

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

PRESENT: MAYOR MITCHELL, MR. AMARAL, MR. COTTER, DR. FINNERTY (arr. 6:07)
MR. LIVRAMENTO, MR. NOBREGA, MR. OLIVEIRA

ABSENT: NONE

IN ATTENDANCE: DR. DURKIN, DR. DEFALCO, DR. RABINOVITCH, MS. EMSLEY, MS. BETTENCOURT, MS.
WALMSLEY, MR. O'LEARY, MR. CARVALHO, MRS. DUNAWAY (Recording Secretary)

The new School Committee Student Representative, Gina Connor, was in attendance.

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

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

- Policy Sub Committee: February 11, 2016

Superintendent's Report (Dr. Durkin):

(Supporting documents labeled "4")

Dr. Durkin introduced the following new administrators to the Committee:

- Christine Pugliese as Principal of Ashley School
- Richard Leeman as Principal of Hathaway School
- Amy Huston as Assistant Principal of Hayden McFadden School (Grades 3 – 5)
- Manny Vieira as Assistant Principal of Hayden McFadden School (Grades PreK -2)

Aspiring Administrators Program – Dr. Durkin recognized the teachers and other educators involved in the Aspiring Administrators Program. The program aims to give future administrators the tools they need to apply for future administrative positions and to have a successful career as an administrator in the district.

Department of Elementary and Secondary Education: Accelerated Improvement Plan (AIP) Monitoring Report – Laura Richane (from the DESE) and Tom Pandiscio (Monitor) addressed the committee. They explained that the reporting period is from March – May, 2016 and provided a presentation as follows:

New Bedford Public Schools Accelerated Improvement Plan Monitoring Report

Presentation to the School Committee
June 13, 2016

MASSACHUSETTS DEPARTMENT OF
ELEMENTARY AND SECONDARY
EDUCATION



Introduction

- Reporting period: March–May
- End of external AIP Plan Manager contract
- Beginning development of 2016-17 AIP
- Continued challenges at middle school level



Highlights

- May learning walks (elementary and HS levels)
- Galileo assessment results (elementary level)
- K-8 science scope & sequence developed
- Initiatives to improve school climate (HS)
- Continued attention to BBSTs
- Use of Sheltered English Instruction strategies
- Aspiring Administrators cohort; improvements to mentoring program



Massachusetts Department of Elementary and Secondary Education

Challenges

Middle school level:

- Learning walk data
- Galileo results
- Increase in conduct cards filed
- Unclear/uneven implementation of BBSTs



Massachusetts Department of Elementary and Secondary Education

Next Steps

- Use desired instructional shifts as a basis for learning walks, PD
- Use learning walks to collect evidence on PD
- Formulate plan for reforming middle schools
- Revisit indicators of middle school climate & student support
- Develop plan to increase use of SEI strategies
- Consider creating district guidelines for family involvement and community outreach



Massachusetts Department of Elementary and Secondary Education

Ms. Richane explained that the district plan manager's (District Management Council (DMC)), association with the district would be coming to an end. The DESE feels the NBPS Administration has the leadership capacity to manage the district plan on its own after the five-year involvement with the DMC.

Dr. Pandiscio stated that although the district has marked improvement, there are still serious challenges, as highlighted in the presentation, at the middle school level.

Sheltered English Instruction (SEI) Plan – Sonia Walmsley informed the Committee that the district has been deemed a vendor to offer the SEI course to NBPS staff and only one of four districts approved to be a provider. Registration will be available in the summer with courses to follow in the fall and spring. The cost per course will be \$240 and taught by facilitators employed by the state or independent vendors.

SEI Endorsement Courses RETELL Initiative

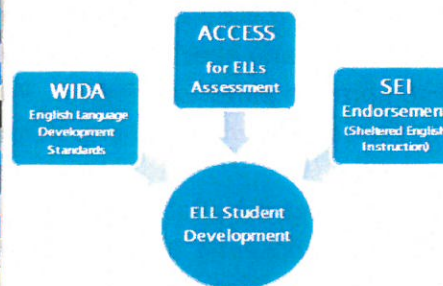
New Bedford Public Schools

June 13, 2016

Sonia Walmsley

Executive Director of Educational Access and Pathways

Rethinking Equity and Teaching for English Language Learners (RETELL) Initiative



RETELL

- As of July 1, 2016, a core academic teacher who is assigned to teach an ELL must have an SEI Endorsement or must obtain one within a year of the assignment. Similar, no administrator or supervisor can supervise or evaluate a content teacher of ELL students without an SEI Endorsement.

