

Regular Meeting: October 10, 2017

REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE

Tuesday, October 10, 2017

5:30 PM

Kuss Middle School Auditorium

52 Globe Mills Avenue

Fall River, MA 02724

MEETING MINUTES

Mayor Correia called the meeting to order. A roll call for attendance showed at 5:32 p.m.:

Mr. Andrade: Present	Mr. Martins: Present
Mr. Coogan: Present	Mrs. Panchley: Present
Mr. Costa: Present	Mayor Correia: Present
Dr. Costar: Present	

Also present were Attorney Assad and Superintendent Malone.

Mayor Correia read the Open Meeting Law.

A salute to the flag followed.

CITIZENS' INPUT

Mayor Correia announced that there was one person signed up for Citizens' Input: Patrick Higgins, 1197 Robeson Street, and it was regarding the Open Meeting Law training. Mr. Higgins announced that the Attorney General's office will be having an open meeting law training in New Bedford on October 30 from 6:00pm-8:00pm. There were many changes to the Open Meeting Law that went into effect last Friday. He invited School Committee members to attend that meeting. Dr. Costar asked if Mr. Higgins could send an email to the Superintendent of where the meeting will be held and the Superintendent will forward that information to the School Committee. Mr. Higgins said that he will do that.

RECOGNITION AWARDS

Mayor Correia announced that there were no Recognition Awards to present this evening.

SUPERINTENDENT'S REPORT

- *September Recap*

Superintendent Malone announced that they had a great opening and thanked the faculty, staff, students, parents, and School Committee for all they did to get them opened and ready for the start of school. Through Twitter, they are recognizing students' and teachers' attendance.

- *October Update*

Superintendent Malone stated that they are working with school leadership to ensure that their routines, policies, procedures, and structures in school stay in place. They had some principal meetings and will be doing walkthroughs. They did their first walkthrough at Fonseca last week. He encouraged School Committee members to visit Fonseca. He also invited them to visit Henry Lord. They are not a turnaround school but they engaged in the redesign process.

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- *School Enrollment*

Superintendent Malone announced that their October 1 numbers were 10,360 students. They anticipate ending the year with more students than that. They're still working out some of the details with the K1 program in terms of how they're coded at Fonseca. Based on the work they did to reduce class size, they have average class sizes. K-3 are all under 26; however, they have four kindergarten classes at 27 and one at 28. That's down from a high of 31 last year. In 1st grade, they have three classrooms at 27 and two at 28. In 2nd grade, they have four at 27 and in 3rd grade they have three at 27 and three at 28. All the other classes are at 26 or below. They've received at least 15 new students since the weather events in the Caribbean. There have been some people who have heard that there are 38 kids in a class. When they do inclusionary practices and push kids in based on their IEPs, for some of those core classrooms, those numbers do go up but, most of the time, when that happens they have another adult in the room for that.

Superintendent Malone added that they had a great Rock the Vote event on Friday and he's been to a bunch of sporting events. He will be visiting the golf team and cross country team soon.

APPROVAL OF MINUTES

MOTION: Mr. Coogan-Dr. Costar: To approve all meeting minutes.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Yes

Dr. Costar: Yes

All were in favor

None were opposed

Motion passed

TRAVEL REQUESTS

MOTION: Mrs. Panchley-Mr. Andrade: To approve all travel requests.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Yes

Dr. Costar: Yes

All were in favor

None were opposed

Motion passed

DONATIONS

MOTION: Mr. Martins-Mr. Andrade: To accept all donations.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Yes

Dr. Costar: Yes

All were in favor

None were opposed

Motion passed

CONTRACTS

Mr. Martins requested to take the Fall River Deaconess Home and St. Vincent’s Home contracts separately.

MOTION: Mr. Andrade-Dr. Costar: To approve all other contracts.
No discussion

A roll call showed:

- | | |
|------------------|--------------------|
| Mr. Andrade: Yes | Mr. Martins: Yes |
| Mr. Coogan: Yes | Mrs. Panchley: Yes |
| Mr. Costa: Yes | Mayor Correia: Yes |
| Dr. Costar: Yes | |

All were in favor	None were opposed	Motion passed
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MOTION: Dr. Costar-Mr. Coogan: To approve the Fall River Deaconess Home and St. Vincent’s Home contracts.

Discussion:

Mr. Martins asked how many students were at the Fall River Deaconess Home. Dr. Siobhan Ryan stated that the number varies. It was approximately 24 students when they applied for the grant. Mr. Martins asked if there will be more or less. Dr. Ryan stated that their population fluctuates. Mr. Martins asked when the number was 24. Dr. Ryan stated that they submitted their application to the state in June. It goes directly to the state not to the Fall River Public Schools. Mr. Martins stated that he was under the impression that they did this with the cooperation of the Fall River Public Schools. He asked if 24 was an accurate count. Dr. Ryan stated that she would double check the numbers. Mr. Martins had the same questions for St. Vincent’s Home. Dr. Ryan stated that the numbers for St. Vincent’s increased significantly this year. They had about 70 students. They’re residents in cottages at St. Vincent’s. The Department of Education came down and met with St. Vincent’s and did a walkthrough. Mr. Martins asked if they were educating the students at St. Vincent’s or if they were educating them in the Fall River Schools. Dr. Ryan stated that some of the students at St. Vincent’s were in the Fall River Public Schools. The funds will be used for supplemental services, which is for anyone who is a resident at St. Vincent’s.

