

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

RESOLUTION OF THE CITY COUNCIL

No. 502

Approved October 23, 1990

RESOLVED, That the City Council exempt the following teachers from the residency requirements established under Section 1210 of the Providence Home Rule Charter of 1980.
(Letters of requests appended)

Erick Irizarry

Carol Sneider

James Ryan

Marilyn Cimini

Beverly Andrade

Donna Manion

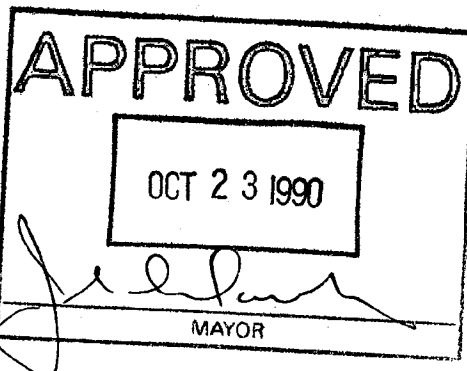
Kathleen Collins-Pucino

IN CITY COUNCIL
OCT 18 1990

READ AND PASSED


PRES.


CLERK



IN CITY COUNCIL
OCT - 4 1990
FIRST READING
REFERRED TO COMMITTEE ON

Pre M. Mendoza CLERK

FINANCE

THE COMMITTEE ON
FINANCE

Approves Passage of
The Within Resolution

Pre M. Mendoza
Clerk Chairman

October 15, 1990

Councilman Glover, Councilman Dillon
and Councilwoman Luigoli (By Request)



Executive Chamber, City of Providence, Rhode Island

JOSEPH R. PAOLINO, JR.
MAYOR

27 September 90

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 exemptions from the City Charter's residency requirement for the following teachers.

Erick Irizarry	Elementary Spanish Bilingual
Marilyn Cimini	Special Education
Carol Sneider	Special Education
Beverly Andrade	Librarian
James Ryan	Special Education
Donna Manion	School Nurse-Teacher
Kathleen Collins-Pucino	Special Education

I am satisfied with the search conducted by the School Department to locate city residents with the qualifications to fill these positions.

Your prompt attention on this matter will insure the continued educational well-being of the City's public school students.

Sincerely

A handwritten signature in black ink, appearing to read "Joe Paolino".

JOSEPH R. PAOLINO, JR.
Mayor of Providence

JOSEPH R. PAOLINO, JR.
Mayor

Robert F. Roberti, Ed.D.
Superintendent

**Providence
Schools**
OUR SCHOOLS. OUR FUTURE.

Office of the Superintendent

September 26, 1990

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

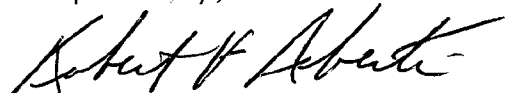
Dear Mayor Paolino:

Enclosed is a copy of Providence School Board Resolution 1558 adopted on September 24, 1990 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 teachers from the provisions of Section 1210 of the Providence Home Rule Charter". Also enclosed is the documentation that a diligent search has been conducted.

<u>Name</u>	<u>Area of Certification</u>
Erick Irizarry	Elementary Spanish Bilingual
Marilyn Cimini	Special Education
Carol Sneider	Special Education
Beverly Andrade	Librarian
James Ryan	Special Education
Donna Manion	School Nurse-Teacher
Kathleen Collins-Pucino	Special Education

Your cooperation in requesting that the City Council approve exemptions for these teachers is sincerely appreciated.

Respectfully,



Robert F. Roberti
Superintendent

RFR:rpi
Enclosure

THE CITY OF PROVIDENCE

SCHOOL BOARD

No. 1558

mac RESOLUTION TABLED
SEPTEMBER 10, 1990

mac RESOLUTION ADOPTED
AS AMENDED
SEPTEMBER 24, 1990

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 Interim Superintendent Neil A. Corkery

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 (6) 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:

<u>Name</u>	<u>Area of Certification</u>
Erick Irizarry	Elementary Spanish Bilingual
Marilyn Cimini	Special Education
Carol Sneider	Special Education
Beverly Andrade	Librarian
James Ryan	Special Education
Donna Manion	School Nurse-Teacher
Kathleen Collins-Pucino	Special Education

September 10, 1990

September 24, 1990

Providence Residents Available:

Special Education - all available Providence residents hired

Nurses - all available Providence residents hired

Elementary Spanish Bilingual - all available Providence residents hired

<u>Name</u>	<u>Previous Service</u>
Celeste Bowler	1st step
Erick Irizairy	8-10 years (pending verification)
Marilyn Cimini	5 years (pending verification)
Carol Sneider	Top Step
James Ryan	5-6 years (pending verification)
Donna Manion	4-5 years (pending verification)
Kathleen Collins-Pucino	1st step

The following information is provided for the Providence School Board regarding the requested residency exemptions presented at the School Board meeting on September 10, 1990 Resolution 1558.

<u>NAME OF TEACHERS</u>	<u>CERTIFICATION</u>
Celeste Bowler	Reading Special (Emergency)
Erick Irizairy	Elementary Spanish Bi-Lingual
Marilyn Cimini	Spec. Ed. Elementary M/M
Carol Sneider	Spec. Ed. Secondary M/M
James Ryan	Spec. Ed. Secondary M/M
Donna Manion	School Nurse - fully Certified
Kathleen Collins-Pucino	School Psychologist

Availability of other teachers:

Reading is an area that is very difficult to find certified teachers as a masters degree in Reading is required for certification. Celeste Bowler is currently three courses short of certification and is willing to complete any course work needed. Celeste lives in West Warwick and is unwilling to relocate as she has recently purchased a house in West Warwick. Mrs. Bowler is a minority candidate for this position.

Currently one vacancy still exist in Reading that the Personnel Office is trying to fill.

Elementary Spanish Bi-Lingual - Due to retirements and transfers 5 vacancies occurred in the Elementary Bi-Lingual area. This is also a very difficult certification area to fill Mr. Irizairy currently lives in East Providence and is unwilling to relocate. All other applicants were Providence residents and were hired.

