



Revised 3
9/14/20

June 15, 2020
Remote Meeting PRAB
4:35 P.M.
Pages 7:

REGULAR MEETING
New Bedford School Committee
Paul Rodrigues Administration Building:
Monday, June 15, 2020
4:30 P.M.

PRESENT: MAYOR JON MITCHELL, MR. BRUCE OLIVEIRA, MR. CHRISTOPHER COTTER, MR. JACK LIVRAMENTO, MR. JOSHUA AMARAL, MS. COLLEEN DAWICKI, MR. JOHN OLIVEIRA (5:33PM)

ABSENT: ALL IN ATTENDANCE

IN ATTENDANCE: MR. THOMAS ANDERSON, MS. MARJORIE FERNANDES, MS. KAREN TREADUP, MR. ANDREW O'LEARY, MS. HEATHER ELMSLEY, MR. ROBERT TETRAULT, MS. JEN FERLAND, MS. SANDRA FORD, MR. ARTHUR MOTTA, MR. BRIAN TURNER, MS. SONIA WALMSLEY, MS. TRINA CAMARAO, MR. MATTEW KRAVITZ

2. ROLL CALL OF COMMITTEE MEMBERS

The roll call was as follows:

Mr. John Oliveira – 5:33PM

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

Mayor Mitchell - Yes

6-Years, 1-Absent (arrived 5:33pm)

3. PUBLIC HEARING

Mayor Jon Mitchell, Chairperson Ex-Officio of the School Committee began by updating the School Committee on what has been going on with the State aid for the City of New Bedford and the New Bedford Public Schools (NBPS) with respect to Chapter 70 Aid. Mayor Mitchell then asked Mr. Andrew O'Leary, Assistant Superintendent of Finance and Operations to brief the committee on the fiscal year 2020-2021 school budget. Committee member, Mr. Bruce Oliveira reminded the committee that the fiscal 2020-2021 budget was tabled at the May 11, 2020 meeting. Superintendent Thomas Anderson stepped in and informed the committee that there has not been any change in the progress of the budget with the State legislature and that the 2020-2021 budget hearing would remain tabled until the July 13, 2020 School Committee meeting when NBPS has more concrete information

4. APPROVAL OF MINUTES

- Regular Meeting Minutes: March 9, 2020

The School Committee voted UNANIMOUSLY, on a motion by Mr. Christopher Cotter and seconded by Mr. Jack Livramento, to accept the March 2020 School Committee meeting minutes (*supporting documents #4*).

5. SUPERINTENDENT REPORT

Superintendent Anderson began his report by reviewing what NBPS's final week of the 2019-2020 school year had been. He shared what NBPS's has completed with all the social issues that are going on across the country. Superintendent Anderson took a moment to congratulate all of the NBPS 5th and 8th graders moving on to higher levels and seniors completing high school, including, the students from the Adult Education program. Superintendent Anderson went on to tell the committee about the analysis and the surveys that he and his team have done. He shared that approximately 3000 surveys were completed by parents, community partners and students who were able to give positive feedback in all realms of detail surrounding school and education during these unprecedented times. The Superintendent shared what is being done and explained the four phases (health and well-being, structures to support academic engagement, going beyond teaching essential standards and preparing to reopen) that NBPS's is using and included explaining the remote learning guide principals and stressed the importance of equity. He shared what has been done for teachers to work from home and how he has participated in online classes to review how the process has been going. The Superintendent reminded the School Committee members that the plans are fluid as well as reviewing priorities that are being maintained and increased, some example included: well-being and safety, continuity of teaching, meals for students, communication.

Superintendent Anderson shared that phase four, NBPS summer programming would run from July 6-30th and the programming would be distance/remote learning. He shared that students would have age-appropriate reading and math assignments to complete over the summer with the use of devices that students had assigned to them during this remote learning process. Surrounding the summer Sea Lab program, Superintendent Anderson stated that this program would be offered remotely to students with virtual lessons, activities, experiments and projects. He also took a moment to thank the Naval Undersea Warfare Center in Newport, RI for covering the cost of the Sea Lab six-week summer programming.

