

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

AGENDA #19

on: Thursday, November 7, 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

**Convened in Open
Session at 7:07 p.m.**

INVOCATION – Reverend James M. Nally
St. George’s Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

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

Miss Biancheria arrived at 7:22 p.m.

III. APPROVAL OF RECORDS

aor #9-21 - Clerk
(October 29, 2019)

Approved

To consider approval of the Minutes of the School Committee Meeting
of Thursday, October 17, 2019.

aor #9-22 - Clerk
(October 30, 2019)

Approved

To consider approval of the Executive Session Minutes of February
15, 2018, March 15, 2018, September 6, 2018, December 20, 2018
and October 17, 2019.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

ACTION

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

**Certificates
presented**

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 #9-346 - Administration
(November 6, 2019)

Filed

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

VI. REPORT OF THE SUPERINTENDENT

ros #9-12 - Administration
(September 9, 2019)

**Accepted and filed
(See notes)**

OFFICE OF CURRICULUM AND PROFESSIONAL LEARNING

VII. COMMUNICATIONS AND PETITIONS –NONEACTIONVIII. REPORT OF THE STANDING COMMITTEE - NONEIX. PERSONNEL

9-48 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

**Filed Personnel
items 9-48 -9-56**

Bailey, Kapri, Teacher, Elementary, Goddard, MA, Step 8, \$77,489 effective September 23, 2019. Licensed: Early Childhood Pre-2.*

Coonan, Kayla, Teacher, Business Education, Doherty, BA, Step 1, \$48,310, effective September 23, 2019. Waiver: Digital Literacy/Computer Science 5-12.*

Fracassa, Brian, Teacher, Physical Education, Goddard, BA +15, Step 8, \$73,611, effective October 7, 2019. Licensed: Physical Education PreK-8.*

Giannino, Andrea, Special Education-Behavior Specialist, Systemwide, MA, Step 6, \$69,008 effective October 7, 2019. Waiver: School Adjustment Counselor – all levels*

Griffin, Megan, Teacher, Elementary, Woodland, BA, Step 1, \$48,310, effective October 7, 2019. Licensed: Elementary 1-6.*

Lane, David, Teacher, English as a Second Language, North, MA, Step 8, \$71,150, effective October 21, 2019. Licensed: English as a Second Language 5-12.*

Lombardi, Scott, Teacher, Special Education, Sullivan, BA, Step 2, \$50,945, effective August 22, 2019. Waiver: Moderate Disabilities 5-12.

Macaruso, Corey, Teacher, Kindergarten, Flagg, MA, Step 5, \$66,372, effective September 23, 2019. Licensed: Early Childhood PreK-2.*

MacDonald, John, Teacher, Physical Education, Roosevelt, MA +15, Step 2, \$58,698, effective September 5, 2019. Licensed: Physical Education PreK-8.*

Madaus, Ann Marie, Teacher, Special Education, Chandler Elementary, BA, Step 1, \$48,310, effective October 1, 2019. Licensed: Moderate Disabilities PreK-8.*

Magner, Robert, Teacher, Chemistry, WTHS, BA, Step 4, \$57,393, effective September 3, 2019. Licensed: Chemistry 8-12.*

McNamara, Anne, Teacher, Special Education, Sullivan, MA, Step 8, \$77,489, effective September 16, 2019. Licensed: Severe Disabilities-all levels.*

PERSONNELACTION

9-48 (continued)

Mitchell, Shelley, English as a Second Language, Systemwide, MA, Step 6, \$69,008, effective October 1, 2019. Licensed: English as a Second Language PreK-6.*

Neilan, Clarisse, Teacher, Music, Claremont, BA, Step 1, \$48,310, effective August 27, 2019. Licensed Music-all levels.*

Oberg, Bianca, Teacher, Elementary, Belmont, MA, Step 2, \$57,286, effective August 23, 2019. Licensed: Early Childhood PreK-2.*

Pepka, Buffie, Teacher, Mathematics, Forest Grove, MA, Step 8, \$77,489, effective August 28, 2019. Licensed: Mathematics 5-8.*

Pettes, Andrea, Teacher, Special Education, Roosevelt, MA, Step 4, \$63,731, effective October 15, 2019. Licensed: Severe Disabilities – all levels.*

Rego, Peter, Focused Instructional Coach, Burncoat Middle, MA, Step 8, \$77,489, effective August 22, 2019. Licensed: Mathematics 5-8.