Special Education - The most difficult area to fill 20 new hires have taken place since the close of school in June. The School Department is currently out-of-compliance and under state mandate to fill all positions with fully certified teachers.

Providence residents were given the first opportunities at full-time employment and were hired. Due to the large amount of vacancies hiring was needed from the outside the city to fill all vacancies.

School Nurse: 6 vacancies have occurred due to retirements. Donna Manion is a fully certified nurse who is Bi-Lingual (Spanish and Portuguese) and also deals with a large amount of Special Education students at Hope High School. Her expertise as a school nurse who is bi-lingual will be very beneficial to the Providence School Department.

The following outline highlights the efforts made by the Teacher Recruiter to fill the vacancies created by the early retirement incentive.

After the placement of 118 long term substitutes, there remained 70 vacancies.

The initial response to newspaper advertisements was favorable, however the residency requirement acted as a major deterrent for out-of-city applicants.

The greatest difficulty in the filling of vacancies occurred in the areas of Special Education, Reading Specialists, School Nurse Teacher, Spanish Bilingual Teachers in elementary and special education and special education elementary and secondary, School Librarians and Home Economics teachers.

We have not been successful in recruiting a sufficient number of Providence residents to meet our growing need. Even though a concerted effort has been made to recruit candidates from Providence, there are eight teachers that are requesting an exemption from the residency rule.

They are listed below and their area of certification.

Celeste Bowler	Reading Specialist	declined position
Erick Irizarry	Elementary Spanish Bilingual	
Marilyn Cimini	Special Education	
Carol Sneider	Special Education	
Beverly Andrade	Librarian	
James Ryan	Special Education	
Donna Manion	Special Education	
Kathleen Collins-Pucino	Special Education - Psychologist	

I. ADVERTISING

A. Newspapers

1. The Providence Journal

July 15, 1990	May 6, 1990	June 3, 1990
July 29, 1990	June 5, 1990	August 12 - August 14
		August 26 & August 28
		September 2, 1990

2. The Providence American

(A weekly newspaper serving the minority community)

May 9, 1990	June 13, 1990
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3. Bay State Banner

(A weekly minority newspaper serving Boston and nearby communities)

July 24, 1990

4. The New York Post

(A daily N.Y. newspaper serving the metropolitan area and Long Island)

Tuesday, August 7, 1990	July 31, 1990
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Thursday, August 9, 1990	August 2, 1990
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5. The Amsterdam News

(A New York minority weekly newspaper serving the New York Metropolitan area.)

Saturday, August 11, 1990

6. The Boston Globe

(The largest daily Massachusetts newspaper)

July 29, 1990

7. El Diariola Prensa

(Largest N.Y. hispanic newspaper serving the N.Y. Metropolitan area)

August 12 and 13, 1990

B. Education Job Search

1. The following teacher employment agencies screen applicants and make referrals to L.E.A.'s at no charge to the district. The Providence School Department is listed with the following:

- 1) Educational Placement Service, Mejarie, Louisiana
- 2) G.A. Agency, Cranford, New Jersey
3. Education Job Search, Georgetown, MA
4. Southern Teachers Agency, Richmond, Virginia
5. G.A. Agency, Washington, D.C.

II. JOB FAIRS & RECRUITMENT CONFERENCES

February 1	University of Virginia
February 21	University of R.I.
March 29	Tulane University
April 3, 1990	University of Massachusetts - Amherst
April 5, 1990	City College
April 6, 1990	Hunter College
April 17,18,19	Massachusetts Educational Recruitment Conference

III. COLLEGE AND UNIVERSITY CONTACTS

The following institutions have been contacted through their Career Placement office and their Department of Education and/or Library and Informational Sciences.

1. The University of Rhode Isdland

Dr. John Long - Mathematics Dept.

Dr. Theodore Kellogg - Education Dept.

Dr. Futas - Library Science

Bobbie Rothstein - Career Services

2. University of Massachusetts
 - Judy Moore - Career Development
 - Charlena Seymore - Speech and Communication Disorders
3. University of Virginia
 - Terry Davis
4. Rhode Island College
 - Dr. Joao Botelho - Bilingual
 - Dr. Kenneth Walker - Urban Education
 - Dr. Steiglitz - Reading
 - Sharon Mazyck - Career Development
5. Salve Regina
 - Brother Victor Hickey
6. Providence College
7. Simmons College
 - College of Library & Informational Service
8. Brooklyn College
 - Dr. Robert Smith - School of Education
9. City College of CUNY
 - Dr. Leonard Beckum
10. Herbert H. Lehman College
 - Dr. James Bruni
11. Hunter College
 - Dr. Sally Millgrim
 - Dr. Mae Gamble

12. Manhattan College School of Education
Dr. Elizabeth Kosky
13. Queens College
Dr. Susanna Pflaum
Dr. Anna Okongwu
14. Columbia University Teachers' College
Kenneth Weever
Dr. Joann Saculb - NOTO
15. St. John's University
Dr. Jennie Venezia

*The Agreement among the New England states and New York to issue a Regional Teacher's Certificate to be honored for two years in R.I. bolstered recruitment efforts in New York.

IV. COMMUNITY AGENCIES

Has met periodically with the contact person listed and with the groups that they represent.

1. Providence Human Relations Commission
Christine Roundtree
2. Urban League of Rhode Island
B. Jae Clanton - Executive Director
Dennis Langley - Asst. Director
Kai Cameron
3. U.E.C.
Charles Walton - Director

4. O.I.C.

Rufus Whittmore

5. Civil Rights Office - State Department

Robert Bailey IV

V. LOCAL CHURCHES

Letters are sent to the following churches bi-annually. A listing of all vacancies are enclosed.

1. Pond Street Baptist

Virgil Wood

2. Olney Street Baptist

3. Ebenezer Baptist Church

VI. NEIGHBORING URBAN SCHOOL SYSTEMS

To share recruitment strategies and information on conferences.