Dr. Costar asked what it meant by “support services for neglected and delinquent sites.” He asked what kind of support services they render to these sites. Dr. Ryan stated that they provide small group tutoring in ELA, math, some science, and some social studies, as needed. Mr. Coogan asked why it was called a delinquent site, which sounds negative. Dr. Ryan stated that that was just a term that was used by the Department of Education.

A roll call showed:

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|------------------|--------------------|
| Mr. Andrade: Yes | Mr. Martins: Yes |
| Mr. Coogan: Yes | Mrs. Panchley: Yes |
| Mr. Costa: Yes | Mayor Correia: Yes |
| Dr. Costar: Yes | |

All were in favor	None were opposed	Motion passed
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GRANTS

MOTION: Mr. Andrade-Mr. Coogan: To approve all grants.
No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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Mayor Correia asked if they could take Discussion Items 3-7 out of order so that they have the presentations at the end. There was no objection from School Committee members.

DISCUSSIONS

1. **Discussion and Vote to Approve:** Piloting Trimesters for Grades 6-8 at K-8 Schools (Doran and Henry Lord), *as referred by the Instructional Subcommittee*

MOTION: Mr. Coogan-Mrs. Panchley: To approve the piloting of trimesters for Grades 6-8 at Doran and Henry Lord.

Discussion:

Mr. Martins asked why it was necessary to switch from a term-based reporting system to trimesters. Principal Bradley stated that he and Principal Bronhard had a discussion with their communities about the benefits of moving toward a trimester reporting model because all the elementary schools are on a trimester reporting model. At Doran, they have the K-5 school that is on a trimester model but their middle school students are still on a term model. One of the main reasons they would like to have one reporting model is to build community and partnerships with their families and having a common grading system. For their parent-teacher conference nights, they have their elementary students come at one point and then middle school students come at another point. They found in some cases that that was more challenging for families with siblings in both the elementary and middle schools. They would like to increase their parent engagement with their parent-teacher conference night by making it one reporting period. Mr. Martins stated that he understood that but he wondered why they didn't have it so that the whole school would be on term-based reporting. With four reporting periods, the parents have more time to understand where their child improved and where they need to improve. With trimesters, they are waiting a longer period of time to report student grades.

Principal Bronhard stated that the trimester report cards were standards-based report cards. The four terms would come up too quickly for teachers to give a true assessment as to whether or not students are meeting standards. They don't just wait for report cards or reporting periods. If a child is struggling, the school will make the communication to parents long before the reporting period. If they changed to terms, they would be the only two elementary schools reporting on terms. Mr. Martins stated that they wouldn't be if all the other elementary schools switched to terms. He understands the standards-based report cards but he doesn't think the first term reporting is going to impose a hardship on the faculty to determine whether or not the student is on track for the first term.

Superintendent Malone explained that this was a one-year pilot that they will assess and see the value for and come back to the Committee for a formal vote. This is not a change in policy. They are struggling with the issue of how they do standards-based reporting and around the consistency of the K-8 model. They also want to engage more parents and they think that having one reporting system will give them that chance. They will bring back some data and an assessment and figure out if they're going to change it or keep it the way it is. Mr. Martins stated that the more frequently they communicate with parents, the more they will engage. He will agree to the pilot but would like to see the results.

Mr. Andrade asked if this pilot was just for Doran and Henry Lord. He stated that the other elementary schools in the system have been using the trimester reporting system for a year or more. Superintendent Malone stated that it was his understanding that it's been at least two years. Mrs. Panchley confirmed that it was two years ago.

Dr. Costar stated that this was referred by the Instructional Subcommittee who were all in support of piloting the trimesters for Doran and Henry Lord for the sake of consistency. The only concern that he has heard from parents is that they wanted to be in touch with the school long before they get the first trimester report card. Parents need to have feedback from schools before that first trimester begins. If they're doing that, that will be helpful.

Mrs. Panchley asked if the middle schools were on Aspen and putting their grades in like Kuss and Morton. Principal Bradley stated that they were and that middle school students will still receive progress reports as they do on a term basis. Mrs. Panchley stated that she shared some of the concerns that Mr. Martins had. As a parent, she wants the feedback faster but she understands that they want to pilot this so that the whole school is on the same schedule. She knows when they switched over to trimesters at the elementary schools a few years ago, some parents were not made aware by the schools that it was happening so no one really understood when they would be receiving report cards. She asked that they make sure that they communicate this to parents because she doesn't think they did a good job of that the last time.

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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2. **Second Read and Vote to Approve:** School Year 2017-2018 School Committee Strategic Goals, *as presented by Dr. Matthew Malone, Superintendent of Schools*

MOTION: Mr. Martins-Mr. Andrade: To approve the School Year 2017-2018 School Committee Strategic Goals.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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3. **Vote to Approve:** 2017-2018 Amended Academic Calendar, *as presented by Dr. Matthew Malone, Superintendent of Schools*

MOTION: Mrs. Panchley-Dr. Costar: To approve the 2017-2018 Amended Academic Calendar.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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4. **Discussion and Vote to Approve:** Position conversion of a paraprofessional to a clerk for the athletic department at the high school, *as presented by Tom Coogan, Executive Director of Human Resources*

MOTION: Mr. Coogan-Mr. Andrade: To approve the position conversion of a paraprofessional to a clerk for the athletic department.

