

Regular Meeting: August 14, 2017

**REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE**

**Monday, August 14, 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 5:33 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**

- *Summer Hiring*

Superintendent Malone announced that his team has been busy over the summer hiring for open positions. They were able to fill all of the principal and assistant principal openings that they had much earlier than last year. He thanked Tom Coogan for the work he had done in the hiring process. At the elementary level, they still have 12 teaching positions open; however, five of the 12 positions are in the queue to be processed. So, technically, there are seven openings. At the middle level, they have eight openings with three people in the queue which make it five real openings. There is one administrator opening. Durfee and RPA have 10 positions open with six in the queue. Stone has one position open that they are working on filling. Their goal is to have all of their classrooms filled, especially special education classrooms. There are 17 paraprofessional openings but those fill quicker than teaching positions. He will update the Committee in his weekly communication.

- *Summer Leadership Institute*

Superintendent Malone announced that they began their Summer Leadership Institute today. There were 140 members of the leadership team present. They focused on consistency, coherence, and alignment of goals and supports. When the School Committee and the teachers align themselves with goals, schools really get maximum effort pointed in the right direction.

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- *School Committee Strategic Goals*

Superintendent Malone and the School Committee worked on their strategic goals before the meeting. Everything that was articulated from the members of the School Committee tied in nicely with the work inside the district.

- *Uaspire Report*

Superintendent Malone included in the School Committee binders a report from Uaspire that was requested at the last School Committee meeting. It includes details of all that Uaspire provided for students in Fall River Public Schools over the last several years.

- *Student Registration/Assignment*

Superintendent Malone announced that they have begun the student assignment process, particularly for kindergarten. There have been some parents who are upset that they were assigned to their zone school so they've given parents the option to request a transfer. They will be vetting those requests later this week, prioritizing siblings, hardships, and preference. For transfers, there is no transportation. They are also trying to keep the class sizes at 26 in K-3. There may be a couple of discrepancies but there will be progress made. There has been a lot of positive feedback from parents about the work that they are doing to try to get class size down. The School Committee afforded the district three additional positions and they have placed those positions in order to reduce class size. As more students enroll, they will make more decisions. Parents who filled out the Transfer Request Form will hear from the School Department by the end of the week. He thanked the team at the Parent Information Center for their hard work and the central office team, particularly Brian Mikolazyk for getting him data that allowed him to look at real time data.

Dr. Costar asked if the subject of refining school zones would be coming to a Policy Subcommittee at some point. Superintendent Malone stated that he hoped that, once they approve the School Committee goals for this year, that that will be a major one of their goals. He will bring that to a Policy Subcommittee and work on that this year and work toward ratification in the spring. Dr. Costar said that he would like to see a copy of the brochure that parents are given in regard to zones in preparation for a future Policy Subcommittee meeting.

Mr. Martins stated that, while there is a lot of data in the Uaspire report, he still does not see any statistics of how many students this organization has helped or how many students enrolled in college. Superintendent Malone said that he can reach out to Uaspire and get the Committee more data. Mr. Martins stated that the report shows how many applications were sent for federal assistance but it doesn't show how many students went on to college. He would also like to know, of the students who did go on to college, how many continued on for a second year. Superintendent Malone said that he will provide that information within the next month.

### **APPROVAL OF MINUTES**

**MOTION: Mr. Costa-Mr. Andrade: 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**

Mayor Correia announced that there were no travel requests to approve at this time.

**DONATIONS**

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

Discussion:

Superintendent Malone read the donations aloud. He added that they have raised \$45,200 in philanthropic support for the science curriculum. They had a Learning & Teaching Institute in the past week and they had over 30 teachers learning about the new science program and the best way to engage and teach it.

**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 Trane contract separately.

**MOTION: Mr. Costa-Mr. Andrade: 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**

**MOTION: Mr. Andrade-Mr. Coogan: To approve the Trane contract.**

Discussion:

Mr. Martins pointed out that this contract was to provide for the servicing and preventive maintenance for HVAC for Spencer Borden and Greene. He asked if it applied for the other schools as well. Mr. Pacheco explained that they were trained to use specific equipment at Spencer Borden and Greene. The other schools have different equipment that may not necessarily be done by a manufacturer. These are proprietary. Mr. Martins asked if they had contracts for the other schools. Mr. Pacheco stated that they do have contracts for the other schools but they are not all proprietary so it may not be through a particular vendor. This is a manufacturer-based contract.