1. Boston School Department

Carlos Abrams - Recruiter

2. Hartford School Department

Dr. Mary Legano

3. Bridgeport School Department

Mrs. Lorraine Spanner

4. New York City School Department

Terrence Plerson

5. New Haven School Department

Brenda Thomas

Early retirement brings mass exodus from city schools

200 employees depart, including top administrators

By JAMES M. O'NEILL
Journal-Bulletin Staff Writer

PROVIDENCE — The state's early retirement incentive has done its job — perhaps too well.

Because of the incentive, 200 certified employees in the city schools, including the top 3 administrators, 5 principals and 179 teachers — nearly one-sixth of the entire teaching corps — have filed for retirement, causing an unprecedented number of key administrative and teaching vacancies that must be filled before schools open in two months.

"Never before in my memory have I seen this many people leave," said School Supt. Joseph Almagno, who was one of the biggest surprise retirees several weeks ago. "This is unbelievable."

In addition to Almagno, Deputy Supt. Mary O'Brien and Neil Corkery, the assistant superintendent for program and staff development, put in their retirement notices Friday, the last day for filing.

In fact, 140 people waited until the last day to file for retirement. Paul Vorro, the personnel director, said he went to the front reception area to gather the first retirement notices Friday morning and never left the area the rest of the day.

Many of the teaching jobs will be easily filled by promoting the system's extensive list of long-term substitutes to full-time status, but the mass exodus hits some areas hard.

And the loss of the top administrators, as well as 18 others, may be difficult for the system to absorb.

"To have the top three people leave at once, that's cause for some concern," Almagno said. "Superintendents are easy to come by. But finding individuals like Mary O'Brien and Neil Corkery to fill the deputy and assistant positions will be difficult. They represent the highest examples of accomplishment."

In addition to Mount Pleasant High School principal Charles Burke, who filed before Friday, principals James Dolan of Nathanael Greene Middle School, Judith Barrov of Camden Avenue Elementary

School, also is leaving, joining assistant principals at Hope High and Mount Pleasant High who had already filed.

Other top administrators who are retiring include Melvin Clanton, director of student services; Frank Piccirilli, language coordinator; Gordon Palumbo, information systems analyst; Richard Michael, educational technology director; Raymond Lamore, a principal assigned to central administration; Nicholas Lambros, coordinator of federal programs; and Sister Theresa Murtha, adult education supervisor.

Supervisors to recruit

Among the teaching corps, 42 regular elementary, 22 guidance counselors, 15 English, 12 math and 10 social studies teachers will be leaving, in addition to smaller numbers in other areas.

Vorro said all area supervisors have been assigned to help in the recruiting process to fill vacancies. The location of the vacancies will not be known for several weeks, while administrators figure out which teachers who requested transfers can fill positions made by the retirees, and which spaces will not be covered by the long-term substitutes.

Most regular elementary, English, social studies, language, speech, music, business, physical education and guidance counselor positions should be filled from existing substitute lists, Vorro said.

New hires will be needed in math, science, art, special education, library and especially vocational education positions. The Central Vocational School was hit particularly hard — 11 of 21 staff members will be retiring, Vorro said.

School officials initially predicted that 30 of 100 eligible employees would take advantage of the city's retirement incentive, which required a minimum of 28 years of experience to qualify. The incentive included a pension bonus of \$150 for each year on the job, plus three years of dental and prescription drug coverage in retirement.

Then the General Assembly passed a sweeter deal — a 10 percent seniority bonus as a way of increasing pensions (a teacher or administrator with 30 years of ex-

Retire

Continued from Page B-1

fy. That created more eligible — and interested — school employees in the city.

The legislative retirement incentive applied to teachers in all Rhode Island communities. In Providence, the state incentive was in addition to the financial bonus the School Department was offering.

The retirement incentives are intended to help reduce the state and city budgets for this fiscal year. The saving comes by replacing retiring teachers at the top of the pay scale with newer teachers at the lower end of the pay scale.

Almagno said many of the retirees have been teachers with extensive experience and who often served leadership roles in their buildings. "That leadership will now have to be picked up by others," he said.

Offer hard to refuse

For many teachers, the decision to retire was not easy. Vorro said many thought they had several more valuable years of teaching in them, but the financial picture made it difficult for them to turn down the retirement incentive.

He said some, not wanting to give up the classroom completely, have asked to substitute in a limited capacity.

Almagno said he will discuss the matter with the School Board, but does not plan to make appointments to fill the key administrative vacancies before he leaves at the end of the month.

"I don't think it's fair for me to appoint people to critical positions,"

he said. "I shouldn't be imposing my thoughts on my successor. He or she may have a totally different administrative style."

O'Brien, the No. 2 administrator for the last three years, started as an elementary teacher in the early 1960s and rose to the administrative ranks, making a significant impact as principal of Martin Luther King Elementary School in the late '60s.

She was responsible for implementing a systemwide reading program, introducing many early childhood intervention programs, and, in 1968, overseeing the implementation of the school system's desegregation plan in her district.

She served in several assistant superintendent positions before becoming deputy superintendent in 1986. "She is considered by many to be the most knowledgeable person in the system in all aspects of administration," Almagno said.

"There's no question she could have been the city's school superintendent if she had chosen to pursue it," he continued. "She has been an outstanding educational leader in the city."

Corkery, 49, a state representative from Warwick, started as a teacher at Nathanael Greene in 1968. He has been an assistant principal and then principal at several city schools, including Camden Avenue Elementary, and Greene from 1982-88.

He said he has no new job lined up yet, but would like to pursue the human services area, perhaps specializing in substance abuse. Statewide political office would be a possibility as well, he said.

