencing in the 2009 – 2010 school year, high school teachers shall be scheduled to participate in two thirty (30) minute periods of common planning time meetings per week excluding weeks in which teachers are scheduled to attend meetings pursuant to Article VIII Section B (1). Student schedules shall be adjusted to provide for common planning time to end no later than five minutes beyond the end of the normal teacher work day. Attendance at Common Planning time activities is mandatory unless excused by the Building Principal.

2. For Middle School Teachers of English, Mathematics, Science and Social Studies the normal school day will include:

a. A block of teaching time of approximately 180 minutes per day.

b. One administrative block of approximately 45 minutes per day, three (3) blocks of which shall be used exclusively for team planning in the coordination of curriculum, instruction, and conferencing. Two blocks of which shall be used for office assignments.

c. One unassigned block of approx. 45 minutes per day.

d. Additionally, teachers shall have three blocks of approximately 45 minutes per week of “Team Time” for student enrichment, projects, and remediation and two blocks of approximately 45 minutes for enrichment activities.

For Middle School Teachers the normal 5 day instructional rotating cycle shall include:

a. twelve 55 minute classes

b. three 15 minute advisory periods

c. eight 50 minute classes

d. two 45 minute Performance Skills/Ensemble periods

e. three team planning periods (To be used for the coordination of curriculum, instruction, and conferencing) or additional office assignments for those teachers not assigned to a team

f. two office assignments per week

g. five unassigned periods, one per day

E. 6. Irrespective of language elsewhere Notwithstanding other language in this agreement to the contrary, each elementary classroom teacher shall receive at least ten (10) forty minute thirty minute time blocks during a ten day cycle, excepting art which shall receive 40 minutes.

H.1. Except when flexible scheduling arrangements are in effect, academic subject area secondary school teachers will not be assigned more than seven full periods per day, consisting normally of one unassigned period, not more than five teaching periods, and one administrative period (which may be used for teaching when an emergency situation requires it), in addition to homeroom or activity duty De-partment heads will be provided with adequate time to perform their supervisory duties within said the seven periods limitations of Article XIV D1.without being deprived of their daily unassigned period, subject to Section A. The fact that unassigned periods are of unequal duration shall not be grounds for grievance. Regardless of scheduling arrangements, academic subject area teachers shall be entitled to an average of 45 minutes of one unassigned time period per day, subject to Section A.

H 2. Student supervision at the elementary level beyond that required in G1 or G2 above shall be compensated at 10% of the per diem rate based on the top step of the salary scale plus a Masters Degree the

rate of \$42.00 for each additional period or minimum block of thirty minutes. Student supervision at the secondary level beyond that required in G1 shall be compensated at the rate of \$70.00 for each additional period. In the secondary schools, a list of volunteers to assume such coverage shall be established. This list shall first be exhausted before any involuntary coverage is assigned. Any involuntary assignments made under this article shall be on a rotating basis and in inverse order of seniority.

T. Department Chairpersons will work 186 days, two days before the school year starts and two days after school year ends. These additional days will be compensated under the terms of Article VIII-K of this agreement. They will also, after consultation with their principal, spend such additional time as may reasonably be necessary to fulfill their responsibilities.

The district shall eliminate the Department Chair positions at each Middle School beginning the 2009-2010 school year, provided however that each Middle School will maintain a Special Education Department Chair position. Present Middle School Department Chairs, excepting the Special Education Department Chair, who remain employees of the District, shall continue to receive the contractual stipend until the end of the 2011-2012 school year. Such Department Chairs shall engage in the activities described in a certain side letter agreement between the parties dated June , 2009. At the end of the 2011-2012 school year the stipend payments shall

cease.

U. A professional development program will be provided through a Professional Development Institute developed collaboratively between the CTA and the CPS. Teachers will be required to participate on an annual basis for eight (8) hours. These hours shall be outside the regular school day. Teachers attending the professional development sessions will be compensated under the terms of Appendix E of the Master Agreement. Teachers serving as instructors will be paid an additional ten (10) dollars per hour. In addition, teachers shall be compensated under the terms of Appendix E for meetings scheduled pursuant to Article VIII Section B (1) b.

