

CLERK OF THE SCHOOL COMMITTEE
WORCESTER PUBLIC SCHOOLS
20 IRVING STREET
WORCESTER, MASSACHUSETTS 01609

AGENDA #23

The School Committee will hold a regular meeting:

on: Thursday, October 5, 2017
at: 6:00 p.m. - Executive Session
7:00 p.m. – Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION – Reverend Gary Shahinian
Park Congregational Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM - The Quadrivium
Burncoat High School

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #7-22 - Clerk
(September 27, 2017)

To consider approval of the Minutes of the School Committee Meeting
of Thursday, September 21, 2017.

IV. MOTION FOR RECONSIDERATION – NONE

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, gender, age, religion, national origin, gender identity, marital status, sexual orientation, disability or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

V. IMMEDIATE ACTION

gb #7-316 - Administration
(September 25, 2017)

To consider input from the School Committee's student representatives.

VI. REPORT OF THE SUPERINTENDENT

ROS #7-14 - Administration
(September 27, 2017)

INITIATIVES IN THE WORCESTER PUBLIC SCHOOLS

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORTS OF THE STANDING COMMITTEES - NONE

ACTION

IX. PERSONNELACTION

7-18 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Abramowitz, Stephen, Teacher, English as a Second Language, Wawecus, CAGS/2MA, Step 4, \$65,865 effective August 24, 2017. Licensed: ESL Prek-6.

Agbay, Julie, Teacher, Elementary, West Tatnuck, CAGS/2MA, Step 1, \$57,219 effective August 24, 2017. Licensed: Elementary 1-6.

Aguilar Jr., Tony, Teacher, Social Studies, North, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: History 8-12.

Aprahamian, Hagop, Teacher, Art, Worcester East, BA, Step 8, \$67,703 effective August 24, 2017. Licensed: Visual Arts Prek-12.

Anderson, Georgia, Teacher, English as a Second Language, Woodland, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: Visual Arts Prek-6.

Anderson, Heidi, Teacher, Elementary, Woodland, BA+15, Step 3, \$54,442 effective August 24, 2017. Licensed: Early Childhood Prek-2.

Anderson, Megan, Teacher, Special Education, South High, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: Severe Disabilities – all levels.

Armstrong, Ileana, Teacher, Dual Language, Roosevelt, MA, Step 5, \$63,156* effective September 5, 2017. Licensed: Spanish – all levels; Waiver: Elementary 1-6.

Aromando, Brett, Teacher, Elementary, Goddard, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Aselton, Kate, Teacher, Elementary, Rice Square, MA, Step 4, \$60,644 effective August 24, 2017. Licensed: Early Childhood Prek-2.

Atchue, Amanda, School Adjustment Counselor, Systemwide, MA+15, Step 2, \$55,854 effective August 24, 2017. Licensed: Social Work/School Adjustment Counselor – all levels.

Bardsley, Karissa, Teacher, Elementary, Vernon, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Barrett, Pamela, Teacher, Elementary, Roosevelt, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Early Childhood Prek-3.

Bartholomew, Alicia, Teacher, Elementary, Roosevelt, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Belsito, Kelly, Teacher, Elementary, Nelson Place, BA, Step 9, \$72,025 effective August 24, 2017. Licensed: Elementary 1-6.

Berrios, Vanessa, Teacher, English as a Second Language, New Citizens, BA, Step 1, \$45,970 effective August 24, 2017. Licensure pending: ESL 5-12.

Berry, Nicole, Teacher, Elementary, Wawecus, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

7-18 (continued)

Bertoni, William, Teacher, Physical Education, Roosevelt, MA+30, Step 8, \$76,944 effective August 24, 2017. Licensed: Physical Education, Prek-8.

Bisson, Kevin, Teacher, Physical Education, Rice Square, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Physical Education, Prek-12.

Blessing, Jessica, Teacher, Art, Systemwide, MA, Step 1, \$52,002 effective August 24, 2017. Licensed: Visual Arts Prek-8.

Bockley, Gail, Teacher, English as a Second Language, Systemwide, CAGS/2MA, Step 8, \$78,955 effective August 24, 2017. Licensed: English as a Second Language PreK-6.

Boisclair, Keri, Teacher, Theatre, Sullivan, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Theater - all levels.

Boivin, Jill, Teacher, Elementary, Canterbury, MA+15, Step 4, \$61,987 effective August 24, 2017. Licensed: Elementary 1-6.

Bousquet, Jessica, Teacher, Special Education, MA, Step 1, \$52,002 effective August 24, 2017. Licensed: Speech Language and Hearing Disorders – all levels.

Bove, David, Teacher, English as a Second Language, Systemwide, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: English as a Second Language PreK-6.

Boyle, Kaitlin, Teacher, English, Creamer Evening, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: English 8-12.

Breault, Jessica, Teacher, Elementary, Goddard, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Brennan, Jennifer, Teacher, Science, Forest Grove, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: General Science 5-8.

Brown-Dolan, Dayna, Teacher, English, Burncoat High, MA+30, Step 9, \$81,653 effective August 24, 2017. Licensed: English 8-12.

Burke, Danielle, Psychologist, Systemwide, CAGS/2MA, Step 1, \$57,219 effective August 24, 2017. Licensed: School Psychologist- All Levels.

Carcia, Sarah, Teacher, English as a Second Language, Systemwide, MA, Step 7, \$68,177 effective August 24, 2017. Licensed: English as a Second Language 5-12.

Carrier, Denise, Teacher, Business, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Business 5-12.

Carvalho, Deborah DeSouza, Psychologist, Systemwide, CAGS/2MA, Step 1, \$57,219 effective August 24, 2017. Licensed: School Psychologist – all levels.

Camosse, Doreen, Teacher, Special Education, Doherty, MA+15, Step 5, \$64,498 effective August 24, 2017. License pending: Moderate Disabilities 8-12.

PERSONNEL (continued)ACTION

7-18 (continued)

Campos, Yaribel, Teacher, Elementary, Belmont, BA, Step 4, \$54,613 effective August 24, 2017. Licensed: Elementary 1-6.

Castillo, Yesenia, Teacher, Foreign Language, Sullivan, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Spanish 5-12.

Clapper, Shayna, Teacher, Vocational, North, BA, Step 8, \$67,703 effective August 24, 2017. Waiver: Allied Health 9-12.

Collins, Julie, Teacher, Science, Worcester East, MA+30, Step 8, \$76,944* effective September 6, 2017. Licensed: General Science 5-9.

Conley, Shannon, Principal, Lincoln Street, \$105,000* effective August 14, 2017. Licensed: Principal/Assistant Principal Prek-6.

Cox, Kelly, Teacher, Science, Claremont Academy, BA, Step 7, \$62,148 effective August 24, 2017. Licensed: Biology 8-12.

Cox, Kendra, Assistant Principal, Lincoln Street, CAGS/2MA, Step 9, \$83,715 effective August 24, 2017. Licensed: Principal/Assistant Principal Prek-6.

Coyle, Kristen, Teacher, Special Education, Norrback, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Moderate Disabilities PreK-8.

Cramer, Sarah, Teacher, Mathematics, Claremont, MA, Step 2, \$54,511 effective August 24, 2017, Licensed: Mathematics 5-12.

Creeden, Michaela, Teacher, Elementary, Elm Park, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Crosby, Karen, Teacher, Science, Worcester East, BA+15, Step 8, \$70,046* effective September 5, 2017. Licensed General Science 5-9.

Croteau, Jessica, Teacher, Special Education, Worcester East, MA+15, Step 8, \$75,082 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Davis, Christian, Teacher, Physical Education, Doherty, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Physical Education 5-12.

Day, Kristen, Teacher, Special Education, Systemwide, MA, Step 8, \$73,736* effective September 12, 2017. Licensed: Special Needs Prek-9.

DeAngelis, Micheline, Teacher, English, Creamer Evening, BA, Step 4, \$54,613 effective August 24, 2017. Licensed: English 8-12.

Deinger, Marie, Teacher, English as a Second Language, Woodland, MA, Step 2, \$54,511 effective August 24, 2017. License pending: English as a Second Language Prek-6.

Denio, Linda, Teacher, Special Education, Doherty, MA+15, Step 3, \$59,476 effective August 24, 2017. Licensed: Moderate Disabilities 5-12.

Derby, Erin, Teacher, Elementary, Woodland, MA, Step 1, \$52,002 effective August 24, 2017. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

7-18 (continued)

Desilets, Seth, Teacher, Vocational, Burncoat Middle, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Technology/Engineering 5-12.

Dukaj, Fjodor, Principal, Clark Street, \$102,000, effective July 1, 2017. Licensed: Principal/Assistant Principal Prek-6.

Dopke, Vanessa, Teacher, English as a Second Language, West Tatnuck, MA, Step 2, \$54,511 effective August 24, 2017. License pending: English as a Second Language Prek-6.

Dunlevy, Megan, Teacher, English, South High, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: English 8-12.

Edmonson, Lisa, Department Head, Special Education, MA+15, Step 7, \$69,523 + \$2,122 Department Head stipend effective August 24, 2017. Licensed: Moderate Disabilities Prek-12.

Epstein, Rachel, Teacher, Elementary, Roosevelt, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Elementary 1-6.

Esqueda, Araceli, Teacher, Foreign Language, Doherty, BA+15, Step 9, \$74,369 effective August 24, 2017. Waiver: Spanish 5-12.

Evanowski, Amy, Teacher, Elementary, Grafton, BA, Step 1, \$45,970* effective September 11, 2017. Licensed: Early Childhood Prek-2.

Evanowski, Michael, Teacher, Social Studies, Challenge, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Social Studies 5-12.

Ey, Elynne, Teacher, Science, Sullivan, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: General Science 5-8.

Feinberg, Joshua, Teacher, Spanish, South High, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Foreign Language/Spanish 5-12.

Fitzpatrick, Nicole, Teacher, English, North High, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: English 8-12.

Fortier, Edward, Teacher, Special Education, Burncoat Middle, MA+30, Step 8, \$76,944 effective August 24, 2017. Waiver: Moderate Disabilities Prek-8.

Freniere, Scott, Teacher, Social Studies, Burncoat High, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: History8-12.

Garabedian, Rachel, Teacher, Special Education, Norrback, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Moderate Disabilities PreK-8.

Garcia, Erin, Teacher, Special Education, Gates Lane, BA, Step 3, \$52,103 effective August 24, 2017. Waiver: Moderate Disabilities Prek-8.

Gato, Jeffrey, Teacher, Special Education, Worcester East, MA, Step 1, \$52,002 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Gaul, Audra, Teacher, English as a Second Language, Jacob Hiatt, MA+30, Step 4, \$63,854 effective August 24, 2017. Licensed: English as a Second Language Prek-6.

PERSONNEL (continued)ACTION

7-18 (continued)

Gieti, Donna, Teacher, English as a Second Language, Creamer, MA, Step 8, \$73,736 effective August 28, 2017. Licensed: English as a Second Language 5-12.

Goguen, Joseph, Teacher, Music, Sullivan, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Music: Vocal/Instrumental/General – all levels.

Grabowski, Stephanie, Teacher, English as a Second Language, MA, Step 2, \$54,511 effective August 24, 2017. License pending: English as a Second Language Prek-6.

Granville, Bridget, Teacher, Reading, Sullivan, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: English 5-8.

Green, Sadie, Teacher, English as a Second Language, Worcester Arts, BA, Step 3, \$52,103 effective August 24, 2017. Waiver: English as a Second Language Prek-6.

Gunning, Jeanne, Teacher, Special Education, Columbus Park, MA+15, Step 7, \$69,523 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Haggerty, Stephen, Teacher, Mathematics, Worcester East, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Mathematics 5-8.

Hakkarainen, Lynn, School Adjustment Counselor, Systemwide, MA, Step 4, \$60,644 effective August 24, 2017. Licensed: School Adjustment Counselor – all levels.

Hauver, Brook, Teacher, Mathematics, Claremont, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Mathematics 5-12.

Heath, Megan, Teacher, English as a Second Language, New Citizens, BA, Step 1, \$45,970 effective August 24, 2017. Waiver: English as a Second Language 5-12.

Henneberry, Haley, Teacher, Elementary, Goddard, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Elementary 1-6.

Herrera-Rosabal, Laura, Teacher, Elementary Dual Language, Roosevelt, CAGS/2MA, Step 8, \$78,955 effective August 24, 2017. Licensed: Bilingual Elementary 1-6.

Hill, Bobby Joe, Teacher, English as a Second Language, Burncoat Elementary, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: ESL Prek-6.

Honsaker, Beth, Teacher, Elementary, Chandler Magnet, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: Elementary 1-6.

Hubbard, Joshua, Teacher, Music, Worcester East, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Music: Vocal/Instrumental/General – all levels.

PERSONNEL (continued)ACTION

7-18 (continued)

Jalbert, Joanna, School Adjustment Counselor, Systemwide, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: School Adjustment Counselor –All levels.