Rolashevich, Diana, Teacher, Elementary, Wawecus, BA, Step 8, \$71,150, effective October 21, 2019. Licensed: Elementary 1-6.*

Spencer, Jessica, Guidance Counselor, NCC Young Adult, MA, Step 4, \$63,731, effective October 7, 2019. Licensed: School Guidance 5-12.*

Suzenski, Rebecca, Teacher, Animal Science, WTHS, VL1, Step 1, \$48,310, effective August 26, 2019. Waiver: Animal Science Chapter 74 9-14.*

Velky, Matthew, Teacher, Special Education, Norrback, BA, Step 8, \$71,150, effective October 21, 2019. Licensed: Moderate Disabilities PreK-8.*

Viselli, Ashley, Teacher, Special Education, Union Hill, MA, Step 3, \$61,091, effective August 27, 2019. Licensed: Moderate Disabilities PreK-8.*

Wright, Jeremiah, Teacher, English, Burncoat Middle, BA, Step 1, \$48,310, effective September 6, 2019. Licensed: English 5-12.*

**prorated*

9-49 The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:

Cupelo, Katelyn, Teacher, Physical Education, Forest Grove, effective August 22, 2019-June 30, 2020.

Grajales, Sara, Teacher, English, South, effective August 22, 2019-June 30, 2020.

Jalbert, Jonathan, Teacher, Physical Education, Burncoat, effective August 22, 2019-June 30, 2020.

Kolaczyk, Kim, Teacher, Mathematics, North, effective August 22, 2019-June 30, 2020.

Maddox, Lisa, School Adjustment Counselor, DAB, effective August 22, 2019-June 30, 2020.

McDermott, Jessica, Teacher, English, Forest Grove, effective August 22, 2019-June 30, 2020.

PERSONNELACTION

9-49 (continued)

Power, Mara, Teacher, Special Education, Forest Grove, effective August 22, 2019-June 30, 2020.

Reyes, Celeste, Teacher, English, WEMS, effective August 22, 2019-January 16, 2020.

Robicheau, Celia Campos, Guidance Counselor, GCC, effective August 22, 2019-June 30, 2020.

Taylor, Amanda, Teacher, Elementary, West Tatnuck, effective August 22, 2019-June 30, 2020

9-50 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Cataldo-Enriquez, Roseanne, Teacher, English as a Second Language, North, effective October 24, 2019.

Cousineau, Kathleen, Teacher, Special Education, Systemwide, effective October 9, 2019.

Lefebvre, Christina, Teacher, Special Education, Nelson Place, effective October 21, 2019.

9-51 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Earley, Gayle, Department Head, English as a Second Language, Systemwide, effective October 31, 2019.

Sebring, Mary, Teacher, English, South, effective October 25, 2019.

9-52 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 #319-028, effective as follows:

Rodriguez, Yajaira 10/15/19

Rosado, Jose 10/15/19

9-53 The Superintendent has APPOINTED the person named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of \$17.04 (minimum) to \$21.00 (maximum) per hour, from Civil Service List #319-042, effective as follows:

Mercado, Samantha 10/21/19

9-54 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:

McGinn, Elizabeth 10/15/19

PERSONNEL

ACTION

9-55 The Superintendent has APPOINTED the person named below to the position of School Bus Attendant, permanent at a salary of \$16.23 minimum per hour to \$18.08 maximum per hour, from Civil Service List #319-029, effective as follows:

Castillo, Nidia 10/15/19
Iraheta, Telma 10/15/19
Rodriguez, Jazmin 10/17/19

9-56 To review for informational purposes the Job Descriptions for:

- TV Production/Communications part-time Media Specialist
- Drug Educator

X. GENERAL BUSINESS

gb #8-359.1 - Administration/Mr. Monfredo
(October 16, 2019)

Accepted and filed

Response of the Administration to the request to consider the feasibility of presenting more yearly academic and character awards, at the individual school level, to recognize students from each grade who excel in and out of school.

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

Accepted and filed

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.

