



3  
October 5, 2020  
Remote Meeting – New Bedford High School,  
Bronspiegel Auditorium  
6:10 P.M.  
Pages 6:

**REGULAR MEETING**  
**New Bedford School Committee**  
**New Bedford High School, 230 Hathaway Blvd., New Bedford, MA**  
**Monday, October 5, 2020**  
**6:00 P.M.**

***This Meeting was held fully remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law G. L. c. 30A, Section 20.***

**PRESENT:** MAYOR JON MITCHELL, MR. BRUCE OLIVEIRA, MR. CHRISTOPHER COTTER, MR. JACK LIVRAMENTO, MR. JOSHUA AMARAL, MS. COLLEEN DAWICKI

**ABSENT:** MR. JOHN OLIVEIRA

**IN ATTENDANCE:** MR. THOMAS ANDERSON, MS. MARJORIE FERNANDES, MS. KAREN TREADUP, MR. ANDREW O'LEARY, MS. HEATHER ELMSLEY, MR. ARTHUR MOTTA, MR. BRIAN TURNER, MS. JENNIFER FERLAND, MS. TRINA CAMARAO, MS. SANDRA FORD, MR. ROBERT TETREAUULT

1. *CALL TO ORDER*

2. *ROLL CALL OF COMMITTEE MEMBERS*

The roll call was as follows:

Mr. John Oliveira – Absent

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

Mayor Mitchell - Yes

*6-Yeas, 0-Nays, 1-Absent*

3. *APPROVAL OF MINUTES*

4. *SUPERINTENDENT'S REPORT*

Superintendent Thomas Anderson began his report by congratulating New Bedford Public Schools (NBPS) James B. Congdon Elementary School for again being nationally recognized as a Blue Ribbon School. He stated that Principal Darcie Aungst and her team are doing a wonderful job and he wishes them continued success.

Superintendent Anderson shared it was a smooth opening with Cohort B students who were very excited to return to the classroom. He added that student athletes are following guidelines, mask wearing and returned to the fields the week of September 28<sup>th</sup>.

He went on to review his participation in the city's weekly Covid-19 meetings and reviewed the new metric guidance from the state and the Center for Disease Control (CDC) to be used in the school planning process.

He shared that it continues to be challenging to support the needs of both students NBPS. He said a discussion should be had to decide which metric to follow if plans need to pivot due to transmission rates in the city.

Mayor Mitchell stated the CDC guidelines are very useful. Currently there are no statistics that capture the risk of disease while reviewing examples. The Mayor felt what NBPS has put together is very useful in making decisions. Member, Mr. Jack Livramento, asked if the City of New Bedford falls into the Covid-19 moderate category will NBPS switch to fully remote learning. The Superintendent shared that it would be difficult and there are many more factors that will play a role in making a decision like this. Member, Mr. Bruce Oliveira asked a follow up question, if a school has an issue is that the only school that goes fully remote or does the district go remote. The Superintendent reviewed the process of sanitizing the schools and it would be the individual buildings going fully remote unless it's more widespread. Vice Chair, Mr. Christopher Cotter, concluded by adding that Superintendent Anderson and his team has his support in the decisions being made and knows that NBPS will not put the students in harm's way.

Deputy Superintendent, Ms. Karen Treadup shared the distance learning progress and that Pre-K, K, 6<sup>th</sup> and 9<sup>th</sup> grades have returned. She then shared attendance participation and technology updates, and provided cohort information. She stated Cohort A had 696 students participating, Cohort B1 and B2 had a total of 2,161 students and Cohort D contained 2,757.

Superintendent Anderson asked Information Technology Manager, Mr. Rob Tetreault to update the Committee on the progress of technology needs. Mr. Tetreault informed that hot spot requests have been fulfilled and there are still some in stock. He shared NBPS was approved for the 10 million technology program through T-Mobile. Students will receive free hot spots and free access to 100GB of internet for up to a year. If time is exceeded a month to month basis can be worked out and as of now NBPS has access to 1,560 devices for this school year. The Vice Chair, Mr. Christopher Cotter, asked if technology issues are a problem during classes because some issues have been shared with him. Mr. Tetreault stated this is happening world-wide due to the volume of people in the nation online simultaneously and students can contact their teachers for assistance or the technology hotline at 508-997-4518. The Superintendent reviewed the health and screening procedures that are in place for students, families and visitors to the schools.

Superintendent Anderson reminded the Committee that working groups are being set up to review the School Resource Officer (SRO) program discussions. He told the Committee that the working group dates would be posted on the New Bedford Public Schools website and there will be a total of four meetings which would include breakout rooms for the participants to discuss and share out with the whole group. The community can register on the NBPS website. The meeting will be held on October 7<sup>th</sup> (students), October 13<sup>th</sup> (staff) and October 14<sup>th</sup> (community members).

Before moving on to the finance and personnel reports, Mr. Cotter asked for a motion to place the public comments that were received to be placed on file.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Christopher Cotter and seconded by Mr. Joshua Amaral to place the public comments received on file as presented.

The vote was as follows:

Mr. John Oliveira – Absent

Mr. Christopher Cotter – Yes

Mr. Jack Livramento – Yes

Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes

Ms. Colleen Dawicki – Yes

Mayor Mitchell - Yes

*6-Yeas, 0-Nays, 1-Absent*

5. OTHER REPORTS

- A. Finance & Operations – Mr. Andrew O’Leary, Assistant Superintendent for Finance and Operations started his report with a review of the function code report. Note on report the bottom line figure of \$179 million dollars and it was \$153 million and this difference is for the health care. Mr. O’Leary stated that moving forward this will be included in the reports for the committee to see.

August health care was high. Moving forward this will be important to include in the report. Because of the volatility of the claims, Mayor Mitchell suggested health insurance should not have any transfers until the end of the year. Mr. O’Leary shared that looking at the Function Code Report the committee can see that NBPS is on track with spending. He stated NBPS is at 80% and at this time last year it was 78%. The Salary report does not show much this month, but next month should show the salary savings.

The Transfer report had some minor transfers on it and the Finance Sub-Committee recommended to accept the Transfer report as presented to the full committee.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept the transfers as presented to be approved.

The vote was as follows:

- Mr. John Oliveira – Absent
Mr. Christopher Cotter – Yes
Mr. Jack Livramento – Yes
Mr. Bruce Oliveira – Yes
Mr. Joshua Amaral – Yes
Ms. Colleen Dawicki – Yes
Mayor Mitchell - Yes
6-Yeas, 0-Nays, 1-Absent

Mr. O’Leary concluded his report with a quick review of the Circuit Breaker account and a review of the Esser Grant expiration information. He then gave a quick overview of the air purification system units that NBPS has received and told the committee the installation process at each school has begun.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to accept the Finance and Operations reports as presented.

The vote was as follows:

- Mr. John Oliveira – Absent
Mr. Christopher Cotter – Yes
Mr. Jack Livramento – Yes
Mr. Bruce Oliveira – Yes
Mr. Joshua Amaral – Yes
Ms. Colleen Dawicki – Yes
Mayor Mitchell - Yes
6-Yeas, 0-Nays, 1-Absent

- B. Personnel Report: Ms. Heather Emsley, Executive Director of Human Capital Services, reviewed the September Personnel Report and stated that there were 37 appointments with 25 from Unit A (95% are licensed), 1 from Unit B, 4 AFSCME, 5 paraprofessionals and 16 non-union staff. She shared there are 3 retirements with 1 from Unit A, and 2 paraprofessional. Ms. Emsley added that there were 18 resignations with 6 from Unit A, 2 AFSCME, 3 non-union and 7 paraprofessionals. There were also 18 transfers with 14 Unit A, 1 non-union and 3 paraprofessionals.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept the Personnel Report as presented to put on file.

The vote was as follows:

- Mr. John Oliveira – Absent
Mr. Christopher Cotter – Yes
Mr. Joshua Amaral – Yes
Ms. Colleen Dawicki – Yes

Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

Member, Mr. Bruce Oliveira made a motion to appoint Vice Chair, Mr. Cotter as the MASC delegate for the upcoming annual conference on Saturday November 7<sup>th</sup>.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Ms. Colleen Dawicki to approve Mr. Christopher Cotter as the selected delegate for the annual MASC/MASS Conference and Mr. Jack Livramento to serve as the alternate delegate.

The vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

C. School Committee Report: No reports available

## 6. NEW BUSINESS

- A. Request to declare, in accordance with School Department policy DN, a recommended list of surplus property located at the following locations: NBHS, Casimir Pulaski Elementary School and the Transportation Department.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Christopher Cotter to approve a recommended list of surplus property located: NBHS, Casimir Pulaski Elementary School and the Transportation Department.

The vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

- B. Consideration of proposed adjustments to the Transportation Busing Policy – Massachusetts General Law Chapter 71, Section 68 (tabled 9/14/20 meeting)

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to remove the Transportation Busing Policy from the table.

The vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

Mr. O'Leary gave a review of the changes and limits to the Transportation Busing Policy.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to accept temporary changes to the Transportation Busing Policy.

The vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

- C. Consideration of the second reading of the following policies to adopt (reviewed and approved by Policy Sub-Committee): FILE: EBC-S Policy on Covid-19 Related Issues, FILE: EBCFA Face Coverings.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to approve the second reading of policy EBC-S Policy on Covid-19 Related Issues as presented.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Joshua Amaral to approve the second reading of policy EBCFA Face Coverings as presented.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – No  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*5-Yeas, 1-Nays, 1-Absent*

- D. Approval of Performance Recognition Pay (PRP) in accordance with the Superintendent Contract

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to approve the \$4500 Superintendent Performance Recognition bonus pay as presented.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

## 7. EXECUTIVE SESSION

The School Committee voted UNANIMOUSLY on a motion made by Mr. Bruce Oliveira and seconded by Mr. Jack Livramento to enter into Executive Session for the following purposes with respect to negotiations with union personnel.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

## 8. RETURN TO OPEN SESSION

- A. Ratification of the New Bedford Educator's Association - Unit A's Memorandum of Agreement for the 2020-2021 school year.

The School Committee voted UNANIMOUSLY on a motion made by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to approve the New Bedford Educator's Association - Unit A's Memorandum of Agreement for the 2020-2021 school year.

The roll call vote was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

10. ADJOURN

The School Committee voted UNANIMOUSLY on a motion made by Mr. Jack Livramento and seconded by Mr. Christopher Cotter to adjourn the School Committee meeting.

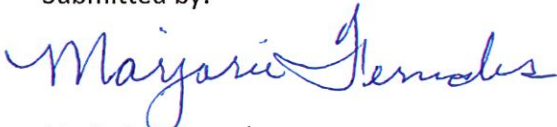
The roll call was as follows:

Mr. John Oliveira – Absent  
Mr. Christopher Cotter – Yes  
Mr. Jack Livramento – Yes  
Mr. Bruce Oliveira – Yes

Mr. Joshua Amaral – Yes  
Ms. Colleen Dawicki – Yes  
Mayor Mitchell - Yes  
*6-Yeas, 0-Nays, 1-Absent*

Meeting Ended at 8:19 PM

Submitted by:



Marjorie Fernandes  
Senior Executive Assistant  
Recording Secretary, School Committee

Reviewed by:



Thomas Anderson  
Superintendent  
Secretary, School Committee

# NEW BEDFORD PUBLIC SCHOOLS



SCHOOL COMMITTEE MEETING  
JANUARY 11, 2021



# SUPERINTENDENT UPDATE



# NBPS STRATEGIC GOALS

## **NEW BEDFORD PUBLIC SCHOOLS GOALS**

- I. **High Quality Instruction:** Increase student achievement by strengthening teaching and learning.
- II. **Effective Student Support Systems:** Create an inclusive, culturally responsive learning environment.
- III. **Strong Family / Community Relationships:** Empower families and the community through collaboration.
- IV. **Organizational Team Excellence:** Cultivate and recruit a highly skilled workforce.
- V. **Public Confidence and Pride:** Implement effective strategies to raise the profile and reputation of NBPS.