**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**

**GRANTS**

**MOTION: Mr. Coogan-Mr. Costa: 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	

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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Mr. Costa asked the chair of the Committee if Discussion #5 regarding the School Resource Officers could be moved to #1 since Lt. Bernier from the Fall River Police Department was present to answer questions about this item. All School Committee members were in agreement.

**DISCUSSIONS**

- Discussion:** School Resource Officers, *as requested by School Committeeman, Joseph Martins*

Mr. Martins thanked Lt. Bernier for being at the meeting to help answer some of his questions. He began by saying that the Police Department provided a valuable service to the School Department. He stated that the agreement that was made between the School Committee and the City Administration is for \$530,000. When he did the calculations, he found that the police officers were working for the School Department for 183 days plus two professional development days, which he is unsure about. He asked where the officers go once school is out.

Lt. Bernier stated that the officers are entitled to a vacation and they receive Group 7 days for working Monday-Friday which is different than the majority of the other police officers. They take their vacation usually in the summer time so that they can spend the school year in schools with the students.

Mr. Martins said that he is trying to determine what the School Department should be paying the police officers. He contends that the School Department is paying for the days which the officers are on duty for the School Department. He doesn't think vacation time should be paid by the School Department. On a 365 day year, there are 104 weekend days. That means that the officers are paid for 261 days. There are seven officers working 183 days for the School Department. If you subtract 183 from 261, that's 78 days. If you multiply 78 by 7, that's 546 days. If you take the \$530,000 and divide that by 7, that's \$75,714 per officer on average. According to the materials that were provided to the School Committee, the sergeant is earning less than the officers. In looking at the days the officer is not doing work for the School Department, the School Department is paying \$158,389 more to the Police Department than it should because the officers' full salary is being covered by the School Department; however, they are not working for the School Department for the full year. He understands that the sergeant was provided by the City to the School Department. He asked at the last meeting how much time the sergeant puts in. He was told that it was a full year.

Mr. Martins said that he understands that the City pays the sergeant and the SRO's insurance benefits. He asked if it was a 75/25 split. Lt. Bernier confirmed that it was. Mr. Martins stated that the medical family plan was \$26,000 a year. Seventy-five percent of that is \$19,500. The dental is \$362 a year. Seventy-five percent of that is \$271.50. That's \$19,771.50 per officer. They're working 183 days but the insurance is for 365 days. He calculated that 183 divided by 365 was 0.5014. Multiply that figure by \$19,772 and it comes out to \$9,913 per officer. When you multiple \$9,913 by 7, it's \$69,391. If you subtract that by \$158,000, that's \$88,998 of officer overpayment. The sergeant's salary is \$74,532. The sergeant is providing 261 days that are not for the School Department. If you divide \$74,532 by 261 that's \$285.56 per day. If you multiply that by 78 days, that's \$22,273. The insurance expenditure is the same as the officers. If you take the per day salary and the benefits that comes out to \$32,997. Subtract that from \$88,970, that's \$56,810 that has been overpaid. If they

are going to follow the letter of agreement, which states on Page 5 that the “costs for employees and resources that are shared between the school department and other departments will be the (1) total cost of the identified service multiplied by (2) the percentage of use by the school department.” Whatever time the officers worked for the School Department, that’s what gets paid by the School Department. The other time when they do not work for the School Department, they work for the Police Department. He contends that the School Department has overpaid for police services.

