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

AGENDA #28

on: Thursday September 23, 2021
at: 5:00 p.m. - Executive Session
6:00 p.m. - Regular Session
virtually in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #1-24 - Clerk
(August 13, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 2, 2021.

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #1-180.1 - Administration/Ms. McCullough/Miss Biancheria/
Ms. Clancey/Ms. Novick/Mayor Petty
(September 2, 2021)

To recognize the following students from Worcester Technical High School who received Gold Medals in Career Pathways – Health Services at the 2021 SkillsUSA National Leadership and Skills Conference:

Maryam Al Nidawi
Alijandro Ian Mendoza
Sophia Zoghbi

ACTIONVI. REPORT OF THE SUPERINTENDENT

ROS #1-11 - Administration
(September 15, 2021)

TEST AND STAY PROTOCOL

VII. COMMUNICATIONS AND PETITIONS - NONEVIII. REPORTS OF THE STANDING COMMITTEES

The Standing Committee on Teaching, Learning and Student Supports met virtually on Monday, August 30, 2021 at 4:00 p.m. in Room 410 of the Durkin Administration Building.

The Ad-Hoc Search Committee for the next Superintendent met virtually on Friday, September 17, 2021 at 3:30 p.m. in Room 410 of the Durkin Administration Building.

IX. PERSONNEL

1-26 - The Superintendent has APPROVED the Retirement of the persons named below:

Davini, Jan, Teacher, Elementary, Norrback Avenue, Intermediate, 8/25/2021

Fails, Joseph, Teacher, Social Studies, North High School, 9/5/2021

Glick, Karen, Teacher, Elementary, Flagg Street, Primary, 8/22/2021

Kochling, Susan, Teacher, Elementary, Nelson Place, Kind/City, 8/19/2021

Landers, Laura, Teacher, Music, Clark Street, Music, 8/14/2021

Mantyla, Debra, Focused Instructional Coach, Elementary, Worcester Arts Magnet, 8/20/2021

1-27 - The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Barone, Michael, Teacher, Systemwide, Phys Education, 8/23/2021

Bertrand, Matthew, Assessment Specialist, North High School, MCAS, 8/26/2021

Boisclair, Keri, Teacher, Sullivan Middle School, Drama, 8/25/2021

Burokas, Jessica, Teacher, Elementary, Vernon Hill, Primary, 8/18/2021

Byrnes, Jennifer, Teacher, Special Education, Burncoat Middle School, Moderate Special Needs/Inclusion, 8/20/2021

Cantwell, Kevin, Teacher, Social Studies, Worcester East Middle School, Social Studies, 8/24/2021

Goldenberg, Micaela, Teacher, Science, North High School, Biology, 9/3/2021

Haddad, Michael, Teacher, Science, North High School, Secondary, 8/21/2021

Hale, Lacey, Teacher, Special Education, Durkin Administration, Behavior Management, 8/19/2021

PERSONNEL (continued)ACTION

Jenkins, Tishaun, Teacher, Special Education, Worcester East Middle School, Moderate Special Needs/Inclusion, 8/25/2021
 Kasala-Hallinan, Megan, Teacher, Special Education, Burncoat Elementary, STEP, 8/22/2021
 Kimball, Alison, Teacher, Special Education, Systemwide, Learning Disabilities, 8/25/2021
 Lubin, Jennifer, Teacher, Elementary, Midland Street, Intermediate, 8/25/2021
 Ly, Hong, School Psychologist, Psychologists, Systemwide, 8/25/2021
 Malone, Francis, Teacher, Mathematics, Worcester Technical High, 8/24/2021
 Martin-Allison, Tammy, Department Head, Special Education, Worcester East Middle School, Moderate Special Needs/Inclusion, 8/25/2021
 Minicozzi, Christian, Teacher, Special Education, Clark Street, Moderate Special Needs, 8/17/21
 Pappas, Ida, Teacher, Music, Secondary, Claremont Academy, 8/25/21
 Ricci, Catherine, Teacher, ESL, Claremont Academy, 9/3/21
 Santos, Jazmin, School Psychologist, Psychologists, Systemwide, 8/25/21
 Schube, Rachel, Teacher, ESL, City View, 8/28/21
 Simpson, Lori, Teacher, ESL, Claremont Academy, 8/25/21
 Stone, Jacqueline, Teacher, Elementary, Woodland Academy, Intermediate, 8/19/21
 Strepka, David, Teacher, Mathematics, North High, Secondary, 8/16/21
 Tran, Khanh-Huong, School Adjustment Counselor, Systemwide, 8/22/21

X. GENERAL BUSINESS

gb #1-210.1 - Administration/Ms. Novick/Mrs. Clancey/
 Ms. McCullough/Mr. Monfredo
 (September 15, 2021)

Response of the Administration to the request to list all those whose contracts are with the superintendent who are currently:

1. on automatic one year renewals of their contract;
2. beyond one year renewals;
3. beyond the renewal language of their contract otherwise and
4. have no written contract at all.

Report to be current to the filing date of this item (8/16/21).

gb #1-225.1 - Administration/Ms. Novick/Mrs. Clancey/
 Ms. McCullough/Mr. Monfredo
 (September 15, 2021)

Response of the Administration to the request to discuss further the "test and stay" protocol with the School Committee and medical advisors prior to implementation.

GENERAL BUSINESS (continued)ACTION

gb #1-234 - Administration
(September 2, 2021)

To approve the following prior fiscal year payments:

- \$300 to a teacher for mentoring
- \$350 to a principal for mentoring
- \$350 to a principal for mentoring
- \$7,540.88 to Liberty Movers
- \$962.37 to Complete Recycling Solutions
- \$350 to an employee for mentoring

gb #1-235 - Ms. McCullough
(September 5, 2021)

Request that the Administration provide a report, and breakdown, on the number of new, non WPS, School Choice students for the 2021-22 school year.

gb #1-236 - Mr. Monfredo
(September 6, 2021)

Request that the Administration provide a list of the dates of the first meetings of the school site councils for the 2021-22 academic year.

gb #1-237 - Administration
(September 8, 2021)

To consider an update on the FY22 Budget based on the final State Budget.

gb #1-238 - Ms. McCullough
(September 8, 2021)

To congratulate South High Community School teacher, Andy Sharry, on being named the Red Sox Foundation Volunteer of the Year.

gb #1-239 - Administration
(September 8, 2021)

To consider approval of the following addenda to the Student Handbook:

1. Notification of Rights under the Protection of Pupil Rights Amendment (PPRA) to be inserted on page 36 under the similar heading
2. A Student Directory Opt-out form to be inserted at the bottom of page 41 under the Title Student Records (subtitle The Family Educational Rights and Privacy Act)

GENERAL BUSINESS (continued)ACTION

gb #1-240 - Mr. Monfredo
(September 9, 2021)

Request that the Administration update the School Committee on COVID cases with staff and students and give us an update on the vaccinations of students and staff.

gb #1-241 - Miss Biancheria
(September 10, 2021)

Request that the Administration provide an update on the water damage that has occurred at school sites.

gb #1-242 - Miss Biancheria
(September 10, 2021)

Request that the Administration provide an update on the JROTC programs to include sites, branches of service and enrollments.

gb #1-243 - Mrs. Clancey
(September 13, 2021)

Request that the Administration provide an update on new hires from the re-allocated funds during budget hearings.

gb #1-244 - Mrs. Clancey
(September 13, 2021)