Discussion:

Mr. Martins asked why this was necessary. Tom Coogan explained that the position of paraprofessional was a 10-month position. The person in that position worked through the summer coordinating and setting up for the fall programs for the athletic department. Currently, they're paying that person at an overtime rate, according to the paraprofessionals' contract for the extra hours. This would allow them to have a 12-month position there. They went to the union to discuss this and they got some other concessions in regards to some of the hours. They're essentially paying a 12-month position now, they're just formalizing it. Mr. Martins asked how this would affect vacation time. Mr. Coogan stated that would be according to the contract, same as other clerks in the system.

Mr. Andrade asked why it necessitated a move from one bargaining unit to another. Mr. Coogan stated that the paraprofessionals had the position before but the person was doing clerical duties. These duties really belonged in the clerical union. In addition, it is only a 10-month position which meant that the summer was scheduled as off time for that position but they would need to call that person in to work and pay for that service.

Mr. Costa asked if the switch was cost neutral. Mr. Coogan stated that it was because, in addition to the fact that they were paying for a 10-month position and additional hours, they also got flexibility in the scheduling of the position which allowed them to switch the start times as needed. For instance, when the fall athletes come in during the summertime for physicals, they may need to adjust the start times or end times. Same if there are games on a Friday night, they may need to shift the start and end time. Mr. Costa asked if the para step increases and clerical step increases were comparable. Mr. Coogan stated that they were very comparable.

Mr. Martins asked if they still have office paras. Mr. Coogan stated that they have paraprofessionals that assist in the office from time to time but, upon the School Committee's approval, they shifted the office para positions to clerks in all the elementary schools. Mr. Martins stated that he remembered that one of the roles had a higher salary. His concern was that there were two different unions doing basically the same work. He wondered why the clerical union didn't try to have more office paras move into their union. He views the position of "para" as helping teachers in the classroom. If that's what they're doing, then they should be in the paraprofessional union. He asked how many schools still had paraprofessionals doing clerk work.

Mr. Coogan stated that the clerical duties, such as filing, were being done by clerks but, from time to time, they have paras working in the offices assisting teachers with parent pick up and drop off and student reception. They moved the clerical positions into the elementary schools because schools are 12-month operations now so they needed clerks throughout the summer to help principals. Mr. Martins said that he's been on the School Committee for a few years and he doesn't remember that taking place. He asked if Mr. Coogan could research the time of when the Committee voted to have clerks in the office and paraprofessionals in the classroom.

School Committeeman Coogan stated that, as someone who has had a clerk and a para in the office, one of the differences was that he could lose the para at any time to a teacher that needed the para for the classroom. Teachers could pull that para out of the office if the para was needed in the classroom but they could not pull the clerk out of the office. When he was at the middle school, paras even subbed a class for extra money but clerks could not do that.

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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5. **Vote to Approve:** Year-to-Date Budget Report, *as presented by Kevin Almeida, Chief Financial Officer*

MOTION: Mr. Martins-Mrs. Panchley: To approve the year-to-date budget report.

Discussion:

Mr. Andrade asked how they overran the budget item that was highlighted on the report. Mr. Almeida stated that he didn't realize that last year when he paid the lease, they paid two years on the lease. The July and August payments from last year were for the old lease. He under budgeted for the two months. Mr. Costa stated that he sent an email to Mr. Almeida and Superintendent Malone. He asked if Mr. Almeida would have that information tomorrow for the entire Committee. Mr. Almeida stated that he would. Mr. Costa asked when they were having the Finance Subcommittee meeting to discuss the indirect cost agreement. Superintendent Malone stated that the meeting was scheduled for October 18 at 5:00pm. Mr. Martins asked how Mr. Almeida intended to make up for the deficit. Mr. Almeida stated that he had funds in the contingency account that he could take from.

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor	None were opposed	Motion passed
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6. **Presentation:** Collins Center Human Resources Final Report, *as presented by Dr. Ray Shurtleff, Senior Associate, as requested by Dr. Matthew Malone, Superintendent of Schools, to audit the programmatic formation of the human capital operations*

Dr. Ray Shurtleff introduced himself as a senior associate with the Collins Center. He has a background in Human Resources in Massachusetts. Mr. Michael Berardino is a research associate with the Collins Center.

Mr. Berardino began the presentation by stating that they had four methods.

- They interviewed 18 people in the district: administrators, principals, everyone in Human Resources, and one focus group of teachers at Durfee High School
- Dr. Shurtleff developed a checklist with all the possible functions that someone in the HR office and across the district may do
- They analyzed district data and state data to understand the context for this
- The HR outcomes in Fall River then they looked through the literature to see best practices

Dr. Shurtleff stated that there are 115 HR functions in 15 different areas. There were three people who did not do the audit checklist because they had no specific HR management responsibilities in the district.

