

Regular Meeting: April 9, 2018

REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE

Monday, April 9, 2018

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 5:35 p.m.:

Mr. Aguiar: Present	Mr. Khoury: Present
Mr. Coogan: Present	Mr. Martins: Present
Mr. Costa: Present	Mayor Correia: Present
Mr. Hetzler: 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 but they will have a committee established by the next meeting.

SUPERINTENDENT'S REPORT

• *Update on Inclement Weather*

Superintendent Malone stated that, as it stands right now, all Fall River Public Schools with the exception of four schools will have their final day on Friday, June 22, because of the four days that they had off due to inclement weather. Per the FREA contract, the Thursday and Friday of that week will be half days for students and full days for adults. However due to the power outage at Tansey, the power outage at Silvia, the frozen pipe at Letourneau, and power outage at Viveiros, their last day will be on Monday, June 25. That will be a half day. He applied for a waiver because of the flood at Durfee but they were denied. He talked to staff at the high school about extending the hours but they did not want to do that so their last day will be Wednesday, June 27. All three days that week will be half days but full days for adults.

• *MCAS Update*

Superintendent Malone stated that they were having an amazing MCAS testing period. This is the second week of testing. It's gone smoothly with little or no issues on the tech side given that the new assessment is all online. This is the first time they have rolled out all online testing. They have 1,600 chromebooks being used across the system for the online testing. They've built some servers within their system to help with this process. He thanked the tech team and all principals, the learning and teaching staff, and the teachers who have made this testing cycle robust.

Regular Meeting: April 9, 2018

- *FY19 Budget Update*

Superintendent Malone stated that they have the final budget hearing of the sites tomorrow. Those Finance Subcommittee meetings have been going very well. They have a list of priority positions that are not in the budget but if monies do become available they will be putting those positions in the budget based on priority needs. They're still waiting to hear what the House and Senate does with the Governor's budget. They're hoping they will add to that.

Mr. Martins asked how the snow days effected the graduation date. Superintendent Malone stated that the graduation date remained the same. It is not affected because the seniors have a certain number of days they need to get in. Mr. Martins said that he thought that the regulation was that graduation could be no sooner than 10 days prior to the last day of school. Superintendent Malone stated that he was told that there was no issue with the graduation date.

STUDENT COMMENT/STUDENT DELEGATE REPORT

There was no student comment or report.

APPROVAL OF MINUTES

MOTION: Mr. Hetzler-Mr. Coogan: To approve the meeting minutes from the March 12 , 2018 Regular Meeting of the School Committee.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor

None were opposed

Motion passed

TRAVEL REQUESTS

MOTION: Mr. Coogan-Mr. Costa: To approve all travel requests.

Discussion:

Mr. Costa pointed out on the travel to La Salle Academy that the cost per student indicates \$300. There are 50 students going. The funding source says funded by the Career Council and National Hispanic College Fair. He asked who was paying for this and if it was \$300 for the fair. Mr. Coogan stated that he called the high school to ask about this travel and he was told that the \$300 was just for the bus for that day and it was covered. Mr. Costa asked if there was any cost per student. Mr. Coogan said that there wasn't.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor

None were opposed

Motion passed

DONATIONS

MOTION: Mr. Costa-Mr. Hetzler: To accept all donations.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor None were opposed Motion passed

MOTION: Mr. Costa-Mr. Hetzler: To table the anonymous donation.

Discussion:

Mr. Costa stated that he noticed that they have a donation from an anonymous donor. He asked if the individual wished to remain anonymous if they could put this in memory of someone. He thinks that the purpose of approving donations is that they need to know where they're coming from. He asked if they could hold on this donation until the Superintendent speaks to this donor. He thinks that the School Committee needs to find out where this donation is coming from so that the Committee is not accepting donations from an entity they may not want money from.

Mr. Aguiar asked if this donation was time sensitive and if Morton needed the money from this donation now. Principal Patterson said that it was time sensitive but they do not know who the donor is. The person left the donation in the main office and didn't want to be known.

Transcriber's Note: Mayor Correia asked for a recess at 5:50 p.m. The meeting reconvened at 5:52 p.m.

Mayor Correia stated that they will be going forward with the motion to table this donation. In the meantime, the School Department is going to cover the cost right now until they track down the anonymous donor. They will try to find out what the proper protocol is.

A roll call showed:

Mr. Aguiar: No	Mr. Khoury: Yes
Mr. Coogan: No	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

Five were in favor Two were opposed (Aguiar and Coogan) Motion passed

CONTRACTS

MOTION: Mr. Martins-Mr. Hetzler: To approve all contracts.

Discussion:

Mr. Costa asked, in regards to the work on the transformers at the high school, what the total dollar value was that could be used for net school spending. Mr. Pacheco said over \$150,000. Mr. Costa asked if this would be an eligible item. Mr. Pacheco stated that it would not be.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes

Regular Meeting: April 9, 2018

Mr. Costa: Yes Mayor Correia: Yes
Mr. Hetzler: Yes

All were in favor None were opposed Motion passed

GRANTS

MOTION: Mr. Coogan-Mr. Hetzler: To approve the Parent-Child Home Program Expansion grant.