Request that the Administration provide an update on the school safety plan in lieu of the School Resource Officers being removed in January from buildings.

gb #1-245 -Ms. Novick
(September 14, 2021)

Request administration post weekly on the district website a COVID dashboard including but not limited to the following:

- number of students positive during the week
- number of staff positive during the week
- number of close contacts during the week
- number of students testing and staying during the week
- number of students quarantining/isolating
- number of staff quarantining/isolating

GENERAL BUSINESS (continued)

ACTION

gb #1-246 -Ms. Novick
(September 14, 2021)

Request administration report on the needs of each school in order to have lunch outdoors.

gb #1-247 -Ms. Novick
(September 14, 2021)

Request administration report from the Nursing Department on which aspects of pandemic response, including but not limited to space, cell phone use, and staffing, the Nursing Department wishes to continue.

gb #1-248 -Ms. Novick
(September 14, 2021)

Request administration share the October 1 report.

gb #1-249 -Ms. Novick
(September 14, 2021)

Request administration report on the use of the additional per pupil allocation by school.

gb #1-250 -Ms. Novick
(September 14, 2021)

Request administration report on the filling of the additional staffing positions in the FY22 budget.

gb #1-251 -Ms. Novick
(September 14, 2021)

Request administration prioritize school buses in the daily dismissal at schools.

gb #1-252 -Ms. Novick
(September 14, 2021)

Request administration collaborate with Durham School Services to ensure all bus drivers are enabled to punch in and leave the bus yard in ample time to arrive at their first trip stops as scheduled.

gb #1-253 -Ms. Novick
(September 14, 2021)

Request administration post all homeschooling information, including all district-required forms, on the district website, and in all Department of Justice mandated languages.

GENERAL BUSINESS (continued)

ACTION

gb #1-254 -Ms. Novick
(September 14, 2021)

Request administration and the Worcester delegation prepare for a coordinated local response to the filing of the application of the proposed opening of the Ubuntu Excellence for All STEAM Charter School.

gb #1-255 -Administration
(September 14, 2021)

To approve the Job Description for Recruitment and Cultivation Director.

gb #1-256 -Mr. Monfredo
(September 15, 2021)

To consider communicating with the WRTA on whether it would be able to assist with transporting students to school this school year and consider a long term commitment.

gb #1-257 -Administration
(September 15, 2021)

To accept the U.S. Department of Health and Human Services Head Start - COVID and American Rescue Plan Fund Grant in the amount of \$832,593.

gb #1-258 -Administration
(September 16, 2021)

To set a date to recognize the 2021 WPS AP Scholars and the students who received AP Capstone diplomas.

gb #1-259 -Mayor Petty
(September 17, 2021)

Request that the Superintendent provide a Report of the Superintendent on October 7, 2021 on the Sex Education Curriculum.

gb #1-260 -Administration/Mayor Petty
(September 17, 2021)

Request that the School Committee extend the City Manager's vaccine requirement to employees of the Worcester Public Schools.

ACTIONXI. EXECUTIVE SESSIONgb #1-261 - Administration
(September 15, 2021)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Parent Liaisons.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Therapy Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Tutors.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - NAGE R1-16, Cafeteria Workers.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Tradesmen, Local

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Massachusetts Nurses Association, Worcester School Nurses.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Grievance #20/21-09, Class Action Grievance Re: Not Being Paid while in Quarantine Due to COVID.

EXECUTIVE SESSION (continued)ACTION

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19-Related Health and Safety Issues, Fall 2021, All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Unit D, Computer Technicians.

gb #1-213 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

gb #1-214 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.

XII. ADJOURNMENT

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

III. APPROVAL OF RECORDS
Clerk
(September 9, 2021)

ITEM - aor #1-24
S.C. MEETING - 9-23-21

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 2, 2021.

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, September 2, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 5:06 p.m. in the Esther Howland Chamber at City Hall on Thursday, September 2, 2021.

There were present at the Call to Order:

Mrs. Clancey, Mr. Foley, Ms. McCullough, Mr. Monfredo, Ms. Novick and Mayor Petty

There was absent: Miss Biancheria

1. EXECUTIVE SESSION

It was moved to recess to Executive Session and Mayor Petty stated that the committee would be reconvene in Open Session.

On a roll call of 6-1 (absent Miss Biancheria), it was moved to recess to Executive Session at 5:09 p.m. to discuss the following items:

gb #1-233 - Administration
(August 30, 2021)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Parent Liaisons.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Therapy Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Tutors.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - NAGE R1-156, 52 Week Secretaries.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - NAGE R1-16, Cafeteria Workers.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Tradesmen, Local -135.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Massachusetts Nurses Association, Worcester School Nurses.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19-Related Health and Safety Issues, Fall 2021, All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Unit D, Computer Technicians.

To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel – Superintendent of Schools.

gb #1-213 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

gb #1-214 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.

Miss Biancheria arrived at 5:15 p.m.

The School Committee recessed from Executive Session at 6:18 p.m. and reconvened in Open Session at 6:20 p.m.

There were present at the second Call to Order:

Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. McCullough, Mr. Monfredo, Ms. Novick and Mayor Petty

The Pledge of Allegiance was offered and the National Anthem was played.

2. A moment of silence was offered in memory of the 13 military personnel who were killed in Afghanistan and Lieutenant Colonel George W Barnes, Sr. who served in the Korean war.
3. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and NAGE R1-156 52 Week Administrative Secretaries for the period of July 1, 2020 through June 30, 2021.

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

4. Based on Action taken in Executive Session, the School Committee voted not to renew the Superintendent's contract and to let it expire on its own terms on June 30, 2022.

Mayor Petty stepped down from the chair in order to address item gb #1-232. Vice-chairman Foley chaired the meeting.

gb #1-232 – Mayor Petty
(August 31, 2021)

To consider options, if necessary, to begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent of schools for the Worcester Public Schools with an effective start date of JULY 1, 2022. Prior to the commencement of the search process, the School Committee, in collaboration with the consultant, will develop and implement a comprehensive, inclusive, public process to solicit input from all members of the Worcester community regarding the needs of the district and the characteristics and skillsets required in the next Superintendent of schools.

Mayor Petty stated that Superintendent Binienda has been a dedicated public servant for 46 years and has done a wonderful job taking care of the students in the Worcester Public Schools. It was not an easy decision to make but the School Committee has voted not to renew her contract. He also stated that the search for a new Superintendent will be transparent, public and a nationwide one. In order to start the process, an RFP will need to be put in place in order for the School Committee members to vote on a search consultant at the next meeting of the School Committee. He further stated that an Ad Hoc Search Committee for the next Superintendent will be established with Ms. McCullough as the Chair person and Miss Biancheria and Ms. Novick as members.

Mayor Petty requested that the School Committee develop a timeline for the selection of the next Superintendent of Schools.

Ms. McCullough stated that the item on the agenda should not be seen as a disapproval of Superintendent Binienda's performance. She has been a dedicated and compassionate educator which has proven true in all of her evaluations. She also stated that she feels that it is the right decision for the district to start the search for a new Superintendent.

Mr. Monfredo stated that Superintendent Binienda deserves a one-year extension on her contract. She is committed to education, the community and has done an exemplary job leading the school district through the pandemic.

Mrs. Clancey stated that she feels that the school district needs to have a strong leadership team in place to move in a positive direction over the next several years. She would like to see the new Superintendent work with the School Committee to implement long-term goals for the district without further disruption and educational loss to the students.