Providence Schools

OUR SCHOOLS. OUR FUTURE

Applications are Being Accepted for the Following:

- Speech-Language Pathologist
- Spanish Bilingual Special Education Teacher
- Spanish Bilingual Elementary Teacher
- School Nurse
- Print Shop Vocational
- Substitute Teachers in Math-Science, Physical Education / Adaptive Physical Education
- Elementary School Assistant Principal
- Middle School Assistant Principal

Interested applicants should send resume with a request for application to:

Providence School Department
Personnel Office
797 Westminster St.
Providence, RI 02903

Applications for Administrative Positions must be received no later than May 30, 1990 to Mr. Paul Vorro, Personnel Administrator, (401) 456-9208
Teachers To: Lynne Edmonds, Teacher Recruiter, (401) 456-9165

Candidates must meet residency requirements of city Charter and must be eligible for Rhode Island certification in the area of application.

An Equal Opportunity/Affirmative Action
Employer
Minorities Encouraged To Apply

**Providence
Schools**
OUR SCHOOLS. OUR FUTURE.

Applications are being accepted for the following positions:

- * Speech Language Pathologist
- * Spanish-Bilingual Special Education
- * Spanish-Bilingual Elementary
- * School Nurse
- * Vocational-Print Shop
- * Substitute Teachers - Math * Science * Physical Education*
Adaptive Physical Education
- * Elementary Assistant Principal
- * Middle School Assistant Principal

Please send resume and request for application to:
Providence School Department
797 Westminster Street
Providence, RI 02903

Teachers

Lynne I Edmonds -Teacher-Recruiter
456-9165

Administration application must be received no
later than May 30 1990 to Paul Vorro
Personnel Administrator
456-9208

Interest must be eligible for RI Certificate in area of interest.

An Equal Opportunity / Affirmative Action
Minorities Encouraged to Apply
Must meet residency requirement of City Charter

Providence Schools

OUR SCHOOLS. OUR FUTURE

The Providence School Department is accepting applications for the following positions:

CERTIFIED POSITIONS

ADMINISTRATIVE- Informational

- High School Principal
- High School Assistant Principal
- Middle School Principal
- Middle School Assistant Principal
- Elementary Principal
- Elementary Assistant Principal
- Dean of Student Services

TEACHERS

- Math / Science
- School Nurse
- Speech Language Pathologist
- Elementary - Bi-Lingual Spanish
- Substitute - All Areas

NON-CERTIFIED

CLERK / TYPISTS

- 10 and 12 month positions

TEACHER ASSISTANTS

The Providence Schools offers a competitive salary and fringe benefits package.

All applicants for Administration and Teaching positions must be appropriately certified. Applications may be obtained from PERSONNEL OFFICE, 797 WESTMINSTER ST., PROVIDENCE, RI 02903.

MUST MEET RESIDENCY REQUIREMENT OF CITY CHARTER. For additional information call by June 15, 1990, PERSONNEL OFFICE, PROVIDENCE SCHOOLS 456-9223 or 456-9165.

*An Equal Opportunity/Affirmative Action Employer
Minorities Encouraged To Apply*

Providence Schools

OUR SCHOOLS. OUR FUTURE.

Applications are being accepted
for the following positions:

- School Nurse
- Speech-Language Pathologist
- Occupational Therapist
- Teacher of Visually impaired
- Special Education
- School Psychologist
- Media-Communication Technician
(Vocational)
- Vocational-Print Graphic Shop
- Elementary Teacher bilingual
in Spanish.
- Reading Specialists
- Substitute Teachers in Math-Science
Physical Education.

Please send resume to:
LYNNE EDMONDS-TEACHER RECRUITER
PROVIDENCE SCHOOL DEPARTMENT
797 WESTMINSTER STREET
PROVIDENCE, RI 02903

(401)-456-9165

An Equal Opportunity/Affirmative Action Employer
Minorities encouraged to apply.

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- Occupational Therapist
- Teacher of Visually impaired
- Special Education
- School Psychologist
- Media-Communication Technician
(Vocational)
- Vocational-Print Graphic Shop
- Elementary Teacher bilingual

Providence Schools

OUR SCHOOLS. OUR FUTURE.

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- Spanish Bilingual Elementary Teacher
- School Nurse
- Print Shop Vocational
- Substitute Teachers in Math-Science, Physical Education / Adaptive Physical Education
- Elementary School Assistant Principal
- Middle School Assistant Principal

Interested applicants should send resume with a request for application to:

PROVIDENCE SCHOOL DEPARTMENT
Personnel Office
797 WESTMINSTER STREET
PROVIDENCE, RI 02903

Applications for ADMINISTRATIVE POSITIONS must be received no later than MAY 30, 1990 to Mr. PAUL VORRO, Personnel Administrator, (401) 456-9208

TEACHERS To: LYNNE EDMONDS-Teacher Recruiter, (401) 456-9165

CANDIDATES MUST MEET RESIDENCY REQUIREMENTS OF CITY CHARTER AND MUST BE ELIGIBLE FOR RHODE ISLAND CERTIFICATION IN THE AREA OF APPLICATION.

*An Equal Opportunity/Affirmative Action Employer
Minorities Encouraged To Apply*

Providence Schools

OUR SCHOOLS. OUR FUTURE.

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CERTIFIED POSITIONS

ADMINISTRATIVE-Informational

- High School Principal
- High School Assistant Principal
- Middle School Principal
- Middle School Assistant Principal
- Elementary Principal
- Elementary Assistant Principal
- Dean of Student Services

TEACHERS

- Math/Science
- School Nurse
- Speech Language Pathologist
- Elementary Bi-Lingual Spanish
- Substitute - All Areas

NON-CERTIFIED POSITIONS

CLERK/TYPISTS

- 10 and 12 month positions

TEACHER ASSISTANTS

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All applicants for Administration and Teaching positions must be appropriately certified. Applications may be obtained from PERSONNEL OFFICE, 797 WESTMINSTER ST., PROVIDENCE, RI 02903.

MUST MEET RESIDENCY REQUIREMENT OF CITY CHARTER. For additional information call PERSONNEL OFFICE, PROVIDENCE SCHOOLS: 456-9223 OR 456-9165.