No discussion

A roll call showed:

Mr. Aguiar: Yes Mr. Khoury: Yes
Mr. Coogan: Yes Mr. Martins: Yes
Mr. Costa: Yes Mayor Correia: Yes
Mr. Hetzler: Yes

All were in favor None were opposed Motion passed

DISCUSSIONS

1. **Presentation and Discussion:** Fall River Educators’ Association Labor/Management Task Force, *as presented by Ms. Rebecca Cusick, President of the Fall River Educators’ Association*

Ms. Cusick stated that they put labor management work in the FREA contract because they know that the current administration, as well as the FREA leadership, value this type of cooperative work but they can’t guarantee that future leaders will do the same. By defining the structures in the contract, they ensure that this work continues regardless of who leads the prospective groups. This language also sends a clear message that they all have a stake in the success of the schools and they value the expertise of those at the ground level. The topics for these committees came about after surveying their membership about the issues that matter most to them. Teachers benefit from a voice in the decision making that impacts their practice; administrators benefit from direct feedback from the field and kids benefit from greater creative input and a shared sense of responsibility.

Mr. Martins pointed out on page 5 the vision statement. Ms. Cusick asked if each committee could do a brief presentation and he could ask each committee a question about their vision. Mr. Martins said that was fine.

- a) Curriculum and Assessment

Keith Michon introduced himself as a teacher at Kuss and the co-chair of the Curriculum and Assessment Committee along with Dr. Julia Carlson. He thanked the School Committee and educators who were working on improving curriculum and assessments in Fall River schools. This committee met regularly over the course of the year and the best thing that came out of the committee was their communication. They are creating more opportunities for educators to give feedback for a revision cycle for curriculum and assessments. They also have teams working on curriculum for the 2018-2019 school year and professional development planned for this summer funded by a grant that was awarded to them this year. Their recommendations to the School Committee are based on the need to align and increase the scale of the great work that is already happening in the district. They need funding and opportunities for more professional development around curriculum development and implementation. Professional development gives teachers the opportunity to own their curriculum. The needs of the students are changing each year. To continue to meet the needs of students they must constantly evaluate and revise their curriculum and how they teach it. They need more funding for teams to develop more curriculum and assessments.

Mr. Aguiar asked if these things were already happening or if this was a new item that is going to have a set cost to it. Dr. Carlson said that currently everything is being funded by a grant that was awarded to the District. Mr. Aguiar asked if it was funded for next year. Dr. Carlson stated that the grants have not been posted for next year so they haven’t been able to apply for them yet. Mr. Aguiar said that he thinks what they

Regular Meeting: April 9, 2018

have listed is valuable but if there is a funding number the Committee should know it because they can't commit to funding it if they don't know what it costs. He asked if she could provide the total in the future.

Mr. Khoury stated that he was glad that they were requesting professional development. He knows that professional development is productive. He asked if they were seeing the results of the professional development. Dr. Carlson stated that last summer Principal Raposo and Principal Cobb were big supporters of a teacher institute that happened and it was extremely successful. The plan is to build off of that this summer with professional development on standards and also teachers training teachers through the use of model classrooms. They're also proposing a guided practice and reflection piece so teachers are ready to implement the curriculum the first week of school. Mr. Khoury asked if the cohorts were small enough so that the work that goes into the professional development is really soaked up by the teachers. Dr. Carlson stated that last year they maxed out the classes at 25. They have no intention of increasing that number. They don't know how many people are going to register. Last year 75 educators showed up for this. It is not mandatory. Mr. Khoury stated that he thinks that paraprofessionals at the elementary level can be key in helping to tame a large classroom. He asked if there was going to be professional development for paraprofessionals. Dr. Carlson stated that she has not secured funding for paraprofessionals but those are conversations that they are having.

Mr. Costa thanked Ms. Cusick and her groups for holding the School Committee and the District to the language in the contract. Some of the stuff that is going on now may or may not be a result of the work that they did at the high school with the District Capacity Project which encouraged teachers to step up and advocate for themselves about teacher-led professional development and content specific professional development was most beneficial to them. For a long time professional development was sprinkled down from the central office but now they have educators talking to administrators about the reasons why they're looking to align their curriculum and discussing strategies on how to do that.

Superintendent Malone stated that the nexus for this work really was the work that came out of the district capacity project. This is in line with everything that they are doing with their strategic plan.

b) English Language Learners

Fernanda Vera-Cruz introduced herself as the ELL Director. Carrie Sawyer introduced herself as an ESL teacher at Doran and co-chair of the committee. Ms. Vera-Cruz stated that their largest language group was Spanish followed by Portuguese and Khmer. The committee members have a variety of roles bringing expertise to the committee. They've almost doubled the number of ELL students in the Fall River Public Schools. The District has worked extremely hard on standardizing the assessment and placement of English language learners. The state context of English language learners is changing with the signing of the LOOK Act by Governor Baker. Last year they grew by 7%. As of today, the District has 50.9% of the total population of the District. The LOOK Act is the language opportunity of their kids. It really gives the district the opportunity for flexibility where they choose high-quality research-based programs. Since 2002, the state has been a sheltered English immersion state. The LOOK Act will also establish the state seal of biliteracy. The LOOK Act also asks that the District establish a bilingual parent advisory council by June 2019. English language learners come with a lot of strengths linguistically, culturally, and academically, but they also have challenges. Her pet peeve is putting ELLs under one umbrella. Depending on their proficiency, each student has different needs.

