

# RESOLUTION OF THE CITY COUNCIL

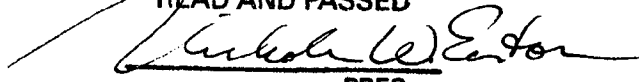
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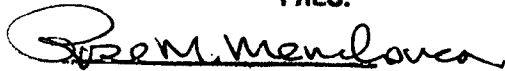
Approved January 11, 1990

RESOLVED, That the City Council exempt Mary G. Dailey from the residency requirements established under Section 1210 of the Providence Home Rule Charter of 1980.

IN CITY COUNCIL  
JAN 4 1990

READ AND PASSED

  
PRES.

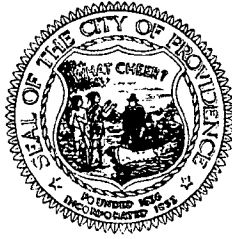
  
CLERK



IN CITY COUNCIL  
DEC 7 1969  
FIRST READING  
REFERRED TO COMMITTEE ON

FINANCE

*Robert M. ...* CLERK



JOSEPH A. ALMAGNO  
Superintendent

**SCHOOL DEPARTMENT**  
*Office of the Superintendent*

JOSEPH R. PAOLINO, JR.  
Mayor

November 27, 1989

The Honorable Joseph R. Paolino, Jr.  
Mayor of the City of Providence  
City Hall  
Providence, Rhode Island  
02903

Dear Mayor Paolino:

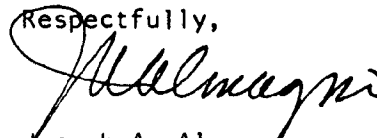
Enclosed is a copy of Providence School Board Resolution 1178 adopted on October 23, 1989 which authorizes the Superintendent "to request that the Mayor certify that after a diligent search no persons with proper qualifications can be found among residents of the City and that the City Council exempt the following teacher from the provisions of Section 1210 of the Providence Home Rule Charter."

<u>NAME</u>	<u>AREA OF CERTIFICATION</u>
Mary G. Dailey	Spanish/Bilingual/Special Education

Also enclosed is the documentation that a diligent search has been conducted.

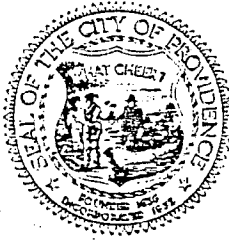
Your cooperation in requesting that the City Council approve exemptions for this teacher is sincerely appreciated.

Respectfully,



Joseph A. Almagno  
Superintendent

JAA: rpi  
Enclosures



*Additional  
back-up copy  
sent to  
Mayor*

JOSEPH A. ALMAGNO  
Superintendent

**SCHOOL DEPARTMENT**  
*Office of the Superintendent*

JOSEPH R. PAOLINO, JR.  
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November 27, 1989

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NAME

AREA OF CERTIFICATION

Mary G. Dailey

Spanish/Bilingual/Special Education

Also enclosed is the documentation that a diligent search has been conducted.

Your cooperation in requesting that the City Council approve exemptions for this teacher is sincerely appreciated.

Respectfully,

*Almagno*  
Joseph A. Almagno  
Superintendent

JAA:rpi  
Enclosures

THE CITY OF PROVIDENCE

*John* RESOLUTION ADOPTED  
OCTOBER 23, 1989

SCHOOL BOARD

NO. 1178

RESOLUTION AUTHORIZING THE SUPERINTENDENT TO SEEK AN EXEMPTION FROM THE RESIDENCY REQUIREMENT OF THE CITY HOME RULE CHARTER THROUGH THE MAYOR FROM THE PROVIDENCE CITY COUNCIL

PRESENTED by Superintendent Joseph A. Almagno

WHEREAS, Certain vacancies in teaching positions have occurred as a result of the implementation of the Home Rule Charter of the City of Providence, Section 1210; and