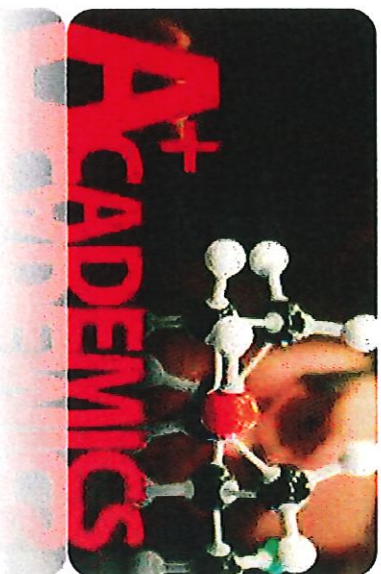
Embedded focus areas: Equity, Operations, Data/Accountability Measures



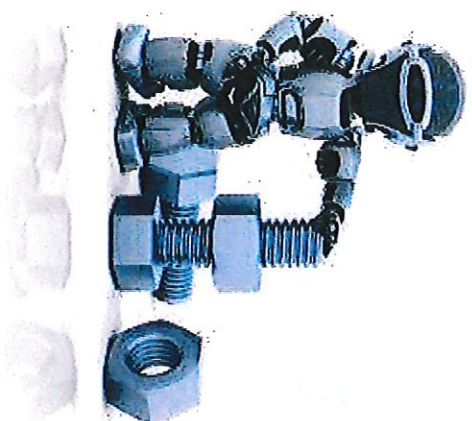
# NEW BEDFORD PUBLIC SCHOOLS

## LEADING ALL ASPECTS

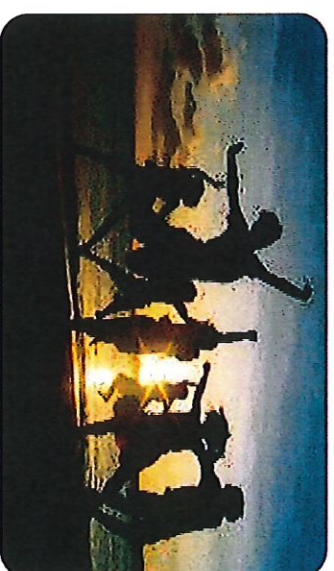
Instructionally (depth)



Operationally (effective)



Culturally (healthy)



nbps

THOMAS ANDERSON  
SUPERINTENDENT

Consistently Communicate and Collaborate

# SUPERINTENDENT UPDATE

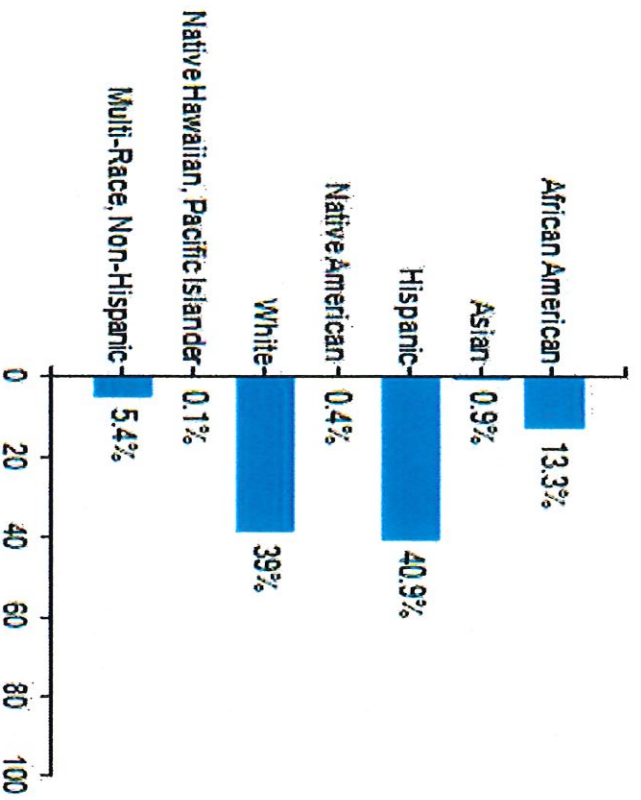
## INVESTMENT PRIORITIES 2021 - 2022

## UNIQUE COMPETITIVE ADVANTAGE

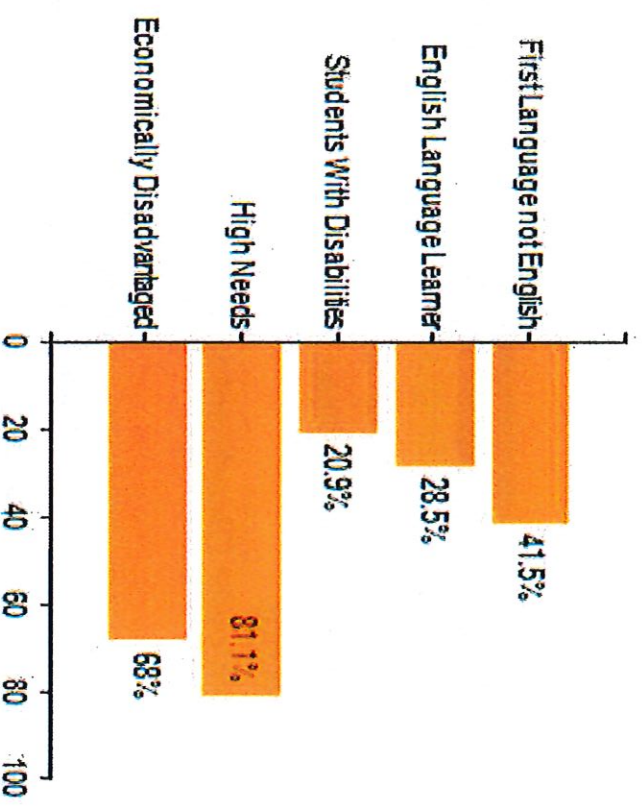
# WHO WE ARE . . .

2020 – 2021

Student Race and Ethnicity



Selected Populations



# WHO WE ARE . . .

Title	2018 - 2019	% of District	% of State
First Language not English		40.4	21.9
English Language Learner		28.7	10.5
Students With Disabilities		20.9	18.1
High Needs		80.3	47.6
Economically Disadvantaged		66.1	31.2

Title	2019 - 2020	% of District	% of State
First Language not English		41.5	23.0
English Language Learner		28.5	10.8
Students With Disabilities		20.9	18.4
High Needs		81.1	48.7
Economically Disadvantaged		68.0	32.8

Title	2020-2021	% of District	% of State
First Language not English		42.1	23.4
English Language Learner		26.3	10.5
Students With Disabilities		22.2	18.7
High Needs		84.1	51.0
Economically Disadvantaged		74.0	36.6

## PART OF THE WHY

# ACCESS AND EQUITY

- ▶ Access: the act of providing opportunities to students so they can maximize their learning experiences
  - ▶ **Poverty is a changeable condition, is it not a culture**
- BUT
- ▶ The single greatest difference maker for a student is a teacher with high expectations

Eric Jensen: We must be mindful that **students living with limited means often have less access to needed resources** that will assist them in making progress.

# SOCIOECONOMIC IMPACT

## Impact of Low Socioeconomic Status: Affects Behavior and Academic Performance

### The Risk Factors

#### **Children raised in socioeconomic situations rarely choose to behave differently:**

- They are faced daily with overwhelming challenges that affluent children never have to confront
- Their brains have adapted to suboptimal conditions in ways that undermine good school performance

#### The most significant risk factors affecting children encountering socioeconomic issues:

- Emotional and Social Challenges
- Acute and Chronic Stressors
- Cognitive Lags
- Health and Safety Issues

#### **Combined, these factors present an extraordinary challenge to academic and social success:**

- This reality does not mean that success in school or life is impossible
- A better understanding points to actions educators can take to help students succeed
- Inclusive teaching practices transcend all student learning groups and tap into an individual's gifts
- Provide more instructional guidance
- Allow for flexible thinking and inspire teachers to use their creativity

# INVESTING IN OUR FUTURE

## INVESTMENT PRIORITIES

### Technology

- Resources
- Software and Hardware

### Human Capital

- Capacity Building
- Curriculum
- Special Education
- Technology Support

### Extra-Curricular Activities

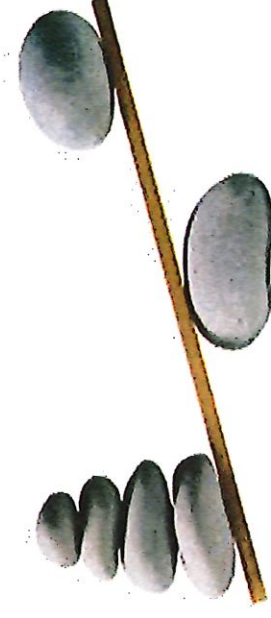
- Academic Clubs (after/before school)
- Athletics
- Performing Arts Program
- Enhanced Music Program (scheduling / instruments)

### Facilities (grounds) – *Standard of Care*

- Continue Developing a Master Facilities Implementation Plan
- School Internal and External
- MSBA Projects



# INVESTMENT PRIORITIES



## Budget Priorities FY2022

Main buckets: Academics, Operations and Culture/Climate

- **Staffing Levels**
  - Class size (appropriate levels – teachers and paras)
  
- **Personnel Development**
  - Standards-based Instruction
  - Instructional Leadership Development
  - Data Management / Information Systems
  - Educational Equity
  - Social Emotional Development



## RECENT KEY INVESTMENTS since FY20

### FY2020 KEY INVESTMENTS: Technology (Administrative)

- ✓ Additional Networks – School-wide Internet Access
- ✓ Munis
- ✓ Microsoft Enterprise Agreement – Microsoft 365
- ✓ ASPEN - Student Information System
- ✓ E-Plus - Cisco VoIP (phone system)
- ✓ TeachPoint - Educator Evaluation
- ✓ West Interactive - Web hosting/Communication Application
- ✓ School Dude (tracking system)
- ✓ Frontline – AESOP
- ✓ NBPS Website
- ✓ Increased devices (laptops, chromebooks, etc.)

## OVERVIEW OF INVESTMENT PRIORITIES

### **Focus:**

#### [Areas to leverage for FY2022 Investments:](#)

- ✓ Equity - Create Opportunities
- ✓ Professional Learning Development
- ✓ Increase and Enhance Student Services
- ✓ Increase and Enhance our Learning Spaces
- ✓ Competitive Salaries

# CONTINUED INVESTMENT PRIORITIES

## Assess impact of these Priorities on the teaching and learning process

*Future discussion in planning stages:*

- Special Education supports (co-teaching, staffing and supports)
- English Language supports (staffing, translations, and programming)
- Social Services to support social-emotional and physical health
- Diversify educator and administrative workforce
- Hire staff that best support student performance
- College and career readiness (pathways and partnerships)
- Buildings/facilities improvements (academic programming and safety)
- Community partnerships and wraparound services
- Expand Pre-Kindergarten (increase seats for 3 and 4 year old's)
- Dropout Prevention (increased graduation rates)


## GENERAL ITEMS

RESE STUDENT LEARNING TIME

NBPS PLANNING

DISTRICT COLLABORATION

CONTACT TRACING PROCESS

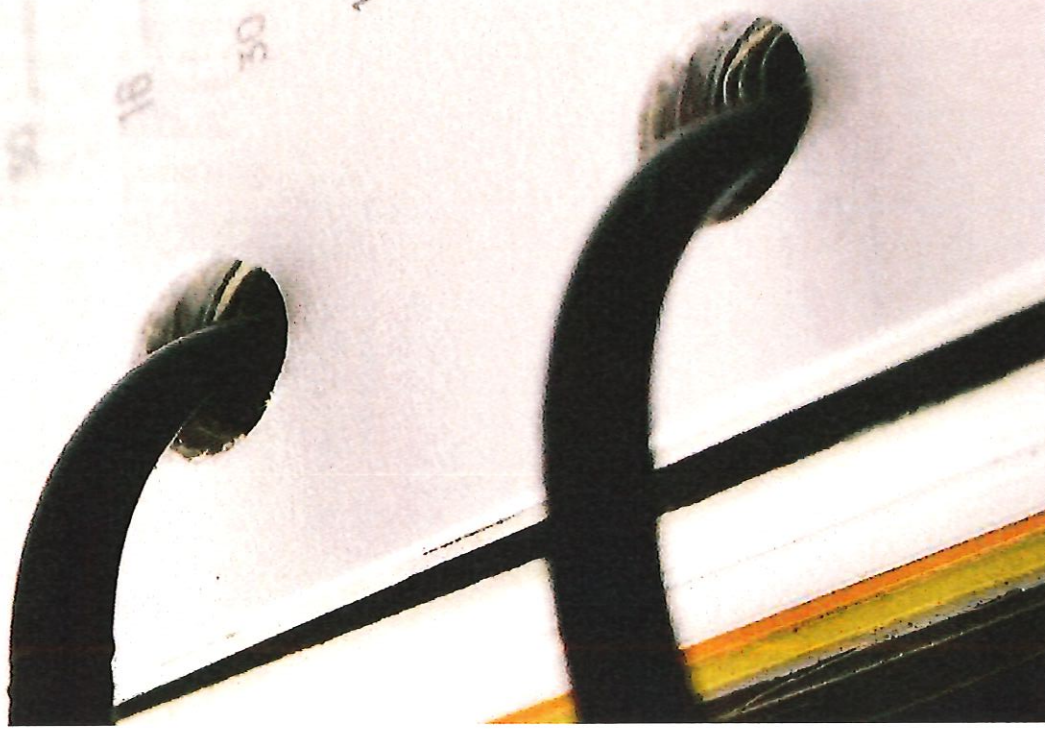


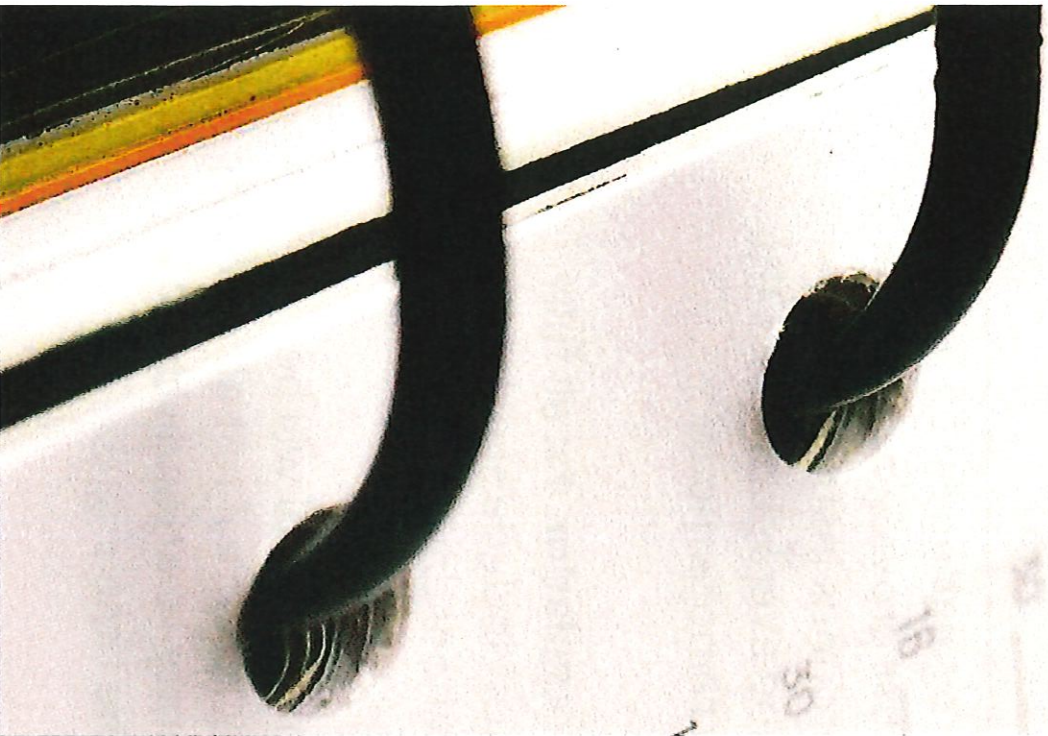
# DESE STUDENT LEARNING TIME REQUIREMENTS (UPDATED)