NBPS Timeline

- June, 2015 - Cohort 1 ended
- June, 2016 - Cohort 1 Waiting List Courses Ended
- March, 2016 - Educator's Survey
- April, 2016 - Endorsement Data Collection
- May, 2016 - Recruitment of RETELL Facilitators
- June, 2016 - Proposal Application Submission
- July, 2016 - DESE Approval
- August, 2016 - Registration for SEI Courses
- October, 2016 - Fall Courses
- February, 2017 - Spring Courses

SEI Endorsement Courses

- NBPS will provider Teachers (45 hrs.) and Administrators (15 hrs.) SEI Courses
- 25-30 participants per each course
- Cost for teachers \$240
- 12 sessions (face-to-face and online), 4 Capstone sessions, and make-up sessions.
- Cost for Administrators \$100
- 5 sessions (face-to-face and online)

Hayden McFadden Turnaround Plan – Dr. Durkin explained that the last revision has been made and includes the following:

- An English Language Learner (ELL) Advisory Committee
- Annual goal for promotion
- Deeper discussion for ELL and pathways
- Students with Limited or Interrupted Formal Education (SLIFE) program initiated

Accelerated Learning Pilot – Dr. Durkin announced that there will be an Accelerated Learning Pilot at Keith Middle School for the 2016-17 school year. The program will include 100 students in Grades 6 and 7. All students may apply and will be considered using an open enrollment process that will consist of PARCC and Galileo assessments, and teacher recommendations as well as a review of attendance and work habits. Letters will go home to parents in English, Portuguese and Spanish on June 14 who currently have children in fifth grade at the schools who feed into Keith Middle School.

Dr. DeFalco stated that the pilot will be studied and fine-tuned during the next school year and implemented at Normandin and Roosevelt Middle Schools for the 2017-18 school year. Accelerated Learning will be framed around Project Based Learning, formalized research, texts that are challenging along with assigned written reports. Teachers will be working with the principal to work on the details.

Dr. Durkin informed the Committee that the DESE identified Keith Middle School and Whaling City Jr/Sr High School as having high suspension rates that involve African American students. Dr. Durkin explained that the suspension rate identified was from the 2014-15 school year and that currently the new principal, Dr. Bailey, is working to build a positive learning community with a good climate.

Public Comment

No one signed up for Public Comment.

Business Office Report (Dr. Rabinovitch): (Supporting documents labeled “9A”):

Dr. Rabinovitch continued with a summary of the current Massachusetts School Building Association (MSBA) projects:

MSBA

1. Four Elementary Schools Accelerated Repair Projects (Pulaski, Hayden McFadden, Gomes and Carney)
 - Windows will not be delivered and installed until November. Temporary window coverings will replace all windows and casings that will be removed this summer. Removal will take place while school is not in session. PCB removal process will be carefully monitored. Boilers will be installed in the summer.

Dr. Rabinovitch introduced architects involved with the repair projects. Loren Belida of SLAM Collaborative and Steve Theran from Vertex gave a presentation with information regarding the window removal process. (Supporting document labeled “6A”)

2. Hannigan
 - Demolition will begin in July
3. Taylor @ Sea Lab

- The project is well on its way with construction.
- There will be six new classrooms ready for occupancy in September.

Financial Statement

- Salary Spend-down Report: A large portion was spent on Collective Bargaining Agreements.
- Non-salary items and school expenses are on target.
- Balance of accounts – must use funds to balance the transportation account which has a deficit.

Transfer of Funds

- Funds were used to purchase band uniforms and for transportation.

The Committee voted UNANIMOUSLY, on a motion by Mr. Amaral and seconded by Mr. Oliveira, 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 18 appointments, eight retirements and 16 resignations since the last report in May. She also reported that currently there are 28 vacancies at the elementary level; 11 vacancies at the middle school level and nine at the high school. Several positions at Hayden McFadden had to be filled including clerical, TLS, wraparound coordinator and several special education positions.

Several members gave reports including Dr. Finnerty who reported that the following items were discussed at a recent Curriculum Sub Committee meeting:

- Parting Ways project
- Grade 5 departmentalization
- Civics education at New Bedford High School

The Student Representative gave her report.

OLD BUSINESS

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mr. Oliveira, to remove the previously tabled Bay Sox Lease Agreement from the table. (Supporting document labeled “7A”)

Mr. Oliveira commented that the items discussed in a previous Executive Session were rectified. He noted that there was a typing error on the agreement that will be corrected.

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mr. Oliveira, to approve the Bay Sox Lease Agreement.

NEW BUSINESS

At this time, Ms. Catherine Cooper, Executive Director of Southeastern Massachusetts Education Collaborative (SMEC) addressed the Committee to explain plans for a new therapeutic elementary day

program that SMEC would like to operate in the City. Dr. Durkin made a recommendation that the program be approved.

