

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

AGENDA #18

on: Thursday, October 17, 2019
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

7:05 p.m.

INVOCATION – Reverend Aaron Payson
The Unitarian Universalist Church of Worcester

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

**Miss Biancheria, Mr. Comparetto, Mr. Foley,
Miss McCullough, Mr. Monfredo, and Mayor Petty**

Mr. O’Connell was absent

III. APPROVAL OF RECORDS

aor #9-19 - Clerk
(October 9, 2019)

Approved

To consider approval of the Minutes of the School Committee Meeting
of Thursday, October 3, 2019.

aor #9-20 - Clerk
(October 4, 2019)

Approved

To consider approval of the Executive Session Minutes of June 6, 2019
and July 18, 2019.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

ACTION

gb #9-296.1 - Administration/Administration
(October 4, 2019)

**Held for the School
Committee on
November 7, 2019**

To recognize the following North High School's art teachers who received the following awards from the Massachusetts Art Education Association:

Lizzie Fortin - Art Educator of the Year, (Coach)
Callie Mulcahy - Exceptional New Art Teacher of the Year

gb #9-301.1 - Administration/Administration
(October 4, 2019)

Plaque presented

To recognize Unum for being named as one of the 50 most community-minded companies in the United States.

VI. REPORT OF THE SUPERINTENDENT

ROS #9-13 - Administration
(October 9, 2019)

(see notes)

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION
DISTRICT DATA REPORT

REPORT OF THE SUPERINTENDENT (continued)

ACTION

ROS #9-3.1 - Administration/Mr. O'Connell/Miss Biancheria/
Mr. Monfredo
(October 8, 2019)

Accepted and filed

Response of the Administration to the following motions:

- Request that the Administration consider the option of the leasing of Chromebooks and other technology on a multi-year basis and have one dollar purchase option at the conclusion of the lease.
- Request that the Administration provide a report as appropriate, regarding accommodations made for students who are physiologically sensitive to Wi-Fi communications.
- Request that the Administration consider providing fully wired technology in the schools.
- Request that the Administration survey students to determine how many have computers in their homes.
- Request that the Administration provide a report in October 2019 as to the above mentioned motions and other recommendations in connection with the Technology Plan.
- Request that the Administration investigate the feasibility of seeking additional community support for acquisition of Chromebooks and other appropriate technological devices.

VII. COMMUNICATIONS AND PETITIONS –NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE

IX. PERSONNELACTION

9-39 To review for informational purposes the Job Description for:

Certification Specialist and Human Resources Office Assistant.

9-40 The Superintendent has APPROVED the TRANSFER of the teachers named below, effective August 22, 2019:

Amato, Donna, from Special Education at Worcester East to Special Education/Learning Disabilities Systemwide

Baldwin, Matthew, from Mathematics at North to Mathematics at Burncoat High

Boyle, Daniel, from Social Studies at North to AVID at South

Bracero, Kathleen, from Moderate Special Needs - Alternative Schools at Creamer Center to Moderate Special Needs - Alternative Schools at Creamer Center*

Breen, Katrina, from Special Education/Learning Disabilities Systemwide to Moderate Special Needs/Inclusion at Burncoat Middle

Brennan, Kimberly, from Science at Creamer Center to Science at Creamer Center*

Brewer, John, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*

Burke, Daniel, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

Butman, Meaghan, from Special Education at ACT to Special Education at ACT*

Carmody, Maureen, from English as a Second Language at Union Hill to English as a Second Language at City View

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

Crowley, Carol, from English as a Second Language at Elm Park to English as a Second Language at Elm Park

Dame, Eileen, from Focused Instructional Coach at Worcester East to English at North

Degnan, Shawn, from Social Studies at Reach to Social Studies at Reach*

Deneault, Kelly, from School Adjustment Counselor at Creamer Center to School Adjustment Counselor at Creamer Center*

Falcone, Jessica from Special Education at Quinsigamond to Special Education Preschool Life Skills at Roosevelt

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

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

**Filed Personnel
items 9-39 to 9-47**

PERSONNELACTION

9-40 (continued)

Galante, Emily, from STEP at Burncoat Elementary to Moderate Special Needs/Inclusion at Burncoat Elementary

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

Gilrein, Paul, from Moderate Special Needs/Inclusion at Grafton Street to 4th Prep Enrichment Teacher Systemwide

Gingras, Melissa, from Intermediate at Midland to Intermediate at Tatnuck Magnet

Gonzalez, Yamira, from Spanish at Creamer - Evening Program to Spanish at Creamer - Evening Program*

Greiner, Angela, from Special Education at Burncoat Middle to Special Education at North

Hakkarainen, Lynn, from School Adjustment Counselor at ACT to School Adjustment Counselor at ACT*

Hamm-Moylan, Shelley, from English as a Second Language at Clark Street to English Language Learners – Alternative Systemwide – St. Casimir

Harvey, Janice, from English at Creamer Center to English at Creamer Center*

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*

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

Irizarry-Kline, Elaine, from School Adjustment Counselor Systemwide to School Adjustment Counselor at City View

Juneau, David, from Special Education at Creamer Center to Special Education at Creamer Center*

Kasala-Hallinan, Megan, from Special Education ASP at Goddard to Special Education STEP at Burncoat Elementary

Konda, Silvana, from English as a Second Language at Burncoat High to Biology at Burncoat High

Krikorian, Kraig, from Moderate Special Needs/Behavior Management at St. Casimir to Moderate Special Needs/Behavior Management at St. Casimir*

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

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

PERSONNELACTION

9-40 (continued)

Loftus, Lynn, from Library/Media at Burncoat Middle to Library/Media at North

Luthman, Linda, from Special Education at Burncoat Elementary to Special Education Learning Disabilities Systemwide

Macintire, Samuel, from Science at Worcester East to Physics at Doherty

Marshall, Kimberly, from Art at Woodland to Art Systemwide

Martin, Daniel, from Intermediate at Tatnuck Magnet to Intermediate at Wawecus

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

McCulloch, Brian, from Music at Worcester East to Music at South

McKernan, Courtney, from Guidance at Worcester East to Guidance at Doherty

McKernan, Erin, from Intermediate at Gates Lane to Intermediate at May Street

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

Migridichian, Gregg, from Industrial Arts at St. Casimir to Industrial Arts at St. Casimir*

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

Mulcahy, Sean, from Learning Disabilities Systemwide to Moderate Special Needs/Inclusion at Doherty

Navedo, Olga, from School Adjustment Counselor at Reach to School Adjustment Counselor at Reach*

Nemes, Amie, from Art at Doherty to Art at Doherty *

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

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

Nunez, Taylor, from English at Creamer Center to English at Creamer Center*

O'Brien, Melissa, from Social Studies at Creamer Center to Social Studies at Creamer Center*

Olds, James, from English at Creamer - Evening Program to English at Creamer - Evening Program*

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

PERSONNELACTION

9-40 (continued)

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

Pandiani, Laura, from Special Education at Roosevelt to Preschool Special Education at Nelson Place

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

Perez, Ina from School Adjustment Counselor at St. Casimir to School Adjustment Counselor at St. Casimir*

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

Pisegna, James, from Science at Sullivan to Science at Worcester East
Puskas, Carol, from Intermediate at May Street to Intermediate at Nelson Place

Quinn, Ann Marie, from English at Forest Grove to English at Doherty
Recknagel, Amanda, from Intermediate at City View to Intermediate at May Street

Reilly, Ashley, from Intermediate at Tatnuck Magnet to Kindergarten at Tatnuck Magnet

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

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

Rodriguez, Stephanie, from Guidance at Sullivan to Guidance at Forest Grove

Saad, Jillian, from Kindergarten at Woodland to Primary at Nelson Place

Savaria, Gretchen, from Primary at Roosevelt to Physical Education Systemwide

Shepard, Katie Lynn, from Department Head Mathematics at Claremont to Mathematics at Forest Grove

Skende, Dhimitri, from Biology at Burncoat High to Innovations Pathways Coordinator at South

Smith, Tammie, from Acting Department Head Special Education at Sullivan to Moderate

Sowkolowski, Margaret, from Library/Media - Alternative Schools at Creamer Center to Library/Media - Alternative Schools at Creamer Center* Special Needs/Inclusion at University Park

Snow, Allyson, from Primary at Midland to Primary at Worcester Arts

Stern, Daniel, from English as a Second Language at North to English as a Second Language at Burncoat High

PERSONNELACTION

9-40 (continued)

Swan, Renny, from Moderate Special Needs/Behavior Management at ACT to Moderate Special Needs/Behavior Management at ACT*

Szymcik, Allissa, from Music Systemwide to Music at Roosevelt

Tivnan, Maureen, from Primary at Woodland to Intermediate at Nelson Place

Tuccillo, Patricia, from Moderate Special Needs/Inclusion at North to Moderate Special Needs/Inclusion at Worcester East

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

Whelan, Jennifer, from English as a Second Language at Clark Street to English as a Second Language at Rice Square

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

Yanovich, Gregory, from Resource Room at North to Moderate Special Needs/Inclusion at Sullivan

Youngblood, Jessica, from Moderate Special Needs/Inclusion at City View to Moderate Special Needs/Inclusion at City View*

Zingarelli, Kathryn, from Intermediate at Goddard to Primary at Jacob Hiatt

Zukowski, Jodi, from Intermediate at Belmont to Intermediate at Lake View

* *Employee successfully bid previous assignment*

9-41 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Adams, Jennifer, Teacher, Elementary/Dual Language, Roosevelt, MA, Step 8, \$77,489 effective August 22, 2019. Waiver: English as a Second Language Prek-6.

Aguilar, Molly, Teacher, Elementary, Chandler Elementary, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: Elementary 1-6.

Allain, Megan, Teacher, Special Education, Systemwide, BA, Step 8, \$71,150 effective August 22, 2019. Licensed: Elementary Moderate Disabilities Prek-8.

Arciniegas, Susana, Teacher, Special Education, Chandler Magnet, MA, Step 4, \$57,393 effective August 22, 2019. Licensed: Severe Disabilities – all levels.

Army, Brian, Teacher, Mathematics, South High School, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Elementary 1-6.

Arnold-Garry, Aileen, Teacher, Special Education, Wawecus, BA, Step 1, \$48,310 effective August 22, 2019. Waiver: Moderate Disabilities Prek-6.

PERSONNELACTION

9-41 (continued)

Avery, Valerie, Teacher, Elementary, West Tatnuck, BA, Step 1, \$48,310, effective August 22, 2019. Licensed: Elementary 1-6.

Bagdoian, Heather, Teacher, Social Studies, North, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: History 5-12.

Bailey, Renee, Teacher, Social Studies, South, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: History 8-12.

Battle, Barbara, Teacher, Foreign Language, Claremont Academy, BA, Step 8, \$71,150 effective August 22, 2019. Licensed: Foreign Language - [Spanish] 5-12.

Beamish, Gabriella, Teacher, English, Forest Grove, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: English 5-12.

Belau, Una, Teacher, Elementary, Vernon Hill, CAGS/2M, Step 3, \$66,579 effective August 22, 2019. Licensed: Elementary 1-6.

