

RESOLUTION OF THE CITY COUNCIL

No. 219

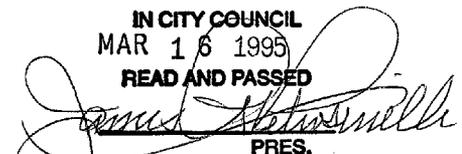
Approved March 21, 1995

WHEREAS, Orange County, California has declared bankruptcy due to investments in derivatives, and

WHEREAS, Other governmental and corporate entities have suffered severe financial losses due to investments in derivatives, and

WHEREAS, No City Official has stated that the City or its pension fund have not invested in derivatives,

NOW, THEREFORE, BE IT RESOLVED, That the Chairman of the Retirement Board and the City Treasurer report to the City Council by April 3, 1995 as to whether the Pension Fund or any other City Funds have been invested in derivatives or funds that have derivatives as an investment.

IN CITY COUNCIL
MAR 16 1995
READ AND PASSED

PRES.

CLERK



Councilman *Stavri* & Councilman *Figueri*

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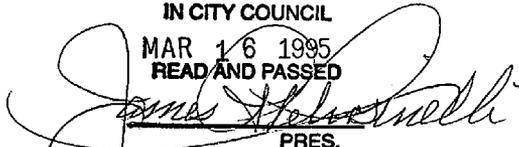
WHEREAS, The implementation of the Probe Report recommends changes in the Teacher's Union Contract which favor hiring based on merit/performance and,

WHEREAS, Professional Development is necessary for the growth and development of teachers and,

WHEREAS, The stronger relationships between students and teachers is above all else the more effective teaching and learning can be and,

WHEREAS, The teachers deserve guidance and recognition, and students deserve the best trained teachers and school must report how well they do their job.

NOW, THEREFORE, BE IT RESOLVED, That the Providence City School does hereby endorse the Providence Reform Coalition "A Contract for the Kids."

IN CITY COUNCIL
MAR 16 1995
READ AND PASSED

PRES.

CLERK

APPROVED
MAR 21 1995

MAYOR

Cancellarius Stillman, Nelson & Fernald

3. MORE TIME FOR TEACHING AND LEARNING

Providence's teachers and students must have more time for teaching and learning. Therefore, the contract must

- * Permit flexible working schedules so that teachers can work different shifts and thereby lengthen the student school day (but not increase the hours teachers work.)
- * Lengthen the school year to 185 work days-- 180 full days of classes and 5 days devoted entirely to professional development of teachers.

4. SITE-BASED MANAGEMENT

Each school must meet the particular needs of its students, parents and teachers. To provide for this responsiveness, the contract must permit site management with:

- * Equal number of teachers and of parents and community members on a site management committee
- * Clearly defined and broad authority concerning a school's goals
budget and facilities
hiring of teachers, administrators, and staff
curriculum.
- * Authority that insures that decisions of a site management committee, once approved by teachers, parents, and the principal, are binding and do not need the approval of the entire body of parents, the city's teachers or the Providence School Board. The Board, however, maintains its established legal responsibility for each school.

5. HIRING

Each site managed school must be able to hire teachers best suited to that school. The district needs to insure that there is a dramatic increase in the number of minority teachers in all academic areas. Therefore, the new contract must

- * Establish a goal of doubling the number of minority teachers working in Providence by 1997-98
- * Give site managed schools the authority to
develop a job description for any opening and advertise
this opening inside and outside the system
authorize a team of teachers and parents to review
resumes, select and interview finalists, and choose,
according to their own best judgement and not seniority
or substitute list, the teacher best suited for the
position.

A Contract for the Kids

The renewal of the contract between the Providence Teachers Union and the Providence School Board offers an extraordinary opportunity for our schools to make a huge leap forward. This contract must lay the foundations for more responsive schools, a greater degree of professionalism, stronger relationships between students and teachers, and, above all else, more effective teaching and learning. The contract must establish, at a minimum, the goals listed below:

1. PERFORMANCE APPRAISAL

Teachers deserve guidance and recognition, students deserve the best trained teachers, and schools must report how well they do their job. To insure this, the new contract must require that

- * All teachers will be evaluated regularly by peers and administrators trained in evaluation.
- * All teachers will be evaluated using the portfolio process already developed by the Providence School Board and the Providence Teachers Union.
- * All first year teachers and all tenured teachers who receive unsatisfactory evaluations will be appointed a mentor teacher trained by the Providence Teachers Union.
- * All teachers who, despite mentoring, continue to receive unsatisfactory evaluations may be terminated.
- * Each school will produce and distribute an annual report card that measures its performance.

2. PROFESSIONAL DEVELOPMENT AND SUPPORT

Because a new appraisal system for teachers must be closely connected to professional development opportunities and because teachers, administrators, and parents must have extensive opportunities to increase their knowledge and skills, the new contract must require that

- * At least \$250,000 of additional school department funds be devoted annually for activities and training that support the work of teachers, administrators and parents engaged in reform. The Union agrees to match this support with in-kind contributions. Activities will focus on teaching and learning, site based management, leadership skills, and parental involvement.