GENERAL BUSINESS (continued)

ACTION

gb #9-195.6 - Administration/Miss Biancheria
(October 23, 2019)

**Accepted and filed
motion A and
referred motion B to
the Standing
Committee on
Finance and
Operations**

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

A. 500-91110 - Administration Salaries

Request that the Administration provide the Job Description for the Innovation Pathway Coordinator position at Worcester Technical High School in line C. School Based Supervision. If feasible, consider sharing this position with the Doherty Memorial High School’s Engineering Program. Miss Biancheria

B. 500152-92000 - Facilities Department Non-Salary

Request that the Administration provide a report as to the increase in testing and indicate what was done in the schools, as contained in line F Environmental Management Systems.
Miss Biancheria

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

**Accepted and filed
(See notes)**

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 #9-271.1 -Administration/Mr. Monfredo/Miss Biancheria/
Miss McCullough/Mr. O’Connell
(October 30, 2019)

Accepted and filed

Response of the Administration to the request to continue its collaborative work with various agencies in dealing with the needs of homeless and foster children and consider reviewing the Cincinnati model entitled “Kids in School Rule.”

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

Accepted and filed

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

GENERAL BUSINESS (continued)ACTION

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

To consider answers to the fourteen Action Steps made by Mayor Petty and approved by the School Committee:

1. School Department to create clear and transparent process to provide the necessary, student-sensitive data needed to do a thorough review of the suspension rates in our Worcester Public Schools. This should include the last 7 years of data.
2. Worcester State University to re-engage with our school department regarding the 2014 report, "Suspension in Worcester: A Continuing Conversation.
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.
5. Continue to maintain an English Language Learner Parent Advisory Council that includes Community Based Organizations and Community Partners in compliance with law, which will work with both the Director of English Language Learners and the Chief Diversity Officer.
6. Review the practice of out of school suspension for students in K-2 grade and work with community partners and internal staff to create an in-school program to provide counselling and assessment services for these students, contingent on proper funding and in-kind services.
7. Create an Affirmative Action Advisory Committee that would work with the Human Resource Department and the Chief Diversity Officer. Provide a semiannual report to the School Committee, with the Human Resources Department and the Chief Diversity Officer, as to progress.
8. Create a Superintendents Latino Advisory Committee.
9. Quarterly/biannual reports on the progress of the Strategic Plan.
10. Review and maintain the existing suspension hearing and appeal practices so that the same WPS person is not allowed to do both hearings and appeals.
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.
12. Review and assist a comprehensive plan with college presidents to do focused recruitment and retention plans to hire diverse teachers and support staff.
13. Provide a semi-annual report on the work of the English Language Learner Department and programs to the School Committee on compliance with best practices and Federal DOE guidelines.
14. Work with the School Committee to consider and implement recommendations of the Mayors Commission where appropriate. Work with the Commission to benchmark projects .

**Filed items
gb #9-160,
gb #9-161,
gb #9-162.1,
gb #9-163,
gb #9-164,
gb #9-165.1
and referred item
gb #9-327 to the
Standing Committee
on Teaching,
Learning and
Student Supports
(See notes)**

GENERAL BUSINESS (continued)ACTION

gb #9-347 - Administration
(October 11, 2019)

**Set the date of
Thursday,
November 21, 2019**

To set a date to recognize Steven and Andrew Levy for their generous donation to the new Rice Square School library in memory of their mother, Seena Levy who taught 2nd grade reading there for 28 years.

gb #9-348 - Miss McCullough/Mr. Foley/Mr. Monfredo
(October 14, 2019)

**Filed
(See notes)**

Request that representatives from the school review the Student Handbook with students at the start of the school year regarding punishable offenses with emphasis on the Code of Conduct section.

gb #9-349 - Miss McCullough/Mr. Foley/Mr. Monfredo
(October 14, 2019)

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

Request that the Administration invite educators who currently teach or train NoticeAbility Curriculum and consider implementing it for students with dyslexia.

gb #9-350 - Miss McCullough/Mr. Foley/Mr. Monfredo
(October 14, 2019)

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

Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.

gb #9-351 - Miss McCullough/Miss Biancheria/Mr. Foley/
Mr. Monfredo/Mayor Petty
(October 17, 2019)

**Set the date of
Thursday,
December 5, 2019**

To forward a letter of recognition to Kellie Shea, Burncoat Dance Instructor, for receiving the Dance Educator Advocacy Award at the 32nd Annual Champions of Arts Education Advocacy Award ceremony.

gb #9-352 - Administration
(October 21, 2019)

**Authorization
granted
(See notes)**

To authorize the Administration to create a Chapter 74 Revolving Fund for the Automotive Program at South High Community School.

