



REGULAR MEETING
New Bedford School Committee
New Bedford High School, Main Auditorium,
230 Hathaway Blvd., New Bedford, MA:
Wednesday, August 12, 2020
6:30 P.M.

This Meeting was held fully remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law G. L. c. 30A, Section 20. The meeting will not be open and physically accessible to the public. To view this meeting please visit www.newbedfordschools.org

PRESENT: MAYOR JON MITCHELL, MR. BRUCE OLIVEIRA, MR. CHRISTOPHER COTTER, MR. JACK LIVRAMENTO, MR. JOSHUA AMARAL, MS. COLLEEN DAWICKI, MR. JOHN OLIVEIRA

ABSENT: All in attendance

IN ATTENDANCE: MR. THOMAS ANDERSON, MS. MARJORIE FERNANDES, MS. KAREN TREADUP, MR. ANDREW O'LEARY, MS. HEATHER ELMSLEY, MS. WANDA NUNES, MS. SANDRA FORD, MS. JENNIFER FERLAND, MR. ROBERT TETREAU, MR. ARTHUR MOTTA

2. ROLL CALL OF COMMITTEE MEMBERS

The roll call was as follows:

Mr. John Oliveira – Yes

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

Mayor Mitchell - Yes

7-Yeas, 0-Absent

3. APPROVAL OF MINUTES

The School Committee voted UNANIMOUSLY, on a motion by Mr. Jack Livramento and seconded by Mr. Joshua Amaral, to accept the following School Committee meeting minutes (*supporting documents #3*).

- Regular Meeting Minutes: May 11, 2020
- Policy Sub-Committee Minutes: January 23, 2020

The vote was as follows:

Mr. John Oliveira – Yes

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Ye

Mayor Mitchell - Yes

7-Yeas, 0-Nays, 0-Absent

4. SUPERINTENDENT REPORT

A. Superintendent Thomas Anderson began his report with the following remarks to the School Committee :

Good evening, I appreciate the time this evening to share details and answer questions regarding the three options including my “my recommended reopening plan for NBPS in the fall”. New Bedford Public Schools to reopen in the fall. First, this process has been unlike any situation we have managed before. I have appreciated the numerous letters/emails and phone calls with feedback conveying a variety of thoughtful perspectives. Our current reality in working through this situation remains an emotional challenge for all people. I am committed to doing what is right through an objective lens that will benefit our entire community, immediate and extended.

As superintendent, my focus continues to be to ensure that our students receive the best possible education in the safest environment. Over the last many weeks, we have conducted and engaged in a tremendous amount of research and have remained objective while prioritizing both the health and educational concerns during this process. Our proposed options are consistent with many other similar formats and different than some that are being implemented or presented by several other Massachusetts districts including Taunton, Fall River, Dartmouth, Lawrence, Worcester, Brockton, Needham, Lynn, Somerville and Springfield to name a few. On a national level, I have spoken to friends and colleagues in states including Maryland, Georgia, Washington, Tennessee and North Carolina about their PreK-12 and college reopening processes for the fall.

Science and data are what drives our decision-making during this highly emotional and fluid time. We all agreed on the key metrics – virus transmission rates and facility/school building readiness (focused on effective air exchange and airflow) - are the critical areas in which we need to influence and address. In short, the three options for NBPS is based on the current reported average transmission rate of the virus (2.0% across the state and approx. 2.2% in New Bedford) and our assessment and corrective action plan to improve school rooms/locations with identified air exchange deficiencies. This includes the 6ft distancing which dictates a maximum occupancy rate in classrooms of 40 – 50% of the normal rate, and a gradual percentage of the number of students in classrooms and buildings at one time (i.e., initial 25% to a max of 50% occupancy). Let us be clear, if there are any questions regarding the effectiveness of airflow or exchange in specific locations – those spaces will not be used until they are corrected. I share more later on this point.

I realize that there will be exceptions and necessary accommodations for both staff and students. We know that we have students who have underlying health conditions and/or are immuno-compromised. There are students who live with family members who have underlying health conditions putting them in higher risk categories. We understand that families need to make decisions that are right for them. We understand the potential impact on our staff and their families including our own.

In our plans, we focused on all students, but even more on our students considered having the highest needs (lowest 15% - 25%, homeless, severe developmental and physical needs, level 1 English language learners and those students with interrupted education). We continue to use guidance from health officials, infectious disease physicians, pediatricians, other public health experts, and DESE. We are using feedback from over 8,600 combined parent surveys – representing about 9,300 families – and countless emails and phone calls from staff and community members. This is in addition to NBEA survey information, and meetings with staff workgroups that included para-educators, teachers, secretaries, union leadership, principals and more that have been occurring over months.