An Equal Opportunity/Affirmative Action Employer
Minorities Encouraged To Apply

THE PROVIDENCE SUNDAY JOURNAL

Providence Schools

OUR SCHOOLS. OUR FUTURE

TEACHING POSITIONS at the
**JAMES L. HANLEY
EDUCATIONAL CENTER
CENTRAL VOCATIONAL
TECHNICAL FACILITY**

Positions Available In The Following Areas:

**AUTO BODY
AUTO MECHANICS
BUILDING CONSTRUCTION TRADES
CARPENTRY
DRAFTING
ELECTRICITY
ELECTRONICS
GRAPHIC ARTS-PRINTING
VOCATIONAL SPECIALIST**

REQUIRED:

- Must hold or be eligible for a R.I. Vocational Teacher Certificate
- Must Meet Residency Requirements Of The Providence City Charter.

Please Call **RICKIE WILSON-DIRECTOR**
70 Fricker Street, Providence, RI 02903
456-9138, 9136, 9137

Equal Opportunity/Affirmative Action Employer

Providence Schools

OUR SCHOOLS. OUR FUTURE.

TEACHER VACANCIES

- Elementary-Bilingual (Spanish)
- Special Education-Bilingual (Spanish)
- School Librarian
- Home Economics-H.S.
- Math 7-12
- Science-Biology-Chemistry
- School Nurse-Teacher

Please call or write Lynne Edmonds, Teacher Recruiter,
Providence School Dept., 797 Westminster St., Providence, RI 02903, 401-458-9165.

VOCATIONAL SCHOOL

- Auto Body
- Auto Mechanics
- Building Const. Trades
- Drafting
- Electricity
- Electronics
- Printing-Graphics
- Vocational Specialists

Please call Rickie Wilson, Director, Central Vocational,
Providence School Dept., 70 Fricker St., Providence, RI 02903, 401-456-9136, 9137, 9138, By August 15.

Required - Must be eligible for the appropriate Rhode Island teacher certificate in area of interest.

MUST MEET RESIDENCY REQUIREMENTS OF CITY CHARTER.

*Minorities encouraged to apply
Equal Opportunity/Affirmative Action Employer*

Providence Schools

OUR SCHOOLS. OUR FUTURE

TEACHER VACANCIES

- ELEMENTARY-Bilingual (Spanish)
- SPECIAL EDUCATION-Bilingual (Spanish)
- SCHOOL LIBRARIAN
- HOME ECONOMICS-High School
- MATH 7-12
- SCIENCE-BIOLOGY-CHEMISTRY
- SCHOOL NURSE-TEACHER

Please send resume to Lynne Edmonds, Teacher Recruiter, Providence School Dept., 797 Westminster St., Providence, RI 02903, or call 401-456-9165.

VOCATIONAL SCHOOL

- AUTO BODY
- DRAFTING
- AUTO MECHANICS
- ELECTRICITY
- BUILDING TRADES
- ELECTRONICS
- PRINTING-GRAPHICS
- VOCATIONAL SPECIALISTS

Please send resume to Rickie Wilson, Principal, Central Vocational, Providence School Dept., 70 Fricker St., Providence, RI 02903, or 401-456-9136, 9137, 9138.

REQUIRED-Must be eligible for the appropriate Rhode Island Teacher certificate in area of interest. APPLICATION DEADLINE: August 15, 1990.

Must Meet Residency Requirements Of City Charter

Minorities Encouraged To Apply
Equal Opportunity/Affirmative Action Employer

NEW YORK POST, TUESDAY, AUGUST 7, 1990

Providence Schools

OUR SCHOOLS. OUR FUTURE

TEACHER VACANCIES

- Elementary - Bilingual (Spanish)
- Special Education - Bilingual (Spanish)
- School Librarian
- Home Economics - H.S.
- Math 7 - 12
- Science - Biology - Chemistry
- School Nurse - Teacher

Please call or write Lynn Edmonds,
Teacher Recruiter, Providence School
Dept., 797 Westminster St.,
Providence, RI 02903. 401-458-9166

VOCATIONAL SCHOOL

- Auto Body
- Electricity
- Auto Mechanics
- Electronics
- Carpentry
- Printing - Graphics
- Drafting
- Vocational Specialists

Please call Rickie Wilson, Director, Cen-
tral Vocational, Providence School
Dept., 70 Fricker St., Providence, RI
02903. 401-458-9136, 9137, 9138
by 8/15/90.

Required: Must be eligible for the ap-
propriate Rhode Island Teacher cer-
tificate in area of interest.

**MUST MEET RESIDENCY
REQUIREMENTS OF CITY CHARTER.**

*Minorities encouraged to apply.
Equal Opportunity, Affirmative Action Employer*

CAREER OPPORTUNITIES

Providence Schools

OUR SCHOOLS. OUR FUTURE.

TEACHER VACANCIES

- Elementary - Bilingual (Spanish)
- Special Education - Bilingual (Spanish)
- School Librarian
- Home Economics - H.S.
- Math 7 - 12
- Science - Biology - Chemistry
- School Nurse - Teacher

Please call or write Lynn Edmonds,
Teacher Recruiter, Providence School
Dept., 797 Westminster St.,
Providence, RI 02903, 401-456-9165

VOCATIONAL SCHOOL

- Auto Body
- Electricity
- Auto Mechanics
- Electronics
- Carpentry
- Printing - Graphics
- Drafting
- Vocational Specialists

Please call Rickie Wilson, Director, Central Vocational, Providence School
Dept., 70 Fricker St., Providence, RI
02903, 401-456-9136, 9137, 9138
by 8/20/90.

Required: Must be eligible for the appropriate Rhode Island Teacher certificate in area of interest.

**MUST MEET RESIDENCY
REQUIREMENTS OF CITY CHARTER.**

*Minorities encouraged to apply.
Equal Opportunity/Affirmative Action Employer*

CAREER AND BUSINESS

Providence Schools

OUR SCHOOLS. OUR FUTURE.

TEACHER VACANCIES

- Elementary-Bilingual (Spanish)
- Special Education-Bilingual (Spanish)
- School Librarian
- Home Economics-H.S.
- Math 7-12
- Science-Biology-Chemistry
- School Nurse-Teacher

Please call or write Lynne Edmonds, Teacher Recruiter,
Providence School Dept. 797 Westminster St., Providence, RI 02903, 401-456-9165.

