

Special Meeting of the Fall River School Committee

Thursday, July 10, 2014

5:30 PM

School Administration Building

417 Rock Street

Fall River, MA 02724

AGENDA

- Roll Call
- Salute to the Flag
- Committee of the Whole
 - Vote to Adopt: Current budget of \$97,250,000
 - Vote to approve contracts

MINUTES

At 5:55 PM Mayor William Flanagan, Chair of the Committee, called the meeting to order. A roll call for attendance showed all members were present. Also present were Superintendent Mayo-Brown, Mr. Michael Saunders, Dr. Fran Roy, Ms. Ivone Medeiros, Ms. Jocelyn LeMaire, and Mr. Kevin Almeida.

A salute to the flag followed.

1. Mayor Flanagan said the first item of business was several contracts that were listed.

MOTION: Mr. Maynard – Mr. Andrade: To approve all contracts as listed.

Discussion:

Mr. Costa asked Madame Superintendent if the contracts were for closeout of FY14 or if they were FY15 contracts.

Superintendent Mayo-Brown explained that they were for FY15 for professional development they will be offering in August to teachers.

All were in favor

None were opposed

Motion passed

2. Mayor Flanagan said the next item was the adoption of the \$97,250,000 budget for the Fall River School Department. He asked Madame Superintendent to explain.

Superintendent Mayo-Brown said before she asked Mr. Saunders through the Chair to present to the Committee the information that he sent out that afternoon that required School Committee action; she

had a few things to bring to the Committee's attention regarding class size. She continued by saying that her understanding is that the Committee would like to continue to invest resources in order to reduce class size.

- They have reviewed class size projections and she noted that the class sizes at Letourneau, particularly in the fourth grade, are low enough to remove a fourth grade teaching position from Letourneau and move it to Silvia where they have a large grade four class size. They would like to make that FTE movement across the district.
- Secondly, they looked at Spencer Borden's numbers for second grade and they have very large class sizes. In meeting with the principal, the strategy that they came up with that they would like to recommend to the School Committee is to convert the current coaching position FTE at Spencer Borden to a fourth second grade position at Spencer Borden. She said that there is an individual in the coaching position who would be considered displaced and could opt for any current vacancies that the individual is licensed for across the district.

Mayor Flanagan asked if she felt the adjustment at Letourneau would have a negative impact on the education at Letourneau.

Superintendent Mayo-Brown responded no because the class sizes at Letourneau in that particular grade level would be down to around 18 or 19 with the removal of that position.

Mayor Flanagan asked what it would do to the class sizes at Silvia.

Superintendent Mayo-Brown said that the class sizes at Silvia would be over 30 if they did not make that transition.

Mr. Hart asked if the conversion of the teaching position would create four grade two classes at Spencer Borden.

Superintendent Mayo-Brown said that was correct and further explained that the class sizes were currently 32, 32, and 25. The class of 25 is considered an integrated special education class and is capped. When they add a fourth FTE to grade two, they can reduce some of the 25 as well.

Transcriber's note: Mr. Brian Mikolazyk entered the meeting.

Mr. Costa asked about the coach that would be displaced at Spencer Borden.

Superintendent Mayo-Brown said that person is an FREA member and would become displaced under the contract. Contractual language indicates that they freeze positions for which that individual is licensed for and that individual selects from vacancies and immediately goes into that position.

Mr. Costa asked if it would be another coaching position or classroom.

Superintendent Mayo-Brown said if there was a coaching position; they provide that individual with a list of all vacancies in the district for which they are licensed for.

Mr. Costa asked if they knew what positions were available.

Superintendent Mayo-Brown said they do and they are seeing schools starting to take a coaching position and make it a coaching/interventionist position. She explained that principals have realized that coaches have expertise and are not providing direct services to students and are finding out the best ways to have the students have access to the coaches.

Mr. Costa asked if they had other coaching or intervention positions open in the district.

Superintendent Mayo-Brown said they are going to see one that evening that they are going to ask the School Committee to approve as part of the additional investment at Henry Lord. They want to be able to post an interventionist/coach position.

Mrs. Panchley asked how that left the administrative structure at Spencer Borden. She knew a Principal and Vice Principal.

Superintendent Mayo-Brown said 1.5 School Adjustment Counselors.