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Finnerty, to approve a request from Southeastern Massachusetts Education Collaborative (SMEC) to operate a new therapeutic elementary program in the City of New Bedford. (Supporting document labeled "8A")

Dr. Durkin addressed the Committee, requesting the approval of the appointment of Andrew O'Leary as Business Manager. She stated that Mr. O'Leary has been employed by the district for 12 years and is stepping up from his current position as Assistant Business Manager. She also mentioned that Mr. O'Leary is Business Manager and MASBO certified.

Mayor Mitchell commented that Mr. O'Leary has always done his best for New Bedford Public Schools and is familiar with the educational message of the district.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Nobrega, to approve the appointment of Andrew O'Leary as Business Manager, commencing July 1, 2016. (Supporting document labeled "8B")

The roll call vote was as follows:

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

7 – Yeas 0 – Nays 0 – Absent

Ad Hoc Committee on School Climate (Supporting document labeled "8C")

Mr. Oliveira, chair of the Ad Hoc Committee, reviewed the recommendations as follows:

- Expand existing alternative education for middle schools at Whaling City
- Review and pursue the scope of the development of an elementary level Student Success Center program
- Develop a Memorandum of Agreement (MOA) between the School Department and the New Bedford Police Department concerning the work of the School Resource Officers (SROs).
- Coordinate with an outside agency to develop a climate and culture survey. The survey will be administered at a later date for the district to take additional measures in the areas outlined above.

A discussion ensued in regard to the recommendations. Mayor Mitchell suggested that the Committee stay formed in order to reconvene to develop a timeline for the proposed climate and culture survey.

The Committee voted UNANIMOUSLY, on a motion by Dr. Finnerty and seconded by Mr. Amaral, to receive and place on file the recommendations from the Ad Hoc Committee on School Climate.

The Committee voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Mr. Livramento, to accept the property designated "Proposed Lot A" as shown on a plan entitled "Paul Walsh Field, Hunter St. New Bedford, MA 02740," and which constitutes a portion of Assessor's Map 63, Lot 2, New Bedford, Massachusetts, from the New Bedford City Council, effective September 6, 2016. (Supporting document labeled "8D")

The Committee voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Mr. Amaral, to approve the following requests for Out-of-State Field Trips: (Supporting document labeled "8E")

- Jane Jacobsen/NBHS – Permission for three students and one chaperone to travel to Newport RI, to take part in the Undersea Technology Apprentice Program, from June 27 – July 15, 2016. (No cost to the district.)
- Louise Wheeler/Taylor School – Permission to take 38 students and two chaperones to Mystic, CT on June 16, 2016, to visit the Mystic Aquarium. (No cost to the district.)

On a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted UNANIMOUSLY to adopt/amend/omit the following policies. (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)) (Supporting documents labeled 8 F):

SECTION G

Personnel

GA	PERSONNEL POLICIES GOALS
GBA	EQUAL OPPORTUNITY EMPLOYMENT
GBAA	SEXUAL HARASSMENT POLICY AND PROCEDURES
GBD	SCHOOL COMMITTEE-STAFF COMMUNICATIONS
GBE	STAFF HEALTH AND SAFETY
GBEA	STAFF PROTECTION
GBEA	STAFF ETHICS/CONFLICT OF INTEREST
GBEB	STAFF CONDUCT
GBEBB	STAFF-STUDENT RELATIONS
GBEBC	STAFF GIFTS AND SOLICITATIONS
GBEC	DRUG-FREE WORKPLACE POLICY
GBECA	DRUG AND ALCOHOL TESTING POLICY FOR EMPLOYEES IN POSITIONS REQUIRING A COMMERCIAL DRIVER'S LICENSE (CDL) AND WHICH ARE DEFINED AS SAFETY-SENSITIVE
GBECA-E-1	DRUG/ALCOHOL TESTING POLICIES
GBED	TOBACCO USE ON SCHOOL PROPERTY BY STAFF MEMBERS
GBF	STAFF PARTICIPATION IN COMMUNITY ACTIVITIES
GBG	STAFF PARTICIPATION IN POLITICAL ACTIVITIES
GBGA	STAFF HEALTH AND SAFETY
GBGB	STAFF PROTECTION
GBGB	STAFF PERSONAL SECURITY AND SAFETY
GBH	STAFF-STUDENT RELATIONS
GBHA	STAFF PARTICIPATION IN COMMUNITY ACTIVITIES

