

December 16, 2013
Keith Middle School
6:15 P.M.
Pages: 7

**REGULAR MEETING OF THE NEW BEDFORD SCHOOL COMMITTEE
MINUTES**

PRESENT: MAYOR MITCHELL, DR. FINNERTY, DR. FLETCHER, MR. LIVRAMENTO, MR. NOBREGA, MR. OLIVEIRA, MS. POLLOCK,

ABSENT: NONE

IN ATTENDANCE: DR. DURKIN, MR. MURPHY, MS. BRADSHAW, MRS. DUNAWAY (Recording Secretary)

Adam Vieira, Student Representative, was in attendance.

~~Voted UNANIMOUSLY, on a motion by Dr. Fletcher and seconded by Mr. Livramento, to accept and approve the following minutes as submitted (supporting documents "3"):~~

- Sub Committee Meeting - Policy: March 21, 2013
- Sub Committee Meeting - Transportation: October 10, 2013
- Sub Committee Meeting - Finance: October 17, 2013
- Special Meeting: October 21, 2013
- Regular Meeting: November 18, 2013

Superintendent's Report (Supporting documents "4A"):

- Dr. Durkin addressed the Committee explaining the next steps to be taken regarding Level 4 – New Bedford High School. She announced that the Turnaround Model would be used to establish a Turnaround Plan for the High School. She explained that after receiving the recommendations from the Local Stakeholder Group, she gave it very careful thought and did not take her decision lightly. The Turnaround Model vs. the Transformation Model has been proven to be the most robust and produces the most results in improving student achievement. It also provides the opportunity to make the most changes in a short amount of time.
- A School Re-design Team (SRT) will be established. Thirty eight staff members, who represent a good cross-section of staff at New Bedford High School, have applied to be on the team. The team will meet January –March.
- Submission of Turnaround Plan to School Committee and Commissioner.
- Superintendent will be interviewed by the Commissioner regarding the proposed plan.
- Apply for the School Re-design Grant (SRG)

Dr. Durkin gave a Power Point presentation describing the Turnaround Plan Process as follows:

Statutes and Guidelines

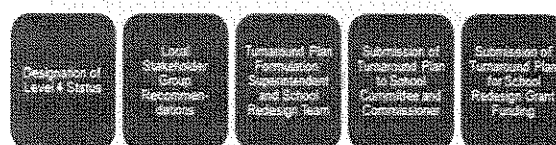
• MA Turnaround Plan Process

An Act Relative to the Achievement Gap (2010)

• MA Accountability Designations

• Federal Guidelines: Required Intervention Models for SRG Funds

Turnaround Plan Process



Focus

"The Superintendent shall include, after considering the recommendations of the local stakeholder group, provisions intended to maximize the rapid academic achievement of students at the school and shall, to the extent practicable, base the plan on student outcome data."

(An Act Relative to the Achievement Gap 2010)

Local Stakeholder Group

Excerpts of Recommendations

- Culture of excellence
- Organizational structure and leadership to support the instructional core
- A comprehensive high school environment where teachers are supported to ensure that all students will succeed
- Capacity-building of teachers to meet the needs of all learners
- Consideration of an alternative schedule

School Works review of NBHS

Excerpts of Findings

Challenges exist...

- Undeveloped common understanding of high quality, evidence-based instruction
- Instruction lacks rigor and high expectations for all students
- School culture is not collaborative nor based on trust
- No ongoing professional development

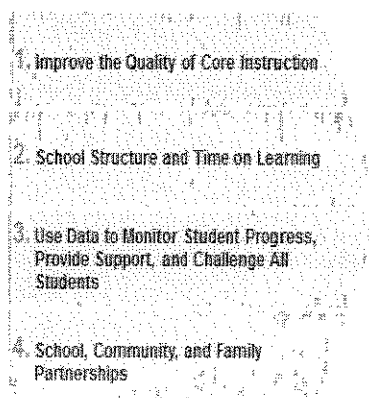
... but students are ready to learn

"This school environment does not reflect a disorganized or chaotic atmosphere. Some students present challenges but they are dealt with. The majority of students are ready to learn. This is contrary to perceptions by some in the school."

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Big Picture Priority Areas:

NBHS Turnaround Plan



Rapid and Accelerated Student Improvement

Turnaround Model: Federal Guidelines

- 1 Replace the principal and grant the principal sufficient operational flexibility
- 2 Screen all existing staff and rehire no more than 50 percent, and select new staff
- 3 Implement strategies to help retain staff (e.g., financial incentives, increased opportunities for promotion and career growth, flexible work conditions)
- 4 Provide staff with ongoing, high-quality, job-embedded professional development
- 5 Adopt a new governance structure (e.g., creating a new "turnaround office," hire a "turnaround leader," enter into a multi-year contract with a Local Education Agency or State Education Agency to increase flexibility and accountability)
- 6 Use data to identify and implement an instructional program that is research-based and vertically aligned
- 7 Promote the continuous use of student data to inform and differentiate instruction
- 8 Establish schedules and implement strategies that provide increased learning time
- 9 Provide appropriate social-emotional and community-oriented services and supports for students

Source: "Four Regional Federal Intervention Models for GPES Funds – Summary," OSEP, Washington, D.C., and the National Center for Education Statistics, 2012.