VOCATIONAL SCHOOL

- Auto Body
- Auto Mechanics
- Building Const. Trades
- Drafting
- Electricity
- Electronics
- Printing-Graphics
- Vocational Specialists

Please call Rickie Wilson, Director, Central Vocational,
Providence School Dept., 70 Fricker St., Providence, RI
02903, 401-456-9136, 9137, 9138, By August 31.

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Island teacher certificate in area of interest.

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- Building Const. Trades
- Drafting
- Electricity
- Electronics
- Printing-Graphics
- Vocational Specialists
- Reading Specialist

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Providence School Dept., 70 Fricker St., Providence, RI 02903,
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Equal Opportunity/Affirmative Action Employer*

TEACHER VACANCIES

- ELEMENTARY
 - Bilingual (Spanish)
- SPECIAL EDUCATION
 - Bilingual (Spanish)
- SCHOOL LIBRARIAN
- HOME ECONOMICS
 - High School
- MATH-SCIENCE
 - 7-12
- BIOLOGY-CHEMISTRY-PHYSICS
- SCHOOL NURSE-TEACHER

Please send resume to Lynne Edmon's, Teacher Recruiter, Providence School Dept., 797 Westminster St., Providence, RI 02903, or call 401-456-9165.

VOCATIONAL SCHOOL

- AUTO BODY
- AUTO MECHANICS
- BUILDING TRADES
- DRAFTING
- ELECTRICITY
- ELECTRONICS
- PRINTING-GRAPHICS
- VOCATIONAL SPECIALISTS

Please send resume to Rickie Wilson, Principal, Central Vocational, Providence School Dept., 70 Fricker St., Providence, RI 02903, or 401-456-9136, 9137, 9138.

REQUIRED: Must be eligible for the appropriate Rhode Island Teacher certificate in area of interest. APPLICATION DEADLINE: August 31, 1990.

Must Meet Residency Requirements Of City Charter

Providence Schools
OUR SCHOOLS OUR FUTURE

Minorities Encouraged To Apply
Equal Opportunity/Affirmative Action Employer

Providence Schools

OUR SCHOOLS. OUR FUTURE.

TEACHER VACANCIES SPECIAL EDUCATION

- BILINGUAL (Spanish) ELEMENTARY
MILD / MODERATE
- BILINGUAL (Spanish) RESOURCE
- SECONDARY LEVEL-MILD / MODERATE
- SPEECH / LANGUAGE PATHOLOGIST
- SCHOOL PSYCHOLOGIST
- SPECIAL EDUCATION CERTIFIED
SUBSTITUTES-all levels, all areas
- COMPLIANCE OFFICER (Special Educa-
tion-Supervisor Certificate)

All resumes Due No Later Than August 20, 1990

Equal Opportunity/Affirmative Action Employer

Must meet requirements of the Providence City Charter

If after a diligent search, no persons with proper qualifications can be found among residents of the City, the Providence School Department will request an exemption to the residency requirement of the Home Rule Charter.

Providence Schools

OUR SCHOOLS, OUR FUTURE

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CAREER OPPORTUNITIES

Professional Executive Managerial

Providence Schools

OUR SCHOOLS. OUR FUTURE.

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● WEDNESDAY, AUGUST 15, 1990

THE PROVIDENCE JOURNAL-BULLETIN

EDUCATION/CAREERS

TEACHER VACANCIES

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TEACHER VACANCIES

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- ELEMENTARY ESL
- MATH / SCIENCE
- LIBRARIAN
- HOME ECONOMICS
- READING SPECIALIST
- ELEMENTARY SPANISH BILINGUAL
- SPECIAL EDUCATION-Spanish Bilingual
- SUBSTITUTE TEACHER in all areas.
- INDUSTRIAL ARTS
- MUSIC

PLEASE SEND RESUME TO:

LYNN EDMONDS-Teacher Recruiter
PROVIDENCE SCHOOL DEPARTMENT
797 Westminster St., Providence, RI 02903
TELEPHONE (401) 456-9156

*An Equal Opportunity / Affirmative Action Employer
Minorities Encouraged to Apply*

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- SPECIAL EDUCATION-Spanish Bilingual
- SPEECH PATHOLOGIST
- INDUSTRIAL ARTS
- MUSIC
- SUBSTITUTE TEACHERS in all areas

PLEASE SEND RESUME TO:

LYNNE EDMONDS-Teacher Recruiter
PROVIDENCE SCHOOL DEPARTMENT
797 Westminster St., Providence, RI 02903
TELEPHONE (401) 456-9166

*An Equal Opportunity/Affirmative Action Employer
Minorities Encouraged to Apply*

Must Meet Residency Requirements of City Charter

NEW ORLEANS AREA UNIVERSITIES
4TH ANNUAL TEACHER FAIR

April 4, 1990

Dear 1990 New Orleans Teacher Fair Participant:

Thank you for having your school district represented at the 4th Annual New Orleans Area Universities Teacher Fair on Friday, March 30, 1990. The event was a huge success with approximately 500 candidates seeking teacher employment. Your evaluation forms indicated that overall the Fair was a successful recruiting effort for your school district.

Your district will remain on the mailing list, however I would like to pass on information regarding next year's Teacher Fair.

Date: Friday, March 22, 1991

Contact Person: Joseph Cadray, Director
Office of Clinical/Field Experiences
College of Education, ED 242
University of New Orleans- Lakefront
New Orleans, LA 70148
(504) 286-6608

Again, thank you for participating in the Teacher Fair! We look forward to seeing you next year.