Benker, Jonathan, Teacher, Elementary, Flagg Street, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Benoit, Ivy, Teacher, English, Sullivan, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: English 5-12.

Bento, Laurie, Teacher, Special Education, Systemwide, MA, Step 7, \$71,648 effective August 22, 2019. Licensed: Moderate Disabilities Prek-8.

Bersin, Jacob, Teacher, Physical Education, Forest Grove, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Physical Education 5-12.

Bordenca, Leanne, Teacher, Elementary, Quinsigamond, BA, Step 4, \$57,393 effective August 22, 2019. Licensed: Elementary 1-6.

Bowes, William, Teacher, Elementary, Tatnuck Magnet, BA, Step 1, \$48,310, effective August 22, 2019. Licensed: Elementary 1-6.

Boyle, Jason, Behavior Specialist, Special Education, Forest Grove, MA, Step 7, \$71,648 effective August 22, 2019. Licensed: School Social Worker/School Adjustment Counselor - all Levels.

Braun, Amy, Teacher, English as a Second Language, Flagg Street, MA, Step 1, \$54,650 effective August 22, 2019. Waiver: English as a Second Language Prek-6.

Brewer, Dorothea, Teacher, Special Education, Doherty, BA+15, Step 8, \$73,611 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Brien, Jonathan, Teacher, English, Claremont, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: English 8-12.

Brodeur, Jacklyn, Teacher, Guidance, Burncoat High, MA, Step 4, \$63,731, effective August 22, 2019. Licensed: Guidance – all levels.

Bucher, Laura, Teacher, Music, Woodland Academy, BA, Step 1, \$48,310, effective August 22, 2019. Licensed: Music – all levels.

PERSONNELACTION

9-41 (continued)

Buck-Grossi, Joseph, Teacher, English as a Second Language, New Citizens – Secondary, MA, Step 2, \$57,286, effective August 22, 2019. Waiver: English as a Second Language 5-12.

Bunker, Michaela, Teacher, School Adj Counselor, Systemwide, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: School Adjustment Counselor – all levels.

Burchill, Drew, Teacher, Elementary, City View, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Elementary 1-6.

Burokas, Jessica, Teacher, Elementary, Vernon Hill, MA+15, Step 8, \$78,904 effective August 22, 2019. Licensed: Early Childhood: Students with and without Disabilities K-3.

Cammuso, Michael, Teacher, Mathematics, Forest Grove, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: Mathematics 5-8.

Capistran, Briana, Teacher, Guidance, North, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: School Guidance – all levels.

Carder, Katherine, Teacher, ESL, Quinsigamond, MA, Step 6, \$69,008 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Carmona, Jennifer, Teacher, Vocational Education, North, MA, Step 3, \$61,091 effective August 22, 2019. Waiver: Allied Health - Chapter 74.

Caron, Tracy, Teacher, Special Education, Vernon Hill, MA+30, Step 8, \$80,861 effective August 22, 2019. Licensed: Speech Language and Hearing Disorders All Levels.

Casey, Maggie, Teacher, Special Education, Chandler Elementary, MA, Step 1, \$54,650 effective August 22, 2019. Waiver: Moderate Disabilities PreK-8.

Champagne, Aaron, Teacher, Guidance, Sullivan, CAGS/2M, Step 8, \$82,974 effective August 22, 2019. Licensed: School Guidance – all levels.

Charbonneau, Monica, Teacher, Elementary, Woodland Academy, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Chen, Qin, Teacher, ESL, Woodland Academy, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Chuk, Lauren, Assistant Principal, Administration, Lincoln Street, CAGS/2M, Step 9, \$88,040 effective August 22, 2019. Licensed: Principal/Asst. Principal Prek-6.

Colson, Kelsie, Teacher, Elementary, Rice Square, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Elementary 1-6.

PERSONNELACTION

9-41 (continued)

Conerly, Alkeia, Teacher, ESL, Clark Street, BA+15, Step 8, \$73,611 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Connell, Sarah, Teacher, Library Media, Burncoat Middle, CAGS/2M Step 8, \$82,974 effective August 22, 2019. Licensed: Library Media all levels.

Cormier, James, Teacher, Science, North High, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Science 5-12.

Cosenza, Marissa, Teacher, Guidance, South, MA Step 3, \$61,091 effective August 22, 2019. Licensed: School Guidance 5-12.

Cruz, Elena, Teacher, ESL, Jacob Hiatt, MA Step 4, \$63,731 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Cummins, Micah, Teacher, Avid, Doherty, BA+15, Step 1, \$50,772 effective August 22, 2019. Licensed: History 5-12.

Daley, Kathleen, Teacher, Elementary, Clark Street, MA+15 Step 6, \$70,421 effective August 22, 2019. Licensed: Elementary 1-6.

Deacon, Brianna, Teacher, Elementary, Roosevelt, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Derenas, Jennifer, Teacher, Special Education, Nelson Place, MA, Step 6, \$69,008 effective August 22, 2019. Licensed: Moderate Disabilities PreK-8.

DeWeese, Rebecca, Teacher, Art, Doherty, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Visual Art 5-12.

DiBara, Eliza, Teacher, Elementary, Union Hill, BA+15, Step 2, \$53,408 effective August 22, 2019. Licensed: Elementary 1-6.

DiBonaventura, Jillian, Teacher, Science, Sullivan, MA, Step 9, \$82,321 effective August 22, 2019. Licensed: Science 5-12.

Dimitrakakis, Dimitra, Teacher, ESL, Worcester East, CAGS/2M Step 8, \$82,974 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Donahue, Allison, Teacher, Foreign Language, Sullivan Middle School, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Foreign Language - [French] 5-12

Donoghue, Kayla, Teacher, Elementary, Canterbury Street, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: Elementary 1-6.

Donovan, Michael, Teacher, Mathematics, Worcester East, BA+15, Step 8, \$73,611 effective August 22, 2019. Licensed: Mathematics 5-8.

Doyle, Maura, Teacher, Special Education, North, MA +30, Step 8, \$80,861, effective August 22, 2019. Licensed: Special Needs 5-12.

Dunn, Stephannie, Teacher, Elementary, Woodland, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

PERSONNELACTION

9-41 (continued)

Duque, Artur, Teacher, Mathematics, Worcester East, MA+15, Step 8, \$78,904 effective August 22, 2019. Licensed: Mathematics 5-8.

Duratti, Diane, Teacher, Special Education, North, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Dziewietin, Hannah, Teacher, Elementary, Goddard, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

England, Eric, Teacher, Special Education, South, MA, Step 7, \$71,648 effective August 22, 2019. Licensed: Severe Disabilities All Levels.

Epaul, Michelle, Teacher, Art, Woodland, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: Visual Art PreK-8.

Estabrook, Marie, Teacher, Elementary, Goddard, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: Elementary 1-6.

Fair, Kismet, Teacher, Business Education, Sullivan, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Instructional Technology All Levels.

Falcucci, Julie, Teacher, Business Education, Doherty, BA, Step 6, \$62,669 effective August 22, 2019. Licensed: Business 5-12.

Farrington, Jennifer, Teacher, Elementary, Tatnuck Magnet, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Elementary 1-6.

Feeney, Julie, Teacher, Foreign Language, Burncoat Middle, CAGS/2M, Step 8, \$82,974 effective August 22, 2019. Licensed: Foreign Language - [Spanish] 5-12.

Fleek, Elle, Teacher, Elementary, Elm Park, MA Step 4, \$63,731 effective August 22, 2019. Licensed: Elementary 1-6.

Gamache, Lori, Teacher, Special Education, Gates Lane, MA Step 5, \$66,372 effective August 22, 2019. Licensed: Moderate Disabilities PreK-8.

Gardella, Sara, Teacher, Elementary, Tatnuck Magnet, BA, Step 5, \$60,033 effective August 22, 2019. Licensed: Elementary 1-6.

Gates, Amanda, Teacher, ESL, New Citizens – Primary, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Germain, Caitlyn, Teacher, Health, Claremont, MA+30 Step 8, \$80,861 effective August 22, 2019. Licensed: Health 5-12.

Giangregorio, Donna, Teacher, Business Education, Worcester East, CAGS/2M, Step 8, \$82,974 effective August 22, 2019. Licensed: Instructional Technology Specialist All Levels.

Gilligan, Michelle, Teacher, ESL, Sullivan, MA Step 5, \$66,372 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Gomes, Mariah, Teacher, Elementary, City View, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

PERSONNELACTION

9-41 (continued)

Gomes, Maizah, Teacher, Elementary, Woodland, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: Elementary 1-6.

Goodhile, Shannon, Teacher, Elementary, Elm Park, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Goodwin, Whitney, Department Head, Guidance, Worcester Tech, CAGS/2M, Step 4, \$69,218 effective August 22, 2019. Licensed: Guidance Counselor 5-12.

Gow, Samuel, Teacher, ESL, ACT, BA, Step 2, \$53,408 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Gower, Ryan, Teacher, Physical Education, Systemwide, MA, Step 6, \$69,008 effective August 22, 2019. Licensed Physical Education 5-12.

Grimes, Sarah, Teacher, Math, Burncoat High, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: Mathematics 5-12.

Gunning, Deirdre, Teacher, Elementary, McGrath, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Hall, Mystique, Teacher, Elementary, Goddard, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Hamel, Laura, Teacher, Special Education, Jacob Hiatt, MA+15, Step 8, \$78,904 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

Hapenny, Rachel, Teacher, ESL, New Citizens Center, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Hastings, Ashley, Teacher, Special Education, Chandler Elementary, BA, Step 1, \$48,310 effective August 22, 2019. Waiver: Moderate Disabilities PreK-6.

Hayes, Courtney, Teacher, Special Education, Quinsigamond, BA+15, Step 2, \$53,408 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

Head, Jacqueline, Teacher, Dance, Burncoat Middle, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Dance – all levels.

Hernandez, Brenda, Teacher, Guidance, Worcester East, CAGS/2M, Step 4, \$69,218 effective August 22, 2019. Licensed: School Guidance Counselor – all levels.

Hester, Kaitlyn, Teacher, Elementary, Clark Street, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Hodge, Antoine, Teacher, Elementary, Clark Street, BA, Step 5, \$60,033 effective August 22, 2019. Licensed: Elementary 1-6.

Holleran, Shannon, Teacher, Social Studies, Forest Grove, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: History 5-8.

Horak, Ashley, Teacher, ESL, Heard Street, BA, Step 1, \$48,310 effective August 22, 2019. Waiver: English as a Second Language Prek-6.

PERSONNELACTION

9-41 (continued)

Howliet, Andrea, Teacher, Special Education, Burncoat High, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Hunter-Richardi, Jade, Teacher, Special Education-BCBA, Systemwide, MA, Step 8, \$77,489 effective August 22, 2019. BCBA Certification.

Hynes, Kerry, Teacher, Guidance, Worcester East, CAGS/2M, Step 2, \$62,772 effective August 22, 2019. Licensed: School Guidance 5-12.

Iijima, Alexis, Teacher, ESL, Lincoln Street, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Irving, Tobias, Teacher, Art, Systemwide, BA+15, Step 8, effective \$73,611 August 22, 2019. Licensed: Visual Art – all levels.