Mayor Correia asked Mr. Martins if he could repeat the number for the pensions. Mr. Martins said that he did not know what the pension rate was. Mayor Correia asked if he thought it would be more or less than the \$56,000 deficit. Superintendent Malone asked Mr. Almeida if he could give a ballpark of the pension cost for the seven SROs. Mr. Almeida said that it would be \$9,000 times 7. Mr. Martins asked what the total cost of the pension was. Mr. Almeida said that the School Department pays 9% to teachers and he knows that, when it comes to the Fall River Retirement System, the rate for police officers were a little more because they don’t work past age 55. Mr. Martins asked if the pension was taken out of their pay. Mr. Almeida said that it was. Mr. Martins asked if the City pays. Mr. Almeida stated that the City pays a little each year based on all the employees who are retired and will be retired. Mr. Martins asked if it was a matched contribution. Mr. Almeida said that it was not. The cost is somewhere in the range of 10-12%. Mr. Martins said that he did not take the retirement pension into consideration. He asked that Mr. Almeida provide him with the information so that he can look at this again.

Dr. Costar asked what kind of assignments are the SROs given during the summer. Lt. Bernier stated that all the SROs are using their vacation time. Dr. Costar asked if they get two months’ vacation. Lt. Bernier said that they all have a different amount of vacation time based on their seniority. Some have as many as 6.3 weeks of vacation. There is also a Group 7 day since they’re working Monday-Friday. By contract, they’re given some days there as well. Dr. Costar said that an important part of the SROs job is building relationships with troubled students. He understands Mr. Martins’ point of not understanding why the School Department is paying for a service that they are not getting in the summer. From a student services point of view, he wonders if there has ever been a thought about officers engaging in activities to work with the students who are problematic. Schools have worked very hard with SROs and counselors to quiet down some of the anger in students that gets built up over the summer. He would feel a lot better about paying police officers during the summer if some of their assignments were directly working with some of the incidents that might come up with students. When they’ve done this in the past, it has been quite helpful.

Lt. Bernier stated that no SRO works a 9-5 shift. Their job starts way before work. They’re in contact with a lot of people at night as well. They plan their day around the things that they need to do at the schools. The SROs go beyond their normal pay duties. Even if the SROs are not actually working during the summertime, they are always available 365 days a year. They participate in engagements during the summertime in the Housing Authority and the parks. They’re constantly engaged with the youth of the city. The sergeant is also there early in the morning and late at night making schedules and making sure that everyone has their spot. They provide the fuel and the transportation for the officers. It’s going to be a little different this year going from school to school. He understands the concerns but he would like to quell them with the fact that the SROs are always engaged with students. They provide a lot of feedback and motivation to the students. They’re also the 1<sup>st</sup> line of defense and he believes that they do a phenomenal job.

Mr. Costa pointed out that Lt. Bernier commands a unit with two sergeants, the gang officers, and the SROs. He imagined that there is communication that is going on between officers and SROs prior to the opening of schools so that, if there had been any issues with violence or disputes, that information is shared with those officers prior to the opening of school. Lt. Bernier confirmed that this was correct. Mr. Costa stated that he felt comfortable understanding the process and that the SROs are aware of what is going on and are able to address that with the opening of school. He is glad that the officers are taking vacation time in the summer. He is glad that they are encouraged to take the time in the summer instead of during the school year which would be a disruption in the buildings. He asked if the SROs assist with any of the sporting events that occur during the evening and on the weekends. Lt. Bernier said that their policy encourages the SROs that are assigned to schools to stay in touch and attend all events that the students are involved in, including proms. He

has a grant that allows him to send the officers to prom at the end of the school year. Some officers have gone on trips out of state with students. The officers want to do this.

Mr. Coogan said that he would like to see the SROs at the basketball games and the football games as a detail for comp time. He knows that, if an incident happens at 3:00pm, the officers are not going home at 3:00pm. He knows that they don't have a defined set of hours. He would like to see their other activities as part of the proposal because SROs probably work more than a regular police officer. He was at the Boys and Girls Club camp, Camp Welch, the other day and there were about 15-20 police officers playing with the kids. Those relationships go a long way in a community like Fall River. If that time was added in, there would be no discussion right now. Lt. Bernier said that the only issue with that is the collective bargaining agreement. Mr. Coogan understood that but he was wondering if there was a way they could change that.