Mr. Foley stated that he would like to see the new Superintendent bring together all members of the community to work in collaboration to improve academic achievement for all students. He also stated that the School Committee is looking for a leader who will be able to build a strong coalition across the community with a shared vision and responsibility for the success of all students. He suggested that the business community, parents, community leaders, colleges, universities and the faith community be included in the selection process.

Ms. Novick stated that MASC will not be able to respond to any Request for Proposals for the Superintendent search due to the fact that she is employed by them and it would be considered a conflict of interest. She stated that she would like the School Committee to conduct a fully comprehensive and inclusive public input process to include involvement of students, families and educators. She would like translators at all public input sessions which should be at different times, locations, handicapped accessible and possibly involve child care and public transportation, if needed.

Miss Biancheria stated that Superintendent Binienda has accomplished a lot as Superintendent of the Worcester Public Schools but believes it is time to pass the baton to the next superintendent.

Superintendent Binienda stated that she is honored to be the Superintendent of the Worcester Public Schools and is very proud of all her accomplishments. She is also proud of the staff and teachers in the system and would encourage them to aspire to be Superintendent. She also stated that she will continue to work with the School Committee to lead the school system through another challenging year.

Mayor Petty made the following motion:

Based on action taken Executive Session, request that the School Committee vote not to renew the Superintendent's contract and to let it expire on its own terms on June 30, 2022.

On a roll call of 6-1 (nay Mr. Monfredo), the motion not to renew the Superintendent's contract was approved.

Mayor Petty made the following motions:

To begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent for the Worcester Public Schools with an effected date of July 1, 2022. Prior to the commencement of the search process, the School Committee, in collaboration with the consultant, will develop and implement a comprehensive, inclusive, public process to solicit input from all members of the Worcester community regarding the needs of the district and the characteristics and skillsets required in the next Superintendent of Schools.

To also begin the process for the Ad Hoc Search Committee for the next Superintendent and provide a timeline of the search within the next month.

On a roll call of 6-1 (nay Mr. Monfredo), the motions were approved.

Miss Biancheria requested that the word national be defined.

Mayor Petty made the following motion:

Refer Miss Biancheria's request to define the word "national" to the Ad Hoc Search Committee for the next Superintendent.

On a voice vote, the motion was approved.

5. APPROVAL OF RECORDS

aor #1-23 - Clerk
(August 13, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, August 26, 2021.

Ms. Novick made the following amendment to the Minutes of the School Committee of Thursday, August 26, 2021:

To amend the Approval of Records to adding the word "retroactively" to her motion under c&p #1-7 as follows:

c&p #1-7 - Clerk
(August 17, 2021)

To consider a communication from Alexandra Koukakis, President of NAGE 01-156, 52 Week Administrative Secretaries Local, to authorize a sick leave bank and allow its members to voluntarily donate sick days to a colleague.

Ms. Novick made the following motion:

Request that the member of NAGE 01-156 52 Week Administrative Secretaries Local be paid **retroactively** until the item is brought before the Standing Committee on Governance and Employee Issues.

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

On a roll call of 7-0, the School Committee approved the Approval of Records as amended.

6. REPORT OF THE SUPERINTENDENT

ROS #1-10 - Administration
(August 26, 2021)

RETURN TO SCHOOL - 2021-2022

Superintendent Binienda provided an overview of the 2021-22 School Opening. She stated that students and teachers alike are very pleased to be back in the school buildings. She also discussed the:

- new South High School and the Brian O'Connell dedications
- new LA Familia Dual Language School at the former St. Stephen's school site
- ongoing guidance for a safe and secure return to school
- expansion of Project Lead the Way
- increase in the enrollment in the AP history classes
- effort to provide more before and after school programs and
- focus to complete the Portrait of the Graduate by January 2022

Ms. Novick stated that she was concerned that the report did not mention anything regarding mental health support or social emotional learning.

Superintendent Binienda stated that the Castle Curriculum will be used for social emotional learners. She also stated that extra School Adjustment Counselors have been hired in every school to deal with trauma and challenges students may be encountering.

On a voice vote, the item was accepted and filed.

7. GENERAL BUSINESS

gb 1-153.4 - Administration/Mayor Petty/Miss Biancheria
(August 26, 2021)

Response of the Administration to the following motions:

Request that the Administration provide a financial plan to include ways to use the ESSER funds, taxpayer levies, leasing and any other alternatives when operating the new bus system.
(Mayor Petty)

Request that the Administration seek a legal opinion to be provided at the September 2, 2021 meeting regarding representation of the Teamsters when hiring bus drivers. (Mayor Petty)

Request that the Administration provide a report on the type of fuel that will be used to run the busses to include the benefits of using diesel fuel versus gas. (Miss Biancheria)

It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations.

gb #1-218 - Administration
(August 18, 2021)

To accept the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant in the amount of \$393,008.

Mr. Monfredo made the following motion:

Request that the Administration provide, in a Friday Letter, a report in December regarding the services rendered to the students, the number of students impacted by the program and any additional plans through the use of the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant.

On a voice vote, the motion was approved.

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

gb #1-227.1 - Ms. McCullough
(August 23, 2021)

To discuss the student parking situation at Doherty Memorial High School for the 2021-22 school year.

Superintendent Binienda stated that a lottery that was held for 55 parking spots for seniors and 105 students applied for them. She also stated that she and the City Manager have had discussions regarding the possibility of adding additional parking spaces.

Mayor Petty made the following motion:

Request that the Law Department provide information regarding any decision the city makes in regards to the use of Saint Spyridon Church property for rental purposes.

On a voice vote, the motion was approved.

gb #1-228 - Administration
(August 23, 2021)

To approve a prior fiscal year payment in the amount of \$2,205.80 to The New England Center for Children-ACE.

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

gb #1-229 - Administration
(August 23, 2021)

To consider approval of the pay raises for the attached list of Non-Represented Employees – Administrators and Non-Represented Employees – Non-Administrators for FY21 and FY22.

Ms. Novick asked why her item (gb #1-210) regarding contracts was not on the agenda.

Superintendent stated that that there was not enough time to answer the item due to the opening of schools and indicated that she would provide it at the September 23, 2021 School Committee meeting.

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

gb #1-230 – Ms. Novick
(August 27, 2021)

To send a letter to our state delegation, joining with others across the state in advocating for the Massachusetts Department of Public Health to add the COVID-19 vaccine to those vaccinations required to attend Massachusetts public schools as appropriate by age, and for the Legislature to take such action if the Department declines to.

On a roll call of 6-1 (nay Miss Biancheria), it was moved to forward a letter to the State Delegation.

gb #1-231 – Ms. Novick
(August 27, 2021)

To consider district action in light of the revision of the Department of Elementary and Secondary Education's August 20 FAQ as of August 25 to provide for remote learning for students who are quarantining.

It was moved and voice voted to refer the item to Executive Session.

On a roll call of 7-0, the meeting adjourned at 7:36 p.m.

