

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

PRESENT: MAYOR MITCHELL, MR. OLIVEIRA, MR. AMARAL, DR. FINNERTY, MR. LIVRAMENTO
MR. COTTER

ABSENT: MR. NOBREGA

IN ATTENDANCE: DR. DURKIN, MR. DEFALCO, DR. RABINOVITCH, MS. EMSLEY, MRS. REGO (Recording Secretary)

Student Representative, Katherine Gomes, was in attendance.

Special Recognition:

- Gary Maestas and Jeff Bellora, STEM teachers from Keith Middle School, introduced the students from the FTC and SeaPerch engineering teams who gave demonstrations of the robots that the teams have created. The Committee recognized them for their hard work and dedication and for winning the regional competitions. The teams were wished good luck as they prepare for state and national competitions.

Approval of Minutes: (Supporting documents labeled "3")

The Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Mr. Livramento, to accept the following meeting minutes as presented:

- Facilities Sub Committee Meeting: November 12, 2015
- Finance Sub Committee: December 10, 2015

Superintendent's Report (Dr. Durkin): (Supporting documents labeled "4")

- Dr. Durkin gave the following presentation relative to the recommendations for Turnaround for Hayden McFadden Elementary School.

Hayden-McFadden Elementary School

Recommendations for Turnaround

February 8, 2016
School Committee

Agenda

- Current State of Hayden-McFadden
- Work of the Local Stakeholder's Group (LSG)
- Recommendations and Considerations
- Next Steps

Student Population

Total Students	653	Stability Rate 83% <i>*Percent of the students that stay in the school throughout the school year</i>
Race	School	District
African American	12.7%	11.7%
Asian	2%	8%
Hispanic	44.4%	34.5%
Native American	9%	5%
White	35.1%	46.3%
Multi-race, Non-Hispanic	6.7%	5.9%
Special Education	28%	21.9%
ELL	42%	24.8%
Economically Disadvantaged	73%	55.6%
High Needs	82%	69.1%

Accountability Data Over Time

EPI: out of a possible 100 points

Category	2012 1 st Percentile	2013 1 st Percentile	2014 1 st Percentile	2015 1 st Percentile
All Students	49	41	61	49

Category	2012	2013	2014	2015
ELA- A & P	24	13	20	24
Math- A & P	16	14	31	36
ELA Growth	35	31.5	36	37
Math Growth	25	38	54	40

Climate Profile

- 48.9% of students absent more than 10 days per year (state rate is 32%)
- Tracking out of school and in school suspensions in new student database
- 126 out of district students - (Ashley, Brooks, Campbell, Carney, Congdon, DeValles, Gomes, Hannigan, Winslow, Swift, Rodman, Parker, Pacheco, Lincoln)
- 52 McKinney-Vento students (as of 12/18)
- 15 Immigrant students from foreign countries. Hayden-McFadden largely serves students who do not necessarily come from foreign countries but whose families do not speak English

DESE Communication

- December 9th – Commissioner's letter call for "expeditious and dramatic change and conditions in place to avoid Level 5 designation"
- December 21st – DESE letter outlining autonomies
- January 27th – Special School Committee Meeting

Work of the Local Stakeholder Group

- Five (5) meetings held including an additional meeting dedicated to teacher input
- Reviewed school data, information, and past turnaround plan
- Reviewed MA schools that exited Level 4
- CAO met with every HM teacher in small groups with the teacher LSG members
- Recommendations reflecting autonomies and key drivers for change

Recommendations: Autonomies

- New school calendar and schedule with 1330 hours for student instructional time
- Additional 15 professional development days
- Hiring and dismissal of staff (with no bidding or bumping)
- Determination of the school curriculum and programming
- Authority over an agreed-upon budget
- New compensation system
- Working conditions

Recommendations: Key Drivers for Change

I. School Structure and Design

- Lower/upper grade academies
- Instruction: including intervention and enrichment
- High-quality and differentiated professional development
- Calendar for school year and school day
- Support for all levels of ELL students
- Re-branding Hayden-McFadden as a school of excellence

Key Drivers for Change

II. Wraparound Services

- Partnerships with community-based service providers to meet social-emotional needs
- Wrap-around coordinator
- Reassign School Adjustment Counselors to focus more on behavioral needs
- Utilize the Family Welcome Center model

Key Drivers for Change

III. Early Childhood Programming

- Full day Pre-K program for HM students
- Coordinate with local day care/preschool programs on curriculum development
- Boost programs on "Getting Ready for Kindergarten!"