Jancura, MaryRose, Teacher, Elementary, Roosevelt, BA, Step 1, \$45,970, effective August 24, 2017. Licensed: Elementary, 1-6.

Jankins, Shelby, Teacher, Elementary, Norrback, BA, Step 1, \$45,970* effective September 14, 2017. Licensed Elementary 1-6.

Joki, Alexa, Teacher, Elementary, Vernon, MA, Step 4, \$60,644 effective August 24, 2017. Licensed: Elementary 1-6.

Joyce, Jessica, Teacher, Elementary, Tatnuck Magnet, BA+15, Step 5, \$59,468 effective August 24, 2017. Licensed: Early Childhood PreK-2.

Juneau, Allison, Teacher, English as a Second Language, Lincoln, BA+15, Step 4, \$56,958 effective August 24, 2017. Waiver: ESL PreK-6.

Keane, Ann Marie, Teacher, Dance, Burncoat High, BA, Step 7, \$62,148 effective August 24, 2017. License pending: Dance.

Kelleher, William, Teacher, Physics, Doherty, Doc, Step 8, \$84,986 effective August 24, 2017. Licensed: Physics 8-12.

Kevelson, Kenneth, Teacher, Mathematics, North, MA+30, Step 8, \$76,944 effective September 5, 2017. Licensed: Mathematics 8-12.

Kilcoyne, Julie, Teacher, Elementary, Chandler Elementary, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: Early Childhood Prek-2.

King, Dominick, Teacher, Social Studies, Worcester Technical, MA, Step 1, \$52,002* effective September 5, 2017. Licensed: History 8-12.

Kinnas, Sara, Guidance Counselor, South, MA+15, Step 8, \$75,082* effective August 29, 2017. Licensed: Guidance 5-12.

Knowles, Catherine, Liaison, College & Career, Systemwide, CAGS/2MA, Step 9, \$83,775+\$3,891 DH stipend and \$3,090 liaison stipend effective August 17, 2017. Licensed: Principal/Assistant Principal 9-12.

Kurkul, Alison, Teacher, Special Education, Worcester Technical, BA, Step 1, \$45,970 effective August 24, 2017. License pending in Moderate Disabilities 5-12.

Kyriazis, Sarah, Manager of Instructional Technology and Digital Learning, \$120,000 effective July 1, 2017. Licensed: Supervisor/Director.

LaPlant, Lauren, Teacher, Elementary, Goddard, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Lawton, Jennavieve, Teacher, English as a Second Language, Goddard, MA, Step 1, \$52,002 effective August 24, 2017. Licensure pending: English as a Second Language Prek-6.

Lucas, Michelle, Teacher, Elementary, Quinsigamond, MA, Step 1, \$52,002 effective August 24, 2107. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

7-18 (continued)

Lugo, Cara, Teacher, Vocational, North, BA, Step 3, \$52,103 effective August 24, 2017. Licensed: Early Education and Care 9-14.

Lyon, Sarah, Teacher, Science, Doherty, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Biology 8-12.

Lyons, Caitlin, Teacher, Elementary, Burncoat Elementary, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Elementary 1-6.

Macaruso, Ivelis, School Adjustment Counselor, Systemwide, MA, Step 4, \$60,644 effective August 24, 2017. Licensed: School Adjustment Counselor - all levels.

Machacz, Allison, Teacher, Elementary, Thorndyke, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Early Childhood Prek-2.

Mackay, Brooks, Teacher, Mathematics, North, CAGS/2MA Step 6, \$70,884 effective August 24, 2017. Licensed: Mathematics 8-12.

MacLean, Ellen, Teacher, English Language Arts, Claremont, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: English 5-12.

Madsen, Amy, Teacher, Special Education, South, CAGS/2MA Step 8, \$78,955 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Maldonado, Denise, Teacher, Systemwide, Music, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Music: Vocal/Instrumental/General – all levels.

Maloney, Gisele, Teacher, English as a Second Language, Systemwide, MA+15, Step 6, \$67,010 effective August 24, 2017. Licensed: English as a Second Language Prek-6.

Manning, Jeffrey, Teacher, Special Education, Sullivan, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Special Needs Prek-9.

Manxhari, Irena, Teacher, English as a Second Language, Gates Lane, MA, Step 7, \$68,177 effective August 24, 2017. Licensed: English as a Second Language Prek-6.

Marn, Kristen, Teacher, English as a Second Language, Lincoln, BA, Step 1, \$45,970* effective August 28, 2017. Waiver: English as a Second Language Prek-6.

Marshall, Tracy, Teacher, Mathematics, Forest Grove, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: Mathematics 5-8.

Mason, Morgan Barbato, Teacher, Social Studies, Worcester East, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: History 8-12.

Massalski, Paul, Teacher, Mathematics, MA+15, Step 8, \$75,082 effective August 24, 2017. Licensed: Mathematics 8-12.

Maxfield, Cheri, Teacher, Special Education, MA, Step 7, \$68,177 effective August 24, 2017. Licensed: Severe Disabilities – all levels.

PERSONNEL (continued)ACTION

7-18 (continued)

McCann, Robin, Teacher, English as a Second Language, Systemwide, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: English as a Second Language Prek-6.

McCook, Matthew, Teacher, Science, Worcester Technical, Doc, Step 6, \$76,917 effective August 24, 2017. Licensed: Chemistry 8-12.

McGrath, Christopher, Teacher, Science, South, Doc, Step 1, \$63,250 effective August 24, 2017. Licensed: Chemistry 8-12.

McMullen, Jacqueline, Teacher, Elementary, Quinsigamond, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: Elementary 1-6.

McNally, Brian, Teacher, Vocational, Worcester Technical, VL4, Step 8, \$75,082 effective August 24, 2017. Licensed: Culinary Arts 9-14.

Menchaca, Allisen, Teacher, Foreign Language, Doherty, Doc, Step 8, \$84,986 effective August 24, 2017. Licensed: Spanish 8-12.

Merlos, Johanna, Teacher, Social Studies, Burncoat Middle, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: History 5-12.

Miner III, Edward, Teacher, Vocational, Worcester Technical, VL4, Step 8, \$75,082*, effective September 5, 2017. Waiver: Machine Tool Technology 9-14.

Mondelus, McCall, Teacher, Elementary, Chandler Magnet, BA, Step 1, \$45,970*, effective September 5, 2017. Licensed: Elementary 1-6.

Moore, Jaclyn, Teacher, English, North, BA, Step 1, \$45,970, effective August 24, 2017. Licensed: English 9-12.

Moroski, Felicia, Teacher, Elementary, Thorndyke, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Morse, Elisabeth, Teacher, Special Education, Chandler Elementary, BA, Step 1, \$45,970 effective August 24, 2017. Waiver: Moderate Disabilities Prek-8.

Newell, Colleen, Teacher, Special Education, Goddard, MA, Step 5, \$63,156 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Nguyen, Jimmy, Teacher, Elementary, May Street, BA, Step 1, \$45,970 effective BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Nieves-Velazquez, Lynnette, Teacher, Dual Language, Chandler Magnet, BA, Step 3, \$52,103. Licensed: Elementary 1-6 and Spanish Prek-6.

Nims, Lisa, Chairperson, Special Education, Durkin, MA, Step 4, \$60,644+\$8,214 ETC stipend effective August 24, 2017. Licensed: School Guidance 5-12.

Novak, Nicole, Teacher, Elementary, Belmont, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

7-18 (continued)

O'Brien, Melissa, Teacher, Social Studies, Creamer, MA, Step 9, \$78,334 effective August 24, 2017. Licensed: Social Studies 9-12.

O'Connell, Emma, Teacher, Elementary, Worcester Arts, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

O'Connell, Meggan, Teacher, Mathematics, Creamer Evening School BA, Step 6, \$59,634* effective September 5, 2017. Licensed: Mathematics 5-9.

O'Neil, Mary, Teacher, English as a Second Language, Belmont, BA+15, Step 9, \$74,369 effective August 30, 2017. Waiver: ESL prek-6.

Parker, Amanda, Teacher, Elementary, Lincoln, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Perodeau, Timothy, Teacher, Mathematics, Burncoat High, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Mathematics 8-12.

Petty, Michelle, Teacher, Elementary, Union Hill, MA+15, Step 8, \$75,082 effective August 24, 2017. Licensed: Elementary 1-6.

Pietro, Danielle, Teacher, Social Studies, Worcester Technical, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: History 5-12.

Platt, Migdalia, Teacher, Vocational, North, BA, Step 1, \$57,125 effective August 24, 2017. License pending: Early Education and Care 9-14.

Pratt, Dominique, Teacher, Art, Systemwide, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: Visual Art Prek-12.

Ramsay, Marisol, Teacher, Foreign Language, Forest Grove, MA+30, Step 8, \$76,944 effective August 24, 2017. Licensed: Spanish Prek-9.

Rearick, Kristina, Chief Research and Accountability Officer, Durkin, \$136,000* effective September 11, 2017.

Reed, Denise, Teacher, Elementary, Quinsigamond, BA+15, Step 8, \$70,046 effective August 24, 2017. Licensed: Elementary 1-6.

Revilla, Maria, Teacher, Bilingual, Chandler Magnet, CAGS/2MA Step 1, \$57,219* effective September 18, 2017. Waiver: Transitional Bilingual Prek-6.

Riley, Rose Schmidt, Teacher, Music, Sullivan, MA+15, Step 6, \$67,010, effective August 24, 2017. Licensed: Music: Vocal/Instrumental/General – all levels.

Robichaud, Renee, Teacher, English, Worcester Technical, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: English 5-12.

Robinson, Allan, Teacher, English, Worcester East, MA+15, Step 8, \$75,082 effective August 24, 2017. Licensed: English 5-9.

Rodriguez, Antonia, Teacher, Foreign Language, South, MA, Step 4, \$60,644, effective August 24, 2017. Waiver: Spanish 5-12.

PERSONNEL (continued)ACTION

7-18 (continued)

Rodriguez, Yaliza, Teacher, Special Education, Chandler Magnet, BA, Step 1, \$45,970 effective August 24, 2107. Waiver: Moderate Disabilities Prek-8.

Romero, David, Teacher, Foreign Language, Worcester East, MA, Step 4, \$60,644* effective September 1, 2017. License pending: Spanish 5-12.

Romero, Tania, Teacher, Foreign Language, North, MA, Step 1, \$52,002, effective August 24, 2017. Licensed Spanish 5-12.

Root-Simone, Sara, Teacher, English as a Second Language, Woodland, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: ESL Prek-6.

Rusakovich, Cynthia, Teacher, Elementary, Burncoat Elementary, BA, Step 4, \$54,613 effective August 24, 2017. Licensed: Elementary 1-6.

Santner, Isaac, Teacher, English, North, MA, Step 2, \$54,511 effective August 24, 2017. Licensed: English 8-12.

Savage, Shannon, Teacher, Elementary, Worcester Arts, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Elementary 1-6.

Savoie, Michelle, Teacher, Elementary, Quinsigamond, MA, Step 7, \$68,177 effective August 24, 2017. Licensed: Early Childhood Prek-3.

Sherman, Valerie, Teacher, Special Education, Roosevelt, BA+15, Step 5, \$59,468 effective August 24, 2017. Licensed: Moderate Disabilities Prek-8.

Sobaleski, Tara, Evaluation Team Chair, Durkin, MA+15, Step 3, \$59,476+\$8,214 ETC stipend, effective August 24, 2017. Licensed: Moderate Disabilities 5-12.

Staruk, Jacqueline, Teacher, Elementary, Goddard, BA, Step 1, \$45,970, effective August 24, 2017. Licensed: Elementary 1-6.

Stiling, Olivia, Teacher, Music, Systemwide, MA, Step 1, \$52,002, effective August 24, 2017. Licensed: Music Vocal/Instruments.

Stoever, Stephanie, Teacher, English, Forest Grove, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: English 5-8.

Stover, James, Teacher, English as a Second Language, Forest Grove, MA+15, Step 1, \$53,342 effective August 24, 2017. Licensed: English as a Second Language 5-12.

Sullivan, Meghan, Teacher, Elementary, Norrback, BA, Step 1 \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Sullivan, Yolanda, Teacher, Vernon, BA, Step 1, \$45,970* effective August 28, 2017. Licensed: Early Childhood Prek-2.

Swan, Erika, Teacher, Elementary, Lincoln, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Elementary 1-6.

Swan, Margaret, Teacher, Elementary, Union Hill, MA, Step 7, \$68,177 effective August 24, 2017. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

7-18 (continued)

Swan, Renny, Teacher, Special Education, Sullivan, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: Moderate Disabilities 5-12.

Swenson, Tracey, Teacher, BCBA, Systemwide, MA+15, Step 7, \$69,523* effective September 5, 2017. Licensed: BCBA.

Tatum, Kareem, Principal, Forest Grove \$115,000 effective July 1, 2017. Licensed: Principal/Assistant Principal 5-12.

Thanas, Justine, Teacher, Social Studies, Burncoat Middle, MA, Step 8, \$73,736 effective August 24, 2017. Licensed: History 5-8.