Mr. Martins figured that the retirement came out to about 0.5 times \$9,000, which equaled \$4,500, multiplied by 8 people would equal \$36,000. Mr. Almeida clarified that the \$9,000 is the total cost per officer. It's essentially 12% of their salary. If their salary is \$75,000, 12% of that is about \$9,000. Mr. Martins stated that that was for the full year and they weren't working for the School Department for a full year. He divided 183 by 365 to get the 0.5 figure. He suggested that they take a closer look at all this for next year and they can provide more details so that they can be in compliance with what is written on Page 5 of the shared cost agreement.

Superintendent Malone thanked Lt. Bernier for being there this evening and also for the SROs and all that they do. He announced that they will have more information as they go. He reminded the Committee that this was a reduction. They used to have 13 SROs now they have seven plus the sergeant.

2. **Third Read and Vote to Approve:** Amendments to proposed Attendance Policy, *as referred by the Policy Subcommittee*

**MOTION: Dr. Costar-Mr. Andrade: To approve the Attendance Policy with amendments.**

Discussion:

Dr. Costar stated that there was a Policy Subcommittee meeting where they attempted to address some of the concerns that were raised about the early dismissal and chronic absenteeism. He asked if Barbara Allard could explain the new language that came before the Policy Subcommittee.

Ms. Allard stated that she made two changes. Under Dismissals at every level – elementary, middle, and high – they left the first few sentences in: “All requests for early dismissals must be submitted in writing and given to the principal or designee at the start of the school day or, if possible, give the school 24 hour notice. Teachers are teaching students up to the final dismissal time.” They added: “While early dismissals are discouraged, it is recognized that emergencies sometimes arise. Frequent or chronic early dismissals shall result in a parent-school conference to determine whether additional action is necessary. Five early dismissals (without a doctor's note) will be considered an unexcused absence.” There was also an addition that was made under the Special Notations for chronically absent students who are absent six or more times at the middle and high school level and receive a 64 for the term. They have added “In extraordinary cases, a student with demonstrated proficiency who is in jeopardy of failing a class or being promoted due to receiving an F6 from chronic absenteeism may appeal the decision to the principal. The principal's decision will be final.”

Mr. Costa said that, in the past, it has been mentioned that with chronic absenteeism with six or more unexcused absences, the child will receive an F6 or a 64. He asked if that has been vetted legally and if the School Department legally has the ability to fail a child who otherwise has a passing grade simply because they exceeded six absences. Ms. Allard stated that this is something that has been in practice for some time. It was in their official policy last year for the high school. Mr. Costa understands that it has been past practice but he questioned if it was legal. The reason he asks is because this is the #1 issue with the Attendance Policy

among parents. As soon as a parent makes the decision to take their child out of school and they come back and find out that the child is getting an F6, he gets a phone call, especially when the child has an A average but now they're getting a 64. He understands the importance of students coming to school but he would like to see the data that backs up that the children whose parents take them on vacation are the ones that they are trying to address in the issue of chronic absenteeism.

Ms. Allard stated that they have added an appeal process for students who were doing well - those who had an A or B average - and just took the one vacation. Mr. Costa is happy about that. He thinks there are certain circumstances where parents can demonstrate to a principal that their son or daughter still has the ability to pass a particular grade. For students who are passing but then find out that they're getting an F6 because of chronic absenteeism, that doesn't really motivate them to continue to try for the remainder of the term. They have no incentive to try hard or participate in class discussions. He also wants the principal to look at the fact that, throughout the term, the student has been present and has not been chronically absent and therefore is not deserving of an F6. Superintendent Malone said that they are going to do a better job at tracking attendance over the year but he also trusts the principals to make informed decisions. He thinks the appeal process is the vehicle. He also agrees that students who receive a 64 may not be motivated to try in class.

