

## REGULAR MEETING OF THE FALL RIVER SCHOOL COMMITTEE

Tuesday, October 13, 2015

5:30 PM

Matthew J. Kuss Middle School  
52 Globe Mills Avenue  
Fall River, MA 02724

### AGENDA

1. Roll Call
2. Salute to the Flag
3. Citizens Input
4. Subcommittee Reports
5. Recognition Awards
6. Superintendent's Report
7. Approval of Minutes
8. Committee of the Whole
9. Request for Executive Session
  - M.G.L. c30A Section 21 (a) (2) and (3)
    - To conduct strategy sessions in preparation for all litigation or grievances, as well as negotiations with custodians, paraprofessionals, clerical, FREA, FRAA, and non-union personnel including John Gomes-Behavior Therapist; Pamela Nickerson-Writer/Producer for FRED-TV & FRG-TV; and Meg Mayo-Brown- Superintendent of Schools.
10. New Business: Topics for discussion that could not reasonably be anticipated by the Chairman forty-eight (48) hours prior to the meeting
11. Addendum

## **Minutes of the Regular Meeting of the Fall River School Committee Tuesday, October 13, 2015**

At 5:41 PM Mayor Sutter read the Open Meeting Law.

Mayor Sutter then asked for a roll call for attendance which showed Mr. Andrade, Mr. Costa, Mr. Hart, Mr. Martins, Mr. Maynard, Mrs. Panchley and Mayor Sutter were present. Superintendent Mayo-Brown was also present.

*Transcriber's note: Attorney Assad was not in attendance at the time of the roll call but arrived shortly after during Citizens' Input time.*

A salute to the Flag followed.

### **Citizens' Input**

#### **Rebecca Cusick, President FREA**

Ms. Cusick shared details of a revenue campaign she and others are involved in. She was joined by Durfee High School teachers who are part of a community outreach group that work with Jobs with Justice to connect about issues of concern. The teachers introduced themselves (Ms. Paula Kaylor, Mr. Ken Kvit). An MTA representative was also present.

Ms. Cusick explained that MTA recently joined an effort by Raise Up Massachusetts Coalition to raise revenues for education and transportation in the state of Massachusetts through an amendment to the state constitution. The amendment would create an additional tax of 4% on the income over \$1M. The new revenue generated would be spent and dedicated solely to public education and the repair and maintenance of roads, bridges, and public transportation. To ensure that the tax would continue to apply only to Massachusetts highest income residents, the \$1M threshold would be adjusted each year to reflect cost of living increases.

She felt this was about opportunity for their students and thought they could offer more openings for pre-school and have more libraries up and running with librarians. They are in the process of trying to collect signatures from the public to put this on the ballot to the voters in 2018. They have to collect over 60,000 signatures by mid-November and asked if the Committee would be willing to sign the petition to take this issue to the voters in 2018.

She asked the teachers if they wanted to share their ideas on how the extra revenue could be used.

Ms. Kaylor said what the money would mean to their faculty would be to increase the number of new teachers which would give them smaller class sizes. This would give them more materials to use in the classroom such as trade books so they would not have to make copies and would enable them to have professional development such as they had with Loretta LaRoche who was able to motivate everyone or people who work in urban schools who have successful, workable improvement models.

Mr. Kvit said the district has really worked hard to get the middle schools up and running in terms of technology in every classroom and they are working at it at the high school but he feels it really needs to be more of a focus so that kids coming up from the middle schools know that the high school is as valuable as their middle schools. He is fortunate to work in a fully outfitted classroom but there are teachers in the building who do not have that capability and he thinks that shortchanges the students.

He thought the extra money would do a great service to the high school and is something that should be on the docket.

Ms. Cusick hand out information sheets to the Committee that had more information.

Mayor Sutter asked how much revenue she is talking about statewide.

Ms. Cusick said it would raise about \$1 billion adding that there are approximately 14,000 people that would be impacted by this new tax.

Mayor Sutter asked how much of that would come to Fall River.

Ms. Cusick said the details of that have not been worked out but she does know that there are two places that the money is dedicated to, one being education. They are looking at higher education because Massachusetts lags behind in funding of public higher education. It would also go to the K-12 system but the details of how much have not been worked out.

Mayor Sutter asked if they knew if the money would be parceled out according to some kind of distress barometer.

Ms. Cusick said there was discussion about prioritizing the communities that receive the money as the highest needs communities. She feels pretty confident; the group that is working on Raise Up Massachusetts keeps in mind the social issues that children deal with and the needs that schools face and she knows that has been part of the conversation.

**Valeria Pareja, Student**

Ms. Pareja explained that she was there as a current student in the Gateway to College (GTC) program at Bristol Community College. As a sophomore at Durfee High School she found herself not attending as many classes and not doing as many assignments as she should have. The severity was brought to her attention by her guidance counselor who mentioned the GTC program and explained that she could be receiving college credits and working towards her high school diploma at the same time. She felt this was the best option so took the path and is glad she did. One orientation later she met all the students that would be following her in her foundation semester and one semester later she stepped out of her comfort zone and stayed motivated because of her resource specialists. They helped her find out how to utilize time management and those tools for success helped her along the way. She became normalized to the BCC culture and it was not culture shock because of the people who were there to support her and her cohort became a family. So many other students would love to have a second chance which is why she is there. She stands before them in her third semester looking forward to graduating this June and continuing her college experience and she wanted to thank them all on behalf of all the students in GTC for their tremendous support.