Janeczak, Hannah, Teacher, Special Education, Norrback, MA, Step 6, \$69,008 effective August 22, 2019. Licensed: Elementary Moderate Disabilities PreK-6.

Johnson, Suzanne, Teacher, Science, South, DOC, Step 8, \$89,312 effective August 22, 2019. Licensed: Science 5-12.

Johnson, Steven, Teacher, Special Education, North, MA, Step 3, \$61,091 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Johnson, Jenna, Teacher, Music, Tatnuck Magnet, BA +15, Step 6, \$65,135, effective August 22, 2019. Licensed: Music – all levels.

Johnson, William, Teacher, Elementary, Flagg Street, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Joinville, Megan, Teacher, Elementary, Heard Street, BA, Step 8, \$71,150 effective August 22, 2019. Licensed: Elementary 1-6.

Jolin, Elizabeth, Teacher, Special Education, Forest Grove, BA+15, Step 3, \$57,213 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Jordan, Karyn, Teacher, Special Education, Norrback, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

Jreije, Catherine, Teacher, Elementary, Rice Square, BA, Step 2, effective August 22, 2019. Licensed: Elementary 1-6.

Juneau, Stephen, Teacher, Mathematics, Forest Grove, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Mathematics 5-8.

Kaplan, Alyssa, Teacher, Mathematics, South, MA, Step 2, \$57,286 effective August 22, 2019. Waiver: Mathematics 8-12.

Karanja, Kevin, Teacher, Science, Burncoat High, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: Science 5-12.

Kelleher, Hannah, Teacher, Elementary, Midland, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Elementary 1-6.

PERSONNELACTION

9-41 (continued)

Kelley, Bridget, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, \$60,132 effective August 22, 2019. Licensed: School Psychologist - all levels.

Kerner, Melissa, Teacher, Guidance, Gerald Creamer Center, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Guidance 5-12.

Kett, Jaclyn, Teacher, Elementary, Union Hill, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Kimmens, Veronica, Teacher, Elementary, Chandler Magnet, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

King, Bridget, Teacher, School Adj Counselor, Systemwide, MA, Step 3, \$62,503 effective August 22, 2019. Licensed: School Adjustment Counselor – all levels.

Kittelson, Todd, Teacher, Elementary, Chandler Magnet, CAGS/2M Step 8, \$82,974 effective August 22, 2019. Licensed: Elementary 1-6.

Kreka, Arena, Teacher, ESL, Belmont, BA+15, Step 9, \$73,611 effective August 22, 2019. Licensed: English as a Second Language PreK -6.

Lacroix, Philip, Teacher, Vocational Education, Doherty, BA, Step 9, \$75,692 effective August 22, 2019. Licensed: Engineering Technology 9-14.

Laddaoui, Marla, Teacher, ESL, Gates Lane, DOC Step 2, \$69,107 effective August 22, 2019. Licensed: English as a Second Language PreK -6.

Landers, Kristen, Teacher, Social Studies, Worcester Technical, BA+15, Step 6, \$65,135 effective August 22, 2019. Licensed: History 5-12.

Lapierre, Megan, Teacher, Elementary, Tatnuck Magnet, BA+15, Step 4, \$59,857 effective August 22, 2019. Licensed: Elementary 1-6.

Lefebvre, Christina, Teacher, Special Education, Nelson Place, BA+15, Step 1, \$ 50,772 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

Lloyd, Nicholas, Teacher, English, Sullivan, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: English 5-8.

Lobato, Pedro Gomes, Teacher, Music, North, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Music – all levels.

Lombardi, Scott, Teacher, Special Education, Sullivan Middle School, MA, Step 2, \$57,286 effective August 22, 2019. Waiver: Moderate Disabilities 5-8.

Lyons, Casey, Teacher, Elementary, Vernon Hill, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Maesto, Samantha, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, \$60,132 effective August 22, 2019. Licensed: School Psychologist -all levels.

PERSONNELACTION

9-41 (continued)

Marien, Lauren, Assistant Principal, Administration, Quinsigamond, CAGS/2M Step 8, \$82,974 effective August 22, 2019. Licensed: Principal/Assistant Principal PreK-6.

Marini, Audra, Teacher, Mathematics, Worcester Tech, MA+30, Step 8, \$80,861 effective August 22, 2019. Licensed: Mathematics 5-12.

Markham, Lauren, Teacher, Elementary, Norrback, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Markland, Thomas, Teacher, Science, Forest Grove, BA, Step 3, \$54,756 effective August 22, 2019. Licensed: Science 5-8.

Marmen, Lori, Teacher, Elementary, Burncoat Elementary, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: Elementary 1-6.

Marquis, Ashley, Teacher, Elementary, Quinsigamond, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Martin, Cassandra, Teacher, School Adj. Counselor, Systemwide, MA, Step 3, \$61,091 effective August 22, 2019. Licensed: School Adjustment Counselor – all levels.

Maskewich, Ofelia, Teacher, Foreign Language, North, MA, Step 9, \$82,321 effective August 22, 2019. Licensed: Foreign Language - [Spanish] 5-12.

Matson, Julie, Teacher, English, Burncoat High, MA+15, Step 8, \$78,904 effective August 22, 2019. Licensed: English 5-12.

Maynard, Amanda, Teacher, Special Education, Norrback, MA+30, Step 8, \$80,861 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

McAdam-Bennett, Sharon, Teacher, English, Worcester East, MA+30, Step 6, \$72,380 effective August 22, 2019. Licensed: English 5-8.

McAndrews, Emily, Teacher, Elementary, Worcester Arts Magnet, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

McCormack, Cameron, Teacher, Elementary, Nelson Place, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

McKeon, Alicia, Teacher, Elementary, Rice Square, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Elementary 1-6.

McLaine, Nicole, Teacher, Special Education-BCBA, Systemwide, MA, Step 7, \$71,6648 effective August 22, 2019. BCBA Certification.

McMahon, Kara, Teacher, Special Education, Norrback, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: Elementary 1-6.

Meacham, Allyson, Teacher, Music, South, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: Music – all levels.

Merchant, Elizabeth, Teacher, Elementary, Canterbury, CAGS/2M Step 9, effective August 22, 2019. Licensed: Elementary 1-6.

Minter, Maya, Teacher Elementary, Woodland, MA+15 Step 8, effective August 22, 2019. Licensed: Elementary 1-6.

PERSONNELACTION

9-41 (continued)

Mirsky, Ashlea, Teacher, Elementary, Clark Street, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Mistretta, Heather, Special Education, Nelson Place, BA+15 Step 8, \$73,611 effective August 22, 2019. Licensed: Moderate Disabilities PreK-6.

Mulcahy, Scott, Assistant Principal, Administration, Nelson Place, CAGS/2M, Step 8, \$82,974 effective August 22, 2019. Licensed: Licensed: Principal/Assistant Principal PreK-6.

Munoz, Jailene, Teacher, Foreign Language, South, BA, Step 1, \$48,310 effective August 22, 2019. Waiver: Foreign Language - [Spanish] 5-12.

Murphy, David, Teacher, Mathematics, North, BA, Step 3 \$54,756, effective August 22, 2019. Waiver: Mathematics 5-12.

Murphy, Francis, Teacher, ESL, North, BA+15, Step 1, \$50,772 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Niddrie, Rachel, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, \$60,132 effective August 22, 2019. Licensed: School Psychologist – all levels.

Norgren, Ariana, Teacher, English, North, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: English 5-12.

Nugent, Shannon, Teacher, Music, Systemwide, MA, Step 1, \$54,650, effective August 22, 2019. Licensed: Music all levels.

Nugent, Daniel, Teacher, Guidance, Burncoat Middle, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: School Guidance 5-12.

O'Connell, Meggan, Teacher, Mathematics, Reach Academy, BA, Step 6, \$62,669 effective August 22, 2019. Waiver: Mathematics 8-12.

O'Leary, Jennifer, Teacher, Special Education, South, MA+15, Step 7, \$73,602, effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

O'Malley, Brendan, Teacher, Social Studies, University Park, DOC, Step 1, \$66,470 effective August 22, 2019. Licensed: History 5-12.

O'Neill, Jessica, Teacher, School Adj. Counselor, Systemwide, BA+15, Step 3, \$57,213 effective August 22, 2019. Licensed: School Social Worker/School Adjustment Counselor – all levels.

O'Rourke, Megan, Teacher, School Adj. Counselor, Systemwide, MA Step 6, \$69,008 effective August 22, 2019. Licensed: School Social Worker/School Adjustment Counselor - all levels

Ockene, Daniel, Teacher, Special Education-Behavior Specialist, South, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: School Social Worker/School Adjustment Counselor - all levels.

PERSONNELACTION

9-41 (continued)

Pallotta, Angela, Teacher, Special Education, Roosevelt, BA, Step 2, \$50,945 effective August 22, 2019. Waiver: Moderate Disabilities PreK-6.

Parker, Kelly, Teacher, Mathematics, New Citizens – Secondary, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Mathematics 5-12.

Parsons, Jessica, Teacher, Music, Worcester East, BA+15, Step 9, \$78,155 effective August 22, 2019. Licensed: Music – all levels.

Peckham, Daniel, Teacher, Vocational Education, Worcester Technical, VL 4, Step 9, \$84,142 effective August 22, 2019. Licensed: Automotive Collision Repair and Refinishing 9-14.

Peralta, Madison, Teacher, Elementary, Norrback, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Perceval, Gabriel, Teacher, English, Worcester East, BA, Step 7, \$65,132 effective August 22, 2019. Licensed: English 5-8.

Peters, Mark, Teacher, Health, Worcester East, BA+15, Step 8, \$73,611 effective August 22, 2019. Licensed: Health Education 5-12.

Poske, Jaimie, Teacher, Elementary, Goddard, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Postale, Briana, Teacher, Elementary, Elm Park, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Price, Madison, Teacher, Elementary, Midland, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Proulx, Alexander, Teacher, Science, Doherty, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Biology 8-12.

Quinn, Michael, Teacher, Special Education, ACT, MA, Step 9, \$82,321 effective August 22, 2019. Licensed: Moderate Disabilities PreK-8.

Quinn, Thomas, Teacher, Guidance, Worcester Tech, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: School Guidance Counselor 5-12.

Ramirez, Lucy, Teacher, Guidance, University Park, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: School Guidance Counselor 5-12.

Ramirez, Jorge, Teacher, Foreign Language, North, BA, Step 3, \$54,756 effective August 22, 2019. Licensed: Foreign Language - [Spanish] 5-12.

Reddad, Kelly, Teacher, ESL, North, BA, Step 8, \$71,150 effective August 22, 2019. Licensed: English as a Second Language 5-12.

Richard, Jessica, Teacher, Psychologist, Systemwide, CAGS/2M, Step 1, \$60,132 effective August 22, 2019. Licensed: School Psychologist all levels.

PERSONNELACTION

9-41 (continued)

Roffo, Dino, Teacher, ESL, Lincoln Street, MA, Step 3, \$61,091 effective August 22, 2019. Waiver: English as a Second Language PreK-6.

Ryder, Jennifer, Teacher, Special Education, Chandler Elementary, MA, Step 1, \$54,650 effective August 22, 2019. Waiver: Moderate Disabilities PreK-6.