Our objective remains at being prepared to serve all our students. The phased approach will maximize the distance-learning platform to ensure the safety of both staff and students. With the recent DESE approval to allow students to start school after teachers, we will have a phased in approach where students will start school 10 days later than the scheduled date and all students in grades Pre-K through 12 will start on or by September 16 in some capacity.

Shortly I will explain more details of our phased in approach for a safe return to classrooms, which includes many factors. We are implementing safety measures that exceed the minimum guidance where possible. This plan addresses the district-wide areas such as how to address a confirmed positive case in one of our schools and that parents will need to have quarantine and isolation plans in place in the event of positive cases. In addition to the district-wide reopening plan, each school is submitting a plan aligned to the universal requirements and their specific school layout and building needs.

After these opening remarks, Superintendent Anderson added went that on July 27, 2020 Mr. Jeff Riley, Commissioner of the Department of Elementary and Secondary Education (DESE) has reduced the 180-day and student learning time requirements for the 2020-2021 school year to 170 days.

Superintendent Anderson then reviewed the guiding principles for re-opening which included: The safety and well-being of students, staff and families, equity and access is critical for all students and maintaining connections between students and staff. The Superintendent shared information surrounding feedback sessions and parent surveys. He stated that 4,265 surveys distributed to families and 3,409 returned with 64% of families preferring in-person learning.

Superintendent Anderson made the School Committee aware that he and his team have three re-opening option plans, which were:

Option 1: Hybrid A – Phases start 9/16 with in-person instructions for Cohort A, Cohort B (9/28) and Cohort C (10/19)

Option 2: Hybrid B – Phases start 9/16 with in-person instruction for Cohort A, Cohort B (11/5) and Cohort C (11/16)

Option 3: Full Distance – Phases start 9/16 for in-person instruction for Cohort A. All other students participate in distance learning 5 days per week.

He then went on to share the key areas used for the re-opening plans. Most were implemented or in the final stage. Such as:

- six foot distancing
- upgrading furniture
- staggered entrances
- visits to schools
- plexiglass dividers
- process for meals and technology
- staff training and consistent protocols
- face masks, clear masks, face coverings
- limited sharing
- continuity of Learning
- staff availability
- transportation
- bargaining unit considerations
- family outreach, virtual tours
- re-opening overview video

Superintendent Anderson went on to explain the metrics that NBPS is using to prepare and make decisions for the opening of schools. He included supplemental resources for funding and finances that will aid in the process of re-opening. The Superintendent and Mr. Andrew O'Leary, Assistant Superintendent of Finance and Operations reviewed with the School Committee the NBPS facilities readiness plan. Included in the review was information surrounding building capacity, room sizes vs. student capacity and physical distancing, as well as, cleaning, sanitizing and de-densifying schools. Mr. O'Leary went on to share some of the results on the HVAC systems analysis performed by BALA Consulting Engineers, Inc. located in Boston, MA. BALA had begun the process of performing site analysis of the 27 schools to review the HVAC and ventilation systems. Once performed, a report summarizing the systems and providing recommendations for system modifications to help accommodate improved air quality and/or airflow will follow. Superintendent Anderson shared with the School Committee and community that the BALA reports will be available for public view once assessments are complete.

Assistant Superintendent O'Leary shared the guidelines on ventilation and air exchange as provided by the DESE. He stated the overall guidance is for schools to increase outdoor air ventilation and filtration as much as possible: upgrading filters, adjusting HVAC settings, open windows/doors, prevent minimizing air recirculation, running systems before schools open, maintain ventilation for longer hours and not using spaces without windows or an HVAC system. He then closed with a brief overview of the transportation process and student dining. The School Committee members asked questions around dining. Mr. O'Leary explained the process and the Superintendent's plans moved forward.

Superintendent Anderson asked Deputy Superintendent, Ms. Karen Treadup to review the levels of support for student's in-person or distance learning. Ms. Treadup shared that all students are in tiers for different levels of

support. She shared some supports that are in place for staff: Mindfulness, stress reduction, check-ins, referrals, targeted professional development, EAP, Clinicians, consultative providers, etc. Ms. Treadup described the student cohorts and how assigned, depending on the support the student needs. She shared what structures would be successful for hybrid learning, for a distance learning to hybrid model, and the goals of transitioning. She concluded with how students and families can transition with a hybrid model of learning.