Mayor Sutter congratulated her.

**Kristen Silva, Parent**

Ms. Silva explained that she is the mom of three girls, two of which are in Fall River Public Schools and one will be in a few years. Her ten year old came home in the beginning of the school year with paperwork to fill out and sign and one of the pages asked for her daughter's signature. Her daughter said her signature was bad because she was not taught cursive. This is when she found out that penmanship and cursive was taken out of the curriculum. While she realizes that computers and electronic signatures are becoming more common there are many things that children will need

cursive for in the future such as signing their names on legal documents, contracts, medical forms, etc. Ms. Silva cited many other instances in which students need to understand cursive noting at times teachers will write comments on their homework and classwork in cursive and they are unable to read what the teachers write. She also explained that many historic American documents were originally written in cursive and are documents that will need to be translated for future generations.

Ms. Silva continued that when she was in school the teachers required them to write everything in cursive and she wondered what had changed. The only thing she knows of is that they now have to teach what is required to pass the test so they satisfy the state. If they cannot fit the curriculum into the elementary schools she thought there were spots where it could be taught in the middle schools. She knows many other school systems have taken it out of their curriculums as well but she believes they could hold their kids to a higher standard and teach them how to write. She thanked them for taking the time to listen to what she had to say as she feels very strongly that this is an important issue for the future of education.

Mayor Sutter applauded Ms. Silva for taking the time to think about her remarks. He found them to be extremely interesting, thoughtful, and to the point. He is old fashioned and likes cursive and uses it more than he uses a computer. He thinks it does have a place and will forever. He asked what she thought the next step should be from them as a School Committee on this issue.

Ms. Silva said she would like them to figure out a way to fit it back in. The ELTs are fun and make school more interesting but her daughter has a lot of them. She felt that one of them could be taken out and penmanship could be taught to the middle school kids. She understands there is so much to teach the elementary students but she also did not feel that it was appropriate that her fifth grade daughter could not sign paperwork that was sent home. She thought it was unfair to ask a child if they are not being taught.

Mayor Sutter asked Madame Superintendent or the Vice-Chair if this is something that would be assigned to a subcommittee.

Mr. Costa said absolutely and concurred that this was a matter that could get sent to Instructional/Curriculum Subcommittee. He thought they would find that the reason it was removed is because the focus has become so imperative with English language arts, mathematics, and science. With all of those competing interests fighting for time within a school day, the benefit of extended learning time could maybe allow for cursive to be taught. He agreed and thanked her for bringing it to their attention. He thought having the ability to write in cursive is important for the varied reasons she outlined. When they get caught up in all of the policy and everything else that is required they sometimes forget about some of the simplest things such as being able to sign your name so he is thankful and appreciative to her for bringing it to their attention.

Mr. Martins commended her for coming forward for cursive writing. He cited more reasons cursive is needed such as entering the military and going for a driver's license. He thought they should do everything they could to institute cursive writing in some manner.

**MOTION: Mr. Martins – Mr. Andrade: That the Superintendent be tasked to come up with options to introduce cursive writing somewhere in the curriculum of any particular year that is appropriate.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

Mayor Sutter told Ms. Silva it was well-done and the personification of what citizens input should be. He thanked her again.

**Jill Dumont, Nurse**

Ms. Dumont introduced herself as one of the school nurses in the City of Fall River and that she would be speaking on behalf of all the nurses present. They wanted to thank the School Committee for the experience they have had negotiating with them and the administration in order to join the Fall River Educators' Association. The process was collaborative and they look forward to finalizing it and moving forward.

**Subcommittee Reports**

There were no subcommittee reports this evening.

**Recognition Awards**

Mr. Martins said it is always a pleasure to recognize people who have made a difference and today is no different. He asked that Mr. Andrade, who was very instrumental in bringing this award about, come to the podium.

Mr. Andrade explained that the person they would be recognizing that evening was someone who would be more comfortable recognizing someone else to be honored. He noted how he became aware of her contributions a year ago. There had been no department head for physical education as they had in years prior. He was overwhelmed with all that she had done and recommended her for MASC's Friend of Public Education Award. Mr. Andrade went over some of those contributions and then presented an award to Ms. Marcia Picard on behalf of MASC and a second award on behalf of the Fall River School Committee.

Ms. Picard thanked Mr. Andrade stating she was very flattered and honored. She added that she is very lucky to be supported by people like Meg Mayo-Brown, Fran Roy, Tom Coogan, Barbara Allard and others who do extraordinary things in the community noting principals who in a heartbeat are ready to participate 100% in the Walk-to-School days. She is way beyond retirement age but she is working with people for whom she has a great deal of respect and she is having a lot of fun.

**Superintendent's Report**

Madame Superintendent explained that they were going to do their annual tradition of awarding students who completed their summer reading scavenger hunt through a drawing. Members have before them boxes that contain names of students who are eligible for the drawing. Names were drawn and announced for each grade level, grades 1-8. Each student selected will be awarded a Google Chromebook.

