



**REGULAR MEETING**  
**New Bedford School Committee**  
**Keith Middle School: Monday, September 9, 2019**  
**6:00 P.M.**

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

**ABSENT:** MR. JOHN OLIVEIRA

**IN ATTENDANCE:** MS. KAREN TREADUP, MR. ANDREW O’LEARY, MS. HEATHER EMSLEY, MR. ROBERT TETRAULT  
SCHOOL COMMITTEE STUDENT REPRESENTATIVE: RAINA GRACE

*3. APPROVAL OF MINUTES*

*4. PUBLIC COMMENT*

Community member Elaine Safiolis, a New Bedford High School alum and former paraprofessional who retired from NBPS after 35 years of employment spoke to the School Committee on behalf of the current paraprofessionals in the AFSME union. Ms. Safiolis explained what the paraprofessional do daily and how the current wages are not in align with what their position entails. Ms. Safiolis stated that the average pay that the paraprofessionals receive is \$22,584 per year and explained how this wage lies below federal poverty lines. She also stated how teachers can’t teach in the classroom without them and thanked Superintendent Anderson for his efforts in what he has done for the NBPS since obtaining his position. Ms. Safiolis shared that the paraprofessionals have not been respected and their efforts to enhance their pay have been ignored. She expressed the importance of their presence in the classrooms and felt what they do most certainly warrants them receiving a better pay. Community Member Diane Ferrell signed up to speak but chose not to.

*5. STUDENT REPRESENTATIVE REPORT*

Student Representative, Raina Grace updated the School Committee on a great opening to the school year. Ms. Grace stated she is a senior at New Bedford High School and has seen several improvements over her time at the high school. Ms. Grace shared how the students are excited about the new opportunity of having the new Finance Lab that is currently under construction and the upgrades to the auditorium. Ms. Grace stated how school assemblies this week for each grade and was pleased to see that goals were set, how policies and procedures were reviewed, and was happy with the change in advisory schedules. Ms. Grace felt receiving college information at the beginning of the school year was a great addition. She was impressed with the recognition of seeing how teachers showed they cared and interacted positively. Ms. Grace informed the School Committee that school elections were in the next couple of weeks and for the first time in 10 years the Freshman class will have class officers. She also shared that the Senior class is focusing on college trip for the year and are very happy the high school is providing and encouraging new routes to get to college and where best to apply.

## 6. SUPERINTENDENT REPORT

- A. General Updates: Superintendent Anderson shared the five goals of NBPS and explained why we added a fifth goal. The fifth goal added was Enhance Positive Public Profile. He updated the committee on action items that he is working on for NBPS to continue to improve its goals. Superintendent Anderson shared some information surrounding the annual Convocation ceremony that was held on August 26, 2019. He took a moment to publicly thank the NBPS Steele Drum Band that is made up of faculty from across our schools: Christopher Chambers from Normandin Middle School, Timothy Mason from New Bedford High School, Lee Dias from DeValles Elementary School, Sara Mello from Gomes Elementary School, Claire Breault from Hathaway Elementary School, Alexander Breault from Keith Middle School and Lynn Souza the NBPS Fine Arts Director. Superintendent Anderson also spoke about incorporating young leaders from the NBPS Power Scholar Program into the program which included Chanel Williams and Gyanni Martinez students at the Keith Middle School and Ted Soto-Saliceti and Na'Kaylah Johnson students at Normandin Middle School. He told the committee his assistant Marjorie Fernandes reached out to local businesses who kindly donated a range of small tokens for appreciation of NBPS teachers. Recognized businesses included Domino's Pizza, Minute Man Car Wash, Corner Sports Store, Advanced Auto, Café Arpeggio, Melissa's Pet Depot, Jersey Mikes, New York Bagel, 99 Restaurant, Not Your Average Joe's, Applebee's, The Baker, IHOP, Michael's, Buster's, No Problemo, Destination Soup, Buffalo Wild Wings, Texas Roadhouse, Shaw's and The Black Whale. The Superintendent went on to give an update on the 2019 enrollment, as of date, 13,400 students are enrolled. This is up by 400 from 2018. He also shared New Bedford High School enrollment is currently 2,475 and is up by 300 from 2018. Superintendent Anderson updated the committee on some of the NBPS programs. He shared information about the expansion of the basketball and fine arts programs, accelerated learning, and plans for additional magnet schools. The Superintendent described some new documents that are being working on: Instructional Guide, District Overview booklet, and the District Plan publication. He informed the committee of how NBPS is offering a 6-week pilot class in the Introduction to Spanish. The course is free for staff and will help them to communicate with ESL families.