Mrs. Panchley asked if it was an ELA or math position.

Dr. Roy said it is an ELA and they have a math coach.

Mrs. Panchley said they have an interventionist as well.

Superintendent Mayo-Brown said yes. Her thinking with her conversation with the principal was that Spencer Borden has a relatively stable staff and the coach has been there for a significant number of years. They have seen the practices vetted in the classroom so they felt this was the best way to try and come up with a strategy to open up an additional grade two. She thinks they will see that that grade two will be a bubble at Spencer Borden and move up through the grades.

Mr. Maynard asked how much a coach is paid.

Superintendent Mayo-Brown said they are paid on the teacher's scale.

Mr. Maynard asked if they became a classroom teacher if it would be the same scale.

Superintendent Mayo-Brown said that was correct.

Mr. Maynard asked if there would be any increase.

Superintendent Mayo-Brown said no.

Mr. Martins said there was no guarantee that the displaced coach would take the grade two teaching position if there were other positions available.

Superintendent Mayo-Brown said that was correct because under the contract, that individual's right is to pick from any vacancy.

Mr. Martins asked how they solve the problem.

Superintendent Mayo-Brown said they would then post the additional grade two position and hire for that classroom if that individual did not want it.

MOTION: Mr. Martins – Mr. Hart: To convert the Spencer Borden coach FTE to a classroom teacher FTE.

A roll call showed:

Mr. Andrade: Yes	Mr. Maynard: Yes
Mr. Costa: No	Mrs. Panchley: Yes
Mr. Hart: Yes	Mayor Flanagan: Yes
Mr. Martins: Yes	

6 were in favor

1 was opposed (Mr. Costa)

Motion passed

Superintendent Mayo-Brown asked if she could also have a motion on the FTE from Letourneau to Silvia.

MOTION: Mrs. Panchley – Mr. Hart: To move a FTE from Letourneau to Silvia.

Discussion:

Mr. Costa asked if this was based on numbers and if there was any displacement.

Superintendent Mayo-Brown responded yes and there was no displacement.

A roll call showed:

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

All were in favor

None were opposed

Motion passed

MOTION: Mrs. Panchley – Mr. Hart: To accept the \$97,250,000 spending plan.

Discussion:

Mr. Martins said that number was not net school spending (NSS) for FY15 and that NSS for FY15 is over \$126.8M. Contained within the operating budget is the transportation of \$7,750,000. He said that in addition to that, there is an FY14 deficit of approximately \$3M that has to be made up. He asked if the capital cost items were still in the budget.

Mr. Saunders said they were not. They have not been approved by the School Committee so they are not a part of NSS.

Mr. Martins said it becomes the deficit of FY14 of that approximate \$3M. He asked how it would be incorporated into FY15.

Mr. Saunders responded that when they met with the City Council when the adoption of the \$97,250,000 budget took place, city administration, City Council, and school administration understood that the carryover deficit was estimated anywhere from \$1.6M to \$3M. They will be filing a final report in early September and the city at the same time will be going to deal with certification on free cash. All

parties understand that they would be petitioning so that the administration could propose the funding of that deficit in the upcoming year. He thought the City Council said if it went before them they could consider it and that is where they are at right now. The \$97,250,000 plus the city indirect costs will fund the current FY15 up to the \$126M foundation budget that is required. The deficit, once it is certified and goes to DESE; they can send out a letter and say that the deficit is now added on to the \$126M and they would be back to looking at how they can fund that deficit.

Mr. Martins asked if all parties were in close agreement as to the mechanisms that are going to be utilized to achieve NSS for FY15 to include the deficit of FY14.

Mr. Saunders said all parties understand the mechanism and all parties understand what would have to take place to get that funded.

Mr. Martins asked if “all parties were on the same boat because before they weren’t.”

Mr. Saunders said he did not think they have a dispute on the dollar amounts and the finance teams were in agreement on the dollar amounts. They all know they are funding the FY15 excluding the FY14 carryover.

Mr. Costa said he understands they are on the same page but there is no commitment yet to fund it.

Mr. Saunders said there is no commitment but everyone understands the process.