She thanked the School Committee for their support. They buy the books that the students read as part of the summer reading scavenger hunt. She also thanked their community partners throughout the city where the books are located as well as Siobhan Ryan and Barbara Allard for coordinating the effort.

**Minutes**

**MOTION: Mrs. Panchley – Mr. Maynard: To approve the minutes.**

No Discussion

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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**Travel Requests**

**MOTION: Mr. Maynard – Mrs. Panchley: To approve all travel.**

Discussion

Mr. Martins questioned the travel request for students going to Escobar Farm from Silvia School, asking if any student would be left behind if they could not pay the \$8.00.

Superintendent Mayo-Brown responded that if a student is not able to pay then they address that and would not exclude a student for that reason.

Mr. Martins also had a question on the travel request from Durfee High School for the student who would be performing at the Grand Ole Opry. He did not see a chaperone listed and wondered if there was a need.

Superintendent Mayo-Brown said that there is one chaperone noted.

Mr. Martins questioned the funding source.

Superintendent Mayo-Brown asked Mr. Almeida for that information through the Chair.

Mr. Almeida said the funding source is the music travel line.

Mrs. Panchley said that it was fantastic but wanted to be sure they were not talking about funds that were going to be spent in the music department for other students. She wondered if they normally account for this sort of item.

Mr. Almeida said they do.

Mrs. Panchley said she just wanted to make sure that a larger group of students would not be missing out over one student. She thought it would be fantastic to hear about it and cheer the student on.

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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**Donations**

**MOTION: Mr. Costa – Mr. Andrade: To accept all donations.**

No discussion

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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**Contracts**

**MOTION: Mr. Costa – Mr. Hart: To approve all contracts.**

Discussion

Mrs. Panchley asked about the math coaches at Henry Lord and questioned what line item it would come from.

Mr. Almeida said it was coming out of the Title I grant.

Mrs. Panchley apologized that she missed that. She continued by asking if Roman Music Therapy was a new contract or something they have had in place.

Mr. Almeida said it was something they had existing last year.

Mr. Andrade asked how many teachers they had with Teach for America.

Superintendent Mayo-Brown asked if Ms. LeMaire had that information.

Ms. LeMaire said there were ten in total.

Mr. Martins asked how long they have been involved with BCC with regards to Gateway to College.

Superintendent Mayo-Brown said Spring 2012 was their first year.

Mr. Martins thought it was a great program.

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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**Grants**

**MOTION: Mr. Costa – Mr. Andrade: To approve the grants.**

Discussion

Mrs. Panchley wondered why there was a large amount of money listed for bookkeepers in the SPED 94-142 grant.

Mr. Almeida explained that these are the same bookkeepers they have had for years who do various things in the special education department; it is not specifically an actual bookkeeper but various clerks in the department.

Mrs. Panchley asked if all clerks in that department were paid through this and if they have been in the budget.

Mr. Almeida said that was correct and yes, they were in the budget.

Mrs. Panchley said she did not remember seeing it and it struck her as a large number. She would ask more about it at budget time.

Mr. Martins noted for the Watson Design Grant it is for \$460,690 but teacher salaries were listed at \$45,000. In addition, there was \$116,500 for consultants. This grant has already been submitted to DESE and comes before the School Committee after the fact to be approved.

Superintendent Mayo-Brown explained this is part of Watson’s three-year redesign plan and they ask that they chunk it out on an annual basis in terms of funding. It has been submitted and is presented for the acceptance of funds.

Mr. Martins said he knows it is a continuation of the Watson Redesign grant; however, this is from September 2015 through July 2016. Consultants are listed at \$116,500 and he questioned if it would be a greater advantage to the students at Watson to have more teachers in each classroom paid by the grant so that students have access to the expertise of two teachers in the same classroom - dual

teaching - versus having consultants. He cannot understand why there is so much money available for consultants and not enough money for teachers in the classroom to provide direct services to those kids. To see that amount of money for consultants versus \$45,000 for teachers, he feels is a mockery.

Mr. Martins continued by questioning the CCLC grant for Durfee for \$80,250 wanting to know what the grant was for as well as CCLC for Greene.

Superintendent Mayo-Brown asked if he would like her to respond to his questions.

Mr. Martins asked that they go back to the first one and respond.

Mayor Sutter recognized the Vice-Chair.

Mr. Costa asked what they were discussing and Madame Superintendent and Mayor Sutter said the Watson grant.

Mr. Costa said he is in support of the Watson grant allocation as it is outlined explaining that redesign grants are typically a three year grant intended to infuse resources into a school to help them redesign the current structure to provide assistance and support to the current staff that are there. Mr. Martins raised that there was \$116,500 in consultants but there is also \$109,600 in teacher stipends which would allow for teachers to get paid above and beyond what they get paid now for the additional work that they do. He supports co-teaching; however, if the Committee took action to make the teachers permanent, when the grant expires in a year, the Committee then has the task of deciding whether or not they want to encumber \$116,000 worth of professional salaries going forward. He did not think what Mr. Martins was suggesting was that they hire those teachers to co-teach simply for a year or two and then let them go. The \$116,000, the way he understands it, would be for consultants to come in to provide assistance and guidance to the current staff so that once there is no longer a need for a redesign grant, they will be able take whatever expertise and assistance that was given to them and use that going forward.