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

V. IMMEDIATE ACTION
Administration/Ms. McCullough/
Miss Biancheria/Ms. Clancey/
Ms. Novick/Mayor Petty
(September 2, 2021)

CURRENT ITEM - gb #1-180.1
S.C. MEETING - 9-23-21

1ST ITEM gb #1-180 S.C.MTG. 7-22-21
2ND ITEM gb #1-180.1 S.C.MTG. 9-23-21

ITEM:

To recognize the following students from Worcester Technical High School who received Gold Medals in Career Pathways – Health Services at the 2021 SkillsUSA National Leadership and Skills Conference:

Maryam Al Nidawi
Alijandro Ian Mendoza
Sophia Zoghbi

ORIGINAL ITEM: Ms. McCullough/Miss Biancheria/Ms. Clancey/Ms. Novick/
Mayor Petty (June 28, 2021)

To set a date to recognize the following students from Worcester Technical High School who received Gold Medals in Career Pathways – Health Services at the 2021 SkillsUSA National Leadership and Skills Conference:

Maryam Al Nidawi
Alijandro Ian Mendoza
Sophia Zoghbi

PRIOR ACTION:

7-22-21 - It was moved and voice voted to set the date of Thursday,
September 16, 2021 or at another mutually convenient date.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize and file.

VI. REPORT OF THE SUPERINTENDENT
Administration
(September 15, 2021)

ITEM - ros #1-11
S.C. MEETING - 9-23-21

ITEM:

TEST AND STAY PROTOCOL

PRIOR ACTION:

BACKUP: (Consider with gb #1-225.1)

Annex A (9 pages) contains a copy of the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

Why use the Test and Stay Program?

Vaccines will reduce the danger of COVID-19, but we are still months away from every teacher and student being vaccinated. Routine COVID Safety Checks are a solution we can deploy right now.

The goal of routine COVID Safety Checks in schools is to quickly identify cases before they become outbreaks. When used alongside other mitigation strategies, like distancing and face masks, testing creates an **additional level of reassurance** that it is safe to keep schools open with students and educators in the classroom in person.

[https://covidtesting.com/lookit-26-~.txt?#qeg%20Kido%](https://covidtesting.com/lookit-26-~.txt?#qeg%20Kido%20)

Why Use Routine COVID Safety Checks?

Keep Kids and Staff Safe, re-entrance before they spread to other students and staff

Keep our Schools Open, prevent further time away from in-person learning, your friends by knowing whether COVID-19 is safe, or if

Time to Stay, doesn't interrupt another member of your household or Routine COVID Safety Checks?

Who is CIC Health?

This pandemic continues to throw us curveballs. Routine school testing helps make it safe for children and teachers to return to in-person learning.

Since August 2020, CIC (Cambridge Innovation Center) has partnered with over 80 school districts and more than 600 schools across 20 states. Testing with one of their methods can take just 5 minutes of school time per week.



34.3M+

students can be tested per week
by CIC Health

2.2K+

schools are being tested nationwide
by CIC Health partners



CIC Health

CIC Health offers comprehensive COVID-19 testing services that are accessible, fast, and easy. The health tech company has operated dozens of public testing sites and has provided testing services to more than 600 schools and 450 organizations. CIC Health also ran four mass vaccination sites — including Gillette Stadium and Fenway Park — and pop-up sites in more than 20 communities in Massachusetts. Headquartered in Cambridge, Mass., the company has facilitated more than 2 million PCR tests and over 1.2 million vaccine doses.

CIC Health collaborates with private and public entities like CLIA-certified labs, physician networks, health care institutions, and state and municipal governments to streamline and expedite operations to meet public health challenges. It is a 2021 Fast Company World Changing Ideas and 2020 Massachusetts Tech Top 50 honoree. CIC Health is registered as a public benefit corporation and is a subsidiary of Cambridge Innovation Center (CIC).

CIC Health

CIC Health is the largest COVID-19 testing services provider in the country, with a first-class network of collaborating labs across the U.S.

They have facilitated more than 2 million tests, largely in youth settings, and already partner with over 80 school districts and more than 600 schools across 20 states.



CIC enabled the collection and testing of more than 500,000 samples from kids. They have the capacity and network to test more than 34.3M+ students per week, and our lab network already processes tests for more than 2,200+ schools nationwide.

Consent Form Website

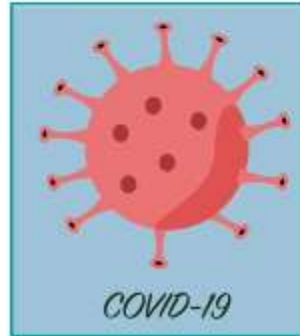
<https://www.cic-health.com/consent/ma?district=null>



🌟 Student Consent Form for Optional COVID-19 Testing

To be completed by parent/guardian

[the student consent form](#)



🌟 What is a Close Contact?

- A close contact in the school setting is defined as **only those who have been within (less than) 6 feet of distance of the COVID-19 positive individual WHILE INDOORS**, for at least fifteen minutes during a 24-hour period.
- The period of time that students or staff are outside does not count as a close contact.
- In a classroom setting, it would be **rare for an entire classroom to be considered a close contact of an infectious person.**

Districts should focus on this definition when determining which students need to participate in the Test and Stay Program.

Resources are finite and over-identifying close contacts has a tangible impact on support time and test supply.

🌟 Non-School Based Close Contact

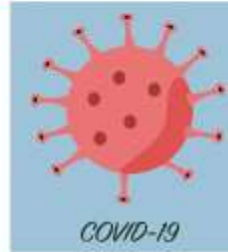
*Can individuals **identified as a close contact while at home** (i.e., non-school based close contact) return to school and participate in the Test and Stay Program?*

- No. The Test and Stay Program is **intended for school-based close contacts, only.**
- This includes close contacts identified in after-school/weekend **school-sponsored** extracurricular activities and sports.
- Individuals identified as a close contact of an individual outside of school should follow Protocol B-2 or B-3 in the SY22 DESE/DPH

Flowchart Protocols

See the different situations and responses here

COVID-19: What to do when...



BinaxNOW Rapid Antigen

Test and Stay

For when individuals are in close contact with a COVID-19 positive individual while at school

- Results in 15 minutes
- Easy to use
- Participants receiving a negative result may safely remain on-site



Test and Stay

For when an individual has been in close contact with a COVID-19 positive individual while at school.

With this method of testing, a BinaxNOW Rapid Antigen test should be administered to the potentially exposed individual for 5 consecutive days. To account for weekends, DESE's language also includes "7 days from date of exposure." The individual can safely remain in school following each negative BinaxNOW test result. If a test does come back positive, that individual should be sent home as soon as possible.

Example of Test and Stay protocol including the weekend:

- A student comes in contact with a COVID-19 positive individual on Wednesday.
- The student should receive one BinaxNOW test each day on Wednesday, Thursday and Friday. Assuming all tests are negative, the student can remain in school.
- If the student does not have a school sponsored event over the weekend, they will not be required to test on Saturday or Sunday. It is highly recommended the student quarantine at home during these days.
- On Monday, the student receives their 4th BinaxNOW test. If negative, student remains in school.
- On Tuesday, the student receives their 5th BinaxNOW test. If negative, student remains in school.

What About Weekend Participation in School Events?

Following the five days of consecutive testing (Wed/Thurs/Fri & Mon/Tues) with negative results, **AND** the seven days since date of exposure (Wed/Tues), the student no longer needs to receive daily tests to stay in school.

If the student has a school sponsored event over the weekend (i.e Athletic game, performance, etc.) an eMed At-Home test can be available for the student to self-administer.

