



**REGULAR MEETING**  
**New Bedford School Committee**  
**Keith Middle School: Monday, November 18, 2019**  
**6:00 P.M.**

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

**ABSENT:** NONE

**IN ATTENDANCE:** MS. KAREN TREADUP, MR. ANDREW O’LEARY, MS. HEATHER EMSLEY, MR. ROBERT TETRAULT, MS. SONIA WALMSLEY, Mr. ARTHUR MOTTA

STUDENT REPRESENTATIVE: Not in attendance

**2. ROLL CALL OF COMMITTEE MEMBERS**

The roll call 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  |

**3. APPROVAL OF MINUTES**

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

- Regular Meeting Minutes: October 21, 2019

**4. PUBLIC COMMENT**

Three community members signed up to speak during public participation. The first participant, Margaret Dunphy, a Speech Language Pathologist within New Bedford Public Schools (NBPS) spoke up in representation of the school support specialist because they are interested in forming a collective bargaining unit. She went on to share why the support specialist deserve this union. The last two participants, Julie Couture a certified Occupational Therapy Assistant for six years within NBPS and Joshua Major, a Behaviorist from the Trinity Day Academy asked the School Committee to hear their appeal, recognize them and help them to receive a formal contract.

**5. STUDENT REPRESENTATIVE REPORT**

Student Representative was not in attendance.

## 6. SUPERINTENDENT REPORT

- A. Superintendent Thomas Anderson began his report by introducing Ms. Heather Emsley, Executive Director of Human Capital Services (HCS). Ms. Emsley began by conveying what changes and updates HCS is doing for recruiting and retaining employees. She reviewed what the current employee demographics are and outlined the district retention data with comparisons from 2009 to 2019. Ms. Emsley included that staff surveys have been taken and in the past year only 28.6% of employees responded to the exit surveys performed. Moving forward she stated HCS will perform staff engagement surveys, stay interviews and new hire surveys. Ms. Emsley discussed information surrounding employee diversity data for the past year (2019) which included the percentages for the following groups: Asian, Black, Hispanic, White, Native American, Hawaiian, Multi Race and undeclared with White being the largest group at 78.5%. Ms. Emsley went on to share information surrounding the recruiting process. She discussed that there are upcoming Career Fairs and that 15 more colleges have been added to the college career fair listing and these additional colleges will help to reach out to a larger pool on candidates. Ms. Emsley concluded with the committee that moving forward the recruitment plan is to use career fairs, future educator clubs, Journey into Education and Teaching (JET) program, Massachusetts Test for Educator Licensure (MTEL) prep courses and continually increase efficiency with the hiring process. School Committee member Mr. John Oliveira asked if HCS has looked at what the reasons were for the 22% on the national survey compared to the reasons for the 28% on the HCS survey. Ms. Emsley responded that that information is being reviewed right now and it is being disaggregated by school to see if there are any trends that are appearing.

Superintendent Anderson asked Deputy Superintendent, Ms. Karen Treadup to move forward and update the committee on the curriculum within the Office of Instruction (OI). Ms. Treadup began by sharing that they are replacing outdated materials in English Language Arts (ELA) and Math. She stated a task force has been started that reviews resources for the math curriculum to help make updates and that there is an overhauling of the social studies curriculum to align with the standards that were released last year. Ms. Treadup continued by adding that the Fine Arts director is involved in the South Coast Arts Ambassador's program and is using this to develop professional development that goes along with the new framework that had been released. She shared that the district leadership team participated in professional development at Harvard University over the Veteran's Day weekend and are excited to share this information with the principals and teachers. Ms. Treadup included that parent-teacher conferences are new to the teacher contracts and this week (11/18/19) the conferences have begun.

- B. Superintendent Anderson went on to introduce, Sonia Walmsley, Executive Director of Educational Access and Pathways for NBPS. Ms. Walmsley introduced the community organizations that partner with NBPS. Their names were as follows: Kathy Treglia from Little People's College, Jill Fox from People Acting in Community Endeavors (PACE), and Leslie Guertin NBPS Early Childhood Manager. Ms. Walmsley began by outlining the make-up of the NBPS Preschool Programs and included that there are 47 preschool classrooms with a total of 536 enrolled students. Ms. Fox reviewed the milestone charts being used for the different age groups and explained the set-up of the charts, as well as, provided information surrounding the Commonwealth Preschool Partnership Initiative (CPPI). Ms. Treglia added to the presentation by explaining what the CPPI grant monies were being used for. She shared information from hiring to what is done right in the classroom. Ms. Guertin stepped in to include the breakdown of the CPPI goals and the organizational charts. Committee member, Mr. Joshua Amaral wanted to know if there is a possibility of following some students to see the results when they reach higher grades. Ms. Guertin explained to Mr. Amaral that one of the goals over the next three years is to track students to see what the outcomes are. Committee member, Mr. Jack Livramento asked if Hayden McFadden students only, are part of the program. Ms. Walmsley explained Hayden McFadden was selected for the pilot program within the NBPS. Committee member, Ms. Colleen Dawicki asked for an explanation of how families can get registered for the preschool programs. Ms. Guertin shared what families can do to get registered and placed on the waiting list. Mr. Amaral added a final question as to approximately what is spent on preschool programs and how many are being served. Mr. Andrew O'Leary, Assistant Superintendent of Finance and Operations at NBPS

interjected to state that approximately 3 million is spent on Pre-k for teachers, paraprofessionals and supplies. Superintendent Anderson ended by complimenting the group for the New Bedford Community Expectation for Children Ages Birth-36 Month document that was newly created for families to use.

