

Regular Meeting: July 18, 2017

REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE

Tuesday, July 18, 2017

5:30 PM

Morton Middle School Auditorium

1135 North Main Street

Fall River, MA 02720

MEETING MINUTES

Mayor Correia called the meeting to order. A roll call for attendance showed at 5:34 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 no one signed up for Citizens' Input.

RECOGNITION AWARDS

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

SUPERINTENDENT'S REPORT

- *FY18 Budget*

Superintendent Malone thanked everyone on his team as well as the City's team for approving the FY18 budget. The process was intense but he feels really good about the product. The approved FY18 budget will enable them to push the needle to increase results and move ahead. He also thanked Mr. Almeida and principals for their assistance with the zero-based budgeting process.

- *Indirect Cost Agreement*

Superintendent Malone announced that the Indirect Cost Agreement will be an item for discussion on the August 14 School Committee agenda.

- *Talbot After-School Programming*

Superintendent Malone announced that the Talbot After-School Program was awarded a 21st Century Learning grant totaling \$150,000 per year for the next three years. This grant will provide after-school and summer programming to 60-70 high-need students for homework support and enrichment. He thanked Siobhan Ryan and Principal Lewis and her team for their hard work in getting this grant. The money is limited but the State feels confident in the work that Talbot has done.

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- *FY18 Staffing Update*

Superintendent Malone stated that, when he started in his position last year on July 1, they had seven principal openings and over 120 other openings. This year, as of July 17, he has one principal opening, one vice principal opening, a couple of other administrator positions to fill, and around 100 teaching positions, some of which are just waiting for licensure clearance. They have been very aggressive in targeting the staffing of their schools. HR has worked very closely with the principals. They look to be fully staffed and ready for the school year. This was a strong year for teachers choosing to stay. He thinks that the budget process played a role in that but it also was the good will that principals generated with teachers. He will continue to inform committee members when they make hires, particularly at the site-level leadership positions. He will update the Committee where they are on staff openings in August.

Superintendent Malone stated that he was looking forward to attending the Superintendent's conference tomorrow and Thursday at Mashpee High School. He will be attending the hearings on the new initiatives from the state. He also wanted to say that he will miss Commissioner Chester and the work that he did but he's confident that they are in good hands with acting Commissioner Wulfson and his team.

Mr. Coogan asked when they would be getting the state DESE teacher retention rate for this year. Superintendent Malone said that he believed that report comes out in the fall. They'll also have MCAS and other achievement data at that time. They will be doing a lot of data sharing this year.

Dr. Costar stated that there was concern last year that many younger teachers were leaving because of the budgetary issues and uncertainty but that doesn't seem to be the case this year. He asked Superintendent Malone if he suspected that, once licensure issues were resolved, that most of those teacher positions will be filled. Superintendent Malone said that he would like to think of these positions as not being real openings because most of the people are teachers who have been in the system but are working out their licensure issues. Some of them are real openings that have been posted on School Spring. They have revamped how they're doing their postings. They're all on School Spring which is the industry standard for recruiting talent. The principals are working on filling those positions.

Mr. Martins drew the Committee's attention to Page 5, Section 4, of the Superintendent's Report regarding the Indirect Cost Agreement.

Mrs. Panchley motioned to table the discussion of the Indirect Cost Agreement. The motion was not seconded and therefore did not carry.

Mr. Martins continued that it has always been his understanding that, if the City is hiring admin services for the School Department, the School Department pays a portion of the services. He knows that they will be discussing this later in the evening in regard to the SROs. On Page 6, paragraph 7, it says that the budgeted Medicare receipt for FY18 is \$2.1 million. He asked if this was the money for students from low-income families. Superintendent Malone clarified that this was the medical billing for special education services and other 504 services. They pay a vendor to help process paperwork and that money goes back to the City. They will discuss this further at the August 14 School Committee meeting. This agreement will allow some of the money to come back to the School Department which it hasn't in the past. Mr. Martins stated that the School Department does a lot of work and generates money for that data. He asked where the \$2.1 million goes. Superintendent Malone stated that, right now, it goes back to the City's operating fund. Historically, that's how it's always been but they are working to change that. The agreement that they are working on will allow the School Department to have some of that money. Mr. Martins asked what the fund is for the data that the School Department has to collect. Mr. Costa pointed out that the Medicaid Reimbursement was the fund.

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Superintendent Malone said that they have done a better job at billing and therefore more money comes in each year. They have never received any of that money in the past so the agreement would be that, if there is anything above a figure that they capped, which was last year's allotment, they would receive half of that. Mr. Martins pointed out that the agreement said that they would receive half of the above the cap amount. He said that the agreement was a step in the right direction.

APPROVAL OF MINUTES

MOTION: Mr. Coogan-Mr. Andrade: To approve the meeting minutes from the June 12, 2017 Regular Meeting of the School Committee.

No discussion

All were in favor

None were opposed

Motion passed

TRAVEL REQUESTS

MOTION: Mr. Costa-Mr. Coogan: 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-Dr. Costar: To accept all donations with thanks.