Superintendent Mayo-Brown added that when a school is designated level 4 there is a statutory stakeholder group that comes together to develop the redesign plan and then they submit that plan to the Department of Education for approval. Along with that approval comes three years' worth of funding to support the redesign plan. The Committee supported extended time at Watson as a strategy for school improvement. As part of that extended time, they will see in the consultant line item the National Center on Time and Learning (NCTL) which is the technical assistance organization that supported Silvia, Kuss, Morton and Viveiros through their expanded time. They contracted again with NCTL to support Watson in the most effective use of their expanded time. There is also \$21,500 for MSBAIR which is the monitoring site visit conducted by the Institute for Research which is a requirement of the grant. They have to spend their grant funds for them to conduct their monitoring site visit.

Madame Superintendent continued that the next area is \$30,000 for Responsive Classroom which the stakeholders – who include teachers, community members, and others designing a redesign plan for the greatest impact on Watson – who made a determination that there was a necessity for additional PD in Responsive Classroom. They will also see \$10,000 supporting a partnership with the Boys and Girls Club which will most likely go up because they are talking about the possibility of increasing the partnership with them. She understands at face value it sounds like they are spending a lot of money on consultants that should be going toward teachers but she wanted to underscore that this plan was

developed by the stakeholder group for Watson and was submitted in order to support the turnaround effort at the school based on what the stakeholders felt was best.

Mr. Martins said he did not have any problem with the money for stipends because the teachers and those involved are working beyond their normal school day so they should be compensated. His issue is the amount of money spent on consultants. He referred to Mr. Costa's comments regarding having to let teachers go at the end of the redesign cycle and said they are not an employment agency and if they have to let them go when there is no more money...He questioned what would happen when all of the other grant money dried up noting they have lots of people on grants and they cannot absorb them either. He felt they would get their services for two years if that is the duration. If they cannot afford to keep them, then they are paid for those two years and they get the experience and take it elsewhere. He felt \$116,000 could purchase several teachers to help the neediest of those classrooms.

Superintendent Mayo-Brown asked if Mr. Martins believed in site-based management for schools.

Mr. Martins said he is not questioning site-based.

Superintendent Mayo-Brown said that the Watson School site made the determination on how they wanted to use their funding and it was not the administration or the Committee. The site made a determination based on their analysis of what they needed for the school and these were the areas they wanted. If they are going to honor what schools want for their redesign then she thought they needed to support that.

Mr. Martins replied that if they want something, then he wants something in return – that school to achieve the targets of CPI which they are not doing.

Superintendent Mayo-Brown said that they are a school that has shown positive trajectory in many of their areas that were tested. They don't want to give the Watson teachers the message that they are not doing their job because they are. They are moving those students.

Mr. Martins said they need help.

Superintendent Mayo-Brown responded that what is in the plan; the help that they identified that they wanted as a school site.

Mr. Martins said if they want authority to do that then he felt a reasonable request was that he wants them to achieve the targets in return.

Superintendent Mayo-Brown said it is a reasonable request and she did not think that any Watson teacher would argue with him that that is not their goal.

Mr. Martins said when they have their budget meetings with the schools all of their goals are to achieve the targets but yet it is not happening for at least six of the schools. He questioned who was to blame when the goal was not achieved.

Superintendent Mayo-Brown asked if the message to the Watson faculty was "you didn't get it done in a year."

Mr. Martins said his message to the Watson School would be "are you sure you really want this or does your faculty want to have two teachers in their classroom?" Hopefully those two teachers would

cooperate with each other to go on to help the students. He questioned if a faculty vote would be wanting more teachers in the classroom.

Superintendent Mayo-Brown said that that was a question they should ask the Watson staff in terms of if they want to amend their redesign plan because...

Mr. Martins said he will commend them when he sees the results of it but not before.

Superintendent Mayo-Brown responded that this was their plan and he could always check in with them and offer a chance to amend the plan.

Mr. Martins said by June 2017 they are supposed to have knocked each group’s gap by 50%. He has it plotted and will gladly share the plot with anybody. When going through graphic projections, they are not going to make it.

Superintendent Mayo-Brown said she is focused on the redesign plan in terms of what Watson has developed and submitted.

Mayor Sutter felt they had exhausted this topic.

Mr. Martins said they did not need to go on but he gets upset with what he sees with the grant monies and the teachers are being told they are going to get a whole bunch of PD and consultants but yet they are not the ones that are taking the test.

Mayor Sutter said he felt what was particularly illuminating, which he was not aware of until just now, is that this was their plan; this was not a plan foisted on them. He is not sure that it is for the School Committee to question. He felt they were more expert about their school than anyone else.

Mayor Sutter said they were going to move on.