Mrs. Panchley added that they established at the Policy Subcommittee meeting that the appeal process was happening at the high school but it wasn't part of the policy. They felt that adding the asterisk backed up what was already happening. They weren't F6ing all students who were chronically absent. If there were circumstances where a parent came in and explained the situation, the student would receive the grade that they had earned. This appeal process is just backing up what they were doing because it's not good to have a policy that they're not sticking to. If a student F6'd because they missed too many classes in one term for whatever reason and that F6 goes through, as long as they're attending the other three terms and receiving the grades to pass the class, they shouldn't be in jeopardy for failing for the year. It's another story if it's a chronic absentee issue that goes beyond that one term and one family vacation.

Mr. Coogan agrees that the appeal process directly addresses what Mr. Costa's concern is. The F6 is for students who have a pattern of chronic absenteeism. The F6 would rarely kick in for a child whose family took him on an extended vacation. If a parent has a vacation that they need to take their child on, it would be beneficial to communicate this to the teacher and administration. Dr. Costar added, by putting the appeal process in the policy, it enables the parent, who may have a situation that they have not communicated to the school, to approach the school with something the school didn't know about.

Mr. Martins directed Ms. Allard to Page 5 in the proposed Attendance Policy where it read "The following absences may be considered excused, but only at the discretion of the school nurse" then goes on to say "absences with a valid doctor's note specifying the day to be excused." He asked what would happen if the school nurse did not approve the doctor's note. Ms. Allard clarified that they are requesting that parents give a doctor's note if their child has been out for three days. The doctor's note should indicate that the child has been excused for three days. The nurse is just validating the doctor's note. Mr. Martins suggested that the policy read "The following absences *will* be excused." Ms. Allard said that she could make that change. Mr. Martins pointed out where it said "Please note: Doctor's notes will only be accepted for consideration." He stated that this implied that the doctor's note may not be accepted. He suggests removing the word "consideration" and that the doctor's note will be accepted "when submitted to the school nurse within 2 weeks." Where it says "the following absence may be excused...but only at the discretion of the school administrator," he recommends changing that to "will be excused." He also pointed out that on Page 7, the middle school attendance policy doesn't agree with what is written on Page 5 that is for all grades Pre K-12.

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He would appreciate it if Ms. Allard made the corrections. Superintendent Malone asked Ms. Allard if it was clear what corrections needed to be made. She said that it was.

**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**

3. **Vote to Approve:** Selection and Appointment of Two Nurses for the Fall River School Department. Ms. Karen Cabral and Ms. Christine Serejczyk are recommended candidates for the positions, *as presented by Ms. Karen Long, Nursing Supervisor*

**MOTION: Mr. Andrade-Mr. Costa: To approve the appointment of Ms. Karen Cabral and Ms. Christine Serejczyk as nurses for the Fall River School Department.**

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**

4. **Discussion and Vote to Approve:** New Job Description for Human Resources Coordinator, *as presented by Mr. Thomas Coogan, Executive Director of Human Resources*

**MOTION: Mr. Martins-Mrs Panchley: To approve the new job description for Human Resources Coordinator.**

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**

- 4a. **Discussion and Vote to Approve:** To Eliminate Human Resources Manager position, *as presented by Mr. Thomas Coogan, Executive Director of Human Resources*

**MOTION: Mrs. Panchley-Mr. Coogan: To approve eliminating the Human Resources Manager position.**

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**

5. **First Read:** Shared Cost Agreement, *as presented by Dr. Matthew Malone, Superintendent of Schools*

**MOTION: Mr. Martins-Mr. Costa: To refer the Shared Cost Agreement to the Finance Subcommittee.**

Discussion:

Superintendent Malone presented to the Committee the tentative Shared Cost Agreement that he came to an agreement with the City on. In the binders he included the Shared Cost Agreements from 2010 as well as the new proposed one. He also included the cost savings analysis of the two agreements.

