



April 13, 2020
Keith Middle School
5:12 P.M.
Pages 6:

REGULAR MEETING
New Bedford School Committee
Paul Rodrigues Administration Building, 455 County Street, New Bedford, MA:
Monday, April 13, 2020
5:00 P.M.

This Meeting was held fully remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law G. L. c. 30A, Section 20.

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

ABSENT: All in attendance

IN ATTENDANCE: MR. THOMAS ANDERSON, MS. MARJORIE FERNANDES, MS. KAREN TREADUP, MR. ANDREW O'LEARY, MS. HEATHER ELMSLEY

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-Absent

Mayor Mitchell began the meeting with reviewing the agenda and thanked Superintendent Anderson and his team for all their hard work under the circumstances during this Covid-19 time.

3. SUPERINTENDENT REPORT

- A. Superintendent Thomas Anderson began his report by updating the School Committee on what the New Bedford Public Schools (NBPS) has been doing for the students and staff during the Covid-19 quarantine. The Superintendent explained what he has been prioritizing. He shared with the committee that he has been working with New Bedford Cable Access every Monday taping video message updates to students, families and the community. Superintendent Anderson stated that first and foremost is the safety of the students and staff within the NBPS. The Superintendent went on to share he has been meeting with the Department of Elementary and Secondary Education (DESE) on a weekly basis. He shared that principals are having weekly meetings with their staff as well as getting information out through the media (e.g. Cable Access, radio, social media and print) to students and their families.

Superintendent Anderson stated NBPS is providing remote learning opportunities that are meaningful and productive for all students and everything provided is aligned with DESE recommendations. He shared that students are engaged in learning for 3 hours a day with parent support to reinforce skills in which they have already been exposed to. He included that he has worked with DESE for appropriate amount of hours for students to work including lunches and recess breaks for them. He shared teachers are trying to reinforce what

needs to be reinforced in order to reduce the risk of learning loss, as well as, applying and deepening student skills.

The Superintendent let the committee know that the NBPS website is filled with resources for students and families and that NBPS is being careful not to overwhelm families with information. He stated that NBPS has been getting feedback and making sure we are not overwhelming families. The Superintendent told the committee that the Special Education office is working with families to review and create individualized remote service plans and gave clarity that the remote service plans are temporary and do not take the place of their Individual Education Plans (IEP). He added that Sonia Walmsley, Executive Director of Educational Access and Pathways is reaching out to families and working to make sure that the English language learners are receiving the same support.

Superintendent Anderson informed the committee that DESE is waiving the MCAS testing requirement for the remainder of the school year and that the spring administration of grades 3 through 10 testing is cancelled. He went on to share that the teachers are recording lessons with Cable Access and learning opportunities are being shared through several social media platforms including the NBPS website. Superintendent Anderson shared that 7,000 computer devices have been given to students and NBPS is working to support more students with technology needs.

The Superintendent went on to explain what processes were taking place for student registration and shared that the NBPS has set up a Family Support Line. Families can call in and receive information in English, Spanish, Portuguese, Creole and K'iche. He shared that the "Grab and Go" Meals program through NBPS Food Services has provided 40,250 meals since it began distributing on March 17th and will continue to be available at selected school locations including a new site at the Brickenwood Housing Development. Superintendent Anderson stated the changes that are being made to the meal distribution process. He noted that nothing is being given with the meals to avoid cross contamination and starting on April 13th meal distribution will change to Tuesday's and Friday's. On Tuesday's students will receive ma breakfast and lunch for 3 days and on Friday's they will receive a breakfast and lunch with 2 additional days of meals.

- B. Superintendent Anderson went on to explain to the School Committee that he has reached out to other districts, as well as, took a survey with the NBPS staff in regards to the upcoming April vacation. The Superintendent shared that approximately 1,280 employees were surveyed and 85% responded (1,088 responses) and 90% in total would like to convert the April vacation days into remote learning days. This would allow for the school year to end on June 18, 2020 instead of June 24, 2020. The Superintendent believes that we need to continue the continuity of learning and added NBPS is preparing for an extended suspension of classes. He asked the SC to support his recommendation to convert the April vacation to remote learning days. School Committee member, Mr. Bruce Oliveira made a motion to support the recommendation of the superintendent to convert the 4 April vacation days to remote learning days.

The School Committee voted on a motion made by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to support the recommendation to convert the four April 2020 vacation days to remote learning days as presented to the School Committee.

The 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

Upon completing the Superintendent's report, School Committee member, Mr. Jack Livramento asked, "What happens with the "Grab and Go" meals for students on rainy days and asked if Principals can prepare a list of

things that students can get involved in while they are at home. Superintendent Anderson explained that the new meal distribution plan will ensure that students will not go without meal and the Office of Curriculum and Instruction has an extensive amount of information on community remote events that will be narrowed down and shared with students and their families.

4. 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 finance and operations reports. He started with the function code report. He reviewed the report and made note to the committee that this week and next week are the last weeks for placing vendor orders. Mr. O’Leary compared the 18-19 School Year to the 19-20 school year and shared that in 2018-2019 NBPS was at 32% fully expended and at this same time this year NBPS is at 38%. He shared that the current crisis has impacted transportation and special education largely and this is something being worked on at this time. He also included with the committee that NBPS is on target in meeting its’ spending goals in closing out the fiscal year. Mr. O’Leary gave a run through of the salary report and stated that NBPS doesn’t expect a significant impact on salaries. He shared he does see a slight bump in salary savings and maintaining the salary spending for the year. Next, Mr. O’Leary reviewed the transfer report and explained what function code transfers and athletic stipends that were taking place. Mr. O’Leary closed out his report by discussing what furniture purchases, that were decided on the beginning of this year, were happening and how each year NBPS tries to upgrade furniture a different school.

School Committee member, Mr. Bruce Oliveira notified the committee to make note that the Finance Sub-Committee recommends to the full School Committee that the transfers be approved as presented.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to approve the Transfer Report as presented to the School Committee.

The vote 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

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

The vote 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

- B. Personnel Report: Ms. Heather Emsley, Executive Director of Human Capital Services (HCS), February there were a total of 10 appointments with 2 from Unit A, 4 from AFSCME, 2 paraprofessionals and 2 non-union, as well as, 4 retirements with 3 from Unit A and 1 from AFSCME. Ms. Emsley added that there were a total of six resignations with 2 from Unit A, 2 non-union 1 AFSCME and 1 paraprofessional. She concluded that there were 19 in-building transfers and 16 district wide transfers from Unit A.

School Committee member, Mr. Joshua Amaral asked Ms. Emsley, Mr. O’Leary and Superintendent Anderson about the hiring process during this time. He stated that other districts have a hiring freeze at this time and wanted to know

where NBPS stands on this. Superintendent Anderson responded by explaining that NBPS does not have a hiring freeze, but has slowed down the hiring process at this time. Mr. O'Leary added that NBPS is proceeding carefully with the hiring, setting a budget and working around it. Mr. Amaral followed up with a question to Ms. Emsley on how HCS is handling the hiring. Ms. Emsley stated to the committee that NBPS is still actively recruiting and moving forward. She stated that HCS is putting together a pool of candidates so NBPS is prepared for any hiring in August.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept the Personnel Report to place on file.

The vote 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	<i>7-Yeas, 0-Nays, 0-Absent</i>

C. School Committee Report:

Vice-Chair, Mr. Christopher Cotter wanted to commend the Superintendent and the Administrative team for what is been doing throughout this Covid-19 process. Mr. Jack Livramento added that district is doing an excellent job. CD.

5. *NEW BUSINESS*

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

The vote 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	<i>7-Yeas, 0-Nays, 0-Absent</i>

- B. Deputy Superintendent, Ms. Karen Treadup shared with the School Committee the requested change to the 2020-2021 School Calendar for the Hayden McFadden Elementary School. She stated that Hayden McFadden was on an extended school year and the NBPS is trying to align Hayden McFadden with the rest of the school district. The changes to the calendar were teacher professional development days. Ms. Treadup made the School Committee aware that the Department of Elementary and Secondary Education was notified of the change and is in full agreement with NBPS.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Christopher Cotter and seconded by Mr. Bruce Oliveira to accept the changes to the 2020-2021 Hayden McFadden Elementary School calendar as presented to the School Committee.

The vote 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	<i>7-Yeas, 0-Nays, 0-Absent</i>

- C. Chairman, Mayor Jon Mitchell asked the School Committee for a motion for the Finance Sub-Committee chair, Mr. Bruce Oliveira to approve transaction on a weekly basis to the end of the 2019-2020 fiscal year

The School Committee voted UNANIMOUSLY on a motion made by Mr. Joshua Amaral and seconded by Mr. Jack Livramento to approve the transaction on a weekly basis as presented to the School Committee.