Key Drivers for Change

IV. Parent Engagement

- Parent liaison
- Developing a shared vision that will include "parents as partners"
- Support for translation services
- Home visiting program

Next Steps

- Use LSG work to devise a strong and robust Turnaround Plan
- Enter into negotiations with NBEA, AFSCME, and Paraprofessional Unit
- Seek guidance from DESE on compensation system autonomy
- Disseminate the reapplication process to Hayden McFadden staff by February 9 (due to be returned by February 22)

NBEA – guiding questions, model lesson, interview

Possible Scenarios

- *"I want to continue to serve Hayden McFadden students and families." (reapply/selected)*
- *"I do want to seek a position elsewhere in NBPS." (HCS will work with you to obtain a position)*
- *"I wanted to continue at Hayden McFadden and was selected but after reviewing the calendar, I have to consider other options." (HCS will work with you to obtain a position)*
- *"I was not selected to remain at Hayden McFadden." (HCS will work with you to obtain a position)*

Next Steps

Important to Note!

No one will lose their job in NBPS *except for performance reasons related to the educator evaluation process.*

Throughout the Turnaround Process

- Focus on students and families
- Continued transparent and clear communication
- Questions will be answered but patience is needed!
- Consider the **opportunity** caused by the changes!

Dr. Durkin explained that the Turnaround Plan for Hayden McFadden Elementary School is an opportunity to best serve the students and families. Tammy Morgan, who will be the school's new principal on July 1, is a collaborative leader and the teachers are motivated to be part of the solution. Recommendations include lower/upper grade academies, instruction including intervention and enrichment, high-quality and differentiated professional development, a longer school day and school year increasing hours of instruction from 990 hours to 1330 hours, support for all levels of ELL students, wraparound services, full day pre-K, Boost programs on "Getting Ready for Kindergarten", parent liaison services, increased translation services, a home visiting program and breakfast in the classroom. Dr. Durkin explained that because of the increase in work hours and the difficult nature of turnaround work, staff may choose to be placed elsewhere in the district. Dr. Durkin concluded by thanking the members of the Local Stakeholders Group (LSG) for their hard work and dedication to the students of Hayden McFadden Elementary School.

Mayor Mitchell commented that the presentation was very clear and questioned if support staff also need to reapply for their positions. Dr. Durkin replied that support staff need to fill out a form to see if their current position will still be a good fit for them under the new Turnaround Plan.

Mr. Amaral stated that the increased services need to be kept in mind as we enter budget season. Mr. Amaral questioned how the extended working hours will affect salaries and how many teachers have currently bid out of their positions. Dr. Durkin stated that increased salaries are subject to negotiations. Ms. Emsley will have a full accounting of teachers that bid out of their positions at Hayden McFadden at the March meeting. There was discussion about the current Turnaround Plan and measuring its progress.

Mr. Livramento commented that changing the environment is crucial to students being more enthusiastic about learning and that the home visitation is critical for student success and parent involvement. Mr. Livramento values the contributions teachers are making to the students and the school.

Dr. Finnerty reiterated that no one will lose their job as a result of the Turnaround Plan, only for poor performance using the evaluation system. There was discussion regarding poor attendance, medically fragile children and the cluster programs for ELL and SPED.

Mr. Oliveira thanked the staff and is pleased that the recommendations reflected the feedback from the teachers.

Mr. Cotter questioned why the current Turnaround Plan was not successful. Dr. Durkin explained that the last plan was not robust or deep enough. Mr. DeFalco reported that although mid-course adjustments have been made and monitored carefully, the plan and its autonomies was inherited. Mr. Cotter stated the he does not agree with teachers having to reapply for their positions.

Public Comment

- Pat Reynolds - bullying issue
- David Goldman – school issue
- Jennifer Duarte – school issue
- Anne Przysarz – Hayden McFadden reapplication process/testing for students
- Lindsay Osborne-Braga – Hayden McFadden reapplication process

Business Office Report (Dr. Rabinovitch): (Supporting documents labeled “6A”)

Financial Reports

- Signing of School Department Warrants
 - The procedure entails having warrants available by Wednesday noon for signature each week. Four members of the School Committee will be required to sign the warrants each week in the Business Office before the documents are sent to the Auditor’s Office on Thursday morning.

Dr. Rabinovitch requested a motion to take the following out of order. The Committee voted UNANIMOUSLY on a motion made by Mr. Oliveira and seconded by Dr. Finnerty. Dr. Rabinovitch reported that work will begin as soon as school closes.

- Request for Proprietary Specifications (See Agenda Item 7C)
 - This is part of the Accelerated Repair Project (ARP) at the three schools having boiler replacements. In order to have continuity, it is recommended that the boiler room control systems be provided by Siemens.
 - Other buildings are being fitted with these controls as part of the ESCO project.
 - Re-vote of Proprietary Specifications for Hannigan project.

The Committee voted UNANIMOUSLY, on a motion made by Dr. Finnerty and seconded by Mr. Oliveira, to approve the Siemens project.