The first thing that the committee did was create a vision for their work together: "Consistent with Fall River schools, this committee strives to close the achievement gap, increase access and equity amongst this population of learners through research-based programming, parental engagement and best practices." The three areas that the committee decided to prioritize was parent involvement and support for parents, current research-based programs, and protocols and considerations for English language learners with special needs.

Ms. Sawyer stated that one of the focus areas is program development and evaluation. Their long-term goal is to develop a dual language immersion program in school year 2019-2020 starting in Pre-K. One of the first steps that they will need to do is survey community and family members to determine an interest in dual language immersion programs and what the language of focus will be. They will also need to include

planning, implementation, and monitoring for success in sustainability. Ms. Vera-Cruz added that she was a part of this work in her former district. That district now has two strands, one in Spanish and one in Portuguese. Next year they will have French. Ms. Sawyer stated that the other area of focus is parental engagement. Their long-term goal is to establish a parent advisory council by June 2019. In order to achieve that goal they need to recruit parents and establish a parent advisory council. The last focus is on ELLs with special needs. The long-term goal is to review current best practices for any ELL with special needs and establish new district-wide protocols. They'll be looking at the LOOK Act and one of the first things they would like to do is develop a diverse taskforce with ELL and special education.

Mr. Khoury stated that it was good to see that there were some strategies to reach out to this population. In the Fall River schools they have had years and years of problems trying to engage more parents. When he was working for the District, he reached out to the Housing Authority because many in their school population live in the subsidized housing ranks of the authority. Every one of those facilities has a community room. He thought that a good way to engage parents was to do outreach work at their community rooms. He suggested that that was a way for the ELL committee to engage more parents. He would be happy to help in any way that he could.

c) Special Education

Kristen Donahue stated that this committee is represented by special education teachers, clinical staff, guidance counselors, and administration. They wanted their vision to be consistent with the Fall River Public Schools for planning purposes. The committee will provide best practices to support all students. The work will establish on guiding principles based on identifying barriers and areas of opportunity. Their first goal is to focus on best practices, specifically increasing the understanding and implementation of research-based approaches. Multi-tiered systems of support is a general education initiative that encompasses things like response to intervention and positive behavioral support systems but special ed felt that this committee was dedicated to a partnership to do that work.

Elizabeth Correia stated that one of their goals is around professional development and giving opportunities for all staff around inclusive teaching. They believe that expanding these opportunities they will be able to support all staff and work specifically around identifying needs to their schools and across the district. One of their main focuses is around communication. They want to increase and refine modes of communication between all participants in student learning including parents, community partners, and staff members. They want to improve communication according to curriculum and improve opportunities for team planning. They want to utilize resources and experts in their district as well as streamline communication across the district.

Ms. Donahue stated that some of the additional recommendations are that special education subcommittee continue to be briefed by representatives of this joint labor committee on federal and state guidelines to help facilitate the development of a policy related to inclusiveness, to be cognizant in reviewing the district data regarding the identification of students for special education and current enrollment with the continuum of special ed programs throughout the district. They would like to continue allocation of funds for resources for continued work groups and professional development.

Ms. Correia said that their next steps as a committee moving into next year and beyond is to create a shared understanding of what inclusive practices is and in doing so identify a menu of best practices around inclusive education but based on data and research from similar urban districts with current best practices in place. They want to survey their staff and determine what their needs are relative to inclusive practices and use that information to identify key topics to support all teachers. They want to create and share an organizational chart for special needs staff including roles and responsibilities that goes along with their goal around communication and to provide basic training for incoming staff and new hires on the basics of inclusive practices.

Mr. Khoury stated that he liked the idea of providing training for incoming staff, especially the paraprofessionals. He asked if there has been a focus on trying to train the paraprofessionals for a special needs classroom.

Ms. Donahue said yes but there is still some room for improvement. They are trying to align the paraprofessionals to participate in any program-based training. For example, if they are a paraprofessional in an autism classroom, they're going with the teacher to help facilitate that training. In addition there has been purchase for Exceptional Child where teachers and paraprofessionals can log on to specific webinars based on their level of expertise.

d) Diversity and Equity

Dr. Siobhan Ryan stated that their committee focused on diversity and equity. She read the vision statement "To create an equitable school district that reflects and values the diverse students in Fall River." They came up with three long-term goals: a workforce that reflects and values diverse students, a curriculum that reflects and values diverse students (ethnic studies and inclusive health and wellness curriculum), and a student bill of rights created by and for the students.

