

RESOLUTION OF THE CITY COUNCIL

No. 652

Approved September 29, 2000

Resolution, Together with accompanying copy of Collective
Bargaining Agreement by and between the Providence School Board and the
Rhode Island Laborers' District Council on Behalf of Local Union 1033 (Teacher
Assistants).

IN CITY COUNCIL
SEP 21 2000
READ AND PASSED

[Signature]
PRES.

Michael R. Clement
CLERK

APPROVED

SEP 29 2000

Vincent A. Cianci
MAYOR

VINCENT A. CIANCI, JR.
Mayor

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

Gertrude F. Blakey
President

SCHOOL BOARD

Susan R. DeRita
Vice-President

Gene K. Burns
Secretary

Roosevelt Benton
Bienvenido Garcia
Juan Lopez, Jr.
Mary E. McClure
Olga Noguera
Samuel Zurier, Esq.

To: Michael Clement
City Clerk

From: Gertrude F. Blakey
School Board President

Date: June 29, 2000

Re: City Council Ratification of Memorandum of Agreement

Enclosed please find a copy of Resolution 6-47-00 approving a Memorandum of Agreement between the Providence School Board and the Rhode Island Laborers' District Council on behalf of Local Union 1033 (Teacher Assistants). This Resolution was adopted at the School Board meeting held on June 26, 2000.

This document is now ready for ratification by the Providence City Council.

cc
School Board
Superintendent

Enclosures:
Resolution 6-47-00
Memorandum of Agreement

797 Westminster Street • Providence • Rhode Island • 02903-4045 • (401) 453-8600 • Fax (401) 278-0526

The Providence School Department does not discriminate on the basis of age, sex, sexual orientation, religion, national origin, color or disability in accordance with applicable laws and regulations.

MISSION: Students of all ages in the diverse cultural mosaic of the Providence community will be enthusiastic, life-long learners, workers, and citizens, each with marketable skills achieved relative to his or her ability. These outcomes will manifest themselves in a nurturing environment driven by excellence in educational opportunity.

IN CITY COUNCIL
AUG 3 2000

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED, and Refer

Richard R. Clement CLERK

THE COMMITTEE ON

Finance - Public Hearing

Recommends

9/11/00

CLERK

THE COMMITTEE ON

Finance

Recommends

Passage

9-14-00

CLERK

THE COMMITTEE ON

Finance

Recommends

I - Be Continued

8-23-00

CLERK

City of Providence

School Board

No. 6-47-00

**RESOLUTION AND APPROVING MEMORANDUM OF AGREEMENT BETWEEN THE
PROVIDENCE SCHOOL BOARD AND THE RHODE ISLAND LABORERS' DISTRICT
COUNCIL ON BEHALF OF LOCAL UNION 1033 (TEACHER ASSISTANTS)**

PRESENTED By Superintendent Diana Lam

**WHEREAS, The Providence School Board and the Rhode Island Laborers' District Council,
Local 1033 (Teacher Assistants) have entered into a Memorandum of Agreement; and**

**WHEREAS, That Memorandum of Agreement delineates the assignments for teacher assistants
as well as a wage increase for substitute teacher assistants;**

**NOW, THEREFORE, BE IT RESOLVED, That the Providence School Board approves this
Memorandum of Agreement; and**

FURTHER, Forwards it to the Providence City Council for ratification.

June 26, 2000

MEMORANDUM of AGREEMENT

ENTERED into this 1st day of June, 2000, by and between the Providence School Board and the Rhode Island Laborers' District Council, on behalf of Local Union 1033;

WHEREAS, in the spirit of Labor/Management cooperation

THE PARTIES HEREBY AGREE

(A) SUBSTITUTE TEACHER ASSISTANTS

1. Effective with the commencement of the 2000-01 School Year, Substitute Teacher Assistants shall be evaluated every 20 school days worked.
2. Effective with the commencement of the 2000-01 School Year, the Providence School Department will adhere to the Local Union 1033 Teacher Assistant Collective Bargaining Agreement and shall not interrupt a Substitute Teacher Assistant assignment for the purpose of preventing a Substitute Teacher Assistant from achieving Long Term Substitute Teacher Assistant status or permanent employment.
3. Effective with the commencement of the 2000-01 School Year, Substitute Teacher Assistants who are assigned to a specific position and who work 60 consecutive school days in said position shall achieve Long Term Substitute Teacher Assistant status and shall be entitled to the wages and benefits associated therewith in accordance with the Local Union 1033 Teacher Assistant Collective Bargaining Agreement.
4. Effective with the commencement of the 2000-01 School Year, Long Term Substitute Teacher Assistants who remain in said position for 60 days following achieving Long Term Teacher Assistant status for an additional 60 calendar days shall be hired as Teacher Assistants effective at such date, providing the Long Term Teacher Assistant has achieved certification and has received satisfactory evaluations. The Providence School Department shall not circumvent such said entitlement by interrupting the assignment except for cause.
5. Effective with the commencement of the 2000-01 School Year, the Providence School Board shall compensate Substitute Teacher Assistants with a wage rate of not less than \$1.50 per hour over the minimum hourly wage.

(B) TEACHER ASSISTANT ASSIGNMENTS

The following provisions and procedures shall be applicable for the 2000-01 and 2001-02 School Years.


