

**ORGANIZATIONAL AND REGULAR MEETING  
OF THE NEW BEDFORD SCHOOL COMMITTEE  
~MINUTES~**

PRESENT: MAYOR MITCHELL, DR. FINNERTY, MR. AMARAL, MR. LIVRAMENTO,  
MR. NOBREGA, MR. OLIVEIRA, MS. POLLOCK

ABSENT: NONE

IN ATTENDANCE: DR. DURKIN, MR. MURPHY, MS. BRADSHAW, MRS. DALY, DR. LARKIN, MRS. DUNAWAY  
(Recording Secretary)

Adam Vieira, Student Representative, was in attendance.

Organizational portion of the meeting:

Mayor Mitchell and Committee members welcomed Joshua Amaral who was elected to the Committee on November 5, 2013. Mr. Amaral filled the position left vacant by Dr. John Fletcher who did not run for re-election to the School Committee.

Voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Ms. Pollock, to nominate Joaquim "Jack" B. Livramento, Jr. as Vice Chairperson of the New Bedford School Committee.

After a brief discussion the Committee voted UNANIMOUSLY, on a motion by Ms. Pollock and seconded by Mr. Oliveira, to approve the assignments of the Sub Committees as follows:

Policy: Mr. Amaral (Chair), Mr. Oliveira, Ms. Ms. Pollock  
Curriculum: Dr. Finnerty (Chair), Mr. Amaral, Mr. Livramento  
Finance: Mr. Oliveira (Chair), Mr. Nobrega, Dr. Finnerty  
Facilities: Mr. Nobrega (Chair), Mr. Oliveira, Dr. Finnerty  
Transportation: Ms. Pollock (Chair), Mr. Amaral, Mr. Livramento

Voted UNANIMOUSLY, on a motion by Ms. Pollock and seconded by Mr. Nobrega, to appoint Mr. Livramento to the board of People Acting in Community Endeavors (PACE) Inc. for 2014.

Voted UNANIMOUSLY, on a motion by Mr. Livramento and seconded by Mr. Oliveira, to appoint Ms. Pollock to the board of the Southeastern Massachusetts Educational Collaborative (SMEC) for 2014.

Approval of Minutes

Ms. Pollock asked the status of an updated policy on the granting of waivers of fees for facilities' rentals. Mr. Oliveira responded that the policy has many components and may have to go to other Sub Committees before being brought forward to the full Committee.

Voted UNANIMOUSLY, on a motion by Ms. Pollock and seconded by Mr. Nobrega, to accept and approve the following minutes as submitted (supporting document "3"):

- Sub Committee Meeting - Finance: November 18, 2013

Superintendent's Report (Supporting documents "4A"):

- Dr. Durkin introduced Jason DeFalco. Mr. DeFalco addressed the Committee and stated that he was very excited to be considered for the position as Chief Academic Officer.

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Ms. Pollock, the Committee voted to approve the appointment of Jason DeFalco as Chief Academic Officer for New Bedford Public Schools.

Mr. DeFalco is scheduled to start in his new position on July 1, 2014.

- Dr. Durkin reviewed the first draft of the Turnaround Plan for New Bedford High School. Highlights/priorities of the plan include:
  - Improve the Quality of Core Instruction
  - School Structure and Time on Learning
  - Use Data to Monitor Student Progress, Provide Support, and Challenge All Students
  - School, Community and Family partnerships

Dr. Durkin also addressed the Committee with the following:

- New Bedford Public Schools (NBPS) will be using a Turnaround Model to bring New Bedford High School (NBHS) to the flagship status it once enjoyed with achievement gains that will lead to strong results for every student who attends, graduates, and goes on to be well prepared for college or career.
- Noted previously, the Turnaround Model requires 50% turnover of educators which includes, teachers and administrators. In meeting the 50% requirement, NBPS can include the following:
  - the (approximately) 30 layoffs that were made at the end of last year;
  - retiring educators;
  - resignations from educators;
  - non-professional status educators who are non-renewed;
  - educators without proper licensure who are non-renewed
- So that we can better plan our staffing needs and meet the 50% turnover requirement, Dr. Durkin said that she requested that each educator let me know if he or she wished to return to NBHS in the 2014-2015 school year.