# New Student Learning Time (SLT) Regulations

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- Adopted by the Board of Elementary and Secondary Education on **December 15, 2020**
- New regulations are effective **January 19, 2021**
- Regulations are legally binding and non-compliance without a waiver will result in needing to make up the necessary structured learning time by the end of the school year





# Amended SLT Regulations for Hybrid Models

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- **Hybrid model SLT regulation #1:** all hybrid models must provide a minimum of 35 hours of live instruction over a 10-school day period averaged across the grades in the hybrid model
- **Hybrid model SLT regulation #2:** a daily live check-in with students is required on all school days
- A grade level within a school will be considered as hybrid if **all students have the opportunity to attend school in-person some of the time** (some might have chosen to opt-out)



# Amended SLT Regulations for Fully Remote Models

- **Fully remote SLT regulation #1:** all fully remote models must provide a minimum of 40 hours of synchronous instruction over a 10-school day period averaged across the grades in the fully remote model
- **Fully remote SLT regulation #2:** all fully remote models must include synchronous instruction each school day
- A grade level within a school will be considered as fully remote if **not all students have the opportunity to attend school in-person some of the time**





# Synchronous Learning

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- Definition
  - "learning that is directed by a teacher and that happens in real time with other students, such as during live, whole-class instruction, and small group work"
- Counts as synchronous instruction
  - Live online classes
  - Livestreaming
  - Small group instruction
- Does not count as synchronous instruction
  - "Office Hours" or other optional check-in opportunities

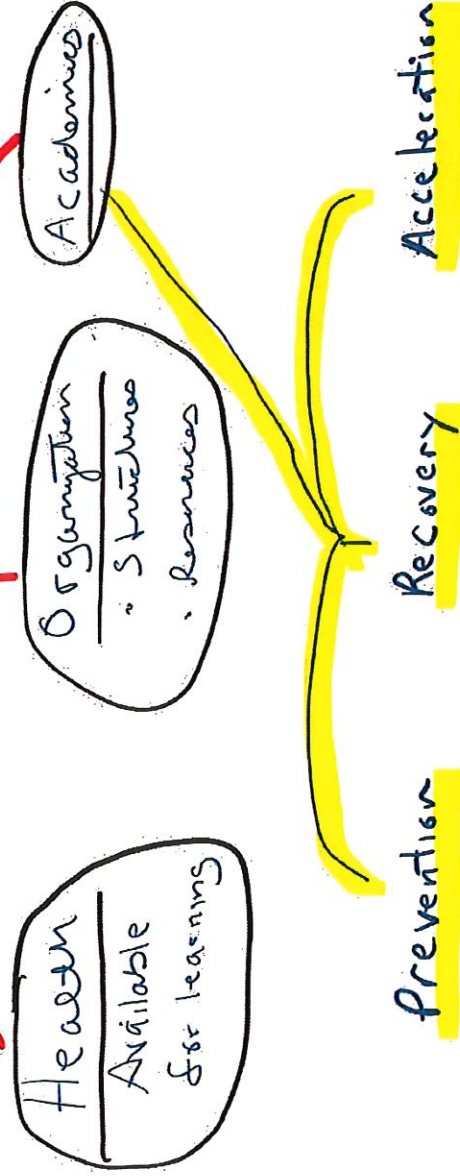
# NBPS PLANNING

## FOCUS ON LEARNING

**INCORPORATES STRATEGIES TO  
SUPPORT MENTAL HEALTH**

Priority  
(parallel focus)

o



# ADDRESSING LEARNING LOSS

Exhibit 7

**Significant investments will be required to catch up on lost learning.**

**What might it cost? Examples of scaling existing evidence-based approaches**

## Acceleration Academies

6 months of additional learning over 2 weeks of vacation academies

- Weeklong academies in reading
- 25 hours of targeted instruction
- Small groups of 8–12 students
- \$1,600 per student per year

**\$42 billion**

to reach 50% of the United States' 53 million schoolchildren

## High-intensity tutoring

1–2 years of additional learning over 1 year

- 50 minutes of tutoring daily in math
- Provided by paraprofessionals
- 2 students per teacher
- \$2,500 per student per year

**\$66 billion**

to reach 50% of the United States' 53 million schoolchildren

Source: McKinsey projections, based on studies by *Educational Evaluation and Policy Analysis*, EdResearch for Recovery Project, and Hamilton Project

**McKinsey  
& Company**

# COVID-19 and learning loss— disparities grow and students need help

December 8, 2020 | Article

By Emma Dorn, [Bryan Hancock](#), [Jimmy Sarakatsannis](#), and Ellen Virulég



The pandemic has set back learning for all students, but especially for students of color. Evidence-based acceleration approaches can help.

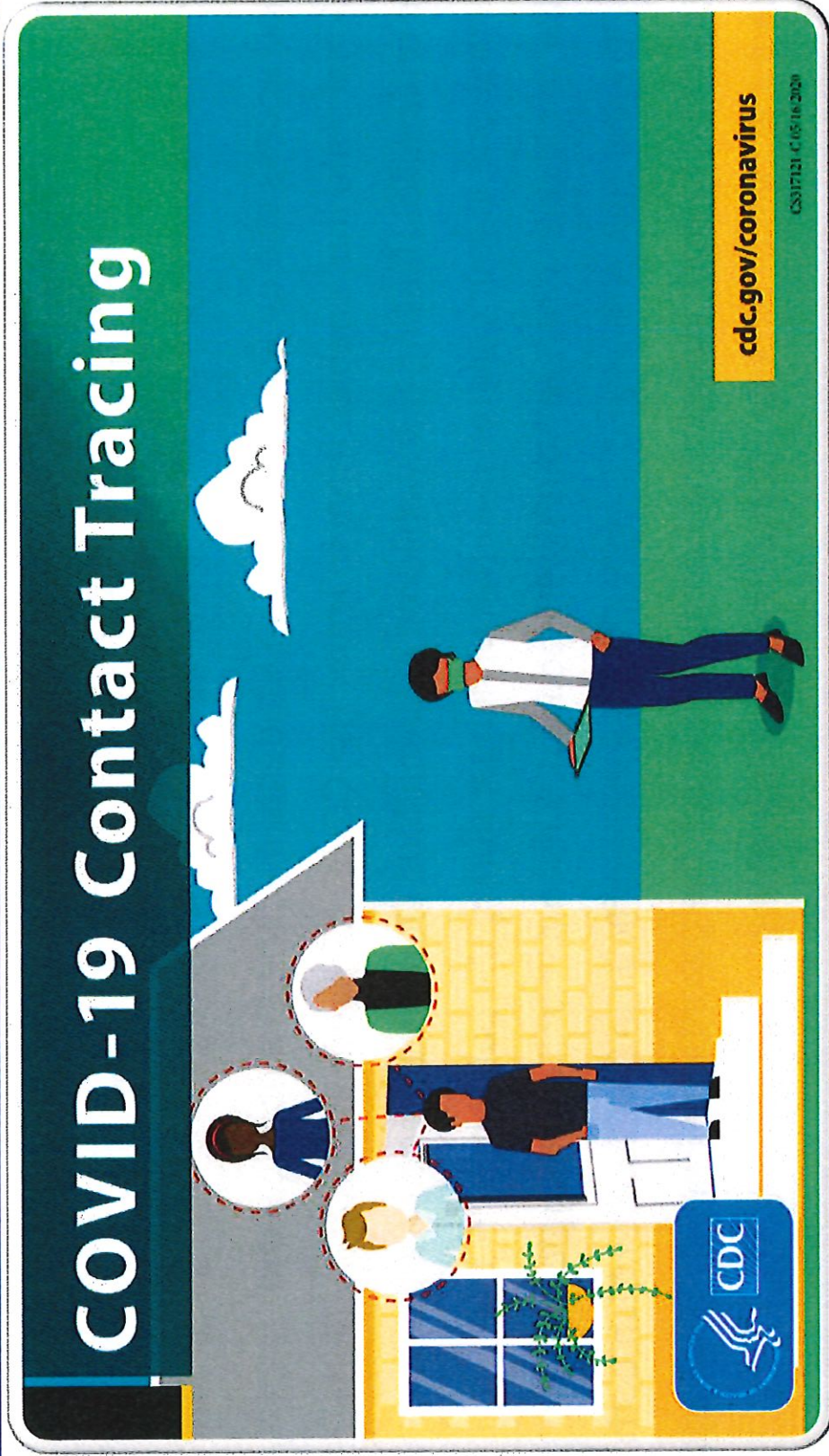
## COVID-19 and learning loss—disparities grow and students need help

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Beyond access and quality of instruction, students must be in a physical and emotional state that enables them to learn. The COVID-19 pandemic has wreaked havoc on families, leaving many children in precarious situations. Feeding America notes that one in four children is at risk of hunger during the pandemic.<sup>[12]</sup> The number of children who are housing-insecure has risen as families struggle to pay rent. Parental supervision and support may be more difficult in families in which both parents need to work outside the home, or in which the parents are English-language learners and cannot directly support their child's learning.

McKinsey & Company: December 8, 2020

# CONTACT TRACING



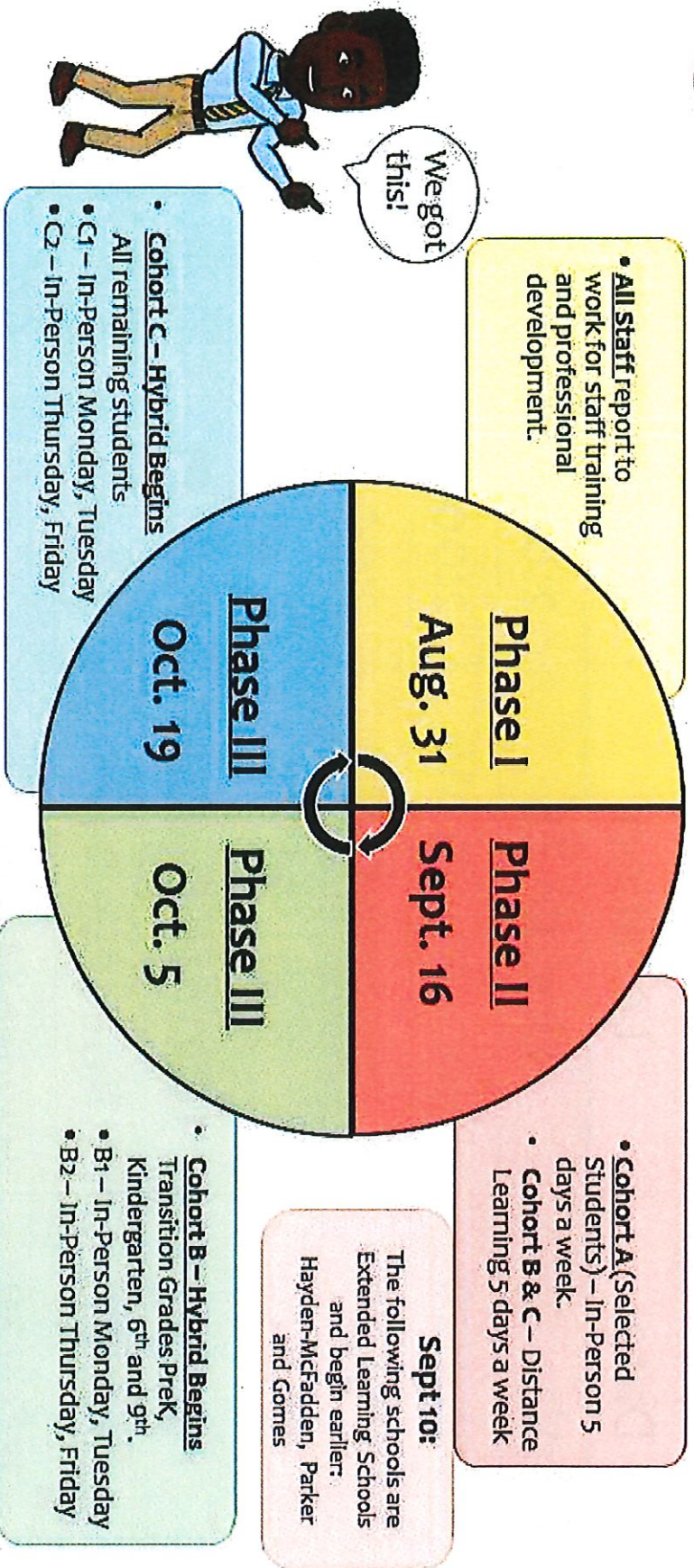
[cdc.gov/coronavirus](https://cdc.gov/coronavirus)

CS317121 - C 05 16 2020





# NBPS Reopening Plan Target Dates



Hybrid Learning combines traditional classroom experience, experiential learning objectives, and digital course delivery that uses the best option for each learning objective.