- EMed tests may be utilized only if an individual who is currently in the Test and Stay protocol is participating in an athletic or extracurricular activity on a weekend or non-school day. In this case, the individual should receive one eMed test kit to take home on the last day of school prior to the activity, and take the test on the same day as, but prior to arriving at, the event.
- If the test is negative the individual should show the negative result to school staff (coaches, etc) at the event, and is cleared to participate. The individual should remain masked.
- If the test is positive, the individual should be treated as a positive case.

An At-Home Test for Individuals in the Test and Stay

If the student has a school sponsored event over the weekend (i.e Athletic game, performance, etc.), an eMed At-Home test can be available for the student to self-administer.

EMed tests may be utilized only if an individual who is currently in the Test and Stay protocol is participating in an athletic or extracurricular activity on a weekend or non-school day. In this case, the individual should receive one eMed test kit to take home on the last day of school prior to the activity, and take the test on the same day as, but prior to arriving at, the event.

If the test is negative the individual should show the negative result to school staff (coaches, etc) at the event, and is cleared to participate. The individual should remain masked.

If the test is positive, the individual should be treated as a positive case.

Tests are being sent to Districts and schools automatically.



🦠 At-Home Test Components and Process

- Nasal swabs
- Extraction reagent
- Test cards
- Positive control swab
- Instructions/fact sheet

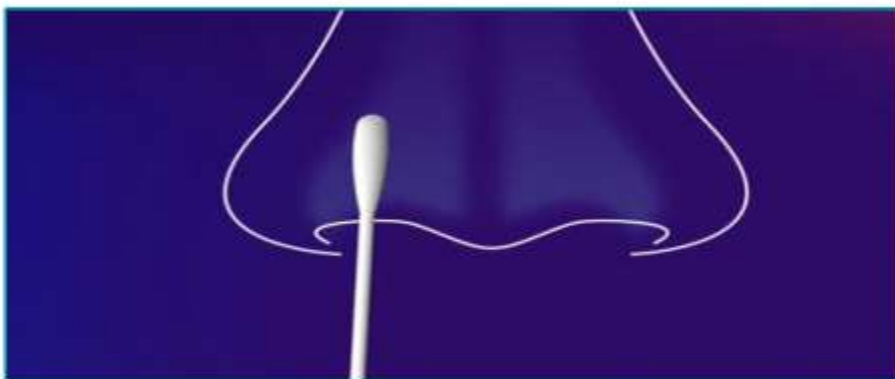


Collection Process (view training videos [here](#))

1. Before swabbing, ensure you have the participant's signed consent form on file
2. Open card
3. Add reagent to hole in card



Collect specimen (less than 1 inch into nostril, 5 rotations each nostril)



Lay swab flat and place in hole, rotate three times



Peel off adhesive liner and close card with swab still intact



At-Home Test Results

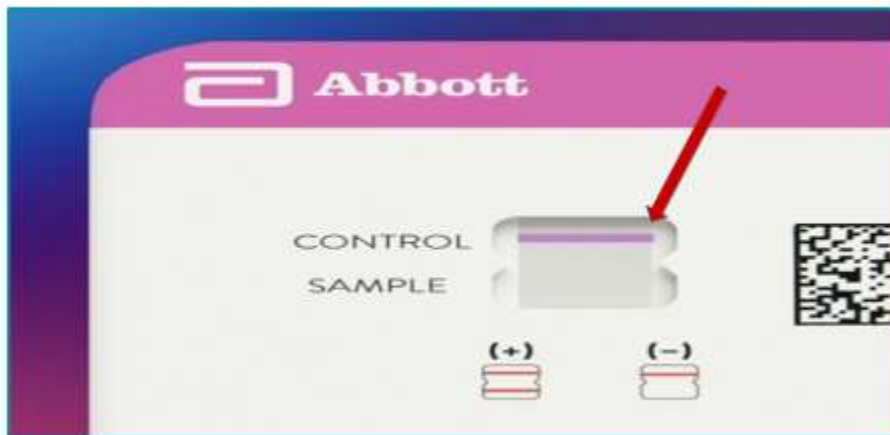
1. Wait 15 minutes.
2. Results appear (see details on reading results below).
3. *Note:* Used materials must be disposed of as biohazard waste.

Results

- There are spaces for two lines: control and sample.
- Blue control line must be present to use card.

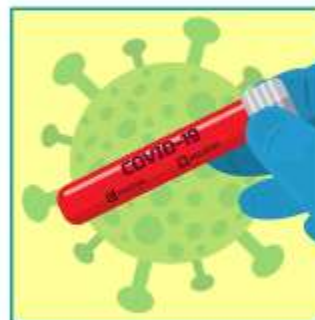


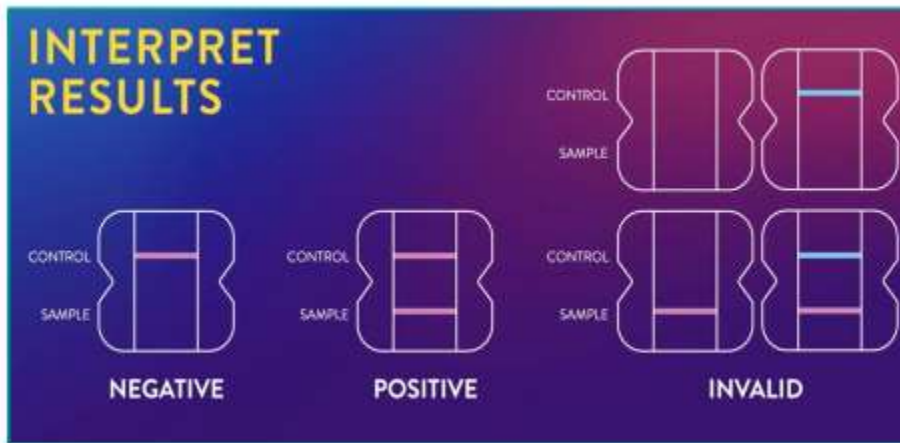
Control line will turn pink-purple to show sample has flowed through test strip and reagent is working.



🌿 Interpreting Results

- **Negative:** pink-purple control line only
- **Positive:** both control and sample pink-purple lines (even if faint)
- **Invalid:** Result is invalid when
 - No lines appear at all, or
 - There is only a sample line, or
 - Control line stays blue.
 - *Note:* invalid tests should be repeated





🦠 COVID-19 Questions & Answers

Common COVID -19 [Questions and Answers](#) linked here!

Email further questions to Covid19@worcesterschools.net



Committee Members

Molly McCullough, Chairman
John F. Monfredo, Vice-Chairman
Jack Foley

AGENDA #3

TLSS
8-30-21
Page 1

A C T I O N S

The Standing Committee on Teaching, Learning and Student Supports met virtually at 4:03 p.m. on Monday, August 30, 2021 at the Durkin Administration Building in Room 410.

There were present: Mr. Foley, Mr. Monfredo and Chairman McCullough

Representing Administration were: Dr. O'Neil, Superintendent Binienda and Dr. Friel

Others in Attendance: Dr. Sippel, Attorney Tobin and S. Petrella

gb #0-382 - Ms. Novick/Ms. McCullough (December 17, 2020)

Request administration report on updates to the Worcester Technical High School admission process, its results, and its interaction with state attention and possible revision to admission requirements.