WHEREAS, Concerted recruiting efforts have taken place from March 1989 to the present in an attempt to fill these vacancies; and

WHEREAS, A diligent search has determined that there are no qualified and certified applicants that are domiciled in the City of Providence or willing to sign an agreement that they shall become residents of the City within six months of appointment; and

WHEREAS, It is essential that the teaching positions be filled;

NOW, THEREFORE, BE IT RESOLVED, That the Superintendent be authorized to request that the Mayor certify that after a diligent search no persons with proper qualifications can be found among residents of the City and that the City Council exempt the following teacher from the provisions of Section 1210 of the Providence Home Rule Charter:

NAME

AREA OF CERTIFICATION

Mary G. Dailey

Special Education, Spanish Bilingual

October 23, 1989

The continuing search for Reading Specialists, Librarians and Special Education and Elementary teachers (bilingual in Spanish) has revealed that Providence faces the same problems regarding teacher shortages as other major cities. In our city, the number of Hispanic children requiring bilingual education is increasing much more rapidly than we can attract qualified teachers to the Providence school system.

In 1989, the Bilingual Department at Rhode Island College had thirteen graduates; four of them are presently employed in our system. The others were residents of areas contiguous to Providence, having majored in subjects where we had no vacancies, and were hired by other school departments. Of the fourteen seniors in the bilingual program, graduating in 1990, Dr. Botelho reports that only one is majoring in special education and does not reside in Providence.

In the 1990 graduating class at Providence College, there are only two bilingual, elementary education seniors in the Elementary Education/Special Education program. One has the promise of a job at home in Puerto Rico; the other will probably return there as well.

Fortunately, Dr. Zarrella, Assistant Superintendent for Secondary Education, discussed teacher needs in Providence while teaching a class at Providence College. Subsequent to the class, one of his students, Mary Dailey, continued the discussion of current opportunities in Providence and Dr. Zarrella learned that Mrs. Dailey was a qualified bilingual, elementary, special education teacher, lacking only a certificate.

He enthusiastically referred her to Mrs. Edmonds, the Teacher Recruiter, who arranged subsequent interviews with Charlene Heintz and Assistant Superintendent, Neil Corkery, and other administrative personnel, including Joyce O'Connor, Affirmative Action Officer. All were favorably impressed by her proficiency in Spanish, her demonstrated scholarship and her knowledge of the cultural diversity of Providence. This favorable impression is further bolstered by the strong evaluations she has thus far received from Mrs. Costa, the Principal of Gilbert Stuart Elementary School.

Since our last report, we have continued the search for applicants, using both media and personal contacts. Our recruitment efforts in the areas of bilingual, elementary and special education have produced applicants who are qualified in one of the necessary three certificate areas. With the exception of Mrs. Dailey, none have been qualified in all three areas. We believe this case warrants your strongest consideration.

The following advertisements and activities listed are outlined to highlight the recruiting effort as it specifically relates to the search for Bilingual Special Education Elementary teachers.

#### UPDATED RECRUITMENT EFFORT

NOVEMBER 15, 1989

## Update Recruitment Effort

### I. Advertising

#### A. Newspapers

1. Providence Journal  
September 10- Sunday  
October 22- Sunday  
October 25- Wednesday
2. Boston Globe  
October 22- Sunday
3. Providence Visitor  
(Rhode Island's Catholic Weekly Newspaper)  
October 19th  
October 26th
4. Prensa Nueva (an Hispanic Weekly Newspaper)  
October 16th

#### B. Educational Journals

Teacher Magazine

Premier Issue September 1989

#### C. Teacher Agencies

In addition to the Teacher Agencies listed in the August 16th report, the following are included

1. Bryant Teachers' Bureau - Bryn Mawr, Pennsylvania
2. Tex Serv Teacher Placement Service - Waco, Texas
3. Mid South Educational Placement Service - Memphis, TN
4. Spears Teacher Placement Service - San Antonio, TX
5. South east area office - Tampa, Florida