Mr. Costa said they all understand there is going to be shortfall because there was one coming from FY14 to FY15 to begin with. They are in agreement that the \$126M meets the required NSS amount for FY15 but does not address the shortfall from FY14. He commented that they are still short a commitment on how that gets addressed or if it will be addressed in FY15.

Mr. Saunders said there is communication that has already been established between DESE and DOR for the certification of the tax rate which takes place in November or December. The recommendation from DESE is that they would recommend to DOR not to certify the tax rate.

Mr. Costa said he understands that because he sat at the Council meetings and heard very clearly the reluctance on the part of the Council to commit to using free cash because of the uncertainty as to how much it would be and using the amount of free cash to cover the shortfall would leave the city with a very depleted cash availability. There were talks about bonding. “All that said, we are taking a vote tonight to approve a budget that doesn’t address with any definitiveness where that difference is going to come from and when.”

Mr. Saunders said what they are voting on is what is committed and available for them to spend; a spending plan to put inline.

Mr. Costa said that was understood. He asked if there was an agreement if funding came through in the fall once the end of the year report had been approved and they received the shortfall from FY14 to FY15. Would that change their operating budget from \$97,250,000 to something higher, closer to \$99,400,000 which was the initial vote of the School Committee? He asked if they will they be back with a recommendation to approve another operating budget at that amount.

Mr. Saunders responded yes and it would be an adjustment at that point in time.

Mr. Costa asked if that funding was not made available, if the \$97,250,000 would stay.

Mr. Saunders said that was correct.

Mr. Maynard said he knows they voted for \$99M and asked if there would be any layoffs at \$97M.

Superintendent Mayo-Brown said no, \$97M allows them to retain all programs and staff just as they had the year prior.

Mr. Maynard asked if students would lose any education at all.

Superintendent Mayo-Brown responded no and asked if she could walk them through the packet to show that they are actually increasing their investment and reducing class sizes in some of the areas.

Superintendent Mayo-Brown went on to explain the packet of information which contained a cover letter from Mr. Saunders.

- The second page was the vote that the School Committee took for the initial \$99.4M which they believe will come close to being 100% of NSS once the shortfall is satisfied. They believe it will be higher than that but have agreed to wait until the number is certified.
- Attachment B listed the investments that the Committee voted on to make up the difference between the initial projections they made and the closer to NSS operating budget.
- Attachment C reflects what would need to be deferred until the shortfall is addressed. When the shortfall is addressed, the School Committee can then consider the listed investments.

Mayor Flanagan asked where the five PreK teachers would be assigned to.

Superintendent Mayo-Brown said they would have to have that conversation with the School Committee and they would have to determine whether the School Committee wanted to open up PreK in November/December or if it is something...

Mayor Flanagan interrupted by asking if they had the available space for it.

Superintendent Mayo-Brown said they do and that opening up Henry Lord frees up some space.

- Attachment D lists positions and programs that would be established with the Committee's vote that evening. She went over what those were. She noted that the item listed as Curriculum Maps should be listed as Curriculum Materials.

Mr. Maynard asked if medical was included.

Mr. Saunders said it was not but when they did their estimate for the NSS on the healthcare, they were very conservative and used the family plans. They know that their makeup of population is 55% family 45% single so there is some cushion.

Mr. Martins asked the status of the Westall.

Mr. Coogan said they were waiting for a ruling from the insurance company. Their opinion, which is being supported by the city, is that the damage does meet the required 50% of the building and that would require the insurance company to bring the building up to code to put it back in service.

Mr. Martins asked if the building was still inhabitable.

Mr. Coogan responded that they cannot re-inhabit without a certificate of occupancy and according to the building inspector the updates would be required first.

Mr. Martins stated that had not been done.

Mr. Coogan said it had not but they feel it is moving in the right direction.

Mr. Martins said he wanted to support the \$97,250,000 but wanted assurances that everyone is going to support the deficit from FY14. He said that Mr. Saunders mentioned the number but there was a big discrepancy between the two. He asked if they were closer to the \$3M or \$1M.

Mr. Saunders responded that they have always said it is \$2.8M. The \$1.6M was mentioned but he had not gone through that with anyone. He added that the deficit is large and they are all waiting for final billing on the medical and then they have the non-reported adjustment. He thinks they are going to be closer to the \$2.8M than the \$1.6M.

Mr. Martins asked if they could say approximately \$3M.