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 following contracts separately: Community Matters, LLC; Uaspire; CISCO; and Anthony C. Terceira. Mrs. Panchley requested to take the Dreambox Learning contract separately.

MOTION: Mr. Andrade-Mr. Coogan: To approve all other contracts.

Discussion:

Dr. Costar asked what the total amount of tuition they paid for special needs students to go to different placements was. Mr. Almeida said that the total amount this year came in just under \$9.5 million. Dr. Costar asked if they get a circuit breaker amount that they are reimbursed. Mr. Almeida said that the circuit breaker amount is about \$42,000-\$43,000. Any amount above that, they typically get about 70%. Dr. Costar asked when they receive that money. Mr. Almeida said that they receive it quarterly so they will probably get their

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first circuit breaker payment for next year typically around September 30. Mr. Almeida clarified that the 70% is the percent of the amount per student that they pay above the foundation amount.

A roll call showed:

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

Six were in favor	None were opposed	One abstained (Costa)	Motion passed
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MOTION: Mrs. Panchley-Mr. Andrade: To approve the Community Matters, LLC, contract.

Discussion:

Mr. Martins pointed out that the Community Matters, LLC, contract was for \$20,000 and asked what this organization does. Superintendent Malone explained that they were long-time members of the District Capacity Project and the Rennie Center. That organization parted ways with the facilitator who now works for Community Matters, LLC. The School Department has had really good success with the DCP at Durfee over the last couple of years and the need this year, and for the next couple of years, is to facilitate a labor management redesign of Talbot Middle School. The facilitator cost of on the ground coaching of the facilitator here in Fall River at Talbot is approximately \$20,000 for the year. The union is contributing a small amount on top of that. It's about \$22,000 of total cost for expenses for that facilitator. They've already spent three full days since school has ended with teachers, administrators, and the facilitator all working on parameters on the work they are doing to improve structure, instruction, and culture at Talbot.

Mr. Martins asked if this was similar to a mediator. Superintendent Malone said that it was better than that because they are working to facilitate teamwork, not to pick a side on an issue. It's a collaborative process where labor management works together to solve school-based problems. He's impressed with the work that has been done at Durfee and he's impressed with the work that is being done at Talbot. He talked about the collaboration between the labor unions and management in his entry plan and how special it is. You don't see that everywhere. When you have really hard issues, it's helpful to have this facilitator, who has been with the school system for four or five years.

Mr. Andrade added that the facilitator brings in outside resources to share in their experience and knowledge. Mr. Costa said that, in the past, the number amount in the contracts that have been brought to the Committee is the cap. The facilitator bills for the services provided so they are approving up to the amount that is brought before the School Committee. While it looks like \$20,000, it all depends on what is expended within the contract. They're just setting the cap so it won't exceed that.

A roll call showed:

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

Six were in favor	None were opposed	One abstained (Coogan)	Motion passed
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MOTION: Mrs. Panchley-Mr. Andrade: To approve the Uaspire contract.

Discussion:

Mr. Martins said that he has yet to see a report on the success of Uaspire. He feels that it is something good to have since they help students fill out college applications but it would be nice to have a report of how many

students have been accepted to college. Superintendent Malone said that he will get a report for the Committee. He has met with the group from Uaspire. The work that they are doing is really powerful. They've had over 229 kids submit their FAFSA. They've sent 39 kids award letters and they served a total of 329 students over a course of the year at Durfee. In his role as secretary of education, he did a lot of work with Senator Warren about how important these types of programs are for high school students particularly in urban areas to get support and get more kids into college. Uaspire has been great and he hopes that the Committee can support this. Mr. Martins said that he is not knocking the program. He would like to have faith in the program but would like to see documentation. Superintendent Malone said that he will provide 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

MOTION: Mr. Andrade-Dr. Costar: To approve the CISCO contract.

Discussion:

Mr. Martins asked what the savings was for telephone communication. Mr. Almeida stated that the current Verizon bill was about \$11,000. Once this program is implemented and they pay off the lease, they're going to see a savings of about \$4,000 per month.

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

MOTION: Dr. Costar-Mr. Andrade: To approve the Dreambox Learning contract.

Discussion:

Mrs. Panchley asked if people were still using Dreambox Learning. Superintendent Malone said that, right now, the online intervention that Dreambox provides, particularly in math, allows them to provide the additional support. The program evolves each year. They're happy with it and there's a need for it, but next year they may be looking at another contract. Mrs. Panchley wondered what the new Assistant Superintendent thought about it. Superintendent Malone stated that, unfortunately, Ms. Carlson could not attend the meeting this evening because she was at Boston College working on the academic part of the PhD program. Dr. Costar wondered if this was something that they could bring to an instructional subcommittee meeting. Superintendent Malone said that they could set something up for the fall. Dr. Costar asked if they should wait until then to vote on this. Superintendent Malone said that it was important that they take a vote this evening because they need to purchase it and have it ready to go for the kids in September. This may be something that they move away from but right now it's the best they have and they need it.

A roll call showed:

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

Five were in favor **Two were opposed** (Costa and Panchley) **Motion passed**

MOTION: Mr. Costa-Dr. Costar: To approve the Anthony C. Terceira contract with the corrected amount of \$13,950.