Mr. Tom Coogan stated that the groups' recommendation for the 2018-2019 school year is to start off with a professional development exercise that includes a shared reading for the entire staff about the five pillars of the effective urban communication. The name of the reading is "Gangstas, Wankstas, and Ridas." That will be read by all staff and administrators prior to the start of the school year. They also recommend follow up professional development workshops during the professional development times that will allow them to work on the five areas of concentration. Some individual topics include supporting diverse high needs students like LGBTQ students, students of color, ELL students and students with both physical or mental health concerns. They would also like work with the staff around strategies for interrupting bias or hate interactions with students and coworkers. Lastly, professional development around student-teacher communication and capturing proper ways to interact with students and have respect for human differences.

Mr. Costa asked what a "wanksta" was. Mr. Coogan said that it was a term in popular culture that refers to someone who "talks the talk" but doesn't "walk the walk."

Mr. Khoury stated, in regard to the teacher-student communication piece, 10 years ago, they were working in conjunction with the Department of Justice. In their workshops, they were working on teacher to student communication and student to teacher communication as well as student to student and student to staff communication. He asked that they continue to keep the Committee updated on how this is progressing. Mr. Coogan stated that one of the things they talked about was trying to create opportunities for professional development in order to work on these topics.

Jameal Biaz introduced herself as a Spanish Teacher at Durfee. She said that, in terms of the three areas identified, for workforce they would like to have Human Resources participate in Program for Diversity in Education with the Massachusetts Department of Education so that they can study best practices for recruiting and retaining educators of color. They also want to ask the FRAA to identify language in other districts' collective bargaining agreements intending to recruit and retain educators of color and also ask HR to systematically collect data of applicants to Fall River Public Schools. In terms of curriculum, they're asking that teaching tolerance resources be incorporated. They are also asking that committees be created by level to assess ways to diversify the content of curriculum and teaching methods; review other district's ethnic studies curriculum in order to make a proposal before the 2019 program of studies comes out; and review their district's health and wellness curriculum in order to make a proposal for the 2019 program of studies as well. The third area they would like to see some progress in is for a student bill of rights. They would like to see a team assembled of high school students. They would like to be able to review Fall River's youth bill of rights to help them build their student bill of rights.

Mr. Khoury said that it was great that they wanted to devise a student bill of rights. He believed that the Mayor is one of the signees on the City's youth bill of rights, which was a breakthrough when it was done. He went to that signing ceremony and the kids were excited about weighing in on the process. He asked that they reach out to him if he can be of help in any way.

Mayor Correia stated that with the youth bill of rights they had a saying "Young people have a voice and a choice in this community."

Kurt Ostrow stated that two students on their committee came up with the idea for teacher/student communication professional development.

e) Restorative Practices

Christin Correia introduced herself as an English Teacher at Durfee High School. Their committee is focused on restorative practices. Their group was made up of teachers, a school adjustment counselor, and other stakeholders. Their goal is to reduce suspensions particularly with their special education population and with their students of color. By revisiting their Code of Conduct, they're hoping to fix that and by reducing suspensions they hope that this will trickle down to teacher retention and hopefully a healthier, happier school community.

Karen Lima introduced herself as a student support coordinator from Doran. She said that their vision statement is "to create schools that are focused on building relationships and community while using restorative practices as alternatives to traditional discipline to resolve conflict and change behavior." This will help support their students in school and as their lives move on. With this in mind, they came up with long-term goals, short-term goals, and an action plan. Their long-term goals include increase early and effective interventions for students with trauma and high needs. At the secondary level, revisit the idea of a homeroom or advisory programs and exploring implementation of a peer mediation program for both middle and high school.

Rochelle Pettenati introduced herself as a visual arts educator at Doran. She stated that their recommendation for the 2018-2019 school year was that each school will set up a reflection room to be staffed by a rotating building sub or whatever is appropriate to that building. Expectations for what happens in that room will be clear and whoever is manning the room will be trained. They are hoping that the Committee will okay a group of 5-10 educators across elementary, middle, and high school for summer work. They've already partnered with a DESE provider - Engaging Schools - in Cambridge. They will be attending a retreat on April 30 to continue that work. They would like to come up with compiling a list of useful resources for each school, create a flow chart with the District chain of command, develop suggested criteria for the school reflection rooms and generate a list of examples and put in professional development modules. They would also like to plan out how they would roll out all of this summer work in the school year. They would like to encourage schools to dedicate some of their ILT for problem solving in areas around trauma and restorative practices. Restorative practice is all about keeping children in school. They would like their school adjustment counselors to provide some of that professional development possibly with local providers. St. Anne's does have a trauma unit and they do provide professional development. They would like to promote more of a growth mindset with their students as well as their staff. They would also like to revisit their Code of Conduct and add "Code of conduct, character, and support." They would like to add another column for restorative justice practices that could be employed rather than just punitive.

Mr. Costa asked if a reflection room was a nicer term for a timeout room. Ms. Pettenati said that it could be depending on the student. It could also be a mindfulness space. For the Tier II and Tier III students, they may have a box of things specifically for them. It might be an empty space for someone to cool down. They've thought of art therapy like painting stones with affirmations. Mr. Costa stated that if this is for a space for a student that is lashing out, the burnout rate for the person covering this room may be high. Typically the best type of work happens when the de-escalation is occurring. That's when they can get to the root of the issue at hand and ways they can change that behavior. Ms. Pettenati said that de-escalation and reentry would be part of the process.

