

REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE
Monday, November 14, 2016
5:30 PM

Morton Middle School
1135 North Main Street
Fall River, MA 02720

MEETING MINUTES

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

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

Also present were Attorney Assad and Superintendent Malone.

Mayor Correia read the Open Meeting Law.

A salute to the flag followed.

CITIZENS' INPUT

Mayor Correia announced that there was no one signed up for Citizens' Input.

RECOGNITION AWARDS

Superintendent Malone asked if Sumaiyea Uddin was in attendance in order to read her nomination of Magdalana Reis for a recognition award. She was not in attendance. Superintendent Malone said that this award would be presented at the December meeting.

Superintendent Malone announced that three high school seniors from Durfee would be receiving the award for Academic Excellence. This is a state-level award from the Massachusetts Association of School Superintendents that recognizes high academic achievement. Superintendent Malone introduced the three students and read a brief bio about each student. The students that were awarded were: Jenna Moniz, Aubrey Correiro, and Arianna Dabreo.

Mayor Correia called up the principals of the testing schools where the students received a perfect score in one or more areas on the MCAS. Students from the following schools were recognized: Durfee High School (presented by Maria Pontes), Kuss Middle School (presented by Jennifer Copeland), Silvia Elementary School (presented by Jean Facchiano), Spencer Borden Elementary School (presented by Kate Cobb), Tansey Elementary School (presented by Chris Audette), and Viveiros Elementary School (presented by Cathy Carvalho).

SUPERINTENDENT'S REPORT

- *Educator Evaluation Task Force*

Superintendent Malone announced that the Educator Evaluation Task Force has been meeting since the beginning of the summer to streamline the ed eval process. He included a letter in the School Committee members' binders from the co-chairs of the taskforce, Rebecca Cusick and Maria Pontes. They made some changes that are articulated in the letter. There will be more changes throughout the year.

Mr. Martins asked if both parties, the evaluator and the teacher being evaluated, understood what was being asked for in the standard. In the past, it has happened where the teacher understood the standard in one way but the evaluator interpreted it another way. As a result, the evaluation was tossed out.

Superintendent Malone stated that the intent was to streamline some of the nuanced understanding. As they get more clear on what standards they're going to focus on, the dialog between evaluator and the person being evaluated will be clearer.

- *Henry Lord Stability Improvement*

Superintendent Malone let the Committee know that the central team has been working closely with the Henry Lord team. They are working closely together to work on structure and ways that they can be helpful to ensure that all students are being educated in a high-performing, rigorous environment.

- *Fonseca Level 4 Update*

Superintendent Malone informed the Committee that the Fonseca Stakeholder Group is nearing the end of their work to develop a set of recommendations that will be submitted to Superintendent Malone for a turnaround plan that will be submitted to the state.

- *Strategic Scaling of Sustainability for Student Success*

Superintendent Malone also touched briefly on something that he refers to as the 5 S's: Strategic Scaling of Stability for Student Success. He said that they have been very successful at turning around Level 4 schools in Fall River but, in addition to turning around schools individually, he would like to look at providing support to a cluster of schools to meet their needs and build a system of deep-level turnaround.

APPROVAL OF MINUTES

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

No discussion

All were in favor

None were opposed

Motion passed

TRAVEL REQUESTS

Superintendent Malone added that there were two corrections to two of the travel requests. Mayor Correia asked if the dollar amounts changed. Superintendent Malone answered that it did not affect the dollar amounts for the trips; there was just a location change and a date change.

MOTION: Mr. Costa-Mrs. Panchley: To approve the changes to travel requests and move all travel.

Discussion

Mrs. Panchley recommended that teachers from the same school who are attending the same conference consider carpooling in order to save money. Superintendent Malone said that he would see if he could make that happen.

All were in favor None were opposed Motion passed

DONATIONS

Superintendent Malone read the donations aloud.

MOTION: Mrs. Panchley-Mr. Andrade: To accept all donations.

Discussion

Mr. Andrade added that the donation of dictionaries from the Fall River Lodge of Elks was for third-grade students and this is a donation that the Elks hope will be ongoing.

All were in favor None were opposed Motion passed

CONTRACTS

Mr. Martins requested to take the Fall River Deaconess Home and Bristol Community College contracts separately.