### II. Job Fairs, Conferences & Recruitment meetings

September 13th Civic Center - Job Fair

October 13th University of Rhode Island

Leo DiMaio

Ted Kellogg

Dr. Jensen

October 19-20 Norfolk State University

Preparation & Survival of Black Public School  
Teachers - Dr. Elaine Witty

October 20th

Hampton University

Mr. Barry Becham

October 21st

University of Virginia

Terry Davis

Sylvia Terry

October 23rd

Howard University

October 25th

Rhode Island College

Job Fair

November 3rd

Rhode Island College

Dr. Botelho



TEACHERS

**PROVIDENCE SCHOOL DEPARTMENT**

Immediate openings for **CERTIFIED TEACHERS:**

- Reading Specialists
- School Librarians
- Bilingual Spanish Elementary/Secondary
- Special Education Spanish Bilingual
- Graphic Arts
- Substitute Teachers all areas/Special Ed.

The above positions include competitive wages and an excellent benefits package including Medical, Dental and more.

Please contact:

**Mr. George J. West (401) 456-9200**  
Personnel Administrator or

**Lynne Edmonds (401)456-9165**  
Teacher Recruiter

**The Providence School Department**

480 Charles Street, Providence, RI 02904

**MINORITIES ENCOURAGED TO APPLY**

Must meet residency requirements of Providence City Charter.  
Equal opportunity affirmative action employer.

*Providence Journal*

*Sunday 9/10/89*

Page 3 The Providence American, November 11, 1989

*Boston Globe SUNDAY 10/22/89*

**PROVIDENCE SCHOOL DEPARTMENT**

Immediate Openings for Certified Teachers:

- Reading Specialists
- School Librarians
- Elementary Bilingual Spanish
- Music
- Special Education
- Spanish Bilingual Special Ed
- Graphic Arts Vocational
- Substitute Teachers - All Areas

The above positions include competitive wages and an excellent benefits package.

Please call or send resume to:  
**Lynne Edmonds, Teacher Recruiter (401-456-9165)**

**The Providence School Department**

797 Westminster St.  
Providence, RI 02903

**MINORITIES ENCOURAGED TO APPLY**

Residency Requirement  
Equal Opportunity/Affirmative Action Employer

**PROVIDENCE SCHOOL DEPARTMENT**

Immediate Openings for Certified Teachers:  
Make the Move to Providence.

- ELEMENTARY TEACHERS - SPANISH BILINGUAL
- SPECIAL EDUCATION - SPANISH BILINGUAL
- LIBRARIANS
- READING SPECIALISTS
- GRAPHIC ARTS - PRINT - VOCATIONAL

Competitive Salary, Excellent Benefits  
Please contact:

**Lynne Edmonds, Teacher-Recruiter**  
797 Westminster Street  
Providence, RI 02903-4045  
(401)456-9165

Must meet residency requirements of Providence City Charter.

**EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER**

Boston Globe  
10/22/89

**PROVIDENCE SCHOOL DEPARTMENT**

Immediate Openings for Certified Teachers

- Reading Specialists
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**The Providence School Department**

797 Westminister St.  
Providence, RI 02903

MINORITIES ENCOURAGED TO APPLY  
Residency Requirement

Equal Opportunity/Affirmative Action Employer

**303-Help Wanted**

**SUPERVISOR:** Stone Setting Dept. Min. 5 yrs. experience in high volume jewelry environment. Excellent benefits. Reply in confidence; Box M7042, Journal Bldg. 75 Fountain St., Providence, RI 02902.

**SWIM COACH, Assistant:** Warwick Progressive swim club seeks experienced person to assist with all aspects of swim learn function. Salary commensurate with experience, plus benefits. 884-5458.

**TEACHER AIDE/Mental Health:** Full/part time. Residential school. Start \$18,000 to \$22,000. Excellent benefits. Full tuition reimbursement. Varied hours, overnights, weekends, and evenings. 944-1186. Equal Opportunity Employer.