X. Elementary CAP/CAST RTI team members who meet outside the normal school day will be compensated with a stipend. The stipend will be paid to a maximum of four team members per school. Annual stipends will be paid based on the following scale:

Number of hours per year: Stipend

5-10 \$100

11-20 \$200

21-35 \$300

36+ \$400

ARTICLE IX

CLASS SIZE

2. In the secondary schools, secondary teachers, except band teachers and chorus teachers, shall be compensated for each additional student by determining the top step of the salary scale plus a Master's Degree increment and dividing it by 180 154 days: dividing that amount by 5 and dividing that amount by the class maximum: multiplying that amount by the number of students assigned in excess of the maximum in any class and multiplying that amount by the number of days that the maximum has been exceeded.

ARTICLE XIV

TEACHING SCHEDULES

D. 4 Middle School Team Leaders will be compensated by receiving one less office assignment per week for the 2000/2001 school year, and two less office assignments per week commencing with the 2001/2002 school year. and shall receive an annual stipend of \$2,000. Duties and responsibilities of the team leader as delineated in the job description for that position.

E. 1 Program Supervisors. The teaching schedule of the program supervisors shall not exceed the following ratio:

a. City-Wide K-12

***Departments with less than 10 FTE - 60% or 3 classes
(Psychology, Occupational Therapy)**

***Departments with greater than 10 FTE - 40% or 2 classes
(Art, Music, ELL, Health/ Nursing, Speech Language, Social Work,
Guidance)**

**b. City-Wide 7-12 - 60% or 3 classes (Business, Family/Consumer
Science, Technology Education)**

**c. Academic Content Areas - 60% or 3 classes (English/Language
Arts, Mathematics, Science, Social Studies, World Languages)**

**E. 2 Department Chairs The teaching schedules of the department
chair shall not exceed the following ratio:**

- A) 0 to 3 teachers—maximum of 4 classes**
- B) 4 to 8 teachers—maximum of 3 classes**
- C) 9 to 14 teachers—maximum of 2 classes**
- D) 15 or more teachers—maximum of 1 class**

a. 0 to 8 teachers—maximum of 4 classes

b. 9 to 14 teachers—maximum of 3 classes

c. 15 or more teachers—maximum of 2 classes

d. Teachers who are department chairs and program supervisors shall be scheduled to teach no more than 2 classes.

ARTICLE XV

Seniority

B. Staff Reduction

1. In the event that a reduction of the number of employees in the bargaining unit is necessary because of declining pupil enrollment, financial considerations, or for other good or just cause, employees shall be laid off in reverse order of seniority.

At no time in any calendar year shall staff reduction in the bargaining unit achieved through layoff, exceed a net of 1% of the previous year's bargaining unit total. Such calculation shall exclude losses due to attrition. Positions created in the 2009-2010 and 2010-2011 school years using funds provided by the American Recovery and Reinvestment Act, the identification of which shall be agreed to by the parties, shall be excluded from the layoff cap.

In the event of declining enrollment, the work force may be reduced by an additional 2%.

ARTICLE XVIII

TEACHER EVALUATION

F. The parties agree to create a joint committee composed of five members appointed by the School Committee and five members appointed by the President of the Alliance. The committee shall be chaired by an Alliance member serving on the committee as agreed to by both parties. The committee shall consider changes to the teacher evaluation instrument and shall make formal recommendations on or before September 1, 2010. Recommendations shall be forwarded to the Cranston School Committee and the Cranston Teachers' Alliance. Any changes to the evaluation instrument or evaluation policies shall be negotiated by the parties.