Superintendent Anderson shared what NBPS's is doing for school readiness for the fall which included: Social-emotional learning, addressing and closing gaps, blended learning, equity, innovative schedules for social distancing, budgets, professional learning and community engagement. The Superintendent stated that as of June 12th eight feedback sessions had been completed between the Reimagine Teaching and Learning workgroup and the New Bedford Educators Association jointly working with NBPS. He added that 80 individuals who participated were parents, school and central office staff, including the Department of Elementary and Secondary Education (DESE) who will take the lead in some areas to assure steps are being met. Superintendent Anderson expressed that the cleaning processes will continue to move forward and shared what is being done to prepare classrooms if NBPS does go with the on-site plan, including: desks set-up for social distancing, removing unnecessary furniture from rooms to make space, cleaning, masks, etc. If plan two is used, distance/remote learning, students and staff will work from a distance with synchronous online classes with an asynchronous component modeled after phase two and the DESE will continue to provide more concrete suggestions and requirements as NBPS goes through the process.

School committee members were reminded by the Superintendent that the return to school model is designed based on guidance from the Center for Disease Control (CDC) and the DESE. The Superintendent went on to share that NBPS will reach out to parents to see if their child will be coming to school if it is the onsite model, how they plan on transporting the student, and how parents feel about sending kids in the fall.

Superintendent Anderson gave a general update on remote teacher lessons that are accessible on the New Bedford Cable Access network and learning opportunities that are being shared via social media, NBPS webpage, Facebook, Twitter, Instagram, etc. He stated that school registration is being provided online and families can contact 508-997-4515 for any assistance in five different languages if they have a child turning 5 years old by August 31, 2020.

School Committee member, Mr. Bruce Oliveira asked if the DESE or NBPS in the planning process is considering if parents have to go to work and what happens with remote learning. Superintendent Anderson stated that the DESE is working on this and is collecting concrete feedback from a variety of districts across the state to help with this type of scenario. School Committee member, Mr. Jack Livramento asked if teachers are going to educate students and parents on how to work with distance learning this fall. Superintendent Anderson felt Mr. Livramento had good points and shared that NBPS is waiting for guidance and requirements from the CDC and the DESE in this area. The Superintendent told the committee how insightful parent surveys have been and that NBPS will continue to reach out and answer parent questions and concerns.

School Committee Vice Chairperson, Mr. Christopher Cotter commended the NBPS team on how they have handled the challenges over the past 3 months. He stated that he also has received calls from parents with concerns ranging from the remote learning, toll on students emotionally, no social time, and struggling kids. Mr. Cotter feels there may be long term effects on these students and parents are contemplating whether their student will return in person. Mr. Cotter would like the other School Committee members to continue to be a part of these discussions. Superintendent Anderson explained to Mr. Cotter and the committee how parents should continue to reach out to NBPS with their concerns and shared how he answers all emails from parents and families and stated how important their thoughts and voices are in this whole process.

The Superintendent wrapped up his report with updating the committee that NBPS has a good relationship with the New Bedford Police Department (NBPD) and discussed the Student Resource Officer (SRO) program. He informed the School Committee that NBPS and the NBPD are reviewing the Memorandum of Agreement (MOA) for the SRO program. The Superintendent added what areas of the MOA are being reviewed and that NBPS and NBPD are trying to enhance the SRO program and experience. Superintendent Anderson stated the program is made up of three SRO's at New Bedford High School, 3 SRO's at each middle school, one SRO supervisor and one SRO that is split between the Trinity Day School and Whaling City High School. The Superintendent asked Mr. O'Leary from Finance and Operations to confirm where SRO funds come from. Mr. O'Leary stated to the committee that SRO funds are directly on the budget of the City of New Bedford as an indirect contribution to schools. Committee member, Mr. Joshua Amaral stated that everyone on the School Committee and administrators need to review the practices with the SRO program and that it is important for student voices be heard in this area. Superintendent Anderson was in agreement with Mr. Amaral and shared that NBPS will be digging deeper into the SRO program. Committee member, Ms. Colleen Dawicki asked, "What is the best format to go about amongst the School Committee and the community on this topic." Superintendent Anderson stated that he is willing to meet with a small group and set a group member to spearhead the SRO program review. Ms. Dawicki shared that she would commit to spearheading a committee. She added that she would reach out to the Superintendent and stated if anyone from the public would like to be included in the group that they should reach out to the School Committee. Mayor Mitchell added that he would be reviewing the emails surrounding the SRO program and will let Superintendent Anderson, NBPD and administrators review and weigh in on the program, as well as parents and students. The Mayor then thanked Superintendent Anderson and his team for what they have done during this difficult time and shared some of the feedback that he has been receiving from parents.