Dr. Sippel provided a PowerPoint presentation regarding the Admissions Process for Worcester Technical High School. He stated that on June 22nd, the State Board of Education and the State Board of Elementary and Secondary Education, adopted new regulations for admissions to vocational technical schools and for vocational programs through comprehensive high schools. These regulations require that each school district annually submit its Admissions Policy to the Department of Elementary and Secondary Education by October 1st, as well as publicizing it so that it is available to every student and parent/guardian within the district or within the districts that are eligible to apply for admission to those schools. It should be mentioned that districts can apply for a waiver from DESE by August 31st to submit their approved Admissions Policy after October 1st, as long as the district has the policy in place to be used for the upcoming 2022 applications and admissions cycle. The biggest takeaway for the new state regulations is that they do prohibit the use of any selective criteria that has the impact of disproportionately excluding persons and groups that are protected under federal state law. The Administration is recommending that Superintendent Binienda submit the waiver and that the School Committee approve the Admissions Policy in November 2021.

Ms. McCullough asked if the focus on conduct and effort will still continue as approved in the Emergency Admissions Policy.

Dr. Sippel stated that in the past, it was not just the suspensions, but for disciplinary infractions that students may have had in 7th and 8th grades which were part of the evaluation of candidates for admission.

Ms. Petrella stated that for the past few years conduct and effort were only looked at for the Admissions process.

Mr. Monfredo asked if students and parents are made aware of the criteria for Worcester Technical High School when entering into 7th and 8th grades.

Ms. Petrella stated that there were presentations made to guidance counselors and students regarding the criteria for admission to Worcester Technical High School. It is also posted on the website and there has been outreach in the community from the ELL Department Head and the Assistant Principal.

Mr. Monfredo suggested that the information regarding the criteria for the admission to Worcester Technical High School be discussed with students and parents at the middle school's Know Your School Night.

Mr. Foley asked if the School Committee needs to approve the waiver form before submitting it to the State.

Dr. Sippel stated that the School Committee does not need to approve it. It only needs to approve the Admissions Policy.

Ms. McCullough made the following motion:

Request that the School Committee approve the following proposed Worcester Technical High School's revised criteria for the Admissions Policy:

- Academics: Continue to calibrate the points awarded to students for passing grades in their core academic classes in grades 7 and 8; include "bonus" opportunity to encourage improved academic performance in 8th grade.
- Attendance: Comply with state requirement to not penalize students for excused absences; include "bonus" opportunity to encourage improved attendance in 8th grade.
- Discipline & Safety: Comply with state requirement to not penalize students for "minor behavior or disciplinary infractions."
- Educator Recommendation: Continue practice of recommendations coming from team of educators who know the student.
 - Revisit criteria with educators, parents, and students
 - Collaboratively develop rubrics for use by educator teams
 - Facilitate calibration exercises to ensure inter-rater reliability
 - Provide training to mitigate the impact of implicit bias in the process

and forward it to DESE with the understanding that the Administration will adhere to the following five recommendations:

- Request that the School Committee authorize the Superintendent to request a waiver from DESE to submit the WPS admissions policy by December 1.
 - Request that School Committee calendar in-depth discussions of the proposed admissions policy with the appropriate standing committee.
 - Schedule engagement sessions in which parents, teachers, students, and other stakeholders can provide feedback and input related to the essential attributes students must have to participate in vocational and technical education.
 - Finalize policy recommendations for rubrics, calibration and implicit bias training, tie-resolution process, adjustments for comprehensive high school programs, and revised exploratory description for School Committee approval and submission to DESE.
 - Calendar final School Committee policy adoption for November 18 meeting.
- and provide the updated Admissions Policy to be approved at the Standing Committee meeting during the first week in November 2021.

On a roll call 3-0, the motion was approved.

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.

Dr. O'Neil stated that the responses for the 14 points were taken primarily from the Superintendent's Formative Assessment document.

Ms. McCullough asked if teachers are going to continue outreach into the community as part of their professional development to have conversations with students and families outside of the school environment.

Dr. O'Neil stated that the Multilingual Education Department hopes to do it as conditions allow. They spent time as a team working with the school to identify places to visit.

Mr. Monfredo asked for an update on the Portrait of a Graduate framework.

Dr. O'Neil stated that through the Barr Foundation, the Administration has provided support from a consulting group called Atune. It will be providing principals with the plan for the Portrait of a Graduate at the September 17th principal's meeting. Subsequently, focus groups will take place to update the data that was collected pre-pandemic with all different stakeholders. The plan should be ready to present to the School Committee in January 2022.

Mr. Foley stated that he would like to see the Worcester Public School's Administration work directly with the Urban Studies Department at Worcester State University on the analysis of data and suspension rates and provide updates on a regular basis.

Dr. O'Neil stated that it is her understanding that it is a Memorandum of Understanding which is holding the process up to work with Worcester State University.

Ms. McCullough made the following motion:

Request that the Administration provide an updated report in January 2022.

On a roll call of 3-0, the motion was approved.

HOLD

gb #9-384 - Mr. Comparetto/Mr. Foley (November 13, 2019)

Request that the Superintendent present an annual report on the status of education for Latino students.

Ms. McCullough made the following motion:

Request that the item be held for an updated report in November 2021.

On a roll call 3-0, the motion was approved.

gb #9-388 - Mr. Comparetto (November 13, 2019)

Request an "equity audit" of the Worcester Public Schools in accordance to best practices.

Ms. McCullough made the following motion:

Request that the item be held for an update in November 2021.

On a roll call of 3-0, the motion was approved.

gb #1-160 - Miss Biancheria/Ms. Clancey/Ms. McCullough/Mr. Monfredo (May 25, 2021)

Request that the Administration provide a listing of all existing and new Chapter 74 courses to include titles and school sites.

On a roll call of 3-0, the item was approved and filed.

On a roll call of 3-0, the meeting was adjourned at 5:24 p.m.

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

X. GENERAL BUSINESS
Administration/Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(September 15, 2021)

CURRENT ITEM - gb #1-210.1
S.C. MEETING - 9-23-21

1ST ITEM gb #1-210 S.C.MTG. 8-26-21
2ND ITEM gb #1-210.1 S.C.MTG. 9-23-21

ITEM:

Response of the Administration to the request to list all those whose contracts are with the superintendent who are currently:

1. on automatic one year renewals of their contract;
2. beyond one year renewals;
3. beyond the renewal language of their contract otherwise and
4. have no written contract at all.

Report to be current to the filing date of this item (8/16/21).

ORIGINAL ITEM: Ms. Novick (August 16, 2021)

Request the administration list all those whose contracts are with the superintendent who are currently:

1. on automatic one year renewals of their contract;
2. beyond one year renewals;
3. beyond the renewal language of their contract otherwise and
4. have no written contract at all.

Report to be current to the filing date of this item (8/16/21).

PRIOR ACTION:

8-26-21 - It was moved and voice voted to refer the item to the Administration for a report at the September 2, 2021 meeting.

BACKUP: Annex A (1 page) contains the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

As of the date that this item was filed (August 16, 2021), all principals except three (3) were either under contract or had been presented with a draft contract. The remaining three principals had contracts that had expired on June 30, 2021, and they received drafts on August 24, 2021. Prior to receiving the draft contracts they continued to be under contract because the automatic rollover had occurred.

	On automatic 1 year renewal	Beyond 1 year renewal	Beyond the renewal language of the contract	Have no written contract at all
Principals	7	13	0	0
Administrators	0	0	4	0

X. GENERAL BUSINESS
Administration/Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(September 15, 2021)

ITEM - gb #1-225.1
S.C. MEETING - 9-23-21

ITEM:

Response of the Administration to the requests to discuss further the "test and stay" protocol with the School Committee and medical advisors prior to implementation.