Mr. Khoury asked what the strategy with social skills groups and the restorative practices were. Ms. Lima stated that a lot of their students are on the school adjustment counselor's radar in regards to getting social skills groups. A lot of the Tier II and Tier III students get that social skills support. This group is trying to make sure that all the school adjustment counselors are on the same page with regards to what curriculum they are using. Mr. Khoury said that some of the work with the social skills groups have gotten lost in the face of the weight of the curriculum bearing down on the school day. He knows that the power of a really strong social skills groups restores their faith in their lives and in the educational mission. He asked if they could come back to the Committee to let them know how they're doing with this.

Ms. Pettenati stated that they have overlap with the ELL committee and special needs committee because many of their students who are suspended are special needs students and also ELL students. They've invited educators to come to their meetings and a lot of it had to do with the frustration on not being able to articulate properly in the language or not being able to access the curriculum.

Ms. Moy added that the District has been identified by the State as being disproportionate as far as who they suspend. They do suspend students of color and students with special needs. They are a part of the DESE Rethinking Discipline Act and they are creating a district wide action plan on how they're going to limit their suspensions and they've been cited at two schools for that. This is a focus that they really need to look at because the suspension rates are too high for the District. It has shown that suspension leads to students dropping out of school and not graduating. The more they suspend the less likely they are having kids stay in school and graduate.

Mr. Martins stated that his concern is the staffing of the reflection room. They've mentioned having a sub do that work. He pointed out that the students behave differently when they have a substitute teacher in the classroom as opposed to how they behave when their regular teacher is there. Ms. Moy said that ideally they would want this room staffed by a trained adjustment counselor. They know that is something that they can't do right now so they need to pilot this and build it. Right now, the only resource they have is a building sub. They are trying this at Greene now. Mr. Martins asked what the students would be doing in that room. Ms. Moy stated that this summer this group is going to work with Engaging Schools as part of the rethinking discipline plan. They really want to focus on the restorative piece and trying to find out why a student did what they did and what they could do differently next time and finding out what supports they need. That is the piece that has never been looked at. This room is made to calm students and get them to think about a plan so that this doesn't happen again. Mr. Martins stated that he was disappointed that there was no mention of the use of qualified paraprofessionals. Paraprofessionals who are trained support what is going on in the classroom. Ms. Pettenati said that they have a 10-year plan broken down into one-year, three-year, and five-year goals. Mr. Martins stated that he expects to see growth.

Mr. Aguiar stated that he was struck by the severity of the issues that are presented to the administration. Just because they're looking to do restorative practices, doesn't mean that there is no discipline for certain behaviors that rise to a level that a teacher cannot teach and the other students cannot learn. There are certain things that cannot be tolerated. They have qualified School Adjustment Counselors in all school buildings and qualified administrators in all buildings but they need to have the right number of staff to do the job. They need more school adjustment counselors in schools. That's more important than lowering class size.

Mr. Coogan said that he thinks that some of the aggressive behaviors of students is not worthy of a reflection room. That's not going to change the behavior. Some of these kids need to be identified and given intense therapy. If those students can't make it in a regular classroom, they need to get the services they need. Putting them back into the same classroom isn't going to help. He read an article on restorative practices and they looked at five common failures: lack of planning, lack of vision, lack of training, lack of supports, and lack of investment in time and money. He'd rather see kids get the services they need to be a better student. Ms. Moy stated that the reflection room was designed to give students the supports and services they need. They've noticed the low economic deprivation they have in the city so they're a part of the LEAP Initiative. This is due to the trauma-based kids who are experiencing poverty or witnessing issues at home. Those kids are the ones who are having the behaviors. The District needs to support them socially and emotionally so that they can stay in the classroom. The reflection room is designed to get to the root cause of what that social emotional need is and support them. Suspending them is not helping them or teaching them. Mr. Coogan asked if she thought having a sub in a reflection room was going to help the students. Ms. Moy clarified that she was not saying that the kids would not have consequences for aggressive behavior but suspension is not always the answer. She's not saying that kids should never be suspended because there are times for that. Currently they do not have any resources to support these students. The only thing they have is special education but these are not special education students. The goal of this team is to bring in social emotional supports and help students who are dealing with difficulties. Mr. Coogan stated that his contention is that they did develop an RPA program and Stone School to help those kids. Kids who throw a chair across the room or endanger

Regular Meeting: April 9, 2018

teachers or other students do not need a reflection room. Ms. Moy said that they need to support these students and find out why they did that so that it does not happen again.

Superintendent Malone said that what they are trying to do is have more tools so that there are consequences that are in between nothing and suspension. At an upcoming Special Education/Alternative Education Subcommittee meeting, they will be bringing forward the alternative education framework to talk about all the options they have in Fall River to deal with some of their most challenging cases and issues. All of this is a work in progress. They still have student discipline, they follow the code of conduct and they apply it fairly and equitably. One of the problems that he has policy wise is that when the Department of Ed counts suspensions, there's no differentiation between in-school and out-of-school suspension. In-school suspension works but the state still counts it as out-of-school suspension. He would like to see the district do more in-school suspension than out-of-school suspension.