- Financial statement
 - 1/23/2016 is the last live week posted. This figure is above our weekly estimate. This is because of:
 - A retirement payout
 - ROTC gets paid once per month.
 - Departments General Expense Budget Report is where we would expect them.
 - The one exception is Academic Directors: we have not charged them for printing costs at this time.
 - Schools General Expense Budget Report has been further analyzed.
 - The large variance between schools’ percent spent is caused by the heating oil costs not being encumbered at Parker, Swift and Taylor that use oil.
- Transfer of Funds
 - It is recommend to make these transfers to allow payment of anticipated invoices.

FOR APPROVAL

ORG	FUNC	OBJ	DESCRIPTION	ORG	FUNC	OBJ	DESCRIPTION	AMOUNT	REASON
00130140	1110	520004	School Committee Services	00138460	1210	521050	Supt Other Exp	5,000	Professional development, conferences and other items
41538450	2210	540005	Roosevelt Principal Ofc Supplies	41539541	4230	520004	Roosevelt Main Equip	752	To change the bell schedule
50539510	2305	511110	High School Prof Sals	00730040	1230	520004	Welcome Ctr Contr Srvs	30,000	To cover cost of DW screeners

The Committee voted UNANIMOUSLY, on a motion made by Mr. Oliveira and seconded by Mr. Livramento, to accept the budget transfers.

- FY 17 Budget Timeline
 - Included in school committee member packets is an outline of the Budget Timetable.
- MSBA
 - Hannigan School
 - Complete access and ownership of 64-66 Emma Street will be granted in the middle of February.
 - The signed PFA will not be in possession until we have complete control of the property.
 - The district is in the Schematic Design phase of this project.
 - Preliminary design documents have been sent to MSBA and answers are being composed to their questions.
 - Approval for the early demolition of the existing Hannigan building has been received. This is planned for spring of 2016.
 - This project is on schedule.
 - Taylor @ Sea Lab
 - Construction work has begun.
 - Job Meetings are being held on Tuesday mornings at Sea Lab.
 - Steel is being erected.
 - Four Elementary Schools Accelerated Repair Projects
 - The total cost for the four schools is \$18,145,990.
 - The MSBA will reimburse at the rate of 79.58%
 - This will be on the City Council Agenda for February 25, 2016.
 - This should be moved to Finance for March 9, 2016.

The Committee voted UNANIMOUSLY, on a motion made by Mr. Amaral and seconded by Dr. Finnerty, to accept the Business Office Report.

Personnel Report: Ms. Emsley (Supporting document labeled "6B")

Ms. Emsley reviewed the personnel report with the Committee. She reported that there were six new hires, 10 retirements, eight resignations and 20 transfers since the last report in January. She reported that a recruitment fair is scheduled for the first Saturday in April at the Keith Middle School cafeteria.

Dr. Finnerty inquired if Ms. Emsley noticed a pattern with the resignations. Ms. Emsley said that most resignations are from staff who have been with the district less than three years. Dr. Finnerty also questioned if exit interviews were given. Ms. Emsley explained that exit interview emails are sent to staff and follow up phone calls are made.

Mr. Amaral asked if administration had discussion about teacher retention. Dr. Durkin and Bernadette Coelho have had many discussions on the subject and are unpacking it deeply.

Mayor Mitchell expressed concern over teachers that resign mid-year.

Mr. Cotter reported that staff is unhappy but won't bring their concerns to Human Capital Services because of fear of retaliation. Dr. Durkin explained that a high level of confidentiality is practiced and encourages staff to contact HCS.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Dr. Finnerty, to accept the Personnel Report.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Livramento to have the following policies pass to a second reading: (reviewed and approved by the Policy Sub Committee as part of the

district's ongoing revision of the complete policy manual. This project is in consultation with the Massachusetts Association of School Committees (MASC)):

SECTION BEC-BK
SUPPORT SERVICES

- BEC EXECUTIVE SESSIONS
- BED SCHOOL COMMITTEE MEETING PROCEDURES
- BEDA NOTIFICATION OF SCHOOL COMMITTEE MEETINGS
- BEDB AGENDA FORMAT
- BEDB-E AGENDA FORMAT PROCEDURE
- BEDBA AGENDA PREPARATION AND DISSEMINATION
- BEDC QUORUM
- BEDD RULES OF ORDER
- BEDF VOTING METHOD
- BEDG MINUTES
- BEDH PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS
- BEDI NEWS MEDIA SERVICES AT SCHOOL COMMITTEE MEETINGS
- BEE SPECIAL PROCEDURES FOR CONDUCTING HEARINGS
- BG SCHOOL COMMITTEE POLICY DEVELOPMENT
- BGA POLICY DEVELOPMENT SYSTEM
- BGAA/BGB PRELIMINARY DEVELOPMENT OF POLICIES/POLICY ADOPTION
- BGC POLICY REVISION AND REVIEW
- BGD SCHOOL COMMITTEE REVIEW OF REGULATIONS
- BGE POLICY DISSEMINATION
- BGF SUSPENSION OF POLICIES
- BHC SCHOOL COMMITTEE-STAFF COMMUNICATIONS
- BHE USE OF ELECTRONIC MESSAGING BY SCHOOL COMMITTEE MEMBERS
- BIA NEW SCHOOL COMMITTEE MEMBER ORIENTATION
- BIB SCHOOL COMMITTEE MEMBER DEVELOPMENT OPPORTUNITIES
- BIBA SCHOOL COMMITTEE CONFERENCES, CONVENTIONS, AND WORKSHOPS
- BID SCHOOL COMMITTEE MEMBER COMPENSATION AND EXPENSES
- BJ SCHOOL COMMITTEE LEGISLATIVE PROGRAM
- BK SCHOOL COMMITTEE MEMBERSHIPS