Tisdell, Amy, Teacher, Reading, Worcester East, BA+15, Step 1, \$48,312 effective August 24, 2017. Licensed: English 5-8.

Villarreal, Alisa, Teacher, Science, Creamer Evening, BA+15, Step 1, \$48,312 effective August 24, 2017. Licensed: Biology 8-12.

Vogiatzis, Garifalia, Teacher, Elementary, Roosevelt, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Elementary 1-6.

Ward, Helen, Teacher, Social Studies, Claremont, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: History 5-12.

Wassall, Heather, Teacher, Special Education, North, MA+30, Step 8, \$76,944* effective August 28, 2017. Licensed: Moderate Disabilities 5-12.

Watson, Cheryl, Teacher, Elementary, Nelson Place, BA+15, Step 4, \$56,958 effective August 24, 2017. Licensed: Elementary 1-6.

Weber, Heidi, Teacher, English, Worcester East Middle, Doc, Step 8, \$84,986 effective August 24, 2017. Licensed: English 5-9, 8-12.

Wiles, Sarah, Teacher, Art, Systemwide, BA, Step 4, \$54,613 effective August 24, 2017. Licensed: Visual Arts Prek-12.

Wilkin, Erin, Teacher, Special Education, Worcester Technical, MA, Step 4, \$60,644 effective August 24, 2017. Licensed: Moderate Disabilities 5-12.

Williamson, Kelly, Principal, Roosevelt, \$105,000 effective August 14, 2017. Licensed: Principal/Assistant Principal Prek-6.

Willis, Andrew, Teacher, Special Education, Burncoat High, MA+15, Step 6, \$67,010, effective August 24, 2017. Licensed: Moderate Disabilities 5-12.

Wilson, Katie, Teacher, Science, Doherty, BA+15, Step 8, \$70,046 effective August 24, 2017. Licensed: Biology 8-12.

Wojnarowicz, Katelyn, Teacher, Elementary, Columbus Park, MA+15, Step 8, \$75,082 effective August 24, 2017. Licensed: Early Childhood Prek-3.

Wong-Kam, Peter, Teacher, Mathematics Worcester East, BA, Step 5, \$57,125* effective August 28, 2017. Licensed: Mathematics 5-8.

Yee, Joshua, Teacher, Mathematics, North, BA, Step 1, \$45,970 effective August 24, 2017. Licensed: Mathematics 8-12.

Zavras, Patricia, Teacher, Physical Education, Systemwide, BA, Step 2, \$48,477 effective August 24, 2017. Licensed: Physical Education Prek-8.

PERSONNEL (continued)ACTION

7-18 (continued)

Zelinsky, Rachel, Teacher, English as a Second Language, Woodland, MA, Step 1, \$52,002 effective August 24, 2017. Licensed: ESL Prek-6.

Zglobicki, Jeremy, Teacher, Music, Systemwide, MA, Step 3, \$58,132 effective August 24, 2017. Licensed: Music: Vocal/Instrumental/General – all levels.

Zhobro, Tonida, Teacher, Elementary, Gates Lane, CAGS/2MA, Step 2, \$59,732 effective August 24, 2017. Licensed: Early Childhood Prek-2.

Zinno, Wendy, Teacher, Elementary, Quinsigamond, MA, Step 9, \$78,334 effective August 24, 2017. Licensed: Elementary 1-6.

**prorated*

7-19 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.20 per hour, from Civil Service List #317-030, effective as shown:

| | |
|-----------------------|---------|
| Afryie, Cynthia | 8/29/17 |
| Asante, Philip | 8/29/17 |
| Binnall, Melanie | 8/29/17 |
| Bisceglia, Beth Ellen | 9/1/17 |
| Cardona, Lisa | 9/1/17 |
| Chase, Delinda | 8/29/17 |
| Coito, Suzanne | 9/5/17 |
| Ford, Daniel | 8/29/17 |
| Garcia, Maria | 9/1/17 |
| Inam, Magdaline | 8/29/17 |
| Jules, Erlande | 8/29/17 |
| Myers, Tynisha | 8/29/17 |
| Pena, Luz | 8/29/17 |
| Rodriguez, Jackeline | 8/29/17 |
| Salinas, Veronica | 8/29/17 |
| Vallejos, Maria | 8/29/17 |
| Wiafe, Bryant | 8/29/17 |

7-20 The Superintendent has provisionally APPOINTED the persons named below to the position of Word Processor, permanent/fulltime at a salary of \$19.13 (minimum) to \$ 23.27 per hour (maximum) effective as shown:

| | |
|-------------------|---------|
| DeFeudis, Amy | 8/21/17 |
| Madera, Elizabeth | 8/21/17 |
| Martinez, Alba | 9/25/17 |

PERSONNEL (continued)

ACTION

7-21 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$15.58 (minimum) to \$19.84 (maximum), per hour, effective as shown:

| | |
|-------------------|---------|
| Abarca, Frank | 7/6/17 |
| Bombard, Kurt | 7/12/17 |
| Cesaitis, Stephen | 6/19/17 |
| Haggerty, Jesse | 6/12/17 |
| LeMay, Anthony | 9/18/17 |
| Ortiz, Epifanio | 9/11/17 |
| Sunden, Timothy | 7/6/17 |

X. GENERAL BUSINESS

ACTION

gb #6-230.1 - Administration/Miss Biancheria/
Mr. O'Connell/Mr. Monfredo
(September 26, 2017)

Response of the Administration to the request to provide a review of the new Chapter 74 courses that are being considered for classroom use.

gb #6-350.1 - Administration/Mr. O'Connell/Mr. Monfredo
(September 27, 2017)

Response of the Administration to the request to distribute lists of programs, events and activities held at the Worcester Public Library to students through the Worcester Public Schools, and to the community through WPS communications.

gb #7-22.1 - Administration/Mr. Monfredo/Mr. O'Connell/
Miss McCullough/Miss Biancheria
(September 27, 2017)

Response of the Administration to the request to consider having the Worcester Public Schools participate in Worcester: the City that Reads "February - Love a book month" by having the schools engage in meaningful literacy activities.

gb #7-25.1 - Administration/Mr. Monfredo/Ms. Colorio/
Mr. O'Connell/Miss McCullough/Miss Biancheria/
Mayor Petty
(September 27, 2017)

Response of the Administration to the request to support the Worcester Historical Museum's annual "Be Our Valentine Contest" by encouraging the schools from grade 3 to 6 to participate.

gb #7-43.1 - Administration/Mr. Monfredo/Mr. O'Connell/
Miss Biancheria/Ms. Colorio
(September 27, 2017)

Response of the Administration to the request to include in its summer package not only a students' reading list but also a list of ideas for parents/students regarding math activities for the summer months and include online sites for the students.

GENERAL BUSINESS (continued)

ACTION

gb #7-129.1 - Administration/ Mr. Monfredo/Ms. Colorio/
Mr. O'Connell/Miss Biancheria
(September 27, 2017)

Response of the Administration to the request to publicize the Worcester: the City that Reads twelfth annual book drive to support children pre-k to grade 8 in the Worcester Public Schools.

gb #7-317 - Administration
(September 14, 2017)

To set a date to recognize David Shea, Athletic Director, on being designated as a Certified Athletic Administrator (CAA) from the National Interscholastic Athletic Association (NIAA).

gb #7-318 - Mr. O'Connell
(September 14, 2017)

To discuss the resolutions which will be debated at the 2017 Annual Meeting of the Massachusetts Association of School Committees.

gb #7-319 - Administration
(September 14, 2017)

To authorize the Administration to enter into a contract for up to ten years for the lease of space for school buses.

gb #7-320 - Administration
(September 14, 2017)

To consider approval of a prior fiscal year payment in the amount of \$535.00 for car travel costs for an employee to attend a conference.

gb #7-321 - Mr. Monfredo
(September 25, 2017)

Request that the Administration consider inviting the Wellness Committee to provide a report on the many programs that are provided to the district through partnerships within the community.

GENERAL BUSINESS (continued)

ACTION

gb #7-322 - Mr. Monfredo
(September 25, 2017)

Request that the Administration consider developing a student program to instruct secondary students about food allergies and anaphylactic risks.

gb #7-323 - Mr. O'Connell
(September 25, 2017)

Request that the Administration review the interim guidance of the U.S. Department of Education Office for Civil Rights on Title IX of the Education Amendments of 1972, and to determine whether any revisions need to be made to the policies and practices of the Worcester Public Schools in light of the guidance.

gb #7-324 - Administration
(September 25, 2017)

To set a date to present the following awards from the Massachusetts Association of School Committees:

| | |
|-----------------------|---|
| Mayor Joseph M. Petty | 2017 All-State School Committee, Division IX |
| Edward M. Augustus | Friend of Public Education |
| Timothy P. Murray | Community Leader |
| Joseph M. Zubretsky | Community Partner |

Gb#7-325 - Administration
(September 25, 2017)

To consider approval of the appointments of the following provisional civil service employees as School Nurses:

Appiah, Ahmed, Systemwide, Base Step 5 \$61,912, effective, August 24, 2017, Licensed: School Nurse All Levels

Dubey, Marina Systemwide, Base Step 1 \$45,064, effective, August 24, 2017, License Pending: School Nurse All Levels

Garney, Jennifer, Systemwide, Base Step 1 \$45,064, effective, August 24, 2017, License Pending: School Nurse All Levels

Gosselin, Denise, Systemwide, Base Step 1 \$45,064, effective, August 24, 2017, License Pending: School Nurse All levels

Kazanovicz, Jessica, Systemwide, Base Step 1 \$45,064, effective, August 24, 2017, License Pending: School Nurse All levels

GENERAL BUSINESS (continued)

ACTION

gb #7-325 (continued)

Parent, Lee, Systemwide, Base Step 4 \$53,537, effective, August 24, 2017, Licensed: School Nurse All Levels

Salgado, Erica, Systemwide, Base Step 1 \$45,064, effective, September 13, 2017, License Pending: School Nurse All levels

Talarico, Megan, Systemwide, Base Step 1 \$45,064, effective August 24, 2017, License Pending: School Nurse All Levels

gb #7-326 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$60.00 in order to compensate a translator.

gb #7-327 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$5,987.00 made payable to UMASS Lowell.

gb #7-328 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$11,736.00 to Horace Mann Education Associates for tuition.

gb #7-329 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$95.70 to Heinemann, Inc. for textbooks.

gb #7-330 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$833.34 to CDW-G for tech supplies.

gb #7-331 - Administration
(September 25, 2017)

To approve a prior fiscal year payment in the amount of \$961.63 to Zonar Systems.

GENERAL BUSINESS (continued)

ACTION

gb #7-332 - Mr. O'Connell
(September 26, 2017)

To develop a process and schedule for consultation, by the Superintendent, with the School Committee, regarding the proposed individual school improvement plans developed during the Spring of 2018, pursuant to Chapter 71, Section 59C, of the Massachusetts General Laws.

gb #7-333 - Ms. Colorio
(September 27, 2017)

Request that the Administration consider establishing a confidential student drug and alcohol hotline and indicate how it would be implemented in the schools.

gb #7-334 - Administration
(September 27, 2017)

To approve a prior year fiscal cost sharing payment in the amount of \$1,597.50 for McKinney-Vento transportation of a student assigned to the Worcester Public Schools by the Department of Elementary and Secondary Education.

gb #7-335 - Ms. Biancheria
(September 27, 2017)

Request that the Administration develop a protocol to train teachers to handle students in need of drug education and indicate how teachers can develop ways by watching, looking and listening to deal with problems of substance abuse.

gb #7-336 - Ms. Biancheria
(September 27, 2017)

Request that the Administration review the feasibility of utilizing in house attorneys from the City Solicitor's Office rather than outside attorneys.

GENERAL BUSINESS (continued)

ACTION

gb #7-337 - Administration
(September 27, 2017)

To consider approval of the following donations:

- \$250.00 from Walmart to Claremont Academy
- \$5,874.00 from the Greater Worcester Community Foundation/Sara Daniels Petitt & William O. Petitt Jr. Fund to Worcester Technical High School
- \$1000.00 from the Pappas Scholarship Fund to Worcester Technical High School for a football student.
- To Tatnuck Magnet School from the following individuals:
 - \$40.00 from Diane & Gary Adamowicz
 - \$40.00 from Patricia J. Brank
 - \$40.00 from Karolyn Choate
 - \$40.00 from Maura Coyne
 - \$80.00 from Maribeth DiPietro
 - \$40.00 from Robin Flynn
 - \$80.00 from Jessica & Bradley Joyce
 - \$40.00 from Jennifer Lavin
 - \$80.00 from Christine & Nicholas Lloyd
 - \$120.00 from Susan & Paul Mathieu
 - \$40.00 from John & Elizabeth McGovern
 - \$80.00 from Kimberly A. McLaren
 - \$160.00 from Gina Papazian
 - \$40.00 from Susan Riley & Richard Dowd
 - \$40.00 from Doryl Rourke
 - \$40.00 from Margaret Walsh
- \$350.00 from the Museum of Science to Tatnuck Magnet School to help fund the cost of a bus for a field trip
- \$200.00 from Ryder to the Diesel Tech program at South High Community School
- \$5,000.00 from CSX to Grafton Street School for health/wellness
- \$1,240.00 from Saint-Gobain to Belmont Street Community School.