ARTICLE XX

SHORT TERM LEAVES OF ABSENCE

5. Personal Reasons

Short term leave for personal reasons, not to exceed two (2) days, may be granted for such matters as conducting business arrangements which teachers cannot conduct at any other time such as after school hours, week-ends, vacation periods, holidays, etc. upon request to the appropriate substitute call secretary.

a) The total number of teachers on leave will not exceed twenty (20)

on any given day.

a) Teachers may accrue and carry-over from one school year to the following school year up to two (2) unused personal leave days. Teachers may not use more than two consecutive personal leave days except with the approval of the Superintendent. This provision shall be effective from the 2008-2009 school year.

b) Requests for any personal leave should be given as far in advance as possible and recorded on a form provided by the administration except in cases of emergency.

c) In the event that the cap has been met and the teacher has a request for a personal day the Superintendent will have the discretion to grant additional days off.

ARTICLE XXI

PERSONAL INJURY AND

PERSONAL PROPERTY BENEFITS

A. Workers Compensation benefits shall be provided for members of the negotiating bargaining unit. The Committee will provide a supplemental payment to teachers receiving workers compensation in the amount of the difference between the teacher's regular salary and the amount of the teacher's workers compensation benefits by

deducting a pro-rated portion of an employee's allotment for long-term illness leave provided pursuant to Article XXVIII. Teachers will be allowed to apply a pro-rated portion of their long term sick leave pursuant to Article XVIII (calculated at a rate of 1/2 day per day on leave) to supplement their workers compensation payment in an amount equal to the difference between the teacher's regular salary and benefit. The Committee will continue to provide health insurance coverage as provided in Article XXV herein for the period of disability up to a maximum of one year.

C. The payment received by a member of the bargaining unit under the provision of the Worker Compensation Act shall be in lieu of any contractual benefits payable to said teacher under the provisions of this Agreement except that the Committee will continue to provide health insurance coverage as provided in Article XXV herein for the period of disability up to a maximum of one year.

**D.C. DISABILITY
ARTICLE XXV
INSURANCE**

A. The Committee will provide the following individual medical and dental coverage for a teacher and shall provide family plan coverage for each teacher or teacher with dependent children requesting same or, upon request of the teacher, shall provide family plan coverage for

each teacher who is married or has a domestic partner (as defined in attached appendix G) or has dependent children. To be eligible for such benefit, the teacher and the domestic partner must fill out, execute an affidavit appended to this Agreement as Appendix G and return the same to the District's Human Resource Office. In the event of a change in status in which the non-teacher is no longer a domestic partner, the teacher shall immediately notify the Superintendent of Schools or his designee and such healthcare coverage shall no longer be provided.

The base plan for all employees will be Blue Cross Blue Shield Healthmate Coast-to-Coast and all applicable riders as outline in the plan dated July 1, 2005 those benefits in effect as of the signing of this Agreement. A summary of these benefits is appended to this agreement as Appendix H.

The teacher will be responsible for five (5%) percent premium cost share of any plan chosen. Effective at the beginning of the 2009-2010 school year, the amount of premium cost-share paid by teachers shall be 15%. Effective in the beginning of the 2011-2012 school year, the amount of premium cost-share paid by teachers shall be 17%. Payment under this section shall be subject to Section 125 of the IRS code.

C. Teachers shall be afforded the option of joining an HMO in lieu

of Blue Cross PPO coverage. Teachers electing such an option shall pay the difference between premiums for membership in a HMO and the costs paid by the Committee for medical coverage afforded under Article XXV A.

In a side letter: The parties agree that the current health care plan provides that upon consummation of a tentative agreement for a new collective bargaining agreement, that all employees covered therein that currently have United Health as a Health Care Provider/Administrator will migrate to an offered Blue Cross product. However, if the Union obtains a written agreement from both Blue Cross and the WB health care collaborative allowing such individuals to retain United Health as their Provider/Administrator without additional cost to the District, then and in that event, such employees shall be allowed to retain United Health until the term of this agreement.