Dr. Durkin also stated the following:

- There have been some rumors that high school teachers have already received pink slips or been terminated. This is not accurate. As of today, no teachers have received pink slips or have been terminated as part of the Turnaround Model process. Due to the timeline, which is driven by statute, it was unfortunate that this had to be announced before the holidays.
- There will be a reapplication process for educators at the High School. In the coming weeks, further information about the reapplication process will be communicated to our educators, and educators who wish to continue working at NBHS will reapply for their positions. Educators will be invited to include, with their reapplications, artifacts that demonstrate their effective work with students and their professional work with colleagues.
- Teachers currently at the High School, who are certified for subject areas at the middle and elementary schools, and who may be considered for positions at those levels, will be offered professional development to ensure that their transition to new grade levels will be effective.

- We are also not waiting for the next school year to address areas of concern. Teachers, who are in need of improvement now, as determined through the educator evaluation system, will be given the opportunity during the next few months to participate in targeted professional development sessions. They will also receive in-class coaching support with the goals of improving their practice, effectiveness, and raising student achievement.

Mayor Mitchell stated that it is very important to recognize the process and thanked Dr. Durkin for clarification on this issue.

To a question asked by Dr. Finnerty, Dr. Durkin responded that Collective Bargaining with the New Bedford Educators Association, Inc. was taking place and hopefully both parties will come to an agreement soon.

Ms. Pollock asked how many teachers at the high school were without a certificate. Dr. Durkin answered that approximately five to eight people were without proper certification.

Mr. Livramento questioned how changing the schedule will work out considering the problems incurred last year. Dr. Durkin explained that the re-design team, who has input on the schedule, is starting early enough to plan. The curriculum, program of studies and budget is being closely looked at in terms of teachers, materials, etc.

Dr. Durkin mentioned the following regarding the John A. Parker School Level 5 status:

- Local Stakeholder Group recommendations have been sent to the Commissioner
- Baseline recommendations are going on at the school presently
- Using the same guidelines as Level 4 schools
- Asking and waiting for notification regarding funding

Dr. Durkin introduced and thanked the English Language Learners (ELL) Committee spearheaded by Sonia Walmsley, Implementation Manager for Quality Services for English Language Learners, for their work on the following issues facing the district:

- What standards should be established?
- What supports are needed?
- What safety nets are in place when they go to a placement without services?

During a PowerPoint presentation given by Ms. Walmsley (to give the Committee and public a better understanding of what the Sheltered English Instruction looks like in New Bedford) highlights of where the district is currently and where the district needs to be were illustrated.

### **PowerPoint Highlights**

- ▶ Chapter 71A of the Massachusetts General Laws requires that students classified as ELLs be educated in a Sheltered English Immersion (SEI) Program.
- ▶ The SEI Program consists of two components:
  1. Sheltered Content Instruction
  2. English as a Second Language Instruction

### **Sheltered Content Instruction**

- ▶ Makes the content of lessons more comprehensible
- ▶ Promotes the development of academic language needed to succeed in content areas classes  
SEI must be taught by a content teacher (ELA, Math, Science, Social Studies)

### **English as a Second Language Instruction**

- ▶ Provides direct instruction to learn the English language

- ▶ Promotes second language acquisition and language proficiency  
ESL must be taught by a certified ESL teacher.

Plans to better support ELL students include:

- Redesign the New Bedford SEI Program
- Restructure how we identify and place ELL students
- Establish a criteria to exit students from the SEI program
- Establish procedures to monitor Former Limited English Proficiency (FLEP) students
- Create specific programs for “high needs” ELL subgroups: newcomers, SPED/ELL, students with Limited and Interrupted Formal Education (SLIFE)
- Provide PD for teachers and administrators
- Create an ELD curriculum and integrate WIDA standards into content area curriculum units
- Provide ELL student support and parent engagement

Dr. Finnerty asked Ms. Walmsley to consider how many FLEP students are determined to have a learning disability and are FLEP students dropping out?

Ms. Walmsley stated that out of approximately 13,000 students in the district, 741 students have been identified to need services. At least 19 additional ESL teachers will be needed to support these students. Also, approximately 2900 students speak another language at home besides English, the majority being Spanish, Portuguese and Cape Verdean Creole.

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Mr. Amaral asked Ms. Walmsley why the number of ELL students increased from the Middle School to the High School. Ms. Walmsley responded that many students have entered at the High School age and the regular registration process is not meeting the needs of students once they reached the High School.

To a question by Dr. Finnerty regarding to support for FLEP students, Ms. Walmsley responded that the district is not doing well in providing the help needed for these students but work is being done with principals and teachers to monitor and correct the complex issue by reviewing protocols and procedures.