Strengths:

- Those who were interviewed spoke highly of the HR staff's responsiveness and the strong attention to detail exhibited by the HR administrative assistants
- The hiring process has improved in recent years
- There is a positive relationship with the teachers' association and other employee unions in the district
- There are strong elements of talent, dedication, and resiliency among the Fall River teachers and administrators
- There is an increased collaboration at all levels in the district

District HR Management Resources Needed

When asked what resources were needed, they identified 24 concerns. They are making recommendations on 11 of the areas. They're going to talk about the district hiring process, substitutes, licensure waivers, employee discipline, compensations, educator growth and development, teacher absences, educators evaluation, teacher recruitment and teacher retention. They know that the Department of Elementary and Secondary Education did a review of the district in the fall of 2016. They focused on professional development and evaluations. The Collins Center is not duplicating anything they did. They took comments that were made directly to them.

Three Major Human Capital Priorities of the District:

- **Teacher Administrator Recruitment.** The majority of interviewees spoke of the need for an enhanced and centralized recruitment and hiring effort that would focus on attracting and retaining high quality teachers and administrators. One educator identified a simple focus: we should hire for talent and attitude.
- **Teacher and Administrator Retention.** There is no greater need in the district than the need for stability. Although there are positive and ongoing efforts in the district to address teacher retention, the interviewees highlighted this issue as a most critical one. According to the FREA president, Rebecca Cusick, almost half of the teachers in the FREA are in their first three years.
- **Educator Growth and Development.** The interviewees uniformly identified the professional development needs of all the educators in the district as a priority. The concept of educator growth and development should be all inclusive, covering: educator evaluation, centralized professional development, administrative training, teacher morale, and mentoring and induction support for all first-time teachers and all those new to Fall River, among others. Critical also is the ever-present need to develop an in-district leadership pipeline or a career ladder approach to educator development.

Finding #1: Human Resources Office Staffing

Mr. Berardino stated that there was a lot of positive feedback in regards to the HR office's responsiveness and attentiveness to detail but there were certain areas where there was not a lot of lead in. A lot of the burden fell to the principals, such as scheduling, interviews, teacher orientation, and connection to district-wide professional development. There are other issues they saw that HR should be leading in like a development of a succession plan and compensation review. He noted that Fall River has one of the smallest HR offices amongst comparable districts. Fall River has three people whereas Framingham, a smaller district, has twice as many people in the HR office.

Finding #2: District Hiring Process

Dr. Shurtleff stated that research indicates that late teacher hiring has consequences for student achievement in math and reading. They found that late hiring results in lower quality of candidates hired, challenges in creating a successful instructional environment, it has impact on teacher retention, and the student outcomes are affected by that.

Finding #3: Substitutes

Dr. Shurtleff stated that the district should consider developing a central hiring process. It is unclear whether or not substitutes have a central office interview. There should be a substitute teacher handbook and an orientation to provide instructional and classroom management guidance. Ideally, one central office person should have the responsibility, with a guarantee that every substitute gets a formal face-to-face interview and credential review prior to hiring.

Finding #4: Licensure Waivers

Mr. Berardino stated that one issue that came up repeatedly was teachers hired on waivers. If they don't come in with a full licensure, the district applies to the state to get a waiver. In the last five years, Fall River has a lot more teachers hired on waivers in comparison to other similar districts. Fall River is the second highest in the state, behind Boston. The area where most teachers were hired on waivers was "Moderate Disability." This is a clear area of need to the district and he suggested that the district begin hiring early for teachers who can teach students with moderate disabilities. Even though Fall River is one of the highest in requesting state waivers, the state has indicated that Fall River is following the process correctly. Dr. Shurtleff added that it is not easy to get a waiver in Massachusetts. The district has to go through a lot of hoops in order to obtain one. It is a positive that Fall River follows the process because some districts don't. There was a high of 72 waivers in Fall River last year. Some of the teachers from last year who were on a waiver have been successful in achieving their licensure.

Finding #5: Employee Discipline

The school principal's workload has increased dramatically in recent years due to the emphasis on student accountability and instructional leadership being a high expectation. Principals still do employee discipline investigations. Training needs to be in order for this. He recommends a more centralized approach to employee discipline to help principals with this workload. There have been some issues with resolutions of employee discipline issues. Some principals asked if employee discipline can be taken off their plate so that they can focus on student achievement and instructional support for teachers.

Finding #6: Compensation

Mr. Berardino stated that compensation wasn't a huge problem in the district but they still wanted to take a look at the data. They showed a chart for the salary for Step 1 for teachers with a bachelor's, master's, or a PhD for Fall River and comparable districts. Fall River has the lowest starting salary of all the other regional districts. Even for the top step, Fall River is still on the low end compared to the other districts. The principal salary range was also on the low end. Dr. Shurtleff added that, from the research that he's done in the last several years, in regards to teacher retention, compensation is generally the fifth issue that is highlighted. The main issues are usually working conditions, support from principals, and classroom management. Compensation is important but it may not be the factor in why people are leaving.

Finding #7: Educator Growth and Development

Dr. Shurtleff stated that administrative training was very important and the cognition of teacher morale. Over the summer, there are very limited staff involvement in interviews because the staff may not be around. There needs to be training for interview skills. With new principals, there should be a new administrator training. Some people have stated that there was a need for principals to meet more regularly as a group.