## NBPS FLU CLINICS (more to be scheduled)

Date	Location	Time
10/21/20	Lincoln ES	2:00 PM – 5:00 PM
10/22/20	Normandin MS	2:00 PM – 6:00 PM
10/30/20	Roosevelt MS	2:00 PM – 6:00 PM
11/5/20	Keith MS	2:45 PM – 6:00 PM
11/13/20	Normandin MS	2:00 PM – 6:00 PM
11/20/20	Roosevelt MS	2:00 PM – 6:00 PM
11/23/20	Hayden-Mcfadden ES	2:00 PM – 6:00 PM
12/10/20	Hayden-McFadden	2:00 PM – 6:00 PM
12/18/20	Pulaski ES	2:00 PM – 6:00 PM

Over 5,075



# COVID-19 Impact

Current cases (last 10 days – 1.8.21)

<i>Raw Counts/% (positive cases) Since 1/8/21</i>	<b># In-building current/total</b>	<b>% In-building cases</b>
<b>Staff</b>	150	6.2%
<b>Students</b>	276	2.8%
<b>TOTAL</b>	426	3.5%
<b>Last 10 days</b>	37 (staff) 68 (students) Total: 104	

# RESOURCES



- [DESE Guidance](#)
- Harvard T. H. Chan School of Public Health special report on [Healthy Schools - Reopening Guidance](#)
- American Academy of Pediatrics [Guidance on Reopening Schools](#)
- [CDC Considerations for Schools](#)
- [New Bedford Health Department](#)
- Information and Feedback sessions with community partners and stakeholders

# RESOURCES and RESEARCH



**American Academy of Pediatrics:** <http://aapca2.org/schoolhealth/>

**CDC Guidance on reopening:**

<https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/Schools-Decision-Tree.pdf?referringSource=articleShare>

<https://www.cdc.gov/coronavirus/2019-ncov/community/reopen-guidance.html>

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

## **Academic RESOURCES:**

**Guidance:** [Strengthening Our Remote Learning Experience](#)

[Massachusetts Elementary Prerequisite Content Standards](#)

[Massachusetts Secondary Prerequisite Content Standards](#)

**Equity:** <https://edtrust.org/resource/10-questions-for-equity-advocates-to-ask-about-distance-learning/>

**Early Childhood:** [social-emotional learning \(SEL\) and approaches to play and learning \(APL\) standards. remote learning guidance](#)

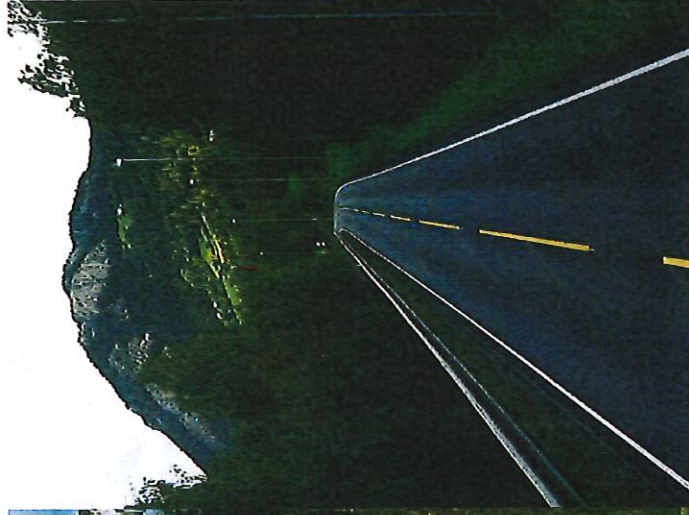
**Education Trust:** <https://s3-us-east-2.amazonaws.com/edtrustmain/wp-content/uploads/2014/09/06163247/10->

[Questions-for-Equity-Advocates-to-Ask-About-Distance-Learning-During-COVID-19-May-2020.pdf">Questions-for-Equity-Advocates-to-Ask-About-Distance-Learning-During-COVID-19-May-2020.pdf](#)

**Resource to help boost immune system** <https://www.marioninstitute.org/coffee-with-dr-hennie/>

THE ROADS of PERSPECTIVE . . .

THANK YOU



FY 21 GENERAL EXPENSE BUDGET REPORT					11/30/2020
DEPARTMENTS AND PROGRAMS	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
ADULT EDUCATION	6,275.00	831	2,802	2,642	57.9%
DEPUTY SUPERINTENDENT	24,193.00	5,254	2,663	16,275.56	32.7%
EDUCATIONAL ACCESS & PATHWAYS	82,832.00	29,039	8,428	45,365	45.2%
ELEMENTARY AFTER SCHOOL PROGRAM	38,800.00	0	0	38,800	0.0%
FACILITIES	3,072,933.00	553,251	905,930	1,613,751	47.5%
FAMILY REGISTRATION CENTER	115,209.00	6,719	20,777	87,713	23.9%
FINANCE & OPERATIONS <i>(now includes health ins)</i>	29,069,408.00	12,862,638	910,596	15,296,174	47.4%
FINE ARTS	121,862.00	28,271	28,620	64,971	46.7%
GUIDANCE & PUPIL PERSONNEL	21,380.00	15,358	1,727	4,295	79.9%
HEALTH SERVICES	73,130.00	54,739	6,058	12,333	83.1%
HUMAN CAPITAL SERVICES	95,308.00	53,012	5,079	37,217	61.0%
OFFICE OF INSTRUCTION	247,246.00	76,326	124,688	46,232	81.3%
PARENTING TEENS	11,901.00	2,405	2,718	6,779	43.0%
PHYSICAL EDUCATION, HEALTH & ATHLETICS	89,144.00	17,689	22,397	49,058	45.0%
SCHOOL COMMITTEE	17,890.00	7,866	412	9,613	46.3%
SEA LAB	49,454.00	14,042	7,767	27,645	44.1%
SPECIAL EDUCATION	7,720,884.00	852,911	4,619,630	2,248,343	70.9%
SUPERINTENDENT	183,396.00	48,828	88,421	46,147	74.8%
TECHNOLOGY SERVICES	1,833,278.00	561,873	355,800	915,605	50.1%
TRANSPORTATION	13,560,482.00	1,496,203	10,088,569	1,975,710	85.4%
UTILITIES	3,849,469.00	748,758	3,005,704	95,007	97.5%
WRAPAROUND & FAMILY ENGAGEMENT	250,387.00	27,122	68,998	154,268	38.4%
<b>TOTAL ALL SCHOOLS &amp; DEPARTMENTS NOVEMBER 2020</b>	<b>63,374,599.00</b>	<b>18,503,716</b>	<b>20,861,829</b>	<b>24,009,054</b>	<b>62.1%</b>

FY 21 GENERAL EXPENSE BUDGET REPORT					11/30/2020
SCHOOLS	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
ASHLEY ELEMENTARY SCHOOL	36,052.00	6,727	6,946	22,379	37.9%
BROOKS ELEMENTARY SCHOOL	32,764.00	6,710	10,111	15,943	51.3%
CAMPBELL ELEMENTARY SCHOOL	42,701.00	4,558	8,594	29,549	30.8%
CARNEY ACADEMY	85,497.00	28,133	18,421	38,943	54.5%
CONGDON ELEMENTARY SCHOOL	23,447.00	5,726	4,366	13,355	43.0%
DEVALLES ELEMENTARY SCHOOL	27,257.00	7,062	4,290	15,905	41.6%
GOMES ELEMENTARY SCHOOL	53,411.00	10,921.48	10,150	32,339.70	39.5%
HATHAWAY ELEMENTARY SCHOOL	26,099.00	1,611	2,167	22,321	14.5%
HAYDEN MCFADDEN ELEMENTARY SCHOOL	76,823.00	35,326	34,630	6,867	91.1%
JACOBS ELEMENTARY SCHOOL	48,416.00	11,690	4,004	32,721	32.4%
LINCOLN ELEMENTARY SCHOOL	104,009.00	18,807	19,103	66,099	36.4%
PACHECO ELEMENTARY SCHOOL	49,203.00	8,419	11,473	29,311	40.4%
PARKER ELEMENTARY SCHOOL	76,244.00	31,166	20,040	25,038	67.2%
PULASKI ELEMENTARY SCHOOL	140,855.00	39,805	18,922	82,128	41.7%
RENAISSANCE	39,491.00	12,210	4,954	22,327	43.5%
RODMAN ELEMENTARY SCHOOL	30,014.00	9,505	6,201	14,308	52.3%
SWIFT ELEMENTARY SCHOOL	41,687.00	13,715	8,725	19,247	53.8%
TAYLOR ELEMENTARY SCHOOL	32,630.00	12,042	6,517	14,071	56.9%
WINSLOW ELEMENTARY SCHOOL	38,122.00	16,366	9,447	12,309	67.7%
KEITH MIDDLE SCHOOL	148,881.00	58,787	37,398	52,696	64.6%
NORMANDIN MIDDLE SCHOOL	190,941.00	53,306	124,333	13,303	93.0%
ROOSEVELT MIDDLE SCHOOL	159,288.00	61,732	39,338	58,219	63.5%
HIGH SCHOOL	1,289,430.00	573,327	161,540	554,564	57.0%
TRINITY DAY ACADEMY	35,300.00	7,337	10,030	17,933	49.2%
WHALING CITY JR/SR HIGH SCHOOL	11,176.00	5,595	2,347	3,233	71.1%

**Additional Appropriation**

**Amounts**

**6,503,133**

***Salaries:***

Additional Distance Learning Positions	<u>Total Salaries:</u>	<u>3,057,295</u>
Additional SPED positions	910,000	
Additional Building Base Subs (Previously on ESSER)	655,000	
Additional Positions needed for schools	867,295	
Additional Technology Support Staff (IT Technicians)	520,000	
	105,000	

***General Expense:***

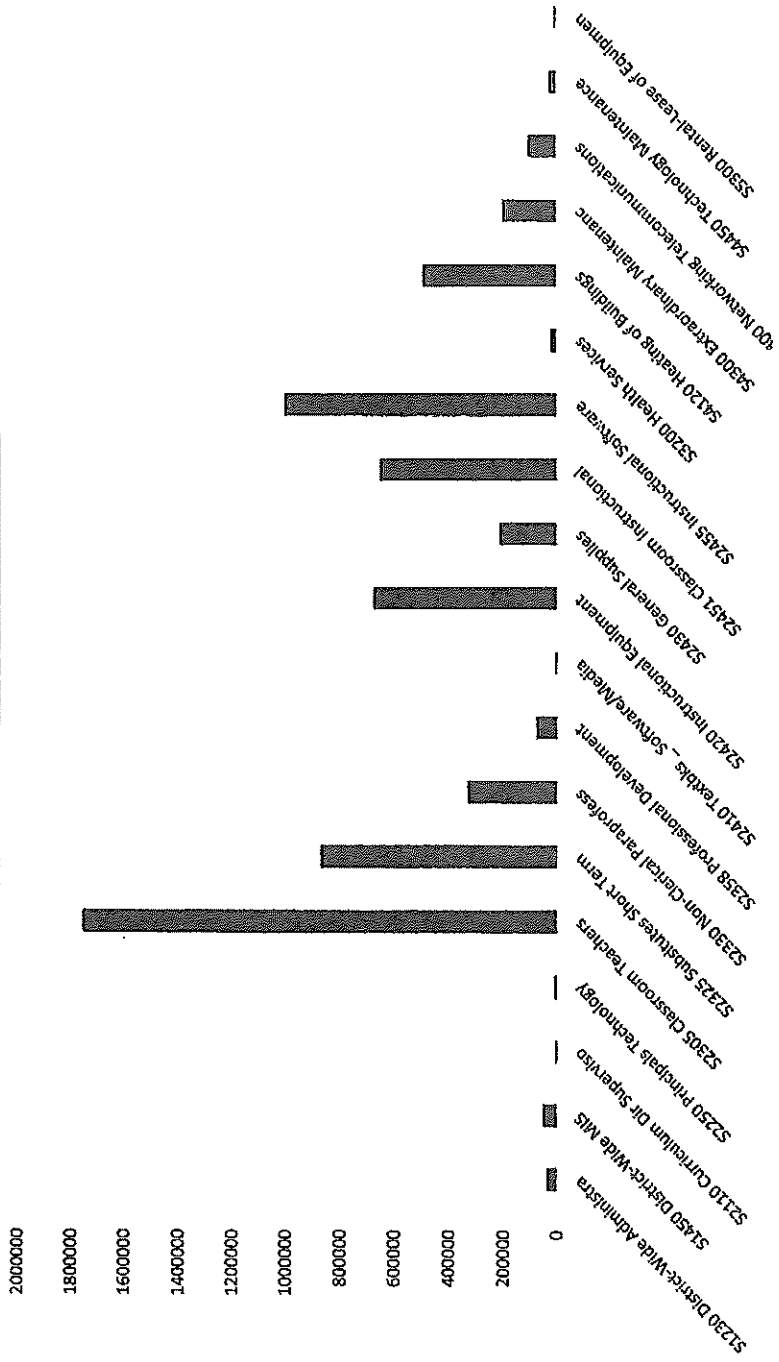
Online Instructional Software	<u>Total GE:</u>	<u>3,445,838</u>
Furniture Replacement	1,000,000	
Technology Upgrades ( computers, equipment and system updates)	682,000	
Additional Utilities costs	680,632	
Additional Instruments and Fine Arts Equipment	493,806	
Vestibules	205,000	
Additional Professional Development for Staff	200,000	
Welcome Center Online Registration System	75,000	
Additional Translating Services	50,000	
Additional contracted services	30,000	
Additional school supplies	22,000	
	7,400	