The vote 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	<i>7-Yeas, 0-Nays, 0-Absent</i>

- D. Ms. Heather Emsley reminded and explained to the committee information on the Memorandum of Agreement (MOA) between the School Committee and the New Bedford Educators Association Unit B for Hayden McFadden Elementary School. Ms. Emsley stated to the committee that this MOA is the follow up to the MOA that was set a few months ago. She added that the MOA will bring the Assistant Principals (AP) to be in line with the teachers MOA. Some of the changes she described were a longer day to consist of nine hours for instructional days. Compensation for the AP's will bring them back to the step and lane system.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to approve the ratification of the Memorandum of Agreement 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>

The School Committee voted UNANIMOUSLY on a motion made by Ms. Colleen Dawicki and seconded by Mr. Christopher Cotter to adjourn the School Committee meeting. The meeting adjourned at 9:42 PM.

The vote 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	<i>7-Yeas, 0-Nays, 1-Absent</i>

Chair, Mayor Mitchell added a last note that New Bedford Cable Access was granted permission to record the School Committee meeting.

6. ADJOURN

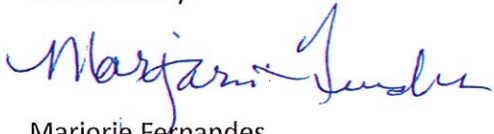
The School Committee voted UNANIMOUSLY on a motion made by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to adjourn the School Committee meeting.

The vote 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	<i>6-Yeas, 0-Nays, 1-Absent</i>

Meeting Ended at: 6:02 PM

Submitted by:



Marjorie Fernandes
Senior Executive Assistant
Recording Secretary, School Committee

Reviewed by:



Thomas Anderson
Superintendent
Secretary, School Committee

6/16/2020									
Org	Func	Object	Description	Org	Func	Object	Description	Amount	Reason
S2060042	2800	520004	Psych Eval High Services	S2060663	9400	522210	Sped Tuition High Collab	60,515.00	Tuition Pre-Pay
S2060043	2800	520004	Psych Eval Middle Services	S2060663	9400	522210	Sped Tuition High Collab	70,000.00	Tuition Pre-Pay
S2060044	2800	520004	Psych Eval Elem Services	S2060663	9400	522210	Sped Tuition High Collab	100,417.31	Tuition Pre-Pay
S0040660	9400	522190	Tuition Reg Collab	S2060663	9400	522210	Sped Tuition High Collab	8,000.00	Tuition Pre-Pay
S2069541	2320	520004	Medical Therapeutic Serv	S2484860	2710	521050	Guidance Other Exps	274.55	License reimbursement
S2069541	2320	520004	Medical Therapeutic Serv	S2481060	3200	521265	Health Serv PD Other Exps	201.70	Course reimbursement
S2069541	2320	520004	Medical Therapeutic Serv	S0128443	2720	520004	Screening Assessment	64.00	Services for Screening
S2069541	2320	520004	Medical Therapeutic Serv	S0205450	2455	540005	Campbell Instructional Software	2,875.00	Renewal of IXL Learning
S2069541	2320	520004	Medical Therapeutic Serv	S0638450	2210	540005	Gomes Principal Supplies	1.19	Supply order
S2069541	2320	520004	Medical Therapeutic Serv	S1359550	2430	540005	Taylor Classroom Supplies	193.48	Supply order
S2069541	2320	520004	Medical Therapeutic Serv	S1408450	2210	540005	Winslow Office Supplies	103.39	Supply order
S2065760	2358	521050	Special Ed Prof Dev Other	S2485740	2358	520004	Prof Dev PPS Contr Services	180.00	Training
S0049540	4230	520004	DW Maint of Equipment	S2548442	4230	520004	Tech Serv Maint of Equip	4,230.00	Vehicle maintenance
S2548460	1450	521050	DW Admin Tech Other	S2548450	1450	540005	DW Admin Tech Supplies	116.47	Supply order
S4108441	5300	520004	Normandin Lease of Equip	S4109541	4230	520004	Normandin Maint of Equip	819.10	Repair of scoreboard
S4108441	5300	520004	Normandin Lease of Equip	S4109551	2430	540005	Normandin Classrm Supps	63.00	Supply Order
S4108441	5300	520004	Normandin Lease of Equip	S4159551	2430	540005	Roosevelt Classrm Supplies	112.12	Supply Order
S4108441	5300	520004	Normandin Lease of Equip	S5053080	2410	580008	NBHS Textbooks	670.62	Science books
S4059541	4230	520004	Keith Maint of Equipment	S4053150	2410	540005	Keith Workbooks	1,189.00	Consumable order
S0109550	2430	540005	Ashley Classroom Supplies	S0108450	2210	540005	Ashley Principal Supplies	179.11	Supply Order
S2135741	2358	520004	DW Prof Dev Services	S0703080	2410	580008	Jacobs Textbooks	31,987.50	ELA Curriclum Purchase
S2135751	2358	540005	DW Prof Dev Supplies	S0703080	2410	580008	Jacobs Textbooks	549.90	ELA Curriclum Purchase
S2481162	3100	521050	Pupil Personnel Other	S0703080	2410	580008	Jacobs Textbooks	15,557.91	ELA Curriclum Purchase
S2481151	3100	540005	Pupil Personnel Supplies	S0703080	2410	580008	Jacobs Textbooks	5,615.39	ELA Curriclum Purchase
S0048441	5200	520004	DW Insurance	S0703080	2410	580008	Jacobs Textbooks	13,868.21	ELA Curriclum Purchase
S0049360	5200	522260	Insurance Unemployment	S0783080	2410	580008	HayMac Textbooks	118,689.63	ELA Curriclum Purchase

DocuSigned by:

Bruce J Oliveira

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S4108440	3600	520004	Normandin Police Detail	S5059551	2430	540005	NBHS Classroom Supplies	623.11	DW Supply Order
S4108440	3600	520004	Normandin Police Detail	S2481050	3200	540005	Health Serv Supplies	460.25	DW Supply Order
S4108440	3600	520004	Normandin Police Detail	S1409551	2430	540005	Winslow Sped Classroom Supplies	297.87	DW Supply Order
S1308441	5300	520004	Swift Lease of Equipment	S1309551	2430	540005	Swift Sped Classroom Supplies	112.89	DW Supply Order
S2481144	3100	520004	Attend/Liaison Contr Serv	S2484860	2710	521050	DW Guidance Other Exps	274.55	Reimbursement License
S2343453	2430	540005	Music Middle Classroom Supplies	S2343441	4230	520004	Maint of Equipment DW Music	50.49	Service of Instruments
S0028443	5300	520004	Mallroom Lease of Equip	S0018442	5300	520004	Supt Lease of Equipment	457.24	Copier Lease
S0078440	5300	520004	Family Welcome Center Lease of Equip	S0018442	5300	520004	Supt Lease of Equipment	517.38	Copier Lease
S1058480	2210	580008	Pacheco Princ Equip	S0788450	2210	540005	HayMac Office Supplies	118.72	DW Supply Order
S1058450	2210	540005	Pacheco Princ Supplies	S0788450	2210	540005	HayMac Office Supplies	351.24	DW Supply Order
S4108440	3600	520004	Normandin Police Detail	S0788450	2210	540005	HayMac Office Supplies	1,164.78	DW Supply Order

DocuSigned by:

Bruce J Oliveira

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Function Code Report
JUNE 2020