**6 were in favor      None were opposed      1 no vote (Mr. Martins)      Motion passed**

**Discussion Items**

- 1. **Vote to Accept:** \$1.6M allocation from the Fall River City Council to the school department’s insurance line, *as presented by Mr. Kevin Almeida, Chief Financial Officer.*

**MOTION: Mr. Maynard – Mr. Andrade: To accept the \$1.6M allocation from the Fall River City Council to the school department’s insurance line.**

No discussion

**All were in favor      None were opposed      Motion passed**

- 2. **Presentation:** School Committee survey, *as presented by Dr. Michael Goodman, Executive Director of the Public Policy Center.*

Dr. Goodman introduced himself as a professor at UMass Dartmouth and the Executive Director of the Public Policy Center. He was there to report on the results of the work that they had conducted in collaboration with the district’s Evaluation Subcommittee. It was done through an internal stakeholder evaluation survey asking a series of questions about the School Committee’s achievements of its goals that they recently set for themselves. The Public Policy Center is the public

service applied research and technical assistance unit of the University of Massachusetts at Dartmouth and they are pleased to be there on a consulting basis which is unpaid.

Dr. Goodman explained that the goal's the Committee set for themselves was the basis of design for the survey that was implemented. The questions were built in consultation with the Evaluation Subcommittee to attempt to measure outcomes associated with those goals. He briefly went through the technical background noting he was not the evaluator of the School Committee and it is all designed to be input to their internal process for evaluating the progress that they have been making towards their own goals. It should be considered to be a baseline/starting point from which they can measure their performance going forward.

Dr. Goodman reviewed all the data with the Committee with a PowerPoint presentation noting that there was a very low response rate. The 240 that did respond did look demographically similar to the overall staffing patterns in the schools at least on the teaching side. DESE reports on the profile of teachers but not on administrators so they were not able to make that comparison.

After reviewing all the data, Dr. Goodman thought it was important to keep in mind that this information reflects a small, but significant, portion of the stakeholders within the district. They were not in a position to survey the opinions out in the community. There are some things that are worthy of feeling encouraged about but also there are clearly some challenges moving forward.

Mayor Sutter asked why they did not ask the standard poll question – especially with only 17% responding – if they thought the school system was going in the right or wrong direction. He thought it was hard to determine from the 17% who responded if there was a preponderance of people who were upset or a preponderance who were pleased. He felt it was a standard question and was curious as to why it was not asked.

Dr. Goodman believed it would be a standard question in politically oriented public opinion research but not so typical in evaluation research. They wanted to make sure they stuck strictly to the goals. The last thing they want to do at a University is get in the middle of who is doing a good job where when it comes to these things. What he heard from the Evaluation Subcommittee was that they had these goals and DESE asked them to begin a process in evaluating the extent to which those goals are met so they stuck just to the facts on that. He thought it would be hard to dismiss the findings solely on the basis of whether or not they represent people who disproportionately have negative feelings. He did not think the results are consistent with that. He thought they were sufficiently mixed and it was unlikely. He added that they might be able to indirectly draw some inferences from the feedback on the vision questions as to whether or not they think they are on the right track.

Mr. Andrade asked in general terms where Dr. Goodman thought they should go from there.

Dr. Goodman thought there were a couple of logical implications and did not want to give them direct advice on what to do. One take away that he found striking was – combined with the relatively low response rate – even of those who responded, the fact that 4 in 10 of the teachers had no exposure to the Committee's work last year he thought suggested there may be something fruitful in doing more outreach or working on how they communicate what they are doing with the people in the district. Dealing with that indifference as to why people do not want to participate and why when they do participate, they do not have a strong opinion. Trying to figure out how to expand their exposure is one take away. The others had to do with communication and trust. As educators, he thought they could all agree that more information and communication and a sustained effort to close the gap

between the perceptions of some of the internal stakeholders and the reality is well worth them making a priority going forward.

Dr. Goodman assumed this was an input into a larger evaluation process that they are undergoing and it could be used to target next steps and set priorities for the Committee and its work towards achieving its goals going forward.

Mayor Sutter thought the outreach suggestion is an extremely compelling one because he wrote down the questions where there were more negative responses than positive and they would all fall under the rubric of outreach.

Mr. Costa said that clearly is an area that needs improvement. He commented on the structures as they are currently designed which encourage that communication between the staff and administrators goes through the Superintendent to the Committee. He believed that some of the responses they are hearing is the way that system is designed. They may need to take a look at that if the staff is feeling they do not have direct access to the Committee or that they are not as transparent; they can only be as transparent aside from their open meetings, from the message that gets conveyed to them through the Superintendent and vice versa.

Dr. Goodman added or through the media.

Mr. Costa agreed and thought there was work to be done there noting again that it struck him when he was thinking of the way the structure is designed with there being clear boundaries about contact directly with School Committee members and how that should be facilitated.

Dr. Goodman said he does not have any direct knowledge of the school district policies but thought that open and direct communication between individual Committee members and the individual staff members could be problematic for any number of reasons. He did not think it was just the conduit for the communication; even those that were exposed didn't hold a strong opinion either way. He would not want to speculate as to why but would say that they either did not have a strong opinion or were disinclined to share their opinion. If they were disinclined to share their opinion, whether or not that makes it more likely to be positive or negative, he would leave to their imaginations.