Sincerely,



Karen I. Margavio
Coordinator- 4th New Orleans Annual Teacher Fair

PROGRAM

SPONSORING UNIVERSITIES AND COLLEGES

7:30 - 9:00 a.m. **CONTINENTAL BREAKFAST**
Chastant Room

8:00 - 8:50 a.m. **REGISTRATION & SET-UP**
2nd Floor U.C. Lobby

8:50 - 9:00 a.m. **WELCOME & GREETINGS**
Karen Margavio
Teacher Fair Coordinator

 Arthur Carter
Assistant Vice-President for
Student Affairs, Tulane

9:00 a.m. **TEACHER FAIR BEGINS**
Candidates will informally
talk with you by your table.

11:30 a.m. - 1:00 p.m. **LUNCH**
Boxed Lunches, President's
A/B Room (or you may eat
at your table.)

2:00 - 3:30 p.m. **REFRESHMENTS**
Pastries, Cookies, Sodas
& Coffee
Chastant Room

4:00 p.m. **TEACHER FAIR ENDS**
Please turn in Evaluation
Forms at Registration Table.

Dillard University
Ada Green, Coordinator
Career Planning & Placement
2601 Gentilly Boulevard
New Orleans, LA 70122
(504) 283-8822

Loyola University
Edith Jones, Asst. Director
Career Development/Placement
New Orleans, LA 70118
(504) 865-3835

Holy Cross College
Joe Macaluso, Asst. Professor
Education Department
4123 Woodland Drive
New Orleans, LA 70131
(504) 394-7744

Southern University
At New Orleans
Joe Marion, Director
Career Counseling/Placement
6400 Press Drive
New Orleans, LA 70126
(504) 286-5389

Tulane University
Karen Margavio, Assoc. Director
Career Planning/Placement
New Orleans, LA 70118
(504) 865-5107

University of New Orleans
Joseph Cadray, Director
Office of Clinical/Field Exp.
College of Education ED 242
New Orleans, LA 70148
(504) 286-6608

Xavier University
Carolyn Thomas, Placement Officer
Placement Office
Student Center 203
7325 Palmetto Street
New Orleans, LA 70125
(504) 483-7364



MERC inc.

MASSACHUSETTS EDUCATIONAL RECRUITING CONSORTIUM

Dear MERC Participant:

We are delighted that you will be attending the Massachusetts Educational Recruiting Consortium on April 17-19, 1990 at the Park Plaza Hotel in Boston. We have received your registration card and check for \$ 17.5. This letter confirms the participation of 1 recruiters.

TIPS FOR PARTICIPATING

- You will soon receive a Hospitality Packet including a hotel registration card from the Park Plaza Hotel. If you call the hotel, be sure to indicate that you are a part of MERC.
- Since MERC is scheduled during the school vacation week when Boston attracts scores of tourists, we recommend that you make travel and hotel arrangements promptly. The popular Boston Marathon, run on Patriot's Day, April 16, a Massachusetts holiday, may result in further competition for hotel space.
- Some candidates may not be familiar with the geographic location of your school system. We therefore encourage you to bring maps and pamphlets describing your region.
- We urge you to attend all three days of the conference so you have maximum exposure to candidates.

CONFIRMATION PACKET CONTENTS

- Enclosed is the conference schedule. Please note that Employer Registration takes place on Tuesday, April 17 between 7:30 a.m. and 8:00 a.m., and that Employer Orientation will start promptly at 8:00 a.m. Your attendance at this session is critical since it will provide you with necessary information regarding the interviewing process.

- **ANTICIPATED VACANCY INFORMATION:** This is the most important sheet in this mailing! Please fill it out and return it to me immediately. We will copy your Anticipated Vacancy sheet and mail it to MERC member colleges so that students and alumni candidates can see if their certification/specialty areas match with positions you anticipate filling. There is other vital information we need from you that appears on this document. The sooner you return this sheet, the sooner we can make it available to candidates and thus maximize the effectiveness of this recruiting process.

Please contact me at 413-585-2570 if you would like further information or assistance. I look forward to seeing you in April in Boston!

Sincerely,

Carrie Hemenway

Carrie Hemenway, MERC Employer Registration Chair
Career Development Office
Smith College
Northampton, MA 01063

CH/np
enclosures

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE
22903

OFFICE OF CAREER PLANNING & PLACEMENT
GARRETT HALL

TELEPHONE: (804) 924-8900

September 21, 1989

Lynne Edmonds, Teacher Recruiter
Providence School Department
480 Charles Street
Providence, RI 02904

Dear Ms. Edmonds:

I am writing to invite you to participate in the University of Virginia's first Education Career Day, sponsored by the Office of Career Planning and Placement and the Curry School of Education, on Thursday, February 1, 1990. The theme for this year, "The Classroom and Beyond: Careers in Education", highlights our goal for this event, which is to provide students with the opportunity to explore a wide variety of education career and employment options, both within and outside of school settings. We are hoping to include representatives in fields of interest to all of the Curry School students, including those in teacher preparation tracks, communication and speech disorders, human services, health and physical education, and many others. We view this day as an opportunity for students to interact with professionals in various careers, to gain general information regarding the participants' career fields, the organizations they represent, the type of jobs they perform, etc. We believe this will be an excellent opportunity for the organizations which recruit on-Grounds during Education Recruiting to interact with students on a more informal basis. It will be a chance to hand out information and applications, and to do some "public relations" work, promoting your school system and the benefits of employment there, prior to the recruiting season. Your information and advice would be an invaluable resource to students in their career decision making.

The schedule of the day's events will be as follows:

9:30 - 11:30 AM	Representatives check in
11:30 - 1:00 PM	Representatives' luncheon
1:00 - 4:30 PM	Students circulate & interact with representatives AND panel discussions and workshops on career-related topics (running concurrently with the main fair)

Newcomb Hall - Ballroom

We will provide each participant a table at which to display any materials and talk with students, and a packet of information about the University of Virginia and the Curry School of Education. A per person fee of \$10.00 will be used to help defray the cost of the luncheon.