Mr. Costa pointed out in Section VII of the agreement where it refers to the Medicaid Revenue Sharing. He asked Mr. Almeida, when he did the comparison with the old indirect cost agreement and the proposed one, if the \$2.1 million was factored in. Mr. Almeida said that it was not. Mr. Costa asked if the \$2.1 million was in addition to the \$558,841 difference. Mr. Almeida said that the wording behind the \$2.1 million is anything above that amount would be split between the School Department and the City. Mr. Costa asked if, prior to that, the School Department received nothing. Mr. Almeida confirmed that was correct. Superintendent Malone added that if they generated more than \$2.1 million, which is what they generated last year, the School Department would get a split of that. His concern is that the federal government will be reducing those payments over the course of this administration. Mr. Costa said that, if the School Department is doing the work in terms of billing procedures, invoicing, calculations of what reimbursement should come back to the School Department, he asked why the \$2.1 million goes directly to the City and the School Department only receives a split if they exceed \$2.1 million. He asked if Mr. Almeida had an idea of what the projected figure would be for this fiscal year. Mr. Almeida said that he did not have that information at this time. Mr. Costa asked if he had the figure of what it has been prior to this fiscal year. Mr. Almeida stated that it ranged from \$1.2 million to \$2.1 million. Mr. Costa asked if it ever exceeded \$2.1 million. Mr. Almeida stated that that is as high as it's gotten. Mr. Costa asked why the cap was set at \$2.1 million instead of the first \$1 million. Superintendent Malone stated that this was a negotiation. They've never had any agreement surrounding the Medicaid reimbursement. There is nothing in the former agreement. It always went back to the City. If the School Department does the same amount of work as last year, they are going to get every single dollar on top of that. The issue is that the City built their budget using the Medicaid monies in their budget. Mr. Costa asked who the negotiation was between. Superintendent Malone stated that he negotiated with the City administrator on this document. The process began last July when he began his position as Superintendent and it's taken nearly 12 months to close an agreement. There is no new agreement in place yet. This is open for discussion. It's a first read. Mr. Costa asked Superintendent Malone who told him that they needed a new agreement. Superintendent Malone said that this came from the Chief Budget Officer, Jay Sullivan. Mr. Costa asked if Superintendent Malone could forward that to the School Committee because he never received a copy of any correspondence regarding the need for a new indirect cost agreement. Superintendent Malone said that he could forward that.

Mr. Costa stated that in past fiscal year, Mr. Sullivan had made rulings or decisions based on disputes between the School Department and the City on the indirects. Because of the disputes between the School Department and the City last fiscal year, there was mention that they may want to revisit the indirect cost agreement which he completely supports. The problem that he has with this document is that it was negotiated without any member of the School Committee being a part of that. The School Department has 100% fiduciary responsibility for the District. There should have been a referral to the Finance Subcommittee. There could have been a conversation about where the cap could have started at. Instead of \$2.1 million, perhaps it could have started at something less. Superintendent Malone apologized for the oversight. He stated that he was a part of the process when he was Superintendent in Brockton and there was no involvement from the School Committee. It was a negotiation between the senior executive on the school side and the senior executive on the City side to come to an agreement on the Schedule 19. He reiterated that this was not a done deal. The School Committee can refer this to Finance Subcommittee for further vetting. The reason this agreement

needed to be renegotiated is articulated on the line about the Employee Retirement Contributions. That's where the City did move based on years of discussion. That was a \$1 million savings on the school's side. Mr. Costa said that he does not have a dispute with the document itself. When there is a conversation about dollars and cents, the School Committee should be a part of that. Without that, he is uncertain that the document is a representation of what the School Committee would have supported.