Additional Appropriation by Function Code

<u>Function Code</u>	<u>Amounts</u>
S1230 District-Wide Administra	35,000
S1450 District-Wide MIS	50,000
S2110 Curriculum Dir Superviso	2,000
S2250 Principals Technology	6,000
S2305 Classroom Teachers	1,755,000
S2325 Substitutes Short Term	867,295
S2330 Non-Clerical Paraprofess	330,000
S2358 Professional Development	75,000
S2410 Textbks _ Software/Media	2,200
S2420 Instructional Equipment	675,000
S2430 General Supplies	210,200
S2451 Classroom Instructional	649,860
S2455 Instructional Software	1,000,000
S3200 Health Services	20,000
S4120 Heating of Buildings	493,806
S4300 Extraordinary Maintenanc	200,000
S4400 Networking Telecommunications	105,000
S4450 Technology Maintenance	24,772
S5300 Rental-Lease of Equipment	2,000
<b>Grand Total</b>	<b>6,503,133</b>



**Appropriation By Function Code**





**Health Insurance Spend Down Report**

	Original Budget	Actual	Monthly Payment Amount (Estimate)	Credit/Debit	Balance
Transfers Out	26,162,500.00				
Transfer In	-				
Revised Budget	26,162,500.00				
* July 2020		2,161,704.58	2,000,000.00	161,204.58	24,001,295.43
* August 2020		1,864,405.59	2,000,000.00	(135,594.41)	22,136,889.84
* September 2020		1,924,433.51	2,000,000.00	(75,566.50)	20,212,456.33
<u>Quarter 1 ( Actual)</u>		<u>5,950,043.67</u>	<u>6,000,000.00</u>	<u>(49,956.33)</u>	
* October 2020		2,158,515.75	2,000,000.00	158,515.75	16,053,940.58
* November 2020			2,000,000.00		14,053,940.58
* December 2020			2,000,000.00		12,053,940.58
<u>Quarter 2 ( Actual)</u>					
January 2021			2,000,000.00		10,053,940.58
February 2021			2,000,000.00		8,053,940.58
March 2021			2,000,000.00		6,053,940.58
<u>Quarter 3 ( Actual)</u>					
April 2021			2,000,000.00		4,053,940.58
May 2021			2,000,000.00		2,053,940.58
June 2021			2,000,000.00		53,940.58
<u>Quarter 4 ( Actual)</u>					
* Payment Made to City					

FY21 Salary Spend Down Report

Original Budget	115,760,901.00	Bi-Weekly Payroll	Balance
Transfers Out	-		
Transfer In	27,000.00		
Revised Budget	115,787,901.00		
7/4/2020 Summer Accrual	(12,415,479.33)	3,502,696.11	124,700,684.22
7/18/20 Split Payroll (Accrued to FY20)	(563,040.21)	3,511,011.87	121,752,712.56
8/1/20		3,545,744.88	118,206,967.68
8/15/20		3,317,234.34	114,889,733.34
8/29/20 2nd week is 53rd week UA, UB		2,274,690.92	112,615,042.42
9/12/20 1st week ending of the new school year		4,270,666.67	108,344,375.75
9/26/20		4,334,268.43	104,010,107.32
10/10/20		4,365,095.59	99,645,011.73
10/24/20		4,386,870.42	95,258,141.31
11/7/20		4,381,492.93	90,876,648.38
11/21/20		4,483,186.42	86,393,461.96
12/5/20		4,507,562.00	81,885,899.96
12/19/20		4,525,396.00	77,360,503.96
1/2/21		4,507,562.00	72,852,941.96
1/16/21		4,525,396.00	68,327,545.96
1/30/21		4,507,562.00	63,819,983.96
2/13/21		4,507,562.00	59,312,421.96
2/27/21		4,525,396.00	54,787,025.96
3/13/21		4,507,562.00	50,279,463.96
3/27/21		4,525,396.00	45,754,067.96
4/10/21		4,507,562.00	41,246,505.96
4/24/21		4,525,396.00	36,721,109.96
5/8/21		4,507,562.00	32,213,547.96
5/22/21		4,525,396.00	27,688,151.96
6/5/21		4,507,562.00	23,180,589.96
6/19/21 Last pay for 42 week UA, UB		4,525,396.00	18,655,193.96
7/3/21 8 days to accrue back to 21		562,272.00	18,092,921.96
7/17/21 Service Transfers To Date	(5,376.13)	-	18,098,298.09
7/31/21 Anticipated Service Transfer Reimbursements	(149,638.00)	-	18,247,936.09
8/14/21 Voids/Handwrites To Date	8,171.91	-	18,239,764.18
8/28/21 Lump Sum (RETIRES) & Summer Accrual	16,313,962.69	-	1,925,801.49
9/11/21 Custodial & ROTC Reimbursements to date	(39,063.24)	-	1,964,864.73
9/25/21 ROTC Reimb Reimbursement (remaining)	(78,126.48)	-	2,042,991.21
10/9/21 Retirement Payouts	756,000.00	-	1,286,991.21
10/23/21 Longevity	402,925.00	-	884,066.21
11/6/21 Sick Incentive	20,000.00	-	864,066.21
11/20/21 Vacation Pay Paras/School Year Secretaries	150,000.00	-	714,066.21
12/4/21 NBEA Reimbursement	(89,186.00)	-	803,252.21

\* most recent payroll warrant

**TRANSFER OF FUNDS**

FOR APPROVAL:								11/30/2020	
FROM									
ORG	FUNC	OBJ	DESCRIPTION	TO ORG	FUNC	OBJ	DESCRIPTION	AMOUNT	REASON
S1158450	2210	540005	Principal Supplies Instructional Hardware	S115482	2453	580008	Other Instructional Hardware Instructional Software Whaling	352.00	Whiteboard purchase
S5155481	2453	580008	Whaling City	S5155450	2455	540005	City	774.00	Online Subscription
<b>INFORMATIONAL:</b>									
S1158450	2210	540005	Principal Supplies Parker Music Classroom Supplies	S1158480	2210	580008	Principal Equipment Parker Music Classroom Supplies High	347.79	Fax machine
S2343453	2430	540005	Middle School	S5053451	2430	540005	School	5,030.10	Auditorium Supplies

TRANSFER OF FUNDS

FOR APPROVAL																							
FROM	ORG	FUNC	OBJ	DESCRIPTION	TO	ORG	FUNC	OBJ	DESCRIPTION	AMOUNT	REASON												
FOR APPROVAL																							
		FROM						TO															
S0755450	540005	2455	580008	Instructional Software Supplies Hathaway	S0759550	2430	540005	Classroom Supplies Hathaway	8,500.00	Hybrid Model Learning Supplies													
S5103082	2410	580008	580008	Trinity Sped Textbooks	S5105450	2455	540005	Instructional Software Trinity	1,042.16	Instructional Software Purchase													
S5053080	2410	580008	580008	NBHS Textbooks	S5055452	2455	540005	Instructional Software NBHS	25,101.90	Env. Science Online Software													
S5059580	2415	580008	580008	NBHS Library Equipment	S5055480	2250	580008	NBHS Principal Office Equipment	1,888.00	Computer purchase													
S5054480	2420	580008	580008	NBHS (Science) School Equipment	S5054450	2430	540005	Classroom Supplies (Science)	2,234.87	Supply Purchase													
INFORMATIONAL:																							
S1235450	2455	540005	580008	Instructional Software Pulaski	S1235451	2455	540005	SPED instructional Software	1,143.00	Read 180 Instructional Software Purchase													
S4058480	2210	580008	580008	Principal Equipment Keith	S4058450	2210	540005	Principal Supplies Keith	8,600.00	Document Camera Purchase													

11/30/2020

11/24/2020

FY 20 FISCAL BUDGET REPORT

GRANTS FY20	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4301 NEA STUDENT SUCCESS GRANT	5,000	2,774		2,226.00	55.5%
4306 KEYS OF INSPIRATION	30,000	2,650	-	27,350	8.8%
4309 CAPITAL SKILLS WORKFORCE GRANT	5,000	4,272	200	528	89.4%
4310 BIG YELLOW BUS	1,750	1,320	-	430	75.4%
4329 BAYCOAST/COMCAST	20,000	643	19,357	-	100.0%
4332 RENAISSANCE MCC FIELD TRIPS	1,594	802	-	792	50.3%
4344 PACHECO READERS	11,000	8,493	2,444	63	99.4%
4350 BRISTOL COUNTY SAVINGS BANK	25,000	11,286	800	12,914	48.3%
4355 CARNEY FOUNDATION DEV/CONG	5,000			5,000	0.0%
4359 MASS LIFE SCIENCES	31,602	14,812		16,790	46.9%
4360 PRINCIPALS DISCRETIONARY	100,000	25,574	43,441	30,985	69.0%
4362 MASSHIRE WORKFORCE BOARD	3,000	2,702		298	90.1%
4401 TITLE I	6,921,067	6,536,451	139,309	245,307	96.5%
4402 IDEA	3,885,087	2,871,611	28,181	986,296	74.6%
4406 TITLE III LEP SUPPORT	528,834	362,618	6,400	159,816	69.8%
4407 PERKINS GRANT	103,723	103,412	-	311	99.7%
4409 TITLE IIA	763,973	333,099	70,310	360,564	52.8%

GRANTS FY20	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4411 Early Ed Sped	141,906	45,734	-	96,172	32.2%
4412 MCKINNEY VENTO	55,000	55,000	-	-	100.0%
4414 21st CCLC SY CONTINUATION	504,558	504,558	-	-	100.0%
4432 SCHOOL REDESIGN GRANT SUM	300,000	300,000	-	-	100.0%
4434 TITLE IV	395,224	174,944	39,000	181,280	54.1%
4475 TITLE III IMMIGRANT	46,148	46,148	-	-	100.0%
4501 MASS GRAD	67,988	59,969	-	8,019	88.2%
4511 21ST CCLC GOMES ELT	154,072	146,608	-	7,464	95.2%
4516 21st CCLC SPED	20,000	2,335	-	17,665	11.7%
4517 21ST CCLC PARKER OST	111,000	43,673	3,557	63,770	42.5%
4519 EMERGENCY AID FOR HOMELESS	26,505	23,348	-	3,157	88.1%
4543 TAG II	450,000	450,000	-	-	100.0%
4602 DEVEXP HQ SUMMER LEARNING	21,800	21,165	-	635	97.1%
4703 WORKFORCE SKILLS GRANT	328,000	67,655	2,100	258,245	21.3%
4715 INNOVATION PATHWAY GRANT	30,000	14,455	-	15,545	48.2%
4717 STARS RESIDENCY	5,000	4,900	-	100	98.0%
<b>TOTAL FY20 GRANTS</b>	<b>15,099,831</b>	<b>12,243,011</b>	<b>355,099</b>	<b>2,501,722</b>	<b>83.3%</b>



11/24/2020

FY 19 FISCAL BUDGET REPORT

GRANTS FY19	Budget	YTD Expended	Encumbrances	Balance	Percent Spent & Enc
4360 PRINCIPAL DISCRETIONARY	96,000	91,140	4,847	13	100.0%
4706 PACHECO BASEBALL FIELD	32,190	27,969	-	4,221	86.9%
4743 PLTW GATEWAY	24,000	14,700		9,300	61.2%
<b>TOTAL FY19 GRANTS</b>	<b>152,190</b>	<b>133,809</b>	<b>4,847</b>	<b>13,534</b>	<b>91.1%</b>



## Personnel Report

January 11, 2020

### A. APPOINTMENTS:

<u>Name</u>	<u>Position</u>	<u>School</u>
<b><u>UNIT A</u></b>		
Jillian Luchetti	Guidance Counselor	New Bedford High School
Ruth Rodrigues	Kindergarten Teacher	Hayden/McFadden Elementary School
Andrew Santos	Physical Education Teacher	New Bedford High School
Matthew West	Special Education Teacher	New Bedford High School

### **NON-UNION**

Jordyan Gamboa	Building Based Substitute Teacher	Pulaski Elementary School
Janeda Logan	Behavioral Assistant	Pulaski Elementary School
Shayla Moya	Building Based Substitute Teacher	Campbell Elementary School
Jonathan Parkin	Building Based Substitute Teacher	Winslow Elementary School
Erin Rezendes	Building Based Substitute Teacher	New Bedford High School

### **AFSCME**

Shane Audette, Jr.	Provisional Jr. Custodian – mid shift (10am-6pm)	Gomes Elementary School
Caleb Burroughs	Provisional Jr. Custodian – 1 <sup>st</sup> shift (6:30am-3pm)	Keith Middle School
Ilda Camara	6.5 Hour Assistant Cook	Pulaski Elementary School
Dorvalino Costa	Provisional Plumber	Facilities Operations
Kelly Dompierre	Provisional Jr. Custodian – 2 <sup>nd</sup> shift (3pm-11pm)	Gomes Elementary School
Andrew Goulet	Provisional Jr. Custodian – 2 <sup>nd</sup> shift (3pm-11pm)	Gomes Elementary School
Catherine Kingsbury	Provisional 6.5 Hour Cook	Gomes Elementary School
Joshua Rodriguez	Provisional Jr. Custodian – mid shift (10am-6pm)	Ashley Elementary School
Wendy Tavarez DePina	Provisional 6.5 Hour Assistant Cook	Gomes Elementary School