MOTION: Mr. Costa-Mrs. Panchley: 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: Mrs. Panchley-Mr. Andrade: To approve the Fall River Deaconess Home and Bristol Community College contracts.

Discussion:

In regards to the Fall River Deaconess Home, Mr. Martins asked what and where the neglected and delinquent sites are. Siobhan Ryan explained that there were two neglected and delinquent sites in Fall River: Fall River Deaconess Home and St. Vincent’s. They are sub recipients of Title I funds. The funds they get through the state are dispersed through Title I.

Mr. Martins didn’t understand the designation of neglected and delinquent for a site. Dr. Ryan stated that is the terminology that was given to these sites by the state.

For the BCC Gateway to College contract, Mr. Martins asked what students these were. Ms. Pontes answered that the Gateway grant was cut last year but they elected to keep students who were in Year One to finish off and those are the students that are in their second year and will be graduating.

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. Costa-Mr. Coogan: To approve all grants.

Discussion:

Mr. Martins mentioned that he was very happy to see that the teacher salaries were the greatest portion of the grants.

A roll call showed:

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

All were in favor

None were opposed

Motion passed

DISCUSSIONS

1. **Presentation and Vote to Approve:** Katie Brown Educational Program impact and partnership with FRPS and SY 16-17 expenditure of \$100k paid from Title I, *as presented by Dr. Jay Schachne, Founder and Chairman, and Ms. Claire Spaulding McVicker, Executive Director*

Dr. Schachne announced that the Katie Brown Educational Program was in its 15th year. The program is a five-session program provided by their teachers in the classroom to teach about healthy, appropriate relationships. Their home base is in Fall River. The program is offered from 5th graders to high school. To date, they have provided this program to close to 80,000 students in Massachusetts and Rhode Island. Last year, they received \$75,000 in funding and they are asking for an increase so that they can provide this program to more students as well as teacher development.

Brown University and Bradley Hospital performed a study which showed that the program is effective. The study was done at Durfee High School using 10th graders – half of them participated and half of them did not participate – and showed the program had an impact in changing attitudes and changing behavior. The program is always changing and is constantly being refined because children are finding new ways to hurt each other.

Ms. Spaulding McVicker added that KBEP engages students by talking about relationship violence. They work with young people around identifying and managing difficult emotions, developing empathy, how to establish and maintain healthy relationship, dealing with conflict constructively, and taking responsibility for things they've done in the past that were wrong and making change in their behavior. The study that was done in 2013 was published in the *Journal of School Health* in April and, not only did

it find that KBEP increased people’s knowledge around dating violence, but there was a change in behavior at the three-month follow up. The group that did not participate in the program had an increase in relationship violence in that three-month period. In the packet she submitted for the School Committee binders, she included the abstract of the study that was done. Ms. Spaulding McVicker thanked the School Committee members and said that their support has allowed KBEP to reach just under 8,000 students in Fall River in the last five years. She stated that the majority of their teaching is done in Fall River. They have been able to offer parent workshops recently and educating parents to have the conversation with their children. They would like to add a professional development component to their program.

MOTION: Mr. Andrade-Mrs. Panchley: To approve the expenditure of \$100k from Title I to the Katie Brown Educational Program.

No discussion

A roll call showed:

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

6 were in favor None were opposed 1 abstained (Costa) Motion passed

2. **Vote to Approve:** Updates to Durfee High School Athletic Handbook, *as presented by Mr. Brad Bustin, Athletic Director.*

MOTION: Mr. Martins-Dr. Costar: To table the approval of the updates to Durfee High School’s Athletic Handbook.

Discussion:

Mr. Coogan asked about the section on student absences and asked if that meant that their absence allowed them to still be able to participate in sports.

Mr. Bustin stated that there was a policy that, when a student was tardy from school, they would have to find the vice principal and get the notice signed. That practice is no longer happening. If a student is absent from school, unless there are special circumstances, they cannot play or practice.

Dr. Costar said that, in order to approve a new policy, it would be helpful if it was written what the new language would say. He asked if they were lowering the academic rigor of academic requirements for athletes by saying they’re going to change from a student must pass a minimum of five classes to 3.25 credits but he’s wondering if that’s because of the new schedule.