**TEACHER: Chapter I Reading:** South Kingston Jr. High School, RI Certification in Reading Required. Apply to: South Kingstown School Dept., 181 Columbia St., Wakefield, RI 02879. Deadline for application: Nov. 3, 1989. Equal Opportunity Employer.

**TEACHER, HEAD:** For child care center, must have Bachelor's Degree in Early Childhood Education plus 1 year experience. Salary competitive and negotiable. 949-4321.

**TEACHER: Head, Early Childhood:** 1 yr. experience. Small Kindergarten class. 885-2972.

**TEACHER: Long term substitute, self-contained Special Education class.** RI certification required. Apply to: South Kingstown School Dept., 181 Columbia St., Wakefield, RI 02879. Deadline for application 10/30/89. Equal Opportunity Employer.

**TEACHER of Spanish:** Levels two and five. Part-time in college preparatory private school. \$145 to 215 daily. Bachelor's Degree, fluency and experience necessary. Send resume to Providence Country Day School, 217 Pawtucket Ave., East Providence, RI 02914.

**TEACHER:** Part time position teaching elementary age children and training educators in Conflict Resolution. Ability to speak to high school/adult groups about domestic violence. Training provided. Elementary teaching experience required. Send resume by Oct. 27, 19; Solourner House, P.O. Box 5667, Weybosset Hill Station, Providence, RI, 02903. No phone calls. Affirmative action/equal opportunity employer.

**TEACHER**

Part-time adult, ESL instructor. Industrial setting. ESL certification or equivalent experience, to work Tuesdays and Thursdays 9am - 12pm. Submit resume to Human Resources Department, Hasbro Inc., 60 Delta Drive, Pawtucket 02861. Equal Opportunity Employer M/F/H/V.

**TEACHERS AIDES:** Daycare center. Full time. Call Marlon: 462-8494 or 461-1660.

**TEACHERS:** Full or part time (afternoons, evenings or weekends). Residential school: severe/profound, mild/moderate or elementary education/secondary education. \$21,500-\$31,600 (depending certification and ex-

**303-Help Wanted**

**TELEMARKETING**

**\$\$\$ COAST TO COAST WANTS TO KNOW**

What are You waiting for??? Why haven't you called???  
New employees earning an EASY \$600 wk. paycheck  
Call Now. We're Waiting  
861-2088

**TELEMARKETING:** Money America is seeking part time telemarketers to originate home equity applications in our Warwick office. Mon-Thurs. 5-9. \$10 per hr. with experience. Call 941-6220.

**TELEMARKETING:** part time hours, full time pay. We are presently expanding our telemarketing department and seeking aggressive individuals. We offer complete paid training, guaranteed hourly wages, plus bonuses. We are located in the Cranston area. For an interview, please call Donna, 785-4430, after 1pm daily.

**TELEMARKETING:** Full or part time. Experienced. Salary plus commission. Call 421-3242.

**303-Help Wanted**

**TELEMARKETING SUPERVISOR:** Excellent opportunity with local growth oriented bank. Ideal applicant will enjoy the challenge of marketing as well as have supervisory experience. Low \$20's. Call Suzy Sheriff, Weybosset Assoc., 732-2890.

**TELEMARKETING:** Customer Service 2 p.m. - 9 p.m. Mon-Fri. Call RELIABLE, 438-6067.

**TELEMARKETING MORNING HOURS:** Downtown bank has part time positions in telemarketing department. Excellent training, incentives, paid parking. Call Personal 10-11 a.m. 272-5100.

**TELEPHONE OPERATOR:** Typing required. 3 days weekly. Call 421-3242.

**TELEVISION PRODUCTION ASSISTANT:** Part-time. Some evening work and flexible hours required. Perform various production duties including set-up, lighting and shooting. Please apply at Cable T.V. of East Providence, 1 Office Parkway, East Providence, RI. Equal Opportunity Employer.