Ms. Cusick stated that they are not trying to eliminate the Code of Conduct. They're looking to explore and pilot some aspects of restorative practice that is focused on holding kids accountable in a way that changes their behavior so that it doesn't reoccur. Right now, their schools don't have the opportunity to help students who are having meltdowns without being physically aggressive but need space. They don't have a space for that student to go right now. Mr. Coogan stated that he had no problem with in-school suspension. He does not think a reflection room is appropriate for kids who are aggressive. He's read that a lot of teachers are rebelling against restorative practices because they do not feel safe in their own room. He doesn't think a half-hour break is going to help certain students. Some of them need to be removed from the building.

Mr. Hetzler stated that he did not think that the reflection room was intended for students who are physically aggressive or for students who are endangering other students and teachers. He thinks that the reflection room should be staffed by an adjustment counselor or that the room should be placed next to an adjustment counselor's office.

Mr. Costa asked, if a student throws a chair at someone, where that would fall on the Code of Conduct. To him, it sounded as though Mr. Coogan thinks that student should be suspended but Ms. Moy seemed to disagree. He agreed with Mr. Coogan but he wondered what the District's stance was on this. Superintendent Malone stated that it was really clear what was suspendable and what was not. They do suspend for any sort of violence which is why their rates are so high. Student and faculty safety is their #1 priority. At the same time, they do need to put systems in place that will help them reduce those figures. The principals have discretion with suspensions but they keep to the Code of Conduct very well.

Mayor Correia stated that it sounded like the Restorative Practices Committee is wanting to get to the root cause of why the chair was thrown. He did not hear them say that that person would return to the classroom after that situation. He sees this as another tool in the toolbox of teachers to address issues that students have in the school system and not that they're abandoning suspensions.

Mr. Aguiar stated that they need more school adjustment counselors. More and more students are coming to school with more issues that they have never seen before so it is evident that there is a need for this. He asked how many SACs they were adding to the budget. Superintendent Malone stated that they were adding one. Mr. Aguiar does not think that this is acceptable considering all the needs that they have. He also pointed out that they have an alternative school for Grades 7-12. He thinks that they need a program for K-6. Superintendent Malone stated that on the list of priorities, on top of what they have built into the budget, there are two additional SAC positions. If more money becomes available, he will be recommending that they add these positions to the budget. He would like to see a SAC built into every school over the next four years. He hopes to add three this year. As for having an alternative program for K-6, that is something that they will discuss at the subcommittee meeting.

Mr. Khoury said that he thinks what the Restorative Practices Committee is doing is a step in the right direction because they're going to look at behavior in a very humane way. He agrees that certain behaviors can't be tolerated but the power of social skills groups within schools helps build rapport, keeps things humane, and really bridges the gaps between the students and the staff.

Regular Meeting: April 9, 2018

2. **Discussion and First Read:** 2018-2019 School Year Instructional Calendar, *as presented by Ms. Julia Carlson, Assistant Superintendent*

MOTION: Mr. Coogan-Mr. Aguiar: To approve the first read for Option A of the 2018-2019 School Year Instructional Calendar.

Discussion:

Superintendent Malone explained that there was an Option A and an Option B of the school year 2018-2019 instructional calendar. Because of the good work that they did in bargaining this year, they were able to start the school year earlier than they've ever started it before. The first day of school will be August 28 which is before Labor Day. Option A includes a normal April vacation. Because Good Friday falls within April vacation they get out on Friday and come back the following Monday. The last day of school will be June 13. When they add in the five mandated inclement weather days, the last day of school is Thursday, June 20. The only difference in Option B is this option offers the option to have an additional day after Easter off. Because they are starting earlier, they could have an additional day. The rationale to have that day off was that they found that attendance has been low the day after Easter. Mr. Coogan stated that he preferred Option A because he does not like long extended breaks from learning. Superintendent Malone stated that he will bring back Option A to the next School Committee meeting for a second read.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor

None were opposed

Motion passed

3. **Discussion and First Read:** Draft 2018-2022 Strategic Plan, *as presented by Dr. Matthew Malone, Superintendent of Schools*

Superintendent Malone stated that this has been a work in progress for involving a taskforce for the duration of this school year. They worked in a cross-functional taskforce made up of members from the labor unions, administrative unions, and non-union administrators to come up with a strategic plan that is short, succinct, and compact. It articulates the mission and vision, it articulates a set of core values and it establishes three strategic priorities that will drive their work. This document has been sent out to the entire employees of the Fall River Public Schools who have given feedback. It has also gone out to 30-40 community partners for feedback. For each of the priorities they have a theory of action and a very short succinct set of strategic objectives. This document will drive their decision making going forward. They've received really positive feedback about this document. He will be bringing this back for ratification at the next meeting.