Mr. Bustin clarified that it’s better to look at it credit wise than it is to look at it class wise.

Dr. Costar asked about the changes in the weight room. Mr. Bustin answered that there needs to be supervision by an adult and the students need to wear proper attire and footwear for safety.

Dr. Costar asked if the changes on the concussion protocol are state mandated. Mr. Bustin met with the athletic trainer Kelly Mahoney who explained that she wanted to clean up the wording in the handbook to go along better with the state law. Dr. Costar said that he had no problem with this but wants to see the changes in writing before he can approve it.

Mr. Andrade pointed out at the bottom of page 7, the item on varsity teams, and asked if the last line was repetitive. Mr. Bustin said that he would take a look at the wording.

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. Discussion and Vote to Approve:** Henry Lord Program Support and Operational Stability, *as presented by Dr. Matthew Malone, Superintendent of Schools.*

MOTION: Mr. Coogan-Mr. Andrade: To approve program support for Henry Lord Community School.

Discussion:

Superintendent Malone stated that there is a large ASD program at Henry Lord but they lack a step-up classroom for students who are doing really well to transition into. They need a step-up room with one teacher and two paraprofessionals. He suggested to the Committee the funds be reallocated for this effort from a math department head position at Morton that he is not planning to fill this year. The third part to supporting the ASD program would be the creation of a behavior therapist position. This would be paid for by Title I funds while the other two would be cost neutral. The fourth and final component of a request to help support the Henry Lord school is using Title I funds to create an Administrative Intern position that will conclude at the end of the year so it would not add any long-term cost to the budget.

Dr. Costar supported what Superintendent Malone was trying to do with Henry Lord; however, he was concerned about not having a math department head at Morton, especially considering that it is one of the areas that kids are struggling with. He asked what Superintendent Malone was planning to do to support Morton.

Superintendent Malone replied that the person who was the math department head was made the principal and she is driving the ship in math instruction. In terms of overall math focus, Dr. Fran Roy and her team have worked closely at the site level looking at math standards and lesson planning and not just on the middle school level but they're also working on the elementary and high school levels to really look at developing much more focused lessons that really look at the standards. They're going to have math discussions this year. Superintendent Malone will be bringing back some recommendations that will help bolster math.

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:** Substitute teacher and substitute nurse daily rate increase to \$85, as presented by Dr. Matthew Malone, Superintendent of Schools.

MOTION: Mr. Martins-Mr. Costa: To approve the daily rate increase to \$85 for substitute teachers and substitute nurses.

No discussion

All were in favor

None were opposed

Motion passed

5. **Discussion and Vote to Approve:** Designation of the following positions as exempt from the minimum wage and overtime pay protections of the Fair Labor Standards Act in accordance with the Final Rule to update the Regulations defining and delimiting the exemption for Executive, Administrative and Professional Employees: Administrative Apprentice, Assistant Director of Environmental Services, Athletic Trainer, Behavior Therapist/Behaviorist, CFO, Chief Academic Officer, Chief Operating Officer, Coordinator of Student Transportation Services, Director of Administrative Services, Director of Engineering Services, Executive Director of Human Resources, Executive Director of Special Education and Student Services, Financial Manager, FRED-TV, General/Manager-Producer-Managing Instructor, Human Resources Manager, National Navy Defense Cadet Corp Commissioned Officer, National Navy Defense Cadet Corp Non-Commissioned Officer, Network Technician, Principal, Redesign Coach SIMS Coordinator, Superintendent of Schools, as presented by Ms. Jocelyn LeMaire, Executive Director of Human Resources.

MOTION: Mr. Andrade-Mrs. Panchley: To approve the designation of the aforementioned positions as exempt from the minimum wage and overtime pay protections of the Fair Labor Standards Act.

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. **Discussion and Vote to Approve:** Request for Renovations to Administration Building through CPA funding, as referred by the Facilities and Operations Subcommittee and presented by Mr. Kenneth Pacheco, Chief Operating Officer.

MOTION: Mr. Costa-Mr. Andrade: To approve the request for renovations to the administration building through CPA funding.

Discussion:

Mayor Correia asked Mr. Pacheco to clarify that he's referring to the administration building. Mr. Pacheco confirmed that he was.

