



Committee on Finance
Regular Meeting

~ Agenda ~

Thursday, February 25, 2016

6:00 PM

Committee "B" (City Hall 3rd Floor)

1. An Ordinance Making an Appropriation of Three Hundred Fifty Million One Hundred One Thousand and Eight Hundred Sixty Eight Dollars (\$354,101,868), for the Support of the Providence School Department for the Fiscal Year Ending June 30, 2016, and Amending Ordinance Chapter 2015-52, No. 490, Approved October 5, 2015.
2. An Ordinance Amending a Compensation Plan for the Providence School Department and Amending Ordinance Chapter 2015-53, No. 491, Approved October 5, 2015.
3. An Ordinance Establishing the Classes of Positions, the Maximum Number of Employees and the Employees in certain Classes in the Providence School Department and Amending Ordinance Chapter 2015-54, No. 492, Approved October 5, 2015.
4. Discussion relative to the Five Year Budget Projections.

The following has been invited:

Lawrence J. Mancini, Director of Finance

5. Update on the Fiscal Year 15-16 Budget.

The following has been invited:

Lawrence J. Mancini, Director of Finance

6. Discussion relative to Human Resources Policies and Procedures for all Public Safety Departments.

The following have been invited:

Steven Pare, Commissioner, Department of Public Safety

George Farrell, Providence Fire Department

Major Francisco Colon, Providence Police Department

Sybil Bailey, Director, Department of Human Resources

7. Ongoing Discussions relative to the City's Finances and any other matters related to Finances.

PER ORDER THE COMMITTEE ON FINANCE
Councilman John J. Iglizzi, Chairman

The foregoing Committee may seek to enter into Executive Session.

Offices and City Council Chambers are accessible to individuals with disabilities. If you are in need of interpreter services for the hearing impaired, please contact the Office of Neighborhood Services at 421-7768 not less than 48 hours in advance of the hearing date.

City of Providence
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER

No. **AN ORDINANCE MAKING AN APPROPRIATION OF THREE HUNDRED FIFTY MILLION ONE HUNDRED ONE THOUSAND AND EIGHT HUNDRED SIXTY EIGHT DOLLARS (\$354,101,868), FOR THE SUPPORT OF THE PROVIDENCE SCHOOL DEPARTMENT FOR THE FISCAL YEAR ENDING JUNE 30, 2016, AND AMENDING ORDINANCE CHAPTER 2015-52, NO. 490, APPROVED OCTOBER 5, 2015**

Be it ordained by the City of Providence:

<u>ITEM</u>	<u>ORIGINAL</u>	<u>CHANGE</u>	<u>AMENDED</u>
SALARIES	\$181,298,827	\$15,577	\$181,314,404
SERVICES	6,167,681	(13,992)	6,153,719
SUPPLIES	5,202,311	56,731	,259,042
BENEFITS & SPECIAL ITEMS	90,320,498	1,191	90,321,689
CAPITAL	1,112,551	(59,537)	1,053,014
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GRAND TOTAL	<u>\$354,101,868</u>	<u>\$0</u>	<u>\$354,101,868</u>

CODE DESCRIPTION	AMOUNT	CHANGE	AMENDED
51110 Salaries	173,605,102	14,369	173,619,471
51115 Substitute Teachers	6,924,885		6,924,885
51201 Overtime	348,367		348,367
51308 After School	<u>40,720</u>	<u>1,208</u>	<u>41,928</u>
SUBTOTAL SALARIES	\$181,298,827	15,577	\$181,314,404
52910 Auto Allowance	53,125		53,125
53201 Diagnosticians	75,000		75,000
53202 Speech Therapists	90,000		90,000
53203 Occupational Therapists	80,000		80,000
53222 Web Based Instruction	8,000	(8,000)	0
53301 Consultants	16,640	(1,300)	15,340
53303 Workshops	9,300	1500	10,800
53401 Accounting Fees	14,239		114,239
53402 Recovery of Attorney Fees	32,000		32,000
53406 Miscellaneous Services	13,132	(3,476)	409,656
53409 Negotiation/Arbitration	25,000		25,000
53410 Police Details	49,383		49,383
53411 Medical Fees	22,000		22,000
53412 Dental Fees	64,337		64,337
53414 Medicaid Services	170,800		170,800
53416 Official & Referee Fees	76,100		76,100
53501 Data Processing	657,000		657,000
53502 Other Technical Services	206,250	3,103	209,353
53705 Postage	115,482	(1,567)	113,915
53706 Catering/Food Reimbursement	23,925		23,925
54201 Rubbish Disposal Service	335,101		335,101
54202 Rental of Snow Removal	490,000		490,000
54203 Custodial Services	16,988,923		16,988,923
54205 Rodent & Pest Control	23,240		23,240
54206 Cleaning Service	3,000		3,000
54310 Non Technology Related Repairs		68,345	68,345
54311 Repairs	3,650		3,650
54312 Other Repairs	203,489		203,489
54320 Technology Repairs	472,562	9,345	481,907
54402 Water	279,700		279,700
54403 Telephone	400,000		400,000
54405 Sewer Usage Fees	537,710		537,710
54406 Installation of Communications	113,230		113,230
54407 Internet Connectivity	260,871		260,871
54601 Rental of Buildings	95,366		95,366
54602 Miscellaneous Rentals	3,900		3,900
54604 Graduation Rentals	38,300		38,300
54902 Alarm & Fire Safety Services	531,755	550	532,305
54903 Moving & Rigging	40,000		40,000
55111 Transportation	15,217,966	(1,795)	15,216,171
55401 Advertising	37,750		37,750
55501 Printing	109,990	(1,114)	108,876
55502 Binding	6,025		6,025