Sakellarios, Carly, Teacher, Elementary, McGrath, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: Elementary 1-6.

Sarmiento, Carlos, Teacher, School Adj. Counselor, Systemwide, MA, Step 1, \$54,650 effective August 22, 2019. Licensed: School Adjustment Counselor all levels.

Satalino, Mackenzie, Teacher, Elementary, City View, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Elementary 1-6.

Schwartz, Mette, Teacher, Science, Sullivan, DOC, Step 8, \$89,312 effective August 22, 2019. Licensed: Science 5-12.

Shaughnessy, Richard, Teacher, Elementary, Roosevelt, MA, Step 5, \$66,372 effective August 22, 2019. Licensed: Elementary 1-6.

Shea, Tara, Teacher, Special Education, North, MA+30, Step 8, \$80,861 effective August 22, 2019. Licensed: Elementary 1-6.

Shea, Alivia, Teacher, Elementary, Chandler Elementary, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Siegell, Meher Jyoti, Teacher, Elementary, Chandler Magnet, MA, Step, \$54,650 effective August 22, 2019. Licensed: Elementary 1-6.

Sliwinski, Michael, Teacher, Mathematics, North, BA, Step 3, \$54,756 effective August 22, 2019. Waiver: Mathematics 5-12.

Sloan, Elizabeth, Teacher, Special Education-BCBA, Systemwide, MA, Step 8, \$77,489 effective August 22, 2019. BCBA Certification.

Soiles, Jenna, Teacher, ESL, Woodland Academy, BA+15, Step 2, \$53,408 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Solitro, Kelly, Teacher, School Adj. Counselor, Systemwide, MA, Step 2, \$57,286, effective August 22, 2019. Licensed: School Adj. Counselor – all levels.

Sorrentino, Kelley, Teacher, Elementary, Clark Street, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: Elementary 1-6.

Stansky, Jenna, Teacher, Elementary, Rice Square, MA, Step 4, \$63,731 effective August 22, 2019. Licensed: Elementary 1-6.

Steele, Elizabeth, Teacher, Special Education, Worcester East, MA+30, Step 4, \$67,105 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Stefo, Kostika, Teacher, Science, Reach Academy, BA+15, Step 4, \$59,857 effective August 22, 2019. Licensed: Biology 8-12.

PERSONNELACTION

9-41 (continued)

Taylor, Dina, Teacher, Vocational Education, Worcester Tech, VL 6, Step 7, \$77,135 effective August 22, 2019. Licensed: Early Education and Care 9-14.

Teixeira, Katrina, Teacher, Elementary, Thorndyke, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: Elementary 1-6.

Threhane, Kaitlyn, Teacher, Special Education, ACT, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Moderate Disabilities PreK-8.

Tornquist, Emily, Teacher, English, South, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: English 5-12.

Torres, Rosa, Teacher, English, University Park, BA+15, Step 1, \$50,772 effective August 22, 2019. Licensed: English 5-12.

Traina, Matthew, Teacher, Science, Worcester East, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Science 5-12.

Tran, Thao, Teacher, ESL- FIC, Fanning Building, DOC, Step 8, \$89,312 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Tran, Vince, Teacher, Mathematics, Claremont, BA+15, Step 7, \$67,770 effective August 22, 2019. Licensed: Mathematics 5-12.

Trinidad, Elizabeth, Teacher, Special Education, St. Casimir, BA, Step 8, \$71,150 effective August 22, 2019. Waiver: Moderate Disabilities 5-12.

Trueman, Hannah, Teacher, English, Sullivan, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: English 5-12.

Tupper, Kristin, Teacher, Elementary, Jacob Hiatt, MA, Step 8, \$77,489 effective August 22, 2019. Licensed: Elementary 1-6.

Vecsey, Meaghan, Teacher, Special Education, Quinsigamond, BA +15, Step 2, \$53,408 effective August 22, 2019. Licensed: Moderate Disabilities PreK-8.

Walsh, Joseph, Teacher, Physical Education, Burncoat High, BA, Step 2, \$50,945 effective August 22, 2019. Licensed: Physical Education 5-12.

Warren, Mary, Teacher, Library Media, Claremont, MA, Step 1, \$54,650 effective August 22, 2019. Waiver Library Media - all levels.

Watzl, Emily, Teacher, Mathematics, North, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: Mathematics 5-12.

Wellen, Lia, Teacher, ESL, Vernon Hill, MA, Step 2, \$57,286 effective August 22, 2019. Licensed: English as a Second Language PreK-6.

Whittier, Jason, Teacher, ESL, Burncoat Middle, CAGS/2M, Step 5, \$71,855 effective August 22, 2019. Licensed: English as a Second Language 5-8.

PERSONNELACTION

9-41 (continued)

Wilhide, Darlene, Teacher, Special Education, North, MA Step 8 \$77,489 effective August 22, 2019. Licensed: Moderate Disabilities 5-12.

Williams, Alyson, Teacher, Elementary, Woodland, BA Step 1 \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Xhaferri, Edlira, Teacher, Elementary, Tatnuck Magnet, BA, Step 1, \$48,310 effective August 22, 2019. Licensed: Elementary 1-6.

Yaylaian, Brad, Teacher, English, North, DOC, Step 7, \$83,470 effective August 22, 2019. Licensed: English 5-12.

Yourga, Jonathan, Teacher, Vocational Education, Worcester Tech, VL 5, Step 8, \$80,861 effective August 22, 2019. Licensed: Automotive Technology 9-14.

9-42 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Auger, Andrea, Teacher, Special Education, Roosevelt, effective September 27, 2019.

Barbato, Emily, Teacher, Special Education, Worcester East Middle, effective August 21, 2019.

Bertoni, William, Teacher, Physical Education, Roosevelt, effective September 6, 2019.

Denning, Brett, Teacher, Physical Education, Goddard, effective August 20, 2019.

Erickson, Linda, Teacher, ESL, New Citizens – Secondary, effective August 29, 2019.

Farrell, Susan, Administration, Assistant Director - Special Education, Durkin Administration, effective June 30, 2019.

Guertin, Christina, Elementary, Assistant Principal, Chandler Magnet, effective June 28, 2019.

Hoey, Ann, Teacher, Elementary, Vernon Hill, effective August 21, 2019

Kyriazis, Hristos, Teacher, Special Education, North, effective October 4, 2019

Laliberte, Matthew, Teacher, Physical Education, North, effective October 4, 2019

Leet, Ana, School Adjustment Counselor, Systemwide, effective August 7, 2019

Mantyla, Emily, Special Education Chairperson, Durkin Administration, effective August 16, 2019

Mocerino, Emily, Teacher, Special Education, Burncoat High, effective September 9, 2019.

PERSONNELACTION

9-42 (continued)

Nelson, Amanda, Teacher, Library Media, Doherty, effective August 21, 2019.

O'Connor, Molly, Teacher, Elementary, Lincoln Street, effective September 20, 2019.

Pereira, Andrea, Teacher, Vocational Education, Worcester Technical, August 19, 2019.

Rose, Amanda, Teacher, Special Education, Sullivan, effective August 9, 2019.

Storey, Samantha, Teacher, Special Education, Norrback, effective August 21, 2019.

Whiting, Erin, Teacher, Special Education, Systemwide, effective August 9, 2019.

Wickson, Christopher, Teacher, Business Education, Doherty, effective August 29, 2019.

Zarou, Jenna, Teacher, Elementary, Goddard, effective August 21, 2019.

9-43 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Cardin, Jayne, Teacher, Elementary, Rice Square, effective October 2, 2019.

Dawkins, Rose, Administration, Elementary Principal - 42 Week, Worcester East Middle, effective June 28, 2019.

DelSignore, Cheryl, Administration, Human Resource Coordinator, Durkin Administration, effective September 30, 2019.

Gibb-Severin, Paula, Administration, Elementary Principal - 52 Week, McGrath, effective June 28, 2019.

Henningson, Patricia, Administration, Elementary Assistant Principal, Flagg Street, effective June 30, 2019.

Hodgkins, Susan, Testing Director, Durkin Administration, effective September 30, 2019.

Jenness, Rosemarie, Teacher, ESL, Wawecus, effective August 21, 2019.

Johnson, Kathleen, Teacher, Special Education, Systemwide, effective September 9, 2019.

O'Connor, Valerie Teacher, Elementary, Gates Lane, effective October 6, 2019.

Munoz, George, Administration, Secondary-Principal Assistant, Sullivan Middle School, effective August 21, 2019.

Ricardi, Gregory, Teacher, Industrial Arts, South, effective August 4, 2019.

PERSONNELACTION

9-43 (continued)

Robertson, Josephine, Secondary Principal - 52 Week, Sullivan Middle School, effective June 30, 2019.

Scanlon, James, Teacher, Social Studies, Worcester Technical, effective October 1, 2019.

Wilson, Michele, Administration, Principal - 42 Week, Midland, effective July 10, 2019.

Worthley, Clifford, Department Head, Vocational Education, Worcester Technical, effective September 13, 2019.

9-44 The Superintendent has provisionally APPOINTED the person named below to the position of Word Processor, permanent/fulltime at a salary of \$20.31 (minimum) to \$24.52 per hour (maximum) effective as shown:

Piskator, Kelly	10/2/19
Rodriguez, Maura	9/23/19

9-45 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$19.02 (minimum) to \$23.52 per hour (maximum) effective as shown:

Monserate, Michelle	9/3/19
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9-46 The Superintendent has APPOINTED the persons named below to the position of Driver Full Size School Bus, permanent/fulltime at a salary of \$22.66 per hour, from Civil Service List #319-055, effective as follows:

Loja, Blanca	10/9/19
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9-47 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.54 (minimum) to \$21.05 (maximum), per hour, effective as shown:

Smith, John	10/7/19
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X. GENERAL BUSINESSACTION

gb #8-45.1 - Administration/Mr. O'Connell
(October 8, 2019)

Accepted and filed

Response of the Administration to the request to provide a report at the conclusion of the 2018-19 school year on the success of the reading programs based on the use of the new textbooks and materials.

gb #9-10.1 - Administration/Mr. O'Connell
(October 8, 2019)

Accepted and filed

Response of the Administration to the request to provide a copy to the School Committee of the Special Education Cluster Grant's corrective action plan.

gb #9-129.1 - Administration/Miss Biancheria/Mr. Monfredo/
Mr. O'Connell
(October 8, 2019)

Accepted and filed

Response of the Administration to the request to provide a report to include the dates, times and sites of the community spring cleanups during the months of April and May.

gb #9-166.1 - Administration/Mayor Petty/Miss Biancheria/
Mr. Comparetto/Mr. Foley/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(October 8, 2019)

Held

Response of the Administration to the request to report on school funding of community nonprofits such as African Community Education, the Latino Education Institute and the South East Asian Coalition.

gb #9-195.5 - Administration/Mr. O'Connell
(September 25, 2019)

Accepted and filed

Response of the Administration to the following motion from the FY20 Budget:

500-91116 – Athletic Coach Salaries

Request that the Administration provide a report on the current stipends provided to athletic coaches. Mr. O'Connell

X. GENERAL BUSINESSACTION

gb #9-227.2 - Administration/Mr. Monfredo
(October 8, 2019)

**Referred to the
Administration for a
report in December
2019
(See notes)**

Response of the Administration to the request to provide a report on the system's plan to teach cursive writing in Grades 2-5.

gb #9-255.1 - Administration/Mr. O'Connell/Miss Biancheria/
Mr. Monfredo
(October 8, 2019)

Held

Response of the Administration to the request to consider installation of vertical banners in the vicinity of schools, highlighting the colors and iconic symbols of the schools, funded where feasible by donations of the schools' corporate partners and supportive businesses and citizens.

gb #9-265.1 - Administration/Miss McCullough/Miss Biancheria/
Mr. Foley/Mr. Monfredo/Mr. O'Connell
(September 25, 2019)

**Accepted and filed
(See notes)**

Response of the Administration to the request to provide a report to include the activities that took place and the number of students who participated in the Jump Start programs at the secondary schools in August 2019.

gb #9-285.2 - Administration/Mr. O'Connell
(October 9, 2019)

Held

Response of the Administration to the request to provide a report indicating the dates of the fire drills at each school.

gb #9-325 - Administration
(October 4, 2019)

**Referred to the
Standing Committee
on Governance and
Employee Issues**

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

gb #9-326 - Administration
(October 4, 2019)

Accepted and filed

To consider filing the list of outstanding General Business items or motions.