ACCOUNT DESCRIPTION	ORIGINAL APPROP	TRANFRS ADJSMTS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCE	AVAILABLE BUDGET	PERCENT USED
S1110 School Committee	17,680	0	17,680	16,964.25	0.00	716	96.0%
S1210 Superintendent	413,200	63,000	476,200	460,819.17	0.00	15,381	96.8%
S1220 Assist Superintendent	199,867	5,000	204,867	212,889.67	0.00	-8,023	103.9%
S1230 District-Wide Administra	218,613	38,971	257,584	237,611.86	8,559.41	11,412	95.6%
S1410 Finance and Business	1,196,206	5,880	1,202,086	1,248,763.17	4,979.57	-51,656	104.3%
S1420 Human Resources	488,900	12,167	501,067	480,970.78	1,899.00	18,197	96.4%
S1430 Legal for School Commltt	200,000	-22,000	178,000	166,817.23	15,626.83	-4,444	102.5%
S1435 Legal Settlements	75,000	0	75,000	93,443.96	0.00	-18,444	124.6%
S1450 District-Wide MIS	65,328	143,225	208,553	168,458.71	5,865.24	34,229	83.6%
S2110 Curriculum Dir Superviso	2,178,326	-31,706	2,146,620	1,973,690.10	7,355.67	165,574	92.3%
S2130 Instr Tech Train	249,060	0	249,060	224,330.07	0.00	24,730	90.1%
S2210 Principals Office - Buil	6,846,916	-71,527	6,775,389	6,455,038.16	27,094.10	293,257	95.7%
S2220 Department Heads - Build			0				0.0%
S2250 Principals Technology-Bu	6,600	-828	5,772	5,464.86	0.00	307	94.7%
S2305 Classroom Teachers	68,518,082	-1,066,196	67,451,886	57,770,437.56	0.00	9,681,449	85.6%
S2320 Medical/Therapeutic Serv	2,705,088	509,580	3,214,668	3,013,358.20	10,093.75	191,216	94.1%
S2324 Substitutes Long Term	0	0	0	160,364.98	0.00	-160,365	
S2325 Substitutes Short Term	1,100,000	0	1,100,000	711,323.50	0.00	388,677	64.7%
S2330 Non-Clerical Paraprofess	7,193,664	228,075	7,421,739	6,796,087.20	0.00	625,652	91.6%
S2340 Librarians _ Media Direc	161,676	0	161,676	134,782.66	0.00	26,893	83.4%
S2345 Distance Learn/Online Co	88,075	-6,775	81,300	81,300.00	0.00	0	100.0%
S2352 Instructional Coaches	87,711	55,000	142,711	142,298.06	0.00	413	99.7%
S2353 Teacher/Instruc Staff-Pr	0	27,500	27,500	366.42	0.00	27,134	1.3%
S2354 Instructional Coaches St	3,000	0	3,000	0.00	0.00	3,000	0.0%
S2356 Professional Dev Staff	114,679	-11,708	102,971	26,608.75	0.00	76,362	25.8%
S2358 Professional Development	220,797	-69,097	151,700	141,824.96	1,164.99	8,710	94.3%
S2410 Textbks _ Software/Media	580,552	527,247	1,107,799	476,397.50	630,082.10	1,319	99.9%
S2415 Other Instruc Mats - Lib	206,468	19,962	226,430	60,474.37	162,739.00	3,217	98.6%
S2420 Instructional Equipment	217,150	217,672	434,822	155,477.11	279,784.45	-440	100.1%
S2430 General Supplies	790,618	615,599	1,406,217	897,480.30	495,482.88	13,254	99.1%
S2440 Other Instructional Serv	477,259	-33,867	443,392	297,426.87	64,009.52	81,955	81.5%
S2451 Classroom Instructional	661,158	705,942	1,367,100	1,233,793.89	133,395.69	-90	100.0%
S2453 Other Instructional Hard	143,645	58,626	202,271	202,271.24	0.00	0	100.0%
S2455 Instructional Software	244,106	134,931	379,037	362,280.57	16,400.00	357	99.9%
S2710 Guidance / Adjustment Co	5,217,842	-129,549	5,088,293	4,299,880.13	0.00	788,413	84.5%
S2720 Testing _ Assessment	47,900	52,272	100,172	94,426.27	34.00	5,711	94.3%
S2800 Psychological Services	6,885,086	-1,605,492	5,279,594	4,995,026.30	153,749.17	130,819	97.5%
S3100 Attend Parent Liaison Se	1,166,188	-150,488	1,015,700	898,397.36	7,800.33	109,502	89.2%
S3200 Health Services	2,939,216	98,942	3,038,158	2,645,286.73	147.75	392,723	87.1%
S3300 Student Transportation S	220,012	0	220,012	205,116.53	0.00	14,895	93.2%
S3301 Transportation to Sch w-	8,982,921	-1,512,742	7,470,179	6,098,941.94	1,839,888.82	-447,342	106.0%
S3302 Transportation to Sch ou	2,450,180	21,310	2,471,490	2,008,852.48	38,403.35	424,234	82.8%
S3310 Operation of School Buse	6,250	0	6,250	1,499.03	3,972.17	779	87.5%
S3320 Transportation	20,000	-2,787	17,213	15,326.72	0.00	1,886	89.0%
S3350 Maintenance School Buses	12,500	0	12,500	3,312.06	1,357.00	7,831	37.4%
S3510 Athletics Services	812,260	-124,602	687,658	565,470.44	906.00	121,282	82.4%

Function Code Report
JUNE 2020

S3520 Other School Services	556,631	-151,141	405,490	383,600.90	12,399.18	9,490	97.7%
S3600 School Security	306,448	446,170	752,618	817,327.85	0.00	-64,710	108.6%
S4110 Custodial Services	4,833,094	-71,230	4,761,864	4,567,698.85	67,944.96	126,220	97.3%
S4120 Heating of Buildings	1,236,385	0	1,236,385	950,511.20	13,973.88	271,900	78.0%
S4130 Utility Services	2,375,050	-193,835	2,181,215	2,158,424.32	408,711.56	-276,236	112.1%
S4210 Maintenance of Grounds	172,824	-5,755	167,070	138,295.31	18,092.39	10,682	93.6%
S4220 Maintenance of Buildings	1,286,831	45,000	1,331,831	1,233,912.26	79,373.57	18,545	98.6%
S4230 Maintenance of Equipment	176,550	-32,955	143,595	106,905.69	19,623.39	17,066	88.1%
S4235 Gas Vehicles	20,000	0	20,000	17,364.17	2,635.83	0	100.0%
S4300 Extraordinary Maintenanc	1,066,646	551,331	1,617,977	1,415,013.50	195,874.86	7,088	99.6%
S4400 Networking Telecommunica	832,579	-38,107	794,472	780,903.70	0.00	13,568	98.3%
S4450 Technology Maintenance	872,257	-99,313	772,944	732,064.93	83,923.08	-43,044	105.6%
S5100 Employee Retirement	0	0	0	14,100.00	0.00	-14,100	100.0%
S5150 Employee Separation Cost	905,000	0	905,000	756,977.92	0.00	148,022	83.6%
S5200 Insurance Programs	1,715,784	-380,705	1,335,079	1,232,281.76	7,891.85	94,906	92.9%
S5260 Other Non-Employee Insur	0	0	0	129,500.00	0.00	-129,500	100.0%
S5300 Rental-Lease of Equipmen	1,454,843	-43,516	1,411,327	1,359,950.42	46,581.90	4,794	99.7%
S5350 Rental-Lease of Building	6,000	0	6,000	6,000.00	0.00	0	100.0%
S5550 Crossing Guards	59,400	0	59,400	43,025.58	0.00	16,374	72.4%
S6200 Civic Activities	206,147	536	206,683	199,731.94	807.30	6,144	97.0%
S6900 Transportation Svc NonPu	211,752	-107,452	104,300	104,300.00	0.00	0	100.0%
S7500 Acquisition of Vehicles	28,500	9,717	38,217	38,217.23	0.00	0	100.0%
S9100 Prog w/Other Dist in MA	80,000	26,582	106,582	106,582.00	0.00	0	100.0%
S9130 Charter School Transport	0	400,000	400,000	334,235	0.00	65,764.83	84
S9200 Tuition to Out of Distri	970,500	0	970,500	35,652.00	4,348.00	930,500	4.1%
S9300 Tuition to Non-Public Sc	1,600,000	2,307,204	3,907,204	579,589.54	1,079,964.40	2,247,650	42.5%
S9400 Tuition to Collaborative	1,347,000	1,170,932	2,517,932	3,270,440.82	162,077.50	-914,586	136.3%
Revenue Total	0	0	0	0.00	0.00	0	0.0%
Expense Total	146,750,000	2,391,990	149,285,000	127,753,759.18	6,115,014.44	15,547,221	89.6%

06/30/20

FY20 REVISED BUDGET	AVAILABLE BUDGET	% Available	CATEGORY
7,902,218	2,329,329	29%	Special Education Tuition
206,683	6,144	3%	Adult Ed
12,877,264	180,060	1%	Facilities & Maintenance
1,781,740	5,060	0%	Technology
2,240,079	99,328	4%	Retirement Insurance
17,736,584	1,618,384	9%	Counseling Student support
2,912,484	-36,861	-1%	Admin
76,644,483	10,677,924	14%	Teaching Services
5,567,068	99,573	2%	Instructional supplies
9,171,069	483,561	5%	School leadership
10,399,561	18,658	0%	Transportation
1,845,766	66,062	4%	Athletics /Security/Misc
\$ 149,285,000	\$ 15,547,221	10%	

Function Code Report
JUNE 2020

06/30/19			
FY19 REVISED BUDGET	AVAILABLE BUDGET	% Available	CATEGORY
5,185,469	-	0%	Special Education Tuition
204,554	(49,236)	24%	Adult Ed
11,779,136	(81,774)	1%	Facilities & Maintenance
1,900,861	-90,917	5%	Technology
2,098,307	161,228		Retirement Insurance
16,859,970	-47,290	0%	Counseling Student support
2,592,550	-180,763	7%	Admin
72,090,353	10,786	0%	Teaching Services
2,657,604	88,432	0%	Instructional supplies
8,224,908	37,327	0%	School leadership
12,931,177	34,297	0%	Transportation
1,305,110	-88,981	7%	Athletics /Security/Misc
\$ 137,830,000	\$ (206,890)	0%	