Mr. Saunders said all the projections they have done have always been in the \$2.6M - \$2.8M range.

Mr. Martins said the next question he had is for the Chair as the Mayor and asked if they have reasonable assurances that the deficit is going to be carried over and that at some point in time it will come to fruition during FY15.

Mayor Flanagan said he is not going to dance around issues and they are going to do what the law requires them to do. When they go to set the tax rate, if the law requires them to add an additional amount of funding to the Fall River School Department, then they are required to do so. He will make a request to the City Council for a transfer if the law requires them to do that.

Mr. Martins said that was fair enough. They will abide by what the law requires.

Mr. Costa asked about the \$80K that Superintendent Mayo-Brown stated was for a playground at the Henry Lord and questioned it being Watson.

Superintendent Mayo-Brown said they budgeted Watson and they wanted to be able to budget Henry Lord as well.

Mr. Saunders said \$40K is going to Watson and \$40K to Henry Lord.

Superintendent Mayo-Brown said it is two playgrounds at \$40K each.

Mr. Costa said they originally requested \$80K for one playground at Watson.

Superintendent Mayo-Brown said the playground has always been \$40K - \$45K.

Mr. Saunders said they approved the contract for \$40K for Watson phase 1; phase 2 is part of this \$40K and then \$40K for a playground at Henry Lord.

Mr. Costa questioned what Mr. Saunders explained.

Mr. Saunders said phase 1 was out of the FY14 budget.

Mr. Costa asked where the other \$40K would be coming from.
Mr. Saunders responded out of FY15.

Mr. Costa asked if \$40K was going to be left for phase 1 at Henry Lord.

Mr. Saunders said he did not think there was a phase 1 at Henry Lord. When they discussed Watson, they had a pavement situation that they do not have at Henry Lord so he put in a place holder of \$40K. They have not bid for that one yet and do not have hard numbers.

Mr. Costa questioned the cost again.

Superintendent Mayo-Brown asked Mr. Coogan for confirmation that the playgrounds are \$40K - \$45K each.

Mr. Coogan said that was correct.

Mr. Costa said he remembers the number for the Watson playground being \$80K.

Mr. Saunders said Watson is \$80K with phase 1 being paid out of FY14. Mr. Saunders then realized he was confusing two projects and that the project he was speaking of was actually the Henry Lord bathrooms.

Mr. Coogan said that the bathrooms at Henry Lord were split into two phases. The prices of the playgrounds are between \$40K - \$45K.

Mr. Costa said that may be the information that evening but at previous meetings, \$80K was stated as the cost for the playground for Watson and that evening when going over the attachments, Superintendent Mayo-Brown stated that the \$80K was for a playground at Henry Lord which would give him the impression that \$80K was going to the one playground. He just wanted to know definitively what the \$80K was going to pay for.

Superintendent Mayo-Brown said it was for two playgrounds, one at Watson and one at Henry Lord.

Mr. Maynard said the high end of their range would total \$90K and questioned why they didn't go with that number to be safe.

Mr. Coogan said he believed they had talked to several builders who came in closer to \$40K than \$45K.

Mrs. Panchley said she is voting to approve the recommendation because they need to approve the spending plan and this is what the City Council passed. To not pass it would not allow them to spend the money that has been appropriated. However, once the shortfall is certified, her intent as finance subcommittee chair would be to hold a subcommittee meeting and motion to go in front of the City Council at that point and ask them what their intentions were to address the shortfall. If DOR does not force their hand and not certify the tax rate, it is still a legal obligation of the city to fund FY14 at 100% NSS. If they do not do it this year, it will be pushed to the next year and the city has other obligations they need to meet then as well.

Mr. Hart asked Superintendent Mayo-Brown if Attachment B is what they voted on June 9th and is what they wanted.

Superintendent Mayo-Brown said that was correct.

Mr. Hart said Attachment D is what is included in the \$97,250,000.

Superintendent Mayo-Brown said that was correct.

Mr. Hart asked if Attachment C was what they were going to get once the money was certified. He asked if it was required by law that they receive the additional money back to the school department.

Superintendent Mayo-Brown responded that the law states that the city must appropriate 100% of NSS. Once that shortfall is certified that will be added and become the new NSS requirement by law.