GENERAL BUSINESS (continued)

ACTION

gb #9-327 - Administration/Mayor Petty
(October 7, 2019)

Held

To consider answers to some of the fourteen Action Steps made by Mayor Petty:

- 3. Incorporate comprehensive training practices focused on understanding cultural differences, unconscious bias, understanding racial disparities, and trauma informed care for all staff. Included in this training is MGL c222 for all staff including School Committee.
- 4. Review of the state's school discipline statute, MGL c222, to ensure the city is in complete compliance with the law and make any necessary changes to our policies and procedures.
- 11. Hiring a Chief Diversity Officer who shall report to the Superintendent and who shall work collaboratively with the Department of Human Resources of the Worcester Public Schools.

gb #9-328 - Administration
(October 8, 2019)

Set the date of Thursday, November 21, 2019

To set a date to recognize Cheryl DelSignore, former Staffing/ Mentoring Coordinator, for her 28 years of dedication to the Worcester Public Schools.

gb #9-329 - Administration
(October 9, 2019)

On a roll call of 5-0-2 (absent Mr. O'Connell and Mayor Petty), the item was approved

To approve a prior fiscal year payment in the amount of \$4,659.53 to Stetson School Inc. for services rendered from June 1, 2019 through June 30, 2019.

GENERAL BUSINESS (continued)ACTION

gb #9-330 - Administration
(October 9, 2019)

To approve a prior fiscal year payment in the amount of \$84,985.56 to The Learning Center for the Deaf for services rendered from July 2018 to June 2019.

On a roll call of 5-0-2 (absent Mr. O'Connell and Mayor Petty), the item was approved

gb #9-331 - Administration
(October 9, 2019)

To consider approval of the following donations:

- \$300.00 to the George and Marie Maloney Scholarship Fund from various donors
- \$10,000 to Rice Square Elementary School for the Seena Levy Reading Fund from Steven & Andrew Levy in memory of their mother, Seena, former 2nd grade reading teacher at Rice Square Elementary School. The donation is intended for the purchase of books for the Rice Square library.
- \$320.00 to Worcester Technical High School from the Greater Worcester Community Foundation/Thurston E. Solomon & Everett J. Morte Memorial Fund designated for the Skills USA Program.
- \$560.00 to Worcester Technical High School from the Greater Worcester Community Foundation/Saul A. Seder Fund designated for participation in the Skills USA.
- \$5,985.00 to Worcester Technical High School from the Greater Worcester Community Foundation/Sarah Daniels Pettit & William O. Pettit, Jr. Fund.
- \$40.55 to the Worcester Public Schools from a donor

On a roll call of 5-0-2 (absent Mr. O'Connell and Mayor Petty), the item was approved

gb #9-332 - Mr. Monfredo/Miss Biancheria
(October 9, 2019)

Request that the Administration investigate ways to market the accomplishments of the Worcester Public Schools by more media press releases and by encouraging schools to forward outstanding events taking place at their schools to the media.

**Referred to the Administration for a report in January 2020
(See notes)**

gb #9-333 - Mr. Comparetto/Mr. Monfredo
(October 9, 2019)

Request that the Administration provide a report on the wraparound services in the Worcester Public Schools.

Referred to the Standing Committee on Teaching, Learning and Student Supports

GENERAL BUSINESS (continued)ACTION

gb #9-334 - Mr. Comparetto/Mr. Monfredo
(October 9, 2019)

**Referred to the
Standing Committee
on Teaching,
Learning and
Student Supports**

Request that the Administration provide a report on school health clinics to include the current number of schools and the kind of services that are available to students.

gb #9-335 - Mr. Comparetto/Mr. Monfredo
(October 9, 2019)

Discussed and Filed

Request that the Administration provide a report on Family Resource Centers to include the current number and the kind of services that are available to students.

gb #9-336 - Mr. Comparetto
(October 9, 2019)

Discussed and Filed

Request that the Administration create a homeless liaison position within the district.

gb #9-337 - Mr. Comparetto
(October 9, 2019)

**Referred to the
Budget**

Request that the Administration hire wraparound coordinators for all schools.

gb #9-338 - Mr. Comparetto
(October 9, 2019)

**Referred to the
Administration**

Request that the Administration collaborate with Worcester State University and Boston University to create a City Connects Program for the Worcester Public Schools.

gb #9-339 - Mr. Comparetto
(October 9, 2019)

**Referred to the
Administration**

Request that the Administration work with the community to create quarterly public policy forums on homelessness to be held within the next month or two.

GENERAL BUSINESS (continued)

ACTION

gb #9-340 - Administration
(October 9, 2019)

On a roll call of 6-0-1 (absent Mr. O'Connell), the item was approved

Request that the School Committee APPROVE the APPOINTMENT of the following provisional civil service employees as School Nurse effective as shown:

Ashey, Damaris, Systemwide, Masters, Step 1, \$54,650, effective August 26, 2019. License Pending: School Nurse All Levels

Crisostomo, Kayla, Systemwide, Bachelors, Step 1, \$48,310, effective August 26, 2019. License Pending: School Nurse All Levels

Donahue, Kelly, Systemwide, Bachelors, Step 5, \$60,034, effective August 22, 2019. Licensed: School Nurse All Levels

McCullough, Wendy, Systemwide, Bachelors, Step 1, \$48,310, effective August 22, 2019. License Pending: School Nurse All Levels

Neale, Jessica, Systemwide, Bachelors, Step 1, \$48,310, effective August 22, 2019. License Pending: School Nurse All Levels

Zhang, Lixia, Systemwide, Bachelors, Step 3, \$54,757, effective September 19, 2019. Licensed: School Nurse All Levels

gb #9-341 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Referred to the Administration

Request that the Administration explore areas within the City for possible purchase or rental for staff and visitor parking at Worcester public school sites.

gb #9-342 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

Referred to the Administration (See notes)

Request that the Administration consider collaborating with the City to determine how to bring awareness of sex trafficking and the precautionary measures necessary for safety.

GENERAL BUSINESS (continued)

ACTION

gb #9-343 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

**Referred to the
Administration**

Request that the Administration provide a report on the collaboration between the unions and the Worcester Public Schools in the formulation and execution of various articulation agreements that lead to the awarding of certificates to the students at Worcester Technical High School.

gb #9-344 - Miss Biancheria/Mr. Monfredo
(October 9, 2019)

**Referred to the
Administration**

Request that the Administration provide a report to contain the after school and evening courses offered at Worcester Technical High School.

XI. EXECUTIVE SESSION

gb #9-345 - Administration
(October 9, 2019)

**Held from 6:45 to
7:00 p.m.**

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares – Worcester School Committee v. International Union of Public Employees, Tradesmen, Local – 135 and International Union of Public Employees, Plumbers and Steamfitters, Local – 125, Worcester Superior Court Civil Action No. 1885CV01520.

XII. ADJOURNMENT

9:27 p.m.

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

N O T E S

It was moved to recess to Executive Session to discuss the following items:

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares – Worcester School Committee v. International Union of Public Employees, Tradesmen, Local – 135 and International Union of Public Employees, Plumbers and Steamfitters, Local – 125, Worcester Superior Court Civil Action No. 1885CV01520

There were present at the Call to Order:

Mr. Foley, Miss McCullough and Mr. Monfredo and Mayor Petty

There were absent: Miss Biancheria, Mr. Comparetto and Mr. O’Connell

Miss Biancheria arrived at 6:50 p.m.

The School Committee recessed to Executive Session from 6:45 p.m. to 7:00 p.m.

The School Committee reconvened in Open Session at 7:05 p.m.

There were present at the second Call to Order:

Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, and Mayor Petty

There was absent: Mr. O’Connell

REPORT OF THE SUPERINTENDENT

ROS #9-13

Mr. Robert Curtin, Associate Commissioner, Data and Accountability, Massachusetts Department of Elementary and Secondary Education presented a Data Snapshot for the Worcester Public Schools.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 1

Presentation Objectives

- Present the most recent data available on a number of metrics
 - MCAS achievement
 - District and school accountability
 - Student discipline
 - Student attendance
- Answer any questions about the data and take any requests for additional information

SLIDE 2

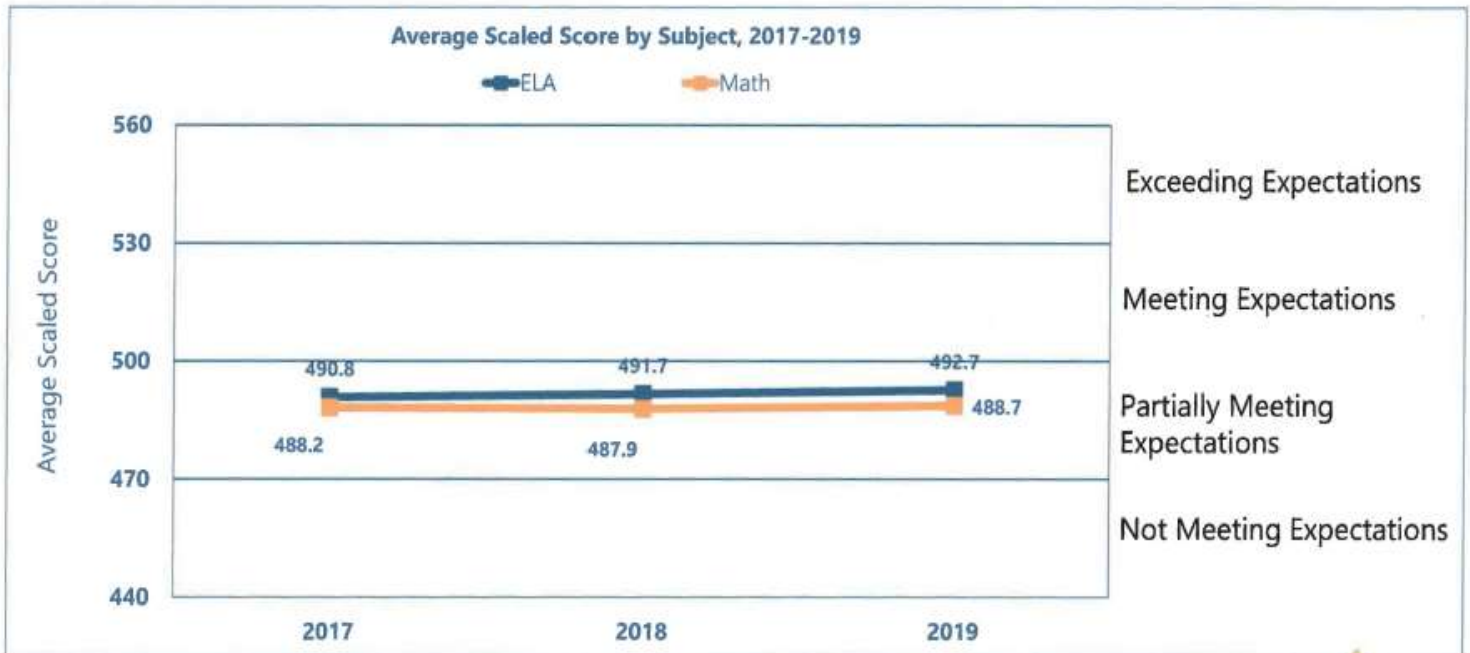
Commissioner Curtin highlighted that the data was most recently made available to the public as follows:

Data sources

Data are most recently available to the public

- MCAS and accountability data were released publicly on September 24th. Districts had preview of data in early September.
- Student attendance data is from taken from the end-of-year SIMS collection and was certified by the Superintendent on July 3, 2019
- Student discipline data is from taken from the School Safety and Discipline Report (SSDR) and was certified by the Superintendent on July 19, 2019

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 3****Big picture: Next-Generation MCAS achievement in grades 3-8**Highlights from Commissioner Curtin

1. The performance level in the past were proficient or advanced, warning or failing and are now **exceeding expectations, meeting expectations, partially meeting expectations** and **not meeting expectations**.
2. The ELA scaled score per year was a meaningful difference in terms of improvement.
3. The math scores were more neutral over 3 years.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 4****How do Worcester results compare to other urban districts?**

Grades 3-8	2019 WPS Average ELA Scaled Score	2019 USN Average ELA Scaled Score	Difference WPS - USN	2019 WPS Average Math Scaled Score	2019 USN Average Math Scaled Score	Difference WPS-USN
All Students	492.7	492.2	0.5	488.7	490.7	-2.0
Asian	503.3	504.8	-1.5	503.8	507.0	-3.2
African American	491.5	487.9	3.6	486.9	484.6	2.3
Hispanic	486.3	488.0	-1.7	482.1	485.8	-3.7
White	499.2	499.6	-0.4	495.2	497.3	-2.1

Highlights from Commissioner Curtin

1. The Urban Superintendent Network (USN) consists of the 25 largest districts.
2. The news is quite positive for African American students compared to the urban districts.
3. Math does not compare well to urban districts.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 5****Big Picture: Next-Generation Grades 3-8 Achievement Levels**

Achievement Levels	English Language Arts			Change 2017 to 2019
	2017	2018	2019	
Exceeding Expectations	4%	5%	5%	+1
Meeting Expectations	29%	30%	32%	+3
Partially Meeting Expectations	47%	44%	43%	-4
Not Meeting Expectations	20%	21%	20%	+0

Achievement Levels	Mathematics			Change 2017 to 2019
	2017	2018	2019	
Exceeding Expectations	3%	3%	4%	+1
Meeting Expectations	25%	26%	27%	+2
Partially Meeting Expectations	49%	48%	46%	-3
Not Meeting Expectations	23%	24%	23%	+0

Highlights from Commissioner Curtin

ELA and Math are meeting or exceeding expectations.

The overall improvement is not high but is moving in the right direction.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 6****Next-Generation MCAS by Grades 3-8**

Grade	English Language Arts % Meeting or Exceeding			Change 2017 to 2019
	2017	2018	2019	
Grade 3	31	36	37	+6
Grade 4	34	38	37	+3
Grade 5	35	38	39	+4
Grade 6	37	48	45	+8
Grade 7	31	28	31	+0
Grade 8	33	33	35	+2
Grades 3-8	33	35	37	+4

Grade	Mathematics % Meeting or Exceeding			Change 2017 to 2019
	2017	2018	2019	
Grade 3	29	33	30	+1
Grade 4	33	32	32	-1
Grade 5	26	29	34	+5
Grade 6	32	33	43	+11
Grade 7	24	22	24	+0
Grade 8	25	23	22	-3
Grades 3-8	28	29	31	+3

Highlights from Commissioner Curtin

1. Grade 3 ELA has increased by 6% over the last 3 years but there has been no movement in grade 7.
2. In grade 6, math the percentage has doubled in the last 3 years.

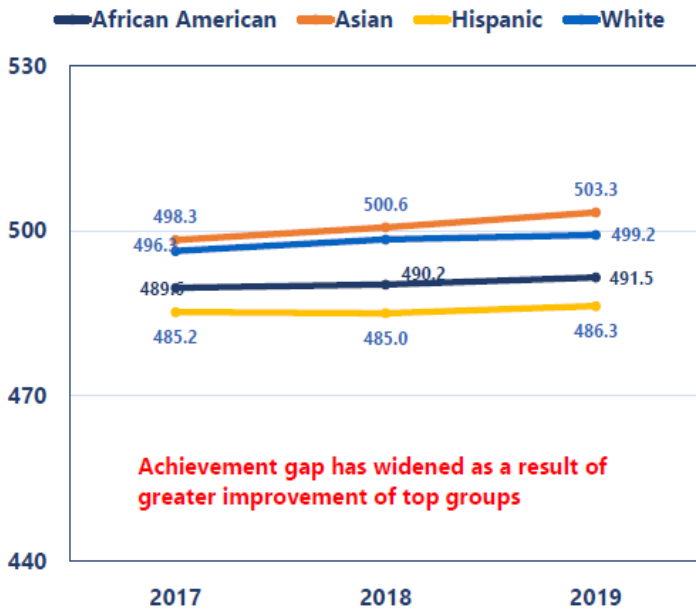
NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

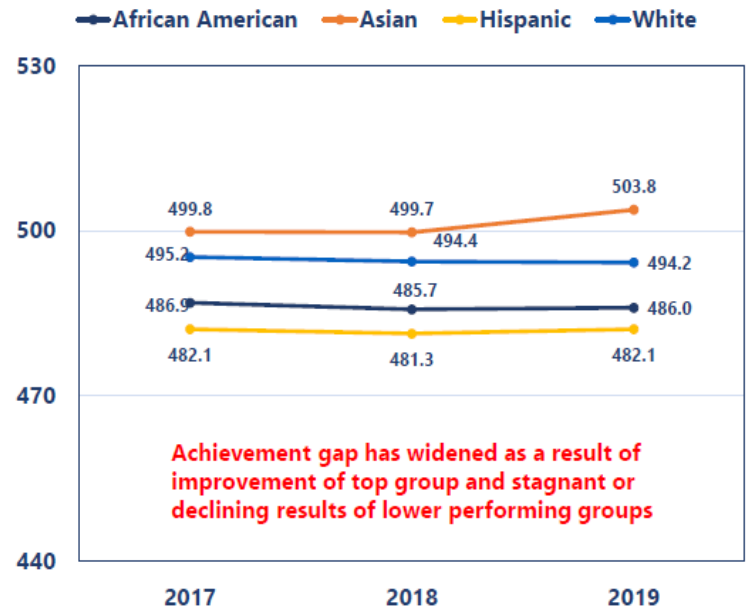
SLIDE 7

Grades 3-8 achievement for major racial and ethnic groups

English Language Arts



Mathematics



Highlights from Commissioner Curtin

1. The gap has widened in ELA because the top group has done exceptionally well.
2. The gap has widened in math because the Asian group has done well and the Hispanic group has stayed the same.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 8****Grade 5 and 8 Science and Technology/Engineering****Worcester Public Schools**

	Grade 5		Grade 8	
Exceeding Expectations	3%	31%	2	22%
Meeting Expectations	28%		20	
Partially Meeting	47%		51%	
Not Meeting Expectations	22%		27%	
Avg. Scaled Score	488.8		484.6	

State Results

	Grade 5		Grade 8	
Exceeding Expectations	8	48%	8	46%
Meeting Expectations	40		38	
Partially Meeting	39		41	
Not Meeting Expectations	12		13	
Avg. Scaled Score	498.9		498.2	

Highlights from Commissioner Curtin

1. This is the first year of the Science test and, for that reason, there is not a lot of historical data.
2. There is certainly room for improvement, especially in Grade 8 where 1 in 4 students are not meeting expectations.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 9****First year of the Grade 10 Next-Generation MCAS – ELA and Math**

Grade 10	2019 WPS Average ELA Scaled Score	2019 USN Average ELA Scaled Score	Difference WPS - USN	2019 WPS Average Math Scaled Score	2019 USN Average Math Scaled Score	Difference WPS-USN
All Students	495.4	495.4	0.0	493.4	494.7	-1.3
Asian	505.2	508.7	-3.5	508.6	514.0	-5.4
African American	493.0	489.8	3.2	489.5	488.6	0.9
Hispanic	488.6	487.9	0.7	486.6	487.3	0.7
White	504.0	504.9	-0.9	501.4	502.7	-1.3

Highlights from Commissioner Curtin

1. The ELA results are right on par with other urban districts and the Math results are slightly lower.
2. The African American results in ELA exceeded all other urban districts.
3. All other groups were within the range of the Urban Superintendents' Network (USN) scaled scores.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 10**

English language arts growth - Non-high school				
Group	2019 Mean SGP	N	Points	Reason
All Students	43.0	7,663	2	Typical Growth - Low
Lowest Performing	40.4	1,729	2	Typical Growth - Low
High needs	42.3	6,611	2	Typical Growth - Low
Econ. Disadvantaged	42.2	6,294	2	Typical Growth - Low
EL and Former EL	43.6	1,870	2	Typical Growth - Low
Students w/ disabilities	36.5	1,665	1	Low Growth
Asian	49.1	158	2	Typical Growth - Low
Afr. Amer./Black	41.9	1,450	2	Typical Growth - Low
Hispanic/Latino	42.5	5,191	2	Typical Growth - Low
White	47.5	721	2	Typical Growth - Low
English language arts growth - High school				
Group	2019 Mean SGP	N	Points	Reason
All Students	37.5	1,180	1	Low Growth
Lowest Performing	21.7	226	0	Very Low Growth
High needs	36.1	938	1	Low Growth
Econ. Disadvantaged	36.2	885	1	Low Growth
EL and Former EL	32.6	189	1	Low Growth
Students w/ disabilities	31.8	190	1	Low Growth
Asian	40.9	33	2	Typical Growth - Low
Afr. Amer./Black	36.9	266	1	Low Growth
Hispanic/Latino	36.3	744	1	Low Growth
White	43.4	124	2	Typical Growth - Low