Mayor Correia asked Mr. Costa what the process was in 2010. Mr. Costa stated that in 2010, because of a longstanding dispute with the mechanism on how indirect costs were determined between the City and the School Department, there were a lot of indirect costs that were not, per the regs, allowable. In 2010, this issue was brought to a Finance Subcommittee meeting where members of the subcommittee with the guidance of Mr. Sullivan who had come down to meet with the members of the Finance Subcommittee and gave direction as to how an indirect cost agreement should be structured. There was two ways they could do it: Through per pupil spending or a percentage of the overall municipal budget. The Subcommittee discussed what may work best and how they can maximize the funding available for students. The indirect cost agreement was put together then sent to Government Center. It was signed by Mr. Cadime as the City Administrator and it has been in effect since that time. There had been a number of years most recently where items have been disputed and they agreed that those disputes would be handled by the Department of Elementary and Secondary Education. On a number of occasions, they were sent there and rulings were sent back and things were determined to be eligible and non-eligible, not just based on the agreement but there were CMRs in place that they needed to address. Each one of the rulings from DESE came back in support of the School Department's position on whether or not the expense was eligible. In 2010, there was participation from the School Committee. Mayor Correia asked if the document was crafted in a Finance Subcommittee meeting. Mr. Costa said that it was and it was voted on by the full Committee and has been in effect ever since. He asked Mayor Correia if the City crafted its budget based on what they anticipated their indirect cost would be for the schools. Mayor Correia stated that some of it was but it was not set in stone. Mr. Costa asked if the School Department was not in agreement with the Shared Cost Agreement, if the City would have to make adjustments and if this would impact the City's obligation to meet 100% of net school spending. Mayor Correia answered that it could but there were other options available to the City. If they had to use free cash to meet net school spending, that's what they would do. He thinks that this document was crafted in the spirit of meeting and achieving net school spending. He thinks that they achieved that. This document is before them today as a cooperative document that was negotiated. It is not set in stone. If there are suggested changes to be made, this can be referred to the Finance Subcommittee.

Mr. Costa suggested that they either have the discussion tonight or refer it to the Finance Subcommittee. He feels that there needs to be further discussion on the document itself, what it entails, what members may have disagreements, whether or not there is room on the City side to hear their concerns and make adjustments if need be and then bring it back when everyone has had an opportunity to go through it. On paper, the net change between the 2010 agreement and the proposed agreement doesn't appear to be a lot. Mayor Correia recommended that the School Committee take the time to review the document. They could refer it to the Finance Subcommittee but the City is not prepared tonight to have this discussion. He stated that Superintendent Malone did ask that the City's financial team be present at this meeting but there was another meeting scheduled that they needed to attend. He respectfully asked that the Committee table the discussion or send it to the Finance Subcommittee.

Superintendent Malone asked that the Committee members get the exact questions written down and send the questions to him so that he can answer those questions in a memo and send it to the School Committee as soon as possible.

Mrs. Panchley agreed with Mr. Costa that she would have liked to have seen the document and weigh in on it before it was signed by both parties. She would rather discuss this at the next meeting because she feels that Mr. Costa should be involved in the discussion because he has the best handle on this. If they take this to a Finance Subcommittee, Mr. Costa will not be there since he is not a member of that Subcommittee. She would prefer to discuss this tonight or at the next full meeting. Mayor Correia stated that he would like the City to have an opportunity to respond with its finance team in attendance.

Dr. Costar stated that the Attendance Policy had a first read where the full Committee had an opportunity to respond then it was referred to a Policy Subcommittee. Before it was brought before the Policy Subcommittee, individual members of the School Committee expressed specific concerns that they had to Dr. Costar and he was able to bring these to Ms. Allard. Ms. Allard then presented a new proposed draft of the Attendance Policy at the Policy Subcommittee meeting. The Policy Subcommittee then referred it back to the full Committee who made more suggestions and then approved it with the changes. The same procedure would make sense in this case as well. The concerns that were made tonight about the shared cost agreement could be made verbally or in writing to the Finance Subcommittee and refer it to the Finance Subcommittee where the Mayor could have his team attend in order to have a discussion of the concerns that can be addressed. Then the Finance Subcommittee can refer this back to the full Committee and they can address the concerns.

Mr. Coogan asked that the Committee members send their questions and concerns to members of the Finance Subcommittee so that they can address them that night. Dr. Costar added that, just as with the Attendance Policy, the Committee will have an opportunity to make additional changes and discuss this agreement further when it comes back to the Committee as a whole.