GENERAL BUSINESS (continued)

ACTION

gb #7-338 - Administration
(September 27, 2017)

To discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation of a worker's compensation case for a custodian, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

X. ADJOURNMENT

Helen A. Friel, Ed.D.
Clerk of the School Committee

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, September 21, 2017
Agenda #22

The School Committee of the Worcester Public Schools met in Open Session at 6:29 p.m. in the Council Chamber at City Hall on Thursday, September 21, 2017.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

It was moved to recess to Executive Session:

Executive Session

1. gb #7-315 - Administration
(September 13, 2017)

To discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation for J. Perez vs Worcester School Committee et al.

To discuss strategy with respect to litigation regarding a teacher employment issue.

To conduct contract negotiations with non-union personnel:

- Non-Represented Employees – Administrators
- Non-Represented Employees – Non-Administrators

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Foley,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 7

Against the motion: 0

Absent: $\frac{0}{7}$

The motion carried.

The School Committee recessed to Executive Session from 6:30 p.m. to 7:44 p.m.

The School Committee reconvened in Open Session at 7:35 p.m.

The invocation was given by Reverend Roosevelt Hughes from John Street Baptist Church.

The Pledge of Allegiance was offered and the National Anthem was sung by the Madrigal Singers from Doherty Memorial High School.

There were present at the second Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

It was moved and voice voted to suspend the rules to take the following item out of order:

Constitution Day

2. gb #7-294.1 - Administration/Mr. Monfredo/
Miss McCullough/Mr. O'Connell/
Miss Biancheria
(September 13, 2017)

Response of the Administration to the request to encourage the schools to celebrate Constitution Day on September 17th with appropriate activities on the significance of what the Constitution represents to this country.

The 5th grade students from Midland Street School recited the Preamble to the Constitution. Deborah Gladys Nurse, Vice Regent, Daughters of the American Revolution, spoke to the importance of the study of the Constitution.

It was moved and voice voted to accept and file the item.

Non-Represented
Employees – Non-
Administrators/salary
increase

3. Pursuant to action taken in Executive Session, it was moved to approve an increase in salary for all Non-Represented Employees – Non-Administrators as follows:

2% increase effective July 1, 2017
2% increase effective January 1, 2018
1% increase effective July 1, 2018
1% increase effective January 1, 2019
2% increase effective July 1, 2019

On a roll call of 7-0, the motion was approved.

It was moved to suspend the Rules of the School Committee.

On a roll call of 7-0, the motion was approved.

It was moved to reconsider the following motion:

Pursuant to action taken in Executive Session, it was moved to approve an increase in salary for all Non-Represented Employees – Non-Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

On a roll call of 0-7, the motion to reconsider was defeated.

4. Pursuant to action taken in Executive Session, it was moved to approve an increase in salary for all Non-Represented Employees – Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

On a roll call of 6-1, (nay - Miss Biancheria), the motion was approved.

It was moved to suspend the Rules of the School Committee.

On a roll call of 7-0, the motion was approved.

Non-Represented
Employees –
Administrators/salary
increase

It was moved to reconsider the following motion:

Pursuant to action taken in Executive Session, it was moved to approve an increase in salary for all Non-Represented Employees - Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

On a roll call of 1-6, (yea - Miss Biancheria) the motion to reconsider was defeated.

It was moved and voice voted to suspend the rules to take the following item out of order:

APPROVAL OF RECORDS

Minutes/approval of

5. aor #7-21 -Clerk
(September 13, 2017)

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 7, 2017.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, September 7, 2017.

It was moved and voice voted to suspend the rules to allow Tara Letourneau, Arbour Jshute and Barbara Madeloni, MTA President, to speak to the tremendous work ethic of the Instructional Assistants.

It was moved and voice voted to suspend the rules to take the following item out of order:

6. gb #7-314 - Administration
(September 13, 2017)

Microsoft Image
Academy/North High
School

To consider approval of the Admissions Policy and Application for the new Microsoft Image Academy at North High School.

Lisa Dyer, Principal of North High School spoke to the item.

Mr. O'Connell requested that:

- the Administration replace the word Admission with Admissions throughout Annex A, pages 3-9, in the Admissions Policy
- the Administration clarify the language in Annex A, page 3, under Eligibility, Transfer of students from other vocational school districts
- the Administration clarify the language in Annex A, page 4, under Organizational Structure, relative to eligibility to participate in the School Choice Program.
- the Administration add in Annex A, page 4, under Recruitment Process, University Park Campus School and Claremont Academy as to the eligible schools to visit the Chapter 74 Programs

Miss Biancheria requested that the Administration provide a report in June 2018 regarding:

- the success of the program
- the number of participants
- how the system can seek partners to perpetuate the Chapter 74 programs

Mr. Foley left the meeting at 8:20.

Student
Representatives

- IMMEDIATE ACTION
7. gb #7-301 - Administration
(September 12, 2017)
- To consider input from the School Committee's student representatives.
- It was moved and voice voted to file the item.

REPORT OF THE SUPERINTENDENT

8. ROS #7-13 - Administration
(September 13, 2017)

SCHOOL OPENING READINESS

Mr. O'Connell asked that all PowerPoints be forwarded to the School Committee members in order to review them in more depth.

Miss Biancheria made the following motions:

Request that the Administration provide a report in a Friday Letter as to why there are only 22 elementary schools whose students receive Breakfast in the Classroom and there are only 14 elementary schools who benefit from a fresh fruit and vegetable snack.

Request that the Administration provide a report in January 2018 regarding the success of the intercom and security system at Harlow Street School and include any additional support that may be needed.

On a voice vote, the motions were approved.

Mayor Petty requested an update on how many more schools are in need of window replacements.

PERSONNEL

9. It was moved and voice voted to file Personnel Item 7-13 – 7-17.

- 7-13 The Superintendent has APPROVED the RETIREMENT of the following persons named below:

Retirements

Bando, Susmita, Teacher, Art, Systemwide, effective June 30, 2017

Barbieri, Jamie, Teacher, English, Burncoat High, effective June 30, 2017

Bercume, Susan, Teacher, Elementary, Midland, effective June 30, 2017

Beriau, Kathleen, Teacher, Vocational, North, effective June 30, 2017

Bondar, Margaret, Principal, Administration, Lake View, effective September 2, 2017

Borus, Joanne, Teacher, Elementary, Nelson Place, effective June 30, 2017

Brewer, Beverly, Teacher, Elementary, Belmont, effective June 30, 2017

Brosnihan, Paul, Teacher, Special Education, St. Casimir, effective June 30, 2017

Burke, Edward, Teacher, Social Studies, North, effective June 30, 2017

Carelli, Kimberly, Teacher, Elementary, McGrath, effective June 30, 2017

Conn, Debra, Teacher, Elementary, Flagg, effective June 30, 2017

Cooney, Tracy, Teacher, Elementary, Columbus Park, effective June 30, 2017

Courville, Nancy, Teacher, Psychologist, West Tatnuck, effective June 30, 2017

Cygielnik, Sharon, Teacher, Elementary, Quinsigamond, effective June 30, 2017

Dalzell, Sharyn, Teacher, Elementary, Columbus Park, effective June 30, 2017

Dowd, Beth Ann, Department Head, Special Education, Worcester Tech, effective June 30, 2017

Emery, Cristen, Teacher, Elementary, Goddard, effective June 30, 2017

Etedgee, Leslie, Teacher, Special Education, South, effective June 30, 2017

Foley, Patricia, Teacher, Foreign Language, Forest Grove, effective June 30, 2017

Graham, James, Teacher, Industrial Arts, St. Casimir, effective June 30, 2017

Halley, Lois, Teacher Home Economics, South, effective June 30, 2017

Imber, Robert, Teacher, Elementary, Tatnuck, effective June 30, 2017

Jacobs, Patricia, Teacher, Elementary, Goddard, effective June 30, 2017

Kainen, Ingrid, Teacher Music, Systemwide, effective June 30, 2017

LaPointe, Jean, Teacher, Special Education, May,
effective June 30, 2017

Mariano, Antonia, Teacher, Social Studies,
Burncoat High, effective August 11, 2017

McConner, Hermoine, Teacher, Elementary,
Grafton, effective August 23, 2017
McCullough, Patricia, Principal, Administration,
Clark, effective June 30, 2017

O'Connell, Dale, Teacher, Elementary,
Quinisgamond, August 23, 2017

Reese, Bernard, Assistant Principal, Administration,
Doherty, effective June 30, 2017

Riggs, Nancy, Teacher, English, Doherty, effective
August 1, 2017

Rosado, Carmen, School Adjustment Counselor,
Systemwide, effective June 30, 2017

Rushton, Patricia, Department Head, English,
Doherty, effective June 30, 2017

Sanginario, Mary, Teacher, Health, Systemwide,
effective June 30, 2017

Savage, Edmond, Teacher, English, North,
effective August 18, 2017

Scully, Christine, Teacher, Special Education,
Systemwide, effective June 30, 2017

Shugrue, Margaret, Teacher, Special Education,
Systemwide, effective June 30, 2017

Stanley, Ronald, Instructor in Charge, Vocational,
Worcester Technical, effective June 30, 2017

Williams, Mark, Principal, Administration, Forest
Grove, effective June 30, 2017

Resignations

- 7-14 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:
- Adina, Siby, Teacher, Elementary, Quisigamond, effective June 5, 2017
- Arguello, Jennifer, Teacher, English, North, effective August 1, 2017
- Beaudoin, Paul, Teacher, Music, WEMS, effective June 30, 2017
- Beaulieu, Laura, Teacher, Elementary, Columbus Park, effective July 1, 2017
- Bicknell, Jesse, Teacher, English as a Second Language, Claremont, effective June 30, 2017
- Brady, William, Teacher, Vocational, Worcester Technical, effective June 30, 2017
- Braun, Laura, Psychologist, Flagg Street, effective August 4, 2017.
- Bristol, Alyssa, Teacher, Elementary, Chandler Elementary, effective July 6, 2017
- Broadard, Sharon, Teacher, Elementary, Quinsigamond, effective June 30, 2017
- Carder, Katherine, Teacher, Elementary, Quinsigamond effective August 7, 2017
- Curley, Karey, Special Education Chairperson, DAB, effective July 14, 2017
- Donas, Christina, Teacher, English, Sullivan, effective August 15, 2017
- Farland, Shelby, Teacher, Special Education, Elm Park, effective July 1, 2017

Fellows, Zachary, Teacher, Science, Claremont,
effective June 22, 2017

Fernandez, Anna, Teacher, English as a Second
Language, Belmont, effective September 1, 2017

Goodwin, Whitney, Teacher, Guidance, Worcester
Technical, effective June 30, 2017

Gould, Derek, Team Chair, Special Education, DAB,
effective June 30, 2017

Hein, Molly, Teacher, Special Education, Chandler
Elem, effective July 12, 2017

Hersey, Margaret, Teacher, English, Burncoat High,
effective June 22, 2017

Hersey, Kristine, Teacher, Special Education,
Doherty, effective August 4, 2017

Heymann, Kimberly, Teacher, Mathematics, North,
effective August 14, 2017

Jennings, Cheyenne, Teacher, Foreign Language,
South, effective June 30, 2017

Kegans, Christina, Teacher, Science, Worcester
East, effective August 11, 2017

Knittle, Robert, Focused Instructional Coach,
Mathematics, Claremont, effective August 28, 2017

Kunhardt, Elizabeth, Teacher, Elementary, Lincoln
Street, effective September 1, 2017

Laber, Doreen, Teacher, Special Education,
Unassigned, effective August 18, 2017

Loiseau, Samantha, Teacher, Elementary, Belmont,
Elementary, August 22, 2017

Maher, Stephanie, Teacher, Elementary, Elm Park,
effective June 22, 2017

O'Connell, Tanya, Department Head, Special
Education, Systemwide, effective August 9, 2017
O'Leary, Katelyn, Teacher, English as a Second
Language, Goddard, effective June 30, 2017

Paul, David, Teacher, Physical Education, Rice
Square, effective June 21, 2017

Perda, David, Chief Research and Accountability
Officer, Administration, DAB, effective July 28, 2017

Proch, Victoria, Teacher, English as a Second
Language, Systemwide, effective June 22, 2017

Provenzano, Kristina, Teacher, English as a Second
Language, Lincoln, August 11, 2017

Pumphrey, Robert, Teacher, Elementary, Nelson
Place, effective July 19, 2017

Robson, Mark, Teacher, English, South, effective
June 22, 2017

Rodrigues, Marco, Chief Academic Officer,
Administration, DAB, effective June 30, 2017

Seme, Shannon, Teacher, English as a Second
Language, Goddard, effective June 22, 2017