Highlights from Commissioner Curtin

1. Across the board, the growth numbers for 2019 for the WPS are on the lower side of typical or the low growth category.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 11****Mathematics Student Growth****Mathematics growth - Non-high school**

Group	2019 Mean SGP	N	Points	Reason
All Students	43.3	7,678	2	Typical Growth - Low
Lowest Performing	42.9	1,736	2	Typical Growth - Low
High needs	42.8	6,621	2	Typical Growth - Low
Econ. Disadvantaged	42.6	6,302	2	Typical Growth - Low
EL and Former EL	43.6	1,873	2	Typical Growth - Low
Students w/ disabilities	37.7	1,672	1	Low Growth
Asian	55.8	159	3	Typical Growth - High
Afr. Amer./Black	43.2	1,455	2	Typical Growth - Low
Hispanic/Latino	42.3	5,197	2	Typical Growth - Low

Mathematics growth - High school

Group	2019 Mean SGP	N	Points	Reason
All Students	39.0	1,174	1	Low Growth
Lowest Performing	25.1	224	0	Very Low Growth
High needs	37.7	932	1	Low Growth
Econ. Disadvantaged	37.6	878	1	Low Growth
EL and Former EL	38.3	192	1	Low Growth
Students w/ disabilities	34.2	189	1	Low Growth
Asian	42.2	33	2	Typical Growth - Low
Afr. Amer./Black	39.2	268	1	Low Growth
Hispanic/Latino	37.7	737	1	Low Growth
White	44.9	123	2	Typical Growth - Low

Highlights from Commissioner Curtin

1. There is a lot more low growth across the board in subgroups compared to their academic peers across the Commonwealth.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 12****Massachusetts' accountability indicators – non-high schools**

Indicator	Measure
Achievement	<ul style="list-style-type: none"> English language arts (ELA) average scaled score Math average scaled score Science Composite Performance Index (CPI)
Student Growth	<ul style="list-style-type: none"> ELA mean student growth percentile (SGP) Math mean SGP
English Language Proficiency	<ul style="list-style-type: none"> Progress made by students towards attaining English language proficiency (percentage of students in grades 1-8 meeting annual targets required in order to attain English proficiency in six years)
Additional Indicator(s)	<ul style="list-style-type: none"> Chronic absenteeism (percentage of students in grades 1-8 missing 10 percent or more of their days in membership)

Commissioner Curtin read both the accountability indicators and the measures for – non-high schools

SLIDE 13**Massachusetts' accountability indicators – high schools**

Indicator	Measure
Achievement	<ul style="list-style-type: none"> English language arts (ELA) Composite Performance Index (CPI) Math CPI Science CPI
Student Growth	<ul style="list-style-type: none"> ELA mean student growth percentile (SGP) Math mean SGP
High School Completion	<ul style="list-style-type: none"> Four-year cohort graduation rate Extended engagement rate (five-year cohort graduation rate plus the percentage of students still enrolled) Annual dropout rate
English Language Proficiency	<ul style="list-style-type: none"> Progress made by students towards attaining English language proficiency (percentage of students in grades 9-12 meeting annual targets required in order to attain English proficiency in six years)
Additional Indicator(s)	<ul style="list-style-type: none"> Chronic absenteeism (percentage of students in grades 9-12 missing 10 percent or more of their days in membership) Percentage of 11th & 12th graders completing at least one advanced course (Advanced Placement, International Baccalaureate, Project Lead the Way, dual enrollment courses, &/or other selected rigorous courses)

Commissioner Curtin read both the accountability indicators and the measures for– high schools

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 14

Worcester school accountability designations

- 44 schools received an accountability determination this year
- 31 classified as “not requiring assistance or intervention”
- 13 classified as “requiring assistance or intervention”
 - 10 classified as a result of being among the lowest performing 10% of schools in the state
 - 3 classified as a result of one or more low performing subgroups
- 2 schools designated as a School of Recognition – West Tatnuck and Belmont Street

Commissioner Curtin read the accountability designations

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 15****WPS School Percentile 2018 and 2019**

Distribution of Worcester Schools by School Percentile Decile, 2018 & 2019						
Decile	Percentile Range	2018		2019		% Change
		N Schools	%	N Schools	%	
1	1-10	9	20.9%	10	22.7%	1.8%
2	11-20	10	23.3%	10	22.7%	-0.5%
3	21-30	5	11.6%	4	9.1%	-2.5%
4	31-40	4	9.3%	5	11.4%	2.1%
5	41-50	5	11.6%	5	11.4%	-0.3%
6	51-60	3	7.0%	4	9.1%	2.1%
7	61-70	2	4.7%	2	4.5%	-0.1%
8	71-80	2	4.7%	0	0.0%	-4.7%
9	81-90	2	4.7%	2	4.5%	-0.1%
10	91-99	1	2.3%	2	4.5%	2.2%
Total		43	100.0%	44	100.0%	0.0%

Worcester schools spread throughout the distribution, but 45% of WPS schools are among the lowest performing 20% of schools in the state.

17 of the 44 schools have a higher school percentile from 2018.

Highlights from Commissioner Curtin

1. In 2019, there were 10 schools in the lowest 10% in the state but 2 schools also were the highest in the state.
2. There is a range of performance and practices across the district that can be shared.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 16****Subgroup percentiles – Worcester**

Distribution of 2019 Subgroup Percentiles, Worcester Schools								
Decile	Percentile Range	Asian	African American	Hispanic	White	SWD	Econ. Disad	EL and Former EL
1	1-10	3	0	6	14	12	6	2
2	11-20	4	3	5	6	7	8	4
3	21-30	2	5	7	4	2	6	2
4	31-40	1	2	5	6	1	6	4
5	41-50	0	2	2	1	1	2	8
6	51-60	0	2	4	2	1	0	5
7	61-70	0	2	0	0	1	3	3
8	71-80	0	2	4	3	3	4	8
9	81-90	0	3	5	1	0	5	3
10	91-99	0	3	3	2	1	4	4

There is a real range of subgroup performance within subgroups and suggest there are best practices that should be examined.

Highlights from Commissioner Curtin

1. There is a real range of performance among the subgroups across the district.
2. There are 6 schools where the Hispanic subgroup is among the highest performing subgroup in the state.

NOTES (continued)

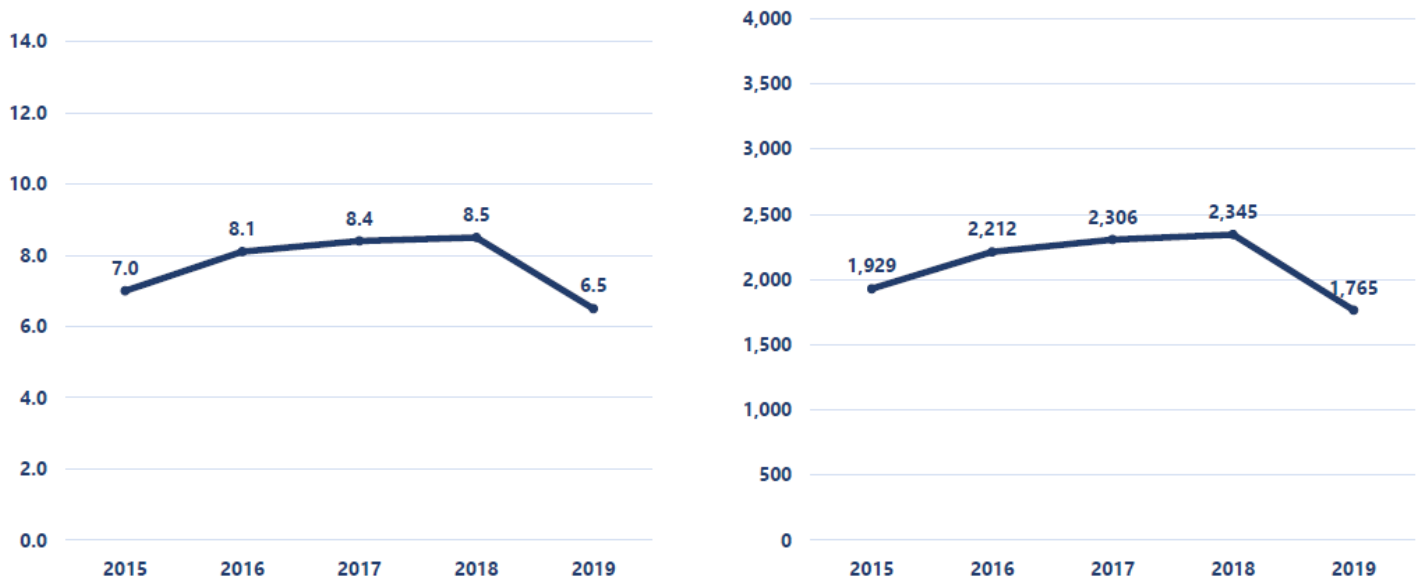
REPORT OF THE SUPERINTENDENT (continued)**SLIDE 17****Progress against state targets****Distribution of Criterion Reference Percentages and Progress Ratings, All Students, Worcester Schools, 2018 & 2019**

Progress Rating	CR% Range	2018 (only)		2019 (two years)	
		N	%	N	%
Limited or No Progress Toward Targets	0-24	3	7%	0	0%
Moderate Progress Toward Targets	25-49	11	25%	12	27%
Substantial Progress Toward Targets	50-74	12	27%	26	58%
Meeting or Exceeding Targets	75+	18	41%	7	16%

Highlights from Commissioner Curtin

1. Almost $\frac{3}{4}$ of schools across the district are making substantial progress toward their targets or meeting them.
2. There were no schools in the district who were classified as making limited or no progress compared to 3 schools classified in 2018.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 18****Discipline totals – rate and number of students disciplined**Highlights from Commissioner Curtin