GENERAL BUSINESS (continued)ACTION

gb #9-353 - Administration
(October 21, 2019)

**On a roll call of
7-0, the item was
approved**

To approve a prior fiscal year payment in the amount of \$451.44 to a School Nursing Substitute.

gb #9-354 - Administration
(October 23, 2019)

Accepted and filed

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

gb #9-355 - Miss McCullough/Miss Biancheria/Mr. Foley/
Mr. Monfredo
(October 23, 2019)

**Referred to the
Standing Committee
on Finance and
Operations**

Request that the Administration explore the feasibility of providing bus transportation to secondary students that live less than 2 miles from school.

gb #9-356 - Administration
(October 23, 2019)

**On a roll call of
7-0, the item was
approved**

To accept the Mass Skills Capital Grant in the amount of \$210,000.00.

gb #9-357 - Miss McCullough/Mr. Foley/Mr. Monfredo
(October 23, 2019)

**Accepted and filed
(See notes)**

Request that the Administration require each school and staff member (including coaches) be made aware of the school fundraising policies and ensure that they are being followed at each school.

gb #9-358 - Administration
(October 23, 2019)

**Referred to the City
Manager and the
Traffic and Parking
Committee**

To consider installing flashing signs in both directions in the proximity of the Burncoat Middle and High schools.

gb #9-359 - Miss Biancheria/Mr. Foley/Miss McCullough/Mr. Monfredo
(October 28, 2019)

**Referred to the
Administration**

Request that the Administration provide information on the condition of crew team boats and consider, if feasible, restoration of the Brian A. O'Connell boat.

GENERAL BUSINESS (continued)

ACTION

gb #9-360 - Administration
(October 29, 2019)

**Referred to the
Standing Committee
on Finance and
Operations**

To consider a change in home school assignments to Nelson Place School, Forest Grove Middle School, and Doherty Memorial High School for certain streets in the vicinity of upper Chester Street.

gb #9-361 - Administration
(October 29, 2019)

**Authorization
granted**

To authorize the Administration to enter into a lease agreement for ten years for the Alternative School.

gb #9-362 - Miss Biancheria/Mr. Foley/Miss McCullough/Mr. Monfredo
(October 29, 2019)

**Forward letter and
keep the School
Committee apprised
regarding the
disposition of this
item**

Request that the School Committee forward a letter to the City Council and City Manager in support of Order 9S as follows:

Request City Manager work with NAGE Local 495 to implement the following Home Rule Petition: Be it enacted by the Senate and the House of Representatives in the General Court Assembled, and by authority of the same, as follows: Notwithstanding the provision of any general or special law to the contrary, the personal administrator shall certify any active employee who served in a civil service position in the city of Worcester as a provisional or provisional promotion employee for at least six months prior to the "effective date of passage of this Act," to permanent civil service status in that position.
(Mayor Petty)

gb #9-363 - Miss McCullough/Miss Biancheria/Mr. Foley/
Mr. Monfredo/Mayor Petty
(October 30, 2019)

Forward letter

Request that the Administration forward a letter to the Worcester Technical High School's carpentry students for making a ramp for their student teacher from WPI.

gb #9-364 - Administration
(October 30, 2019)

**On a roll call of
7-0, the item was
approved**

To approve a prior fiscal year payment in the amount of \$10,012.00 to The Center for Applied Behavioral Instruction.

GENERAL BUSINESS (continued)

ACTION

gb #9-365 - Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo
(October 30, 2019)

Referred to the Standing Committee on Finance and Operations and City Manager

Request that the Administration install at least one single stall gender neutral bathroom in all new WPS buildings.

gb #9-366 - Mr. Comparetto
(October 30, 2019)

Referred to the Standing Committee on Finance and Operations

Request that the Administration organize a people’s budget quarterly forum for February of 2020.

gb #9-367 - Mr. Comparetto/Mr. Foley
(October 30, 2019)

On a roll call of 5-2-0 (nay Mr. Comparetto and Mr. Foley), the motion to file was approved (See notes)

Request that the Administration consider a new time and place for School Committee recognitions.

gb #9-368 - Mr. Comparetto/Mr. Foley/Mr. Monfredo
(October 30, 2019)

Referred to the Budget

Request that the Administration provide a report on all soccer programs in the WPS and investigate ways to increase the programming in all schools.

gb #9-369 - Administration
(October 30, 2019)