Sowersby, Matthew, Teacher, Music, Systemwide,
effective July 24, 2017

Spellman, Susan, Teacher, English as a Second
Language, effective August 14, 2017

Syre-Hager, Stephanie, Assistant Principal,
Elementary, Quinsigamond, effective June 30, 2017

Tingley, Kyle, Teacher, Social Studies, Worcester Technical, effective June 22, 2017

Torres, Iris, Teacher, Elementary, Woodland, effective June 22, 2017

Tivnan, Christina, Teacher, English as a Second Language, Woodland, August 7, 2017

Wells, Alise, Team Chair, Special Education, Systemwide, effective August 23, 2017

Yarnie, Jennifer, Teacher, Elementary, Vernon Hill, August 23, 2017

7-15 The Superintendent has APPROVED the TRANSFER of the teachers named below effective August 24, 2017:

Transfers

Abraham, Rosa, from Spanish at WEMS to Spanish at Burncoat High

Acharya-Carmona, Sheela, from Elementary at Quinsigamond to Elementary at Quinsigamond*

Angers, Guy, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Antonucci, Judith, from Elementary at Thorndyke to Elementary at Gates Lane

Ashford, Dawn, from English at Forest Grove to English at Burncoat High

Coe, Marissa, from Elementary at May Street to Elementary at Goddard

Colligan, Kathleen, from Elementary at Woodland to Elementary at Woodland*

Cook, Andrea, from Music at Sullivan to Music at Burncoat Middle

Coyle, Karen, from Lead Teacher at ACT to Lead Teacher at ACT*

Davidson, Marisa, from Learning Disabilities at Woodland to Learning Disabilities at Woodland*

Degnan, Shawn, from Social Studies at Challenge Academy to Social Studies at Challenge Academy*

Diggs, Brenda, from English at Reach Academy to English at Reach Academy*

Dyer, Angela, from Moderate Special Needs/Behavior Management at Juvenile Resource Center to Moderate Special Needs/Management at St. Casimir
Eressy, Michael, from Social Studies at Claremont to Social Studies at South

Erickson, Susan, from Physical Education at Quinsigamond to Physical Education at Tatnuck

Favreau, Teresa, from Elementary at Gates Lane to Elementary at Roosevelt

Feeley, Christopher, from Life Skills at Forest Grove to Transition 18-22 at Fanning

Felicitti-Magsino, Jennifer, from Science at Challenge Academy to Science at Worcester East

Foley, Kimberly, from Moderate Special Needs/Inclusion at Vernon Hill to Moderate Special Needs at May Street

Fontaine, Kathleen, from Kindergarten at Grafton to Kindergarten at Chandler Elementary

Freud, Nancy, from English as a Second Language at Woodland to English as a Second Language at Vernon Hill

Gaffney, Paul, from Science at Creamer Center to Science at Creamer Center*

Gage, Melanie, from English at Challenge Academy to English at Challenge Academy*

Galante, Emily, from Intermediate at Burncoat Prep to Step at Burncoat Prep

Galicia, Jean-Paul, from Spanish at St. Casimir to Spanish at St. Casimir*

Gingras, Brianne, from School Adjustment Counselor at City View to School Adjustment Counselor at City View*

Giorgio, Angel, from Intermediate at Tatnuck Magnet to Elementary at Roosevelt

Gonzalez, Yamira, from Spanish at North to Spanish at Evening High Gerald Creamer Center

Gried, Todd, from Social Studies at Burncoat Middle to Social Studies at Forest Grove

Grilla, Ann, from Elementary at Worcester Arts Magnet to Elementary at Flagg St.

Henry, Rachel, from Elementary at Columbus Park to Elementary at Columbus Park*

Herron, Kimberly, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*

Howse, Christopher, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*

Hynes, Robin, from Business at Gerald Creamer Center to Business at Gerald Creamer Center*

Incutto, Judith, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Janecek, Judith, from STEP at Goddard to Sail at Nelson Place

Jeness, Rosemarie, from English as a Second Language at Elm Park to English as a Second Language Systemwide

Joyner, Ann, from Music at Vernon Hill to Music at Sullivan Middle

Jueau, David, from Special Education at Gerald Creamer Center to Special Education at Gerald Creamer Center*

Jung-Drew, Bettina, from English as a Second Language at University Park to English as a Second Language at University Park*

Kasal-Halligan, Megan, from Moderate Special Needs/Inclusion at Union Hill to Moderate Special Needs/ASP at Goddard

Kay, Emily, from Elementary at Tatnuck to Elementary at Flagg St.

Kelly-Bernhard, Patricia, from .8FTE Art sytemwide to .8FTE Art Systemwide*

Kurczy, Tracie, from Guidance at Worcester Technical to Guidance at Worcester Technical*

Kydd, Raymond, from Mathematics at Reach Academy to Mathematics at Reach Academy*

LaBonte, Chrsitine, from English as a Second Language at Goddard to English as a Second Language at Canterbury

Ledoux, Cathryn, from English at North to English at Forest Grove

Lester, Booker, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Looney Maureen, from Kindergarten at Quinsigamond to Kindergarten at Columbus Park

Lord, Meredith, from Music at Sullivan Middle to Music at Burncoat High

Luciano, Jason, from Psychologist Systemwide to Psychologist at Worcester Technical

Luong, Nghiem, from Science at Reach Academy to Science at Reach Academy*

Macknight-Joseph, Sandra, from English as a Second Language at Sullivan to English as a Second Language at Worcester Technical

Mahoney, Robert, from English at Juvenile Resource Center to English at Doherty

Mallgren, Diane, from English as a Second Language at Elm Park to English as a Second Language Systemwide

McCarthy, David, from Social Studies at Gerald Creamer Center to Social Studies at Gerald Creamer Center*

McGlinn Brent, from Moderate Special Needs/ Behavior Management at St. Casimir to Moderate Special Need/Behavior Management at St. Casimir*

McNamara, David, from Mathematics at Challenge Academy to Mathematics at Challenge Academy*

Mejia- Cruz, Daniel, from Mathematics at Gerald Creamer Center to Mathematics at Gerald Creamer Center*

Moriarty, Scott, from Science at Gerald Creamer Center to Science at Gerald Creamer Center*

Morin, Lynn, from English as a Second Language at Vernon Hill to English as a Second Language at May St.

Morse, Jessica, from Elementary at Chandler Magnet to Elementary at Chandler Magnet*

Nicol, John, from Mathematics at Gerald Creamer Center to Mathematics at Gerald Creamer Center*

Notaro, Alma, from English Department Head at WEMS to English at Doherty

Notaro, David, from Mathematics at Gerald Creamer Center to Mathematics at Gerald Creamer Center*

O'Coin-Foley, Virginia, from Moderate Special Needs/Inclusion at St. Casimir to Moderate Special Needs/Inclusion at St. Casimir*

O'Neil, Kathryn, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

O'Rourke, Brittany, from Elementary at Lincoln to Elementary at Tatnuck Magnet

Orcutt, Elizabeth, from Moderate Special Needs/Inclusion at St. Casimir to Moderate Special Needs/Inclusion at St. Casimir*

Pappas, Christopher, from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*

Patrone, Daniel, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs /Behavior Management at ACT*

Phillips, Carrie, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Reyes, Vinicio, from Mathematic at St. Casimir to Mathematics at St. Casimir*

Rice, Katherine, from Art Systemwide to Art at South

Ritacco, Donna, from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

Rivera, Olga, from School Adjustment Counselor at Challenge and Reach Academies to School Adjustment Counselor at Challenge and Reach Academies*

Salerno, Elisa, from Elementary at Lincoln Street to Elementary at Lincoln Street*

Sawetch, Melissa, from Elementary at Chandler Magnet to Elementary at Rice Square

Sawyer, Christine, from Social Studies at Gerald Creamer Center to Social Studies at Gerald Creamer Center*

Shea, Cornelius, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Similia, Jackeline, from English as a Second Language at Woodland to English as a Second Language at Woodland*

Simonti, Alicia, from Science at Forest Grove to Science at Forest Grove*

Siudela, Emily, from Moderate Special Needs/ASP to ASP at Goddard

Sokolowski, Margaret, from Systemwide Alternative Library to Systemwide Alternative Library*

Sprague, Patti, from Elementary at Chandler Magnet to Elementary at Tatnuck Magnet

St. Thomas, Karen, from Moderate Special Needs/Inclusion at Tatnuck to AU life Skills at Roosevelt

Starzewski, Kathleen, from Social Studies at Burncoat Middle to Social Studies at WEM

Stone, Mary, from Intermediate at Canterbury to Primary at Rice Square

Sullivan, James, from Art Systemwide to Art at Roosevelt

Surette, Kimberly, from English as a Second Language at Claremont to Social Studies at Claremont

Switzer, Kaitlin, from Art Systemwide to Art Systemwide*

Thibault, Jennifer, from Moderate Special Needs/Inclusion at Norrback to Preschool Systemwide

Thistle, Laura, from SAIL at Norrback to SAIL at Gates Lane

Torres, Alice, from Spanish at Claremont to Spanish at Claremont*

Towner, Robyn, from Kindergarten at Elm Park to Primary at Midland

Tsoutsis, Mishana, from Elementary at Gates Lane to Elementary at Columbus Park

Tsouvalos, Corinne, from Health at North to Health Systemwide

Wallace, Joanne, from Elementary at Quinsigamond to Elementary at City View

Walsh, Christine, from English at Gerald Creamer Center to English at Gerald Creamer Center*

Witt, Sheila, from Mathematics at Gerald Creamer Center to Mathematics at Gerald Creamer Center*

Zaluskas, Leonard, from Social Studies at Worcester East Middle to Social Studies at Sullivan Middle

* *Employee successfully bid previous assignment*

7-16 The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:

Leaves of Absence

Flanigan, Kristine, Teacher, Speech, Systemwide, effective August 24, 2017-June 30, 2018

King, Alex, Teacher, Music, Systemwide, effective August 24, 2017-June 30, 2018

Machado, Andre, Teacher, Mathematics, Forest Grove Middle, effective August 24, 2017-June 30, 2018

McDonald, Nicole, Teacher, Elementary, Chandler Magnet, effective August 24, 2017-June 30, 2018

McGrath, Jillian, Teacher, Elementary, Union Hill, effective August 24, 2017-June 30, 2018

Merchant, Elizabeth, Teacher, Elementary, Canterbury, effective August 24, 2017-June 30, 2018

Walden, Michael, Teacher, Art, Worcester Arts Magnet, effective August 24, 2017-June 30, 2018

Extended Leave of Absence

7-17 The Superintendent has APPROVED the EXTENDED LEAVE OF ABSENCE of the person named below:

Nugent, Roger, Teacher, Elementary, Gates Lane, effective August 24, 2017-June 30, 2018.

GENERAL BUSINESS

Prior Fiscal Year Payment/Waltham Public Schools/
\$1,470.38

10. gb #7-302 - Administration
(September 1, 2017)

To consider approval of a prior fiscal year payment in the amount of \$1,470.38 for a student who attended the Waltham Public Schools from September 16, 2016 to June 17, 2017.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley 1/7

The motion carried.

Prior Fiscal Year Payment/\$194.40

11. gb #7-303 - Administration
(September 1, 2017)

To consider approval of a prior fiscal year payment in the amount of \$194.40 for mileage reimbursement for a parent to drive to and from the Thrive day school placement at 100 Hartwell Street, West Boylston, MA in May and June 2017.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

12. gb #7-304 - Administration (September 1, 2017) Prior Fiscal Year
Payment/May Institute,
Inc./\$6,290

To consider approval of a prior fiscal year payment in the amount of \$6,290.00 made payable to May Institute, Inc.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

13. gb #7-305 - Administration (September 1, 2017) Prior Fiscal Year
Payment/Education
Inc./\$8,827.50

To consider approval of a prior fiscal year payment in the amount of \$8,827.50 for Education Inc. services for home tutoring.

Mr. O'Connell requested that the Administration indicate on a supplemental report some background information regarding the encumbrances that needed to be addressed in Fiscal Year 17 for Education Inc.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

- Manufacturing Day 14. gb #7-306 - Miss Biancheria/Mr. O'Connell/
Miss McCullough/Ms. Colorio/
Mr. Monfredo
(September 7, 2017)

Request that the Administration indicate how the Worcester Public Schools will engage in the celebration of Manufacturing Day on Friday October 6, 2017.

Miss Biancheria requested that the Administration provide a report in a Friday Letter regarding how the Worcester Public Schools promoted this day and indicate some of the activities.

- Recognition/ 2017
Healthy Communities
Award/Superintendent
Binienda/ 15. gb #7-307 - Miss Biancheria/Mr. O'Connell/
Miss McCullough/Mr. Foley/
Ms. Colorio/Mr. Monfredo/
Mayor Petty
(September 7, 2017)

To congratulate Superintendent Binienda for receiving the 2017 Healthy Communities Award from the Family Health Center of Worcester which celebrated 45 years of service in our community.

The Mayor and the School Committee recognized Superintendent Binienda at the meeting.