FY 20 GENERAL EXPENSE BUDGET REPORT					6/30/2020
	DEPARTMENTS AND PROGRAMS	Budget	YTD Expended	Encumbrances	Balance
ADULT EDUCATION	6,583.24	5,776	807	-	100.0%
BUSINESS OFFICE	2,632,688.87	2,418,633	46,355	167,701	93.6%
DEPUTY SUPERINTENDENT	22,863.40	22,697	167	-	100.0%
EDUCATIONAL ACCESS & PATHWAYS	110,645.96	93,538	8,415	8,693	92.1%
ELEMENTARY AFTER SCHOOL PROGRAM	13,176.77	2,143	10,215	819	93.8%
FACILITIES	2,639,731.23	2,377,444	185,551	76,737	97.1%
FAMILY WELCOME CENTER	31,982.62	26,544	2,947	2,491	92.2%
FINE ARTS	158,280.13	127,950	25,014	5,316	96.6%
GUIDANCE & PUPIL PERSONNEL	198,027.71	190,753	6,898	377	99.8%
HEALTH SERVICES	63,921.95	63,471	0	451	99.3%
HUMAN CAPITAL SERVICES	97,575.00	92,885	560	4,130	95.8%
OFFICE OF INSTRUCTION	279,736.83	273,287	659	5,791	97.9%
PARENTING TEENS	10,690.76	7,218	365	3,107	70.9%
PHYSICAL EDUCATION, HEALTH & ATHLETICS	55,082.52	52,717	70	2,296	95.8%
SCHOOL COMMITTEE	17,680.00	16,964	0	716	96.0%
SEA LAB	57,463.09	43,271	12,882	1,309	97.7%
SPECIAL EDUCATION	12,594,551.09	8,967,168	1,289,656	2,337,728	81.4%
SUPERINTENDENT	235,332.92	222,369	12,309	654	99.7%
TECHNOLOGY SERVICES	2,811,841.47	2,692,589	83,372	35,881	98.7%
TRANSPORTATION	10,668,573.53	8,722,939	1,890,113	55,521	99.5%
UTILITIES	3,211,727.73	2,702,646	143,537	365,545	88.6%
TOTAL ALL SCHOOLS & DEPARTMENTS	40,367,066.44	32,543,416	4,691,623	3,132,027	92.2%

FY 20 GENERAL EXPENSE BUDGET REPORT					6/30/2020
SCHOOLS	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
ASHLEY ELEMENTARY SCHOOL	56,221.00	52,290	2,453	1,478	97.4%
BROOKS ELEMENTARY SCHOOL	68,731.98	53,002	15,388	342	99.5%
CAMPBELL ELEMENTARY SCHOOL	96,980.59	89,945	5,898	1,138	98.8%
CARNEY ACADEMY	269,881.06	247,980	21,338	563	99.8%
CONGDON ELEMENTARY SCHOOL	57,660.56	44,162	13,499	-	100.0%
DEVALLES ELEMENTARY SCHOOL	73,095.55	56,140	16,943	13	100.0%
GOMES ELEMENTARY SCHOOL	166,269.62	128,627	37,642	-	100.0%
HATHAWAY ELEMENTARY SCHOOL	81,834.50	70,736	11,098	-	100.0%
HAYDEN MCFADDEN ELEMENTARY SCHOOL	280,163.52	133,906	139,582	6,675	97.6%
JACOBS ELEMENTARY SCHOOL	160,221.20	72,744	87,477	-	100.0%
LINCOLN ELEMENTARY SCHOOL	200,391.55	170,019	26,765	3,608	98.2%
PACHECO ELEMENTARY SCHOOL	119,734.73	110,414	8,203	1,118	99.1%
PARKER ELEMENTARY SCHOOL	330,077.30	67,108	262,969	-	100.0%
PULASKI ELEMENTARY SCHOOL	238,746.89	216,747	19,902	2,098	99.1%
RENAISSANCE	60,858.03	57,374	3,046	438	99.3%
RODMAN ELEMENTARY SCHOOL	67,653.57	60,232	6,267	1,155	98.3%
SWIFT ELEMENTARY SCHOOL	89,884.65	78,818	9,538	1,529	98.3%
TAYLOR ELEMENTARY SCHOOL	91,745.59	85,534	6,042	169	99.8%
WINSLOW ELEMENTARY SCHOOL	95,531.97	89,203	6,247	82	99.9%
KEITH MIDDLE SCHOOL	268,784.42	187,117	79,805	1,862	99.3%
NORMANDIN MIDDLE SCHOOL	289,322.64	259,508	28,177	1,638	99.4%
ROOSEVELT MIDDLE SCHOOL	264,955.17	200,352	62,034	2,569	99.0%
HIGH SCHOOL	964,056.93	845,484	90,932	27,642	97.1%
TRINITY DAY ACADEMY	31,168.82	26,061	4,617	491	98.4%
WHALING CITY JR/SR HIGH SCHOOL	24,937.78	16,914	5,866	2,157	91.3%

FY20 Salary Spend Down Report

		Bi-Weekly	
		Payroll	Balance
Original Budget	110,341,356.00		
Transfers Out	(6,432,081.44)		
Transfer In	5,008,659.00		
Revised Budget	108,917,933.56		
7/6/19		2,789,548.72	106,128,384.84
7/20/19 Week ending 6/29/19 accrued to FY19	(1,373,511.88)	2,900,965.10	104,600,931.62
8/3/19 Time Entry Accrual	(74,177.72)	2,878,265.77	101,796,843.57
8/17/19 Summer Accrual	(8,491,649.33)	2,811,405.13	107,477,087.77
8/31/19		3,507,865.28	103,969,222.49
9/14/19		4,254,511.66	99,714,710.83
9/28/19		4,285,221.06	95,429,489.77
10/12/19		4,317,169.45	91,112,320.32
10/26/19		4,294,805.72	86,817,514.60
11/9/19		4,332,161.52	82,485,353.08
11/23/19 includes 90,787.50 in longevity payments		4,403,407.45	78,081,945.63
12/7/19 includes 460,342 longevity & 12,825 sick incentives		4,826,445.29	73,255,500.34
12/21/19		4,360,367.01	68,895,133.33
1/4/20		4,095,901.82	64,799,231.51
1/18/20		4,448,063.32	60,351,168.19
2/1/20		4,316,026.16	56,035,142.03
2/15/20		4,325,992.96	51,709,149.07
2/29/20		4,234,037.51	47,475,111.56
3/14/20		4,360,635.32	43,114,476.24
3/28/20		4,227,437.42	38,887,038.82
4/11/20		4,263,677.49	34,623,361.33
4/25/20		4,239,647.01	30,383,714.32
5/9/20		4,241,650.19	26,142,064.13
5/23/20		4,271,198.95	21,870,865.18
6/6/20		4,242,273.53	17,628,591.65
** 6/20/20 2nd week will have no 42 week pays		4,639,211.08	12,989,380.57
7/4/20 7 days of this payroll to charge to FY20; 3 days will stay in FY21		463,500.00	12,525,880.57
7/18/20 Service Transfers To Date	(186,283.55)	-	12,712,164.12
8/1/20 Anticipated Service Transfer Reimbursements	-	-	12,712,164.12
8/15/20 Voids/Handwrites To Date	69,610.81	-	12,642,553.31
8/22/20 Lump Sum & Summer Accrual	12,720,000.00	-	(77,446.69)
Custodial & ROTC Reimbursements to date	(154,634.93)	-	77,188.24
ROTC Reimb Reimbursement (remaining)	-	-	77,188.24
Retirement Payouts	-	-	77,188.24
Longevity	-	-	77,188.24
Sick Incentive	-	-	77,188.24
Vacation Pay Paras/School Year Secretaries	-	-	77,188.24
Prof Development reimbursement	-	-	77,188.24
NBEA Reimbursement	-	-	77,188.24

FY 19 FISCAL BUDGET REPORT

GRANTS FY19	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4301 STUDENT ACHIEVEMENT NBHS	5,000	5,000	-	-	100.0%
4306 KEYS OF INSPIRATION	30,000	28,755	958	288	99.0%
4310 BIG YELLOW BUS	2,750	2,750	-	-	100.0%
4339 MTLC	379,000	379,000	-	-	100.0%
4344 PACHECO READERS	8,500	8,500	-	-	100.0%
4350 BRISTOL COUNTY SAVINGS BANK	25,000	20,408	4,592	-	100.0%
4360 PRINCIPAL DISCRETIONARY	96,000	89,837	5,098	1,065	98.9%
4401 TITLE I	5,866,672	5,787,679	78,469	524	100.0%
4402 IDEA	3,804,371	3,804,371	-	-	100.0%
4406 TITLE III LEP SUPPORT	534,172	532,829	5,025	(3,682)	100.7%
4409 TITLE IIA	685,234	687,394	4,522	(6,682)	101.0%
4411 SPED EARLY EDUCATION	139,030	139,030	-	-	100.0%
4434 TITLE IV	447,503	415,357	1,694	30,452	93.2%
4475 TITLE III IMMIGRANT	79,902	79,938	-	(36)	100.0%
4624 POTHOLE FOUNDATION	1,225,096	1,151,341	75,859	(2,105)	100.2%
4703 WORKFORCE SKILLS GRANT	72,000	72,000	-	-	100.0%
4706 PACHECO BASEBALL FIELD	32,190	27,969	-	4,221	86.9%