55610 Tuition to other School Districts	2,371,082		2,371,082
55630 Tuition	15,870,159		15,870,159
55640 Tuition to Educational Service	274,090		274,090
55660 Tuition to Charter Schools	15,652,878		15,652,878
55802 Board Training	21,000		21,000
56215 Electricity	3,037,419		3,037,419
56404 Subscriptions & Periodicals	44,696	(4,700)	39,996
58101 Professional Organizational Fees	127,981	2,318	130,299
58102 Other Fees	<u>205,790</u>	<u>(8826)</u>	<u>196,964</u>
SUBTOTAL SERVICES	76,167,681	(13,992)	6,153,719
53503 Testing Materials	26,811		26,811
56101 Educational Supplies	1,152,385	58,365	1,210,750
56105 Board Expenses	14,000		14,000
56112 Wearing Apparel	27,100		27,100
56113 Graduation Supplies	14,885		14,885
56115 Health Supplies	52,013	(1,406)	50,607
56116 Athletic Supplies	105,475		105,475
56201 Natural Gas	2,239,108		2,239,108
56202 Gasoline	63,000		63,000
56204 Propane	1,600		1,600
56207 Maintenance Supplies & Parts	600	716	1,316
56209 Fuel	402,804	402,804	56213 Glass
	35,000	35,000	
56216 Lumber & Hardware	90,000		90,000
56217 Plumbing Supplies	19,000		19,000
56219 Housekeeping Supplies	5,000		5,000
56401 Textbooks	208,076	2,442	210,518
56402 Library Books	75,164	(886)	74,278
56403 Reference Books	28,611		28,611
56501 Computer Related Supplies	5,199	(2500)	42,699
56406 Non-Public Textbooks	100,000		100,000
57311 Technology Software	<u>96,480</u>		<u>496,480</u>
SUBTOTAL SUPPLIES	5,202,311	56,731	5,259,042
52102 Canada Life Insurance	184,629		184,629
52103 Dental Insurance	3,017,158		3,017,158
52105 Disability Insurance	132,016		132,016
52108 Teacher Wellness	54,397	454,397	
52121 Employee Medical	30,175,043		30,175,043
52122 Retiree Medical	6,680,774	6,680,774	
52203 State Retirement	20,587,717	20,587,717	
52208 City Retirement	8,195,948		8,195,948
52301 FICA	13,869,357	1,191	13,870,548
52501 Unemployment	187,500		187,500
52720 Workers Compensation	1,700,000		1,700,000
52730 Workers Compensation-Medical	425,000		425,000
52902 Employee Assistance Program	37,800		37,800
52903 Employee Tuition Reimbursement	17,500		17,500
52915 Union Benefits & Pension	4,078,659	4,078,659	
55201 Liability Insurance	377,000		377,000
58206 Claims	<u>200,000</u>		<u>200,000</u>
SUBTOTAL BEN & SPEC ITEMS	90,320,498	1,191	90,321,689
57305 Educational Equipment	95,766	(4,400)	91,366
57306 Furniture & Fixtures	220,164	7,795	227,959
57309 Computer Hardware	<u>796,621</u>	<u>(62,932)</u>	<u>733,689</u>

SUBTOTAL CAPITAL	1,112,551	(59,537)	1,053,014
GRAND TOTAL	<u>\$354,101,868</u>	<u>\$0</u>	<u>\$354,101,868</u>

City of Providence
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER

No. **AN ORDINANCE AMENDING A COMPENSATION PLAN FOR THE PROVIDENCE SCHOOL DEPARTMENT AND AMENDING ORDINANCE CHAPTER 2015-53, NO. 491, APPROVED OCTOBER 5, 2015**

Be it ordained by the City of Providence:

2015-2016 ANNUAL SALARY RANGE

ASSISTANTS¹

Group I	General Assistant	14.35 hr	
	30 hours per week		\$18,082
	35 hours per week		21,093
	40 hours per week		24,109
Group II	Teacher, Clerical or Security Assistant		
	14.35	1st Step	18,081 - 24,109
	14.90	2nd Step	18,790 - 25,054
	15.18	3rd Step	19,130 - 25,487
Group III	Teacher Assistant I, Clerical or Security Assistant		
	15.47	1st Step	19,485 - 25,980
	15.69	2nd Step	19,778 - 26,370
	16.00	3rd Step	20,162 - 26,886
Group IV	Teacher Assistant II, Clerical or Security Assistant		
	16.27	1st Step	20,503 - 27,337
	16.54	2nd Step	20,856 - 27,810
	16.79	3rd Step	21,167 - 28,213
Group V	Assistant Liaison		
	18.48	1st Step	23,297 - 31,061
	18.89	2nd Step	23,820 - 31,761
	19.33	3rd Step	24,360 - 32,480

CLERKS¹

10 Month Group I	21,841 - 28,150
12 Month Group I	28,473 - 34,781
12 Month Group II	28,926 - 35,110
10 Month Group III	23,072 - 29,261
12 Month Group III	30,408 - 36,597
12 Month Group IV	31,893 - 38,083
12 Month Group V	33,389 - 39,564
12 Month Group VI	42,714 - 49,967

TEACHERS¹

Step 1	39,261
Step 2	41,190
Step 3	43,396
Step 4	46,236
Step 5	49,986
Step 6	53,790
Step 7	57,326
Step 8	61,076
Step 9	64,398
Step 10	67,505
Step 11	70,184
Step 12	74,003
BA + 30	2,455
MA	2,855
MA + 30	3,257
Doctorate	3,657
National Board Certification	5,500

PRINCIPALS¹

Principals	104,000 - 117,033
Potential Performance Award	3,000

ASSISTANT PRINCIPALS¹

Assistant Principals	93,921 - 98,768
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CERTIFIED ADMINISTRATORS¹