Discussion:

Mr. Martins questioned the need for a consultant and asked what this consultant does. Mr. Costa asked through the chair if Brian Mikolazyk could address this. Mr. Mikolazyk explained that the E-Rate consultant, who has been with them for several years, helps them prepare all their documents and reviews them for factual errors. The program itself has been around for a long time. It changes every year and has changed drastically over the past few years. The amount of paperwork done on the School Department’s end to procure services and billing is astronomical. When they’re questioned on their annual filings, they’re usually sent several rounds of questions that need to be answered in a specific way. Something they answered ten years ago needs to be answered the same exact way. The consultant in this program is extremely invaluable. He has helped the district navigate through \$2 million in funding. The district has been audited several times and this consultant has helped them get out of that with his advice and the work that he does.

Mr. Martins said that, if this is something that he feels is necessary, he’ll approve it. However, he feels that he needs to question why they need so many consultants. They could be using that money to hire paraprofessionals for the classroom. Mr. Mikolazyk said that there are so many changes with E-Rate and it’s so bureaucratic and overwhelming to have to answer some of the questions. They have to make sure that the procurement process and the billing was done correctly. He noticed that he made a mistake with the amount. It’s actually \$13,950 and not \$15,950 so it’s \$2,000 less.

Mr. Costa asked how much money the district has received in E-Rate reimbursement over the last 10 years. Mr. Mikolazyk said about \$12 million. Mr. Costa asked how much the district could have lost had they not had this person in place. Mr. Mikolazyk said \$12 million. Mr. Costa thinks that the money is well worth it to make sure that they don’t lose millions of dollars in reimbursement.

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**

MOTION: Mr. Coogan-Mrs. Panchley: To reconsider the contracts for People Incorporated and Southcoast Mentoring Initiative for Learning and Education Services (SMILES).

No discussion

A roll call showed:

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

Five were in favor **One was opposed** (Andrade) **One abstained** (Coogan) **Motion passed**

MOTION: Dr. Costar-Mrs. Panchley: To adopt the contracts for People Incorporated and Southcoast Mentoring Initiatives for Learning and Education Services (SMILES).

No discussion

A roll call showed:

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

Six were in favor None were opposed One abstained (Coogan) Motion passed

GRANTS

MOTION: Mrs. Panchley-Mr. Andrade: 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

DISCUSSIONS

1. **Presentation:** Entry Plan presentation to include overview of Fall River Public School learning and teaching framework, *as presented by Dr. Matthew Malone, Superintendent of Schools*

Superintendent Malone stated that he has worked for a year on getting to know the school system, its people, how it's organized, its students, the community members, parents, and tax payers who support them. The entry plan report is a culmination of that process. Most places, superintendents do this in 90 days but it took him a year. It was a benefit because it really gave him a chance to know and understand the strengths and areas for growth of the system. In the last couple of weeks he's worked with the central office and in the field to flesh out what the great strengths and areas for growth are in the system.

First and foremost, he articulated what he thinks the strengths and weaknesses are. They have done a ton of community engagement work and ton of meetings to find out what their strengths are and also where they need to grow. One of the key things to that process is a need for consistency, alignment, and coherence around goals and the work they do to close achievement gaps to increase student achievement. The document he prepared has a host of strengths that they've broken down by human capital and systems of support. The greatest strength in the system are the people. There is tremendous pride in the system. They've built a host of system supports that is really the governance exuded by the School Committee. He's articulated areas for growth around a set of parameters around governance, operations, learning and teaching, and engagement. A lot of what he has articulated is based on feedback that they received from the state report when they did the comprehensive review about developing a strategic plan. This will be the foundation for that work moving forward. Under operations, it's really about capital facility planning and thinking about how they're targeting resources to support schools. They have to think strategically about what growth means to them.

The most important part of the learning and teaching report is the learning and teaching pieces. This is the heart of the work. They have to increase student achievement results. There were ups and downs this year but he has a team in place now and they're building and they're moving forward. They identified issues around learning and teaching. He also talked about expanding programs and identifying what diversity means. They've done some great work in engaging the community this year. He is proud with the communication that

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they've done but they still have work to do around engagement. They need to think about how to engage all their second language learner families and what that means in regard to respect for human difference.

Superintendent Malone stated that this entry plan provides a foundation as they think about articulating a strategic plan. He suggested that they get together in August and set a few goals to hold him accountable to. The literacy, numeracy, and social emotional learning goals are the most important thing to come out of the entry system process. The schools can establish their performance goals underneath that. This is a map of where they are going in the next 4-5 years.

He concluded by saying that they need to increase student achievement results, close student performance gaps, and ensure that kids are here on time, prepared, and ready to learn and that they have the tools they need to be successful. He thanked every administrator in the system plus the leadership of the teachers union for their feedback in developing this process. He particularly wanted to thank Dr. Curley for being a wonderful thought partner.