FY 20 FISCAL BUDGET REPORT

GRANTS FY20	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4301 NEA STUDENT SUCCESS GRANT	5,000	2,774		2,226.00	55.5%
4302 GANNON MEMORIAL PLAYGROUND	27,768	-	-	27,768	0.0%
4306 KEYS OF INSPIRATION	30,000	2,243	575	27,182	9.4%
4309 CAPITAL SKILLS WORKFORCE GRANT	5,000	4,272	-	728	85.4%
4310 BIG YELLOW BUS	1,750	1,320	250	180	89.7%
4328 YOUTH LITERACY GRANT	2,000	2,000	-	-	100.0%
4329 BAYCOAST/COMCAST	20,000			20,000	0.0%
4332 RENAISSANCE MCC FIELD TRIPS	1,594	812	-	782	50.9%
4339 MTLIC	627,472	627,472	-	-	100.0%
4344 PACHECO READERS	11,000	7,057	1,406	2,537	76.9%
4350 BRISTOL COUNTY SAVINGS BANK	25,000	1,721		23,279	6.9%
4355 CARNEY FOUNDATION CONGDON/DEVALLES	5,000			5,000	0.0%
4359 MASS LIFE SCIENCES	44,523	5,486	-	39,037	12.3%
4360 PRINCIPALS DISCRETIONARY	100,000	18,450		81,550	18.4%
4401 TITLE I	6,921,067	4,302,706	122,049	2,496,313	63.9%
4402 IDEA	3,886,087	3,484,293	-	401,794	89.7%
4406 TITLE III LEP SUPPORT	528,834	211,086	16,426	301,322	43.0%

GRANTS FY20	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4407 PERKINS GRANT	103,723	50,071	-	53,652	48.3%
4409 TITLE IIA	763,973	115,721	7,661	640,592	16.1%
4411 Early Ed Sped	141,906	60,024	-	81,882	42.3%
4412 MCKINNEY VENTO	55,000	52,547	-	2,453	95.5%
4414 21st CCLC SY CONTINUATION	504,558	458,117	3,079	43,362	91.4%
4432 SCHOOL REDESIGN GRANT SUM	300,000	249,853	-	50,147	83.3%
4434 TITLE IV	395,224	91,597	3,469	300,158	24.1%
4475 TITLE III IMMIGRANT	46,148	337		45,811	0.7%
4501 MASS GRAD	67,988	25,534	-	42,454	37.6%
4511 21ST CCLC GOMES ELT	154,072	109,523	2,224	42,325	72.5%
4516 21st CCLC SPED	20,000	2,335		17,665	11.7%
4517 21ST CCLC PARKER OST	111,000	21,947	-	89,053	19.8%
4519 EMERGENCY AID FOR HOMELESS	26,505	14,449	100	11,956	54.9%
4543 TAG II	450,000	141,387	155,005	153,609	65.9%
4601 ABE	662,435	620,968	20,941	20,525	96.9%
4602 DEVEXP HQ SUMMER LEARNING	21,800	21,165	-	635	97.1%
4604 INCLUSIVE PRESCHOOL LEARNING	63,316	63,316	-	-	100.0%
4605 GED TESTING CENTER	6,489	5,446	1,043	(1)	100.0%
4607 EARLY LIT HATH/SWIFT	10,480	10,480	-	-	100.0%

GRANTS FY20	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4609 INCREASED ACCESS ASOST	35,000	33,074		1,926	94.5%
4615 STRATEGIC SUPPORT	79,653	62,752	9,177	7,724	90.3%
4616 CPPI	771,007	458,809	238,314	73,883	90.4%
4636 TURN AROUND ASSISTANCE	106,028	46,027	-	60,001	43.4%
4695 COMMUNITY ADULT LEARNING CENTER	52,900	50,334	1,749	818	98.5%
4703 CAPITAL SKILLS GRANT	328,000	58,686	-	269,314	17.9%
4704 ENHANCED SCHOOL HEALTH	215,000	180,972	18,777	15,250.99	92.9%
4710 DTA	298,114	335,010	-	(36,896)	112.4%
4711 VOUCHER	110,000	112,959	-	(2,959)	102.7%
4713 SAFER SCHOOLS & COMMUNITIES	64,000	64,000	-	-	100.0%
4715 INNOVATION PATHWAY GRANT	30,000			30,000	0.0%
4717 STARS RESIDENCY	5,000		4,900	100	98.0%
TOTAL FY20 GRANTS	18,241,414	12,189,129	607,143	5,445,142	70.1%

Personnel Report

July 13, 2020

A. APPOINTMENTS:

Name	Position	School
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UNIT A

Amelia Ayres	Grade 4 Teacher	Ashley Elementary School
Emily Boockoff	Special Education Tutor	Pulaski Elementary School
Dominic Boulrisse	Physical Education Teacher	Parker Elementary School
Kristen Castro	Grade 4 Teacher	Campbell Elementary School
Dylan Chasse	School Adjustment Counselor	Carney Academy
Tiffany Costa	History Teacher	New Bedford High School
Maegan DaRosa	Special Education Teacher – Substantially Separate Classroom	Gomes Elementary School
Lee-Ann Jupin	Preschool Teacher	Swift Elementary School
Milina Moreno	Grade 2 Teacher	Taylor Elementary School
Robert Mota	Special Education Facilitator	Paul Rodrigues Administration Building
Megan Quinlan	Special Education CBIP Teacher	Pulaski Elementary School
Glen Saitos	Dual Language Spanish Teacher – Grade 2	Gomes Elementary School

NON-UNION

Kayla Brunache	Speech Language Pathology Assistant	Paul Rodrigues Administration Bulding
Elle Canessa	Building Based Substitute Teacher	Campbell Elementary School
Stephanie Dos Reis	Building Based Substitute Teacher	Pulaski Elementary School
Brenda Macisaac	Early Childhood Specialist	Paul Rodrigues Administration Building

B. RETIREMENTS:

Name	Date	Position	School
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UNIT A

Lynne Morse	June 30, 2020	Grade 2 Teacher	Winslow Elementary School
Donna Teixeira	December 31, 2020	Grade 3 Teacher	Winslow Elementary School

NON-UNION

Theresa Cormier	June 19, 2020 (updated)	Budget Analyst	Paul Rodrigues Administration Building
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PARAPROFESSIONAL

Norma Kelley	July 18, 2020	Lunch Aide	Rodman Elementary School
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Personnel Report

July 13, 2020

C. RESIGNATIONS:

Name	Date	Position	School
UNIT A			
Peter Larkin	July 1, 2020	Attendance Officer	Paul Rodrigues Administration Building

AFSCME

Antoine Andrade	June 12, 2020	Jr. Custodian	Lincoln Elementary School
James Oliver	June 19, 2020	Jr. Custodian – Floater	Facilities Operations
Carlos Pires	June 19, 2020	Jr. Custodian – Floater	Facilities Operations
Justin Williams	June 22, 2020	Jr. Custodian – Floater	Facilities Operations

NON-UNION

Marques Houtman	June 30, 2020	Technology Integration Manager	New Bedford High School
Joshua Morton	June 30, 2020	Building Based Substitute Teacher	DeValles Elementary School

PARAPROFESSIONAL

Jamie Alaburda	June 18, 2020	Paraprofessional – Small Group	Gomes Elementary School
Victoria Duffy	June 18, 2020	Paraprofessional	Renaissance Community Innovation School
Meagan Sousa	June 30, 2020	Paraprofessional	Campbell Elementary School

D. RESCINDED ACCEPTANCE OF EMPLOYMENT:

UNIT A

Melanie Barcelos	August 26, 2020	Grade 5 Teacher	Gomes Elementary School
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AFSCME

Susan Ramos	March 9, 2020	4 Hour Cafeteria Helper	New Bedford High School
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E. TRANSFERS:

Name	From	To
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UNIT A

Haley Braz	Special Education CBIP Teacher at Pulaski Elementary School	Special Education Reading Teacher at Normandin Middle School
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Personnel Report

July 13, 2020

E. TRANSFERS (cont):

Name

From

To

UNIT A

Danna Cabral	Clinical Behavioral Facilitator at Whaling City Jr/Sr High School	School Adjustment Counselor at Keith Middle School
Stephanie Conde	Grade 3 Teacher at Swift Elementary School	Grade 1 Teacher at Swift Elementary School
Sherri Craig	Special Education Teacher at New Bedford High School	Special Education Facilitator at Paul Rodrigues Administration Building
Susan Estrella	Special Education Tutor at Pulaski Elementary School	Preschool Special Education Teacher at Pulaski Elementary School
Sheryl Faria	Health Teacher at Lincoln Elementary School	Health Teacher at Keith Middle School
Silvia Gamboa	English as a Second Language Teacher at Lincoln Elementary School	Teaching & Learning Specialist at Lincoln Elementary School
Amanda Gue	School Adjustment Counselor at Parker Elementary School	School Adjustment Counselor at Hathaway Elementary School
Nancy Kasprzyk-Magoni	Teaching & Learning Specialist at Hathaway Elementary School	Math Interventionist at Normandin Middle School
Leisha O'Brien	Special Education Tutor at Carney Academy	Special Education Teacher at Normandin Middle School
Colin Southgate	Grade 6 ELA/Social Studies Teacher at Normandin Middle School	Grade 6 Social Studies Teacher at Normandin Middle School
Kelly Tavares	School Nurse at Lincoln Elementary School	School Nurse at Ashley Elementary School/Floater

AFSCME

John Silva	Sr. Custodian – 1 st shift at Ashley Elementary School	Jr. Custodian Floater - 1 st shift at Facilities Operations
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THOMAS ANDERSON
SUPERINTENDENT

NEW BEDFORD PUBLIC SCHOOLS
PAUL RODRIGUES ADMINISTRATION BUILDING
455 COUNTY STREET
NEW BEDFORD, MASSACHUSETTS 02740
www.newbedford-school.org

(508) 997-4511

"We are committed to developing a community of learners who are academically proficient, demonstrate strong character and exhibit self-confidence."