Superintendent	191,283 - 207,679
Chief Academic Officer	127,557 - 144,952
Chief of Instruction, Leadership & Equity	0 - 0
Chief Transformation Officer	127,557 - 144,952
Executive Director of District Zone 1	0 - 0
Executive Director of District Zone 2	0 - 0
Executive Director of Federal Programs & Family Engagement	0 - 0
Executive Director of Performance Management	118,821 - 127,557
Executive Dir., Curriculum, Instruction & Professional Learning	0 - 0
Executive Director of School Transformation	0 - 0
Zone Executive Director (Elementary Zone 1)	118,821 - 127,557
Zone Executive Director (Elementary Zone 2)	118,821 - 127,557
Zone Executive Director (Innovation Zone)	118,821 - 127,557
Zone Executive Director (Secondary Zone)	118,821 - 127,557
Director of Career Technology	0 - 0
Director of CTE @ PCTA	103,969 - 111,003
Director of Curriculum & Instruction	103,969 - 111,003
Director of Curriculum, Instruction, & Technology Integration	0 - 0
Director of ELL	103,969 - 111,003
Director of Multiple Pathways for Students	103,969 - 111,003
Director of School Operations and Student Support	103,969 - 111,003
Director of School Support	0 - 0
Director of School Transformation	0 - 0
Director of Special Education	103,969 - 111,003
Director of Student Affairs	103,969 - 111,003
Director of Technology Integration	0 - 0
Health Service Administrator	101,845 - 108,879
Coordinator of Student Services Mount Pleasant	96,935 - 103,969
Special Education Manager	96,935 - 103,969
Supervisor of A-Venture Program	96,935 - 103,969

Supervisor of Community Transition Services	96,935 -	103,969
<i>Supervisor of Fine Arts, World Language & Advanced Academic</i>	96,935 -	103,969
<i>Supervisor of Math Initiatives</i>	96,935 -	103,969
<i>Supervisor of K-12 Literacy</i>	96,935 -	103,969
Supervisor of Scheduling, Guidance, College/ Career Readiness & Student Supports	96,935 -	103,969
<i>Supervisor of Science Initiatives</i>	96,935 -	103,969
Supervisor of Special Education	96,935 -	103,969
Supervisor of Student Registration Center	0	0
<i>Director of PTECH</i>	93,921 -	98,768

NON-CERTIFIED ADMINISTRATORS¹

Chief of Administration	127,557 -	154,500
Business Manager / School Controller	127,557 -	144,952
Chief of Human Capital	127,557 -	144,952
Senior Executive Director of Human Resources & Labor Relations	0	0
Deputy Chief Financial Officer	113,642 -	127,557
Executive Director of Operations	113,642 -	127,557
Executive Director of Partnership & Development	113,642 -	127,557
<i>Executive Director of System Wide Proficiency</i>	113,642 -	127,557
Senior Information Officer	98,374 -	111,491
Administrator of Human Resources	93,444 -	104,914
Director of Communications	0	0
<i>Director of Family and Community Engagement</i>	86,623 -	98,654
<i>Director of Research, Planning and Accountability</i>	0	0
<i>Director of Strategic Partnerships</i>	86,623 -	98,654
Director of Student Placement	86,623 -	98,654
<i>Director of Grant Funding</i>	81,979 -	103,969
Human Resource Manager	85,181 -	95,481
Program Manager - Operations	85,181 -	95,481
Senior Budget Officer	79,460 -	92,704
<i>Facilitator of Family and Community Engagement</i>	0	0
Press Secretary	70,000 -	90,000
Administrator of HRIS/Records	65,583 -	76,514
Expediter of Purchasing and Supplies	68,848 -	78,621
Plant Operations Coordinator	65,213 -	74,805
Plant Maintenance Coordinator	65,213 -	74,805
Timekeeper Administrator	60,471 -	74,263
Special Assistant to the Superintendent	60,000 -	80,000
Supervisor of Payroll and Personnel Related Records	57,933 -	72,342
Supervisor of Transportation	58,509 -	70,494
Budget Officer	54,771 -	66,306
<i>Supervisor of Food Services</i>	57,934 -	70,459
Support Services Administrator	43,886 -	54,963
Community Ombudsman for Central Registration	38,819 -	49,119
<i>Career and Technical Education Program Coordinator</i>	42,436 -	47,741

OTHER POSITIONS¹

Administrative Assistant	35,745 -	39,649
<i>Assessment Coordinator for College & Career Readiness</i>	55,167 -	68,959
<i>Assessment Coordinator for Literacy & Language</i>	55,167 -	68,959
<i>Assessment Specialist for Adequate Yearly Progress</i>		60,739
Assistant Human Resource Generalist	39,663 -	42,710
<i>Assistant to the Director of Grant Funding</i>	55,167 -	65,776
<i>Assistant to the Professional Learning Manager</i>	41,535 -	52,466
Budget Analyst I	42,379 -	48,339
Bus Monitor		20,788
Certified Occupational Therapy Assistant	24,832 -	41,640
Child Care Worker (School Year)	20.26/hr -	23.19/hr
Community Transition Liaison	37,570 -	43,181