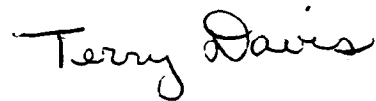
To register for Education Career Day, please fill out and return the enclosed registration card with the appropriate fee by October 31, 1989 to:

Education Career Day
Office of Career Planning & Placement
University of Virginia
Garrett Hall
Charlottesville, VA 22903

If you have any questions or concerns about the day's events please feel free to contact me at 804/924-8900. If you are unable to attend this event, please pass this invitation on to another member of your organization or a colleague in your field. Upon receipt of your registration we will send you written confirmation and additional information such as directions and parking.

We hope you will take advantage of this opportunity both to help students and to promote interest in and understanding of your career field and your organization. This is an excellent way for you to make a contribution to the University of Virginia and to help young people in a very personal and meaningful way. Again, we very much hope you will plan to be with us in February to add to the success of our first Education Career Day. I will look forward to hearing from you soon.

Sincerely,

A handwritten signature in cursive script that reads "Terry Davis".

Terry Davis
Assistant Director

THE CITY COLLEGE
OF
THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y. 10031

SCHOOL OF EDUCATION

(212) 690-

October 25, 1989

I am pleased to have the opportunity to invite you to participate in a Career Day we are arranging to introduce the School of Education students who are about to complete their programs to a variety of career opportunities. I am eager to present as wide a forum as possible; geared to meeting as many of the vocational interests of our students as possible.


I believe that this will be an important event for recruiters as well, since our students are multi-cultural, multi-lingual and talented. City College has enjoyed corresponding with you in the past, which has in turn enabled us to inform our students of individual positions that have become available in your organization or school. It is our hope that this Career Day will provide a wider opportunity for you to familiarize a large group of students with your ongoing staff needs, and the nature of the work that you do.

Our Career Day will take place on April 5, 1990. It will be held at the Workshop Center, R4/220 of the NAC at City College. The program is scheduled to begin at 10 a.m. and end at 6 p.m.

I would greatly appreciate your early response to this invitation as the entire enterprise requires a great deal of advanced planning. Please feel free to call me with any questions you may have regarding the City College student body, or our plans for the Career Day itself. I can be reached in the Office of Student Services at (212) 690-4187.

I look forward to hearing from you.

Sincerely,


Muriel Ollivierre
Career Day Coordinator

AF/mmo

MARYLAND**EDUCATIONAL PLACEMENT SERVICE (EPS)**

Washington D.C. Area Office
7315 Wisconsin Avenue
Suite 518E
Bethesda, Maryland 20814
(301) 961-8707 (Central Office - TN)

MASSACHUSETTS**CARNEY, SANDOE & ASSOCIATES**

136 Boylston Street
Boston, Massachusetts 02116
(617) 542-0260 (in Mass.)
Fax (617) 542-9400
800-225-7986
Benjamin L. Sandoe, Dir. of Placement Svcs.

EDUCATION JOB SEARCH

Box 223
Georgetown, Massachusetts 01833
(508) 352-8473* (508) 352-8560
John E. Mack, Ph.D., CTC, President

MICHIGAN**EDUCATIONAL PLACEMENT SERVICE (EPS)**

Detroit Area Office
26711 Northwestern Highway
Suite 219
Southfield, Michigan 48034
(313) 356-3550 (Central Office - TN)

MISSOURI**EDUCATIONAL PLACEMENT SERVICE (EPS)**

St. Louis Area Office
210 South Central Avenue
Suite 207
Clayton, Missouri 63105
(314) 721-8766 (Central Office - TN)

NEW JERSEY**G.A. AGENCY**

106 North Union Avenue
Crantford, New Jersey 07016
(201) 272-2080* (609) 971-8778
Barbara Bosco, Manager
Sandra R. Alexander, CPC, CTC, Sr. Consultant

NEW YORK**G.A. AGENCY**

11 Firethorne Lane
Valley Stream, New York 11581
(516) 791-1390* (914) 683-9499
Eugene J. Alexander, Ed.D., CPC, CTC, President
Sandra R. Alexander, CPC, CTC, Sr. Consultant

PENNSYLVANIA**FISK TEACHERS AGENCY**

50 East Wynnwood Road
Suite 210
Wynnwood, Pennsylvania 19096
(215) 642-1248
James O. Brown, Director

TENNESSEE**EDUCATIONAL PLACEMENT SERVICE (EPS)**

Mid-South Area Office
5050 Poplar Avenue
Suite 1700
Memphis, Tennessee 38157
(901) 767-1884
CENTRAL MANAGEMENT OFFICE
Executive Suite 2423
G.A. McDougall, CTC, Executive Director

TEXAS**EDUCATIONAL PLACEMENT SERVICE (EPS)**

Dallas Area Office
2225 East Randal Mill Road
Suite 528
Arlington, Texas 76011
(817) 640-4411 (Central Office - TN)

EDUCATIONAL PLACEMENT SERVICE (EPS)

Houston Area Office
520 Post Oak Boulevard
Suite 860
Houston, Texas 77027
(713) 622-1386 (Central Office - TN)

SPEARS TEACHER PLACEMENT SERVICE

One Castle Hill
1100 N.W. Loop 410
Suite 219
San Antonio, Texas 78213
(512) 344-6189
Gerry L. Spears, CPC, CTC, Director

TEXSERV TEACHER PLACEMENT SERVICE

Executive Plaza
6801 Sanger Avenue, Suite 108
Waco, Texas 76714
(817) 776-8175
Janette Rothe, Director

VIRGINIA**SOUTHERN TEACHERS AGENCY**

Bon Air Green
Suite B-4, 2803 McRae Road
Richmond, Virginia 23235
(804) 330-7883
Fax (804) 330-5858
Virginia Goodman, CTC, Director
Robert C. Goodman, Jr., President

ADJUNCT MEMBER**NEW YORK****MANASIA ENTERPRISES, INC.**

114 Fulton Street
Suite 3E
New York City, New York 10038
(212) 285-1011
Telex 291254 BEMA UR
Pura L. Madansacay, General Manager

NATIONAL ASSOCIATION OF TEACHERS' AGENCIES

1990

Acting to bring Administrators
and Teachers together

ACCREDITED MEMBERSHIP
N.A.T.A.