A roll call showed:

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

6 were in favor None were opposed 1 abstained (Mayor Correia) Motion passed

7. **Discussion and Vote to Approve:** Supporting the CPC's assessment of the Mann Murals by a conservator, *as referred by the Facilities and Operations Subcommittee and presented by School Committee Vice Chair Mark Costa.*

MOTION: Mr. Costa-Mr. Andrade: To approve the CPC's assessment of the Mann Murals by a conservator.

Discussion:

Mayor Correia asked if he understood correctly that the CPC did not accept the first application. Mr. Costa introduced Ms. Joyce Rodrigues and thanked her and Steve Camara who have been champions in their efforts to preserve the Mann Murals. He said that the initial application was sent to the CPC but it was denied. At the Facilities and Operations Subcommittee, they received suggestions on how to proceed. It was suggested that the School Committee support the application for a conservator to come in and assess the Mann Murals to give the city and the CPC additional information about the condition of the murals, what state they are in, how they could be preserved, and if they could be moved if they needed to be moved.

Ms. Rodrigues added that she submitted an additional handout to the Committee. At the September 2015 meeting, she said that she would update the Committee on the progress of the proposal. She would like to update the Committee on the status of the maintenance in the auditorium. There is imminent water damage possible on the west wall and also coming in from the center of the auditorium from the roof. She pointed this out in the handout which consisted of pictures of the maintenance work. She wanted Mr. Pacheco to address the issue. Mayor Correia said that this would not be the appropriate platform for that discussion but he encouraged her to reapply. Ms. Rodrigues assured the Committee that maintenance is ongoing. Fall River has a world-class art collection in an auditorium that is not open to the public. Because of that, state preservation funds were not available due to the fact that they are not presenting a community impact in that auditorium.

A roll call showed:

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

All were in favor	None were opposed	Motion passed
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8. **Discussion:** Durfee High School’s graduation ceremony, *as requested by School Committeeman, Mr. Paul Coogan.*

Superintendent Malone would like to bring back some information for discussion at the December meeting. It’s been a busy month at the high school and he wasn’t able to gather survey information but he will.

MOTION: Mr. Costa-Mr. Coogan: To table the discussion of Durfee High School’s graduation ceremony.

No discussion

All were in favor	None were opposed	Motion passed
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9. Recess Survey Results, *as requested by School Committeeman, Dr. Edward Costar.*

Dr. Costar stated that the recess survey came about in response to a subcommittee that took place last spring – The Parent & Community Outreach Committee. There were several parents from different schools who expressed concerns about recess and how it was implemented. The only item they saw in the policy handbook in regards to recess was the statement that said you could not withhold recess and use it as a form of punishment. The subcommittee recommended putting together a survey. They surveyed 10 schools and found that all 10 schools have at least one recess while some of them had two. The recess time in the schools varied, most occurred around lunch time. The question was raised as to whether recess was structured or unstructured. Playworks, or some sort of structured recess, seemed to be unanimous across all schools. The schools felt it was helpful in enhancing safety. Some schools offered an option for free play. The concerns that were mentioned were safety, the ability to provide coverage when teachers were out, the logistics of getting from one end of the building to another without disruption, removing rocks from playgrounds, and one school relied on funding from the Parent Teacher Association to enhance the playground equipment every year.

The attitude about recess varied. Some schools wanted to allow for discretion as to whether or not they had recess or “brain breaks.” Dr. Costar recommended that Superintendent Malone take a look at the results and create a procedure that is standardized among all schools in regards to recess.

Superintendent Malone said that he is a big believer in recess. There are benefits in brain activity that is due to physical activity. He has talked to middle school teachers about piloting recess after lunch.

10. **Discussion and Vote to Approve:** Budget Report, *as presented by Mr. Kevin Almeida, Chief Financial Officer.*

MOTION: Mr. Costa-Mr. Andrade: To approve the budget report.

Discussion:

Mr. Martins asked why the Rental and Leases has doubled what was originally appropriated.

Mr. Almeida answered that it was because they had approved the proposal for the Tansey leases after the budget had already been submitted. Mr. Martins pointed out that there will need to be a transfer of funds. Mr. Almeida assured him that there would be.

Mayor Correia stated that, overall, the budget looked good with 32% spent. Mr. Almeida agreed that they were in good shape. He thanked the Mayor for the \$1.5 million that he committed to the School Department.