**A roll call showed:**

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

**Six were in favor                      One was opposed (Panchley)                      Motion passed**

**MOTION: Mr. Costa-Mr. Martins: To table the first read of the Shared Cost Agreement.**

No discussion

**A roll call showed:**

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

**Six were in favor                      One was opposed (Panchley)                      Motion passed**

5. **Discussion and Vote to Approve:** Title I Application, as presented by Dr. Matthew Malone, Superintendent of Schools; Mr. Kevin Almeida, Chief Financial Officer; and Ms. Siobhan Ryan, Director of School Improvement and Leadership Services

**MOTION: Mr. Coogan-Mr. Costa: To approve the Title I Application.**

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**

6. **Vote to Approve:** Fourth Quarter Revolving Funds, *as presented by Mr. Kevin Almeida, Chief Financial Officer*

**MOTION: Mr. Martins-Mr. Andrade: To approve the Fourth Quarter Revolving Funds**

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	

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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7. **Vote to Approve:** Final Budget Transfer, *as presented by Mr. Kevin Almeida, Chief Financial Officer*

**MOTION: Mr. Coogan-Dr. Costar: To approve the Budget Transfer**

**Discussion:**

Mr. Martins pointed out in the first paragraph that there was a savings this year due to Morton not filling a math department head position. He asked if Morton was without a math department head for the whole school year. Mr. Almeida stated that Principal Patterson was previously the math department head and continued to serve the math need while also serving as principal. Mr. Martins stated that, if a position could go a whole year without being filled, then he didn't think they needed that position. Mr. Almeida stated that if this job were eliminated, they would be losing a critical person in the math department.

Mr. Andrade stated that this was a year that there were some difficult decisions that had to be made based on the budget. Sometimes they have to forego hiring for certain positions because of the budget. Mr. Coogan added that Principal Patterson had a standing relationship with the math department at Morton which allowed her to double up on the responsibility of the curriculum meetings and the evaluation. She picked up math specifically and allowed some of the other people to pick up the fringe people. However, they need someone in this position because she can't be doing double duty in math. They need to focus on math. It's not fair to burn someone out like that. Superintendent Malone agreed that they needed this position.

**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	

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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8. **Vote to Approve:** End-of-Year Budget Report, *as presented by Mr. Kevin Almeida, Chief Financial Officer*

**MOTION: Mr. Martins-Mr. Andrade: To approve the End-of-Year Budget Report.**

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  
Dr. Costar: Yes

Mayor Correia: Yes

**All were in favor**

**None were opposed**

**Motion passed**

**FOR YOUR INFORMATION**

**MOTION: Mr. Costa-Mr. Coogan: To place the FYI portion of the agenda on file.**

No discussion

**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**

**REQUEST FOR EXECUTIVE SESSION**

**MOTION: Mr. Coogan-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 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 Elizabeth Dunn, Redesign Coach; and Kenneth Pacheco, Chief Operating Officer
- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the July 18, 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. 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 (7:20 p.m.)**

At 7:45 p.m. the meeting reconvened. A roll call for attendance showed:

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

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

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**MOTION: Mr. Costa-Mr. Andrade: To approve the contract between the Fall River School Committee and Ms. Elizabeth Dunn**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Costa-Mr. Andrade: To approve the contract between the Fall River School Committee and Mr. Kenneth Pacheco.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Costa-Mr. Andrade: To approve the executive session minutes from the July 18, 2017 Regular Meeting of the Fall River School Committee.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Martins-Mr. Andrade: To adjourn.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed (7:49 PM)**

Respectfully submitted,



Administrative Assistant

**Documents Referred to:**

- Summer Leadership Institute Brochure
- Uaspire 2016-2017 Fall River Programming Overview
- Minutes
  - Regular Meeting of the Fall River School Committee Minutes – 7/18/2017
  - Policy Subcommittee Meeting - 7/27/2017
- Donations
  - Greater Fall River Development Corporation
  - Empower Schools
  - Fall River Municipal Credit Union
  - Amazon
  - David Bouthillette Scholarship Fund
  - Ms. Karen Medeiros
- Contracts Memo
- Grants Memo
  - Coordinated Family & Community Engagement
  - Inclusive Preschool Learning Environments
- Attendance Policy
- School Nurse resume packet

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- Human Resources Department Coordinator job description
- Shared Cost Agreement
- SRO Funding
- Grant Update – Title I & Title II
- 4<sup>th</sup> Quarter Revolving Funds
- 4<sup>th</sup> Quarter Budget Transfer
- End-of-Year 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