Finding #8: Teacher Absences

Mr. Berardino stated that one of the most frequent topics that came up in interviews was the high number of teacher absences. For the 2016-2017 school year, teachers had a 91.4% attendance rate or an 8.6% absenteeism rate. Chronic absenteeism rates are the teachers who are missing more than 10% of school days. Eighteen percent of teachers missed 18 days or more which is a high chronic absentee rate. The attendance data in Fall River was worse than the national average for large urban districts. The national rate was 16%. The vast majority of teachers in the district miss less than 10 days. Dr. Shurtleff stated that the Office of Civil Rights identified 10+ absences as being chronic absences. Teacher absences have a big impact on student achievement.

Finding #9: Educator Evaluation

Dr. Shurtleff displayed a chart of Percentage of Teachers Evaluated as "Proficient" or higher for School Year 2015-2016. The FREA president voiced her concerns on the implementation of teacher evaluations. He stated that this was something that the district was working on improving.

Finding #10: Teacher Recruitment

Dr. Shurtleff stated that Fall River holds the Massachusetts single district record for the number of people to come to a recruitment fair. In 2006, there were 600 people who came to Spencer Borden because they were

interested in working in the Fall River Public Schools. There is interest out there for people wanting to work in urban schools. Research says that teacher graduates work within 50 miles from home or where they went to school. He made some recommendations around a 12-month teacher and administrator recruitment and retention plan. Principals and teachers have a 24/7 responsibility. The district needs to think about a 12-month plan and always focus on attracting and retaining educational talent. They've laid out a detailed recruitment and retention plan in the report. Intentional recruitment is focused recruitment in reaching out and making connections with people and following up with them. In 2007-2008, there were 29.6% students of color and 2.5% teachers of color in the district. Last year, there were 40.4% students of color and 3.8% teachers of color.

Finding #11: Teacher Retention

Mr. Berardino presented a chart that showed teachers who were still in the district by the year they were hired. For the teachers who were hired last year, 13% have already left the district. Teachers hired two years ago, 32% have already left the district. Over half of the teachers hired three year ago have already left the district. Compared to most districts, Fall River has the lowest teacher retention rate.

Dr. Shurtleff stated that they had three recommendations:

1. A Teacher Administrator Recruitment Plan. A calendar with a clear focus on supporting education talent. Most districts in Massachusetts don't have a recruitment plan let alone a recruitment and retention plan. It is very important because it lets potential candidates know that the district has a thoughtful and detailed plan of reaching out to educational talent.
2. Research and Address Teacher Absences. They're asking the district to take a deeper look at analysis of teacher absences. Research is clear around teacher absences. Nationally, Monday and Friday teacher absences are up. They ask that Fall River takes a look at what patterns exist. Principals should examine those patterns and check in with their teachers. Eighty percent of women have family responsibilities and parental care responsibilities and they work in stressful school environments.
3. The district needs to think out the box in addressing a systematic need to dramatically improve teacher administrator recruitment, retention, and educator growth and development. Last spring, there was an HR manager vacancy. They are recommending that that position be filled and that person will focus on the compliance needs of the district. The Chief Talent Officer/Executive Director of Human Resources position should be the one administrative position that works on teacher retention, support, evaluation, administrative training, developing partnerships with Massachusetts and Rhode Island districts, developing a 12-month district recruitment and retention plan, oversee substitute training, leadership development, evaluation process, and succession planning.

Dr. Costar stated that colleges, when they are recruiting for students, provide certain incentives for students who agree to attend their school early. He asked if any other school districts tried to do something like that for teacher recruitment. Dr. Shurtleff stated that he couldn't speak for all districts in Massachusetts except for the one he is most familiar with, which is Boston. In 1994, Boston established the concept of a letter of commitment, which is not an absolute guarantee of a position but it's about 99.8%. That is something that is in the teacher's association contract language. The critical needs areas are special education, ELL, mathematics, science, and maybe a world language position. One of the teachers at Durfee High School stated that she had been there for 17 years and in those 17 years, Durfee has had 100 math teachers. The district can prepare for that. If they have a number of teachers on waivers this year, they know that they're going to have some openings in those areas next year.

Mr. Costa asked what the total investment in terms of dollars was in respect to the budget for the HR office. Dr. Shurtleff stated that they did not look into the financial piece. Mr. Costa stated that he was just curious how they compared to other districts. Dr. Shurtleff made a note that he would get back to the Superintendent with that information and he will share it with the Committee. Mr. Costa asked, in regard to Finding #3 on the topic of substitutes, how they were conducting interviews with substitutes and who was checking their credentials. Mr. Coogan stated that the two administrative assistants were. Mr. Costa asked if they were interviewing the candidates, as well. Mr. Coogan explained that there was an application process. Once the candidate has been spoken to by a school administrator, if he's available, he speaks with the candidates; if he is not available, the two assistants will meet with them. Mr. Costa asked if that was the interview process.

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Mr. Coogan stated that, depending on whether or not the person has substituted before, that's basically the process. Mr. Costa stated that it sounds like the assistants are just identifying the credentials and there really isn't an interview process. Mr. Coogan stated that there's a pool of substitute teachers who have taught for the district or another district before and that's part of the vetting process.