Computer Management Specialist	57,708	-	66,779
Confidential Executive Assistant			50,147
Creative Technology Specialist	47,685	-	54,618
Crossing Guard			10,395
Customer Service Specialist	24,283	-	36,036
Customer Service Supervisor	43,886	-	54,963
Data Specialist	60,471	-	74,263
Data Specialist	60,471	-	74,263
Data & Testing Coordinator	21,127	-	28,019
Deputy Controller	68,959	-	79,568
EEO & Recruitment Officer	75,000	-	85,000
Educational Technology Specialist	53,045	-	63,654
Employee Relations Lawyer	68,185	-	76,534
Executive Assistant to the Superintendent	41,535	-	50,530
Federal Programs Coordinator	72,554	-	83,803
Fiscal Officer	42,855	-	55,099
Foreman			54,828
Grant Writer	60,154	-	72,187
Grants Program Officer	60,154	-	72,187
Hearing Officer			53,045
Help Desk Analyst	29,576	-	41,406
Human Resource Generalist	48,499	-	55,550
Human Resource Officer	55,000	-	65,000
Human Relations Specialist I	21,127	-	28,019
Human Relations Specialist II	22,534	-	31,013
Human Relations Specialist III	24,283	-	34,036
Human Relations Specialist IV	33,354	-	37,894
Human Resource Specialist	56,430	-	65,321
Innovation Specialist	55,000	-	65,000
Innovation Specialist	55,000	-	65,000
Job Coach	22,512	-	27,663
Lab Technician	18,658	-	22,736
Medicaid Specialist	49,663	-	55,622
Network Operations Facilitator	75,072	-	87,586
Non Certified Nurses			51,649
Occupational Therapist	43,042	-	72,176
Parent Coordinator			35,000
Parent Engagement Specialist	0	-	0
Perkins Program Coordinator	60,000	-	67,500
Physical Therapist	43,042	-	72,176
Placement Officer	39,708	-	42,710
Professional Learning Manager	53,342	-	67,551
Public and Parent Information Specialist	0	-	0
Public School Safety Service Officer			10,395
Research Specialist	65,776	-	79,568
ROTC Officer	49,137	-	57,157
Route Foreman	35,615	-	43,499
School Board Chairperson			4,635
School Board Member			3,500
School Lunch Aides			8.00/hr
Senior Placement Officer			39,015
Shower Matron	17,392	-	26,293
Social Coach	42,012	-	50,414
Student Registration and Data Specialist	49,908	-	56,048
Student Registration and Placement Analyst	46,463	-	53,705
Supervising Occupational Therapist	60,944	-	78,190
Technical Support Technician			70,661
Technology E-Mail Administrator	66,780	-	76,150
Technology Integration Specialist	68,959	-	79,568
Technology Service Coordinator	52,094	-	61,874
Translator	39,784	-	54,049
Water Safety Instructor	19,214	-	24,660

1 Reflects base salary.
Bold italicized print indicates non-local funding.

City of Providence
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

CHAPTER

No. **AN ORDINANCE ESTABLISHING THE CLASSES OF POSITIONS, THE MAXIMUM NUMBER OF EMPLOYEES AND THE EMPLOYEES IN CERTAIN CLASSES IN THE PROVIDENCE SCHOOL DEPARTMENT AND AMENDING ORDINANCE CHAPTER 2015-54, NO. 492, APPROVED OCTOBER 5, 2015**

Be it ordained by the City of Providence:

SECTION 1. The number of employees in the School Board shall not exceed nine (9). There shall be no more than:

9.00 School Board Member

SECTION 2. The number of employees in the Superintendent's Office shall not exceed four (4). There shall be no more than:

	1.00	Superintendent
	1.00	Administrative Assistant
Superintendent	1.00	Special Assistant to the
	1.00	Executive Assistant to the
Superintendent		

SECTION 3. The number of employees in the Communications Office shall not exceed two (2). There shall be no more than:

0.00	Director of Communications
1.00	Press Secretary
1.00	Translator
0.00	<i>Public & Parent Information Specialist (100%)</i>
0.00	Clerk

SECTION 4. The number of employees in the Chief of Administration Office shall not exceed four (4). There shall be no more than:

1.00	Chief of Administration
1.00	Executive Director of Partnership & Development
1.00	Innovation Specialist
1.00	Grant Writer
0.00	Clerk

SECTION 5. The number of employees in the Office of Family and Community Engagement shall not exceed eight (8). There shall be no more than:

1.00	<i>Director of Family and Community Engagement (100%)</i>
0.00	<i>Facilitator of Family & Community</i>

Engagement (100%)

3.00 *Parent Engagement Specialists*

(100%)

1.00 *Parent Coordinator (100%)*

1.00 Community Ombudsman for Central Registration

2.00 *Clerk (100%)*

SECTION 6. The number of employees in the Office of Federal Programs shall not exceed two (2). There shall be no more than:

Programs

(98%)

0.00 *Executive Director of Federal and Family Engagement*

1.00 *Grants Program Officer (98%)*

1.00 *Federal Programs Coordinator*

(100%)

.00 *Clerk (32.5%)*

SECTION 7. The number of employees in the Office of Professional Learning shall not exceed two (2). There shall be no more than:

Learning

(100%)

1.00 *Assistant to the Professional Manager (100%)*

1.00 *Professional Learning Manager*

.00 *Clerk (32.5%)*

SECTION 8. The number of employees in the Office of Curriculum Development & Implementation shall not exceed one (1). There shall be no more than:

Learning (65%)

0.00 *Executive Director, Curriculum, Instruction & Professional*

1.00 *Director Curriculum, Instruction & Professional Learning (65%)*

0.00 *Clerk (65%)*

SECTION 9. The number of employees in the Office of Operations shall not exceed four (4). There shall be no more than:

1.00 Executive Director of Operations

1.00 Program Manager-Operations

1.00 Data Specialist

1.00 Clerk

SECTION 10. 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 of School Operations & School Support

1.00 Clerk

SECTION 11. The number of employees in the Student Affairs Office shall not exceed fourteen and five tenths (14.50). There shall be no more than:

7.50	Teachers
3.00	Teacher Assistants
3.00	Clerks
1.00	Director of Student Affairs

SECTION 12. The number of employees in the Student Registration Center shall not exceed seventeen (17). There shall be no more than:

5.00	Teachers
1.00	Clerk
1.00	Director of Student Placement
0.00	Supervisor of Student Registration
6.00	Placement Officers
1.00	Registration & Data Specialist
1.00	Customer Service Specialist
1.00	Customer Service Supervisor
1.00	Student Registration and Placement Analyst

SECTION 13. The number of employees in the Health Office shall not exceed eight and three tenths (8.30). There shall be no more than:

1.00	Clerk
1.00	Health Service Administrator
.30	Teacher
6.00	Non Certified Registered Nurses

SECTION 14. The number of employees in the Health & PE Office shall not exceed one (1). There shall be no more than:

1.00	Teacher
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SECTION 15. The number of employees in the Office of Multiple Pathways shall not exceed one (1). There shall be no more than:

1.00	<i>Director of Multiple Pathways for Student Success (100%)</i>
0.00	<i>Clerk (50%)</i>

SECTION 16. 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 17. The number of employees in the Controller's Office shall not exceed twenty one (21). There shall be no more than:

1.00	Deputy Controller
1.00	Budget Officer
1.00	Supervisor of Payroll and Personnel Related Records
1.00	Fiscal Officer
17.00	Clerks

SECTION 18. The number of employees in the Budget Office shall not exceed four (4). There shall be no more than:

1.00 Senior Budget Officer
1.00 Budget Analyst I
2.00 Clerk

SECTION 19. The number of employees in the Office of Grant Oversight shall not exceed three (3). There shall be no more than:

1.00 Director of Grant Funding (98%)
1.00 Assistant to the Director of Grant Funding (98%)
1.00 Clerk (98%)

SECTION 20. 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

SECTION 21. The number of employees in the Purchasing Office shall not exceed six (6). There shall be no more than:

Supplies
1.00 Expediter of Purchasing and
5.00 Clerks

SECTION 22. The number of employees in the Department of Transportation shall not exceed one hundred ten (110). There shall be no more than:

2.00 Supervisor
2.00 Route Foremen
3.00 Clerks
103.00 Bus Monitors

SECTION 23. The number of employees in the Department of Human Resources shall not exceed twenty two and ten tenths (22.10). There shall be no more than:

0.00 Senior Executive Director of Human Resources & Labor Relations
1.00 Chief of Human Capital
1.00 EEO & Recruitment Officer (50%)
1.00 Human Resource Officer
1.00 Administrator of Human Resources
1.00 Human Resource Manager
11.00 Clerks
.60 Employee Relations Lawyer
.50 Hearing Officer
1.00 Human Resource Specialist
1.00 Human Resource Generalist
1.00 Assistant Human Resource
Generalist
1.00 Administrator of HRIS/Records
1.00 Confidential Executive Assistant

SECTION 24. The number of employees in the Department of Human Capital shall not exceed thirteen (13). There shall be no more than:

1.00	Executive Director of Performance Management
0.00	Clerk
4.00	Teachers (Evaluators)
8.00	<i>Teachers (Evaluators 100%)</i>

SECTION 25. The number of employees in the Central Supply Office shall not exceed five and seven tenths (5.70). There shall be no more than:

1.00	Foreman
2.50	Clerks
1.20	Stock Clerks
1.00	Driver

SECTION 26. The number of employees in the Office of Food Service shall not exceed two (2). There shall be no more than:

1.00	<i>Supervisor of Food Services (100%)</i>
1.00	<i>Clerk (100%)</i>

SECTION 27. The number of employees in Plant Operations shall not exceed three (3). There shall be no more than:

1.00	Plant Operations Coordinator
1.00	Plant Maintenance Coordinator
1.00	Clerk

SECTION 28. The number of employees in the Office of Information Services shall not exceed eighteen (18) there shall be no more than:

Officer	1.00	Senior Information Technology
and	0.00	Director of Curriculum, Instruction, Technology Integration
	1.00	Clerk
	1.00	Timekeeper Administrator
	10.00	Computer Management Specialists
	1.00	Technology Service Coordinator
	1.00	E-Mail Administrator
	1.00	Network Operations Facilitator
	1.00	Technology Integration Specialists
	1.00	Technical Support Technician

SECTION 29. The number of employees in the Office of Data Processing shall not exceed one (1). There shall be no more than:

1.00	Clerks
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SECTION 30. The number of employees in the Office of Finance shall not exceed three (3). There shall be no more than:

1.00	Business Manager / Controller
1.00	Deputy Chief Financial Officer
1.00	Clerk

SECTION 31. The number of employees in the Department of Special Education shall not exceed ninety four and eight tenths (94.80). There shall be no more than:

	1.00	Director of Special Education
	1.00	Supervisor of Community Transition Services
	4.00	<i>Special Education Managers</i>
(100%)	3.00	Supervisors of Special Education
	11.00	Clerks
	52.20	Special Education Teachers
	3.35	Occupational Therapist
	7.00	Teacher Assistants
	8.00	Child Care Workers
	2.00	Job Coach
	.25	Certified Occupational Therapist
Assistants	1.00	Human Relations Specialist
	1.00	<i>Translator (100%)</i>

SECTION 32. The number of employees in the Department of English Language Learners shall not exceed eleven (11). There shall be no more than:

	1.00	Director of ELL
	2.00	Clerks
	1.00	Teacher
	7.00	<i>Teachers (ELL Specialists 100%)</i>

SECTION 33. The number of employees in the Chief Academic Office shall not exceed three (3). There shall be no more than:

Equity	0.00	Chief of Instruction, Leadership &
	1.00	Chief Academic Officer
	1.00	<i>Director of Strategic Partnerships</i>
(50%)	1.00	Clerk

SECTION 34. The number of employees in the Office of Literacy and the Humanities shall not exceed seven (7). There shall be no more than:

	1.00	<i>Supervisor of K-12 Literacy (50%)</i>
	.00	<i>Clerk (12.5%)</i>
	5.00	<i>Teachers (Intervention Specialists</i>
100%)	1.00	Teacher Assistant

SECTION 35. The number of employees in the Mathematics Department shall not exceed six and five tenths (6.50). There shall be no more than:

100%)	3.00	<i>Teachers (Intervention Specialists</i>
	2.00	<i>Teachers (DAT Specialists 100%)</i>
	1.00	<i>Supervisor of Math Initiatives</i>
(50%)	.50	<i>Clerk (12.5%)</i>

SECTION 36. The number of employees in the Science Department shall not exceed two and five tenths (2). There shall be no more than:

- 1.00 Supervisor of Science Initiatives*
- (50%)*
- 1.00 Teacher (Intervention Specialists*
- 100%)*
- .50 Clerk (12.5%)*