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

To consider approval of the following donations:

- \$200.00 to the George and Marie Maloney Scholarship Fund from various donors
- \$809.75 to Lake View School from Lifetouch
- \$1,000.00 to Lincoln Street Elementary School from Great Clips
- \$500.00 to Worcester Technical High School Life Skills from Harvard Pilgrim Health Care
- \$250.00 to Chandler Magnet School from the Worcester Education Development Foundation
- \$398.00 to the Worcester Public Schools to use for parent involvement incentive for completing the technology in the home survey

GENERAL BUSINESS (continued)

ACTION

gb #9-370 - Administration
(October 30, 2019)

**On a roll call of
7-0, the item was
approved**

To accept the STARS Residencies FY20 Grant-Worcester Arts Magnet School in the amount of \$4,900.00.

gb #9-371 - Administration
(October 30, 2019)

**On a roll call of
7-0, the item was
approved**

To accept the STARS Residencies FY20 Grant-Jacob Hiatt Magnet School in the amount of \$4,100.00.

gb #9-372 - Administration
(October 30, 2019)

**On a roll call of
7-0, the item was
approved**

To accept the STARS Residencies FY20 Grant-Chandler Elementary School in the amount of \$3,900.00.

XI. EXECUTIVE SESSION

gb #9-373 -Administration
(October 30, 2019)

Filed

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the governmental body, to conduct strategy sessions in preparation for negotiations with nonunion personnel, to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

XII. ADJOURNMENT

9:22 p.m.

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

N O T E S

The School Committee convened in Open Session at 7:07 p.m.

There were present at the Call to Order:

Ms. Colorio, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo and Mayor Petty

Miss Biancheria arrived at 7:22 p.m.

REPORT OF THE SUPERINTENDENT

ROS #9-12

Dr. Magdalena Ganas, Ed.D, Manager of Curriculum and Professional Development presented a PowerPoint highlighting the Office of Curriculum and Professional Learning. Some of the new programs include Big Ideas, a new middle school math program and language ambassadors, where students from high schools go to local elementary schools. New frameworks are on track including 5 new themes.

Mr. Foley made the following motions:

Request that the Administration provide a report, when data is available, on the success with Envision, the new math textbook.

Request that the Administration provide the results on the individual subject matter AP exams and compare those results to other districts.

On a voice vote, the motions were approved.

Ms. Colorio made the following motion:

Request that the Administration provide in a Friday letter, the statistics on the number of students who take Civics courses and the number of those students who register to vote in elections.

On a voice vote, the motion was approved.

NOTES (continued)

GENERAL BUSINESS

gb #9-255.1

Mr. Monfredo made the following motion:

Request that the Administration provide a list of the schools that are interested in obtaining banners for their schools and the schools that currently have banners.

On a voice vote, the motion was approved.

As a result of the above mentioned motion, principals can, if they wish, seek sponsorship from their corporate sponsors.

gb #9-327

Mayor Petty requested that the item containing the responses to the 14 Action Steps be referred to the Standing Committee on Teaching, Learning and Student Supports for further discussion.

gb #9-348

Miss McCullough made the following motion:

Request that the Administration include the item and the backup on the next Principals meeting agenda.

On a voice vote, the motion was approved.

gb #9-352

Miss Biancheria made the following motion:

Request that the Administration keep the School Committee informed on the progress of securing funds from the State for the After Dark program and incorporate unions into the program to possibly provide students with potential employment opportunities.

On a voice vote, the motion was approved.

NOTES (continued)

GENERAL BUSINESS (continued)

gb #9-357

Miss McCullough made the following motion:

Request that the Administration include the item and the response on the next Principals meeting agenda.

On a voice vote, the motion was approved.

gb #9-367 -

Miss Biancheria requested that the item be filed on a roll call.

On a roll call of 5-2-0 (nay Mr. Comparetto and Mr. Foley), the motion to file was approved.

O T H E R

A Moment of Silence was observed in memory of Brian A. O’Connell, a 36 year member of the Worcester School Committee, who impacted the lives of all students in the Worcester Public Schools and will be forever remembered for his intellectual prowess, dedication, kind spirit and moral and ethical character.

Mayor Petty announced that the city will be holding events on Monday, November 11 in commemoration of Veterans Day.

Mayor Petty congratulated all those who won seats in the election on Tuesday, November 5, 2019.