ORIGINAL ITEM:

Request administration discuss further the "test and stay" protocol with the School Committee and medical advisors prior to implementation.

PRIOR ACTION:

8-26-21 - Superintendent Binienda stated that the WPS was accepted into the Test and Stay program that is run by the CIC. She said that it was decided to go with the rapid test. She explained that if the student is asymptomatic or has mild symptoms, is vaccinated or unvaccinated, they must have parental permission in order to be tested. The consent form can be found on the WPS website and will also be accessible on the Health Portal. If the students test negative, they may remain in school even if they have been in close contact however, the test needs to be performed five days in a row. The recording of the test will go directly to the Department of Public Health. If you are sick, you are not eligible for the test. If the test is positive, the student will be sent to Family Health Center in order to receive the PCR test.

Ms. McCullough asked what happens if a student does not have parental consent and Superintendent Binienda stated that the student would have to stay home.

Ms. Novick requested an update in September on how this program is working.

It was moved and voice voted to refer the item to the Administration for a report in September.

BACKUP: (Considered with ROS #1-11.)

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Responded to in ROS #1-11. Accept and File.

X. GENERAL BUSINESS
Administration
(September 2, 2021)

ITEM - gb #1-234
S.C. MEETING - 9-23-21

ITEM:

To approve the following prior fiscal year payments:

- \$300 to a teacher for mentoring
- \$350 to a principal for mentoring
- \$350 to a principal for mentoring
- \$7,540.88 to Liberty Movers
- \$962.37 to Complete Recycling Solutions
- \$350 to an employee for mentoring

PRIOR ACTION:

BACKUP:

- Invoice for services rendered was not received prior to the fiscal year end for Liberty Movers.
- The invoice exceeded the final prior year Purchase Order amount for Complete Recycling Solutions.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Ms. McCullough
(September 5, 2021)

ITEM - gb #1-235
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide a report, and breakdown, on the number of new, non WPS, School Choice students for the 2021-22 school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Mr. Monfredo
(September 6, 2021)

ITEM - gb #1-236
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide a list of the dates of the first meetings of the school site councils for the 2021-22 academic year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration for implementation.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Administration
(September 8, 2021)

ITEM - gb #1-237
S.C. MEETING - 9-23-21

ITEM:

To consider an update on the FY22 Budget based on the final State Budget.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the FY22 Budget update.
Annex B (1 page) contains a copy of page 145 of the Budget Book.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

WORCESTER PUBLIC SCHOOLS
 FY22 BUDGET UPDATE
 September 1, 2021

On July 16, 2021, the Governor and State Legislature adopted the FY22 Chapter 70 Aid for school districts as part of the state budget. The final state budget reflects an increase of \$2.3 million over the budget amounts adopted by the School Committee in June.

	FY22 Adopted Budget (based on the Governor's Budget)	FY22 Final State Budget (July 2021)	Change from the Adopted Budget Amount
General Fund Revenue			
Chapter 70 State Aid	\$289,004,989	\$291,115,647	\$2,110,658
Charter School Reimbursement	\$4,946,129	\$5,521,488	\$575,359
Total City Contribution	<u>\$127,052,444</u>	<u>\$127,052,444</u>	<u>\$0</u>
Total General Fund Revenue	\$421,003,562	\$423,689,579	\$2,686,017
Less Tuition Assessments:			
Charter School Tuition Assessment	\$31,203,984	\$31,612,921	\$408,937
School Choice Tuition Assessment	\$3,397,816	\$3,406,130	\$8,314
Special Education Revenue Offset	<u>\$186,620</u>	<u>\$198,440</u>	<u>\$11,820</u>
Total Tuition Assessments	\$34,788,420	\$35,217,491	\$429,071
TOTAL GENERAL FUND BUDGET:	\$386,215,142	\$388,472,088	\$2,256,946

The District Administration anticipated this final budget amount in the FY22 Budget Book (page 145, also attached):

The House of Representatives FY22 Budget provides Worcester with \$2.4 million more than the amount used in the Governor's Budget. If the House of Representatives Budget is the final Chapter 70 allocation to Worcester, these two line items will be restored to the General Fund Budget.

As part of the use ESSER funds to support “hold harmless funding” (maintain existing programs, positions, and services in anticipation of the return of students after an unprecedented, pandemic-related enrollment decline), Kindergarten Instructional Assistants and related health insurance will be restored to the general fund using this increased final state budget allocation as planned in the budget book.

Other spending adjustments will be addressed by the Administration as part of the quarterly budget reports to the School Committee.

The Administration requests that the School Committee approve this budget action at this time. However, the actual final budget action will occur later in the year as part of the tax rate setting process with by the Worcester City Council.

Other Items for Budget Impact:

FY22 Federal Entitlement Grant Awards: The FY22 Budget used FY21 awards for federal entitlement grants. Actual grant award amounts have now been posted by the Department of Elementary and Secondary Education (DESE) in the following amounts:

Grant Name	FY22 Budget	FY22 Award	Difference
Title I	\$11,055,835	\$13,035,972	\$1,980,137
Title II Teacher Quality	\$1,122,757	\$1,269,520	\$146,763
Title III	\$1,193,397	\$1,142,698	-\$50,699
Title IV	\$839,290	\$748,170	-\$91,120
IDEA	\$7,920,349	\$7,978,530	\$58,181
American Rescue Plan - IDEA (New)	0	\$1,722,266	\$1,722,266
Perkins Secondary Allocation	\$456,639	\$556,051	\$99,412
Difference			\$3,864,940

The Administration is currently developing the grant applications for these grant awards for submission to DESE.

Charter School Tuition Assessment: Learning First Charter School (formerly Seven Hills Charter School) has decided to provide their own student transportation this year to better align with their preferred school times. District Administration has been informed that Learning First has contracted with AA Transportation. By state law, this transportation is funded by the sending school district through the charter school tuition formula through a reimbursement to the charter school. It is expected that the cost of this transportation is \$1.0 million and will be fully added to the WPS charter school tuition assessment in FY23.

Special Education Spending: The federal Maintenance of Effort (MOE) requirement obligates any district receiving Special Education IDEA grant funds (DESE Fund Code 240 and 262) to spend at least the same amount of state and local funds for the education of children with disabilities on a year-to-year basis in either the aggregate or per pupil. Due to the district's extended remote savings last year in certain areas, this may be an issue for the district for FY21 spending for the district. (This issue is not unique to the Worcester Public Schools as other school districts may be addressing this potential shortfall in spending).



General Fund Summary

During the 2020-21 school year, the district and many other school districts in Massachusetts experienced an unprecedented, pandemic-related student enrollment decline. In Worcester, the total decline of 1,058 students was most notably a decrease of 746 students at the pre-kindergarten and kindergarten grade levels. The result of this enrollment decline is a \$9.7 million reduction in funding based on the per-pupil-based foundation budget formula. A decline of this enrollment amount would normally result in a reduction of 34 teacher positions (among other line items). However, the district expects that these students will return in the 2021-22 school year, and as a result, there is a need to maintain all 591 elementary teacher positions from the FY21 budget to accommodate this potential enrollment increase.