SECTION 37. The number of employees in the Office of Research and Assessment shall not exceed eight (8). There shall be no more than:

- 0.00 Director of Research, Planning & Accountability (100%)*
- 1.00 Executive Director of System Wide Proficiency (100%)*
- 1.00 Innovation Specialist (100%)*
- 1.00 Assessment Specialist for Adequate Yearly Progress (100%)*
- 1.00 Assessment Coordinator for College & Career Readiness (100%)*
- 1.00 Assessment Coordinator for Literacy & Language (100%)*
- 1.00 Research Specialists (100%)*
- 1.00 Data Specialist (100%)*
- 1.00 Clerk (100%)*

SECTION 38. The number of employees in the Office of Fine Arts shall not exceed two and five tenths (2.50). There shall be no more than:

- .50 Supervisor of Fine Arts, World Language & Advanced Academics*
- (12.5%)*
- 2.00 Teachers*
- .00 Clerk (12.5%)*

SECTION 39. The number of employees in the Office of Advanced Academics shall not exceed five tenths (.50). There shall be no more than:

- .50 Supervisor of Fine Arts, World Language & Advanced Academics*
- (12.5%)*
- .00 Clerk (12.5%)*

SECTION 40. The number of employees in the Office of The Zone Executive Director Elementary shall not exceed two (2). There shall be no more than:

- 0.00 Executive Director of Zone 1 (45%)*
- 1.00 Zone Executive Director*
- (Elementary)*
- Zone 1) (45%)*
- 1.00 Zone Executive Director*
- (Elementary)*
- Zone 2) (75%)*
- 0.00 Director of School Support*

0.00 Clerk (45%)

SECTION 41. The number of employees in the Office of The Zone Executive Director shall not exceed two (2). There shall be no more than:

0.00 Executive Director of Zone 2 (45%)
1.00 Zone Executive Director (45%)
 (Secondary) 1.00 Supervisor of Scheduling, Guidance, College/Career Readiness & Student Supports
0.00 Clerk (45%)

SECTION 42. The number of employees in the Office of The Innovation Zone shall not exceed four (4). There shall be no more than:

0.00 Executive Director of School Transformation (45%)
1.00 Zone Executive Director (45%)
 (Innovation) **1.00 Chief Transformation Officer (50%)**
 0.00 Director of School Transformation
 1.00 Teacher
1.00 Clerk (45%)

SECTION 43. The number of employees in Anthony Carnevale Elementary School shall not exceed one hundred twenty and five hundredths (120.05). There shall be no more than:

57.35 Teachers
 46.00 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 1.00 Assistant Principal
 7.00 Child Care Workers
 2.00 Certified Occupational Therapist
 Assistants
 .50 Physical Therapist
3.00 Lunch Aides (100%)

SECTION 44. The number of employees in Pleasant View Elementary School shall not exceed ninety three and seventy five hundredths (93.75). There shall be no more than:

42.30 Teachers
 33.30 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 9.00 Child Care Worker
 1.00 Occupational Therapists
 .95 Certified Occupational Therapist
 1.00 Water Safety Instructor
 1.00 Physical Therapist

2.00 Lunch Aides (100%)

SECTION 45. The number of employees in Robert Bailey IV Elementary School shall not exceed sixty two and one tenth (62.10). There shall be no more than:

41.00	Teachers
17.00	Teacher Assistants
2.20	Clerks
1.00	Principal
.85	Occupational Therapist
.05	Physical Therapist

SECTION 46. The number of employees in Alan Shawn Feinstein at Broad Street Elementary School shall not exceed forty five and eighty five hundredths (45.85). There shall be no more than:

31.60	Teachers
9.00	Teacher Assistants
2.20	Clerks
1.00	Principal
.05	Occupational Therapist
2.00	Lunch Aides (100%)

SECTION 47. The number of employees in Harry Kizirian Elementary School shall not exceed fifty seven and fifteen hundredths (57.15). There shall be no more than:

40.50	Teachers
10.00	Teacher Assistants
2.20	Clerks
1.00	Principal
1.00	Assistant Principal
.45	Occupational Therapist
2.00	Lunch Aides (100%)

SECTION 48. The number of employees in Vartan Gregorian at Fox Point Elementary School shall not exceed seventy and forty five hundredths (70.45). There shall be no more than:

43.70	Teachers
16.00	Teacher Assistants
2.20	Clerks
1.00	Principal
4.00	Child Care Workers
1.00	Occupational Therapist
.55	Physical Therapist
2.00	Lunch Aides (100%)

SECTION 49. The number of employees in Charles Fortes Elementary School shall not exceed sixty one and seventy five hundredths (61.75) There shall be no more than:

33.60	Teachers
22.00	Teacher Assistants
1.00	Principal
1.70	Clerks
.35	Occupational Therapist
1.00	Child Care Workers
.10	Physical Therapist

2.00 Lunch Aides (100%)

SECTION 50. The number of employees in Alfred Lima Elementary School shall not exceed fifty six and seven tenths (56.70). There shall be no more than:

42.80 Teachers
 5.00 Teacher Assistants
 3.10 Clerks
 1.00 Principal
 1.00 Assistant Principal
 1.00 Child Care Workers
 .05 Physical Therapist
 .75 Certified Occupational Therapist

Assistant

2.00 Lunch Aides (100%)

SECTION 51. The number of employees in the Dual Language Program at Levinton Annex shall not exceed forty seven and eight tenths (47.80). There shall be no more than:

31.10 Teachers
 10.00 Teacher Assistants
 1.20 Clerks
 1.00 Principal
 2.00 Child Care Workers
 .40 Occupation Therapist
 .10 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 52. The number of employees in William D'Abate Elementary School shall not exceed thirty six and seven tenths (36.70). There shall be no more than:

25.20 Teachers
 6.00 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 .25 Occupational Therapist
 .05 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 53. The number of employees in Carl Lauro Elementary School shall not exceed eighty nine and forty five hundredths (89.45). There shall be no more than:

62.00 Teachers
 15.00 Teacher Assistants
 3.40 Clerks
 1.00 Principal
 2.00 Assistant Principals
 .05 Physical Therapist
 1.00 Certified Occupational Therapist

Assistant

5.00 Lunch Aides (100%)

SECTION 54. The number of employees in Frank D. Spaziano Elementary School shall not exceed forty one and ninety five hundredths (41.95). There shall be no more than:

31.90 Teachers

3.00 Teacher Assistants
 3.20 Clerks
 .80 Principal
 .80 Assistant Principal
 .20 Occupational Therapist
 .05 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 55. The number of employees in Mary Fogarty Elementary School shall not exceed forty eight and one tenth (48.10). There shall be no more than:

31.90 Teachers
 10.00 Teacher Assistants
 3.20 Clerks
 1.00 Principal
 1.00 Assistant Principal
 1.00 Certified Occupational Therapist

Assistant

SECTION 56. The number of employees in Frank D. Spaziano Annex Elementary School shall not exceed twenty five and seventy five hundredths (25.75). There shall be no more than:

13.00 Teachers
 10.00 Teacher Assistants
 1.20 Clerk
 .20 Principal
 .20 Assistant Principal
 .15 Occupational Therapist
1.00 Lunch Aide (100%)

SECTION 57. The number of employees in Robert F. Kennedy Elementary School shall not exceed fifty five and five tenths (55.50). There shall be no more than:

40.10 Teachers
 8.60 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 .55 Occupational Therapist
 .05 Physical Therapist
3.00 Lunch Aides (100%)

SECTION 58. The number of employees in Reservoir Avenue Elementary School shall not exceed twenty eight and seventy five hundredths (28.75). There shall be no more than:

20.00 Teachers
 4.00 Teacher Assistants
 1.60 Clerks
 1.00 Principal
 .15 Occupational Therapist
2.00 Lunch Aides (100%)

SECTION 59. The number of employees in Lillian Feinstein at Sackett Street Elementary School shall not exceed fifty one and ninety five hundredths (51.95). There shall be no more than:

35.80 Teachers
 9.55 Teacher Assistants
 1.20 Clerks

1.00 Turnaround Principal
 2.00 Child Care Workers
 .35 Occupational Therapist
 .05 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 60. The number of employees in Veazie Street Elementary School shall not exceed sixty five and seven tenths (65.70). There shall be no more than:

46.70 Teachers
 12.00 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 1.00 Assistant Principal
 .80 Occupational Therapist
2.00 Lunch Aides (100%)

SECTION 61. The number of employees in B. J. Clanton Complex Elementary School shall not exceed sixty three and nine tenths (63.90). There shall be no more than:

47.90 Teachers
 9.75 Teacher Assistants
 2.20 Clerks
 1.00 Turnaround Principal
 0.00 Assistant Principal
 1.00 Child Care Worker
 .05 Physical Therapist
2.00 Lunch Aide (100%)

SECTION 62. The number of employees in Webster Avenue Elementary School shall not exceed forty two and one tenth (42.10) There shall be no more than:

29.90 Teachers
 7.00 Teacher Assistants
 1.20 Clerks
 1.00 Principal
3.00 Lunch Aides (100%)

SECTION 63. The number of employees in Dr. Martin Luther King, Jr. Elementary School shall not exceed sixty nine and fifteen hundredths (69.15). There shall be no more than:

45.80 Teachers
 13.00 Teacher Assistants
 3.20 Clerks
 1.00 Principal
 1.00 Assistant Principal
 2.00 Child Care Worker
 1.00 Certified Occupational Therapist
 Assistant
 .15 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 64. The number of employees in George J. West Elementary School shall not exceed sixty five (65). There shall be no more than:

45.80 Teachers

11.00 Teacher Assistants
 3.20 Clerks
 1.00 Principal
 2.00 Assistant Principal
2.00 Lunch Aides (100%)

SECTION 65. The number of employees in Asa Messer at Bridgham Elementary School shall not exceed sixty five and one tenth (65.10). There shall be no more than:

39.80 Teachers
 15.00 Teacher Assistants
 2.20 Clerks
 1.00 Principal
 1.00 Assistant Principal
 3.00 Child Care Workers
 .10 Physical Therapist
 1.00 Certified Occupational Therapist
 Assistant
2.00 Lunch Aides (100%)

SECTION 66. The number of employees in Nathanael Greene Middle School shall not exceed ninety one and seven tenths (91.70). There shall be no more than:

70.45 Teachers
 9.00 Teacher Assistants
 4.20 Clerks
 1.00 Principal
 2.00 Assistant Principals
 2.00 Child Care Workers
 .05 Physical Therapist
 1.00 Certified Occupational Therapist
 Assistant
2.00 Lunch Aides (100%)

SECTION 67. The number of employees in Roger Williams Middle School shall not exceed ninety five and two tenths (95.20). There shall be no more than:

76.70 Teachers
 8.00 Teacher Assistants
 4.20 Clerks
 1.00 Turnaround Principal
 2.00 Assistant Principals
 0.00 Human Relations Specialist
 1.00 Data & Testing Coordinator
 .25 Occupational Therapist
 .05 Physical Therapist
2.00 Lunch Aides (100%)

SECTION 68. The number of employees in Gilbert Stuart Middle School shall not exceed eighty seven and six tenths (87.60). There shall be no more than:

72.40	Teachers
6.00	Teacher Assistants
4.20	Clerks
1.00	Principal
2.00	Assistant Principals
2.00	<i>Lunch Aides (100%)</i>

SECTION 69. The number of employees in Nathan Bishop Middle School shall not exceed ninety four and forty four hundredths (94.44). There shall be no more than:

68.74	Teachers
14.00	Teacher Assistants
5.20	Clerks
1.00	Principal
2.00	Assistant Principal
1.00	Child Care Workers
.50	Occupational Therapist
2.00	<i>Lunch Aides (100%)</i>