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Amaral, to approve to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property from Food Service.

As previously stated (this was taken out of order), The Committee voted UNANIMOUSLY to approve that the boiler room control systems relating to the Accelerated Repair Program projects at Carney, Gomes, Pulaski and Hayden McFadden Schools, be specified as proprietary to, and provided by Siemens.

The Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Mr. Cotter, to approve a request from Lisa Pratt/Teacher/Roosevelt Middle School, for permission to attend the National Science Teachers Association National Conference on Science, from March 31-April 1, 2016, in Nashville, TN. (No cost to the district.)

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Livramento, to approve a request from Joseph Almeida/Teacher/Keith Middle School, for permission to attend the America Achieves Teacher and Principal Fellowship 2016 Spring Convening, from March 3-6, 2016, in Nashville, TN. (No cost to the district.)

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveria and seconded by Mr. Amaral, to approve a request from Isaiah Houtman/Teacher/NBHS, for permission to take eight students to Providence College, Providence, RI, on March 1, 2016, to compete in a computer programming contest. (Cost: Transportation)

At 8:44 P.M., on a motion by Mr. Livramento and seconded by Mr. Oliveira, the Committee voted to go into Executive Session with the intent to return to Open Session.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Nobrega – Absent	Mr. Livramento – Yes
Mr. Oliveira – Yes	Dr. Finnerty – Yes
Mr. Cotter – Yes	

6 – Yeas 0 – Nays 1 – Absent

At 9:27 P.M., on a motion by Mr. Oliveira and seconded by Mr. Oliveira, the Committee voted to re-enter Open Session.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Nobrega – Absent	Mr. Livramento – Yes
Mr. Oliveira – Yes	Dr. Finnerty – Yes
Mr. Cotter – Yes	

6 – Yeas 0 – Nays 1 – Absent

The Committee voted UNANIMOUSLY, on a motion by Dr. Finnerty and seconded by Mr. Oliveira, to approve the following recommendations:

Recommend that the School Committee enter into negotiations with the NBEA Unit A and Unit B bargaining units for the purpose of altering compensation, hours, and working conditions and/or other provisions to the collective bargaining agreements of the administrators, teachers, and other staff, covered by such agreements at Hayden McFadden School, in order to facilitate and maximize the rapid achievement of Hayden McFadden School students.

Recommend that the School Committee enter into negotiations with the New Bedford Federation of Paraprofessionals for the purpose of altering compensation, hours, and working conditions and/or other provisions to the collective bargaining agreement of Paraprofessionals, covered by such agreement at Hayden McFadden School, in order to facilitate and maximize the rapid achievement of Hayden McFadden School students.

Recommend that the School Committee enter into negotiations with the American Federation of State, County and Municipal Employees (AFSCME) for the purpose of altering compensation, hours, and working conditions and/or other provisions to the collective bargaining agreement of staff, covered by such agreement at Hayden McFadden School, in order to facilitate and maximize the rapid achievement of Hayden McFadden School students.

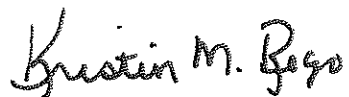
At 9:30 P.M., on a motion by Dr. Finnerty and seconded by Mr. Amaral, the Committee voted to adjourn the meeting.

The roll call vote was as follows:

Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Nobrega – Absent	Mr. Livramento – Yes
Mr. Oliveira – Yes	Dr. Finnerty – Yes
Mr. Cotter – Yes	

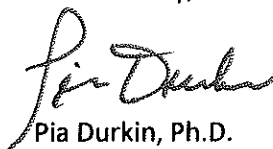
6 – Yeas 0 – Nays 1 – Absent

Respectfully Submitted by,

A handwritten signature in cursive script that reads "Kristin M. Rego".

Kristin M. Rego
Recording Secretary

Reviewed by,

A handwritten signature in cursive script that reads "Pia Durkin".

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