Mrs. Panchley thanked Dr. Goodman for his presentation noting that when it was sent to her it did not make her happy to see the results but it obviously is the perception of the 17% of the people that responded. It gives a clearer picture of what they need to work on. It is easy to dismiss it and try to give reasons for why the answers were what they were. They need to move forward and try to do a better job in some of those areas.

Dr. Goodman acknowledged the work of his colleagues at the PPC, especially their graduate research assistant, Jason Wright, who worked tirelessly on the project.

Mr. Martins said he was tasked to do a survey, he did it and he thanked him for it. He asked if they could be provided with an executive summary of what it means to him.

Dr. Goodman said he could get a summary of the results to them through the Superintendent. He would also be happy to answer any other questions they may have offline or online.

3. **Vote to Approve:** Voting delegate to annual meeting of Massachusetts Association of School Committees, *as presented by Superintendent Mayo-Brown.*

Superintendent Mayo-Brown suggested a call for a motion to see if there is an individual recommended to represent the School Committee at the upcoming annual conference.

Mrs. Panchley said that she would make a motion to recommend Mr. Martins to attend although she is not sure it is agreeable to him.

Mayor Sutter informed Mr. Martins that he had been nominated to attend the annual meeting of Massachusetts Association of School Committees.

**MOTION: Mrs. Panchley – Mr. Hart: To recommend Mr. Martins as the voting delegate at the annual meeting of MASC.**

Discussion

Mayor Sutter asked if Mr. Martins was willing to accept and Mr. Martins responded yes.

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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4. **Vote to Approve:** Two ESL teachers (FTEs) at the Viveiros Elementary School, *as presented by Dr. Fran Roy, Chief Academic Officer.*

**MOTION: Mr. Andrade – Mr. Maynard: To approve two ESL teachers at the Viveiros School.**  
No discussion

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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5. **Vote to Approve:** Additional FTEs at the Greene Elementary School and Letourneau Elementary School for the purpose of reducing the class size ratio; funding provided by Title I, *as referred by the Finance Subcommittee and presented by Principal Joel Jocelyn and Principal Brian Raposo.*

**MOTION: Mr. Maynard – Mr. Andrade: To approve additional FTEs at the Green School and Letourneau School for the purpose of reducing class size.**

Discussion

Mr. Martins said he was trying to find what the position was that the subcommittee recommended being funded with Title I funds.

Superintendent Mayo-Brown said that the subcommittee made a favorable recommendation for three classroom teachers for the Greene School.

Mr. Martins asked if those were additional teachers and Madame Superintendent said that was correct.

Superintendent Mayo-Brown explained that at the Letourneau School, Principal Raposo did not make a recommendation to the subcommittee at that time, but has since made a recommendation to the Committee of the whole in terms of his additional staff request.

Mr. Martins said he highly supported this.

<b>All were in favor</b>	<b>None were opposed</b>	<b>Motion passed</b>
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6. **First Read:** Policies (JKAA) Physical Restraint of Students, (ECAF) Security Cameras in Schools, (EBC) Emergency Plans, (IJND-IJNDC) Technology Policies, , *as presented by Mr. Thomas Coogan, Chief Operating Officer.*

**MOTION: Mr. Hart – Mr. Maynard: To pass the first read of policies JKAA, ECAF, EBC, IJND-IJNDC.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

7. **Vote to Approve:** Accelerated Improvement Plan 2015-2016, *as presented by Dr. Fran Roy, Chief Academic Officer.*

**MOTION: Mr. Costa – Mr. Andrade: To approve the Accelerated Improvement Plan for 2015-2016.**

Discussion

Mrs. Panchley thought it was important to have a discussion on this because it is where they are going for the next year. She asked through the Chair that Dr. Roy come forward.

Mrs. Panchley said at the end of the last cycle she believed they got some of the numbers to tell them where they were such as attendance and PPI. She wondered if they might be able to include data from things such as Dibbles and Reading Street that they get for the younger grades which can be an indicator as to how things are moving along K-2 because they are not getting MCAS score results to look at for them. When they talk about lowering elementary classroom size, a lot of times she thinks about K-2 and really giving them the foundation so that when they get to upper elementary and beyond they have a better chance of success. She was hoping to see some of that when they come to the end of the AIP so they are not just looking from grade 3 on.

She continued that the PPI page showed nice improvements from one year to the next as far as narrowing the proficiency gap; 2015 was not filled in and she questioned if they did not have that data yet because of PARCC.

Superintendent Mayo-Brown said that was correct; they did not expect to have that until the end of November because the Department has to calculate PARCC into that.

Mrs. Panchley said she asked Dr. Roy to provide to the whole Committee who the emerging schools were/the three categories of schools they are watching just to look at it with the MCAS scores to see if it made sense and it certainly did seem to make sense. High capacity is always on her mind and that they are supposed to be visited at least once a month. She wonders and hopes the schools that are level 1 are getting enough support.

Dr. Roy said that everyone's data is monitored regularly. The good thing about those high capacity schools is that they look at the AIP; those schools have those four strategic objectives embedded very well. As parents of Silvia or Kuss students know, they are right on top of those benchmarks and are always internally monitoring. They do monitor all but it is how they prioritize their resources.