GBI	STAFF GIFTS AND SOLICITATIONS
GBI	STAFF PARTICIPATION IN POLITICAL ACTIVITIES
GBJ	PERSONNEL RECORDS
GBL	PERSONNEL RECORDS
GBJ-R	PERSONNEL RECORDS
GBK	STAFF COMPLAINTS AND GRIEVANCES
GBN	POLICY FOR DRUG-FREE WORKPLACE
GBO	SEXUAL HARASSMENT POLICY AND PROCEDURES
GBP	DRUG AND ALCOHOL TESTING POLICY FOR EMPLOYEES IN POSITIONS REQUIRING A COMMERCIAL DRIVER'S LICENSE (CDL) AND WHICH ARE DEFINED AS SAFETY- SENSITIVE
GBP-E	DRUG/ALCOHOL TESTING POLICIES
GBQ	CRIMINAL RECORD INFORMATION
GBR	POLICY TO ADDRESS WORKPLACE BULLYING
GCA	PROFESSIONAL STAFF POSITIONS
GCBA	PROFESSIONAL STAFF SALARY SCHEDULES
GCB	EMPLOYMENT OF PRINCIPALS
GCB	PROFESSIONAL STAFF SUPPLEMENTARY PAY PLANS
GCC	PROFESSIONAL STAFF LEAVES AND ABSENCES
GCC-R	PROFESSIONAL STAFF LEAVES AND ABSENCES
GCCC	FAMILY AND MEDICAL LEAVE
GCCD	DOMESTIC VIOLENCE LEAVE POLICY
GCE	PROFESSIONAL STAFF RECRUITING
GCE-R	PROFESSIONAL STAFF RECRUITING
GCD	PROFESSIONAL STAFF HIRING
GCD-R	PROFESSIONAL STAFF CERTIFICATION RESPONSIBILITIES
GCF	PROFESSIONAL STAFF HIRING
GCF	PROFESSIONAL STAFF ORIENTATION
GCF-R	PROFESSIONAL STAFF ORIENTATION
GCG	PROFESSIONAL STAFF PROBATION AND TENURE
GCN	EVALUATION OF PROFESSIONAL STAFF
GCO	PROFESSIONAL STAFF PROMOTIONS
GCPB/GCPC	RESIGNATION/RETIREMENT OF PROFESSIONAL STAFF MEMBERS
GCPD	SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS
GDA	SUPPORT STAFF POSITIONS
GDBD	SUPPORT STAFF LEAVES AND ABSENCES
GDBD-R	SUPPORT STAFF LEAVES AND ABSENCES
GDD	SUPPORT STAFF HIRING
GDN	EVALUATION OF SUPPORT STAFF
GDPD	SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS
GCF	PROFESSIONAL STAFF HIRING
GCF-R	PROFESSIONAL STAFF HIRING
GCH	PROFESSIONAL STAFF ORIENTATION
GCH-R	PROFESSIONAL STAFF ORIENTATION
GCIA	PHILOSOPHY OF STAFF DEVELOPMENT
GCJ	PROFESSIONAL TEACHER STATUS

GCO	EVALUATION OF THE PROFESSIONAL STAFF
GCO-R	EVALUATION OF TEACHERS AND ADMINISTRATORS
GCP	PROFESSIONAL STAFF PROMOTIONS
GCQF	SUSPENSION AND DISMISSAL OF PROFESSIONAL STAFF MEMBERS
GCRD	TUTORING FOR PAY
GDB	SUPPORT STAFF CONTRACTS AND COMPENSATION PLANS
GDE	SUPPORT STAFF RECRUITING/POSTING OF VACANCIES
GDF	SUPPORT STAFF HIRING
GDJ	SUPPORT STAFF ASSIGNMENTS AND TRANSFERS
GDO	EVALUATION OF SUPPORT STAFF
GDQD	SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS

On a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property located at the Paul Rodrigues Administration Building (PRAB). (Supporting document "8G)

On a motion by Mr. Oliveira and seconded by Mr. Amaral, the Committee voted UNANIMOUSLY to waive the second reading and to approve Policy: JICFB-R – New Bedford Public Schools Bullying Prevention and Intervention Plan (from the Policy Sub Committee). (Supporting document "8H)

At 8:50 P.M., on a motion by Mr. Livramento and seconded by Mr. Cotter, the Committee voted to go into Executive Session, without returning to Open Session, for the following purposes:

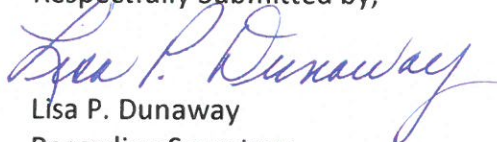
- To discuss strategies with respect to negotiations with union personnel:
 - New Bedford Federation of Paraprofessionals

The roll call vote was as follows:

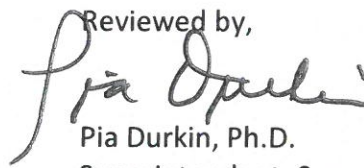
Mayor Mitchell – Yes	Mr. Amaral – Yes
Mr. Cotter – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas 0 – Nays 0 – Absent

Respectfully Submitted by,


 Lisa P. Dunaway
 Recording Secretary

Reviewed by,


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