E. The committee shall provide individual or family plan Delta Dental (or equivalent) through level IV, including all applicable riders as outlined in the plan dated 7/1/05 dental insurance. The dental plan for those employees will be those benefits in effect as of the signing of this Agreement. The annual maximum dental coverage will be \$1,500 per person and the Orthodontic rider lifetime maximum will be \$1,500 per person. Additionally, teachers will be responsible for a five (5%) percent premium cost share of the plan in which they are

enrolled. Effective at the beginning of the 2009-2010 school year, the amount of premium cost-share paid by teachers shall be 15%. Effective in the beginning of the 2011-2012 school year, the amount of premium cost-share paid by teachers shall be 17%. Payment under this section shall be subject to Section 125 of the IRS code.

F. The Committee shall provide to all members retiring from the Cranston Public Schools individual Healthmate Coast to Coast PPO coverage and individual Delta Dental to age 65. All teachers retiring after September 1, 2005 will be responsible for the percent of premium cost share in effect at the time of retirement a five (5%) percent premium cost share of all plans selected.

- 1. Teachers must retire and be eligible to collect benefits in order to participate.**
- 2. Eligibility will be deferred for those members eligible for equal or better coverage through another plan and shall be restored if the retiree's coverage under another plan is no longer available.**
- 3. Any teacher hired after the 2001-2002 school year must be employed for at least ten (10) years and must retire from the Cranston Public Schools to be eligible to collect benefits under this clause.**
- 4. A teacher retiring from the Cranston Public Schools shall have the option to continue participating, through monthly contributions, in the Blue Cross plan, (or its equivalent) currently in force at the time of his/her retirement, or Plan 65, whichever applies. Such participation**

shall be subject to the regulations of the insurance carrier. Notification of intent to participate must be given at least 3 months prior to the effective date of retirement. The cost of this plan will be 102% of the cost of the premium of any plan selected for teachers retiring after 9/1/05.

5. In lieu of a family plan, teachers may purchase an individual plan to cover a spouse. The cost of this plan will be 102% of the cost of the premium of any plan selected for teachers retiring after 9/1/2005.

H Effective at the beginning of the 2009-2010 school year, the following changes to the plan design of the health insurance plans shall be implemented:

- i. Prescription drugs - \$5 (generic), \$15 (Formulary), \$30 (Non-formulary)
- ii. Office Visits - \$15 (Primary Care), \$25 (Specialist), \$50 (Urgi-Center), \$100 (Emergency Room)

FOLLOWING CONSULTATION WITH THE ALLIANCE, THE COMMITTEE MAY CHANGE THE HEALTH CARE PROVIDER. PRIOR TO ANY CHANGE IN HEALTH CARE PROVIDER, THE COMMITTEE SHALL SUBMIT SUCH DOCUMENTATION TO THE ALLIANCE THAT THE PLAN UNDER CONSIDERATION PROVIDES THE BENEFITS AS IDENTIFIED IN APPENDIX H AND A SUBSTANTIALLY SIMILAR

PROVIDER NETWORK (AS AMENDED BY THE CURRENT PROVIDER FROM TIME TO TIME).

ARTICLE XXVII

SALARIES

A. The salaries of all persons covered by this Agreement are set forth in Appendix "A" which is attached hereto and made a part herein.

Pay scales shall be increased as follows

2009-2010 1 % (step 11 only)

2010-2011 2.25 %

2011-2012 2.25%

Advanced Degrees and Appendices C, D & E shall receive an increase commensurate with the percentage increase of annual salary.

Appendices

Appendix C

CITY-WIDE PROGRAM SUPERVISORS

Art Psychology
Drug Education Business Occupational Therapy
English/Language Arts Science
ESL Social Studies
Family/Consumer Science Social Work
Health/Nursing Services Speech/Language Therapy
Mathematics Technology Education
Music World Languages
Guidance

2005-2006	2006-2007	2007-2008
\$3420	\$3574	\$3699

2009-2010	2010-2011	2011-2012
\$5,000	\$5,113	\$5,228

Indicating per cent increase referred to in the salary increase section listed above.