Deputy Superintendent Karen Treadup updated the committee by sharing this year's professional development theme which is literacy, math and developing leadership. Ms. Treadup stated that 17 schools are participating in the tiered literacy academy through the Department of Education and six schools are participating in the inclusive academy. She shared that NBPS will be focusing this year on professional development for the Assistant Principals.

Superintendent Anderson touched on the student stress and trauma programs. He shared information on the socio emotional programming, the anti-bullying and self-development programs and transitioning at entry point grades. He pointed out how adults forget what it felt like and encouraged everyone to be mindful of these transitions and bullying. Superintendent Anderson explained that discussions are going on with students, reiteration is on-going, and staff need to take the time to learn who their students are. Mr. Livramento Superintendent explained what the Family Welcome Centers were doing with resources to assist parents.

The Superintendent reviewed his entry plan and what he is doing: Listen to Learn, Share to Prepare, Plan to Build, Organizational Capacity and Community and Public Relations. He stated if we follow this we will continue to grow, gain and get out of that 10%. He also explained how NBPS communicates through emails, robocalls, newsletters, face to face communications and more. The Superintendent gave an overview of his vision and envisioning process including the practices that need to be followed: Enlist, Embody, Empower, Evaluate and Encourage. The Superintendent reviewed the expectations that he has for faculty and staff and what the 2019-2020 school year focus should be (consistency, collaboration and communication). Superintendent Anderson stated that the vision began this past January and moving forward it will be tweaked as needed because we are not done.

Superintendent Anderson described how students are being prepared for tomorrow and what NBPS is tapping into moving forward. He shared highlights of what is going on in the schools and how they represent the district and the city. The Superintendent shared the following: NBHS awarded grant for Robotics Lab, NBHS \$10,000 Custom Vans Award, 1<sup>st</sup> place Jazz Band, 1<sup>st</sup> place Marching Band, and the Gold Medal NBHS Winter guard and more. He shared that Volleyball, Football, Wrestling, Softball and Swim team are Big 3 champions. The Superintendent also added the accomplishments of the schools: 2020 Teacher of the Year, Family Welcome Centers in 9 schools, MA first cohort for Family Institute for Student Success, graduation rate increase, Congdon 2018 School of Recognition and more.

The Superintendent discussed the branding NBPS is doing and what motivates it. He explained using a grass roots approach to share with parents, as well as, being clear and consistent with our message. He shared how schools are capitalizing on communicating with parents. Member, Mr. Jack Livramento asked how to recognize and begin to turn it in a positive direction? At the student level, what will be done? What is the negative perspective out there about NBPS? How do we correct that? Superintendent Anderson explained how we need to support classes, we need more outreach to see what is being done and we need to follow through. He stated the challenges is how to get parents in throughout the day to engage what is going on within the schools with their students. The Superintendent reviewed the ways of communication that is being used for this process and discussed change in the way of technical vs. cultural.

Mayor Mitchell added that parent's perceptions of the schools and how it needs to change. He pointed out that parents and community members need to look at what is happening in the schools and the accomplishments that are being made.

## 7. OTHER REPORTS

- A. Assistant Superintendent, Mr. Andrew O'Leary reviewed the Function Code Expense report and showed that it is up 83% from last year for a large improvement through all departments. He also noted that what will be seen going forward is the Chapter 70 increase. He touched upon the salary report explaining there is not much to report at this time and shared he is waiting for a true salary read and he anticipates salary savings. Mr. O'Leary will provide more information during the October 2019 meeting. In the realm of grants, Mr. O'Leary listed all grants received by NBPS and explained that grant reporters will be better trained in how to utilize these grants. Mr. O'Leary reviewed the transfer reports he discussed what the principals were doing with the funds in moving them for school supplies. He added that there would be slight modifications to budgets for new principals. Mr. Bruce Oliveira pointed out the Finance Sub-Committee had approved these transfers during their session.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to accept the approval of all transfers.

