

# City of Providence

STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

## CHAPTER 2005-52

**No. 546 AN ORDINANCE** amending the classes of positions, the maximum number of employees and the employees in certain classes in the Providence School Department and repealing Ordinance Chapter 2006- approved

*Approved* November 23, 2005

### *Be it ordained by the City of Providence:*

SECTION 1. The number of employees in the Department of General Administration shall not exceed one and five tenths (1.50). There shall be no more than:

- .50 Clerk
- 1.00 Support Services Administrator

SECTION 2. The number of employees in the School Board shall not exceed eleven (11). There shall be no more than:

- 9.00 School Board Members
- 1.00 Special Assistant to the Superintendent & School Board
- 1.00 School Board Emeritus

SECTION 3. The number of employees in the Superintendent's Office shall not exceed six (6). There shall be no more than:

- 1.00 Superintendent
- 1.00 Legislative Liaison
- 1.00 Administrative Assistant
- 1.00 *Facilitator of District Reform***
- 1.00 *District University Liaison***
- 1.00 Executive Assistant to the Superintendent

SECTION 4. The number of employees in the Department of Human Resources shall not exceed twenty (20). There shall be no more than:

- 1.00 Sr. Executive Director
- 1.00 Human Resources Administrator
- 14.00 Clerks
- 1.00 Human Resource Specialist
- 1.00 Human Resources Attorney
- 1.00 Human Resource Generalist
- 1.00 Executive Aide

SECTION 5. The number of employees in the EEO office shall not exceed two (2). There shall be no more than:

- 1.00 EEO Officer
- 1.00 Clerk

No.

**CHAPTER**  
**AN ORDINANCE**

2004  
 IN CITY COUNCIL  
 OCT 6 2005  
 FIRST READING  
 REFERRED TO COMMITTEE ON  
 FINANCE

*Care E. Best*  
 CLERK

*Councilman Aponte (By Request)*

THE COMMITTEE ON  
 FINANCE  
 Approves Passage of  
 The Within Ordinance

*John M. Steen*  
 Clerk  
 10-27-05

SECTION 6. The number of employees in the Communications Office shall not exceed three (3). There shall be no more than:

1.00	<b>Facilitator</b>
1.00	<b>Public &amp; Parent Information Specialist</b>
1.00	Clerk

SECTION 7. The number of employees in the Development Office shall not exceed three (3). There shall be no more than:

1.00	<b>Facilitator of Planning, Improvement &amp; System Accountability</b>
1.00	Program Development Officer
1.00	Grant Writer

SECTION 8. The number of employees in the Office of the Chief Operations Officer shall not exceed two (2). There shall be no more than:

1.00	Chief Operations Officer
1.00	Clerk

SECTION 9. The number of employees in the Controller's Office shall not exceed twenty seven (27). There shall be no more than:

1.00	School Controller
1.00	Senior Budget Officer
1.00	Budget Officer
1.00	Payroll Supervisor
1.00	Budget Analyst
1.00	<b>Fiscal Officer</b>
21.00	Clerks

SECTION 10. The number of employees in the Purchasing Office shall not exceed seven (7). There shall be no more than:

1.00	Expediter of Purchasing
6.00	Clerks

SECTION 11. The number of employees in the Department of Transportation shall not exceed one hundred seventeen (117). There shall be no more than:

2.00	Supervisors
2.00	Route Foremen
6.00	Clerks
107.00	Bus Monitors

SECTION 12. The number of employees in the Central Supply Office shall not exceed seven and five tenths (7.50). There shall be no more than:

1.00	Foreman
3.50	Clerks
2.00	Drivers
1.00	Senior Driver

SECTION 13. The number of employees in Plant Maintenance Administration shall not exceed five (5). There shall be no more than:

1.00	Director of Facilities
2.00	Plant Maintenance Coordinators
2.00	Clerks

SECTION 14. The number of employees in the Student Relations Office shall not exceed fourteen and two tenths (14.20). There shall be no more than:

3.20	Teachers
5.00	Teacher Assistants
5.00	Clerks
1.00	Director

SECTION 15. The number of employees in the Department of Special Education shall not exceed one hundred twenty and nine tenths (120.90). There shall be no more than:

1.00	Chief of Administration
1.00	Director of Special Education
1.00	Director of Related Service
1.00	Director of Student Service
1.00	Director of High School Special Education
1.00	Director of Middle School Special Education
1.00	Director of Elementary School Special Education
9.00	Supervisors
18.00	Clerks
52.20	Special Education Teachers
0.70	Occupational Therapists
26.00	Teacher Assistants
1.00	Job Coach
<b>2.00</b>	<b>Behavior Coaches</b>
<b>3.00</b>	<b>Evaluators</b>
<b>2.00</b>	<b>Psychologist Interns</b>

SECTION 16. The number of employees in Pleasant View Elementary School shall not exceed eighty five and seven tenths (85.70). There shall be no more than:

45.20	Teachers
30.00	Teacher Assistants
2.00	Clerks
1.00	Principal
1.00	Water Safety Instructor
4.00	Child Care Workers
0.60	Physical Therapist
1.80	Occupational Therapists
0.10	Certified Occupational Therapist Assistant

SECTION 17. The number of employees in Anthony Carnevale Elementary School shall not exceed seventy nine and seven tenths (79.70). There shall be no more than:

39.40	Teachers
30.00	Teacher Assistants
2.00	Clerks
1.00	Principal
7.00	Child Care Workers
0.30	Physical Therapist

SECTION 18. The number of employees in Asa Messer Annex Elementary School shall not exceed eighteen and eight tenths (18.80). There shall be no more than:

9.30	Teachers
8.00	Teacher Assistants
1.00	Clerk
0.20	Principal
0.20	Assistant Principal
0.10	Certified Occupational Therapist Assistant

SECTION 19. The number of employees in Asa Messer Elementary School shall not exceed twenty eight and three tenths (28.30). There shall be no more than:

20.00	Teachers
5.00	Teacher Assistants
1.60	Clerks
0.80	Principal
0.80	Assistant Principal
0.10	Certified Occupational Therapist Assistant