Mrs. Panchley said she also noted about the retention committee which is something that has come up a lot. She believed a group at Durfee had come together to talk about retention and she knows it is something they have been asked about a lot. She told a story about being with a parent from Dartmouth whose child is in the class of someone who just left Fall River to teach there. It is a 5<sup>th</sup> grade class with 21 students and a full-time paraprofessional as well as many parent volunteers. It struck her; she thinks there are many reasons why they have difficulty with retention but that is one

example that sums it up in a big way for many teachers. She thinks the retention work is so important and whatever the Committee can do to support that work she is in favor of.

Mrs. Panchley ended by saying she did not think this should just go by with a yes vote and then discussed again in June so she wanted to highlight the areas that caught her attention.

Mr. Martins referenced page 4 for final outcome for PPI and asked if the goal was just words or if it would be accomplished.

Dr. Roy said that is the goal that they are setting as a district and it is the goal that all principals are setting as well as the staff. That is what they are working towards.

Mr. Martins hears often that “that is the goal” and questioned if they were going to achieve the goal. They are going to have one more year after that to achieve the goal and they cannot be considered as just words. Not achieving the goal seems to not have any consequences as if the goal is meaningless.

All were in favor	None were opposed	Motion passed
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- Vote to Approve:** End-of-year report, as discussed at Finance Subcommittee and presented by Mr. Kevin Almeida, Chief Financial Officer.

**MOTION: Mr. Maynard – Mrs. Panchley: To approve the end-of-year report.**

Discussion

Mrs. Panchley thought that Mr. Almeida needed to present information about the end-of-year report before voting.

Mr. Maynard said he would like to hear the information.

Mr. Almeida explained that at the September 30<sup>th</sup> Finance Subcommittee meeting they reported out the end-of-year report based on where they were at that time. Since then they have had a few discussions with the city as to an allocation method or per pupil method for the administration cost in the indirect cost agreement. That is where they stand at the moment. At the September 30<sup>th</sup> meeting the figure that was presented was somewhere in the \$1.2M-\$1.5M ballpark and presently they are still in that range.

Mr. Maynard said they are right on track.

Superintendent Mayo-Brown explained that they are in conversations with the city around a couple of items that they were back and forth on in terms of needing to reach agreement. One of those areas is the cost to the School Committee for administrative services. There is a method where they can use a percentage of the budget. In their conversations with the city they indicated that that methodology is slightly inflated because the healthcare line item now comes under the School Committee’s control. There is a second approach that could be used which is a per pupil methodology. They are back and forth with the city around specifically those administrative costs and what that amount is as well as just a few minor outstanding items. She would say that the end-of-year report is not ready for submission so she would ask that the Committee not take a vote on it until it is finalized with the city.

Mr. Maynard asked when they thought it would be finalized.

Mr. Almeida said at this time they have an extension through October 31st with the state.

Mrs. Panchley said there is a motion on the table but the Superintendent recommended that they table it.

Mayor Sutter asked if there was a motion to table.

Mr. Martins said he would make a motion to table.

Mr. Costa clarified that if the motion to table succeeded it would end all discussion. He knows Mr. Martins wanted to speak on the topic but if it is tabled, that would end the discussion.

Mayor Sutter thought it would be premature to speak about it until they were ready to present it.

Mr. Costa said unless members had general questions for Mr. Almeida about the process or percentages. If the motion to table is made and passed, it would cease that dialogue as well.

Mayor Sutter asked if Mr. Martins would like to discuss it further before tabling it.

Mr. Martins said he had one simple question and asked Mr. Almeida if they met minimum school spending for FY15.

Mr. Almeida said they did not in FY15.

Mayor Sutter said only because there is this outstanding matter that has not been resolved yet because of the uncertainty of the amount but other than that the city has met its requirements.

Mr. Almeida said for FY16, yes.

Mayor Sutter said for FY16 and for FY15 leaving aside this issue which just needs to be resolved which they are in the midst of discussing.

Mr. Almeida said that was correct.

Mr. Martins asked how much they did not meet NSS by.

Mr. Almeida said that is the figure they are trying to work out; there is a couple hundred thousand dollars difference.

Mayor Sutter said they are a couple hundred thousand dollars apart and the city has every intention of meeting the NSS figure for FY15 and for FY16 and the only reason they can't say they haven't met it yet is because they have the carryover from FY15.

Mr. Almeida agreed.

Mayor Sutter added it is just the issue of the health insurance shortfall.

Mr. Martins said he understands that and it will happen but what he is seeking is that they have gone through all the accounting and did not meet NSS for FY15; therefore, how much is being carried over to FY16.

Mayor Sutter said it would be somewhere between \$1-1.5M.

Mr. Almeida said it was smaller than that; about \$1.3M.

Mayor Sutter said they are just determining the exact amount and he has learned that these matters do not always lend themselves to the greatest amount of precision; this figure has varied over the last ten months but they are zeroing in on it and he is optimistic that it will be resolved by the next School Committee meeting. The city has every intention of meeting it and has conveyed that many times publicly and continues to convey it publicly; it is just a question of what the amount is.

Mrs. Panchley asked a clarifying question about the tabling; if that would mean they couldn't meet with the City to discuss it as well.