He explained that in addition to the entry plan, the learning and teaching framework was a road map that they're using for this cycle of engagement. They have the mission, the historic theory of action, and they have their three goals in literacy, numeracy, and social emotional learning. They will start this summer with the new teaching and learning cycle where they plan, implement, and monitor under the umbrella of the new learning and teaching team headed by the Assistant Superintendent and the executive team. They articulate what the PLCs are and what the cycles of PLC is. He included a calendar of what that looks like. The one-page document talks about the three goals and lists three instructional strategies that they are going to be focusing on across their inquiry cycles: closed reading, use of graphic organizers, and learning stations/blended learning. They want to see reductions in suspensions, they want to see increases in attendance, and they want to see those gaps with the state close. They have an amazing learning and teaching institute happening on August 5 where a host of folks will be coming in and working together. On August 14, they have the leadership institute which is four days of leadership, 200 people thinking about how they create a consistent system with aligned instruction and SEL to get student achievement results. The leadership institute starts and ends with the goal setting of the three overarching instructional goals and ends with each school being able to have their goals articulated before they start the school year. He will have the entry plan posted on the website.

Dr. Costar thinks that this document is wonderful and it hits the right notes. However, there were a couple of things in the document that they need to think about in terms of where they are. On Page 4, he talks about implementing policies regularly through the School Committee Policy Committee. To date, that Policy Committee has never met and he knows that there are policies that need to be redone for the coming school year. He suggests that they hold a meeting of the Policy Subcommittee. Superintendent Malone agreed that they should set up a meeting.

Dr. Costar also stated that they talked a lot about class size particularly on the Fonseca grant that they are trying to curtail. He asked if the Superintendent could report to the Committee where they stand on class size and class boundaries. Superintendent Malone said that, right now, they have a couple of places where they're still above 26. They are trying to get the class size down to 26 in Grades K-3. The issues of boundaries and assignment zones have come up and they're going to need to have a talk about that in the coming year. Right now, they've added the three class size reduction positions. One will be at Viveiros, one will be at Tansey, and one will be at Greene. If a child moves in late in the summer, there may be one or two classes that have 27 students. He will come back with a formal writing of exactly where they are in August.

Dr. Costar said that, on Page 6, they talk about establishing a respect for human differences committee. When he reads about the idea of developing a social justice curriculum, he thinks that "social justice" has a tendency to come across as volatile. He suggests rewording that to say "a curriculum that promotes understanding and inclusiveness." Superintendent Malone said that social justice is ensuring that everyone has access and equity to opportunity.

Dr. Costar stated that, in looking at literacy, numeracy, and social-emotional learning, he understood literacy; however, when he read about numeracy, he wondered what they are trying to achieve. Superintendent Malone said that they used the language that the State's identified in their framework. The goal is to get very granular at elementary, middle, and high. The most important part is to use the tools of math to make problems and communicate.

Dr. Costar said that social-emotional learning is the most lofty of their goals. They are trying to produce healthy, resilient, and engaged culturally proficient citizens who act with integrity, empathy, respect, humility and compassion toward self and others. He would only add that he would like to see a specific role for school adjustment counselors and behavior therapists and those who work with children who have different emotional challenges and training for them because he doesn't feel that they get enough professional development. Superintendent Malone said that in the executive meeting today they talked about the leadership institute and the very specific SEL components. There are several sessions planned. They're going to be able to articulate who does what.

Point of Order: Mr. Martins requested another headset.

Transcriber's Note: At 6:41 p.m., the Committee took a short recess. The meeting reconvened at 6:43 p.m.

Mr. Martins found this to be an excellent report but one issue that was left out was how teachers solve the problem of disruptive students in the classroom. Superintendent Malone clarified that this wasn't a policy but a roadmap for the district instructionally. The beauty of blended learning is that it inspires kids to be hands on and project based. They're encouraging teachers to use best practices around engagement. Mr. Martins said that this has been a longstanding problem. More and more teachers are having to deal with unruly students rather than those who want to learn. Superintendent Malone said that they're going to be teaching skills over the summer in the summer institute. Teachers deserve respect and they are working on these issues with parents. Mr. Martins said that teachers really needed to hear that. Superintendent Malone also said that they are working on the parent engagement which helps with building those partnerships between the school and the home.

Mr. Coogan said that he would like to see Reading stressed across the district. He would like to see a reading program. He thinks that will push instruction and push their scores. Superintendent Malone said that reading is a core part of literacy. Reading is fundamental. There are specific reading programs that they're going to take a hard look at this coming year because they don't do reading recovery as they would like to.

2. **First Read:** Long-Range Capital Improvement Plan, *as presented by Mr. Kenneth Pacheco, Chief Operating Officer*

MOTION: Mr. Andrade-Mrs. Panchley: To refer the Long-Range Capital Improvement Plan to the Facilities and Operations Subcommittee.

Discussion:

Superintendent Malone stated that this was one of the School Committee's strategic goals for this year. Mr. Pacheco said that this was the start of a lengthier document and a deeper dive into the subject. This includes a total package of all the real property that is owned by the City but the School Department is taking care of. It looks at best practices that they've adopted and also gives a very good look into some recommendations. The suggestion is that the subcommittee for Facilities and Operations take a real hard look at this report. They do not currently have facilities available for a wholesale of reduction in class size. The potential construction of a new Durfee will take care of Grades 9-12. Grades K-3 are in pretty good shape but, beyond that, they're going to struggle. There are not a lot of empty classrooms across the district. That is one of the major goals of putting this document together. The average school building is 50 years old. There are some new schools but the new schools are getting older and the district's very old schools are in need of repair. Westall is an example of how they can retrofit some of their older buildings and not have to build an exorbitant amount of new buildings. They are short about two elementary schools but that number can be reduced to one.