Mr. Hart asked if the \$1.8M on Attachment C would be implemented into the budget and they would be getting those items once that happened.

Superintendent Mayo-Brown said how she envisioned the process in terms of what Mrs. Panchley described; the finance subcommittee would meet and request to meet with the City Council regarding the shortfall. Once the shortfall was secured, she would expect the School Committee would reconvene to see if they wanted to continue with the investments on Attachment C or make any adjustments.

Mr. Hart said he would absolutely recommend the PreK teachers and can discuss it at a future meeting.

Mr. Maynard said he is going to vote for the \$97,250,000 because it is going to keep education moving forward like the students deserve and there will be no layoffs. The state is saying they are going in the right direction and they need to keep going in the right direction.

A roll call showed:

Mr. Andrade: Yes

Mr. Costa: No

Mr. Hart: Yes

Mr. Martins: Yes

Mr. Maynard: Yes

Mrs. Panchley: Yes

Mayor Flanagan: Yes

6 were in favor

1 was opposed (Mr. Costa)

Motion passed

Mayor Flanagan asked if there was a motion to adjourn.

Superintendent Mayo-Brown said she had one other item related to the budget that she wanted to seek their counsel on. She explained that they had gone to them asking for a conversion from the Director of Instructional Services to a STEM Director. They are not able to recruit someone into that position at this time given the expertise needed. She asked if the Committee would consider and help her think through whether it made sense to defer that until the next year and continue with the Director of Instructional Services. She further explained that the main function of the Director of Instructional Services would be around educator evaluation which is far from embedded in their schools in a way that is fair and equitable and provides educators with the necessary feedback so that they are creating a continuous cycle of improvement. The position would help focus that work and facilitate that work with Principals, Vice Principals, and Department Heads. Because they are not able to recruit someone for STEM at this time and there is a substantial amount of work that needs to occur in the educator evaluation system with the new regulations and process in place in Fall River, her thinking is to retain that position and continue to facilitate that work that needs to be done in a quality way for their educators.

Mayor Flanagan asked if they voted to abolish that position in a previous meeting.

Superintendent Mayo-Brown said they did not.

Mayor Flanagan asked if they needed any action from the Committee since it was still an open position.

Superintendent Mayo-Brown said it is still an open position.

Mr. Maynard asked if anyone was applying for it.

Superintendent Mayo-Brown said they would have people apply for it.

Mr. Costa asked if they had someone in that position.

Superintendent Mayo-Brown said they did.

Mr. Costa asked if that person had been notified that they would no longer be having a Director of Instructional Services position because it was being converted into a STEM position.

Superintendent Mayo-Brown said that that person had left the district.

Mr. Costa asked if it was on the premise that they were converting the position.

Superintendent Mayo-Brown said that that person had been looking for a different position for quite some time.

Mr. Costa asked if they tendered a resignation before or after the Committee went on record to convert to a Director of STEM.

Superintendent Mayo-Brown said she believed it was after.

Mr. Costa said he could not support it because it was wrong for that person to think their position was going to be converted and now it is not.

Mayor Flanagan asked if they needed any action and suggested that Superintendent Mayo-Brown bring it back to them in August.

Superintendent Mayo-Brown said she did not believe she needed any action because it was not abolished. Funding wise, they would not fill the STEM Director position.

Mr. Martins asked if she was saying she has the authority to fill the Director of Instructional Services position.

Superintendent Mayo-Brown said yes because it had not been abolished. She would not fill the STEM position unless they need to take a formal motion to defer the STEM position if they are worried that she would fill it.

Mr. Martins said he did not vote for the STEM position the first time around and will not vote for the STEM position the second time around either because he feels she has sufficient people and STEM has not grown to a level that requires a district-wide director in his opinion. As far as the Director of Instructional Services, he would support not filling that position because he does not feel it is needed and that there are sufficient people in the district that are a part of upper management that can do that type of work.

MOTION: Mr. Martins – : The position of STEM Director and the position of the Instruction Curriculum Director not be filled but that the funding of those two positions remain as vacant positions at the present time.

Discussion:

Attorney Assad had concern regarding the funding sources/profit center and asked if the money already accrued to the profit center.

Mr. Saunders responded that it had.