KAREN A. TREADUP
DEPUTY SUPERINTENDENT

ANDREW O'LEARY
ASSISTANT
SUPERINTENDENT OF
FINANCE & OPERATIONS

HEATHER EMSLEY
EXECUTIVE DIRECTOR OF
HUMAN CAPITAL SERVICES

JENNIFER FERLAND
EXECUTIVE DIRECTOR OF
STRATEGIC INITIATIVES & PARTNERSHIPS

SANDRA FORD
EXECUTIVE DIRECTOR OF
SPECIAL EDUCATION & STUDENT
SERVICES

SONIA WALMSLEY
EXECUTIVE DIRECTOR OF
EDUCATIONAL ACCESS &
PATHWAYS

MEMORANDUM TO APPROVE EXCESS PROPERTY

To: New Bedford School Committee;
Thomas Anderson, Superintendent

From: Andrew O'Leary, Asst. Superintendent of Finance & Operations

Date: July 1, 2020

Subject: Excess Property Report – May 2020

The enclosed surplus property reports have been circulated internally and, except where noted, there have been no requests for the material.

I am recommending that this material be declared as excess to the need of New Bedford Public Schools to be so reported to the City of New Bedford.

Attachment(s)





THOMAS ANDERSON
SUPERINTENDENT

NEW BEDFORD PUBLIC SCHOOLS
PAUL RODRIGUES ADMINISTRATION BUILDING
455 COUNTY STREET
NEW BEDFORD, MASSACHUSETTS 02740
www.newbedford-school.org

(508) 997-4511

"We are committed to developing a community of learners who are academically proficient, demonstrate strong character and exhibit self-confidence."

KAREN A. TREADUP
DEPUTY SUPERINTENDENT

ANDREW O'LEARY
ASSISTANT
SUPERINTENDENT OF
FINANCE & OPERATIONS

HEATHER EMSLEY
EXECUTIVE DIRECTOR OF
HUMAN CAPITAL SERVICES

JENNIFER FERLAND
EXECUTIVE DIRECTOR OF
STRATEGIC INITIATIVES & PARTNERSHIPS

SANDRA FORD
EXECUTIVE DIRECTOR OF
SPECIAL EDUCATION & STUDENT
SERVICES

SONIA WALMSLEY
EXECUTIVE DIRECTOR OF
EDUCATIONAL ACCESS &
PATHWAYS

MEMORANDUM TO DECLARE SURPLUS

To: Principals, Directors, Coordinators, Supervisors, and Technology Services
From: Andrew O'Leary, Assistant Superintendent of Finance & Operations
Date: June 1, 2020
Subject: **Surplus Property Report – May 2020**

The enclosed surplus property reports are forwarded for your information.

Please contact the originator for additional information.

Requests for surplus property should be made through the office of Finance & Operations.

Attachment(s)



**NEW BEDFORD PUBLIC SCHOOLS
SURPLUS REQUEST FORM**

Revised: December 2018

To: Andrew B. O'Leary, Assistant Superintendent of Finance & Operations

From: Sean Woodward-McNiff

Date: 5/11/2020

I would like to declare the following items surplus in accordance with School Committee Policy DN:

Quantity	Description	Make/Model	Asset Tag #	Serial Number	Condition
37	Overhead projectors	Various (old versions)			Unrepairable
130	CRT Computer Monitors				Unrepairable
100	Flat screen Computer monitors				Unrepairable
55	Printers	Various			Unrepairable
53	Tower CPUs	Various			Unrepairable
5	Doc Cameras & LCD Projectors	Various			Unrepairable
10	Mice, cords	Various			Unusable

Signature: 

Name and Title: Sean Woodward-McNiff Principal

Dept. / School: Normandin Middle School

ASAW
5/11/2020
SM

**NEW BEDFORD PUBLIC SCHOOLS
SURPLUS REQUEST FORM**

Revised: December 2018

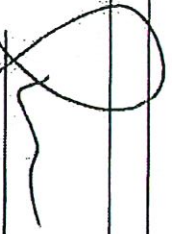
To: Andrew B. O'Leary, Assistant Superintendent of Finance & Operations

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100	Flat screen Computer monitors				Unrepairable
55	Printers	Various			Unrepairable
53	Tower CPUs	Various			Unrepairable
5	Doc Cameras & LCD Projectors	Various			Unrepairable
10	Miscellaneous				Unuseable

Signature: 

Name and Title: Sean Woodard-McNiff Principal

Dept. / School: Normandin Middle School

05 JUN 12 PM 1:43

NEW BEDFORD PUBLIC SCHOOLS SURPLUS REQUEST FORM

Revised: December 2018

To: Andrew B. O'leary, Assistant Superintendent of Finance & Operations
From: Keith Middle School – Mr. Warley Williams
Date: March 5, 2020

I would like to declare the following items surplus in accordance with School Committee Policy DN:

Quantity	Description	Make	Model	Asset Tag #	Serial Number	Condition
1	Computer Tower	Dell	Optiplex G5620	9416	4013DB1	Beyond Useful Life
2	Computer Tower	Dell	Optiplex G5620		DH13DB1	Beyond Useful Life
3	Computer Tower	Dell	Optiplex G5620		9MY0DB1	Beyond Useful Life
4	Computer Tower	Dell	Optiplex G5620	8086	8M13DB1	Beyond Useful Life
5	Computer Tower	Dell	Optiplex G5620		7500DB1	Beyond Useful Life
6	Computer Tower	Dell	Optiplex G5620	9864	5DV0DB1	Beyond Useful Life
7	Computer Tower	Dell	Optiplex G5620	9862	8713DB1	Beyond Useful Life
8	Computer Tower	Dell	Optiplex G5620		6711DB1	Beyond Useful Life
9	Computer Tower	Dell	Optiplex G5620	8085	5013DB1	Beyond Useful Life
10	Computer Tower	Dell	Optiplex G5620	9863	7LY0DB1	Beyond Useful Life
11	Computer Tower	Dell	Optiplex G5620	9460	2G13DB1	Beyond Useful Life
12	Computer Tower	Dell	Optiplex G5620	9059	HDY0DB1	Beyond Useful Life
13	Computer Tower	Dell	Optiplex G5620	9417	GP00DB1	Beyond Useful Life

14	1	Computer	Dell	Optiplex G5620	9516	9F13DB1	Beyond Useful Life
15	1	Computer	Dell	Optiplex G5620	9643	0310DB1	Beyond Useful Life
16	1	Computer	Dell	Optiplex G5620		H013DB1	Beyond Useful Life
17	1	Computer	Dell	Optiplex G5620		66V0DB1	Beyond Useful Life
18	1	Computer	Dell	Optiplex G5620	8165	CHP0DB1	Beyond Useful Life
19	1	Computer	Dell	Optiplex G5620		7C13DB1	Beyond Useful Life
20	1	Computer	Dell	Optiplex G5620		3K13DB1	Beyond Useful Life
21	1	Computer	Dell	Optiplex G5620	9449	CO13DB1	Beyond Useful Life
22	1	Computer	Dell	Optiplex G5620	9816	JZ62DB1	Beyond Useful Life
23	1	Computer	Dell	Optiplex G5620		7713DB1	Beyond Useful Life
24	1	Computer	Dell	Optiplex G5620		7113DB1	Beyond Useful Life
25	1	Computer	Dell	Optiplex G5620	9587	4513DB1	Beyond Useful Life
26	1	Computer	Dell	Optiplex G5620		4072DB1	Beyond Useful Life
27	1	Computer	Dell	Optiplex G5620	9069	HGY0DB1	Beyond Useful Life
28	1	Computer	Dell	Optiplex G5620	9697	8413DB1	Beyond Useful Life
29	1	Computer	Dell	Optiplex G5620	9492	J4L0DB1	Beyond Useful Life
30	1	Computer	Dell	Optiplex G5620	8164	HBV0DB1	Beyond Useful Life
31	1	Computer	Dell	Optiplex G5620		JM13DB1	Beyond Useful Life
32	1	Computer	Dell	Optiplex G5620	8069	2B13DB1	Beyond Useful Life