They are also in need of an early child care facility which would incorporate pre-K and K to handle overflow in that group. Putting the Pre-K and the K1s into the schools for a full day makes them eligible for Chapter 70 funds which will increase money to do those projects but it will also allow them to take those students and give them an induction into the system. The document lists a lot of goals and objectives and gives them a good look at their best practices in their custodial and maintenance work. The document also shows a lot of their deferred maintenance is coming back to cost them more money as time goes on.

All were in favor None were opposed Motion passed

- 3. **Discussion and Vote to Approve:** Resiliency Middle School and Resiliency Preparatory School’s name change to Resiliency Preparatory Academy (7-12), *as presented by Mr. Robert Correia, Principal of Resiliency Preparatory School*

MOTION: Mr Coogan-Dr. Costar: To approve changing the name of Resiliency Middle and Preparatory School to Resiliency Preparatory Academy.

Discussion:

Mr. Martins asked if they could change the name to College and Career Preparatory Academy instead. He was of the understanding that the students took a vote and that was the name that was most accepted by students. He thinks that “resiliency” has a negative connotation to it. Something resilient means that it’s returned back to some condition. Principal Correia explained that the students were given several choices and Career and College Academy was one of the four choices. After the votes were tallied, Career and College Academy actually came out on the low end. Voting was opened to students, faculty, and parents and the top choice was Resiliency Preparatory Academy. The definition of *school* is “an institution that educates children.” The definition of *academy* is “a society or institution of distinguished scholars.” They would like to change the concept of what they currently have in that building. They want students to feel special. Because the word “academy” has a better cultural aspect of what they want to do, he thinks that it fits their needs. Mr. Martins agreed if that is what the students want but he was under the impression that they wanted College and Career Preparatory Academy.

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

- 4. **Second Read and Vote to Approve:** Attendance Policy, *as presented by Ms. Barbara Allard, Director of Early Childhood and Parent Information*

MOTION: Mr. Costa-Mr. Andrade: To refer the proposed Attendance Policy to the Policy Subcommittee.

Discussion:

Mr. Martins pointed out that this document indicated that if a student is to be dismissed, the parent has to give a reason and, if that reason isn’t accepted by the school principal and teachers involved, then it’s not accepted. If a parent wants to take their child out of school because they have business out of town and there is no one to take care of the child at home, it sounds like that’s not a good enough reason. He doesn’t understand why they can’t do that. Superintendent Malone clarified that the document is not saying a parent can’t take their child out of school, it’s saying that it might not be excused. Mr. Martins said that even if a request is denied, parents

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are going to do it anyway. He doesn't think the School Department has a right to deny that. He can understand if it's a "far out" excuse that happens frequently but that's what the court system is for.

Barbara Allard said that they have had lots of conversation around dismissal time. What they concluded is that there is so much instruction that happens in the last half hour of the day and the consensus of the schools were that parents were picking up children consistently 15-20 minutes early every day to beat the traffic. That's the reason that was put in there. She doesn't think any principal or administrator at a school would ever deny a parent from taking their child from school. However, if a parent is having their child dismissed 3-5 days per week to beat the traffic, she thinks that is why that was included in this policy. Mr. Martins understands that. He thinks that the parents should be called and notified of the fact that their child is missing out on education and it's going to reflect on their grade. Maybe the parents will understand and stop doing it or maybe they'll understand but continue to do it anyway. Ms. Allard said that, if a child is going to be dismissed, they would like for the parents to provide 24-hour notice or morning notice for legitimately releasing students.

Mayor Correia suggested that some of the language could be changed. The absence may not be an excused absence but school administrators can't deny parents from taking their kids out of school. Superintendent Malone said that they can change the language and suggest "therefore, school staff reserves the right to verify or deny a request" and remove the "not release students" part.

Mr. Costa agrees that teachers can't educate kids if they're not in school. The issue that comes up with attendance that he hears most about are issues where parents are making decisions about taking their child out of school for a vacation or to visit family and they're told that these are not excused absences. He understands that but the problem that he has is, if you have a student that is in school for the entire semester or term and does really good work but their parent makes a decision to take them on vacation, he does not understand why the student's grade is reduced to an F. They are essentially penalizing students, who are making an effort all year, for their parents' decisions. Superintendent Malone stated that they have to hold parents accountable since the district has one of the worst attendance rates and his goal is to fix that. Mr. Costa does not feel that the reason they have an attendance problem is because people are taking their kids on vacation. He agrees that they need to hold parents accountable but they are essentially penalizing the child. Superintendent Malone said that school vacations are planned and it's the parent's responsibility to be strategic with their vacation time. They are trying to improve the barrier for the achievement gaps. Mr. Costa thinks that there are other issues that are creating attendance problems. He understands if a child misses out on taking a test or doing homework because of their vacation and their grade gets dropped. However, he doesn't understand the child's grade going from an A to an F.