### **PARAPROFESSIONAL**

Megan Correia	Paraprofessional – Small Group	DeValles Elementary School
Katelyn Gomes	Paraprofessional – ASD	Campbell Elementary School
Arianna Oris	2:1 Paraprofessional ASD	Campbell Elementary School
Michelle Silva	Paraprofessional – Substantially Separate	Ashley Elementary School

### **B. RETIREMENTS:**

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
<b><u>UNIT A</u></b>			
Susan Amorin	June 30, 2021	Grade 1 Teacher	Pulaski Elementary School
Sharon Blanchard	August 8, 2021	Grade 3 Teacher	Swift Elementary School

## Personnel Report January 11, 2020

### B. RETIREMENTS (cont):

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
Cathy Carlisle	June 30, 2021	Grade 1 Teacher	Pulaski Elementary School
Aurienne Dembitzki	September 30, 2021	Integrated Preschool Teacher	Hathaway Elementary School
Kim Daniels	July 21, 2021	School Adjustment Counselor	Gomes Elementary School
Lynn Freitas	June 30, 2021	Grade 8 Math Teacher	Normandin Middle School
Lynn Garnett	June 30, 2021	Grade 3 Teacher	Carney Academy
Elizabeth O'Gallagher	June 18, 2021	ESL Teacher	Hathaway Elementary School
Susan Rooney	June 30, 2021	Grade 4 Teacher	Pulaski Elementary School
Delia Silva	June 30, 2021	Grade 1 Teacher	Pulaski Elementary School
Teresa Souza	June 30, 2021	Grade 3 Teacher	Pulaski Elementary School
Debra Surprenant	July 12, 2021	Grade 5 Teacher	Winslow Elementary School

### AFSCME

Maria C. Cardoso	January 2, 2021	Cafeteria Helper	New Bedford High School
Joseph DeMello	January 2, 2021	Senior Custodian	Paul Rodrigues Administration Building
Maria Soares	January 2, 2021	Cafeteria Helper	New Bedford High School

### PARAPROFESSIONAL

Linda Barboza	January 2, 2021	Lunch Aide	Ashley Elementary School
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### C. RESIGNATIONS:

<u>Name</u>	<u>Date</u>	<u>Position</u>	<u>School</u>
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### UNIT A

Matthew Gaitane	February 4, 2021	Math Teacher	New Bedford High School
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### AFSCME

Helen Costa	October 23, 2020	Cashier	Hayden/McFadden Elementary School
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### NON-UNION

Janet Falone	January 2, 2021	Payroll Specialist	Paul Rodrigues Administration Building
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### PARAPROFESSIONAL

Renae Conway	January 1, 2021	Paraprofessional 1:1	Hayden/McFadden Elementary School
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**Personnel Report**  
January 11, 2020

**D. TRANSFERS:**

**Name**

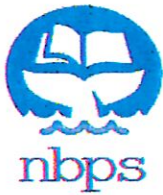
**From**

**To**

**UNIT A**

Kristen Nightingale	Special Education Teacher at Winslow Elementary School	Grade 3 Teacher at Winslow Elementary School
---------------------	--	--





THOMAS ANDERSON  
SUPERINTENDENT

**NEW BEDFORD PUBLIC SCHOOLS**  
PAUL RODRIGUES ADMINISTRATION BUILDING  
455 COUNTY STREET  
NEW BEDFORD, MASSACHUSETTS 02740  
www.newbedfordschool.org

(508) 997-4511

*"We are committed to developing a community of learners who are academically proficient, demonstrate strong character and exhibit self-confidence."*

KAREN A. TREADUP  
DEPUTY SUPERINTENDENT

ANDREW O'LEARY  
ASSISTANT  
SUPERINTENDENT OF  
FINANCE & OPERATIONS

HEATHER EMSLEY  
EXECUTIVE DIRECTOR OF  
HUMAN CAPITAL SERVICES

JENNIFER FERLAND  
EXECUTIVE DIRECTOR OF  
STRATEGIC INITIATIVES & PARTNERSHIPS

SANDRA FORD  
EXECUTIVE DIRECTOR OF  
SPECIAL EDUCATION & STUDENT  
SERVICES

SONIA WALMSLEY  
EXECUTIVE DIRECTOR OF  
EDUCATIONAL ACCESS &  
PATHWAYS

6A

## MEMORANDUM

To: New Bedford School Committee

From: Thomas Anderson, Superintendent

Date: December 1, 2020

Subject: Request Consideration of Purchasing of 449 North St., New Bedford

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This Memo should serve as the Evaluation Team's recommendation to move forward with negotiations to purchase the property located at 449 North Street, New Bedford. We the Committee believe this property will suit our purposes for the site of the new Central Kitchen for the New Bedford Public Schools Food Service Department. Attached please find the recommended proposal and the price proposal sheet submitted by the owner of this property.

BR/lkn



**CITY OF NEW BEDFORD, MASSACHUSETTS**  
**Request for Proposals # 21300038**  
**Site Acquisition for Central Kitchen Facility**



The City of New Bedford, Purchasing Department, in conjunction with the New Bedford Public Schools Food Service Department (NBSFSD), is soliciting sealed proposals for a new Central Kitchen Facility in New Bedford, Massachusetts. The NBSFSD has outgrown its existing Central Kitchen space located at the Paul Rodrigues Administration Building and wishes to move to a new building while remaining central to all schools.

To accommodate a new workspace, the preferred building will be 15,000 to 20,000 square feet in size, contain a loading dock, be centrally located and made up of one parcel, adjacent to highways, and include parking for 34 vehicles, plus the ability to receive on site and unload a tractor trailer combination with a 53' trailer without street obstruction or backing in and out of the street delaying traffic. The NBSFSD will entertain proposals for purchase with an estimated cost of not more than one million dollars (\$1,000,000) as long as the property is free of debts, obligations, liens, or other encumbrances (financial or otherwise) at the time of delivery but would accept a gift property. The property must have had a recent clearance report from action relating to MGL Chapter 21E: MASSACHUSETTS OIL AND HAZARDOUS MATERIAL RELEASE PREVENTION AND RESPONSE ACT. Ideally, the NBSFSD wishes to settle on a property and close on the transaction as soon as reasonably possible.

The proposal process and award of this Contract will be under the provisions of M.G.L. Chapter 30B.

Contract documents may be obtained and/or examined electronically by visiting the City's website <https://www.newbedford-ma.gov/purchasing/> on or after Monday, August 31, 2020.

Due to the coronavirus outbreak, the regular submission process has changed. Sealed proposals can now be only submitted to 309 Smith Street, New Bedford, MA 02740 between Monday – Friday from 8 am – 3 pm. Packages must be delivered to above address via receipt-acknowledged delivery service, certified mail that must be signed for, or in person drop-off. The bid must clearly state on the exterior that it is for IFB # 21300038 Central Kitchen Site Acquisition, attention to the Purchasing Department. To facilitate the bid opening process, all bidders must email [purchasing@newbedford-ma.gov](mailto:purchasing@newbedford-ma.gov) to confirm that they have submitted a bid.

All incoming mail- delivered or dropped off- is to be quarantined for a period of at least 48 hours to eliminate the possibility of viral transmission per the New Bedford Health Department. As such, proposals are due on **Wednesday, October 14, 2020 at 1 pm Eastern time, but will be opened on Friday, October 16, 2020 at 1 pm Eastern Time.** Proposals received after the above time and date will be rejected and returned unopened.

If, at the time of the scheduled proposal due date or opening, City Hall is closed due to uncontrolled events such as fire, snow, ice, wind, or building evacuation, the proposal due date and/or opening will be postponed to the same time on the next normal business day. It is strongly recommended that proposals are mailed or delivered in advanced of the due date and time. The time clock on the wall above the counter of the Purchasing Department will determine the time of the proposal opening.



## **General Conditions and Requirements**

### **1. Proposal Rules:**

This proposal is solicited and will be awarded pursuant to the rules set forth in Chapter 30B of the Massachusetts General Laws.

### **2. Proposal Submission:**

Proposals must be submitted by 1 pm on Wednesday, October 14, 2020 in two (2) separate, sealed envelopes marked:

1. 21300038 Site Acquisition Central Kitchen – Technical Proposal
2. 21300038 Site Acquisition Central Kitchen – Cost Proposal

One (1) original and one (1) copy of each proposal is required. Technical proposals containing any cost information will be disqualified. Sealed proposals must be submitted to 309 Smith Street, New Bedford, MA 02740 between Monday – Friday from 8 am – 3 pm. Packages must be delivered to above address via receipt-acknowledged delivery service, certified mail that must be signed for, or in person drop-off. Proposers must email [purchasing@newbedford-ma.gov](mailto:purchasing@newbedford-ma.gov) to notify the City that a proposal was submitted.

### **3. Reviewing Period:**

All proposals meeting general requirements and conditions may be held by the City of New Bedford for a period not to exceed sixty (60) days from the date of the opening of proposals for the purpose of reviewing the proposals and investigating qualifications of proposers, and negotiations prior to the awarding of the contract.

### **4. Basis of Proposal Award:**

The City shall award to the responsible and responsive proposer submitting the proposal considered the most advantageous, taking into consideration the proposal's criteria and price. Upon a selection of the most advantageous proposal, the City will enter into negotiations for a purchase and sale agreement and/or long term lease agreement.

### **5. Cost to the City:**

The City will entertain proposals to purchase the property for not more than one million dollars (\$1,000,000) as long as the property is free of debts, obligations, liens, or other encumbrances (financial or otherwise) but would accept a steeply discounted or gift property. The City will consider long term lease proposals (at least 10-20 years) for the property that fits the same criteria as the proposals to purchase the property.

## **Scope**

### **1. General Location of Property:**

The preferred site for the new Central Kitchen Facility should be located near the center of the downtown area, have access to highways, public transportation and include off street parking.

### **2. Size and Geometry of the Property:**

The subject property structure should be a minimum of 15,000 - 20,000 square feet in size, and also enough adjacent land to include employee parking. Ideally, the overall property size should be approximately 45,000 s.f. and should be located near the City of New Bedford downtown area and will be one parcel of a suitable geometry that allows for efficient entrance for a loading dock and required parking for 34 vehicles and the ability to receive and unload a tractor trailer combination with a 53' trailer without street obstruction or require backing in and out of the street delaying traffic. The preferred property should be served by Natural Gas and 3 Phase electric power.

### **3. Site Conditions:**

The subject property should be in full compliance with any and all applicable Federal, State, or local requirements. If present, any environmentally sensitive land should be clearly defined. Preferably, the subject property should have, or be able to reasonably obtain at no cost to the City, clean MGL Chapter 21E: MASSACHUSETTS OIL AND HAZARDOUS MATERIAL RELEASE PREVENTION AND RESPONSE ACT, Phase I/II environmental reports issued within the past 18 months. The preferred proposal will also have a geotechnical evaluation of the property.

### **4. Costs of Preparing Proposal:**

All costs involved in preparing the proposal submittal will be borne by the proposer. The City of New Bedford will not be liable for any costs associated with the creation of the proposal submittal or any supporting documents.

### **5. Schedule:**

Evaluations of the proposals will take place during the sixty (60) day evaluation period. The City expects to choose a site and enter into negotiations with the owner as soon as possible. To ensure adherence to a fairly aggressive schedule for design, the City wishes to close on a property within 1 year (365 days) of the submission opening date.

### **6. Minimum Submittal Requirements:**

Each proposal must contain the following documentation in support:

1. A map showing the subject property and its location near the downtown area
2. A survey prepared by a registered Massachusetts land surveyor showing the metes and

- A site of less than 45,000 square feet but greater than 35,000 square feet located within the area specified in the RFP would be considered advantageous.
- A site of less than 35,000 square feet but greater than 25,000 square feet located within the area specified in the RFP would be considered least advantageous.

## **2. Site Conditions and Geometry**

The subject property should be in full compliance with any and all applicable Federal, State, or local requirements. If present, any environmentally sensitive land should be clearly defined. Ideally the property should be of a suitable geometry that allows for efficient development of the building and required parking. The most desirable property will be one which requires the least grading and/or demolition

- A site that is relatively flat, has no environmental restrictions, and requires little or no demolition would be considered highly advantageous.
- A site that is relatively flat, has some environmental restrictions, and requires demolition of simple structures would be considered advantageous.
- A site that requires substantial grading, has environmental restrictions, and requires heavy remediation and demolition would be considered least advantageous.

## **3. Ease of Access from Main Thoroughfare(s)**

The preferred site will fit into the near designated downtown area without having a negative impact on traffic flow and surrounding properties.

- A site that has multiple access points for pedestrians and vehicles would be considered highly advantageous.
- A site that has at least one access point for pedestrians and vehicles would be considered advantageous.
- A site that has little or no access for pedestrians and vehicles would be considered least advantageous.

## **4. Site Features**

The preferred site would offer natural views and be generally visible to the public. It might offer gathering places and small garden areas.

- A site positioned so that the Central Kitchen Facility would have a view, be easily visible from surrounding thoroughfares, and not be overwhelmed by surrounding buildings would be considered highly advantageous.
- A site positioned so that the Central Kitchen Facility would have a view, be

The Cost Proposal must be submitted in a separate, sealed envelope as outlined in Instructions to Proposers.