Dr. Shurtleff stated that Utah State has a great substitute teacher institute. They've developed a telephone interview which is scored. If they don't score well, they don't teach in the district. Mr. Costa stated that he would like to see a more formal process of hiring substitute teachers. He would also like to see a timeline for the teacher/administrator recruitment plan in Fall River.

School Committeeman Coogan stated that, even with a letter of commitment, if teachers get offered more money by another district, they will accept that offer instead. Dr. Shurtleff stated that, if Fall River has done the right recruitment work and someone really wants to work with them, they will choose this district over one that is going to offer more money.

Dr. Costar stated that, in terms of teacher retention, it looked like there was an improvement in 2016-2017. Mr. Berardino explained that that was a snapshot of teachers who are currently in the district by the year they were hired. Dr. Costar stated that one of the concerns he's had with teacher recruitment is around morale. Half of their teachers are new and they have teachers resigning in September and October. He asked what they could do in their system to support new teachers. Superintendent Malone stated that Fall River has a robust mentoring program which is now through the collective bargaining with the FREA and more tightly linked to the overall goal of retention. They rolled it out this summer. Every new teacher is assigned a mentor. The mentor needs to be qualified. Teachers meet regularly with their mentors. They had all the new teachers in their building before the year started with their principals and their mentors. There has been ongoing check-in meetings with the principals, mentors, and teachers. Morale is up. They want to retain all new teachers that they've hired. The question becomes how do they ensure that they allow for moving forward for professional growth, high quality professional development, investing in teachers and providing all the materials they need for the classroom. They will build on that. The School Committee has identified Human Capital as the #1 challenge. He believes people will stay in the system if they continue to build them pipelines of teachers becoming assistant principals or principals.

Dr. Shurleff stated that, for 25 years, he has done job search panels and meeting with teacher candidates from local universities. He always tells them during their interview process to ask what kind of support the district is going to provide for them. Another district may offer more money but not the same support that Fall River will.

Mr. Martins stated that support also means control of students. He has heard a lot of complaints from teachers because of students being out of control. He agrees that teachers need administrative support.

7. **Presentation:** *Collins Center Facility Final Report, as referred by the Facilities and Operations Subcommittee, requested by Dr. Matthew Malone, Superintendent of Schools, as part of the School Committee's strategic goal of capital facility planning*

Ms. Monica Lamboy introduced herself as a senior associate with the Collins Center. She is presenting her findings on an organizational study that they completed of school and town facility maintenance. This project was funded by a grant from the Commonwealth for best practices called the Community Compact Program.

Study Process

- They interviewed key staff members
- Reviewed budgets, organizational charts, job descriptions, and work order data which told them which sort of activities were performed at a given time and how long it took for the work to be completed
- Participated in guided tours of several buildings throughout the city
- Researched best practices in facilities maintenance

Strengths

- Strong institutional knowledge
- Longstanding partnership between current directors of two facilities departments (city and school system)
- Low staff turnover in City and School District's maintenance departments
- Modern electronic work order system (this is only available on the school side not on the city side)

Challenges

- Significant understaffing in the City and School Facilities Department
- Large City Inventory, including unused/vacant buildings
- Differences between departments in terms of automation and tracking of work orders
- Relatively high level of unmet capital need
- Staff operating in a response mode as opposed to preventative maintenance
- Ad hoc process to identify and fund capital needs

City Facilities

- Municipal Buildings
 - 557,000 sq. ft.
 - Average age is nearly 73 years
 - Range from 600 sq. ft. comfort station to 120,000 sq. ft. Public Works building
- Vacant Buildings that were taken for tax title
 - 458,000 sq. ft.
 - Average age is 89.5 years
 - Inventory varies over time

School Facilities

- 19 Facilities
- 2.23 million sq. ft.
- Average age of buildings are just under 50 years but the range is from 4-127 years old

School Facilities Responsibilities

- Capital Planning and Implementation – thinking ahead and identifying big projects
- Facilities maintenance – preventative maintenance and responding to work orders
- Grounds maintenance
- Custodial services
- Storekeeping
- School safety and security

Staffing (FY18)

Under the Chief Operating Officer, there are two clerks who manage a lot of paperwork. There are two different divisions:

- Engineering and Maintenance
 - HVAC technician
 - Painters
 - Plumber
 - Storekeeper

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- Groundskeepers
- Facility Accountant
- Environmental Services
 - Custodians
 - Storekeeper
 - School Safety Officers

Facilities Maintenance Cycle

A brand new building would be in excellent condition. As time goes by and the building begins to age, early on in the cycle, it would take \$0.20 per sq. ft. to maintain. If they delayed the preventative maintenance, it will cost \$1.00 per sq. ft. to renovate. In a serious condition, it could cost \$12 per sq. ft. to rehab or completely replace a facility.

Preventative Maintenance

Studies have shown that for every \$1 invested in preventative maintenance results in \$2 in savings.

- Increased life expectancy of assets
- Reduced need for large scale or emergency repairs
- Reduced repair cost by reducing secondary failures
- Reduced overtime and more economical use of maintenance workers
- Ability to identify equipment with excessive maintenance costs
- Improved safety and comfort for occupants

There have been studies that have been done looking at school environment's influence on student achievement. There is data that shows that better maintained facilities and physical environment has contributed to better achievement.