## 7. OTHER REPORTS

- A. Finance and Operations Report: Mr. Andrew O'Leary, Assistant Superintendent of Finance and Operations started by reviewing the Function Code Report. He explained NBPS is on target compared to last year. Mr. O'Leary added that over all, as of late October, all departments and schools are at 86%. Mr. O'Leary went on to frame the salary spend down report and included that a surplus amount began to emerge in October. Mr. O'Leary went on to discuss the grant report and pointed out that there is a 4 million carryover from last year, as well as, disclosing grants in general have been going down but, shared that there is a healthy balance in the Title I grant. Mr. Cotter asked if the Pacheco Field is complete. Mr. O'Leary stated the Pacheco Ball Park project is done. Mr. O'Leary went on to finish off his presentation with an explanation of the transfer accounts. There were no other questions when Mr. O'Leary was finished so Mr. Bruce Oliveira, School Committee member and Finance Sub-Committee chair stated that the members of the sub-committee recommend that the full School Committee move forward a recommendation that all transfers are approved. Mr. O'Leary concluded his presentation by informing the committee that a School Building Committee has been launched to review the Massachusetts School Building Authority (MSBA) process.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to accept the transfer reports.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to accept the Finance and Operations reports.

- B. Personnel Report: Ms. Heather Emsley updated the committee that there were 41 appointments which included: 11 Unit A, 1 Unit B, 9 AFSCME, 8 Paraprofessionals and 12 Non-union staff hired. She stated there were 11 Retirements with 9 from Unit A, 1 Non-union and 1 Paraprofessional. Ms. Emsley announced to everyone that the deadline for contractual benefits to notify the district about retirement under the Unit A contract is the end of the first week of January 2020. Ms. Emsley added there were 15 resignations in total which included 7 from Unit A, 5 Non-union and 3 Paraprofessionals and 4 Substitutes with 2 from food service and 2 Teachers. In conclusion, she stated there were 6 transfers which included 4 from Unit A, 1 from AFSCME and 1 Paraprofessional. Ms. Emsley ended by sharing Thursday, November 14<sup>th</sup> NBPS hosted its' 5<sup>th</sup> Annual Wellness Fair and that over 150 employees attended. Employees were able to sample healthy foods prepared by the NBPS Trinity Day program students, enjoyed a massage and participated in community informational wellness sessions.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to accept the Personnel Report.

- A. School Committee Report: Mr. Bruce Oliveira shared that he participated in the city's Veterans Day parade that was held on Monday, November 11<sup>th</sup> and shared how the NBPS marching band and ROTC unit proudly represented NBPS's in the parade. Mr. Oliveira wished the New Bedford High School Football team good luck in beating Durfee High School from Fall River, MA at the game on Thanksgiving Day. Mr. John Oliveira requested at the December 9, 2019 School Committee meeting he would like an update on ALICE training for staff and wants to know when NBPS is going to do ALICE training with students. Mr. Jack Livramento added a highlight from his attendance at the MASC/MASS Conference that was held from November 6<sup>th</sup> – 9<sup>th</sup> in Hyannis, MA. He stated that Superintendent Anderson and his team did an excellent job in their "Family Institute for Student Success: Engaging Families as Partners" presentation for the participating districts at the conference. Mr. Joshua Amaral added congratulations to School Committee Vice Chairman, Mr. Bruce Oliveira for being a

recipient of the All State School Committee Award at the same conference. Ms. Colleen Dawicki shared that there is a showing of a documentary on "Small Things Matter", The documentary is a film in regards to why Pre-K is so important and is being shown at the New Bedford Whaling Museum in Wednesday, November 20 2019. She also announced that the School Wellness Committee has been reconstituted and an action item the committee is reviewing is looking at more access to recess. The final School Committee report came from Mr. Christopher Cotter who on behalf of the School Committee wished NBPS and the community a happy and healthy Thanksgiving and safe travels. Before closing out the School Committee report, Mayor Mitchell took a moment to congratulate the members who won their re-election to the committee.

#### 8. NEW BUSINESS

- A. Committee member Mr. Joshua Amaral reviewed the Employee Conduct, the Meal Charge and the record keeping of the Minutes policy.

The Committee voted UNANIMOUSLY, on a motion to move to a second reading by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to approve the adopting/amending of the following polices in the New Bedford Public Schools Policy Manual: GBED Employee Conduct, EFD Meal Charge Policy and BEDG Minutes.

#### 9. EXECUTIVE SESSION

The Committee voted UNANIMOUSLY, on a motion by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to adjourn the meeting and enter in to Executive Session for the following purpose:

- A. Updates with respect to the New Bedford Educators Association Unit B, as well as, New Bedford Federation of Paraprofessionals.
- B. To discuss the Massachusetts Teacher Association request received with respect to forming a collective bargaining unit: New Bedford Support Specialist Union.

The roll call vote was as follows:

Mr. John Oliveira – NO

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

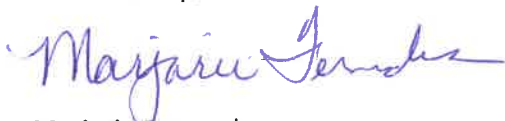
Mayor Mitchell - Yes

6-Yeas, 1-Nays, 0-Absent

#### 10. ADJOURN

Meeting adjourned 7:49 PM

Submitted by:



Marjorie Fernandes  
Senior Executive Assistant  
Recording Secretary, School Committee

Reviewed by:



Thomas Anderson  
Superintendent  
Secretary, School Committee