6. OTHER REPORTS

- A. Finance and Operations Report: Assistant Superintendent for Finance and Operations, Mr. Andrew O'Leary began by updating the School Committee on the NBPS Finance and Operations reports. He began with the Function Code Report and explained to the School Committee that NBPS is in the process of closing out the fiscal 2020 school year budget. He shared what the transportation and salary savings were due to the school closings and that those funds were transferred into technology and maintenance, to name a couple, for supplies that can be used for the upcoming school year when NBPS is not sure what next year's budget is going to be. Mr. O'Leary went on to review the General Expense report and the Salary Spenddown Report and shared that NBPS was running on a \$110 million budget and that there is a 2 million dollar salary surplus

and these funds were transferred into Special Education, the Circuit Breaker account and others. Mr. O’Leary reviewed the Facilities Report and shared with the School Committee that there were no transfers to bring forward for approval this month. He went on to review the Grant report and stated that all 2019 grants have been used before the expiration on June 30, 2020. Mr. O’Leary added that there were no allocations yet for the large grants for 2020 and would share more at the July 13th School Committee meeting. He also included that NBPS is eligible for \$5 million in the CARES Act funds from the stimulus and that the committee will find out more about it next month and how those funds will help in fiscal year 2021. Mr. O’Leary shared more information as to where NBPS stands with the FY 2021 budget and gave a quick review as to what funds would be available. Committee chair, Mayor Mitchell and committee member, Mr. Jack Livramento asked if NBPS has reached out to local state representative from the 13th Bristol, Mr. Antonio Cabral to advocate for funds for the fiscal year 2021 budget. School committee members thought reaching out to Representative Cabral to advocate in the state legislature meeting for NBPS funding to be maintained, as well as it can. Member, Mr. Cotter, had a final question. He asked Mr. O’Leary if NBPS would be prepared for a vote from the School Committee on the budget during the July 13th committee meeting. Mr. O’Leary assured the committee that NBPS would be prepared for the vote.

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

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>

B. Personnel Report: Ms. Heather Emsley, Executive Director of Human Capital Services, reviewed the February personnel report and stated that there were a total of 23 appointments with 22 from Unit A, 1 from AFSCME, as well as, 5 retirements with 1 from Unit A, 3 from AFSCME and 1 paraprofessional. Ms. Emsley added that there were 4 resignations with 2 from Unit A, 1 non-union and 1 paraprofessional. She concluded her report with sharing that there were a total of 16 transfers which included 9 from Unit A and 7 paraprofessionals.

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

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>

C. School Committee Report: Committee member, Mr. Cotter shared that he attended the evening graduation and was honored to participate and can’t thank the teachers and staff enough for what they have done for these students. Committee member, Mr. Oliveira added that he attended the evening school graduation and it was an honor to be there and to see how happy the students were. Committee member, Ms. Dawicki commended the school community for what they have done to take part in what is going on in the community surrounding racial equity and suggested that the School Committee members should participate in the YWCA’s racial training program. Ms. Dawicki felt the School Committee members should participate in the same types of trainings that the NBPS teachers are taking the lead in. Mayor Mitchell closed out the School Committee monthly report by congratulating the NBPS Class of 2020 graduates.

7. NEW BUSINESS

- A. The School Committee reviewed and approved the 2020-2021 School Committee Meeting Date Calendar.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept the 2020-2021 School Committee Meeting Date Calendar 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>

- B. Mr. Andrew O’Leary shared how each year the Student Activity, Revolving and Grant fund accounts are authorized for their existence by the School Committee. Mr. O’Leary gave a brief explanation as to why and how the NBPS Finance and Operations Office works with the Treasurer’s Office with these accounts and the committee would be voting to authorize to have these accounts and for the school principal to be able to use the accounts. Committee member and Chair of the Finance Sub-Committee, Mr. Oliveira reminded and shared that the vote is only for the Student Activity accounts and the Revolving and Grant accounts will be looked at in the July meeting.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to approve the Student Activity accounts are 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>

- C. Vice Chairperson and aggregator for the yearly Superintendent Evaluation, Mr. Cotter, shared with the community that the School Committee has a requirement by the Massachusetts Department of Elementary and Secondary Education (DESE) to evaluate the Superintendent each year and explained his role as the aggregator of the process. Mr. Cotter shared that the evaluation process includes:

- Superintendent Self-Assessment Evaluation Plan performed during the fall.
- Creation of goals and areas of focus for the evaluation plan, which are the focus indicators and priority elements. At this point, the plan is implemented and begins.
- Superintendent, throughout the process, provides updates and collects evidence of his goals and focused areas for the End of Year Evaluation.
- Mid-year the School Committee provides a formative assessment.
- Superintendent provides School Committee with his evidence and the committee completes and adopts a Summative End of Year Evaluation.