6. For the 2000-01 and 2001-02 School Years, the Providence School Department shall assign a permanent Teacher Assistant to all K, 1Gr, 2Gr, and Sp Ed classrooms, Voc Tech assignments and Liaison assignments as well as all existing building assignments and 31 1:1 and all required 504 positions. Any position not occupied by a permanent Teacher Assistant at the commencement of the School Year shall be filled, no later than October 15, 2000, by appointment of Substitute Teacher Assistant(s) who possesses certification and who has not received an unsatisfactory report during the prior school year. Said position shall subsequently be posted and filled by seniority with the potentially displaced Teacher Assistant thereafter being administratively assigned.
7. During the aforementioned School Years, the parties shall meet to discuss other assignments for Teacher Assistants. Furthermore, to the extent that the Providence School Department is desirous of converting/redeploying Teacher Assistant Gr2 positions into other instructional school building positions, such as, but not limited to, Librarian Assistant and Liaison Assistant positions, such right shall be at the sole discretion of the Providence School Department providing said positions, to a maximum of 25, are converted/redeployed at a minimum ratio of 2 positions for 1 converted position. It is recognized that this action may be required to assure that the Department is in compliance with Department of Education Title 1 Funding regulations and to the extent that additional conversion of Gr2 positions is required, the parties shall conduct negotiations on this subject during the period of October 1 to 31, 2000. Future conversion/redeployment is conditioned on the results of said negotiations.
8. No later than June 15, 2000 existing Gr3 Teacher Assistants shall be afforded, by overall seniority, the opportunity to bid on vacant positions within their currently assigned school building. Said assignments shall become effective with the commencement of the 2000-01 School Year. Thereafter, all vacancies arising after the start of the second semester shall be posted no later than June 15th with assignments resulting therefrom being effective at the commencement of the next school year. This provision is not applicable to summer time work opportunities.
9. No later than June 23, 2000, all Gr3 Teacher Assistants who do not have a new School Year 2000-01 assignment per Paragraph 3 above, shall participate in a "Vacancy Jamboree" which shall be conducted during working hours. At said jamboree, individuals shall bid on all desirous vacant positions, listing their priority choices; and said vacant positions shall be awarded on the basis of

overall seniority. Individuals who do not receive a bid for position shall be administratively assigned to a position.

10. No later than August 20, 2000, the Providence School Department shall mail to each Teacher Assistant a posting of all then existing vacant positions and Teacher Assistants shall thereafter have seven (7) calendar days to bid on said positions. These positions shall be awarded on the basis of overall seniority and be effective at the commencement of the 2000-01 School Year.
11. No later than December 10, 2000, the above process shall be repeated to be effective at the commencement of the Second Semester of the 2000-01 School Year.

PROVIDENCE SCHOOL BOARD

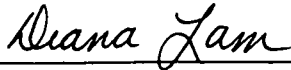
BY:


GERTRUDE F. BLAKEY
PRESIDENT

LOCAL UNION 1033

BY:


DONALD S. IANNAZZI
BUSINESS MANAGER



DIANA LAM
SUPERINTENDENT OF SCHOOLS

VICKI A. VIRGILIO
PRESIDENT

BETTY JACKSON
VICE PRESIDENT

WITNESS:

WITNESS:

overall seniority. Individuals who do not receive a bid for position shall be administratively assigned to a position.

10. No later than August 20, 2000, the Providence School Department shall mail to each Teacher Assistant a posting of all then existing vacant positions and Teacher Assistants shall thereafter have seven (7) calendar days to bid on said positions. These positions shall be awarded on the basis of overall seniority and be effective at the commencement of the 2000-01 School Year.
11. No later than December 10, 2000, the above process shall be repeated to be effective at the commencement of the Second Semester of the 2000-01 School Year.

PROVIDENCE SCHOOL BOARD
BY:

GERTRUDE F. BLAKEY
PRESIDENT

Diana Lam
DIANA LAM
SUPERINTENDENT OF SCHOOLS

WITNESS:

LOCAL UNION 1033
BY:

Donald S. Iannazzi
DONALD S. IANNAZZI
BUSINESS MANAGER

Vicki A. Virgilio
VICKI A. VIRGILIO
PRESIDENT

Betty Jackson
BETTY JACKSON
VICE PRESIDENT

WITNESS:

Providence School Board
797 Westminster Street
Providence, Rhode Island

MR. MICHAEL CLEMENT
CITY CLERK

PROVIDENCE CITY HALL

ALEXANDER PRIGNANO

Finance Director



VINCENT A. CIANCI, JR.

Mayor

Finance Department

"Building Pride In Providence"

September 18, 2000

The Honorable Kevin Jackson
Chairman, Finance Committee
Providence City Hall
25 Dorrance Street
Providence, Rhode Island 02903

Dear Councilman Jackson:

I have analyzed the financial impact of Resolution #6-47-00 with Local 1033 regarding the new salary requirements for substitute teacher assistants, and the result is as follows:

- **Salary Increase:** The above-mentioned Resolution calls for substitute teacher assistants to be paid \$1.50 above the minimum wage. Currently, substitute teacher assistants are paid at the minimum wage (\$5.65 per hour). The total annual cost for this pay increase is approximately \$175,000.

The School Department has assured me that the FY2001 budget includes the necessary funds to cover the above increase.

Sincerely,

A handwritten signature in black ink, appearing to read "Alex Prignano".

Alex Prignano
Finance Director

Cc:

Council Members
Artin Coloian, Mayor's Chief of Staff
Boyce Spinelli, Dir. of Administration
Jim Lombardi, Internal Auditor