### COST PROPOSAL

RFP # 21300038 City of New Bedford School Department Central Kitchen Site Acquisition

Paul A. Piva

(Print Name of Proposer)

449 North Street New Bedford

(Address of Proposed Site)

Size of Property: 1.276 Acres <sup>Approximately</sup> 55,582.96 SF  
(Building 16,611 SF)

Asking price \$ 1,000,000

Write in Numbers

One Million Dollars

Dollars

Write in Words

Most Recent Appraised Value (if available): \$ N/A

Assessed Value by the City of New Bedford: \$ 718,200

The undersigned agrees that, if he is selected as the most advantageous proposer, he will, within ten (10) days, Saturdays, Sundays, and legal holidays excluded, after presentation thereof by the awarding authority, execute a Notice of Award of contract in accordance with the terms of this Proposal.

The undersigned further certifies under the penalties of perjury that this proposal is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this subsection the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity.

The undersigned hereby certifies, under penalty of perjury, that the said undersigned has paid all State Taxes (Income Taxes, Unemployment Taxes, Excise Taxes, Real Estate Taxes, etc., etc.) due in



NOT APPLICABLE

**CITY OF NEW BEDFORD**  
Jonathan F. Mitchell, Mayor

**CITY OF NEW BEDFORD**  
**MASSACHUSETTS**

**VOTE OF CORPORATION AUTHORIZING**  
**EXECUTION OF CORPORATE AGREEMENTS**

At a meeting of the Board of Directors of \_\_\_\_\_ duly called and

held on \_\_\_\_\_, 20\_\_\_\_ at which a quorum was present and acting  
throughout, the following vote was duly adopted.

VOTED: That \_\_\_\_\_, a \_\_\_\_\_ of the corporation,  
be and hereby is authorized to affix the Corporate Seal, sign and deliver in the name and behalf of the  
corporation contract documents with the City of New Bedford, the above mentioned documents to include  
but not be limited to Bids, Proposals, Deeds, Purchase and Sales Agreements, Agreements, Contracts,  
Leases, Licenses, Releases and Indemnifications; and also to seal and execute, as above, surety company  
bonds to secure bids and proposals and the performance of said contract and payment for labor and  
materials, all in such form and on such terms and conditions as he/she, by the execution thereof, shall  
deem proper. A true copy.

ATTEST:

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Signature

(Affix Corporate Seal)

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

NOT APPLICABLE



**City of New Bedford**  
**Mayor Jonathan F. Mitchell**

**CERTIFICATE OF PAYMENT OF STATE TAX**

Pursuant to M.G.L. Ch. 62C, sec 49A, I/we certify under the penalties of perjury that I/we have complied with all laws of the Commonwealth of Massachusetts relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

10/1/20  
Date

\_\_\_\_\_  
Federal Identification Number

\_\_\_\_\_  
Name of Company

\_\_\_\_\_  
Street

\_\_\_\_\_  
City, State, Zip

\_\_\_\_\_  
Name, Company Officer

\_\_\_\_\_  
Signature, Company Officer

6. This section must be signed by the individual(s) or organization(s) entering into this real property transaction with the public agency named in Item 1. If the form is signed on behalf of a corporation, it must be signed by a duly authorized officer of that corporation.

The undersigned acknowledges that any changes or additions to Item 4 of this form during the term of any lease or rental will require filing a new disclosure with the Division of Capital Asset and Management and Maintenance within 30 days following the change or addition.

The undersigned swears under the pains and penalties of perjury that this form is complete and accurate in all respects.

*Paul A Piva*

Signature

*Paul A Piva*

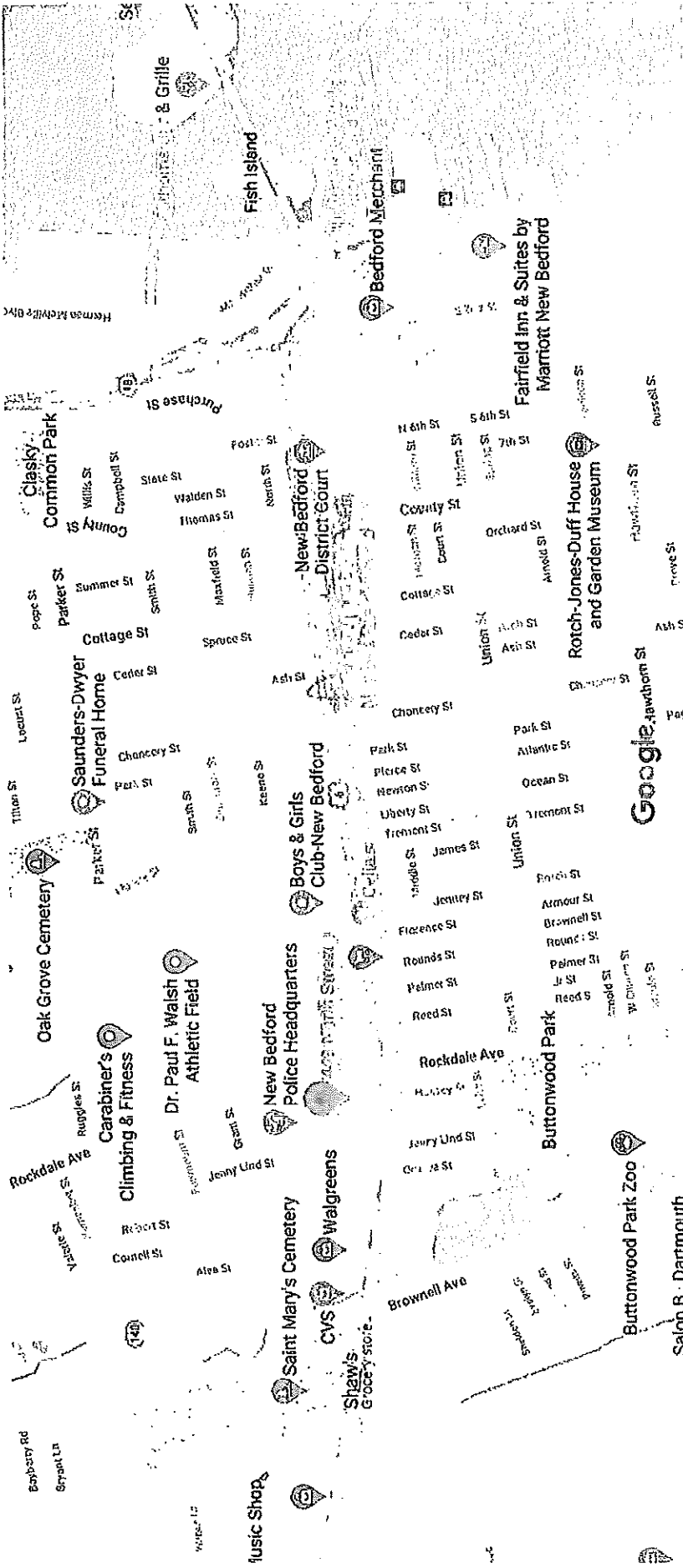
Printed Name

*NOT APPLICABLE*

Title:

*10/1/20*

Date:



Map data ©2020 1000 ft

*Approximately*



6. (3)

**AFFIDAVIT OF OWNERSHIP:**

This is to certify that I, Paul A. Piva, am the owner of 449 North Street, New Bedford, MA 02740, Book #01816 and Page #1018, dated January 16, 1981 in the Bristol County (S.D.) Registry of Deeds.

Paul A. Piva

October 14, 2020

Witness my hand and seal this 14 day of October, 2020

The Commonwealth of Massachusetts

Bristol, ss

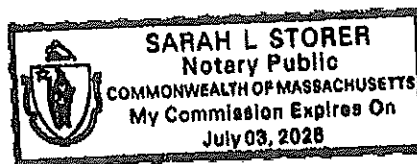
October 14, 2020

Then personally appeared the above-named Paul A. Piva and acknowledged the foregoing instrument to be his free act and deed before me.

Sarah L. Storer

Notary Public

My Commission Expires: 7-3-20



6. (6)

1916 (G) 1018

Cy. R. T. Co. Ed. P. P. Co.  
8. 31-88. 2197-228

MASSACHUSETTS OFFICE OF REGISTRATION OF DEEDS

483

**WARREN REALTY CORP.**

A corporation duly established under the laws of Massachusetts  
and having its usual place of business in Boston

Suffolk County, Massachusetts, for consideration paid in the  
amount of One Hundred Thirty-Eight Thousand (\$138,000.00) Dollars  
grants to PAUL A. FIVA and ROSEMARY FIVA, husband and wife as joint tenants,

of 141 Bellevue Street, New Bedford, MA with certain easements

On land in New Bedford, Bristol County, Massachusetts with the building thereon  
known as and numbered 141 North Street, New Bedford, Massachusetts containing  
two parcels bounded and described as follows:

**PARCEL 1**

Beginning at the southwest corner of the land hereby conveyed and the  
southeast corner of land of Tide Water Associated Oil Company, at a  
point in the north line of North Street, distant westerly therein one  
hundred six and 18/100 (106.18) feet from its intersection with the  
west line of Rockdale Avenue, thence northerly by said land of Tide  
Water Associated Oil Company one hundred thirty-four and 12/100  
(134.12) feet to the south line of land of Antoni & Karol Chojinski;  
thence westerly by best needed land, land now or formerly of Theresa M.  
Malione, land of other owners and land now or formerly of Mary E.  
Deshmond four hundred seventeen and 30/100 (417.30) feet, more or less,  
to the southwest corner of said Desmond land and the northwest corner  
of the land hereby conveyed; thence northerly by land now or formerly  
of Charles C. and Marriet M. Cornell, Mary E. Seed and another owner  
one hundred nineteen and 4/10 (119.4) feet, more or less, to said north  
line of North Street, and thence easterly therein four hundred twenty  
and 15/100 (420.15) feet to the point of beginning. Containing  
73,947 square feet, more or less.

Being the same premises conveyed to the grantor by deed of Hyman Miller  
dated October 23, 1947 recorded in Bristol South District Registry of  
Deeds Book 931, Page 355.

**PARCEL 2**

Beginning at a drill hole in the southeast corner of the premises, said  
point being fifty-nine and 50/100 (59.50) feet from the intersection of the  
north line of North Street with the east line of Jenny Lind Street; thence  
running northerly thirty-seven and 5/10 (37.5) feet to a stake; thence turn-  
ing and running easterly in line of land now or formerly of Mary E. Seed  
seventy and 22/100 (70.22) feet to a stake; and thence turning and running  
southerly thirty-seven and 5/10 (37.5) feet in line of land now or formerly  
of Warren Realty Corp. to the north line of North Street; thence westerly  
therein seventy and 42/100 (70.42) feet to a drill hole and point of begin-  
ning. Containing nine and 73/100 (9.73) square rods, more or less.

Being the same premises conveyed to grantor by William S. Conroy dated  
September 1, 1950 recorded in said Deeds at Book 1322, Page 133.

Subject to such restrictions and encumbrances of record if any there be.

**Memorandum of Agreement**  
**Between the**  
**New Bedford School Committee and**  
**AFSCME Council 93, Local 641**

The New Bedford School Committee ("Committee") and AFSCME Council 93, Local 641 ("Union"), collectively referred to as the "Parties" agree to amend their 2017-2020 collective bargaining agreement as follows:

1. Article XXVI: Term and Effect of Agreement (p. 37)
  - A. Amend the first paragraph of Article XXVI by replacing "2020" with "2023" and by replacing "2017" with "2020".
  - B. Update the dates and years in the third paragraph. (housekeeping)
2. Hourly Wages
  - A. The hourly wages for Fiscal Years 2021, 2022, and 2023 are appended to this Memorandum of Agreement as Attachments 1, 2, and 3, respectively.
  - B. Employees moving from numbered columns in FY 2020 to lettered columns in FY 2021 will move to the letter column that has an hourly rate that is closest to but not less than the hourly rate that the employee had in the numbered column in FY 2020.
3. Article VII Hours of Work and Work Year (p. 6)
  - B. Replace the first sentence in Section B.2. with the following (new language underlined):

**Cafeteria personnel on an academic year shall be established at a minimum of one hundred and eighty-one (181) work days, except for cashiers in the cafeteria's whose work year shall be established as a minimum of one hundred seventy-nine (179) work days. The Committee may add one (1), two (2) or three (3) additional workdays to the work year(s). When the Committee decides to add one, two or three work days to a work year, it shall provide the Union with notice on or before May 15<sup>th</sup> prior to the academic year in which the additional day(s) will be worked.**
4. Article VIII Recall (p. 9)
  - B. Minimum Hours  
Add: Employees recalled on Thanksgiving, Christmas or New Year's Day will be guaranteed a minimum of four (4) hours.



5. Article IX Compensation, Section C. (pp. 429-13)

A. Effective July 1, 2020, amend Article IX, Section A by deleting the first two paragraph (p. 9), the table (top of p. 10), and the two paragraphs following the table at top of page 10 and by inserting the following before the following paragraph (as revised):  
"All current employees have an anniversary date for ~~step~~ column advancement of July 1 of each year" :

Each employee who has completed fifty-two (52) weeks of service in the prior salary column shall advance to the next column on July 1<sup>st</sup> in the employee's job classification until the maximum column is reached. New employees may be hired at any column except the highest column. However, notwithstanding the prior sentence, an employee who transfers from ~~the City of New Bedford~~ a municipal department in the same job title without a break in service shall be placed in the column with wages that are closest to but not less than the wages such employee earned from ~~the City of New Bedford~~ a municipal department in the title from which he transferred. Service shall mean the period of time an employee is on the payroll either in active service or on a paid leave. Any period in which an employee is on an approved leave of absence without pay for less than six (6) consecutive months shall not be deemed a break in service.