- 16. gb #7-308 - Mr. Monfredo/Mr. O’Connell/
Miss McCullough/Ms. Colorio/
Miss Biancheria
(September 10, 2017) CPR/AED and Heimlich
Training

Request that the Administration provide an update on its plans for the teaching of both hands on CPR/AED and Heimlich training in the physical education classes of the Worcester Public Schools.

It was moved and voice voted to refer the item to the Administration for an update in November.

- 17. gb #7-309 - Administration 21st Century Out of
School Time Grant/
Claremont Academy/
\$150,000
(September 10, 2017)

To accept the 21st Century Out of School Time Grant for Claremont Academy in the amount of \$150,000 from the Massachusetts Department of Elementary and Secondary Education.

Mr. O’Connell made the following motion:

Request that the Administration provide a copy of the Grant application.

On a voice vote, the motion was approved.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O’Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

Prior Fiscal Year
Payment/\$2,250

18. gb #7-310 - Administration
(September 13, 2017)

To consider approval of a prior fiscal year payment in the amount of \$2,250 for teacher professional development at Project Lead The Way which was held at WPI.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

Prior Fiscal Year
Payment/Project Lead
the Way/\$3,000

19. gb #7-311 - Administration
(September 13, 2017)

To consider approval of a prior fiscal year payment in the amount of \$3,000 for Project Lead The Way's participation fees.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

20. gb #7-312 - Administration
(September 13, 2017)

Prior Fiscal Year
Payment/longevity
payment/\$1,600

To consider approval of a prior fiscal year longevity payment in the amount of \$1,600 for an employee.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty 6

Against the motion: 0

Absent: Mr. Foley $\frac{1}{7}$

The motion carried.

21. gb #7-313 - Miss Biancheria/Mr. O'Connell/
Mr. Foley/Ms. Colorio/
Mr. Monfredo
(September 13, 2017)

Bus Routes

Request that the Administration provide a report regarding:

- the process of determining new bus routes to include a review of the established ones and
- procedures for pickup and drop off of students at the school sites

Miss Biancheria suggested that the Administration form a task force with the DPW to not only look at the routes but also indicate where the busses are situated for the drop off and pickup of students so as not to cause traffic jams.

It was moved and voice voted to refer the item to the Administration.

The meeting adjourned at 9:42 p.m.

Helen A. Friel, Ed.D.
Clerk of the School Committee

VI. REPORT OF THE SUPERINTENDENT
Administration
(September 27, 2017)

ITEM - ROS #7-14
S.C. MEETING - 10-5-17

ITEM:

INITIATIVES IN THE WORCESTER PUBLIC SCHOOLS

PRIOR ACTION:

BACKUP:

The Report of the Superintendent will be a summary of initiatives in process and planned in this school year. The Secondary, Elementary, Curriculum and Professional Development and Technology and Digital Learning Managers will preview the work ahead with a brief outline and description by department. The completed PowerPoint will be emailed to the committee Monday through the School Committee Office.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

North High

The Business Technology CTE pathway is at the end of its application process with a site visit scheduled for September 28, 2017. Notification of approval is scheduled by November 1, 2017.

Currently, North High is operating a CTE pathway in Criminal Justice. There are only six Chapter 74 Criminal Justice programs in the state. North High will be connecting with an established program to review the program and decide upon the feasibility and/or desirability of developing the current pathway into a Chapter 74 designated program.

South High

Diesel Technology, Culinary Arts, and Early Childhood Education and Care are currently CTE pathway programs at South High Community School. All three programs follow the Massachusetts Vocational Education Frameworks and courses are formatted into the standard yearlong learning experiences in the same manner as the Mass Core. An application for Chapter 74 designation and approval, for all three programs, is underway with Letters of Intent filed with the state on September 12, 2017. Part A of the application will be submitted on, or before, December 8, 2017, with Part B on, or before, April 6, 2018. The Office for College, Career, and Technical Education (OCCTE), has said, "Districts will be notified of decisions for the 2018-2019 school year by June 29, 2018."

X. GENERAL BUSINESS
Administration/Mr. O'Connell/Mr. Monfredo
(September 27, 2017)

CURRENT ITEM - gb #6-350.1
S.C. MEETING - 10-5-17

1ST ITEM gb #6-350 S.C.MTG. 10-20-16
2ND ITEM gb #6-350.1 S.C.MTG. 10-5-17

ITEM:

Response of the Administration to the request to distribute lists of programs, events and activities held at the Worcester Public Library to students through the Worcester Public Schools, and to the community through WPS communications.

ORIGINAL ITEM: Mr. O'Connell/Mr. Monfredo (October 3, 2016)

To distribute lists of programs, events and activities held at the Worcester Public Library to students through the Worcester Public Schools, and to the WPS community through WPS communications.

PRIOR ACTION:

10-20-16 - Referred to the Administration for discussion with the Worcester Public Library.

BACKUP: The Worcester Public Schools website has a "community Link" that includes the following:

- Public Library

The Worcester Public Library also forwards information regarding activities and press releases through WPS communications. Cynthia Bermudez, Youth Services Coordinator will continue to send information on library programs, events and activities to Mark Berthiaume for dissemination to schools and to webadmin@worc.k12.ma.us for posting on the district website.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS
Administration/Mr. Monfredo/
Mr. O'Connell/Miss McCullough/
Miss Biancheria
(September 27, 2017)

CURRENT ITEM - gb #7-22.1
S.C. MEETING - 10-5-17

1ST ITEM gb #7-22 S.C.MTG. 1-19-17
2ND ITEM gb #7-22.1 S.C.MTG. 10-5-17

ITEM:

Response of the Administration to the request to consider having the Worcester Public Schools participate in Worcester: the City that Reads "February - Love a book month" by having the schools engage in meaningful literacy activities.

ORIGINAL ITEM: Mr. Monfredo/Mr. O'Connell/Miss McCullough/
Miss Biancheria (January 3, 2017)

Request that the Administration consider having the Worcester Public Schools participate in Worcester: the City that Reads "February - Love a book month" by having the schools engage in meaningful literacy activities.

PRIOR ACTION:

1-19-17 - Referred to the Administration.

BACKUP: Principals were asked to support the annual contest in the Elementary Manager's Weekly Memo in January 2017.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS
Administration/Mr. Monfredo/
Ms. Colorio/Mr. O'Connell/
Miss McCullough/Miss Biancheria/
Mayor Petty
(September 27, 2017)

CURRENT ITEM - gb #7-25.1
S.C. MEETING - 10-5-17

1ST ITEM gb #7-25 S.C.MTG. 1-19-7
2ND ITEM gb #7-25.1 S.C.MTG. 10-5-17

ITEM:

Response of the Administration to the request to support the Worcester Historical Museum's annual "Be Our Valentine Contest" by encouraging the schools from grade 3 to 6 to participate.

ORIGINAL ITEM: Mr. Monfredo/Ms. Colorio/Mr. O'Connell/Miss McCullough/
Miss Biancheria/Mayor Petty (January 4, 2017)

Request that the Administration support the Worcester Historical Museum's annual "Be Our Valentine Contest" by encouraging the schools from grade 3 to 6 to participate.

PRIOR ACTION:

1-19-17 - Referred to the Administration.

BACKUP: Principals were asked to support the annual contest in the Elementary Manager's Weekly Memo in January 2017.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS
Administration/Mr. Monfredo/
Mr. O'Connell/Miss Biancheria/Ms. Colorio
(September 27, 2017)

CURRENT ITEM - gb #7-43.1
S.C. MEETING - 10-5-17

1ST ITEM gb #7-43 S.C.MTG. 2-2-17
2ND ITEM gb #7-43.1 S.C.MTG. 10-5-17

ITEM:

Response of the Administration to the request to include in its summer package not only a students' reading list but also a list of ideas for parents/students regarding math activities for the summer months and include online sites for the students.

ORIGINAL ITEM: Mr. Monfredo/Mr. O'Connell/Miss Biancheria/Ms. Colorio
(January 22, 2017)

Request that the Administration include in its summer package not only a students' reading list but also a list of ideas for parents/students regarding math activities for the summer months and include online sites for the students.

PRIOR ACTION:

2-2-17 - Referred to the Administration.
Mr. Monfredo made the following motion:
Request that the Administration provide in May the Summer School plans and ways in which mathematics and reading can be improved.
On a voice vote, the motion was approved.
Miss Biancheria suggested that the Administration provide the reading lists and suggested activities for the summer months.

BACKUP: This information was offered to principals via email through an instructional coach and the early childhood director.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS
Administration/Mr. Monfredo/
Ms. Colorio/Mr. O'Connell/
Miss Biancheria
(September 27, 2017)

CURRENT ITEM - gb #7-129.1
S.C. MEETING - 10-5-17

1ST ITEM gb #7-129 S.C.MTG.
2ND ITEM gb #7-129.1 S.C.MTG.

ITEM:

Response of the Administration to the request to publicize the Worcester: the City that Reads twelfth annual book drive to support children pre-k to grade 8 in the Worcester Public Schools.

ORIGINAL ITEM: Mr. Monfredo/Ms. Colorio/Mr. O'Connell/
Miss Biancheria (March 21, 2017)

Request that the Administration publicize the Worcester: the City that Reads twelfth annual book drive to support children pre-k to grade 8 in the Worcester Public Schools.

PRIOR ACTION:

4-6-17 - Referred to the Administration.

BACKUP: Information on this worthwhile project was forward to all principals and support an effort to have students develop a love for reading.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

report of the resolutions committee

The MASC Resolutions Committee met on July 5, 2017 to consider the resolutions proposed by member districts for consideration at the 2017 Annual Meeting of the Association. Members present: Beverly Hugo, Framingham (Chair, Ex Officio), Patrick Francomano, Past President and King Philip Regional School Committee, William Fonseca, East Longmeadow School Committee; Margaret Driscoll, Melrose School Committee; Laura Fallon, Northampton School Committee, Irene Feliciano-Simms, Holyoke School Committee; Mildred Lefebvre, Holyoke School Committee; Geoff Swett, Wareham School Committee; Brian O'Connell, Worcester School Committee; Brendan Walsh, Salem School Committee

The following resolutions were moved forward by the Resolutions Committee and approved by the MASC Board of Directors at their meeting on July 12.

RESOLUTION 1: MOVEMENT OF THE CHAPTER 70 FUNDING ENROLLMENT DATE TO MARCH 15

Submitted by the Framingham School Committee

WHEREAS: District schools in Massachusetts Department of Education report peak enrollment in the months of January, February and March.

WHEREAS: House Bill 2846 would provide that a district may only receive reimbursement from the proposed Unfunded Student Reserve Fund if the district has a net enrollment of more than 100 new students between October 1 of the previous year and March 1 of the current year.

WHEREAS: Many districts must have their budgets completed prior to knowing what their Chapter 70 funds amount will be.

THEREFORE BE IT RESOLVED that: The Massachusetts Association of School Committees file for and support legislation that will implement the movement of the Chapter 70 funding enrollment date to March 15th.

RATIONALE: Giving the districts the ability to base their budget on the enrollment rate after the peak enrollment time will allow districts to base their budget with increased accuracy to meet the needs of their student population. Underfunding leaves students at risk to fall behind due to not having the appropriate staffing, technology or needed educational materials. Smaller districts will be more at risk as their admission rate may not reach the required 100 students proposed in House Bill 2846 (2017) and will be least able to absorb the additional cost of unfunded students. For larger districts the proposed Unfunded Student Reserve Fund will still leave them underfunded as the amount proposed to be set aside will not meet the needs of the students across the state.

RESOLUTION 2: REFORM OF CIRCUIT BREAKER FUNDING

Submitted by the Framingham School Committee

WHEREAS: The Special Education Circuit Breaker program includes a provision that only allows districts to claim for extraordinary relief when claimable special education costs exceed 125% of the year's claimed costs.

WHEREAS: There are many districts that have a large special education population especially with regard to out-of-district placements that will never reach the special provision of 125%. Framingham alone has budgeted over \$42 million for district SPED costs.

WHEREAS: Out-of-district placement costs are rising yet the out-of-district schools have not been liable for their expenditures to the taxpayers, and there is no accountability for the increases. Public schools are held accountable to the taxpayers for where every dime goes. In turn districts are unable to justify their rising expenditures and are unable to receive the additional funding needed from those to whom they are accountable.

WHEREAS: Medicare and Medicaid cuts that are being discussed threaten many districts who have their Physical Therapy, Occupational Therapy and Speech Therapy services paid for by those programs to bear the burden of these costs.

THEREFORE BE IT RESOLVED that: The Massachusetts Association of School Committees file for and support legislation that will support the provision of reform for Circuit Breaker Funding and support the recommendations of the Foundation Budget Review Commission.

RATIONAL: According to MAAPS 2012 Bottom Line Report between 2006 and 2012, special education costs in Massachusetts increased by 56% compared to 36% for all public education.