Dr. Finnerty also questioned how many FLEP students are referred for team evaluations to determine if they have disability and if those referred are determined to have a disability, how many are found eligible in the category of communication?

Dr. Durkin reiterated that we the district is trying make sure we have tools to identify determinations properly. It is a language difference, not a language disability and the fact that we recognize this challenge is part of the battle.

Ms. Pollock asked if she utilized the re-design that was worked on last year. Ms. Walmsley said she has reviewed it and realizes that many people and much time was spent on presenting recommendations but said that the foundation has to be put in place first before these recommendations can be implemented.

Mr. Livramento questioned if cultural heritages are being lost and if cultures are being valued in schools. Ms. Walmsley responded that many parents are not educated on how to partner with their child’s school. We also need to support our teachers to understand different cultures; we need to support students to understand the culture of this country and to educate parents to bring this altogether. Ms. Walmsley said schools and classrooms are already working to understand different cultures of people in our city. Very complicated circumstances – but not impossible.

Mr. Murphy presented the Business Office Mid-Year Report which highlighted the following:

- On track to meet the \$109,400,000 FY 14 budget.

- Energy costs and contracted services have been fully encumbered.
- Items being watched and monitored –
  1. Unemployment costs
  2. Retirement and resignation pay-outs
  3. Food Services – revenues and reimbursements
  4. Predict energy costs for FY15 – Currently Electricity on target/watching gas and oil
  5. Grant staffing, paraprofessional and sub paraprofessional staffing and overtime and substitute line items
- Ongoing Massachusetts School Building Authority (MSBA) and Capital Projects total \$20M – 14 distinct projects
- Facilities issues: 20% less custodial staff and severely understaffed in maintenance
- Payroll module transfer to MUNIS – Mr. Murphy thanked tech. and payroll staff for the great work on this project
- FY 15 initial draft from all principals has been completed

To a question by Mayor Mitchell about the commencement of the budget process involving the School Committee, Mr. Murphy responded that it will start at the February 10 School Committee meeting.

Voted UNANIMOUSLY, on a motion by Ms. Pollock and seconded by Dr. Finnerty, to accept the Business Office report.

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Ms. Bradshaw presented the Personnel Report which highlighted the following:

- Trying to attract substitute paraprofessionals
- Letters of intent to retire are coming in. April 1 is the deadline for teacher incentive.
- Substitute training day will take place on teacher Professional Development Day (21/27/14)
- Job recruitment fairs will take place in the future at several colleges/universities

Voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Finnerty to accept the Personnel Report.

Several Committee members gave reports.

Student Representative gave his report.

Public Comment:

- Carol Strupczewski – Concern for New Bedford High School
- Robert McCallum – Asked how many teachers were employed by NBPS

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Nobrega, to contract with the Massachusetts Association of School Committees (MASC) to assist the Committee in developing and revising policies for New Bedford Public Schools. The request was sent to the full Committee from the Policy Sub Committee. (Supporting document 6A)

Mr. Oliveira thanked the Committee for their approval and mentioned that this process will be helpful to update the policy manual and to eventually have it completely available as a web-based file.

To a question about payment, Mr. Murphy responded that there are funds to begin the process in FY 14.

Voted UNANIMOUSLY, on a motion by Dr. Finnerty and seconded by Mr. Livramento to approve a request to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property located at New Bedford High School. (Supporting document 6B)

At 8:22 P.M., on a motion by Ms. Pollock and seconded by Mr. Livramento, the Committee voted to go into Executive Session, without returning to Open Session, for the purpose of discussions in regard to the following:

- Negotiations: Unit A – New Bedford Educators Association, Inc.
- Negotiations: Unit B – New Bedford Educators Association, Inc.
- Negotiations: Non-Union Personnel

The roll call vote was as follows:

Mayor Mitchell – Yes

Ms. Pollock – Yes

Mr. Nobrega – Yes

Mr. Oliveira - Yes

Mr. Amaral – Yes

Mr. Livramento - Yes

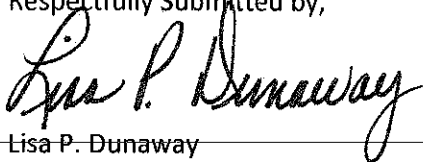
Dr. Finnerty – Yes

7 – Yeas

0 – Nays

0 – Absent


Respectfully Submitted by,



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Lisa P. Dunaway

Reviewed by,



Pia Durkin, Ph.D.  
Superintendent,  
Secretary/School Committee

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