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NBHS Turnaround Plan:

Making the "Big Picture" Priority Areas Happen

Quality of Core Instruction

- * Grades 9-12 with a laser-like focus on Grades 9-10
- * Identify, retain, attract, and support effective and committed teachers and staff

School Structure and Time on Learning

- * ONE New Bedford High School
 - Lower School (Grades 9-10)
 - Upper School (Grades 11-12)
- * Reorganized administrative structure
- * Pursuit of new and different staffing strategies through collective bargaining

Administrative Structure/Staffing Strategies

Turnaround Model

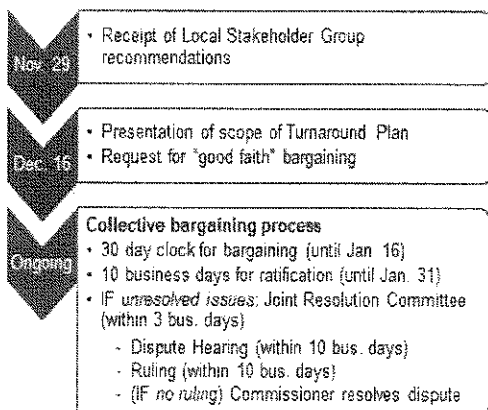
- * Positions will be open and all staff will have the opportunity to apply
- * Needs of students will be matched with the skill set of the staff
- * Extended day, extended school year (accelerated summer program) and schedule flexibilities will be developed
- * Program of Studies will be reviewed
- * Certification areas considered
- * Change of hours, compensation and working conditions are subject to collective bargaining negotiation

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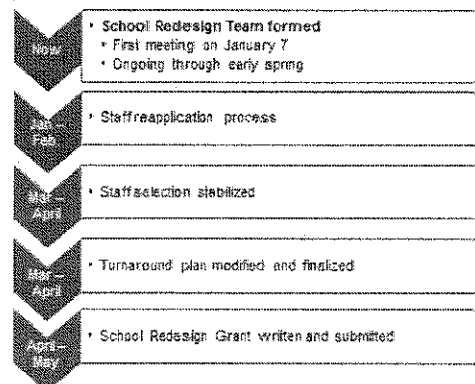
Timeline



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Timeline

Approximate Timeline



12

Dr. Durkin mentioned that she spoke with the President of the New Bedford Educators Association, Inc. and followed up with a letter of intent to open negotiations. She also stated that collective bargaining, re-design team plan, review of Program Studies and the development of the budget would all have to intersect to finalize the Turnaround Plan and communication will be very important throughout the process.

- New England Association of Schools and Colleges notified Dr. Durkin that they will postpone the decennial on-site evaluation visit to New Bedford High School until the Fall of 2017. Dr. Durkin reported that she has thanked the officials at NEASC for their patience in delaying the evaluation process.
- Dr. Durkin mentioned the Committee that during snow or other emergencies, she will be placing a phone call via the AutoAlert system to students' homes between 5:15 and 5:30 A.M. as necessary to inform families of a delay or closure of school on the day of occurrence.

Voted UNANIMOUSLY, on a motion by Mr. Livramento and seconded by Mr. Oliveira to accept the Superintendent's Report.

Mr. Murphy presented the Business Office Report which highlighted the following (Supporting documents "4B"):

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- Salary Report - Salary account closely monitored
 - MUNIS Update – Implementation of MUNIS is ongoing and is being coordinated closely with the requirements of the City
 - MSBA Update – Hannigan Feasibility Study; NBHS Project; Taylor at Sea Lab project
 - FY 15 Budget Timeline

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Dr. Finnerty, to accept the Business Office report.

Ms. Bradshaw presented the Personnel Report which highlighted the following (Supporting documents "4C"):

- Several schedule changes for custodians
- EPIMS submission
- "Highly Qualified" description

Voted UNANIMOUSLY, on a motion by Mr. Nobrega and seconded by Dr. Fletcher to accept the Personnel Report.

Several Committee members gave reports.

Mayor Mitchell recognized outgoing Committee member, Dr. John Fletcher, for his eight years of service as a member of the Committee including three years as Vice-Chairperson.

Dr. Fletcher reflected on the years he was on the Committee. Members followed with words of appreciation for Dr. Fletcher's service to New Bedford Public Schools as well as the community.

Student Representative gave his report.