RESOLUTION 3: LITIGATION FOR FAIR SCHOOL FINANCE

Submitted by the Framingham School Committee

WHEREAS: As the result of a lawsuit (*McDuffy vs. Driscoll*), the MA Supreme Judicial Court ruled that the Commonwealth was obliged to provide such financial assistance so as to assure that there would be an adequate level of support for the public schools, and

WHEREAS: Public schools rely heavily on state financial assistance to underwrite the legislatively mandated level of "required net school funding" that meets the current standard of "adequacy" envisioned by the Supreme Judicial Court, and

WHEREAS: Based on the findings of the Foundation Budget Review Commission and the consensus of public educators across Massachusetts, state financial assistance to support a standard of adequacy sufficient to meet the Massachusetts Constitutional standard as determined in the *McDuffy* case, is lacking and

WHEREAS: The second attempt at litigation to secure greater state financial support was rejected by the SJC, but did not rule out a willingness to hear a future case should the situation merit consideration,

THEREFORE BE IT RESOLVED that: The members of the Massachusetts Association of School Committees, through its delegate assembly, authorizes the Board of Directors to:

1. Reassess the need for a new round of litigation to secure funding to guarantee an adequate appropriation of funds, and
2. Assess the viability of a lawsuit to secure such funding, and
3. Join with other parties at interest to plan and file such a lawsuit if it is determined that there is likelihood of success, and
4. That the Board of Directors shall be authorized to use the reserves of the Association to help underwrite the cost of such litigation.

RESOLUTION 4: PRIVATIZATION OF PUBLIC EDUCATION AND THE OVERSIGHT OF PUBLIC SCHOOLS, INCLUDING SMALL AND REGIONAL DISTRICTS

Submitted by the MASC Board of Directors

WHEREAS: The voters of Massachusetts overwhelmingly rejected a ballot initiative to lift the cap on charter school expansion, and

WHEREAS: In light of the decision of the voters, advocates for further reforms have proposed several new strategies that include such concepts as introducing federal tax credits for families who enroll their children in private schools, authorizing vouchers for use in private schools, and creating additional regulatory options to expand the power of the state to alter the status of schools and districts so as to limit the authority of the residents of their communities to oversee their public schools,

THEREFORE BE IT RESOLVED that: The Massachusetts Association of School Committees, recognizing the provisions of the state constitution, oppose any state or federal legislative initiative to authorize the use of state funds for education to subsidize the tuition or costs of private schools, except where specifically authorized for students in special education programs, or students with disabilities.

Further, MASC opposes any state legislative initiative that expands the authority of the Commissioner of Education, the Board of Elementary Education, or the Secretary of Education over schools and school districts beyond those already imposed, and that MASC further opposes the alteration or conversion of any school or district status

beyond that permitted by current law without the consent of the city, town or region in which the school or district is located.

MASC supports the protection of small and rural school districts from modifications in their governance format and regional structure without the consent of the member communities, and, further, supports recognizing the special financial requirements of these, often geographically large and difficult to access parts of the state.

RESOLUTION 5: USE OF FEDERAL FUNDS

Submitted by the MASC Board of Directors

WHEREAS: School districts are operating in difficult economic conditions as the cost of education exceeds normal inflationary growth in our economy, and

WHEREAS: The Commonwealth has provided some measure of relief, but the growth in Chapter 70 funding has failed to keep up with expanding costs, and

WHEREAS: Several federal grant programs allow the Commonwealth in general, and the Department of Elementary and Secondary Education, in particular, to take an administrative overhead allowance from government aid programs including the Elementary and Secondary Education Act, the Perkins Vocational Technical Education Act, and certain programs under the Department of Agriculture, and

WHEREAS: This money allocated for maintaining the state bureaucracy would be better deployed at the school and district level,

THEREFORE BE IT RESOLVED that: MASC urges the legislature to restrict the ability of the Commissioner, Secretary of Education or Board of Elementary Education to take for its own purposes or use by the Department of Elementary and Secondary Education, such as but not limited to administrative overhead of the state agency, any share of funds disbursed by the federal government under ESSA, the Perkins Vocational Technical Education Act, or programs under the oversight of the U.S. Department of Agriculture, and, further, that those funds be directed specifically to schools and school districts.

RESOLUTION 6: FOUNDATION BUDGET

Initiated by the Worcester School Committee
Sponsored by the MASC Board of Directors

WHEREAS: A special Foundation Budget Review Commission (FBRC) reported its recommendations in 2015 to the General Court and to the public, and

WHEREAS: Among the recommendations were those to calculate more accurately the costs of students in special education and health insurance costs for employees and retirees, and

WHEREAS: Several recommendations of the members of the Commission to establish adequate and equitable funding for school districts remain unresolved, and

WHEREAS: There remains a broad consensus that the overall calculations used to establish the "Foundation Budget" for city, town and regional school districts remain significantly understated and, in the opinion of MASC and its members, violates the letter and spirit of the ruling of the Massachusetts Supreme Judicial Court in the 1993 *McDuffy* case,

THEREFORE, BE IT RESOLVED that: MASC calls upon the legislature to enact the recommendations of the Foundation Budget into law, and further,

- That the legislature order the Commission to reconvene in order to conduct further deliberations and make such recommendations as the FBRC may propose, and further
- That the FBRC shall address and make recommendations toward the overall accuracy of the adequacy of the overall Foundation Budget.

RESOLUTION 7: AFFORDABLE CARE ACT AND MEDICAID

Submitted by the MASC Board of Directors

WHEREAS: The Affordable Care Act expanded access for health care to millions of Americans, including thousands of Massachusetts families who have been without health insurance, and

WHEREAS: Through the expansion of the Medicaid program, more families in economic distress gained access to health insurance and, subsequently, affordable health care, and

WHEREAS: The Medicaid program reimburses public school districts for certain clinical services provided to students who may be clients of special education or who experience disabilities, and this revenue provides critical support to the districts and municipalities where they are based, and

WHEREAS: The restriction of Medicaid eligibility and reduction of funding would require the Commonwealth to choose between extraordinary state budget increases to fill the gap or absorb the cost of caring for families that could lose health insurance,

THEREFORE BE IT RESOLVED that: MASC urges the Congress to preserve the Affordable Care Act and its expansion of Medicaid programs for the states, and further

- MASC urges the General Court to require that 100% of Medicaid reimbursements to cities and towns be provided in full amount to the public schools of each municipality to underwrite the cost of providing an adequate education.



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE FOR CIVIL RIGHTS

September 2017

Q&A on Campus Sexual Misconduct

Under Title IX of the Education Amendments of 1972 and its implementing regulations, an institution that receives federal funds must ensure that no student suffers a deprivation of her or his access to educational opportunities on the basis of sex. The Department of Education intends to engage in rulemaking on the topic of schools' Title IX responsibilities concerning complaints of sexual misconduct, including peer-on-peer sexual harassment and sexual violence. The Department will solicit input from stakeholders and the public during that rulemaking process. In the interim, these questions and answers—along with the *Revised Sexual Harassment Guidance* previously issued by the Office for Civil Rights¹—provide information about how OCR will assess a school's compliance with Title IX.

SCHOOLS' RESPONSIBILITY TO ADDRESS SEXUAL MISCONDUCT

Question 1:

What is the nature of a school's responsibility to address sexual misconduct?

Answer:

Whether or not a student files a complaint of alleged sexual misconduct or otherwise asks the school to take action, where the school knows or reasonably should know of an incident of sexual misconduct, the school must take steps to understand what occurred and to respond appropriately.² In particular, when sexual misconduct is so severe, persistent, or pervasive as to deny or limit a student's ability to participate in or benefit from the school's programs or activities, a hostile environment exists and the school must respond.³

¹ Office for Civil Rights, *Revised Sexual Harassment Guidance* (66 Fed. Reg. 5512, Jan. 19, 2001), available at <https://www2.ed.gov/about/offices/list/ocr/docs/shguide.pdf> [hereinafter 2001 Guidance]; see also Office for Civil Rights, Dear Colleague Letter on Sexual Harassment (Jan. 25, 2006), available at <https://www2.ed.gov/about/offices/list/ocr/letters/sexhar-2006.html>.

² 2001 Guidance at (VII).

³ *Davis v. Monroe Cty. Bd. of Educ.*, 526 U.S. 629, 631 (1999); 34 C.F.R. § 106.31(a); 2001 Guidance at (V)(A)(1). Title IX prohibits discrimination on the basis of sex “under any education program or activity” receiving federal financial assistance, 20 U.S.C. § 1681(a); 34 C.F.R. § 106.1, meaning within the “operations” of a postsecondary institution or school district, 20 U.S.C. § 1687; 34 C.F.R. § 106.2(h). The Supreme Court has explained that the statute “confines the scope of prohibited conduct based on the recipient’s degree of control over the harasser and the environment in which the harassment occurs.” *Davis*, 526 U.S. at 644. Accordingly, OCR has informed institutions that “[a] university does not have a duty under Title IX to address an incident of alleged harassment where the incident occurs off-campus and does not involve a program or activity of the recipient.” Oklahoma State University Determination Letter at 2, OCR Complaint No. 06-03-2054 (June 10, 2004); see also University of Wisconsin-Madison Determination Letter, OCR Complaint No. 05-07-2074 (Aug. 6, 2009) (“OCR determined that the alleged assault did not occur in the context of an educational program or activity operated by the University.”). Schools are responsible for redressing a hostile environment that occurs on campus even if it relates to off-campus activities. Under the Clery Act, postsecondary institutions are obliged to collect and report statistics on crimes that occur on campus, on noncampus properties controlled by the institution or an affiliated student organization and used for educational purposes, on public property within or immediately adjacent to campus, and in areas within the patrol jurisdiction of the campus police or the campus security department. 34 C.F.R. § 668.46(a); 34 C.F.R. § 668.46(c).

Each recipient must designate at least one employee to act as a Title IX Coordinator to coordinate its responsibilities in this area.⁴ Other employees may be considered "responsible employees" and will help the student to connect to the Title IX Coordinator.⁵

In regulating the conduct of students and faculty to prevent or redress discrimination, schools must formulate, interpret, and apply their rules in a manner that respects the legal rights of students and faculty, including those court precedents interpreting the concept of free speech.⁶

THE CLERY ACT AND TITLE IX

Question 2:

What is the Clery Act and how does it relate to a school's obligations under Title IX?

Answer:

Institutions of higher education that participate in the federal student financial aid programs are subject to the requirements of the Clery Act as well as Title IX.⁷ Each year, institutions must disclose campus crime statistics and information about campus security policies as a condition of participating in the federal student aid programs. The Violence Against Women Reauthorization Act of 2013 amended the Clery Act to require institutions to compile statistics for incidents of dating violence, domestic violence, sexual assault, and stalking, and to include certain policies, procedures, and programs pertaining to these incidents in the annual security reports. In October 2014, following a negotiated rulemaking process, the Department issued amended regulations to implement these statutory changes.⁸ Accordingly, when addressing allegations of dating violence, domestic violence, sexual assault, or stalking, institutions are subject to the Clery Act regulations as well as Title IX.

INTERIM MEASURES

Question 3:

What are interim measures and is a school required to provide such measures?

Answer:

Interim measures are individualized services offered as appropriate to either or both the reporting and responding parties involved in an alleged incident of sexual misconduct, prior to an investigation or while an investigation is pending.⁹ Interim measures include counseling, extensions of time or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of campus, and other similar accommodations.

⁴ 34 C.F.R. § 106.8(a).

⁵ 2001 Guidance at (V)(C).

⁶ Office for Civil Rights, Dear Colleague Letter on the First Amendment (July 28, 2003), available at <https://www2.ed.gov/about/offices/list/ocr/firstamend.html>; 2001 Guidance at (XI).

⁷ Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Pub. L. No. 101-542, 20 U.S.C. § 1092(f).

⁸ See 34 C.F.R. § 668.46.

⁹ See 2001 Guidance at (VII)(A).

It may be appropriate for a school to take interim measures during the investigation of a complaint.¹⁰ In fairly assessing the need for a party to receive interim measures, a school may not rely on fixed rules or operating assumptions that favor one party over another, nor may a school make such measures available only to one party. Interim measures should be individualized and appropriate based on the information gathered by the Title IX Coordinator, making every effort to avoid depriving any student of her or his education. The measures needed by each student may change over time, and the Title IX Coordinator should communicate with each student throughout the investigation to ensure that any interim measures are necessary and effective based on the students' evolving needs.

GRIEVANCE PROCEDURES AND INVESTIGATIONS

Question 4:

What are the school's obligations with regard to complaints of sexual misconduct?

Answer:

A school must adopt and publish grievance procedures that provide for a prompt and equitable resolution of complaints of sex discrimination, including sexual misconduct.¹¹ OCR has identified a number of elements in evaluating whether a school's grievance procedures are prompt and equitable, including whether the school (i) provides notice of the school's grievance procedures, including how to file a complaint, to students, parents of elementary and secondary school students, and employees; (ii) applies the grievance procedures to complaints filed by students or on their behalf alleging sexual misconduct carried out by employees, other students, or third parties; (iii) ensures an adequate, reliable, and impartial investigation of complaints, including the opportunity to present witnesses and other evidence; (iv) designates and follows a reasonably prompt time frame for major stages of the complaint process; (v) notifies the parties of the outcome of the complaint; and (vi) provides assurance that the school will take steps to prevent recurrence of sexual misconduct and to remedy its discriminatory effects, as appropriate.¹²

Question 5:

What time frame constitutes a "prompt" investigation?