B. Delete the following on page 12:

(i) second and third sentences in the first paragraph on p. 12.

(ii) delete the fifth ~~and sixth~~ paragraphs on p. 12

(iii) Replace the sixth paragraph with the following: "The Department will provide outerwear for employees who work in colder weather or who work in the freezer."

C. Replace the Dress-Code- Cafeteria list (p. 13) with the following:

Dress Code - Cafeteria

All Nutrition Department employees, excluding drivers, laborers, and MEOs, will be provided with five (5) uniform pants and five (5) uniform shirts and shall wear such uniform items while at work. Principals/Supervisors may permit employees to wear non uniform color or patterned scrub tops during holidays and special occasions. Aprons are provided by the Committee and wearing aprons is optional. The employee provides his/her own footwear which must be: (i) closed toe, (ii) with a back (clogs are permitted only if they have a strap behind the heel), and (iii) non-slip rubber soles.

Drivers and laborers in the Nutrition Department are to wear an upper button golf (polo) shirt provided by the Committee.

6. Housekeeping



- A. Article III. G. Agency Fee (p. 3): Delete section G in its entirety.
  - B. Article XVII H (p. 29): Delete Section H
  - C. Article XVII Section M (p. 30): Delete “Effective no earlier than January 1, 2018,”
  - D. Article XVII Section N (p. 30): Delete “effective no earlier than January 1, 2018,”
7. Article IX  
Section B: Longevity (p. 11)
- A. Amend Section B.5 by replacing “the second (2<sup>nd</sup>) pay period in December” with “the last pay period in November”.
  - B. Effective July 1, 2022, increase the longevity amounts by \$25.00.
8. Article XVII Miscellaneous
- A. Section H: Delete Section H, Rest Periods (already exists in Hours of Work) and replace with “This Section H intentionally left blank” – Housekeeping
  - B. Section M: Delete “Effective no earlier than January 1, 2018,” – Housekeeping
  - C. Section N: Delete “Effective no earlier than January 1, 2018,” - Housekeeping
9. Page 47 of the CBA at #13 last line (Housekeeping)  
Delete the following line: “March 31, 2017 Side Letter on co-op students (see attached)”
10. Article III, Section A Dues Deduction (p. 1)  
Replace Section A with the following:
- A. AUTHORIZATION  
During the term of this Agreement, the Employer shall deduct from the employee’s pay on a bi-weekly basis an amount set by the Union for Union dues, agency fee, COPE contributions from each member of the Union who voluntarily executes an authorization form and upon request, any additional dues amounts specified by the Union and authorized by the employee.
11. Article III, Section B and B.1 (p. 2)
- A. Amend Section B by inserting “bi-“ before “weekly earnings”
  - B. Delete Section B.1
  - C. Amend Section C by replacing “weekly” with “bi-weekly”
12. Article XVII, new Section R (p. 30)
- R. Employees who have the following license or certification, which is not required for the employee’s job, and who the employer directs to utilize such license or





certification for the New Bedford Public Schools shall receive a differential of ten cents (\$0.10) per hour for having and utilizing each such license/certification:

- Massachusetts Hoisting License
- Massachusetts Construction Supervisor License
- CPO Certification

13. Senior Custodian Job Description

- A. The Parties agree that the Committee has satisfied its bargaining obligations with respect to the revised job description for the senior custodian position.
- B. Effective July 1, 2020, amend the salary table by moving “Senior Custodian - All Others” to the line with “Senior Custodian- Middle Schools/Walsh Field” and delete the line “Senior Custodian-All Others”.

14. Article VII Hours of Work and Work Year (p. 6)

- A. Add the following new paragraph 7 to Section A of Article VII:

7. For payroll purposes, Each employee shall sign in and out of the building(s) in which the employee is working when the employee arrives to work and any time the employee departs from the building/campus for any non-work purpose. The School Department may implement an electronic method of signing in/out such as a swipe card system for payroll purposes.

15. New Job Title and Positions

A. Cafeteria Worker

The Committee has satisfied its bargaining obligations with respect to: (i) the creation of the position of cafeteria worker effective September 1, 2020 who may perform all duties (except the exclusive duties of the Cook and Manager) with respect to food preparation, serving, distribution, reconciliation of meals and money, cleaning, and any other duties in the Nutrition Department, and (ii) the establishment 5 column pay grid as follows:

B. Steamfitter

The Committee has satisfied its bargaining obligations with respect to: (i) the creation of the position of steamfitter who may perform all duties with respect to the steamfitter job description including but not limited to boiler/furnace inspection, maintenance, and repair, and (ii) this role will be added to the pay grid for “HVAC Plumber Electrician”.

16. Article XI Holiday

- A. Effective June 19, 2023, add Juneteenth to the list of holidays in Article XI A.(1)
- B. Effective June 19, 2023, add the following to the list of holidays in Article XI A. (2): “Juneteenth (clerks only)”



This Memorandum of Agreement is subject to ratification by the Union membership and approval by the New Bedford School Committee. Agreed to by the Parties on the date(s) indicated below. The Parties' electronic signatures shall be deemed authentic signatures.

For the New Bedford School Committee

For AFSCME Council 93, Local 641

\_\_\_\_\_  
Mayor Jonathan Mitchell  
Chairperson

\_\_\_\_\_  
Christopher Cotter  
Vice Chairperson

\_\_\_\_\_  
Joshua Amaral

\_\_\_\_\_  
Colleen Dawicki

\_\_\_\_\_  
Joaquim Livramento

\_\_\_\_\_  
Bruce Oliveira

\_\_\_\_\_  
John Oliveira

Date: \_\_\_\_\_

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*[Signature]*

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*[Signature]*

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\_\_\_\_\_  
*[Signature]*  
STAFF Rep.

Date: 1/7/2021



FY21 (July 1, 2020-June 30, 2021)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
Junior Clerk- Academic Year Clerk	15.00	15.42	16.68	17.94	18.66	19.39	19.97
Senior Clerk	15.19	16.16	17.43	18.72	19.49	20.70	21.32
Principal Clerk	16.13	17.10	18.39	19.68	21.06	22.65	23.33
Principal Clerk - NBHS	16.55	17.54	18.82	20.11	22.71	24.28	25.01
Junior Custodian	15.00	15.45	16.67	17.87	18.22	18.77	19.34
HVAC Plumber Electrician Steamfitter	25.41	25.91	26.57	27.23	27.91	28.71	29.58
Sr. Plant Engineer	21.49	22.24	23.12	24.18	25.20	26.50	27.29
Plumber				Duplicate removed from Table			
Electrician				Duplicate removed from Table			
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter (Added)	20.82	21.54	22.29	23.19	24.23	25.40	26.16
Licensed Carpenter				Moved to same Line as Jr HVAC, Jr Plumber and Jr. Electrician			
Jr. Plant Engineer	20.28	20.78	21.41	22.82	23.58	24.48	25.18
Maintenance Craftsman	16.90	17.66	18.54	19.56	20.73	22.09	22.75
Mason	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Welder	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Painter	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Carpenter	16.40	16.91	17.50	18.29	19.38	20.54	21.16
Senior Custodian - High School	15.00	16.12	17.58	19.66	20.07	20.68	21.29
Senior Custodian - <del>Middle Schools</del> / <del>Walsh Field</del> (Title Change )	15.00	16.12	17.58	19.10	19.49	20.07	20.67
<del>Senior Custodians - All Others</del>				Removed from Table			
Building Maintenance	15.25	16.24	17.23	18.31	19.05	19.88	20.48
Storekeeper	15.00	16.04	16.45	17.10			
Cashier Cafeteria Helper <del>Laborer</del> Moved To Separate Line	12.48	13.35	14.52	15.72	16.45	17.10	17.62
Cafeteria Helper Laborer (Added)	15.00	15.72	16.45	17.10	17.62		
Cafeteria Worker (Added )	15.00	16.17	16.82	17.49	18.02		
Asst. Cook	15.00	16.17	16.82	17.49	18.02		
Cook	15.73	16.94	17.61	18.58	19.14		
Cafeteria Manager	16.83	18.08	18.80	19.56	20.15		
Cafeteria Manager NBHS	17.24	18.75	19.50	20.23	20.84		
Lead Technician	21.74	22.18	23.54	25.49	25.94	26.69	27.44
Technology Field Technician Printer	19.71	20.15	21.51	23.46	23.91	24.66	25.41
Asst. Printer				Removed from Table			
MEO	15.30	16.37	17.80	18.70	19.25		



FY22 (July 1, 2021-June 30,2022)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G
Junior Clerk- Academic Year Clerk	15.23	15.65	16.93	18.21	18.94	19.68	20.32
Senior Clerk	15.42	16.40	17.69	19.00	19.78	21.01	21.69
Principal Clerk	16.37	17.36	18.67	19.98	21.38	22.99	23.74
Principal Clerk - NBHS	16.80	17.80	19.10	20.41	23.05	24.64	25.45
Junior Custodian	15.23	15.68	16.92	18.14	18.49	19.05	19.68
HVAC Plumber Electrician Steamfitter	25.79	26.30	26.97	27.64	28.33	29.14	30.10
Sr. Plant Engineer	21.81	22.57	23.47	24.54	25.58	26.90	27.77
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter	21.13	21.86	22.62	23.54	24.59	25.78	26.62
Jr. Plant Engineer	20.58	21.09	21.73	23.16	23.93	24.85	25.62
Maintenance Craftsman	17.15	17.92	18.82	19.85	21.04	22.42	23.15
Mason	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Welder	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Painter	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Carpenter	16.65	17.16	17.76	18.56	19.67	20.85	21.53
Senior Custodian - High School	15.23	16.36	17.84	19.95	20.37	20.99	21.66
Senior Custodian	15.23	16.36	17.84	19.39	19.78	20.37	21.03
Building Maintenance	15.48	16.48	17.49	18.58	19.34	20.18	20.84
Storekeeper	15.23	16.28	16.70	17.40	16.70	17.36	17.93
Cashier	12.67	13.55	14.74	15.96	15.96	16.70	17.36
Cafeteria Helper Laborer	15.23	15.96	16.70	17.36	17.93	18.34	18.34
Cafeteria Worker	15.23	16.41	17.07	17.75	18.34	18.34	18.34
Asst. Cook	15.23	16.41	17.07	17.75	18.34	18.34	18.34
Cook	15.97	17.19	17.87	18.86	19.47	19.47	19.47
Cafeteria Manager	17.08	18.35	19.08	19.85	20.50	20.50	20.50
Cafeteria Manager NBHS	17.50	19.03	19.79	20.53	21.20	21.20	21.20
Lead Technician	22.07	22.51	23.89	25.87	26.33	27.09	27.92
Technology Field Technician Printer	20.01	20.45	21.83	23.81	24.27	25.03	25.85
MEO	15.53	16.62	18.07	18.98	19.59	19.59	19.59





FY23 (July 1, 2022-June 30, 2023)

	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H
Junior Clerk- Academic Year Clerk	15.50	15.92	17.23	18.53	19.27	20.02	20.68	21.04
Senior Clerk	15.69	16.69	18.00	19.33	20.13	21.38	22.07	22.46
Principal Clerk	16.66	17.66	19.00	20.33	21.75	23.39	24.16	24.58
Principal Clerk - NBHS	17.09	18.11	19.43	20.77	23.45	25.07	25.90	26.35
Junior Custodian	15.50	15.95	17.22	18.46	18.81	19.38	20.02	20.37
HVAC Plumber Electrician Steamfitter	26.24	26.76	27.44	28.12	28.83	29.65	30.63	31.17
Sr. Plant Engineer	22.19	22.96	23.88	24.97	26.03	27.37	28.26	28.75
Jr. HVAC Jr. Plumber Jr. Electrician Licensed Carpenter	21.50	22.24	23.02	23.95	25.02	26.23	27.09	27.56
Jr. Plant Engineer	20.94	21.46	22.11	23.57	24.35	25.28	26.07	26.53
Maintenance Craftsman	17.45	18.23	19.15	20.20	21.41	22.81	23.56	23.97
Mason	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Weilder	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Painter	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Carpenter	16.94	17.46	18.07	18.88	20.01	21.21	21.91	22.29
Senior Custodian - High School	15.50	16.65	18.15	20.30	20.73	21.36	22.04	22.43
Senior Custodian	15.50	16.65	18.15	19.73	20.13	20.73	21.40	21.77
Building Maintenance	15.75	16.77	17.80	18.91	19.68	20.53	21.20	21.57
Storekeeper	15.50	16.56	16.99	17.70	18.01			
Cashier	12.89	13.79	15.00	16.24	16.99	17.66	18.24	18.56
Cafeteria Helper Laborer	15.50	16.24	16.99	17.66	18.24	18.56		
Cafeteria Worker	15.50	16.70	17.37	18.06	18.66	18.99		
Asst. Cook	15.50	16.70	17.37	18.06	18.66	18.99		
Cook	16.25	17.49	18.18	19.19	19.81	20.16		
Cafeteria Manager	17.38	18.67	19.41	20.20	20.86	21.23		
Cafeteria Manager NBHS	17.81	19.36	20.14	20.89	21.57	21.95		
Lead Technician	22.46	22.90	24.31	26.32	26.79	27.56	28.41	28.91
Technology Field Technician Printer	20.36	20.81	22.21	24.23	24.69	25.47	26.30	26.76
MEO	15.80	16.91	18.39	19.31	19.93	20.28		