Mr. Martins asked if that meant they were meeting net school spending. Mr. Almeida confirmed that it did for FY 17. They have caught up.

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

FOR YOUR INFORMATION

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

No discussion

All were in favor

None were opposed

Motion passed

REQUEST FOR EXECUTIVE SESSION

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

Attorney Assad read items that were requested for Executive Session.

- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to collective bargaining relative to ALL Administrators and Employees represented by the Fall River Administrators' Association.
- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to collective bargaining relative to ALL professional teaching employees of the Fall River School System including coaches, Title I, teachers, nurses, occupational and physical therapists, and specialists in the teaching profession represented by the Fall River Educators' Association.
- M.G.L. Chapter 30A, Section 21(a)(2): To conduct strategy sessions in preparation for negotiations with non-union personnel and/or to conduct contract negotiations with non-union personnel including Lisa Moy, Acting Executive Director of Special

Education and Student Services, James Meyen, National Navy Defense Cadet Corps Commissioned Officer, Helen F. Sowinski, National Navy Defense Cadet Corps Non-Commission Officer, and Lori Terrien, Behavior Therapist; Clotilde Cabral, Occupational Therapy Assistant, Kerry Camara, License Practical Nurse Instructional Assistant, Vanessa Desousa, Occupational Therapy Assistant, Christine Donovan, Physical Therapy Assistant, Mary Ann Donovan, Occupational Therapy Assistant, Jose Filipe Rodrigues, Occupational Therapy Assistant, Cynthia Silva, Physical Therapy Assistant, and Kelly Travis, Occupational Therapy Assistant.

- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to collective bargaining relative to paraprofessionals represented by the Fall River Federation of Paraprofessionals, ATFMA, AFL-CIO.
- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to collective bargaining relative to ALL government program employees, including without limitations, paraprofessionals, parent workers, and clerks, of the Fall River School System that are paid from Federal/State Grants and represented by the Fall River Public Schools Government Programs.
- M.G.L. Chapter 30A, Section 21(a)(7): To review and approve Executive Session Committee Minutes for the October 11, 2016 Regular Meeting of the Fall River School Committee.
- M.G.L. c.30A Section 21(a)(4): To discuss strategies relative to the deployment of security personnel and/or devices.
- M.G.L. c. 30A Section 21(a)(1): To discuss the Open Meeting Law Complaint dated November 2, 2016, filed by Patrick Higgins against all members of the Fall River School Committee regarding noncompliance with requirements of Section 20 (h).
- M.G.L. Chapter 30A, Section 21(a)(3): To discuss strategy with respect to litigation relative to Michelle Dunse's Complaint filed with the Office of the Attorney General for non-payment of wages.

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

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

All were in favor	None were opposed	Motion passed (7:03 p.m.)
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At 8:09 PM the meeting reconvened. A roll call for attendance showed:

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

Regular Meeting: November 14, 2016

Mr. Costa: Present
Dr. Costar: Absent

Mayor Correia: Present

MOTION: Mr. Costa-Mr. Andrade: To approve Lori Terrien's contract.

No discussion

6 were in favor None were opposed 1 was absent (Costar) Motion passed

MOTION: Mr. Costa-Mrs. Panchley: To approve the Executive Session committee minutes from October 11, 2016 Regular Meeting of the Fall River School Committee.

No discussion

6 were in favor None were opposed 1 was absent (Costar) Motion passed

NEW BUSINESS

Mr. Martins mentioned that, some time ago, the Committee voted to have cursive writing in elementary schools. He asked for the status on that. Mayor Correia asked if there was a motion to refer this to the Instructional Subcommittee.

Mrs. Panchley said that this went through the Instructional Subcommittee at their last meeting which was in the spring. They were told that cursive writing was going to be a part of the art program in third or fourth grade. To her knowledge that happened last year. She doesn't feel that it's necessary to bring this to the subcommittee again.

Superintendent Malone is going to get a memo put together with all the facts and, at a later time, if those answers were not satisfactory, this can be brought back up at another meeting.

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

No discussion

6 were in favor None were opposed 1 was absent (Costar) Motion passed (8:14 PM)

Respectfully submitted,



Administrative Assistant

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