SECTION 70. The number of employees in Esek Hopkins Middle School shall not exceed sixty nine and forty five hundredths (69.45). There shall be no more than:

48.25	Teachers
13.00	Teacher Assistants
3.20	Clerks
1.00	Principal
1.00	Assistant Principal
1.00	Human Relations Specialist
2.00	<i>Lunch Aides (100%)</i>

SECTION 71. The number of employees in Christopher and Lola DelSesto Middle School shall not exceed one hundred eighteen and forty six hundredths (118.46). There shall be no more than:

78.26	Teachers
19.00	Teacher Assistants
4.20	Clerks
1.00	Principal
2.00	Assistant Principals
1.00	Human Relations Specialist
.25	Physical Therapist
8.00	Child Care Worker
.75	Occupational Therapist
1.00	Social Coach
3.00	<i>Lunch Aides (100%)</i>

SECTION 72. The number of employees in West Broadway Middle School shall not exceed forty one and nine tenths (41.90). There shall be no more than:

32.90	Teachers
2.00	Teacher Assistants
4.20	Clerks
1.00	Principal
1.00	Assistant Principal

SECTION 73. The number of employees in Central High School shall not exceed one hundred sixteen and forty five hundredths (116.45). There shall be no more than:

85.80	Teachers
13.00	Teacher Assistants
7.60	Clerks
1.00	Principal
3.00	Assistant Principals
1.00	<i>School Based Coordinator</i>
4.00	Child Care Worker
.05	Physical Therapist
1.00	Human Relations Specialist

SECTION 74. The number of employees in Classical High School shall not exceed eighty five and two tenths (85.20). There shall be no more than:

70.80	Teachers
2.00	Teacher Assistants
8.40	Clerks
1.00	Principal
3.00	Assistant Principals

SECTION 75. The number of employees in Mount Pleasant High School shall not exceed one hundred fifty three and ninety five hundredths (153.95). There shall be no more than:

88.90	Teachers
34.00	Teacher Assistants
9.50	Clerks
1.00	Principal
1.00	Coordinator of Special Education
3.00	Assistant Principals
1.00	<i>School Based Coordinator</i>
11.00	Child Care Workers
.05	Physical Therapist
1.00	Certified Occupational Therapist
Assistant	
1.00	Human Relations Specialist
.50	<i>CTE (100%)</i>
2.00	<i>Lunch Aides (100%)</i>

SECTION 76. The number of employees in the Juanita Sanchez Educational Complex shall not exceed eighty and three tenths (80.30). There shall be no more than:

67.05	Teachers
4.00	Teacher Assistants
4.80	Clerks
1.00	Turnaround Principal
2.00	Assistant Principals
1.00	<i>School Based Coordinator</i>

.45 Physical Therapist

SECTION 77. The number of employees in Providence Career and Technology Academy shall not exceed one hundred and six and three tenths (106.30). There shall be no more than:

75.70	Teachers
16.00	Teacher Assistants
3.60	Clerks
1.00	Computer Service Specialist
3.00	<i>School Based Coordinator</i>
1.00	Principal
1.00	Director of CTE @ PCTA
0.00	Director of Career & Technology
1.00	<i>Director of PTECH</i>
1.00	Assistant Principals
1.00	<i>Lunch Aide (100%)</i>
1.00	<i>Perkins Program Coordinator</i>
(100%)	
1.00	<i>CTE (100%)</i>

SECTION 78. The number of employees in Dr. Jorge Alvarez School shall not exceed sixty four and four tenths (64.40). There shall be no more than:

53.00	Teachers
4.00	Teacher Assistants
4.40	Clerks
1.00	Principal
2.00	Assistant Principals

SECTION 79. The number of employees in E-Cubed Academy shall not exceed forty one and sixty seven hundredths (41.67). There shall be no more than:

35.42	Teachers
2.00	Teacher Assistants
2.20	Clerks
1.00	Principal
1.00	Assistant Principal
.05	Occupational Therapist

SECTION 80. The number of employees in the Hope Arts and Hope Informational Technology at the Hope High School Complex shall not exceed one hundred twenty five and fifty one hundredths (125.51). There shall be no more than:

89.36	Teachers
18.00	Teacher Assistants
7.50	Clerks
1.00	Principal
3.00	Assistant Principals
3.00	Child Care Workers

.10 Occupational Therapist
 .05 Physical Therapist
1.00 School Based Coordinator
.50 CTE (100%)
 2.00 Human Relation Specialists

SECTION 81. The number of employees in the Evolutions High School at Mount Pleasant shall not exceed ten and five tenths (10.50). There shall be no more than:

7.50 Teachers
 1.00 Teacher Assistant
 1.00 Clerk
 1.00 Principal

SECTION 82. The number of employees in the Design High School at Hope shall not exceed ten and five tenths (10.50). There shall be no more than:

7.50 Teachers
 1.00 Teacher Assistant
 1.00 Clerk
 1.00 Principal

SECTION 83 The number of employees in Times² Academy shall not exceed fifty three and nine tenths (53.90). There shall be no more than:

49.60 Teachers
 .30 Occupational Therapist
 1.00 Teacher Assistant
 2.00 Clerks
1.00 Lunch Aide (100%)

SECTION 84. The number of employees in Academy for Career Exploration Academy shall not exceed twenty three and forty six hundredths (23.46). There shall be no more than:

18.20 Teachers
 1.00 Clerk
 1.00 Director
 .63 Employment Coordinator
 .63 Development Coordinator
 1.00 Executive Assistant
1.00 Lunch Aide (100%)

SECTION 85. The number of employees in A-Venture Transitional Program shall not exceed twenty six (26). There shall be no more than:

1.00 Administrator
 15.00 Teachers
 9.00 Teacher Assistants
 1.00 Clerk

Bold italicized print indicates non-local funding.

¹ Upon the federal monies no longer being available to fund the above positions, said positions will be abolished and / or deleted from said ordinance