**TEACHERS**

**PROVIDENCE SCHOOL DEPARTMENT**

Immediate openings for CERTIFIED TEACHERS:

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- Elementary/Bilingual Spanish
- Special Education
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- Spanish Bilingual
- Vocational
- Graphic Arts
- Substitute Teachers - all areas/Special Ed
- Music

The above positions include competitive wages and an excellent benefits package including Medical, K Dental, and more.

Please call or write:

Lynne Edmonds (401) 458-9165

Teacher Recruiter

The Providence School Department

797 Westminister St., Providence, RI 02903

MINORITIES ENCOURAGED TO APPLY

Must meet residency requirements of Providence City Charter  
Equal opportunity affirmative action employer

Prensa Nueva Oct 16<sup>th</sup>

## PROVIDENCE SCHOOL DEPARTMENT

The Providence School Department needs:

**BILINGUAL (Spanish) ELEMENTARY  
TEACHERS  
READING SPECIALISTS  
LIBRARIANS**

City Residency Required

**Good Salary \* Excellent Benefits**

Contact: Lynne Edmonds

Teacher Recruiter

Providence Schools

480 Charles Street

Providence, Rhode Island

Tel. (401) 456-9165

Equal Opportunity / Affirmative Action Employer

## MENDEZ DEPARTMENT ST

863 Broad Street, Providence, RI 02907

Tel. (401) 941-1590

**Gran Especial de Octubre**



Precio rebajado a \$995.00

Regular \$1,395

**Elegante juego de comedor completo: 5 piezas  
más los colchones, de estilo clásico.**

Se acercan las navidades y Méndez Department  
ya arrancó con grandes especiales en todo tipo de  
objetos decorativos, equipos de música

**Rebajas de un 25% a un 60% en toda la ropa  
(busque la reducción en el ticket verde).**

Ofrecemos servicios de pago de luz, teléfono, gas, y  
Money Orders, pago del cable de televisión y envío de  
través de Western Union.

## Providence School Department

### IMMEDIATE OPENINGS FOR CERTIFIED TEACHERS:

Make the Move to Providence.

- *Elementary Teachers - Spanish Bilingual*
- *Special Education - Spanish Bilingual*
- *Librarians*
- *Reading Specialists*
- *Graphic Arts - Print - Vocational*

Competitive Salary

Excellent Benefits

Please contact:

Lynne Edmonds, *Teacher Recruiter*

797 Westminster Street

Providence, RI 02903-4045

(401) 456-9165

Must meet residency requirements of Providence City Charter.

Equal Opportunity/Affirmative Action Employer.

# LOCAL NEWS

## Providence School Department

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797 Westminster Street  
Providence, RI 02903-4045  
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Equal Opportunity/ Affirmative Action Employer.



Executive Chamber, City of Providence, Rhode Island

JOSEPH R. PAOLINO, JR.  
MAYOR

26 December 89

The Honorable Nicholas W. Easton  
President of the City Council  
The Honorable Members of the City Council  
City Hall  
Providence, Rhode Island 02903

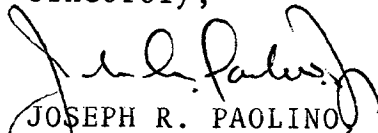
Dear Mr. President and Council Members:

I am requesting an exemption from the City Charter's residency requirement for Mary G. Dailey. Ms. Dailey has been recruited as an Elementary Spanish Bilingual teacher.

I have attached the School Department's report of their attempt to recruit City residents or educators willing to move into the City who meet the bilingual qualifications. The extensive efforts of the Department went far beyond the Charter requirements for a reasonably diligent search.

This position is vital to the continued educational well-being of the City's public school students, and I strongly urge you to approve the requested exemption.

Sincerely,

  
JOSEPH R. PAOLINO, JR.  
Mayor of Providence