Mr. Cotter then explained the rubric developed by DESE on the four standards used in evaluating a Superintendent. He included that each standard has indicators or elements and the DESE rubric defines what activities and evidence would result in a rating of Exemplary, Proficient, Needs Improvement or Unsatisfactory. The four standards in the process were as follows:

Standard 1: Instructional Leadership
Standard 2: Management and Operations

Standard 3: Family and Community Engagement
Standard 4: Professional Culture

Mr. Cotter went on to explain that each School Committee member was provided the opportunity to provide an individual member evaluation of the Superintendent's performance on his goals and priority elements. He shared that after the committee members perform their individual member evaluation, as the aggregator, he then prepares and completes one final summative evaluation based on the feedback and ratings provided by the School Committee members, to be used as the Superintendent's final End of Year Evaluation. Mr. Cotter proceeded to review the Superintendent's goals and shared some of the feedback and ratings from the members. He then gave a review of the focus indicators and priority elements that play a role in the evaluation process, as well as, sharing committee comments on the standards and indicators listed below:

- Standard 1: Instructional Leadership
 - 1B3: Meeting Diverse Needs
 - 1D3: Observations and Feedback
 - 1E1: Data Informed Decision Making

- Standard 2: Management and Operations
 - 2A1: Plans, Procedures and Routines
 - 2A3: Social and Emotional Well-Being
 - 2B2: Induction, Professional Development, and Career Growth Strategies
 - 2C2: Time for Collaboration
 - 2D2: Ethical Behavior
 - 2E1: Fiscal Systems

- Standard 3: Family and Community Engagement
 - 3A2: Community and Stakeholder Engagement
 - 3B2: Family Support
 - 3C1: Culturally Proficient Communication
 - 3D1: Family Concerns

- Standard 4: Professional Culture
 - 4A1: Commitment to High Standards
 - 4D2: Continuous Learning of Administrator
 - 4E1: Shared Vision Development

Mr. Cotter stated that the Superintendent received proficient and exemplary ratings from the School Committee and shared a comment that the Superintendent is a strong example for other urban districts to follow. The committee was in consensus that the total rating of the evaluation was proficient and Superintendent Anderson has become an asset for the NBPS system. The committee described him as proficient, hard worker, strong leader and doing an excellent job as Superintendent of the NBPS district. The committee felt that due to his leadership he has created a team that has provided the NBPS system with the positivity that was missing in the past. Mr. Cotter shared the evaluation results by sharing that Superintendent Anderson continues the needed focus on district improvement and has high standards while fostering a flexible environment that acknowledges and addresses the wide variety of factors that come into play in education today. He also added that Superintendent Anderson has brought all of the staff to a higher morale and confidence in the school system. Mr. Cotter stated that it is the belief of the School Committee that Superintendent Anderson has been true to his word and has not reshaped the district, but has worked on marketing the NBPS as the safe schools that children want to attend and parents are proud to send them to. Members of the committee concluded by expressing their thanks and gratitude for all of Superintendent Anderson's hard work.

The Committee voted UNANIMOUSLY, on a motion by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to enter into Executive Session for the following purpose(s) pursuant to Massachusetts General Law 30A, Section 21(a) purpose (3) to discuss the following:

- To discuss strategy with respect to collective bargaining with the New Bedford Support Specialist Union (NBSSU)
- To discuss strategy with respect to collective bargaining with the American Federation of State, County and Municipal Employees (AFSCME)
- To discuss strategy with respect to collective bargaining with the New Bedford Federation of Paraprofessionals
- To discuss litigation related to Unit B of the New Bedford Educators Association (NBEA)
- Superintendent Contract Discussion

The roll call 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

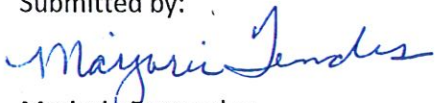
7-Yeas, 0-Nays, 0-Absent

9. ADJOURN

Meeting adjourned at 6:16 PM

NOTED: School Committee member, Mr. John Oliveira was not recognized by the committee chair during the meeting.

Submitted by:

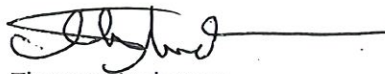


Marjorie Fernandes

Senior Executive Assistant

Recording Secretary, School Committee

Submitted by:



Thomas Anderson

Superintendent

Secretary, School Committee