Superintendent Anderson then described the three options for hybrid plans. Option one, Hybrid A has three phases. Phase 1: staff training from August 31 through September 15. Phase 2: direct instruction from September 16 through October 16 and Phase 3 would begin on October 19 with continued direct instruction. Option 2, hybrid B: staff training from August 31 through September 15. Direct instruction from September 16 through November 2 and phase three would begin on November 5. The Superintendent explained that option three, full distance learning would begin on September 16. He included a brief overview of the distance learning academic model. The model included procedures for tracking attendance and participation, alignment with state standards, standard based grading for elementary students and letter grades at the secondary levels. Regular communication with families and interpretation and translation services will be available.

The Superintendent asked Wanda Nunes, NBPS Nursing Supervisor to update the School Committee on health guidance. Ms. Nunes informed that guidance from the Center for Disease Control (CDC) and the DESE. She shared what families and schools would be doing for daily symptom checks, children who are sick, asymptomatic children, and protocols that for mask wearing and physical distancing. Ms. Nunes included information on hand hygiene, health and medical needs, protection for nurses, educators and staff, as well as, developmental and special education needs.

Mayor Mitchell asked Ms. Nunes, "What's done when a student tests positive for Covid-19"? She explained that students are dismissed, contact tracing and quarantining for 14 days begins. Mayor Mitchell asked, "What is done if a staff member tests positive"? Heather Emsley, Executive Director of Human Capital Services stated that when a staff member tests positive they are required immediately to stop working and the same process followed as students and families. Other committee members had questions surrounding the start dates for the school year. Superintendent Anderson assured the committee that their thoughts will be considered when adjusting the available learning options. The Superintendent and the School Committee agreed to revisit the options with current Covid-19 information before the September School Committee meeting.

The School Committee voted UNANIMOUSLY, on a motion by Mr. Christopher Cotter and seconded by Mr. Jack Livramento to accept Option 1 with October 5 and not September 28 for Cohort B as the start date in the NBPS Fall Re-Opening plan as presented to the School Committee.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

Superintendent Anderson ended by letting the committee know that a town hall is being put together for parents/families to understand and ask questions around the re-opening plans, and shared the plans will be posted on the NBPS website.

5. OTHER REPORTS

- A. Finance and Operations Report: Mr. O’Leary, Assistant Superintendent of Finance and Operations started his report by updating the committee that there is not much to report due to the City of New Bedford interim budget status. Mr. O’Leary reviewed the transfer and grants report.

The Committee voted UNANIMOUSLY, on a motion by Mr. Joshua Amaral and seconded by Mr. Bruce Oliveira to accept the Transfer report as presented to the School Committee.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

The Committee voted UNANIMOUSLY, on a motion by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to accept the Finance and Operations reports to place on file as presented to the School Committee.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

- B. Personnel Report: Ms. Heather Emsley, Executive Director of Human Capital Services, reviewed the May personnel report and stated a total of 34 appointments with 24 from Unit A, 1 from Unit B, 4 Non-Union and 5 AFSCME She shared there are 3 retirements with 1 from Unit A and 2 AFSCME. Ms. Emsley added that there were 12 resignations with 4 from Unit A, 1 from Unit B, 2 AFSCME and 5 non-union. She concluded with 12 transfers from Unit A.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept the Personnel Report as presented to put on file.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Ye
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

- C. School Committee Report: No Reports at this time.

6. NEW BUSINESS

- A. The School Committee voted UNAINIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to approve a recommended list of surplus property located at the Jireh Swift Elementary School.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Ye
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

- B. Transportation/Busing Policy:

Mr. O’Leary informed the committee that due to student numbers being unknown he would like to request that the transportation and busing policy be tabled to the September School Committee meeting. .

The School Committee voted UNANIMOUSLY on a motion made by Mr. Joshua Amaral and seconded by Mr. Jack Livramento to table the Transportation/Busing Policy 2020-2021 school year to the next meeting.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>7-Yeas, 0-Nays, 0-Absent</i>

- C. Ms. Heather Emsley, Executive Director of Human Capital Services reviewed the building based substitutes for the 2020-2021 school year. She began with the difference between a building-based substitute rate of \$85 and the rate for a Covid-19 substitute differential pay at \$41. Ms. Emsley shared that substitutes would leave the NBPS system to work in other school district for additional monies. Ms. Emsley asked the committee to consider this differential in pay in order for the district to be competitive. Committee member, Mr. John Oliveira asked, “Why are we providing a differential?” Ms. Emsley answered, NBPS is increasing the differential pay in order to secure people to work in this positions. Mr. Oliveira wanted to know why the substitutes were not getting a raise and getting a differential that will go away eventually. Ms. Emsley added that monies would come from secured Covid-19 grant funding. Member, Mr. Joshua Amaral asked for a follow-up report at the September meeting.