Public Comment:

- Cathy Bruno – School Violence
- Chris Adams – Support for NBHS

- Lou St. John – Concern for Teachers Re: Turnaround Plan and grievance procedure
- Joe Silva – Support for teachers

A presentation was given by former Interim Superintendent, Michael Shea, on the Auditorium Restoration Project at the Paul Rodrigues Administration Building. Mr. Shea stated that there are 80 members involved and issued the following Mission Statement (Supporting document "6A"):

The mission of the Auditorium Restoration Committee is to restore the Old New Bedford High School (ONBHS) Auditorium to the beauty and glory it once was so that it may serve as a non-profit center for performing arts and public events for the students and faculty of the New Bedford Public Schools and the Greater New Bedford Community.

Committee members thanked Mr. Shea for volunteering to take on this project.

To start the negotiation process with the New Bedford Educators Association, Inc. relative to New Bedford High School, the Committee voted the following:

On a motion by Dr. Fletcher and seconded by Mr. Oliveira, the Committee voted to recommend that the School Committee enter into negotiations with the New Bedford Educators Association, Inc. (NBEA) regarding the Unit A and Unit B bargaining agreements for the purposes of altering compensation, hours, and working conditions and/or other provisions to the collective bargaining agreements of the administrators, teachers, and staff at New Bedford High School in order to facilitate and maximize the rapid achievement of New Bedford High School students.

The roll call vote was as follows:

Mayor Mitchell – Yes	Dr. Fletcher – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas 0 – Nays 0 – Absent

Voted UNANIMOUSLY, on a motion by Mr. Oliveira and seconded by Ms. Pollock to approve a request to declare, in accordance with School Department Policy DN-R, a recommended list of surplus property located at New Bedford High School, Rodman School and Paul Rodrigues Administration Building. (Supporting document "6C")

The following motion was made to give the Mayor/Chairperson authorization to determine if a designee should be utilized to hear a class action grievance currently at Level III.

On a motion by Mr. Livramento and seconded by Mr. Oliveira, the Committee authorized Mayor Mitchell/Chairperson of the School Committee, to determine whether or not to utilize the School Committee's designee for Level Three grievances from the New Bedford Educators Association, Inc. Unit A and from the New Bedford Educators Association, Inc. Unit B.

The roll call vote was as follows:

Mayor Mitchell – Yes	Dr. Fletcher – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas 0 – Nays 0 – Absent

The following motion was made to appoint Dr. Pia Durkin, Superintendent as designee to hear a Class Action grievance currently at Level III.

On a motion by Ms. Pollock and seconded by Mr. Livramento, Committee appointed Dr. Pia Durkin as the School Committee's designee for Level Three grievances pursuant to Article 26 of the Unit A collective bargaining agreement with the New Bedford Educators Association, Inc. and for Level Three grievances pursuant to Article 19 of the Unit B collective bargaining agreement with the New Bedford Educators Association, Inc.

The roll call vote was as follows:

Mayor Mitchell – Yes	Dr. Fletcher – Yes
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

7 – Yeas 0 – Nays 0 – Absent

At 8:05 P.M., on a motion by Ms. Pollock and seconded by Mr. Livramento, the Committee voted to go into Executive Session with the intent of returning to Open Session, for the purpose of discussions in regard to the following:

- Collective Bargaining Sessions
 Level III Grievances: New Bedford Educators Association, Inc.
- Matters Pertaining to Workers' Compensation
- Negotiations: Unit B – New Bedford Educators Association, Inc.
- Negotiations: American Federation of State, County and Municipal Employees

At 9:10 the Committee reconvened in Open Session. Dr. Fletcher was not in attendance.

With regard to discussion held in Executive Session, the Committee voted the following (Supporting document ("Memorandum of Agreement")):

On a motion by Dr. Finnerty and seconded by Mr. Livramento, the Committee voted to ratify the July 1, 2011 – June 30, 2014 Collective Bargaining Agreement with Unit B - New Bedford Educators Association, Inc.

The roll call vote was as follows:

Mayor Mitchell – Yes	Dr. Fletcher – Absent
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

6 – Yeas 0 – Nays 1 – Absent

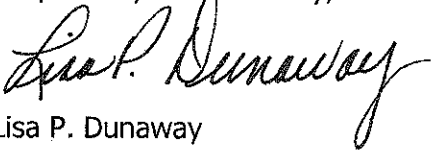
At 9:13 P.M., on a motion by Ms. Pollock and seconded by Mr. Nobrega, the Committee voted to adjourn.

The roll call vote was as follows:

Mayor Mitchell – Yes	Dr. Fletcher – Absent
Ms. Pollock – Yes	Mr. Livramento - Yes
Mr. Nobrega – Yes	Dr. Finnerty – Yes
Mr. Oliveira - Yes	

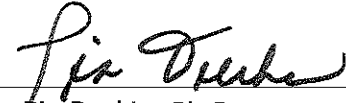
6 – Yeas 0 – Nays 1 – Absent

Respectfully Submitted by,



Lisa P. Dunaway

Reviewed by,



Pia Durkin, Ph.D.
Superintendent,
Secretary/School Committee

/lpd