Dr. Costar thinks that one of the problems with writing policies is that they're sometimes too zealous in their policy writing due to the fact that they are thinking about the unreasonable person. If a principal has a parent who tries to pick up their child 15 minutes early every day to avoid the traffic, that's not reasonable. The principal wants to be in a position to say no to that request; however, there are also parents who have a reasonable excuse for their child to be dismissed that should not be questioned. He agrees with Mr. Martins and Mr. Costa that this is too strict. He thinks there is a way to tweak the policy with words. Instead of saying that schools can make the final decision on whether or not a child can be released at the parent's request, they can say something to the effect of "excessive early dismissals will require a parental meeting in which it will require what immediate action may be taken." If there is a parent who abuses this, there is a recourse to deal with that. He thinks that the Policy Subcommittee can work with the Attendance Committee to create wording that everyone can live with.

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Superintendent Malone asked if this would be able to come back in time for the August 14 School Committee meeting. Mayor Correia said that there are two options: approve this with amendments that are forthcoming or they can send this to the Policy Subcommittee.

Dr. Costar said that in place of where it says “school staff reserves the right not to release students,” he would suggest that they strike that and add “students who have excessive early dismissals will require a parental meeting to determine if additional action is necessary.” If parents are abusing the early dismissal, while principals can’t keep children in school away from their parents, however, it may require a meeting between the parent and the principal to see if additional action must be taken.

Mayor Correia recommended that this be sent to the Policy Subcommittee and that they will meet before the August 14 School Committee meeting and come up with a policy. Superintendent Malone said that they have very little time and need to do this quick.

All were in favor	None were opposed	Motion passed
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5. **Vote to Approve:** Whitson’s Food Service Contract Amendment No. 1, which is a one-year extension of the original Agreement dated September 1, 2016, *as presented by Mr. Kenneth Pacheco, Chief Operating Officer*

MOTION: Mr. Martins-Mr. Andrade: To approve the Whitson’s Food Service Contract Amendment No. 1.

Discussion:

Dr. Costar asked if the changes that were made reflected the federal law having to do with school lunch programs. Mr. Pacheco said that all the changes have been made to meet federal standards. Superintendent Malone added that Whitson’s has been outstanding in addressing any complaints that were made and they are happy with Whitson’s. Mr. Pacheco stated that Whitson’s also added equipment to some of their kitchens.

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. **Second Read and Vote to Approve:** Revised Wellness Policy, *as presented by Ms. Marcia Picard, School Wellness Coordinator, and Ms. Karen Long, Nursing Supervisor*

MOTION: Dr. Costar-Mr. Coogan: To approve the Revised Wellness Policy with the recess addendum.

Discussion:

Dr. Costar noticed that the policy makes two references to recess. He knows that there was an importance of recess memo that the Committee voted to include in the handbooks. His only suggestion would be to add an asterisk to the parts of this policy that refer to recess. Superintendent Malone said that they will be sure to put that in. Mrs. Panchley asked if that would be appropriate since it’s a letter from the Superintendent to the principals and this is going out to parents. Dr. Costar said that he thinks it makes sense to include this in the Wellness Policy. Superintendent Malone said that they can reformat the letter.

A roll call showed:

Mr. Andrade: Yes
Mr. Coogan: Yes
Mr. Costa: Yes
Dr. Costar: Yes

Mr. Martins: Yes
Mrs. Panchley: Yes
Mayor Correia: Yes

All were in favor	None were opposed	Motion passed
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7. **Discussion:** School Resource Officer Funding, *as requested by School Committeeman, Joseph Martins*

Mr. Martins stated that there are seven officers who are paid a total of \$530,000. When you divide that figure by seven, that means that each officer is being paid \$75,714. They're working 183 days plus the two professional development days. When you divide \$75,714 by 183, that comes out to \$413.74 per day. He doesn't know what the police officers' contracts state as far as vacation and personal days but knows that they are paid for that. With 365 days a year, 104 weekend days, that's 261 days that they are paid. If you take the 261 days and subtract 183 days that the officers would be working for the school district, that's 78 days. Multiply 78 by seven and that's 546 days that the school department is paying for. If you divide \$75,714 by 261, that's \$290 per day per officer. When you multiply \$290 by 546 total days these officers are not dealing with public school issues, that amount equals \$158,389 being paid to the police department without receiving SRO services. It's his understanding that \$530,000 is budget money for FY18 but he feels that they are paying \$158,389 too much. The time that the officers are doing police duties should be paid by the police department. It was never explained that the SRO's salaries were for the full year. He assumed that they were for the school year.

Mrs. Panchley suggested that this issue be addressed at the August 14 meeting since Superintendent Malone will be bringing back the Indirect Cost Agreement then. She's not disagreeing with Mr. Martins but would like to look at the Indirect Cost Agreement as a whole.