Attorney Assad said if the money has accrued, the Superintendent does have the ability to fill that position unless there is a vote to abolish the position.

Mayor Flanagan asked if Mr. Martins wished to withdraw his motion or seek a second.

Mr. Martins said he did not want to abolish the position but to see if they could work without the position.

Attorney Assad said the way he understood his motion was that he wanted to insure that the position would not be filled.

Mr. Martins said that was correct.

Attorney Assad said if that was the case, the money has to be taken away from that particular profit/funding center so that the money is not there to fill that particular position. He further explained that the Superintendent would have to go back to the Committee to get that funding if it is not assessed in that profit center.

Mr. Martins further questioned and discussed the duties of the Director of Instruction and felt those duties could be handled by others. He said if withholding the funds is the way to do it then he will amend his motion.

AMMENDED MOTION: Mr. Martins – Mr. Costa: To eliminate funding for the two positions (Director of Instructional Curriculum and the STEM Director) and see what happens with the educational process.

Discussion:

Mr. Maynard asked how long they have had the two positions for in the school system.

Superintendent Mayo-Brown said the Director of STEM was new and the Director of Instructional services they have had since around 2006.

Mr. Maynard asked if she thought they were needed.

Superintendent Mayo-Brown responded “absolutely.”

Mrs. Panchley asked if the FREA President weighed in on the positions.

Superintendent Mayo-Brown said that they have had many conversations about the work that remains to be done to be sure they have a high quality teacher evaluation system. They still need to continue to support their middle managers. She said evaluations are not consistent across the district and depends on who the evaluator is and their skill set which is not fair to teachers. They want to continue to work with their middle managers and their principals to be sure that the evaluation system is consistent and fair and that evaluators are giving feedback to teachers in a way that is actionable, targeted, and designed to improve student learning. She does not feel that is happening right now and that maintaining the position will facilitate that work for another year or two.

Mr. Martins said all evaluators are supposed to be trained in the process of evaluating faculty.

Superintendent Mayo-Brown said that was correct.

Mr. Martins said all evaluators are receiving the same type of training. He did not think the evaluations should vary that much from one evaluator to the next.

Superintendent Mayo-Brown said she agrees there should not be an inconsistency but has spent the past week reviewing summative evaluations and there is great inconsistency and substantial work that needs to be done.

Mr. Martins said that is why the evaluation training should be taking place.

Superintendent Mayo-Brown said it is yet they are still seeing a lack of consistency in evaluations and it needs more work.

Mr. Martins felt if evaluators are not doing what they are supposed to be doing then they need to be counseled.

Superintendent Mayo-Brown said that is what this position would help with.

Mr. Costa said he has an issue with it and is going to support the motion. The administration went before the Committee with an argument that they no longer needed the position because there was a greater need for a Director of STEM and the Committee supported that concept. The individual that was the Director of Instructional Services then left thinking the position was gone and now they are making a very strong case that they need the position.

Superintendent Mayo-Brown said it was prior to reviewing hundreds of summative evaluations that have just been completed and submitted by evaluators.

Mr. Costa said the argument was made that they didn't need it and were going in a different direction which he supported and now they cannot find someone for STEM so they are going to repost the Director of Instructional Services and hire someone else for it when someone was in that position and he heard nothing to suggest that the person that was in it wouldn't otherwise continue to be in it if the Committee hadn't taken action upon her recommendation to convert it. If there was other information about the person's performance then that action would have made the vote a lot easier but without that information he could not support it.

Mr. Maynard asked Superintendent Mayo-Brown if she really needed the position and if her recommendation was that they vote for it.

Superintendent Mayo-Brown responded yes.

A roll call showed:

Mr. Andrade: Yes	Mr. Maynard: No
Mr. Costa: Yes	Mrs. Panchley: No
Mr. Hart: No	Mayor Flanagan: Yes
Mr. Martins: Yes	

4 were in favor 3 were opposed (Hart/Maynard/Panchley) Motion passed

Mayor Flanagan asked the financial team and Superintendent that any savings possibly be put towards any shortfall in transportation or medical.

MOTION: Mr. Hart – Mr. Martins: To adjourn.

All were in favor None were opposed Meeting adjourned at 6:46 PM.

Respectfully submitted,



Interim 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 Interim Administrative Assistant for School Committee Services.