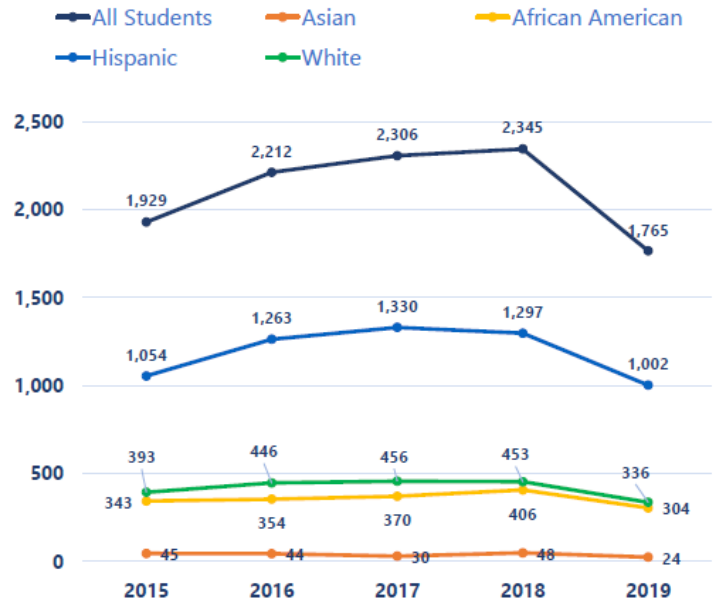
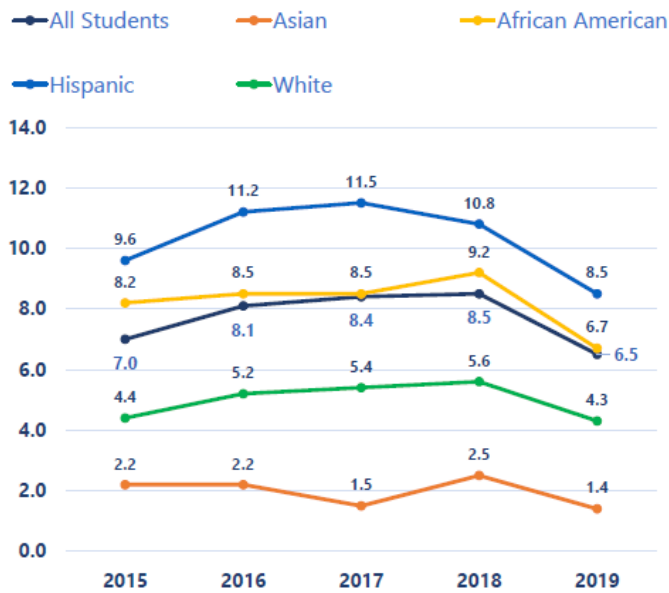
1. 1,765 students were disciplined in 2019 which is 6.5% of all students in the district, a decrease from 8.5% in 2018. It is lower than it has been at any point over the last five years.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 19

Rate and numbers of students disciplined by race/ethnicity



Highlights from Commissioner Curtin

1. There are gaps among students being disciplined by race and ethnicity.
2. Across the board for all race ethnicities, there is a decrease in the number of students being disciplined.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 20****Type of discipline in 2019 by student population**

	All Disciplines	In-School Suspension	Out of School Suspension	Emergency Removals
All Students	6.5	2.4	4.0	1.4
African American	6.7	2.4	4.4	1.4
Asian	1.4	0.5	0.8	0.3
Hispanic	8.5	3.1	5.3	1.8
White	4.3	1.7	2.4	0.9
Economically Disadvantaged	8.1	3.0	5.1	1.8
English Learner	6.0	2.3	3.6	1.5
Students with Disabilities	12.4	4.5	7.7	3.3

All cells are shaded green meaning that the rate represents a lower rate than in 2018.

Major differences between groups still exist and rate of emergency removals, while lower, is still very high and varies between groups.

Highlights from Commissioner Curtin

1. Almost 8% of students with disabilities received an Out of School Suspension.
2. 5.3% of Hispanic students received an Out of School Suspension compared to 2.4% for White students.
3. 1.4% of students received Emergency Removal compared to 0.2% statewide.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 21****What offenses are resulting in student discipline?**

	2019	2018	2017	2016	2015
Number of students	1,765	2,345	2,306	2,212	1,929
Physical attack (battery)	574	611	633	671	650
Bullying	35	0	N/A	N/A	N/A
Physical fight	139	368	373	302	188
Illegal substances	76	76	55	63	81
Non-drug, non-violent or non-criminal-related offense	1,010	1,449	1,644	1,484	1,222
Theft (school, staff or student property)	55	92	0	0	0
Threat of physical attack	309	436	97	105	66
Other violence or substance-related offense	5	10	0	0	0
Weapon on school premises	27	64	58	76	74

Highlights from Commissioner Curtin

1. Within the 1,765 students who were disciplined, some could have multiple offenses like a physical fight and possession of an illegal substance at the same time and they would be counted as two separate offenses.
2. There were 1010 in the category of non-drug, non-violent or non-criminal-related offenses, which is higher than other urban districts. For that reason the district needs to examine other forms of discipline that don't involve removing a student from instructional time.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 22**

Chronic absenteeism rates

Worcester Chronic Absence Rates Compared to Urban Districts						
Student Group	2017 WPS	2017 USN	2018 WPS	2018 USN	2019 WPS	2019 USN
All Students	14.9	20.0	14.0	20.2	13.6	19.0
Asian	5.2	7.8	5.0	8.2	3.9	8.0
African American	11.2	19.3	9.4	19.6	9.0	19.0
Hispanic	19.8	24.1	18.9	24.7	18.5	23.7
White	12.5	16.6	11.3	16.8	10.9	15.7

Chronic absenteeism rates in Worcester are lower than in other urban districts across the state and have consistently improved across groups.

Significant gaps still exist across racial and ethnic groups.

Highlights from Commissioner Curtin

1. The definition of Chronic Absenteeism is the percent of students who are missing at least 10% of days in a school year. In a 180 day school year, that means the student missed at least 18 days during that school year.
2. DESE does not differentiate between excused and unexcused absences due to the fact that there is still loss of instructional time for the student.
3. The Worcester Public Schools' students miss less instructional time than other urban school districts.
4. The Hispanic absence rate is still high, but a lot lower than all other urban districts. There is still a significant gap between racial and ethnic groups.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)**SLIDE 23****Chronic absenteeism rates by grade span**

Worcester Chronic Absence Rates, Non-HS Grades 2017-19			
Student Group	2017	2018	2019
All Students	11.0	10.2	9.8
Asian	2.2	2.4	2.2
African American	7.5	6.6	5.6
Hispanic/Latino	15.5	13.9	13.7
White	8.6	8.1	8.0

Worcester Chronic Absence Rates, HS Grades 2017-19			
Student Group	2017	2018	2019
All Students	23.0	21.8	21.5
Asian	10.1	9.2	6.6
African American	17.6	14.2	15.2
Hispanic/Latino	28.7	28.9	28.6
White	21.3	18.4	17.2

Highlights from Commissioner Curtin

1. Approximately 10 % of students in grade 1 through 8 missed days in school for the year.
2. The absentee rate in the high school has gone down but still has more than 1 in 5 students missing at least 10% of their school days per year.
3. Attention should be given to why the percentage rate for Hispanic/Latino students is so high.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

SLIDE 24

Additional information and contact

Worcester district data [profile page](#)

Robert Curtin

Associate Commissioner, Data and Accountability

rcurtin@doe.mass.edu

Highlights from Commissioner Curtin

If you have any data questions you can email Mr. Curtin and his staff.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

Mayor Petty requested that the School Committee receive the School Discipline State data from DESE when it is released and set up a special meeting of the School Committee to review it and seek public participation.

Commissioner Curtin stated that the Worcester Public Schools is outpacing other urban school districts in the category of Emergency Removals.

Mayor Petty suggested that the school system form a youth violence task force to review the data from DESE and possibly invite Commissioner Curtin to one of the meetings.

Mr. Foley requested more information in a public forum on the absentee data broken down by subgroups to include income levels and indicate how:

- the absentee rate is impacted by the practices in the schools
- the parents are welcomed at the schools and
- the students are made to feel a part of their community and schools.

He further requested information on the following:

- why students with disabilities are performing poorly
- what is occurring to necessitate emergency removal of a student from school and explain why the Worcester Public Schools' data is much higher than other urban school districts and
- a more detailed explanation of the non-drug, non-violent or non-criminal discipline offenses and how the community and the school district can work together to keep more of the students in school.

Commissioner Curtin stated that the non-drug, non-violent or non-criminal discipline category has decreased throughout the district and is continuing to decrease.

Mr. Monfredo requested a more detailed report on the absentee and discipline data and inquired as to whether homelessness and poverty impact the percentage rates. He further requested a monthly report on the math improvements in the district.

Mr. Comparetto requested that the Administration consider alternative methods rather than suspensions and to consider hiring more social workers, providing positive behavior interventions, wraparound supports, in school suspensions, restorative justice practices and hiring teachers that represent the diversity of the students.

Miss McCullough stated that the School Committee and the Administration should have quarterly policy forums in conjunction with the Strategic Plan to include representatives from DESE to review the discipline data.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

Miss Biancheria made the following motion:

Request that the Administration provide information relative to the recognition awards that will be given to West Tatnuck and Belmont Street Community schools by the Massachusetts Department of Elementary and Secondary Education to include the date and time the recognitions will be held at the State House.

On a voice vote, the motion was approved.

Miss Biancheria requested that the Administration work to improve the scores on the science MCAS exams by implementing best practices.

Mayor Petty made the following motions:

Request that the Administration provide a more detailed report on the Emergency Removal data.

Request that Superintendent Binienda provide an updated report on the 14 Action Steps on Thursday, November 7, 2019.

On a voice vote, the motions were approved.

It was moved to suspend the rules to allow Isabel González-Webster to speak regarding school discipline.

GENERAL BUSINESS

gb #9-227.2

Mr. Monfredo made the following motion:

Request that the Administration provide a report on the system's plan to continue teaching cursive writing in grades 4 and 5.

On a voice vote, the motion was approved.

gb #9-265.1

Mr. Monfredo made the following motion:

Request that the Administration provide in a Friday Letter, feedback from teachers and students regarding ideas they would like to see incorporated into the Jump Start Program in 2021.

On a voice vote, the motion was approved.

NOTES (continued)

Mr. Foley made the following motion:

Request that the Administration track over the next four years the students in the Jump Start Program on their performance, attendance and academic achievement and compare this data to the same criteria for students who did not participate in the program.

On a voice vote, the motion was approved.

gb #9-332

Mr. Monfredo made the following motion:

Request that the Administration consider:

- hiring a public relations individual to promote the WPS
- collaborating with the Worcester Chamber of Commerce to make a video about the school district to share with real-estate agents
- utilizing Channel 11 and Charter to highlight achievements of students in the Worcester Public Schools
- working with the media to publish student achievements
- continuing to have the Superintendent appear on the Jordan Levy Show
- sharing successes of the school system with the Worcester Chamber of Commerce
- continuing to have the Opening of School Program at the DCU Center
- instituting a state of education report in a joint meeting of the City Council and the School Committee in May or June to highlight some successes in the Worcester Public Schools
- having an early open house for parents and children in grade 5
- providing monthly school newsletters

On a voice vote, the motion was approved.

Miss Biancheria made the following amendment to Mr. Monfredo's motion:

Request that the Administration also highlight the successes of every high schools' vocational education programs.

On a voice vote, the amendment to Mr. Monfredo's motion was approved.

Superintendent Binienda stated that the Worcester Public Schools will have its own television program starting in November 2019.

NOTES (continued)

GENERAL BUSINESS (continued)

Mr. Comparetto spoke to the content of each of the following items:

gb #9-333
gb #9-335
gb #9-337
gb #9-339

gb #9-334
gb #9-336
gb #9-338

(These items were considered together)

Unrelated to the above mentioned items:

Mr. Foley made the following motion:

Request that the Administration conduct a series of public session meetings at the Standing Committee on Finance and Operations at a time convenient to all School Committee members to discuss the disbursement of the new monies from the Student Opportunity Act.

On a voice vote, the motion was approved.

gb #9-342

Miss Biancheria made the following motion:

Request that the Administration forward the information that was provided at the meeting regarding sex trafficking to staff members and to the Citywide Parent Planning Advisory Council (CPPAC) for a presentation to parents.

On voice vote, the motion was approved.