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

Mr. Aguiar asked how the money for the overtime for use of schools gets used during the year. He asked if it was an account that they could build up. He asked if the items listed in Item B were necessary to maintain the bills. It's only \$44,000 and that doesn't give them much to work with. Mr. Almeida stated that he would request that they at least transfer the sound, light, and tech overtime because that is directly associated with the performances that are happening in the outside events. He doesn't have another funding source for that. When they met in subcommittee, they had requested a report for the quarter as to what the totals amounted to so he provided what the totals were for security and custodians. With the sound and light, the total was just over \$16,000. Mr. Aguiar is in favor of Mr. Almeida listing it for them

so that they can get an idea of what it's costing. He is in favor of transferring sound and light but leave the other money in the account.

Mr. Martins asked if this was regarding the revolving fund. Mayor Correia stated that it was. Mr. Martins stated that that did not involve any transfers. Mr. Aguiar stated that when they look at the report that was given it says "upon approval of the revolving report" the funds will be transferred. He would like to reconsider transferring all of the money and only give exactly what they need so that they can pay those bills. He would like to build that up so that they will have money in the account. If they continue to go in the direction that they are heading in, they're going to drain the account quickly. Mr. Almeida said that his only caveat is on the flexibility with overtime. He's trying to live with an overtime figure that he had put before the School Committee. If he isn't able to make this transfer, he may come back to the Committee at the end of the year for additional overtime money. He noted that the total of the circuit breaker was \$3.2 million for this year. Also, while it looks like the school lunch balance is really low, that's because the State has lagged behind on their payments. As of April 3, they received a reimbursement of \$913,000 for January and February.

MOTION: Mr. Aguiar-Mr. Coogan: To transfer \$4,350.50 for sound, light, tech, and auditorium use.

Discussion:

Mr. Costa asked if they would just be transferring for sound, light, tech and auditorium use. Mr. Aguiar said yes. Mr. Almeida stated that he will do what the Committee suggests. His only concern is that he is trying to manage the overtime and it was stressed that he keep within the overtime budget. If this is the avenue that they are going down, he's not sure that he will be able to meet the target for the end of the year. He will be requesting a transfer to overtime at the end of the year to overtime. The Facilities and Operations Subcommittee had a meeting in January and they discussed the use of schools account at length. He was told not to charge anything to the account and bring to the Committee what the total overtime was for the Use of Schools Account.

Mr. Martins stated that this was a relatively small amount of money compared to what some of the other transfers are. He asked if the motion was only to transfer the \$4,350.50. Mr. Aguiar stated that the motion was to transfer only the amount that was absolutely necessary which, according to Mr. Almeida, is sound, light, and tech. The \$16,000 is only for the last quarter of overtime. If they took all of the overtime that was attributable to outside events that would be more than \$16,000 for the year. Mr. Almeida stated that was correct. Mr. Aguiar said that if they waited until it was absolutely necessary, the logic would be to take whatever for the whole year out of the overtime. He's suggesting that they only transfer what is necessary right now.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: No
Mr. Costa: No	Mayor Correia: No
Mr. Hetzler: Yes	

Four were in favor Three were opposed (Costa, Martins, Mayor Correia) Motion passed

MOTION: Mr. Aguiar-Mr. Coogan: To approve the transfer and refer this to the Policy Subcommittee.

Discussion:

Mr. Costa stated that they did instruct at the subcommittee meeting for Mr. Almeida to charge the total cost and he's done that but now they're telling him not to. It's clear that he's going to have to come back to them at a later date because he's going to have to make up the money he's paid in overtime for use of schools.

Mr. Aguiar stated that his only concern was that they had discussed what the policy was to give Mr. Almeida direction. If the direction is when a school use required overtime to come out of the overtime line then they

Regular Meeting: April 9, 2018

need to make that a policy so they know what to do going forward. This is only one quarter of that amount. In the past, the Use of Schools Account has been used to fund projects. If they change the policy to say that they're going to transfer it all, might as well get rid of the use of schools project because they're not going to have any money. Mayor Correia thinks that it is a fair point and the Policy Subcommittee can take that on and make a policy.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: No	Mayor Correia: No
Mr. Hetzler: Yes	

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

MOTION: Mr. Costa-Mr. Hetzler: To transfer the remaining balance.

Discussion:

Mr. Almeida asked if this vote was to transfer the full balance. Mayor Correia stated that it was.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: No
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

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

MOTION: Mr. Costa-Mr. Coogan: To approve the revolving funds.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor None were opposed Motion passed

5. **Vote to Approve:** Third Quarter Budget Transfers, *as presented by Mr. Kevin Almeida, Chief Financial Officer*

MOTION: Mr. Aguiar-Mr. Hetzler: To approve the third quarter budget transfers.

Discussion:

Mr. Martins stated that he was not fond of transferring large sums of money from one line to another. Mr. Almeida stated that in this case it was due to teacher turnover and timing of when people were hired. These transfers are all on a needs basis. One of the contracts that was on the agenda for tonight was the \$75,000 repair for Durfee. Those are things that he is not aware of when he prepares a budget. Mr. Martins asked if the transformers at Durfee were recent. Mr. Almeida stated that they were. Mr. Martins asked how recent. Mr. Almeida said February. Mr. Martins asked why they were just hearing about this now. Mr. Almeida said that he was requesting the transfer for it now in order to go out to bid to find out how much it was going to cost for the project. Mr. Martins stated that he understood emergency situations but he had no prior knowledge of the transformers. He understands that people retire in the middle of the year but increasing contractual services by \$250,000 raises red flags for him. Mr. Almeida stated that, in the future, he will inform the School Committee when emergencies arise sooner. In this case, he was looking to get an estimate of the cost for the School Committee's information.