33	1	Computer Tower	Dell	Optiplex G5620	9491	F013DB1	Beyond Useful Life
34	1	Computer Tower	Dell	Optiplex G5620	9390	1PPODB1	Beyond Useful Life
35	1	Computer Tower	Dell	Optiplex G5620		F213DB1	Beyond Useful Life
36	1	Computer Tower	Dell	Optiplex 360		W325MA01	Beyond Useful Life
37	1	Computer Tower	Dell	Optiplex 360		1B2H5U1	Beyond Useful Life
38	1	Computer Tower	Dell	Optiplex 360		1BDF11	Beyond Useful Life
39	1	Computer Tower	Dell	Optiplex G5620	9580	2TQ0DB1	Beyond Useful Life
40	1	Laptop & Dock	Dell	PD04X with dock	9512	1N04DB1	Beyond Useful Life
41	2	Laptop dock	Dell	PD04X just dock			Beyond Useful Life
42	1	Computer Tower	Dell	Optiplex G5620	9608	1C82DB1	Beyond Useful Life
43	1	Computer Tower	Dell	Optiplex G5620		1B10DB1	Beyond Useful Life
44	1	Computer Tower	Dell	Optiplex G5620	9605	C3V0DB1	Beyond Useful Life
45	1	Computer Tower	Dell	Optiplex G5620		G682DB1	Beyond Useful Life
46	1	Computer Tower	Dell	Optiplex G5620	8106	G3V0DB1	Beyond Useful Life
47	1	Computer Tower	Dell	Optiplex G5620	9706	1452DB1	Beyond Useful Life
48	1	Computer Tower	Dell	Optiplex 360	8162	1PK0DB1	Beyond Useful Life
49	4	Dell	1707pt	17" monitor			Beyond useful life

1	Acer	W193W	19" monitor	Beyond useful life
1	eMachine	E17TG	17" monitor	Beyond useful life
1	Printer	HP 6980	9623	Beyond useful life
2	Printer	HP 6980	6784	Beyond useful life
1	Printer	HP 6980		Beyond useful life
1	Printer	HP 6980		Beyond useful life

Signature:

Mr. Warley Williams

Mr. Warley Williams
Principal

Dept. / School: Keith Middle School

EXCESS SURPLUS

MAY 2020

Approved: 7/13/2020

NBHS

- (1) Chair Rack

NMS

- (37) Overhead Projectors
- (130) Computer Monitors
- (100) Flat Screen Computer Monitors
- (55) Printers
- (53) Towers
- (5) Doc Cameras & LCD Projectors
- (10) Mice, cords

KMS

- (47) Computer Towers
- (2) Laptop & Dock
- (4) Monitors
- (4) Printers

EMPLOYMENT AGREEMENT

BY AND BETWEEN

THE NEW BEDFORD SCHOOL COMMITTEE

AND

THOMAS ANDERSON

This Employment Agreement (hereinafter referred to as “this AGREEMENT”) is made between the New Bedford School Committee (hereinafter referred to as “the Committee”) and Thomas Anderson (hereinafter referred to as “the Superintendent” or “Mr. Anderson”). This AGREEMENT will be effective as of July 1, 2021 and shall on July 1, 2021 supersede all prior agreements between the parties. For mutual consideration expressed herein, the parties agree as follows:

1. EMPLOYMENT: The Committee hereby agrees to continue to employ Mr. Anderson as Superintendent of the New Bedford Public Schools, and Mr. Anderson accepts such continued employment on the terms and conditions contained in this AGREEMENT.

2. DURATION: Mr. Anderson shall be employed as the Superintendent of the New Bedford Public Schools for five (5) years, from July 1, 2021 through June 30, 2026, except as this AGREEMENT may be otherwise extended by mutual agreement or terminated as provided herein. No later than December 30, 2025, the Committee shall notify the Superintendent in writing as to whether or not it desires to continue the Superintendent’s employment beyond June 30, 2026. Should the Committee and the Superintendent mutually desire to continue the Superintendent’s employment, they will make a good faith effort to complete negotiations for a successor employment agreement on or before January 30, 2026. If they are unable to agree upon a new employment agreement or an extension of this AGREEMENT, then this AGREEMENT will expire and the Superintendent’s employment will end on June 30, 2026.

3. COMPENSATION: The Superintendent will be paid in accordance with the following schedule:

<u>Contract Year</u>	<u>Base Salary</u>
July 1, 2021-June 30, 2022	\$214,200.
July 1, 2022-June 30, 2023	\$218,484.
July 1, 2023-June 30, 2024	\$222,854.
July 1, 2024-June 30, 2025	\$227,311.
July 1, 2025-June 30, 2026	\$231,857.

The Superintendent’s Base Salary shall be subject to withholdings for state and federal taxes and other withholdings required by law or authorized by the Superintendent.

The Superintendent's Base Salary shall be earned ratably in each of the Contract Years (July 1, 2021-June 30, 2022; July 1, 2022-June 30, 2023; July 1, 2023-June 30, 2024; July 1, 2024- June 30, 2025; and July 1, 2025-June 30, 2026) and shall be prorated for work of less than a full Contract Year. The Superintendent's base salary shall be paid in equal installments in accordance with the procedures governing payment of other professional staff in the New Bedford Public Schools.

4. WORK YEAR AND LEAVE BENEFITS:

4.1 Work Year: The work year for the Superintendent is twelve months commencing July 1st of each Contract Year and ending the following June 30th. The Superintendent shall devote his full time, skill, labor and attention to the discharge of his duties as Superintendent for the New Bedford Public Schools.

4.2 Vacation Leave: The Superintendent shall be entitled to 25 vacation days per Contract Year earned at the rate of 2.083 days per month. The Superintendent is expected to use his vacation days within the Contract Year they are accrued; vacation days shall not carry over into a subsequent Contract Year(s). The Superintendent will notify the Chair of the Committee in writing in advance of his intent to use vacation days.

4.3 Sick Leave: On July 1, 2021, the Superintendent shall carry over all accrued unused sick leave days he had at the end of the day on June 30, 2021 and the Superintendent shall accrue sick leave at the rate of 1.5 days per month for a total of eighteen (18) days per Contract Year. Such days may be used when the Superintendent is incapacitated from the performance of his duties by illness or injury. Sick leave which is not used shall accumulate and be available for use in succeeding Contract Years not to exceed one hundred fifty (150) days. The Superintendent shall not be entitled to redeem sick leave days or participate in any employee "sick day buy-back program" upon the conclusion of his employment.

4.4 Holidays: The Superintendent shall receive the following paid holidays:

- | | |
|---------------------------------|---------------------------|
| New Year's Day | Labor Day |
| Martin Luther King Jr. Birthday | Columbus Day |
| President's Day | Veterans' Day |
| Good Friday | Thanksgiving Day |
| Patriots' Day | Friday after Thanksgiving |
| Memorial Day | Day before Christmas |
| Independence Day | Christmas Day |

4.5 Personal Leave: The Committee may grant the Superintendent up to three (3) personal leave days with pay per Contract Year for important legal or personal business which cannot be conducted outside of the Superintendent's work day or for emergencies. Unused personal leave days shall not carry over into a subsequent Contract Year.

4.6 Bereavement Leave: The Superintendent may take up to five (5) work days as bereavement leave with pay to make funeral arrangements and/or to attend the

funeral/memorial service for the Superintendent's spouse, child, parent, sibling, mother-in-law, father-in-law, grandparent, or grandchild. The Superintendent may take up to three (3) work days as bereavement leave with pay to attend the funeral/memorial service for the Superintendent's sister in-law, brother in-law, nephew, niece, aunt or uncle. The Superintendent may also be granted a leave of absence for periods not in excess of two (2) days in the event of the death of a non-relative.

5. MILEAGE ALLOWANCE, REIMBURSEMENT FOR EXPENSES, AND PROFESSIONAL ENGAGEMENTS:

5.1 Mileage Allowance: The Committee shall provide the Superintendent with a mileage allowance of \$2,000 per Contract Year, payable in two equal installments of \$1,000 in July and January of each Contract Year. Such mileage allowance is in lieu of reimbursement for all mileage expenses.

5.2 Reimbursement for Expenses: The Superintendent may participate in professional conferences and workshops to continually improve his practice as a Superintendent. Except for mileage expenses, the Committee shall reimburse the Superintendent for all job-related expenses reasonably incurred in the performance of his duties under this Contract including national, state, and local dues for memberships (e.g. Massachusetts Association for School Superintendents, MASS, Urban Superintendents' Network, etc.). The Committee shall reimburse the Superintendent for attendance, travel (excluding mileage), lodging, and registration expenses for out-of-state professional conferences and workshops that will benefit the Superintendent's professional growth. The Superintendent shall submit requests for out-of-state travel to the Committee Chair in advance for approval. Expense reports for such expenses will be submitted by the Superintendent and shall be signed by the Chair of the School Committee. The Superintendent, in accordance with Committee policy and procedures, shall submit receipts for reimbursable expenses within 30 calendar days of incurring such expenses

5.3 Professional Engagements: The Superintendent may accept speaking, writing, lecturing, consulting, or other engagements of a professional nature for his own benefit, provided they do not derogate or detract from his ability to fulfill his duties and responsibilities as Superintendent. Such activities which are for the Superintendent's own benefit and which require the Superintendent's absences from New Bedford during work hours shall be undertaken only with the prior approval of the Chair.