Mayor Sutter said he did not think so.

Mrs. Panchley said they had never really tabled anything in her two years on the School Committee and she just wanted to clarify.

Mr. Costa said the only thing he would ask is that the Committee be kept in the loop on the manner in which the school department and city agree on because it has huge implications. For a number of years they went based on per pupil and then they switched and went with a percentage of the overall city budget. The concern he has is that it appears as though their school budget increases year after year and the city budget is not keeping pace with that. They become a larger percentage of the overall city budget; therefore, they pay a larger percent to cover the indirects on the city side. It is unique in a sense that the city has factored for the health insurance to be within the school department's budget which raises the amount of money they receive and then has consequences by becoming a larger percentage of the overall city budget and he thinks that is where they get into percentages versus per pupil allocation. He agreed they were close and thought they would get there. He hadn't heard anything that leads him to believe the city is not going to hold true to its commitment towards meeting NSS. Not only have they made a commitment to do so, they are obligated to do so by law. It is a matter of ironing out what is eligible and what method they are going to use to determine what that number will look like. He asked that they just keep the Committee up-to-date as to the communication so that they are ready to take a vote to send the end-of-year report off to DESE and finalize the process.

**AMENDED MOTION: Mr. Martins – Mr. Costa: To table the end-of-year report.**

Discussion

**A roll call showed:**

Mr. Andrade: Yes	Mr. Maynard: Yes
Mr. Costa: Yes	Mrs. Panchley: Yes
Mr. Hart: Yes	Mayor Sutter: Yes
Mr. Martins: Yes	

**All were in favor**

**None were opposed**

**Motion passed**

9. **Vote to Approve:** October's budget report, as presented by Mr. Kevin Almeida, Chief Financial Officer.

**MOTION: Mr. Andrade – Mr. Maynard: To approve October’s budget report.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Costa – Mr. Hart: To place on file the FYI section of the agenda.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

**EXECUTIVE SESSION**

Attorney Assad said would require an executive session and cited the following:

“Pursuant to Mass General Laws Chapter 30a, section 21a 2 and 3 to conduct strategy sessions in preparation for all litigation or grievances, as well as negotiations with custodians, paraprofessionals, clerical, FREA and FRAA as the Chair has determined that an open session may have a detrimental impact on the position of the School Committee as well as strategy sessions with respective non-union personnel including John Gomes, Behavior Specialist; Pamela Nickerson, Writer/Producer FRED-TV/FRG-TV; Meg Mayo-Brown, Superintendent of Schools. We would reconvene. There may or may not be statements at that time.”

**MOTION: Mr. Costa – Mrs. Panchley: For Executive Session.**

No Discussion

**A roll call showed:**

Mr. Andrade: Yes

Mr. Maynard: Yes

Mr. Costa: Yes

Mrs. Panchley: Yes

Mr. Hart: Yes

Mayor Sutter: Yes

Mr. Martins: Yes

**All were in favor**

**None were opposed**

**Motion passed (7:33 PM)**

At 8:36PM the Committee reconvened. A roll call for attendance showed all members were present.

**MOTION: Mr. Costa – Mr. Hart: To approve the contract as negotiated between the Fall River Public Schools and the nurses.**

No Discussion

**A roll call showed:**

Mr. Andrade: Yes

Mr. Maynard: Yes

Mr. Costa: Yes

Mrs. Panchley: Yes

Mr. Hart: Yes

Mayor Sutter: Yes

Mr. Martins: Yes

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Costa – Mr. Hart: To approve the contract as negotiated between Mr. John Gomes, Behavior Therapist, and the Fall River Public Schools.**

No Discussion

**A roll call showed:**

Mr. Andrade: Yes

Mr. Maynard: Yes

Mr. Costa: Yes

Mrs. Panchley: Yes

Mr. Hart: Yes

Mayor Sutter: Yes

Mr. Martins: Yes

**All were in favor**

**None were opposed**

**Motion passed**

**MOTION: Mr. Costa – Mr. Andrade: To approve the contract as negotiated with Ms. Pamela Nickerson, Writer/Producer for FRED-TV and FRG-TV, and the Fall River Public Schools.**

No Discussion

**A roll call showed:**

Mr. Andrade: Yes	Mr. Maynard: Yes
Mr. Costa: Yes	Mrs. Panchley: Yes
Mr. Hart: Yes	Mayor Sutter: Yes
Mr. Martins: Yes	

**All were in favor**

**None were opposed**

**Motion passed**

**NEW BUSINESS**

Mr. Maynard asked Mr. Coogan how they were making out with the carbon monoxide detectors.

Mr. Coogan said they had not yet finished the project but were probably about half way through. Some of the schools had them already and were in place as required by law at the time the school was built and they added a number since then and are about half way through. They had to take a short break in September because the contractor doing the work had a lot of other work and now he is back on the project. He expected they should be close to finished by November 1.

**MOTION: Mr. Costa – Mrs. Panchley: To adjourn.**

No discussion

**All were in favor**

**None were opposed**

**Motion passed**

Meeting adjourned at 8:39 PM

Respectfully submitted,



Administrative Assistant for  
School Committee Services

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 School Committee Services.