Mr. Costa asked if Mr. Almeida was proposing a \$10,000 increase to Repairs and Maintenance. Mr. Almeida stated that he was. Mr. Costa asked what that covered. Mr. Almeida said that they have had more repairs with their equipment and vehicles and small building things. The total request for that line item is \$45,000. Mr. Costa asked what the other \$250,000 was for. Mr. Almeida stated that \$150,000 was to cover the increase in speech services and a speech teacher who retired. Mr. Costa asked if \$75,000 was for the transformers. Mr. Almeida stated that it was. Mr. Costa asked about the other \$25,000. Mr. Almeida stated that that was for additional repairs that they've done to buildings. Mr. Costa asked where. Mr. Almeida stated that they have done extensive work at Henry Lord and Doran. Mr. Costa asked if that included the \$6,000 for the fire suppression system at Durfee. Mr. Almeida said yes.

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: No	Mayor Correia: Yes
Mr. Hetzler: Yes	

Six were in favor One was opposed (Costa) Motion passed

6. **Vote to Approve:** Year-to-Date Budget Report, *as presented by Mr. Kevin Almeida, Chief Financial Officer*

MOTION: Mr. Costa-Mr. Coogan: To approve the Year-to-Date Budget Report.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor None were opposed Motion passed

FOR YOUR INFORMATION

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

No discussion

All were in favor None were opposed Motion passed

NEW BUSINESS

There was no new business.

REQUEST FOR EXECUTIVE SESSION

MOTION: Mr. Khoury-Mr. Hetzler: 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

Regular Meeting: April 9, 2018

including coaches, Title I, teachers, nurses, occupational behavioral and physical therapists, Physical Therapy Assistant, Licensed Practical Nurses, Certified Occupational Therapy Assistants, School Administrative Managers, and specialists in the teaching profession represented by the Fall River Educators' Association.

- M.G.L. Chapter 30A Section 21(a)(1): To review the Open Meeting Law Complaint dated March 14, 2018, filed by Collin Dias regarding the location of the March 12, 2018, School Committee meeting and the listing of topics for discussion at the meeting.
- M.G.L. Chapter 30A Section 21(a)(1): To review the Open Meeting Law Complaint dated April 4, 2018, filed by Collin Dias regarding the minutes of the March 12, 2018 Fall River School Committee and the legality of taking photographs at the Fall River School Committee meeting of March 12, 2018.
- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the March 12, 2018 Regular Meeting of the Fall River School Committee.

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

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor

None were opposed

Motion passed (7:53 p.m.)

At 9:02 p.m. the meeting reconvened. A roll call for attendance showed:

Mr. Aguiar: Present	Mr. Khoury: Present
Mr. Coogan: Present	Mr. Martins: Present
Mr. Costa: Present	Mayor Correia: Present
Mr. Hetzler: Present	

MOTION: Mr. Costa-Mr. Hetzler: To approve the executive session minutes from the March 12, 2018 Regular Meeting of the Fall River School Committee.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes
Mr. Costa: Yes	Mayor Correia: Yes
Mr. Hetzler: Yes	

All were in favor

None were opposed

Motion passed

MOTION: Mr. Costa-Mr. Khoury: To adjourn.

No discussion

A roll call showed:

Mr. Aguiar: Yes	Mr. Khoury: Yes
Mr. Coogan: Yes	Mr. Martins: Yes

Regular Meeting: April 9, 2018

Mr. Costa: Yes Mayor Correia: Yes
Mr. Hetzler: Yes

All were in favor None were opposed Motion passed (9:03 PM)

Respectfully submitted,



Administrative Assistant

Documents Referred to:

- Memo re: (Inclement Weather) Last Day of School 2017-2018
- Minutes
 - Regular Meeting of the Fall River School Committee Minutes – 3/12/2018
- Travel Requests
 - La Salle Academy – Providence, RI
 - Mystic Aquarium – Mystic, CT
 - Mystic, CT
 - Roger Williams Park and Zoo – Providence, RI
 - Canobie Lake Park – Salem, NH
- Donations
 - Grace K. Wesley S. Alpert Charitable Foundation
 - Baycoast Bank
 - Donor's Choose
 - Anita Berube
 - Boston Museum of Science
 - Walmart
- Contracts Memo
- Grants
 - FY2018 Parent-Child Home Program Expansion
- 2018 Labor-Management Committee Presentations
- English Language Learning Joint Labor Management Committee
- Memo re: 2017-2018 Instructional Calendar
- 2018-2019 Instructional School Year Calendar – Option A
- 2018-2019 Instructional School Year Calendar – Option B
- Fall River Public Schools 2018-2022 Strategic Plan
- Third quarter revolving funds
- Third quarter budget transfers
- Year-to-Date Budget Report

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

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

Approved by FRSC 5/14/18