Superintendent Malone said that they have maintained the historic agreement where the City pays for the benefits and the overtime and the school department has always paid for the full freight of the salary. He agrees that they can have this conversation more in August. He is proud that they are paying for 6/10 of what they have paid in the past. They've made hard decisions around cost containments. Last year, three SROs were paid from the operating budget. The other 10 were on Schedule 19. In this budget, they are paying for seven. The School Department was able to reduce cost by maintaining the historic commitment. Moving forward, they can consider negotiating new arrangements.

Mr. Martins said that he doesn't mind discussing this in August but does not want to put this off until FY19. He's concerned because the \$158,000 does not include the sergeant's salary which the City provides for the School Department. Superintendent Malone said that the City fully funds the position of the sergeant. Mr. Martins asked how much time the sergeant is putting into supervising the SROs. Superintendent Malone said that it's a full-time position, 185 days. He clarified that there is nothing being done here that is out of line from what has been done in the past. They are saving money this year because they're reducing this line item. Mr. Martins said that he is not disparaging the police department and feels that officers are needed in the schools; however, he doesn't want to pay for services they are not getting.

Mayor Correia said that if you subtract the salary of the sergeant, that will cut the \$158,000 in half at least. On top of that, the City is paying for all the benefits of all the SROs so that's another 30% of cost so they're going

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to be very close to breaking even. This was a negotiation and partnership between the School Department and the City. He can provide more documentation.

Mr. Martins said that he does not have any objection to paying what the School Department is required to pay but the police department has to pay what they have to pay. He wants it to be open to the public how much officers are being paid and how much time they're working for the School Department versus how much time they're working for the police department. Superintendent Malone said that on the August 14 School Committee meeting they will have this as a separate line item and include more documentation to get the specific data that Mr. Martins is asking for. Mayor Correia asked, if the School Department comes out ahead, if they will cut the City a check. Mr. Martins said that, if they are getting more services from the police department, then they should be paying for it.

Mr. Costa suggested that they invite Sgt. Pacheco to the August 14 School Committee meeting so that he can provide more information. To say that these officers are only working 185 for the School Department may not be accurate. They may be doing other work for the School Department that extends beyond the days in which students are in school. Superintendent Malone stated that Sgt. Pacheco is no longer the commanding sergeant of the SROs. He will find out if the new sergeant can attend. Mr. Costa would like to invite whichever sergeant has the prospective of what the officers work and their schedules.

Mayor Correia wanted it stated on record that, if the School Department came out owing the City, they would be willing to pay the difference. Mr. Martins said that would be his vote. Mayor Correia explained that the budget process was a give and take between the School Department and the City. There are seven SROs, divided by \$530,000 is approximately \$75,000. Thirty percent of that is for the benefit package which is about \$22,500, paid by the City. Mr. Martins asked if the police officers are earning \$75,000 a year. Mayor Correia said that they were and with detail it's much more than that. Plus or minus \$22,000 a year times seven officers equals \$157,500 which is close to the number that Mr. Martins mentioned. That is before adding the salary of the sergeant. He wants people to understand the process. The only intention for this budget process was adding more money to go toward classrooms. Mr. Martins said that he would like to know what the real numbers are.

8. **Discussion and Vote to Approve:** Superintendent's Evaluation Report, *as referred by the Evaluation Subcommittee*

MOTION: Mr. Costa-Mr. Coogan: To approve the Superintendent's Evaluation Report.

Discussion:

Mr. Andrade stated that DESE requires that the Superintendent be evaluated every year and they mandate a specific form that they fill out for that process. This procedure was first done two years ago with the former superintendent. Even if it was not mandated by the state to evaluate the Superintendent, it would still be very important to do so. First, it would put the Superintendent and School Committee on the same page where the Superintendent would have an idea of what the School Committee requires of him. Also, it is a question of accountability for the Superintendent.

Mr. Andrade explained that this format has two components to it. The first component was to assess the Superintendent's performance on the standards that the DESE have listed (instructional leadership, management and operations, family and community engagement, and professional culture). On the form, there are questions that pertain to all of these items. The other part is more important because it's set by the Superintendent along with the Committee. The Superintendent had talked about meeting in August and having a retreat with the School Committee to talk about goals. He did that last year with the School Committee and

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those items in the evaluation were set by the School Committee and the Superintendent. The Superintendent set eight goals for his first year. There are three sections to that part of the evaluation: professional practice, student learning, and district improvement goals. They did not take into consideration student learning. Student learning is primarily determined by MCAS scores and the results from last year's test came out in September or October of last year. Superintendent Malone was not superintendent at the time. He will be accountable for the scores coming out in September or October of this year.

Mr. Andrade explained that the way he scored this evaluation was the way they scored this for the previous superintendent. He looked at the majority of the ratings that the other School Committee members gave the Superintendent. For example, if four School Committee members said that the Superintendent was Exemplary on an item and three said that he was Proficient, he would be rated Exemplary. It was a little harder when it was a spread. He could have done it differently and provided numerical values but ended up keeping it as it was last time. There's a possibility that they could do a weighted score in the future and that's something that the Committee could consider.