SECTION 20. The number of employees in Robert Bailey IV Elementary School shall not exceed sixty seven and nine tenths (67.90). There shall be no more than:

39.80	Teachers
24.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist
1.00	Child Care Workers

SECTION 21. The number of employees in Birch Vocational School shall not exceed thirty eight and nine tenths (38.90). There shall be no more than:

15.60	Teachers
14.00	Teacher Assistants
1.00	Clerk
1.00	Supervisor
6.00	Child Care Workers
1.00	Community Transition Liaison
0.30	Physical Therapist

SECTION 22. The number of employees in Alan Shawn Feinstein at Broad Street Elementary School shall not exceed forty seven and four tenths (47.40). There shall be no more than:

30.10	Teachers
14.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist
0.20	Occupational Therapist

SECTION 23. The number of employees in Harry Kizirian Elementary School shall not exceed fifty eight and two tenths (58.20). There shall be no more than:

36.60	Teachers
18.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.60	Occupational Therapist

SECTION 24. The number of employees in Edmund W. Flynn Elementary School shall not exceed fifty four and seven tenths (54.70). There shall be no more than:

38.60	Teachers
13.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist

SECTION 25. The number of employees in Vartan Gregorian at Fox Point Elementary School shall not exceed forty eight (48). There shall be no more than:

25.60	Teachers
13.00	Teacher Assistants
2.00	Clerks
1.00	Principal
5.00	Child Care Workers
0.40	Physical Therapist
1.00	Occupational Therapist

SECTION 26. The number of employees in Charles Fortes Elementary School Annex shall not exceed thirteen and four tenths (13.40). There shall be no more than:

8.40	Teachers
2.00	Teacher Assistants
0.50	Principal
0.50	Clerk
2.00	Child Care Worker

SECTION 27. The number of employees in Charles Fortes Elementary School shall not exceed forty nine and seven tenths (49.70). There shall be no more than:

34.10	Teachers
12.00	Teacher Assistants
2.50	Clerks
1.00	Principal
0.10	Physical Therapist

SECTION 28. The number of employees in Alfred Lima Elementary School shall not exceed forty six (46). There shall be no more than:

35.50	Teachers
6.00	Teacher Assistants
2.50	Clerks
1.00	Principal
1.00	Computer Management Specialist

SECTION 29. The number of employees in Alfred Lima Elementary School Annex shall not exceed twenty five and three tenths (25.30). There shall be no more than:

12.20	Teachers
10.00	Teacher Assistants
0.50	Clerk
0.50	Principals
0.10	Physical Therapist
2.00	Child Care Worker

SECTION 30. The number of employees in William D'Abate Elementary School shall not exceed forty and three tenths (40.30). There shall be no more than:

28.00	Teachers
9.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.30	Physical Therapist

SECTION 31. The number of employees in Carl Lauro Elementary School shall not exceed one hundred and two (102). There shall be no more than:

63.40	Teachers
32.00	Teacher Assistants
4.20	Clerks
1.00	Principal
1.00	Assistant Principal
0.40	Occupational Therapist

SECTION 32. The number of employees in Laurel Hill Avenue Elementary School shall not exceed forty three and eight tenths (43.80). There shall be no more than:

31.20	Teachers
9.00	Teacher Assistants
2.00	Clerks
0.80	Principal
0.80	Assistant Principal

SECTION 33. The number of employees in West Broadway Elementary School shall not exceed fifty four and seven tenths (54.70). There shall be no more than:

33.60	Teachers
17.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist
1.00	Child Care Worker

SECTION 34. The number of employees in Mary Fogarty Elementary School shall not exceed fifty four and nine tenths (54.90). There shall be no more than:

32.60	Teachers
18.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist
0.20	Occupational Therapist
1.00	Child Care Worker

SECTION 35. The number of employees in Laurel Hill Annex Elementary School shall not exceed twenty and two tenths (20.20). There shall be no more than:

7.80	Teachers
11.00	Teacher Assistants
1.00	Clerk
0.20	Principal
0.20	Assistant Principal

SECTION 36. The number of employees in Robert F. Kennedy Elementary School shall not exceed fifty two and three tenths (52.30). There shall be no more than:

32.90	Teachers
15.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.40	Occupational Therapist
1.00	Child Care Workers

SECTION 37. The number of employees in Reservoir Avenue Elementary School shall not exceed thirty two and three tenths (32.30). There shall be no more than:

20.70	Teachers
9.00	Teacher Assistants
1.60	Clerks
1.00	Principal

SECTION 38. The number of employees in Lillian Feinstein at Sackett Street Elementary School shall not exceed forty nine and eight tenths (49.80). There shall be no more than:

31.80	Teachers
15.00	Teacher Assistants
2.00	Clerks
1.00	Principal

SECTION 39. The number of employees in Veazie Street Elementary School shall not exceed sixty three and nine tenths (63.90). There shall be no more than:

42.80	Teachers
17.00	Teacher Assistants
1.00	Clerks
1.00	Principal
1.00	Assistant Principal
0.40	Occupational Therapist
0.70	Certified Occupational Therapist Assistant

SECTION 40. The number of employees in Sgt. Cornel Young, Jr. Elementary School shall not exceed thirty five and six tenths (35.60). There shall be no more than:

22.40	Teachers
11.00	Teacher Assistants
1.10	Clerk
1.00	Principal
0.10	Occupational Therapist

SECTION 41. The number of employees in Webster Avenue Elementary School shall not exceed thirty five (35). There shall be no more than:

23.70	Teachers
8.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.20	Occupational Therapist
0.10	Physical Therapist

SECTION 42. The number of employees in Charlotte Woods Elementary School at B. Jae Clanton shall not exceed thirty seven and three tenths (37.30). There shall be no more than:

29.10	Teachers
5.00	Teacher Assistants
2.10	Clerks
1.00	Principal
0.10	Occupational Therapist

SECTION 43. The number of employees in Windmill Elementary School shall not exceed fifty one (51). There shall be no more than:

37.00	Teachers
11.00	Teacher Assistants
2.00	Clerks
1.00	Principal

SECTION 44. The number of employees in Dr. Martin Luther King, Jr. Elementary School shall not exceed fifty five and two tenths (55.20). There shall be no more than:

34.50	Teachers
17.00	Teacher Assistants
2.00	Clerks
1.00	Principal
0.10	Physical Therapist
0.60	Occupational Therapist

SECTION 45. The number of employees in the Department of Language and Culture shall not exceed eight (8). There shall be no more than:

1.00	Director
1.00	Clerk
1.00	Technical Assistant
<b>5.00</b>	<b>Teachers</b>

SECTION 46. The number of employees in the Student Registration Center shall not exceed sixteen (16). There shall be no more than:

3.00	Teachers
3.00	Aide Liaisons
2.00	Clerks
2.00	Nurses
1.00	Facilitator
3.00	Placement Officers
1.00	Registration Specialist
1.00	Student Registration and Placement Analyst

SECTION 47. The number of employees in the Office of Teaching and Learning shall not exceed two (2). There shall be no more than:

1.00	Chief Academic Officer
1.00	Clerk

SECTION 48. The number of employees in the Office of Data Processing shall not exceed two (2). There shall be no more than:

2.00	Clerks
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SECTION 49. The number of employees in the Health Office shall not exceed nine and six tenths (9.60). There shall be no more than:

1.00	Clerk
2.60	Nurses
6.00	Non Certified Registered Nurses

SECTION 50. The number of employees in the Office of Alternative Programs shall not exceed five (5). There shall be no more than:

5.00	Teacher Assistants
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SECTION 51. The number of employees in the Department of Educational Technology shall not exceed one (1). There shall be no more than:

1.00	Clerk
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SECTION 52. The number of employees in the Office of the Chief Financial Officer shall not exceed four (4). There shall be no more than:

1.00	Chief Financial Officer
<b>1.00</b>	<b>Coordinator of Grant Oversight</b>
2.00	Clerks

SECTION 53. The number of employees in the Office of Medicaid & Federal Reimbursement shall not exceed one (1). There shall be no more than:

1.00	Medicaid Specialist
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SECTION 54. The number of employees in Nathanael Greene Middle School shall not exceed eighty six and six tenths (86.60). There shall be no more than:

62.40	Teachers
13.00	Teacher Assistants
4.20	Clerks
1.00	Principal
2.00	Assistant Principals
1.00	Human Relations Specialist
3.00	Child Care Worker

SECTION 55. The number of employees in Roger Williams Middle School shall not exceed eighty one and four tenths (81.40). There shall be no more than:

64.00	Teachers
9.00	Teacher Assistants
4.20	Clerks
1.00	Principal
2.00	Assistant Principals
1.00	Computer Service Specialist
0.20	Occupational Therapist

SECTION 56. The number of employees in Gilbert Stuart Middle School shall not exceed seventy nine and nine tenths (79.90). There shall be no more than:

59.60	Teachers
11.00	Teacher Assistants
4.20	Clerks
1.00	Principal
2.00	Assistant Principals
1.00	Human Relations Specialists
<b>1.00</b>	<b>Parent Coordinator</b>
0.10	Physical Therapist

SECTION 57. The number of employees in Nathan Bishop Middle School shall not exceed seventy five and one tenth (75.10). There shall be no more than:

52.40	Teachers
15.00	Teacher Assistants
3.20	Clerks
1.00	Principal
2.00	Assistant Principals
1.00	Human Relations Specialist
0.10	Physical Therapist
0.40	Occupational Therapist

SECTION 58. The number of employees in Samuel W. Bridgham Middle School shall not exceed seventy two and one tenth (72.10). There shall be no more than:

49.80	Teachers
13.00	Teacher Assistants
3.20	Clerks
1.00	Principal
1.00	Assistant Principal
0.30	Physical Therapist
1.00	Human Relations Specialist
2.00	Child Care Worker
0.80	Certified Occupational Therapist Assistant

SECTION 59. The number of employees in Esek Hopkins Middle School shall not exceed sixty four and four tenths (64.40). There shall be no more than:

46.20	Teachers
11.00	Teacher Assistants
3.20	Clerks
1.00	Principal
1.00	Assistant Principal
1.00	Human Relations Specialist
1.00	Computer Service Specialist

SECTION 60. The number of employees in Oliver Hazard Perry Middle School shall not exceed seventy nine and seven tenths (79.70). There shall be no more than:

60.50	Teachers
10.00	Teacher Assistants
4.20	Clerks
1.00	Corrective Action Plan Administrator
1.00	Dean of Discipline
1.00	Operations Manager
1.00	Human Relations Specialist
1.00	Child Care Worker

SECTION 61. The number of employees in George J. West Elementary School shall not exceed eighty one and six tenths (81.60). There shall be no more than:

49.00	Teachers
28.00	Teacher Assistants
2.20	Clerks
1.00	Principal
1.00	Assistant Principal
0.40	Occupational Therapist

SECTION 62. The number of employees in Springfield Middle School shall not exceed forty one and eight tenths (41.80). There shall be no more than:

29.50	Teachers
7.00	Teacher Assistants
3.20	Clerks
1.00	Principal
1.00	Director- 10 month
0.10	Occupational Therapist

SECTION 63. The number of employees in Times<sup>2</sup> Academy shall not exceed forty two and three tenths (42.30). There shall be no more than:

40.20	Teachers
2.00	Clerk
0.10	Certified Occupational Therapist Assistant

SECTION 64. The number of employees in Christopher and Lola Delsesto School shall not exceed fifty two and one tenth (52.10). There shall be no more than:

28.80	Teachers
19.00	Teacher Assistants
1.20	Clerks
1.00	Director-10 month
0.10	Occupational Therapist
2.00	Child Care Worker

SECTION 65. The number of employees in Central High School shall not exceed one hundred seventy three and one tenth (173.10). There shall be no more than:

126.50	Teachers
24.00	Teacher Assistants
9.50	Clerks
4.00	Directors
1.00	Principal
1.00	Dean of Teaching and Learning
3.00	Assistant Principals
1.00	Human Relations Specialists
1.00	ROTC Officer
0.10	Physical Therapist
2.00	Computer Service Specialist

SECTION 66. The number of employees in Classical High School shall not exceed eighty five and two tenths (85.20). There shall be no more than:

73.20	Teachers
1.00	Teacher Assistant
8.00	Clerks
1.00	Principal
2.00	Assistant Principals

SECTION 67. The number of employees in Hope High School shall not exceed seven and six tenths (7.60). There shall be no more than:

3.50	Clerks
0.10	Physical Therapist
2.00	Human Relations Specialists
1.00	Computer Management Specialist
1.00	ROTC Officer

SECTION 68. The number of employees in Hope Arts High School shall not exceed thirty nine and nine tenths (39.90). There shall be no more than:

27.70	Teachers
7.00	Teacher Assistants
2.00	Clerks
1.00	Principal
1.00	Assistant Principal
1.00	Child Care Worker
0.20	Certified Occupational Therapist Assistant

SECTION 69. The number of employees in Hope Academy of International Technology High School shall not exceed forty six and nine tenths (46.90). There shall be no more than:

35.90	Teachers
7.00	Teacher Assistants
2.00	Clerks
1.00	Principal
1.00	Assistant Principal

SECTION 70. The number of employees in Hope Leadership High School shall not exceed forty two and four tenths (42.40). There shall be no more than:

32.40	Teachers
6.00	Teacher Assistants
2.00	Clerks
1.00	Principal
1.00	Assistant Principal

SECTION 71. The number of employees in Mount Pleasant High School shall not exceed one hundred forty three and six tenths (143.60). There shall be no more than:

108.10	Teachers
17.00	Teacher Assistants
10.00	Clerks
1.00	Principal
4.00	Assistant Principals
2.00	Human Relations Specialists
0.10	Physical Therapist
0.40	Occupational Therapist
1.00	Child Care Workers

SECTION 72. The number of employees in Feinstein High School shall not exceed forty (40). There shall be no more than:

29.30	Teachers
5.00	Teacher Assistants
2.70	Clerks
1.00	Principal
1.00	Dean of Teaching and Learning
1.00	Computer Management Specialist

SECTION 73. The number of employees in Textron Chamber Academy shall not exceed twenty one and eight tenths (21.80). There shall be no more than:

18.80	Teachers
1.00	Teacher Assistant
1.00	Clerk
1.00	Director

SECTION 74. The number of employees in the Providence Academy of International Studies shall not exceed thirty six and five tenths (36.50). There shall be no more than:

1.00	Director
30.10	Teachers
1.00	Assistant Principal
2.40	Clerks
2.00	Teacher Assistant

SECTION 75. The number of employees in the Alternate Learning Project shall not exceed sixteen and two tenths (16.20). There shall be no more than:

13.70	Teachers
1.50	Clerks
1.00	Director

SECTION 76. The number of employees in the Health Science & Technology Academy shall not exceed thirty five and seven tenths (35.70). There shall be no more than:

1.00	Director
1.00	Assistant Principal
29.30	Teachers
2.40	Clerks
2.00	Teacher Assistant

- SECTION 77. The number of employees in the New High School shall not exceed thirty and fifty five hundredths (30.55). There shall be no more than:
- |       |                     |
|-------|---------------------|
| 1.00  | Director            |
| 1.00  | Assistant Principal |
| 26.35 | Teachers            |
| 2.20  | Clerks              |
- SECTION 78. The number of employees in the Office of Curriculum, Instruction and Professional Development shall not exceed four (4). There shall be no more than:
- |      |  |
|------|--|
| 1.00 | Assistant Superintendent of Curriculum, Instruction and Professional Development |
| 1.00 | Assistant Superintendent of Staff Development & Community Engagement             |
| 1.00 | Clerk  |
| 1.00 | <b>Executive Assistant for My Learning Plan</b>                                  |
- SECTION 79. The number of employees in the Social Studies Department shall not exceed five tenths (0.50). There shall be no more than:
- |      |         |
|------|---------|
| 0.50 | Teacher |
|------|---------|
- SECTION 80. The number of employees in the Mathematics Department shall not exceed four (4). There shall be no more than:
- |      |             |
|------|-------------|
| 2.00 | Teachers    |
| 1.00 | Facilitator |
| 1.00 | Clerk       |
- SECTION 81. The number of employees in the Science Department shall not exceed one and five tenths (1.50). There shall be no more than:
- |      |   |
|------|---|
| 1.00 | <b>Supervisor of Math &amp; Science Initiatives</b> |
| 0.50 | Teacher   |
- SECTION 82. The number of employees in the Office of Research and Assessment shall not exceed six (6). There shall be no more than:
- |      |  |
|------|--|
| 1.00 | <b>Facilitator of Accountability</b>                       |
| 1.00 | <b>Supervisor of Research, Assessment &amp; Evaluation</b> |
| 1.00 | <b>Assessment Specialist for Adequate Yearly Progress</b>  |
| 1.00 | <b>Data Media Specialist</b>                               |
| 1.00 | <b>Clerk</b>   |
| 1.00 | <b>No Child Left Behind Compliance Officer</b>             |
- SECTION 83. The number of employees in the Office of Dropout Prevention shall not exceed two (2). There shall be no more than:
- |      |          |
|------|----------|
| 1.00 | Director |
| 1.00 | Clerk    |
- SECTION 84. The number of employees in the Office of Fine Arts shall not exceed five tenths (0.50). There shall be no more than:
- |      |         |
|------|---------|
| 0.50 | Teacher |
|------|---------|
- SECTION 85. The number of employees in the Office of Health/Physical Education shall not exceed two (2). There shall be no more than:
- |      |          |
|------|----------|
| 2.00 | Teachers |
|------|----------|
- SECTION 86. The number of employees in the Office of Guidance and Social Services shall not exceed two (2). There shall be no more than:
- |      |          |
|------|----------|
| 1.00 | Director |
| 1.00 | Clerk    |

SECTION 87. The number of employees in the Office of Information Services shall not exceed twelve (12) there shall be no more than:

1.00	Director
1.00	Clerk
3.00	Computer Management Specialists
1.00	Technology Expediter
1.00	E-Mail Administrator
1.00	Network Administrator
<b>2.00</b>	<b>Plato Support Technicians</b>
2.00	Help Desk Analysts