Mr. O'Leary to a moment to give a building update. He shared that the Brooks Elementary School and the Parker Elementary accelerated roof projects are near completion and the Trinity Day Academy boiler project should be completed by late October. Mr. O'Leary also stated that the NBHS pool locker rooms are very near to completion. He explained that NBPS initiated the process for improving the Parker Street side of the high school with a \$250,000 allocation for the improvements. There will be work on the fields, volleyball area and he previous transportation area of the high school will be utilized. Mr. Bruce Oliveira asked for a time frame of the NBHS stage being completed. Mr. O'Leary shared that he will be providing a timeframe at the October School Committee meeting. Mr. Christopher Cotter did not know why the upgrades to the stage were being made so Mr. Oliveira explained the reasons for it. Mayor Mitchell followed up with how great things were looking and how proud everyone is with the work.

Mr. O'Leary's update on the Chapter 70 was informing the committee that the state budget was late and there was a 1.7% increase to it. He went on and explained the cost difference between charter schools, school choice, etc. Mr. O'Leary explained that some of the monies will be used to finish the school vestibule projects and all schools will be complete at the end of this year. He also went on to show there would be increased camera use in schools, as well as, housing the Family Welcome Centers with the supplies needed for families and classrooms. Mayor Mitchell voiced his concern of if NBPS are going to receive more Chapter 70 funding and how we will the district balance it. Mr. O'Leary explained how we can be fiscal conservative and is confident in salary savings this year and what can be done with the funds. He then reviewed the Final Cherry Sheet report with the differences between what was originally budgeted and what the final total were for the Chapter 70 increase, net charter and school choice totals. Mr. O'Leary also stated there is 18 million in grants available which was not a dramatic increase and it includes the carryover for the 2018-2019 school year. Mayor Mitchell shared that he would like to see the Chapter 70 overage not put to salaries but used for non-recurring items.

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

- B. Personnel Report: Executive Director for Human Capital Services, Ms. Heather Emsley reviewed the personnel report and explained the large increase for the month. She stated there were 163 new appointments with 80% from Unit A being licensed with 103 from Unit A, 4 from Unit B, 4 within AFSCME, 32 para-professionals and 29 non-unit members. Ms. Emsley added there are two retirements for Unit A this year and any upcoming retirees have till January to apply. There were also 31 resignations with 18 from Unit A, 1 from Unit B, 5 non-union, 4 AFSCME and 3 paraprofessionals. The transfers consisted of 19 with 17 from Unit A, 2 paraprofessionals, 1 substitute teacher, 1 food service and 1 custodial. Ms. Emsley shared the NBPS fall step challenge program was beginning, explained it and encouraged the School Committee to join. Ms. Emsley gave details about the new employee mentor induction program and its success. Mr. Christopher Cotter asked Ms. Emsley if the paraprofessionals were all newly appointed because the number is high. Ms. Emsley said yes and shed light on the hiring process for paraprofessionals and how Human Capital Services were identifying the needs for Spring 2020 and has already reviewing coverage needed and the beginning of hiring for that point in time, as well as providing a breakdown of the total.

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

C. School Committee Report:

Mayor Mitchell reported that Tom Giasson, former NBHS football coach who passed away and how he touched upon a lot of lives at the high school and beyond. The Mayor also commended NBPS for a great start of the school year and how well the Convocation program went.

In Mr. Christopher Cotters report he mentioned the NBHS Marching Bands Friends and Family BBQ that was held on August 31, 2019. The event was to highlight what the band worked on all season and to show support for the band members. The parent organization for the band put the whole event together. Mr. Cotter invited everyone to the Marching band competition to be held on October 6, 2019 at 1:00pm at McCoy Field. Mr. Cotter also reminded the public that October 1, 2019 is the deadline to vote for School Committee members in the upcoming election.

## 8. NEW BUSINESS

- A. The Committee voted UNANIMOUSLY, on a motion by Mayor Mitchell and seconded by Joshua Amaral to approve a recommended list of surplus property located at the Paul Rodrigues Administration Building.

9. EXECUTIVE SESSION

The Committee voted UNANIMOUSLY, on a motion by Joshua Amaral and seconded by Mr. Bruce Oliveira to enter in to Executive Session for the following purpose:

- A. Updates with respect to the New Bedford Educators Association Unit A and B, as well as, New Bedford Federation of Paraprofessionals.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
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, 0-Nays, 1-Absent*

10. ADJOURN

Meeting adjourned 7:31 PM

Submitted by:



Marjorie Fernandes  
Senior Executive Assistant  
Recording Secretary, School Committee

Reviewed by:



Thomas Anderson  
Superintendent  
Secretary, School Committee