The School Committee voted on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to approve the revised building based substitutes for the 2020-2021 school year as presented.

The vote was as follows:

Mr. John Oliveira – No	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	<i>6-Yeas, 1-Nays, 0-Absent</i>

- D. Deputy Superintendent, Ms. Treadup explained to the committee that school calendar dates need to adjust to coincide with the 10-day late start to the 2020-2021 school year as changed by the Department of Elementary and Secondary Education.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Christopher Cotter and seconded by Mr. Joshua Amaral to approve the revisions to the 2020-2021 school calendars as presented for the NBPS District, Parker Elementary School, Gomes Elementary School and Hayden McFadden Elementary School.

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – No
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – No
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – No	<i>4-Yeas, 3-Nays, 0-Absent</i>

- E. The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to move forward to a second reading to *adopt* the following policies:

- FILE: IHBHE Remote Learning

- FILE: JBB Educational Equity
- FILE: JCA Assignment of Students to Schools
- FILE: JIH Searches and Interrogations

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	7-Yeas, 0-Nays, 0-Absent

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to move forward to a second reading to *remove* the following policies:

- FILE: IHA Basic Instructional Program
- FILE: JLA Student Insurance Program
- FILE: JP Student Gifts and Solicitations

The vote was as follows:

Mr. John Oliveira – Yes	Mr. Joshua Amaral – Yes
Mr. Christopher Cotter – Yes	Ms. Colleen Dawicki – Yes
Mr. Jack Livramento – Yes	Mayor Mitchell - Yes
Mr. Bruce Oliveira – Yes	7-Yeas, 0-Nays, 0-Absent

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to move forward to a second reading to *revise* the following policies:

- FILE: IHBEA English Learners
- FILE: IJNDD Policy on Social Networking Sites
- FILE: JJA Student Organizations
- FILE: JRA Student Records
- FILE: JRD Student Photographs
- FILE: BBAA School Committee Member Authority
- FILE: FILE: JC Attendance Areas
- FILE: JICFA Prohibition of Hazing
- FILE: JICH Alcohol, Tobacco and Drug Use by Students Prohibited
- FILE: JII Student Complaints and Grievances
- FILE: JJH-R Student Overnight Travel Regulations
- FILE: JLCB Immunization of Students
- FILE: JLCC Communicable Diseases
- FILE: IHB Special Instructional Programs and Accommodations
- FILE: JB Equal Educational Opportunities
- FILE: JEB Entrance Age
- FILE: JF School Admissions
- FILE: JFABD Homeless Students Enrollment Rights and Services
- FILE: JFABE Educational Policy for Military Connected Students
- FILE: JFABF Educational Stability for Children in Foster Care
- FILE: IC/ICA School Year/School Calendar
- FILE: ID School Day
- FILE: IE Organization of Instruction
- FILE: IGB Support Services Programs

- FILE: IHAM Health Education
- FILE: ACAB Sexual Harassment
- FILE: ACA Nondiscrimination on the Basis of Sex
- FILE: BEDH Public Comment at School Committee Meetings

The vote was as follows:

Mr. John Oliveira – Yes

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

Mayor Mitchell – Yes

7-Yeas, 0-Nays, 1-Absent

11. ADJOURN

The School Committee voted UNANIMOUSLY on a motion made by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to adjourn the School Committee meeting and enter into Executive Session to discuss bargaining updates with respect to union personnel: NBEA Unit A, NBEA Unit B, NBSSU, AFSCME and Paraprofessionals

The vote was as follows:

Mr. John Oliveira – Yes

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

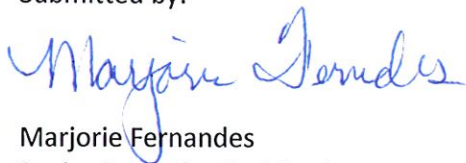
Ms. Colleen Dawicki – Yes

Mayor Mitchell - Yes

7-Yeas, 0-Nays, 1-Absent

The meeting adjourned at 9:55 PM.

Submitted by:



Marjorie Fernandes
Senior Executive Assistant
Recording Secretary, School Committee

Reviewed by:



Thomas Anderson
Superintendent
Secretary, School Committee