Appendix G

AFFIDAVIT OF DOMESTIC PARTNERSHIP

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

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

- We have been each other's domestic partner and have shared a common residence and we have every intention of remaining indefinitely in the relationship.**
- Neither of us is married to anyone else.**
- We are jointly-responsible for each other's common welfare and basic living expenses.**
- We are both at least 18 years old and are mentally competent to consent to contract.**
- We are by law adults and not related by blood closer than would bar marriage in our state of legal residence.**
- Our domestic relationship is not illegal.**

2. We agree to notify the Cranston School Department if the status of this relationship changes – including termination of the relationship or failure to meet any of the above criteria – by filing a Change of Status form no later than 30 days from the date of such change. It is understood that if this domestic partnership is terminated, a subsequent Declaration of Domestic Partnership cannot be filed until the later of 12 months after filing a Change of Status form or 12 months after coverage has been cancelled.

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

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

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

The next plan year in which coverage is changed;

Termination from the benefit plan due to ineligibility takes place;

The domestic partnership is terminated;

The death of the enrolled domestic partner; or

A change in the eligibility status of my partner's children (if applicable) takes place.

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

6. We affirm that the statements attested to in this Affidavit are true and correct to the best of our knowledge. We understand that we are responsible for reimbursing the Cranston School Committee for any expenses incurred as a result of any knowingly false or misleading statement contained in this Affidavit. It is further understood that a deliberate false statement could result in disciplinary or legal action,

including termination of employment at the School System.

Employee Signature Domestic Partner Signature

Date: _____ **Date:** _____

**Employee Social Security Number
Security number**

**Domestic Partner Social
Security number**

APPENDIX H

Benefit/Coverage Summary of Standard PPO Plan

**(More specific benefits/coverages are set forth under the
Subscriber Agreement in effect during the life of the Contract)**

COVERAGE GUIDELINES:

50% Cov for OP BHCD for RI or Othr Plans Non-Ntwk PPO Prov; 80%

Cov all Othr RI or Othr Plans Non-Ntwk PPO Prov up to an OOP Mx \$3000 I/3 Per Fam Calyr Aggr BT Hosp & Surg-Med LOB Excl Pedi/IVF/BH/CD; Cov infertility Treatment

HOSPITAL COVERAGE:

- **Unlimited Days of Care (includes medical/surgical and Inpatient Mental Health Care)**
- **Semi Private Room**
- **Emergency Room Care (no authorization required)**
- **\$100 Emergency Room Care Co-payment (waived if admitted)**

SURGICAL/MEDICAL COVERAGE

- **\$25 Chiropractic Visit Co-payment (12 visits)**
- **Durable Medical Equipment (80% coverage; no dollar maximum)**
- **Diagnostic Tests, Lab and X-Ray Coverage Including Mammograms & Pap Tests**
- **Office Visit Coverage**
- **Inpatient/Outpatient Surgery, Anesthesia Coverage**
- **Maternity Care**
- **\$25 Office Visit Co-payment Per Individual Session for Outpatient Behavioral Health/Chemical Dependency**
- **\$25 Office Visit Co-payment per group session for Outpatient Behavioral Health/Chemical Dependency**
- **\$15 Primary Care Office Visit Co-payment**
- **\$25 Office Visit Co-payment for Allergy and Dermatology**
- **\$50 Office Visit for Urgent Care**

- **Injectable Prescription Drugs Covered**
- **80% Coverage to Major Medical Like Benefits when Packaged with/Preferred Rx Opt 2**
Home Infusion, Home Care, Prosthetic, DME, PDN, Cardiac Rehabilitation, Ambulance, Prof Ther, Inj, Oxy, Supplies, Submitted Injectables

PREVENTATIVE CARE:

- **Mammograms**
- **Pap Tests**
- **Well Baby Care - \$15 Co-payment Per Visit, then 100% Coverage Up to Allowance**

PRESCRIPTIONS:

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

MISCELLANEOUS BENEFITS:

- **Student Coverage to Age 24**
- **No Lifetime Maximum**
- **80% Coverage for Outpatient Labs and X-Rays from a Hospital Non-Network Provider**
- **Mandatory Organ Transplant Coverage: 100% Coverage for eligible costs associated with kidney, cornea, allogenic bone marrow, heart, lung, liver, pancreas and small intestine transplants**

- **Radiation Therapy Services Paid in Full (Non-Network 80% after deductible)**
- **\$200 Deductible Per Person (3 Per Family Maximum) Per Calendar year for Services Rendered by RI Non-Network Providers or other plans Non-Network PPO Providers**
- **Managed Benefits Program: Authorization is obtained from providers who participate directly with the healthcare carrier; members responsible for obtaining pre-authorization when using the health care carrier's PPO providers who do not participate directly with the healthcare carrier or from non-network providers**
- **Routine Eye Exams: \$25 co-payment – one routine exam per year at network providers (medically necessary exams as needed); reimbursed at the health care carrier's allowance minus a \$25 co-payment at non-participating optometrists/ophthalmologists; 80% after deductible for non-participating routine exams only**
- **Outpatient Chemical Dependency: limited to 30 hours per member, per calendar year for facility based or office based counseling**
- **Physical, Speech & Occupational Therapy – Outpatient: 100% coverage after a hospital stay in the outpatient department; 80% coverage in a provider's office**
- **Private Duty Nursing & Ambulance: 80% coverage**
- **Municipal Ground Ambulance: reimbursement based on healthcare carrier's allowance and subject to any applicable co-payment, co-ins and/or deductibles; members responsible for balances over the healthcare carrier's allowance when using non-participating municipal ambulance companies**

- **Air and Water Ambulance:** reimbursement based on the healthcare carrier's allowance and subject to any applicable co-payment, co-insurance, and/or deductibles; maximum benefit of \$3,000 per occurrence applies; members responsible for any charges exceeding \$3,000 maximum
- **Home & Hospice Care:** 100% coverage in lieu of hospitalization; included doctor, nurse, home health aide visits and home infusion therapy; Non-network 80% after deductible
- **Dependent Coverage;** spouse and unmarried children through the year in which they turn age 19 (or age 24 if a student carrying 6 or more credits per semester toward a degree/program)
- **Inpatient Chemical Dependency:**
 - Detox:** up to 5 admissions or 30 days in any calendar year, whichever comes first
 - Rehab:** hospital or community residential care services for chemical Dependency treatment covered up to 30 days in any calendar year
 - Outpatient:** up to 30 visits per member, per calendar year
 - Mental Health:** (medication visits are unlimited)

Additional Agreements

THESE ARE ALL SIDE AGREEMENTS AND NOT TO BE INCLUDED IN

THE CONTRACT.

Middle School Team Leaders

Responsibilities of Team Leaders in the Middle School

- **To ensure that common planning time is being used according to approved guidelines**
- **To facilitate common planning time meetings**
- **To lead the student placement process**
- **To facilitate the regular coordination of content skills across the team (integrated curriculum)**
- **To assist teams in developing schedules and/or using flexible block scheduling**
- **To assist teams in arranging field trips and guest speakers which will enhance the curriculum**
- **To assist teams in promoting positive relationships in the community through various means of parent contact (which may include newsletters, conferences, reports, culminating or special events)**
- **To assist teams in developing team policies related to academics, discipline and other concerns**
- **To serve as liaison to the administrative team**
- **To serve as the point person for parent concerns**
- **To be part of the school improvement process**

- **To manage the team finances (or seek a team designee)**

Middle School Department Chair

The following Middle School Department Chairs whose positions are eliminated due to the renegotiated contract settlement, who remain employed within the District, will continue to receive a stipend as outlined in Appendix C of the Master Agreement and relief of two office assignments as outlined in Article VIII E-2 for the duration of this Agreement.