SECTION 88. The number of employees in E-Cubed Academy shall not exceed twenty four (24). There shall be no more than:

18.00	Teachers
1.00	Director
0.50	Assistant Principal
2.50	Clerks
2.00	Teacher Assistants

SECTION 89. The number of employees in the Office of Gifted and Talented Programs shall not exceed five tenths (.50). There shall be no more than:

0.50	Teacher
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SECTION 90. The number of employees in the Office of Literacy shall not exceed seven (7). There shall be no more than:

<b>1.00</b>	<b>Supervisor of Literacy &amp; The Humanities Initiatives</b>
<b>3.00</b>	<b>Teachers</b>
<b>1.00</b>	<b>Teacher Assistant</b>
<b>2.00</b>	<b>Clerks</b>

SECTION 91. The number of employees in the Office of Middle Level Education shall not exceed two (2). There shall be no more than:

<b>1.00</b>	<b>Executive Director of Middle School Initiatives</b>
<b>1.00</b>	<b>Clerk</b>

SECTION 92. The number of employees in the Office of Public Engagement shall not exceed eight (8). There shall be no more than:

<b>1.00</b>	<b>Director of Public Engagement</b>
<b>1.00</b>	<b>Clerk</b>
<b>1.00</b>	<b>Facilitator of Parent Involvement</b>
<b>4.00</b>	<b>Parent &amp; Public Engagement Specialists</b>
<b>1.00</b>	<b>Facilitator of Family &amp; Community Partnership</b>

SECTION 93. The number of employees in the Office of High School Initiatives shall not exceed five (5). There shall be no more than:

<b>1.00</b>	<b>Executive Director of High School Initiatives</b>
<b>1.00</b>	<b>High School Supervisor</b>
<b>1.00</b>	<b>Theme Based Curriculum Supervisor</b>
<b>1.00</b>	<b>Facilitator of Youth Development</b>
<b>1.00</b>	<b>Clerk</b>

SECTION 94. The number of employees in the Office of Elementary Education shall not exceed eight (8). There shall be no more than:

<b>1.00</b>	<b>Executive Director of Elementary School Initiatives</b>
<b>1.00</b>	<b>Supervisor of Elementary Initiatives</b>
<b>1.00</b>	<b>Early Childhood Coordinator</b>
<b>4.00</b>	<b>Teachers</b>
<b>1.00</b>	<b>Clerk</b>

SECTION 95. The number of employees in the Office of Food Service shall not exceed two (2). There shall be no more than:

1.00	<b>Supervisor of Student Services</b>
1.00	<b>Clerk</b>

SECTION 96. The number of employees in the Office of School Operations and Student Support shall not exceed two (2). There shall be no more than:

1.00	Director
1.00	Clerk

SECTION 97. The number of employees in the Office of the Deputy Superintendent shall not exceed three (3). There shall be no more than:

1.00	Deputy Superintendent
1.00	<b>Facilitator of Planning &amp; Professional Development</b>
1.00	Clerk

**IN CITY COUNCIL**

NOV 3 2005  
FIRST READING  
READ AND PASSED

*Claire E. Butcher* CLERK  
*Justus*

**IN CITY COUNCIL**

NOV 17 2005  
FINAL READING  
READ AND PASSED

*[Signature]*  
PRESIDENT  
*Claire E. Butcher* CLERK  
*Justus*

**APPROVED**

*[Signature]* 11/22/05

**MAYOR**



## ***Providence School Department Priorities***

The most important business in Providence is the education of its youth. The future of our nation, our state, as well as our community is dependent on how well we perform this important function.

In 2003-2004, the Providence School Department implemented a Performance Management Plan for all senior staff. In the revised plan of 2004-2005, the following three major goals were established:

- Increasing student achievement
- Building capacity through an infrastructure of support
- Strengthening parent and community engagement.

To meet these goals, the following priorities will guide our work.

1. **Effective Academic Programs:** Teaching and Learning programs are research-based and outcomes driven.
  - a. Highly Qualified teachers in each classroom
  - b. Extended Learning Opportunities for all students
  - c. Whole School Effectiveness
  - d. National Board Certified Teachers
  - e. Reduced incidence of special education and increased incidence in Advanced Placement and Honors
2. **Cost Effectiveness:** Responsible stewardship of the public trust and maximizing utilization of each dollar:
  - a. Third party funding
  - b. Continue best financial practices
  - c. Curriculum audits (program expenditures vs. student outcomes)
  - d. State funding model
3. **Safe, Caring & Orderly Schools:** Safe, caring and orderly schools where all teachers can teach and all students can learn.
  - a. District-wide Code of Conduct that is clear of ambiguity and consistently applied
  - b. Comprehensive Emergency Management Planning
  - c. Safety analysis of each physical plant
4. **Public Confidence in the School Department:**
  - a. Leadership Team development
  - b. Partnerships with community agencies, organizations and parents
  - c. Public service orientation/in-service
  - d. Marketing

DAVID N. CICILLINE  
Mayor

DONNIE W. EVANS, ED.D.  
Superintendent

# Providence Schools

OUR SCHOOLS. OUR FUTURE.

OFFICE OF THE SUPERINTENDENT

## MEMO

**To:** Mary McClure, Providence School Board President  
Mayor David Cicilline

**From:** Dr. Donnie Evans, Superintendent

**CC:** Providence School Board, Mayor's Cabinet, PSD Central Office Administration

**Date:** October 27, 2005

**Re:** PSD Central Office Realignment

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### Background

As a result of the leadership of the past two Superintendents, the Providence School Department has realized significant gains in student achievement while building an infrastructure to support continued improvement and maintaining an efficient system while experiencing annual budget reductions. Superintendent Diana Lam first described her vision of reform for Providence Schools through *Rekindling the Dream* by defining the three goals: Increase Student Achievement, Build Capacity, and Engage Communities and Families. Superintendent Melody Johnson deepened the realization of that vision by transforming it into a strategic plan with specific data-driven actions steps.

As the District's current Superintendent, I will continue to build on the progress of past leadership in the spirit of continuous improvement to strive toward the realization of the goals set in motion by the former Superintendents. I have set 4 priorities to meet these goals.