Mr. Andrade read the results of the report:

- Professional practice: Exceeded expectations
- Student Learning: N/A since the MCAS results are not yet available
- District improvement goals: Met
- Professional Practice
 - Developing Trusting Relations: Exceeded
- District Improvement
 - Human Capital Strategy: Significant Progress
 - Multiple Pathways: Significant Progress
 - Budget Design: Exceeded
 - Parent/Community Engagement: Met
 - Capital Facilities: Significant Progress
 - Performance Management Dashboard: Met
- Standard I – Instructional Leadership
 - Curriculum: Proficient
 - Instruction: Proficient
 - Assessment: Proficient
 - Evaluation: Proficient
 - Data Informed Decisions: Proficient
- Standard 2 - Management & Operations
 - Environment: Proficient
 - Human Resource Management and Development: Proficient
 - Scheduling & MIS: Proficient
 - Law, Ethics, and Policies: Exemplary
 - Fiscal Systems: Exemplary
- Standard 3 – Family and Community Engagement
 - Engagement: Proficient
 - Sharing Responsibility: Proficient
 - Communication: Proficient
 - Family Concerns: Proficient

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- Standard 4 – Professional Culture
 - Commitment to High Standards: Proficient
 - Cultural Proficiency: Proficient
 - Communication: Exemplary
 - Continuous Learning: Proficient
 - Shared Vision: Exemplary
 - Managing Conflict: Proficient
- Instructional Leadership: Proficient
- Management & Operations: Exemplary
- Family and Community Engagement: Proficient
- Professional Culture: Proficient.

The final overall rating was Proficient. Mr. Andrade explained that the only thing missing from this report was the comments made by the School Committee members. He will do that as soon as he can.

Mr. Costa thanked Mr. Andrade for compiling this information. He hopes that the report gives good feedback to the Superintendent as far as how he is doing in his first year in the district.

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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FOR YOUR INFORMATION

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

No discussion

All were in favor	None were opposed	Motion passed
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REQUEST FOR EXECUTIVE SESSION

MOTION: Mr. Costa-Mr. Andrade: 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 Administrators and Employees represented by the Fall River Administrators' Association.
- 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 Thomas Coogan, Executive Director of Human Resources; and Jocelyn LeMaire, Human Resources Manager

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- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the May 23, 2017 Special Meeting of the Fall River School Committee.
- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the June 12, 2017 Regular Meeting of the Fall River School Committee.

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 (8:05 p.m.)
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At 8:38 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: Present
Dr. Costar: Present	

MOTION: Mr. Costa-Mrs. Panchley: To approve the contract between the Fall River Educator's Association and the Fall River School Committee.

No discussion

All were in favor	None were opposed	Motion passed
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MOTION: Mr. Costa-Mrs. Panchley: To approve the contract between the Fall River School Committee and Mr. Thomas Coogan.

No discussion

A roll call showed:

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

Six were in favor	None were opposed	One abstained (Coogan)	Motion passed
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MOTION: Mr. Costa-Mrs. Panchley: To approve the contract between the Fall River School Committee and Ms. Jocelyn LeMaire.

No discussion

All were in favor	None were opposed	Motion passed
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MOTION: Mr. Costa-Mrs. Panchley: To approve the executive session minutes from May 23, 2017 Special Meeting of the Fall River School Committee.

No discussion

All were in favor	None were opposed	Motion passed
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MOTION: Mr. Costa-Mrs. Panchley: To approve the executive session minutes from the June 12, 2017 Regular Meeting of the Fall River School Committee.

No discussion

All were in favor

None were opposed

Motion passed

NEW BUSINESS

There was no new business.

MOTION: Mr. Coogan-Dr. Costar: To adjourn.

No discussion

All were in favor

None were opposed

Motion passed (8:40 PM)

Respectfully submitted,



Administrative Assistant

Documents Referred to:

- Indirect Cost Allocation Agreement FY2017
- Letter from Governor Baker re: awarded FY2017-2018 Massachusetts 21st Century Community Learning Centers Supporting Additional Learning Time Fund Code 647
- Minutes
 - Regular Meeting of the Fall River School Committee Minutes – 6/12/2017
- Travel Requests
 - Pawtucket Red Sox Game – Greene Elementary School
 - Narragansett Bay Cruise – Fonseca Elementary School
 - Festival Disney – Durfee High School
- Donations
 - BankFive
 - Diane Duprey
 - Empower Schools
 - Martin Richard Foundation
 - Fall River Elks
- Contracts Memo
- Grants Memo
 - Supplemental Support
 - Professional Development Revised Framework & Standards
 - 21st CCLC Summer Enhancement – Durfee
 - 21st CCLC Exemplary – Durfee
 - 21st CCLC – Fonseca
 - 21st CCLC Exemplary – Doran
 - 21st CCLC Continuation Sped Enhancement – Durfee
 - 21st CCLC Continuation Sped Enhancement - Doran

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- Entry Plan Report
- Learning & Teaching
- Learning & Teaching Framework
- Long-Range Capital Improvement Plan (Draft)
- Attendance Policy (Draft)
- Whitson's Food Service Agreement
- Revised Wellness Policy
- SRO Funding
- Superintendent's Evaluation Report – July 2017

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