Middle School Department Chairs will assist school administrators and program supervisors with the design, creation and implementation of professional development focused on literacy, numeracy, personalization, graduation by proficiency, curriculum and assessment.

The list of eligible dept. chairs is as follows:

John Christy WHMS Science

Leslie Conley PVMS Guidance

John Thompson PVMS Social Studies

Mark Asselin BMS Mathematics

Alan Bostock BMS Science

William Morris BMS Social Studies

Sandra Powers BMS English

Program Supervisors

The following Program Supervisors will be compensated in the amount of \$3,699 as outlined in Appendix D of the Master Agreement for the 2008-09 school year subject to the ratification of a successor agreement. Additionally, both parties agree to withdraw any litigation or arbitration claims related to this matter. The list of eligible Program Supervisors is as follows:

Elaine Desjardins English/Language Arts

Audrey Romanelli ELL

Audrey Guttin Family & Consumer Science

Mark Colozzi Music

Jeanette Harney Occupational Therapy

Douglas McGunagle Science

Beverly Prestage Social Studies

Mary Schatz Social Work

Michael Boyajian Technology Education

Charles Ruggieri Business

**CRANSTON PUBLIC SCHOOLS
COLLECTIVE BARGAINING
FISCAL IMPACT STATEMENT (REVISED)**

TEACHERS

2009 - 2012

CATEGORY 2009-2010 2010-2011 2011-2012

SALARY INCREASE (BASE) (A) 433,597 1,393,693 1,467,405

OTHER COMPENSATION (A) & (1) 24,039 54,629 55,858

MEDICARE TAXES 6,636 21,001 22,087

CERTIFIED PENSION (B) & (2) 64,847 256,498 337,250

WORKERS COMPENSATION 15,000 15,000 15,000

PROGRAM SUPERVISORS 703,847 703,847 703,847

INCREASE IN COST-SHARING (C) &

(3) (1,471,254) (1,687,293) (2,278,951)

PLAN DESIGN CHANGES (4) (368,378) (405,215) (445,737)

M.S. DEPARTMENT CHAIRS (283,689) (283,689) (283,689)

H.S. DEPARTMENT CHAIRS (194,532) (194,532) (194,532)

NET COST (SAVINGS) (1,069,887) (126,061) (601,462)

SUMMARY (1,797,410)

ASSUMPTIONS

(A) SALARY

2009-2010 - 1.0% (11TH STEP ONLY)

2010-2011 - 2.25% (ALL STEPS)

2011-2012 - 2.25% (ALL STEPS)

(B) CERTIFIED PENSION

2009-2010 - 14.17%

2010-2011 - 17.71%

2011-2012 - 22.14%

IDNETIFIED COST IS BASED UPON SALARY PROPOSAL ONLY

(C) BENEFITS

2009-2010 - 15% COST SHARE

**2010-2011 - 15% COST SHARE, 10% RATE INCREASE (HEALTH), 7%
RATE INCREASE (DENTAL)**

**2011-2012 - 17% COST SHARE, 10% RATE INCREASE (HEALTH), 7%
RATE INCREASE (DENTAL)**

FOOTNOTES

**PLEASE NOTE THAT ABOVE-REFERENCED BENEFITS COST DOES
NOT INCLUDE IMPACT OF
DOMESTIC PARTNERSHIP.**

(1) - CATEGORIES AS IDENTIFIED IN APPENDISES A THROUGH E

(2) - PENSION RATES PROVIDED BY RETIREMENT BOARD ARE AS FOLLOWS:

2009-2010 - 14.17%

2010-2011 - 23.42%

2011-2012 - 25.64%

RATES REFLECT WORSE CASE WITH NO SAVINGS FROM PENSION REFORM

(3) - PLEASE NOTE THAT ABOVE-REFERENCED SAVINGS IS LESS 5% COST SHARING

ALREADY IN EXISTENCE.

(4) - IDENTIFIED SAVINGS BASED UPON PROJECTED USAGE.