### Superintendent's Priorities for the Providence School Department

- Create and maintain **Effective Academic Programs** which are research-based and outcomes driven.
- Maintain and ensure **Cost Effectiveness** and maximize utilization of each dollar.
- Maintain and establish **Safe, Caring and Orderly Schools** in which all teachers can teach and all students can learn.
- **Increase Public Confidence** so that Providence Schools become the school system of choice for all Providence families.

### Realignment Rationale

In order to accomplish the realization of the goals and priorities of the Providence School Department, realignment of Central Office staff is necessary. The intended outcomes of the realignment are the following:

**1. Establish clear lines of accountability and praise.**

It is important that Principals know who to go to at the Central Office for support and assistance. Reciprocally, it is important that the Superintendent know who to hold accountable, and similarly, who to praise when appropriate for specific functions and tasks.

**2. Provide direct support to schools.**

The number one factor in student achievement is the teacher. The number two factor is the principal. It is imperative that the appropriate support be delivered to each school to maximize a principal's instructional leadership and a teacher's positive impact on student learning.

**3. Increase political presence and impact.**

It is essential to the continuous improvement of the Providence School Department that we establish clear presence on all education agendas at the City, State, and National levels to ensure partnerships, policies and funding that will further support the Department's mission, goals, and priorities.

**4. Create and maintain an efficient system.**

It is necessary to align staff in a way to get the maximum use of our time and money as we proceed in our work to provide support to schools and influence policy. The scope of each staff member's responsibilities will be focused to enhance specialization and expertise.

**List of Changes to Central Office Organization**

1. Add Deputy Superintendent to support district operations.
2. Expand role of Legislative Liaison from part time to full time.
3. Create Director of District Reform position to support continuous improvement.
4. Create Special Assistant to the Superintendent position for additional support to the Superintendent.
5. Align curriculum, instruction, support services, special education, English language supports, family and community engagement, and staff and leadership development together in the Academic Division. ELL services will be integrated into curriculum and instruction at all levels.
6. Redefine district administration of Special Education services into 3 major functions: Special Education, Related Services and Student Services. Student Services will include learning supports available to all students.
7. Change role of Assistant Superintendent of Curriculum, Instruction & Professional Development to Assistant Superintendent of Staff Development and Public Engagement.
8. Align Professional Development, Leadership Development and Public Engagement in the spirit of Effective Schools.
9. Change the role of the Facilitator of Planning, Improvement & Accountability to Facilitator of Planning and Professional Development.
10. Expand role of Assessment to include Evaluation and align with Information Technology.
11. Hire a Grant Writer.

This realignment will help us realize our vision of all schools becoming active, vibrant communities that foster a love for learning and prepare all children to become responsible, productive members of society, contributing citizens, and care-takers of our world.

**Attachments:** Providence School Department Priorities  
New Position Descriptions

**PROVIDENCE SCHOOL DEPARTMENT  
 COST ANALYSIS OF SUPERINTENDENT'S PROPOSED REORGANIZATION  
 re: @10/26/05**

	Cost/Savings		
	Local	Federal	Grants *
NEW POSITIONS	\$ 235,108	\$ 108,848	\$ 369,488
POSITIONS REDUCED	\$ (221,211)	\$ (64,740)	\$ (64,740)
<b>TOTAL COST</b>	<b>\$ 13,897</b>	<b>\$ 44,108</b>	<b>\$ 304,748</b>

\* Positions proposed with grant funds are through Brown University and Carnegie, if funds are not available positions will not be filled during the 2005-06 school year.

**Listing of new positions**

	<u>Funding</u>
Legislative Liaison	Local
District University Liaison	Brown Grant
Facilitator of District reform	Carnegie
Deputy Superintendent	Local
Executive Director of Middle School	Title I
High School Supervisor	Carnegie
Theme based curriculum supervisor	Carnegie
Facilitator for Planning and Professional Development	Federal

**Positions Eliminated**

	<u>Funding</u>
Chief of School Administration	Local
Director of Language and Culture	Local
Youth Development Facilitator	Carnegie
Facility of Planning and Accountability	Title I

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT
<b>Textbooks</b>		
Alfred Lima		4,000
Alfred Lima Annex		2,416
Alternate Learning Project		6,750
Central		25,000
Charles Fortes		12,146
Charles Fortes Annex		1,990
Charlotte Woods		7,500
Christopher & Lola DelSesto		80,000
Classical		65,077
E-Cubed		33,026
Enrollment Shifts		70,000
Esek Hopkins		18,347
Feinstein High School		5,000
Gilbert Stuart		47,527
Harry Kizirian		4,600
Health Science and Technology		15,300
Hope Arts		19,854
Hope Information Tech		24,173
Hope Leadership		26,668
Laurel Hill		6,784
Mount Pleasant		44,354
Nathanael Greene		6,200
New High School		37,130
Non Public Textbooks		140,000
Oliver Hazard Perry		16,593
Providence Academy of International Studies		28,318
Reservoir Avenue		3,600
Samuel W. Bridgham		5,490
Sgt. Cornel Young Jr.		5,000
Special Education		20,000
Springfield Middle		5,840
Veazie Street		5,420
Webster Avenue		6,500
		<hr/>
Subtotal Textbooks		800,603

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT
<b>Library Books</b>		
Alan Shawn Feinstein at Broad Street		2,000
Alfred Lima		3,200
Alternate Learning Project		1,000
Anthony Carnevale		5,000
Asa Messer		1,500
Asa Messer Annex		1,500
Carl G. Lauro		5,500
Central		15,000
Charles Fortes		4,500
Charles Fortes Annex		200
Classical		8,350
E.W. Flynn		4,000
Educational Technology		1,000
Esek Hopkins		6,000
Feinstein High School		4,500
George J. West		5,936
Harry Kizirian		2,900
Health Science and Technology		6,998
Hope		7,000
Laurel Hill		2,000
Laurel Hill Annex		2,000
Lillian Feinstein at Sackett Street		3,000
Martin Luther King		3,000
Mary Fogarty		3,200
Mount Pleasant		16,900
Nathan Bishop		5,483
Nathanael Greene		10,000
New High School		936
Oliver Hazard Perry		4,776
Pleasant View		4,200
Providence Academy of International Studies		6,000
Robert Bailey		5,000
Robert F. Kennedy		3,800
Roger Williams		3,000
Samuel W. Bridgham		6,000
Springfield Middle		3,500
Vartan Gregorian at Fox Point		1,500
West Broadway		3,000
William D'abate		900
Windmill Street		3,000
		<hr/>
Subtotal Library Books		<b>177,279</b>
<b>Personal Computers</b>		
Central	71	71,000
Charlotte Woods	5	5,000