6. INSURANCE:

6.1 Insurance: The Superintendent shall be entitled to all insurance benefits including but not limited to life insurance and health insurance provided to other professional employees of the New Bedford School District, subject to the terms and conditions of said coverage. The Superintendent recognizes that the New Bedford School Committee and the City of New Bedford may change such terms and conditions and such insurance from time to time.

6.2 Long-term Disability Insurance: The Committee shall reimburse the Superintendent up to one thousand dollars (\$1,000) per Contract Year for premiums paid by the

Superintendent on any Long-Term Disability Insurance Policy purchased by the Superintendent insuring the Superintendent during the Contract Year.

7. DUTIES: The Superintendent shall have charge of the administration of the New Bedford Public Schools consistent with law and Committee policies and directives. He shall be the chief executive officer of the School Department and shall employ, assign, direct, evaluate, discipline, and terminate all employees of the New Bedford Public Schools consistent with law and Committee policy. He shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs. Consistent with School Committee policies and directives, he shall be responsible for the operation and management of the school department including the utilization of and accounting for funds appropriated for the school department as well as all other funds coming under the control of the school department. He shall construct Committee meeting agendas in consultation with and at the direction of the Committee chairperson. The Superintendent shall attend all meetings of the New Bedford School Committee, unless excused, and may participate in all school committee deliberations except when matters relating to his own employment and/or this AGREEMENT are under consideration. He shall recommend regulations, rules, policies, and procedures deemed necessary for the good order of the school departments, and, in general, perform all duties incident to the office of the Superintendent, as provided by applicable laws and in accordance with the policies and directives of the Committee, as they may be promulgated or modified from time to time.

8. PERFORMANCE EVALUATION: The Committee shall devote at least a portion of one meeting before June 30th of each Contract Year to an evaluation of the Superintendent's performance and working relationship with the Committee. This performance evaluation shall be based upon performance criteria developed by the Committee with input from the Superintendent. The Committee shall evaluate the Superintendent at a meeting held in open session in accordance with the provisions of Massachusetts General Laws. The Superintendent understands and agrees that his evaluations will be conducted in an open session meeting of the Committee.

9. LICENSE: The Superintendent hereby represents to the Committee that he is currently licensed to serve as Superintendent of Schools pursuant to the laws of the Commonwealth of Massachusetts and the Rules and Regulations of the Commissioner of Elementary and Secondary Education and the Massachusetts Department of Elementary and Secondary Education. As a condition of employment and continued employment, the Superintendent shall maintain, throughout the term of this AGREEMENT, a valid and appropriate license qualifying him to serve as a Superintendent of Schools in a school district in the Commonwealth of Massachusetts, as required by Massachusetts General Laws, as such may be amended from time to time. The Superintendent agrees to notify the Committee within 24 hours of his license being revoked, rescinded, suspended, or lapsed.

10. PROFESSIONAL ACTIVITIES AND CONSULTING:

10.1 Professional Activities: The Superintendent shall devote his full-time, attention, and energy to the business of the New Bedford Public Schools. However, the Committee

encourages the continuing professional growth of the Superintendent through his participation, as he might decide in light of his responsibilities as Superintendent, in:

- A. the operations, programs, conferences, and other activities conducted or sponsored by local, state, and national school administrator and/or school committee associations;
- B. local, state and national conferences, seminars, and courses offered by private institutions, commissions, or committees related to education; and
- C. informational meetings with persons whose particular skills or backgrounds would serve to improve the capacity of the Superintendent to perform his professional responsibilities for the School District.

However, except for reimbursement for expenses consistent with Section 5 of this AGREEMENT, no other funds will be made available for any of the professional activities listed in this Section 10.1.

10.2 Consulting/Teaching: The Superintendent may engage in professional consulting work or college/university teaching provided that such consulting work and/or teaching does not interfere with or detract from his work as Superintendent for the New Bedford Public Schools and provided that the Superintendent has obtained prior authorization from the Committee to engage in such consulting work and/or teaching and uses his vacation leave to cover his absences, if any, for such consulting and/or teaching work. The Committee shall not reimburse the Superintendent for any expenses associated with such consulting work and/or teaching.

11. INDEMNIFICATION:

11.1 The Superintendent will be covered by the indemnification provisions of Chapter 258 of the Massachusetts General Laws.

11.2 The Superintendent shall, within four (4) calendar days of the time he is served with any summons, complaint, process, notice, demand or pleading, deliver a copy of the same to the Committee.

12. TERMINATION OF EMPLOYMENT AGREEMENT:

12.1 By the Committee with Cause:

During the term of this AGREEMENT, the Committee may suspend the Superintendent from his position as Superintendent and/or may terminate his employment and this Employment AGREEMENT for insubordination, incompetency, neglect of duty, or other cause. "Cause" herein shall be defined as any ground put forth by the Committee in good faith that is not arbitrary, irrational, unreasonable or irrelevant to the task of building and maintaining an efficient school system. Prior to any termination for cause, the Committee shall provide the Superintendent with written notice of the reason, reasons, charge or charges against him, and the grounds on which such reason(s) or charge(s) is based. Provided that the Superintendent has

made a request in writing to the Chairperson of the Committee within ten (10) calendar days of receipt of such written notice, the Committee shall provide the Superintendent with a hearing upon said reason(s) or charge(s). Such hearing shall be conducted in accordance with the provisions of the Open Meeting Law, Massachusetts General Laws, Chapter 30A. The Superintendent shall be entitled to have his legal counsel present to advise him. The Superintendent shall be responsible for paying all fees and costs associated with such legal counsel. The decision of the Committee, after such hearing, if any, shall be final and binding, subject to such judicial review as may be provided under applicable law. In the event of termination pursuant to this paragraph, the Committee shall not be required to pay, and the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of termination. The Superintendent may request to use his accrued vacation days prior to his separation from employment and/or the Committee may schedule the Superintendent for vacation days prior to his final day of employment.

12.2 Early Termination Provision:

The Committee may terminate this Employment AGREEMENT and the Superintendent's employment at any time by providing the Superintendent with at least one hundred twenty (120) calendar days written notice and paying the Superintendent an early termination payment of ninety thousand dollars (\$90,000.00) minus withholdings for state and federal taxes and other withholdings required by law or authorized by the Superintendent. In the event of termination pursuant to this paragraph, with the exception of the early termination payment which shall be paid on or by the effective date of termination, the Committee shall not be required to pay, and the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of termination. (The early termination payment provided for in this paragraph 12.2 is not applicable to terminations pursuant to paragraphs 12.1, 12.3, and 12.4.) The Superintendent may request to use his accrued vacation days prior to his separation from employment and/or the Committee may schedule the Superintendent for vacation days prior to his final day of employment.

12.3 For Disability:

Subject to applicable law, if the Superintendent is absent from work because of a disability for more than one hundred (100) calendar days, the Committee shall have the option of terminating his employment and this Employment AGREEMENT. If the Committee exercises its option to terminate the Superintendent's employment and this Employment AGREEMENT, the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of such termination.

12.4 By the Superintendent:

The Superintendent may terminate his employment by submitting his written resignation to the Committee with as much advance notice as possible but no less than six (6) months' advance notice. In the event of termination pursuant to this paragraph, the Committee shall not be required to pay, and the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of the Superintendent's resignation. The Superintendent may request to use his accrued vacation days prior to his separation from employment and/or the Committee may schedule the Superintendent for vacation days prior to his final day of employment.

13. NOTICES: All notices required or desired to be given under this AGREEMENT will be deemed to be served if in writing and delivered by in-hand delivery to the Superintendent or sent by certified mail to the Superintendent's residence in the case of the Superintendent, or sent by certified mail to its central office in the case of the Committee with a copy sent by certified mail to the home address of the Chairperson of the Committee.

14. ENTIRE AGREEMENT: This AGREEMENT contains the whole agreement between the Committee and the Superintendent. There have been no inducements, promises, terms, conditions, or obligations made or entered into by either party other than those set forth herein. No modification of or addition to this AGREEMENT shall be effective unless and until set forth in writing and signed by the parties.

15. SEVERABILITY: If any term(s) or provision(s) of this AGREEMENT are held to be invalid or unenforceable for any reason by a court of competent jurisdiction, the validity and enforceability of the remaining terms and provisions shall not be affected, and such invalid and/or unenforceable term(s) and/or provision(s) shall be modified to the extent necessary to make it or them enforceable.

16. GOVERNING LAW: This AGREEMENT shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

17. COUNTERPARTS: This AGREEMENT shall be executed in two counterparts, each of which shall be deemed to be an original and both of which taken together will be deemed one and the same instrument.

IN WITNESS WHEREOF the parties have caused this AGREEMENT to be subscribed in duplicate on the day(s) indicated below.



Thomas Anderson, Superintendent

Date: July 13, 2020

ON BEHALF OF THE NEW BEDFORD SCHOOL COMMITTEE BY:

Jonathan Mitchell, Chairperson
New Bedford School Committee

Date: _____

Bruce Oliveira, Vice Chairperson

Joshua Amaral

Christopher Cotter

Colleen Dawicki

Joaquim "Jack" Livramento

John Oliveira