Finding #7

- School Facilities Maintenance follows a number of best practices:
 - Long-term planning
 - Procuring licensed tradesmen for critical systems
 - Automated inventory and work order system
 - Systematic "process cleaning" for custodial work
 - Working knowledge of key facility deficiencies

Recommendations:

- Continue best practices; consider cross-training city staff
- Consider combining departments

Finding #8

- Facilities Maintenance is not staffed adequately
 - Best practice is 47,500 sq. ft. per maintenance worker
 - 2.2 million sq. ft. suggests 14 maintenance workers (taking into account custodial and contractor contribution)
 - Fall River Schools has 10 which means they are short four maintenance workers
 - Custodial ratio appears sufficient

Recommendations:

- Add 3 FTE (licensed plumber, HVAC, and electrician). School staff processed 2,800 work orders in the last school year and were able to complete 85% of them within that time period. Of the remaining 15% some of them only came in recently but they saw some backlog in the HVAC area.
- Ask custodians for ideas for further improvement efficiencies

Finding #9

- Department operates largely in response mode
 - Work orders/emergencies absorb vast majority of time
 - Preventative maintenance not cataloged when done
 - Lack of limited preventative maintenance generates work orders and emergencies

Recommendations:

- Develop a multi-year preventative maintenance plan (they recommend this be done by an outside contractor)
- Input preventative maintenance schedule into electronic work order system

Finding #10

- The average age of school buildings is close to 50 years
 - 9 buildings over 50 years of age; 5 are over 100
 - 1 million sq. ft. between 25 and 127 years of age

Recommendations:

- Conduct building-wide assessments of all District facilities by an architecture firm
- Meet with MSBA to discuss school inventory and how to best use their grant programs in an effective way

Finding #11

- Schools have done work without grant funding
 - MSBA programs
 - At a minimum on the Accelerated Repair Program, they reimburse 60% and 40% local and apply economic factors (roof, boilers, and windows). They can submit multiple applications for that.
 - Major Repair Program – roof, boilers, windows, plus additional. They can only submit one application per year for this.
 - Fall River had three MSBA projects since 2001

Recommendation:

- Develop multi-year schedule of MSBA application
- Consider new project manager position to focus on MSBA dollars
- Discuss having schools perform project management

Finding #12

- City and School capital requests exceed funding available
 - Received \$71.4 million in project requests - \$33.1 million was from schools (46%)
 - Approximately \$11.5 million is reimbursable by MSBA
 - Does not include Durfee High School project

Recommendations:

- Defer City Window projects; pursue ESCO program
- Identify outside funding for Bank Street Armory
- Review use of Veteran’s Center

Capital Improvement Plan (CIP)

- Draft prepared by Collins Center with City and School staff for the next five years
- Identified funding of \$23.9 million investment for FY2018-2023
 - GF Pay as you Go - \$806,600
 - GF Debt - \$9.45 million
 - MSBA eligible - \$11.5 million
- \$18.5 million for school projects (77.4%)
 - \$25,000 for playground improvements at Letourneau Elementary School
 - \$8.8 million for comprehensive renovation for Resiliency Preparatory Academy

Mr. Martins asked what “GF” stood for. Ms. Lamboy stated that GF was short for “general fund.”

FOR YOUR INFORMATION

MOTION: Mrs. Panchley-Mr. Andrade: To place the FYI portion of the agenda on file.

No discussion

All were in favor

None were opposed

Motion passed

REQUEST FOR EXECUTIVE SESSION

MOTION: Mr. Andrade-Mr. Coogan: To enter into executive session.

Attorney Assad read items that were requested for Executive Session.

- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to collective bargaining relative to ALL professional teaching employees of the Fall River School System including coaches, Title I, teachers, nurses, occupational and physical therapists, and specialists in the teaching profession represented by the Fall River Educators’ Association.
- M.G.L. Chapter 30A, Section 21(a)(2): To conduct strategy sessions in preparation for negotiations with non-union personnel and/or to conduct contract negotiations with non-union personnel including Steve Anctil, Computer Technician; Donna Cabral, Transportation Coordinator; Scott Cabral, Network Technician; Rebecca Caron, Administrative Assistant; Tonya Casey, Administrative Assistant; Joseph Correia, Director of Environmental Services; Rachel Doherty, Re-Engagement Specialist; Aaron Duce, Data Technician; Nicole Henrique, School Administrative Manager; John Kenep, Data Technician; Mindy Levasseur, School Administrative Manager; Kelley Linden, Administrative Intern; James Medeiros, Assistant Director of Environmental Science; Nancy McCloskey, Field Supervisor; Timothy McCloskey, Director of Engineering and Maintenance; Kelli Mello, Field Supervisor; Lori Midura, Administrative Assistant; Brian Mikolazyk, School Information Coordinator; Melissa Perreira, Data Specialist; Elsa Rebello, Data Technician; Paula Soares, Administrative Assistant; Brenna Souza, Re-Engagement Specialist; Megan Souza, Administrative Assistant; and Chou Tang, Data Technician.
- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the September 11, 2017 Regular Meeting of the Fall River School Committee.

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Mayor Correia asked for a roll call to enter into executive session.