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT	
Curriculum, Instr & PD	2	2,000	
Data Processing	8	8,000	
Dropout Prevention	1	1,000	
Esek Hopkins	1	1,000	
Feinstein High School	8	8,000	
Hope Information Tech	3	3,000	
Hope Leadership	2	2,000	
Information Services	10	10,000	
Math	4	4,000	
Mary Fogarty	2	2,000	
Martin Luther King	5	5,000	
Nathanael Greene	1	1,000	
New High School	1	1,000	
Operations	1	1,000	
Reservoir Ave.	6	6,000	
Robert Bailey	6	6,000	
Student Registration	11	11,000	
Veazie	3	3,000	
William D'Abate	8	8,000	
Subtotal Personal Computers	159		<b>159,000</b>
 <b>Computer Software</b>			
Data Processing		2,500	
Gilbert Stuart		4,297	
Human Resources		10,000	
Information Services		10,000	
Math		1,050	
Oliver Hazard Perry		699	
Veazie		840	
Subtotal Computer Software			<b>29,386</b>
 <b>Printers</b>			
Alternate Learning Project	3	400	
Lillian Feinstein @ Sackett	1	250	
Mount Pleasant	10	3,000	
Nathanel Greene	1	500	
New High School	1	484	
Robert Kennedy	7	1,500	
William D'Abate	8	1,081	
Subtotal Printers	31		<b>7,215</b>

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT
<b>Student Chairs</b>		
Alfred Lima	31	3,100
Alfred Lima Annex	13	1,300
Alternate Learning Project	13	1,300
Anthony Carnevale	10	1,000
Asa Messer	15	1,500
Central	50	5,000
Classical	30	3,000
E.W. Flynn	25	2,500
Enrollment Shifts	300	30,000
Esek Hopkins	10	1,000
Feinstein HS	10	1,000
Gilbert Stuart	30	3,000
Hope	7	700
Lillian Feinstein @ Sackett	15	1,500
Mary Fogarty	25	2,500
Mount Pleasant	50	5,000
Nathan Bishop	70	7,000
Nathanael Greene	75	7,500
Robert Bailey	11	1,100
Samuel Bridgham	50	5,000
West Broadway	10	1,000
	<hr/>	
Subtotal Student Chairs	850	<b>85,000</b>
<b>Student Desks</b>		
Alfred Lima	31	3,100
Alfred Lima Annex	13	1,300
Alternate Learning Project	13	1,300
Anthony Carnevale	10	1,000
ASA Messer	15	1,500
Central	50	5,000
Classical	30	3,000
E.W. Flynn	25	2,500
Enrollment Shifts	300	30,000
Esek Hopkins	10	1,000
Feinstein HS	10	1,000
Gilbert Stuart	30	3,000
Hope	8	800
Lillian Feinstein @ Sackett Street	15	1,500
Mary Fogarty	25	2,500
Mount Pleasant	50	5,000
Nathan Bishop	70	7,000
Nathanael Greene	75	7,500
Robert Bailey	12	1,200
Samuel Bridgham	50	5,000
West Broadway	10	1,000
	<hr/>	

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT
Subtotal Student Desks	852	85,200
<b>File Cabinets</b>		
E.W. Flynn	6	2,000
Esek Hopkins	6	2,000
Feinstein High	12	4,000
Health & Science	3	1,000
Hope	2	600
Hope Arts	8	2,723
Nathanael Greene	4	1,500
Sgt. Cornel Young	1	300
Vartan Gregorian	6	2,000
Veazie	2	700
West Broadway	1	300
Subtotal File Cabinets	51	17,123
<b>Office Desks</b>		
Alternate Learning Project	1	1,000
E. W. Flynn	2	2,000
Mount Pleasant	2	2,000
Vartan Gregorian	2	2,000
Subtotal Office Desks	7	7,000
<b>Tables</b>		
Central	20	10,000
Classical	2	1,000
PAIS	4	1,000
Vartan Gregorian	2	1,500
Subtotal Tables	28	13,500

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT	
<b>Bookcases</b>			
Gilbert Stuart	2	2,000	
West Broadway	2	700	
Vartan Gregorian	2	2,000	
Subtotal Bookcases	6		<b>4,700</b>
<b>Televisions</b>			
Alfred Lima	3	1,000	
Alternate Learning Project	4	1,000	
ASA Messer	4	1,410	
Central	10	5,000	
Classical	2	1,000	
Educational Technology	2	1,500	
Esek Hopkins	5	3,500	
Feinstein High School	2	1,200	
Hope Arts	3	1,000	
Mary Fogarty	1	500	
Mount Pleasant	8	4,000	
Nathan Bishop	1	696	
Subtotal Televisions	45		<b>21,806</b>
<b>VCR's/DVD's</b>			
Alternate Learning Project	4	1,000	
Carl Lauro	2	500	
Central	14	3,910	
Classical	3	901	
Educational Technology	2	500	
Esek Hopkins	9	2,700	
Feinstein High School	3	800	
Mount Pleasant	10	3,000	
Nathan Bishop	1	403	
Subtotal VCR's/DVD's	48		<b>13,714</b>
<b>Other</b>			
504 Compliance (Educational Equipment)		1,000	
Alan Shawn Feinstein @ Broad (5 Overhead Projectors)		1,000	
Alfred Lima (Special Education Devices)		600	
Alternate Learning Project (5 Overhead Projectors)		1,000	
Central (Audio Visual Equipment)		7,500	
Central Supply (Pallet Truck & Hand Trucks)		1,240	
E.W.Flynn (Overhead projectors and Screens)		3,000	
E-Cubed (Audio Visual Equipment & OH Projectors)		10,000	
Gilbert Stuart (Exercise Bikes, CD Player)		2,500	