Answer:

There is no fixed time frame under which a school must complete a Title IX investigation.¹³ OCR will evaluate a school's good faith effort to conduct a fair, impartial investigation in a timely manner designed to provide all parties with resolution.

Question 6:

What constitutes an "equitable" investigation?

¹⁰ 2001 Guidance at (VII)(A). In cases covered by the Clery Act, a school must provide interim measures upon the request of a reporting party if such measures are reasonably available. 34 C.F.R. § 668.46(b)(11)(v).

¹¹ 34 C.F.R. § 106.8(b); 2001 Guidance at (V)(D); *see also* 34 C.F.R. § 668.46(k)(2)(i) (providing that a proceeding which arises from an allegation of dating violence, domestic violence, sexual assault, or stalking must "[i]nclude a prompt, fair, and impartial process from the initial investigation to the final result").

¹² 2001 Guidance at (IX); *see also* 34 C.F.R. § 668.46(k). Postsecondary institutions are required to report publicly the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, and stalking, 34 C.F.R. § 668.46 (k)(1)(i), and to include a process that allows for the extension of timeframes for good cause with written notice to the parties of the delay and the reason for the delay, 34 C.F.R. § 668.46 (k)(3)(i)(A).

¹³ 2001 Guidance at (IX); *see also* 34 C.F.R. § 668.46(k)(3)(i)(A).

Answer:

In every investigation conducted under the school's grievance procedures, the burden is on the school—not on the parties—to gather sufficient evidence to reach a fair, impartial determination as to whether sexual misconduct has occurred and, if so, whether a hostile environment has been created that must be redressed. A person free of actual or reasonably perceived conflicts of interest and biases for or against any party must lead the investigation on behalf of the school. Schools should ensure that institutional interests do not interfere with the impartiality of the investigation.

An equitable investigation of a Title IX complaint requires a trained investigator to analyze and document the available evidence to support reliable decisions, objectively evaluate the credibility of parties and witnesses, synthesize all available evidence—including both inculpatory and exculpatory evidence—and take into account the unique and complex circumstances of each case.¹⁴

Any rights or opportunities that a school makes available to one party during the investigation should be made available to the other party on equal terms.¹⁵ Restricting the ability of either party to discuss the investigation (e.g., through "gag orders") is likely to deprive the parties of the ability to obtain and present evidence or otherwise to defend their interests and therefore is likely inequitable. Training materials or investigative techniques and approaches that apply sex stereotypes or generalizations may violate Title IX and should be avoided so that the investigation proceeds objectively and impartially.¹⁶

Once it decides to open an investigation that may lead to disciplinary action against the responding party, a school should provide written notice to the responding party of the allegations constituting a potential violation of the school's sexual misconduct policy, including sufficient details and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved, the specific section of the code of conduct allegedly violated, the precise conduct allegedly constituting the potential violation, and the date and location of the alleged incident.¹⁷ Each party should receive written notice in advance of any interview or hearing with sufficient time to prepare for meaningful participation. The investigation should result in a written report summarizing the relevant exculpatory and inculpatory evidence. The reporting and responding parties and appropriate officials must have timely and equal access to any information that will be used during informal and formal disciplinary meetings and hearings.¹⁸

INFORMAL RESOLUTIONS OF COMPLAINTS

Question 7:

After a Title IX complaint has been opened for investigation, may a school facilitate an informal resolution of the complaint?

Answer:

If all parties voluntarily agree to participate in an informal resolution that does not involve a full investigation and adjudication after receiving a full disclosure of the allegations and their options for formal resolution and if a school determines that the particular Title IX complaint is appropriate for such a process, the school may facilitate an informal resolution, including mediation, to assist the parties in reaching a voluntary resolution.

¹⁴ 2001 Guidance at (V)(A)(1)-(2); *see also* 34 C.F.R. § 668.46(k)(2)(ii).

¹⁵ 2001 Guidance at (X).

¹⁶ 34 C.F.R. § 106.31(a).

¹⁷ 2001 Guidance at (VII)(B).

¹⁸ 34 C.F.R. § 668.46(k)(3)(i)(B)(3).

DECISION-MAKING AS TO RESPONSIBILITY

Question 8:

What procedures should a school follow to adjudicate a finding of responsibility for sexual misconduct?

Answer:

The investigator(s), or separate decision-maker(s), with or without a hearing, must make findings of fact and conclusions as to whether the facts support a finding of responsibility for violation of the school's sexual misconduct policy. If the complaint presented more than a single allegation of misconduct, a decision should be reached separately as to each allegation of misconduct. The findings of fact and conclusions should be reached by applying either a preponderance of the evidence standard or a clear and convincing evidence standard.¹⁹

The decision-maker(s) must offer each party the same meaningful access to any information that will be used during informal and formal disciplinary meetings and hearings, including the investigation report.²⁰ The parties should have the opportunity to respond to the report in writing in advance of the decision of responsibility and/or at a live hearing to decide responsibility.

Any process made available to one party in the adjudication procedure should be made equally available to the other party (for example, the right to have an attorney or other advisor present and/or participate in an interview or hearing; the right to cross-examine parties and witnesses or to submit questions to be asked of parties and witnesses).²¹ When resolving allegations of dating violence, domestic violence, sexual assault, or stalking, a postsecondary institution must "[p]rovide the accuser and the accused with the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice."²² In such disciplinary proceedings and any related meetings, the institution may "[n]ot limit the choice of advisor or presence for either the accuser or the accused" but "may establish restrictions regarding the extent to which the advisor may participate in the proceedings."²³

Schools are cautioned to avoid conflicts of interest and biases in the adjudicatory process and to prevent institutional interests from interfering with the impartiality of the adjudication. Decision-making techniques or approaches that apply sex stereotypes or generalizations may violate Title IX and should be avoided so that the adjudication proceeds objectively and impartially.

¹⁹ The standard of evidence for evaluating a claim of sexual misconduct should be consistent with the standard the school applies in other student misconduct cases. In a recent decision, a court concluded that a school denied "basic fairness" to a responding party by, among other things, applying a lower standard of evidence only in cases of alleged sexual misconduct. *Doe v. Brandeis Univ.*, 177 F. Supp. 3d 561, 607 (D. Mass. 2016) ("[T]he lowering of the standard appears to have been a deliberate choice by the university to make cases of sexual misconduct easier to prove—and thus more difficult to defend, both for guilty and innocent students alike. It retained the higher standard for virtually all other forms of student misconduct. The lower standard may thus be seen, in context, as part of an effort to tilt the playing field against accused students, which is particularly troublesome in light of the elimination of other basic rights of the accused."). When a school applies special procedures in sexual misconduct cases, it suggests a discriminatory purpose and should be avoided. A postsecondary institution's annual security report must describe the standard of evidence that will be used during any institutional disciplinary proceeding arising from an allegation of dating violence, domestic violence, sexual assault, or stalking. 34 C.F.R. § 668.46(k)(1)(ii).

²⁰ 34 C.F.R. § 668.46(k)(3)(i)(B)(3).

²¹ A school has discretion to reserve a right of appeal for the responding party based on its evaluation of due process concerns, as noted in Question 11.

²² 34 C.F.R. § 668.46(k)(2)(iii).

²³ 34 C.F.R. § 668.46(k)(2)(iv).

DECISION-MAKING AS TO DISCIPLINARY SANCTIONS

Question 9:

What procedures should a school follow to impose a disciplinary sanction against a student found responsible for a sexual misconduct violation?

Answer:

The decision-maker as to any disciplinary sanction imposed after a finding of responsibility may be the same or different from the decision-maker who made the finding of responsibility. Disciplinary sanction decisions must be made for the purpose of deciding how best to enforce the school's code of student conduct while considering the impact of separating a student from her or his education. Any disciplinary decision must be made as a proportionate response to the violation.²⁴ In its annual security report, a postsecondary institution must list all of the possible sanctions that the institution may impose following the results of any institutional disciplinary proceeding for an allegation of dating violence, domestic violence, sexual assault, or stalking.²⁵

NOTICE OF OUTCOME AND APPEALS

Question 10:

What information should be provided to the parties to notify them of the outcome?

Answer:

OCR recommends that a school provide written notice of the outcome of disciplinary proceedings to the reporting and responding parties concurrently. The content of the notice may vary depending on the underlying allegations, the institution, and the age of the students. Under the Clery Act, postsecondary institutions must provide simultaneous written notification to both parties of the results of the disciplinary proceeding along with notification of the institution's procedures to appeal the result if such procedures are available, and any changes to the result when it becomes final.²⁶ This notification must include any initial, interim, or final decision by the institution; any sanctions imposed by the institution; and the rationale for the result and the sanctions.²⁷ For proceedings not covered by the Clery Act, such as those arising from allegations of harassment, and for all proceedings in elementary and secondary schools, the school should inform the reporting party whether it found that the alleged conduct occurred, any individual remedies offered to the reporting party or any sanctions imposed on the responding party that directly relate to the reporting party, and other steps the school has taken to eliminate the hostile environment, if the school found one to exist.²⁸ In an elementary or secondary school, the notice should be provided to the parents of students under the age of 18 and directly to students who are 18 years of age or older.²⁹

²⁴ 34 C.F.R. § 106.8(b); 2001 Guidance at (VII)(A).

²⁵ 34 C.F.R. § 668.46(k)(1)(iii).

²⁶ 34 C.F.R. § 668.46(k)(2)(v). The Clery Act applies to proceedings arising from allegations of dating violence, domestic violence, sexual assault, and stalking.

²⁷ 34 C.F.R. § 668.46(k)(3)(iv).

²⁸ A sanction that directly relates to the reporting party would include, for example, an order that the responding party stay away from the reporting party. See 2001 Guidance at vii n.3. This limitation allows the notice of outcome to comply with the requirements of the Family Educational Rights and Privacy Act. See 20 U.S.C. § 1232g(a)(1)(A); 34 C.F.R. § 99.10; 34 C.F.R. § 99.12(a). FERPA provides an exception to its requirements only for a postsecondary institution to communicate the results of a disciplinary proceeding to the reporting party in cases of alleged crimes of violence or specific nonforcible sex offenses. 20 U.S.C. § 1232g(b)(6); 34 C.F.R. § 99.31(a)(13).

²⁹ 20 U.S.C. § 1232g(d).

Question 11:

How may a school offer the right to appeal the decision on responsibility and/or any disciplinary decision?

Answer:

If a school chooses to allow appeals from its decisions regarding responsibility and/or disciplinary sanctions, the school may choose to allow appeal (i) solely by the responding party; or (ii) by both parties, in which case any appeal procedures must be equally available to both parties.³⁰

EXISTING RESOLUTION AGREEMENTS

Question 12:

In light of the rescission of OCR's 2011 Dear Colleague Letter and 2014 Questions & Answers guidance, are existing resolution agreements between OCR and schools still binding?

Answer:

Yes. Schools enter into voluntary resolution agreements with OCR to address the deficiencies and violations identified during an OCR investigation based on Title IX and its implementing regulations. Existing resolution agreements remain binding upon the schools that voluntarily entered into them. Such agreements are fact-specific and do not bind other schools. If a school has questions about an existing resolution agreement, the school may contact the appropriate OCR regional office responsible for the monitoring of its agreement.

Note: The Department has determined that this Q&A is a significant guidance document under the Final Bulletin for Agency Good Guidance Practices of the Office of Management and Budget, 72 Fed. Reg. 3432 (Jan. 25, 2007). This document does not add requirements to applicable law. If you have questions or are interested in commenting on this document, please contact the Department of Education at ocr@ed.gov or 800-421-3481 (TDD: 800-877-8339).

³⁰ 2001 Guidance at (IX). Under the Clery Act, a postsecondary institution must provide simultaneous notification of the appellate procedure, if one is available, to both parties. 34 C.F.R. § 668.46(k)(2)(v)(B). OCR has previously informed schools that it is permissible to allow an appeal only for the responding party because "he/she is the one who stands to suffer from any penalty imposed and should not be made to be tried twice for the same allegation." Skidmore College Determination Letter at 5, OCR Complaint No. 02-95-2136 (Feb. 12, 1996); *see also* Suffolk University Law School Determination Letter at 11, OCR Complaint No. 01-05-2074 (Sept. 30, 2008) ("[A]ppeal rights are not necessarily required by Title IX, whereas an accused student's appeal rights are a standard component of University disciplinary processes in order to assure that the student is afforded due process before being removed from or otherwise disciplined by the University."); University of Cincinnati Determination Letter at 6, OCR Complaint No. 15-05-2041 (Apr. 13, 2006) ("[T]here is no requirement under Title IX that a recipient provide a victim's right of appeal.").