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Dr. Costar: Yes	

All were in favor

None were opposed

Motion passed (7:24 p.m.)

At 8:27 p.m. the meeting reconvened. A roll call for attendance showed:

Mr. Andrade: Present	Mr. Martins: Present
Mr. Coogan: Present	Mrs. Panchley: Present
Mr. Costa: Present	Mayor Correia: Absent
Dr. Costar: Present	

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Ms. Melissa Perreira.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor

None were opposed

One was absent (Mayor Correia)

Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Ms. Elsa Rebello.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor

None were opposed

One was absent (Mayor Correia)

Motion passed

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Ms. Chou Tang

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor

None were opposed

One was absent (Mayor Correia)

Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Mr. Scott Cabral.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Mr. Steven Ancil.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Mr. Aaron Dunce.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: No
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Five were in favor One was opposed (Martins) One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Mr. John Kenepp.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Ms. Lori Midura.

No discussion

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A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Ms. Megan Souza.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Ms. Rebecca Caron.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Abstain
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

**Five were in favor None were opposed One abstained (Panchley) One was absent (Mayor Correia)
Motion passed**

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Ms. Paula Soares.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Martins: To approve the contract between the Fal River School Committee and Ms. Tonya Casey.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes

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Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Martins: To approve the contract between the Fall River School Committee and Ms. Donna Cabral.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Mr. Joe Correia.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Mr. Jim Medeiros.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Mr. Timothy McCloskey.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Ms. Kelli Mello.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Ms. Nancy McCloskey.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Ms. Kelley Linden.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Coogan: To approve the contract between the Fall River School Committee and Ms. Rachel Doherty.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Martins: To approve the contract between the Fall River School Committee and Ms. Brenna Souza.

No discussion

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A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Abstain	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Five were in favor None were opposed One abstained (Coogan) One was absent (Mayor Correia)
Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the contract between the Fall River School Committee and Ms. Nicole Henrique.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: No
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Five were in favor One was opposed (Martins) One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mrs. Panchley: To approve the contract between the Fall River School Committee and Ms. Mindy Levasseur.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: No
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Five were in favor One was opposed (Martins) One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Mr. Martins: To approve the Memorandum of Understanding between the Fall River School Committee and the Fall River Educator's Association.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes
Mr. Costa: Yes	Mayor Correia: Absent
Dr. Costar: Yes	

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

MOTION: Mr. Andrade-Dr. Costar: To approve the executive session minutes from the September 11, 2017 Regular Meeting of the Fall River School Committee.

No discussion

A roll call showed:

Mr. Andrade: Yes	Mr. Martins: Yes
Mr. Coogan: Yes	Mrs. Panchley: Yes

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Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed

NEW BUSINESS

There was no new business.

MOTION: Mrs. Panchley-Mr. Andrade: To adjourn.

No discussion

A roll call showed:

Mr. Andrade: Yes

Mr. Martins: Yes

Mr. Coogan: Yes

Mrs. Panchley: Yes

Mr. Costa: Yes

Mayor Correia: Absent

Dr. Costar: Yes

Six were in favor None were opposed One was absent (Mayor Correia) Motion passed (8:37 PM)

Respectfully submitted,



Administrative Assistant

Documents Referred to:

- Minutes
 - Regular Meeting of the Fall River School Committee Minutes – 9/11/2017
 - Facilities and Operations Subcommittee - 9/20/2017
- Travel Requests
 - Superintendent Summit – Newport, RI
 - US Bands New England Championship – New Britain, CT
 - Next Level 2017 Cosmetology Hair Show – Providence, RI
 - Urban Collaborative: Leading Equitable & Inclusive Education – Seattle, WA
 - NSTA 2018 National Conference – Atlanta, GA
 - Festival Disney – Orlando, FL
- Donations
 - Doran PTO
 - Bridgewater State University
 - Diane and Karl Kozak and Elaine Gilroy
 - Anderson Airmotive Products Co., Inc.
- Contracts Memo
- Grants
 - Fonseca School Redesign
 - 240 IDEA Special Education
 - Title IV

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- McKinney-Vento Homeless Education
- Durfee – 21st Century
- Talbot – 21st Century
- 21st Century – Letourneau, Morton, Doran, Fonseca, Greene
- SPED Enhancement – Doran, Greene, and Fonseca
- Quality Enhancements in After School and Out-of-School Time
- Collins Center Human Resources Study PowerPoint Slides
- Collins Center Human Resources Study Report
- Collins Center Organizational Study of Facilities Maintenance Services PowerPoint Slides
- Letter from Ken Pacheco re: Capital Improvement Plan
- Collins Center Organizational Study of Facilities Maintenance Report
- Trimester vs. Term Pilot Interest for Henry Lord and Doran SY2018
- School Committee/Superintendent Goals School Year 2017-2018
- Amended Instructional Calendar 2017-2018
- Memo from Tom Coogan re: Conversion of a paraprofessional to a clerk for the athletic department at Durfee
- Year-to-Date Budget Report

ADA Coordinator: Gary P. Howayeck, Esq. - 508.324.2650

Please note: A videotape/DVD of this meeting is on file in the School Committee Office and is available for review by contacting the Administrative Assistant for the School Committee Services