Providence School Department  
 Breakdown of Proposed Master Lease Purchases  
 October 27, 2005

DEPARTMENT	#	AMOUNT
Health Science & Technology (Laboratory Equipment)	1,500	
Health Science & Technology (OH Projectors & Screens)	2,500	
Hope Information Tech (Science Lab Equipment)	1,600	
Hope Leadership (OH Projectors, Screens & AV Equip)	10,198	
Mount Pleasant (Security Cameras)	18,000	
Nathanael Greene (Overhead projectors and White Boards)	1,000	
Oliver Hazard Perry (Overhead projector and Camcorders)	5,602	
PAIS ( Dry Erase Easels)	2,600	
Robert Kennedy (Computer Carts & Shelving)	5,000	
Roger Williams (Misc. Audio Visual Equipment)	4,000	
Special Education (Special Ed Equipment and Devices)	65,000	
Veazie (Overhead projectors and Screens)	1,400	
William D'Abate (Fax Machine & Listening Stations)	<u>5,234</u>	
 Subtotal Other		 151,474
	 <b>GRAND TOTAL</b>	 <b><u><u>\$1,573,000</u></u></b>

Providence School Department  
Proposed Master Lease Purchases by Department

ITEM	Textbooks	Library Books	Computers	Software	Printers	Student Chairs	Student Desks	File Cabinets	Office Desks	Tables	Bookcases	Televisions	VCR's / DVD's	Other Items	TOTAL
Administration	160,000	1,000	37,000	23,550								1,500	500	67,240	290,790
Alan Shawn Feinstein at Broad St		2,000												1,000	3,000
Alfred Lima	4,000	3,200				3,100	3,100					1,000		600	15,000
Alfred Lima Annex	2,416					1,300	1,300								5,016
Alternate Learning Project	6,750	1,000			400	1,300	1,300		1,000			1,000	1,000	1,000	14,750
Anthony Carnevale		5,000				1,000	1,000								7,000
Asa Messer		1,500				1,500	1,500					1,410			5,910
Asa Messer Annex		1,500													1,500
Carl Lauro		5,500											500		6,000
Central	25,000	15,000	71,000			5,000	5,000			10,000		5,000	3,910	7,500	147,410
Charles Fortes	12,146	4,500													16,646
Charles Fortes Annex	1,990	200													2,190
Charlotte Woods	7,500		5,000												12,500
Christopher & Lola DelSesto.	80,000														80,000
Classical	65,077	8,350				3,000	3,000			1,000		1,000	901		82,328
E.W. Flynn		4,000				2,500	2,500	2,000	2,000					3,000	16,000
E-Cubed	33,026													10,000	43,026
Enrollment Shifts	70,000					30,000	30,000								130,000
Esek Hopkins	18,347	6,000	1,000			1,000	1,000	2,000				3,500	2,700		35,547
Feinstein High	5,000	4,500	8,000			1,000	1,000	4,000				1,200	800		25,500
George J. West		5,936													5,936
Gilbert Stuart	47,527			4,297		3,000	3,000				2,000			2,500	62,324
Harry Kizirian	4,600	2,900													7,500
Health Science & Technology Academy	15,300	6,998						1,000						4,000	27,298

Providence School Department  
Proposed Master Lease Purchases by Department

ITEM	Textbooks	Library Books	Computers	Software	Printers	Student Chairs	Student Desks	File Cabinets	Office Desks	Tables	Bookcases	Televisions	VCR's / DVD's	Other Items	TOTAL
Hope		7,000				700	800	600							9,100
Hope Arts	19,854							2,723				1,000			23,577
Hope Information Tech	24,173		3,000											1,600	28,773
Hope Leadership	26,668		2,000											10,198	38,866
Laurel Hill	6,784	2,000													8,784
Laurel Hill Annex		2,000													2,000
Lillian Feinstein at Sackett		3,000			250	1,500	1,500								6,250
Martin Luther King		3,000	5,000												8,000
Mary Fogarty		3,200	2,000			2,500	2,500					500			10,700
Mount Pleasant	44,354	16,900			3,000	5,000	5,000		2,000			4,000	3,000	18,000	101,254
Nathan Bishop		5,483				7,000	7,000					696	403		20,582
Nathanael Greene	6,200	10,000	1,000		500	7,500	7,500	1,500						1,000	35,200
New High School	37,130	936	1,000		484										39,550
Oliver Hazard Perry	16,593	4,776		699										5,602	27,670
Pleasant View		4,200													4,200
Providence Academy for International Studies	28,318	6,000								1,000				2,600	37,918
Reservoir Avenue	3,600		6,000												9,600
Robert Bailey, IV		5,000	6,000			1,100	1,200								13,300
Robert F. Kennedy		3,800			1,500									5,000	10,300
Roger Williams		3,000												4,000	7,000
Samuel W. Bridgham	5,490	6,000				5,000	5,000								21,490
Sgt. Cornell Young Jr. at B. Jae Clanton	5,000							300							5,300
Springfield Middle	5,840	3,500													9,340
Vartan Gregorian at Fox Point		1,500						2,000	2,000	1,500	2,000				9,000

Providence School Department  
Proposed Master Lease Purchases by Department

ITEM	Textbooks	Library Books	Computers	Software	Printers	Student Chairs	Student Desks	File Cabinets	Office Desks	Tables	Bookcases	Televisions	VCR's / DVD's	Other Items	TOTAL
Veazie Street	5,420		3,000	840				700						1,400	11,360
Webster Avenue	6,500														6,500
West Broadway		3,000				1,000	1,000	300			700				6,000
William D'Abate		900	8,000		1,081									5,234	15,215
Windmill		3,000													3,000
<b>TOTAL</b>	<b>800,603</b>	<b>177,279</b>	<b>159,000</b>	<b>29,386</b>	<b>7,215</b>	<b>85,000</b>	<b>85,200</b>	<b>17,123</b>	<b>7,000</b>	<b>13,500</b>	<b>4,700</b>	<b>21,806</b>	<b>13,714</b>	<b>151,474</b>	<b>1,573,000</b>