FY22 Hold Harmless Enrollment Funding Plan



The district advocated the state legislature to enact hold harmless enrollment funding in the FY22 state budget. The proposal would have allowed the state to use the higher enrollment of either the 2019-20 or 2020-21 school year for the FY22 foundation budget calculations. Absent state legislative approval on this proposal, the district will utilize federal ESSER funds to sustain staffing and services levels in anticipation of the enrollment increase, with expected corresponding increases in state funding for the 2022-23 school year. To support this funding plan, the following costs have been removed from the FY22 General Fund Budget and allocated to federal ESSER funding. These funds will be returned to the General Fund Budget next year.

Account Item Transferred to ESSER Funds	Amount
91114 Day by Day Substitutes	\$1,071,000
91115 Kindergarten Instructional Assistants	\$2,143,754 *
91118 Recreation Worcester	\$100,000
91118 Gerald Creamer Evening Program	\$300,757
91118 Advanced Placement Salaries	\$77,000
91118 AVID Salaries	\$36,160
91118 Mentoring Stipends	\$63,000
91118 Music Enrichment Program Salaries	\$15,000
91118 Summer and Evening Guidance	\$9,500
91123 Parent Liaison Salaries	\$173,500
91133 Clinical Care Salaries	\$783,531
91134 Literacy Tutors	\$505,681
91134 MCAS Tutors	\$280,359
97203 Custodial Overtime	\$1,144,492
500123 Health Insurance for Kindergarten IAs	\$628,172 *
500130 Advanced Placement Supplies and Services	\$193,180
500136 Chromebook Leases	\$1,253,274
540103 Transportation: Special Education (Summer Programming)	\$361,822
540136 Building Rental: Chandler Elementary Annex - YMCA	\$228,204
540136 Building Rental: Dual Language - St. Stephen's Church	\$132,000
540136 Building Rental: Alternative School	\$184,720
Total Spending Transferred to ESSER Funds	\$9,685,106

* The House of Representatives FY22 Budget provides Worcester with \$2.4 million more than the amount used in the Governor's Budget. If the House of Representatives Budget is the final Chapter 70 allocation to Worcester, these two line items will be restored to the General Fund Budget.

Financial

X. GENERAL BUSINESS
Ms. McCullough
(September 8, 2021)

ITEM - gb #1-238
S.C. MEETING - 9-23-21

ITEM:

To congratulate South High Community School teacher, Andy Sharry, on being named the Red Sox Foundation Volunteer of the Year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letter.

X. GENERAL BUSINESS
Administration
(September 8, 2021)

ITEM - gb #1-239
S.C. MEETING - 9-23-21

ITEM:

To consider approval of the following addenda to the Student Handbook:

1. Notification of Rights under the Protection of Pupil Rights Amendment (PPRA) to be inserted on page 36 under the similar heading
2. A Student Directory Opt-out form to be inserted at the bottom of page 41 under the Title Student Records (subtitle The Family Educational Rights and Privacy Act)

PRIOR ACTION:

BACKUP:

- Annex A (2 pages) contains a copy of the Notification of Rights under the Protection of Pupil Rights Amendment (PPRA).
- Annex B (2 pages) contains a copy of the Student Directory Opt-out form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Notification of Rights under the Protection of Pupil Rights Amendment (PPRA)

The Protection of Pupil Rights Amendment (PPRA) gives parents and students (18 years or older or emancipated) certain rights when a school conducts student surveys, collects and uses information for marketing purposes, and administers certain physical exams to students.

Parents have the right to:

1. **Consent** before students can be given a survey concerning one or more of the following protected areas ("protected information survey"):

- Political affiliations or beliefs of the student or student's parent;
- Mental or psychological problems of the student or student's family;
- Sex behavior or attitudes;
- Illegal, anti-social, self-incriminating, or demeaning behavior;
- Critical appraisals of others with whom respondents have close family relationships;
- Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
- Religious practices, affiliations, or beliefs of the student or parents; or
- Income, other than as required by law to determine program eligibility.

2. Receive notice and an opportunity to opt a student out of:

- Activities involving collection, disclosure, or use of personal information obtained from students for marketing or to sell or otherwise distribute the information to others;
- Any other protected information survey, regardless of funding; and
- Any non-emergency, invasive physical exam or screening required as a condition of attendance, administered by the school or its agent, and not necessary to protect the immediate health and safety of a student, except for hearing, vision, or scoliosis screenings, or any physical exam or screening permitted or required under State law.

3. Inspect the following, upon request and before administration or use:

- Protected information surveys of students;
- Instruments used to collect personal information from students for any of the above marketing, sales, or other distribution purposes; and
- Instructional material used as part of the educational curriculum.

These rights transfer from the parents to a student who is 18 years old or an emancipated minor under State law.

Please note that parents are not required by PPRA to be notified about the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students.

The Worcester Public Schools protects student privacy in the administration of protected information surveys and the collection, disclosure, or use of personal information for marketing, sales, or other distribution purposes. The District's Office of Research and Accountability reviews all internal and external requests to conduct surveys to ensure compliance with ethical and legal requirements.

Parents who believe their rights have been violated may file a complaint with:

Family Policy Compliance Office

US Department of Education

400 Maryland Avenue, SW

Washington, DC 20202-5920

For more information visit their website at:

<https://www2.ed.gov/policy/gen/guid/fpco/ppra/parents.html>.

Worcester Public Schools

NOTIFICATION CONCERNING PRIVACY OF STUDENT DIRECTORY INFORMATION

What is this form?

This form is to notify you of your privacy rights concerning student directory information, and to give you the option to limit or not release your child's directory information if you choose.

Why am I being notified?

Federal law requires school districts to provide "directory information" to organizations that request this information. This information is generally not considered harmful or an invasion of privacy if released. As a parent/guardian of students 17 years or younger, or as a student age 18 or older, you have the right to not release directory information or to limit the release of some directory information. Directory information is released beginning October 15 of each year.

What is Student Directory Information?

Directory information, which is generally not considered harmful or an invasion of privacy if released, can be given to outside organizations without a parent/guardian's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, federal law requires school districts receiving federal funding to provide military recruiters, upon request, with the following information: names, addresses, and telephone listings for juniors and seniors.

Student directory information includes the following:

- Name, address and date of birth of student
- Student grade level and class, school, and dates of attendance
- Weight and height of members of athletic teams
- Participation in officially recognized activities and sports
- Telephone number
- Degrees, honors and awards (honor roll and graduation lists)
- Post-high school plans

What am I being asked to do?

Please review the information on this notification and consider whether you want to limit or not release directory information.

- If you are comfortable with this information being released, DO NOT RETURN THIS FORM.
- If you do not want to release of directory information, please return the completed form below to your child's school.
- If you change your decision at any time, you may contact your child's school to submit an updated form.

Who can I contact if I have any questions?

You may contact your child's school or the Office of Research and Accountability with any questions.

STUDENT DIRECTORY INFORMATION "DO NOT RELEASE" FORM

This form is NOT required to be filled in. Only complete this form if you object to the release of directory information as explained above.

1. If you **agree** to have your child's directory information released, **do not return this form.**

OR

2. If you do **not want to release** directory information place a check in any or all of the boxes below.

I do not want my child's directory information (name, address and telephone number) released to the Military/United States Armed Forces Recruiting Agencies (for students in grades 11 and 12 only). Leave unchecked if no objection.	
---	--

I do not want my child's directory information released for school sponsored purposes . If checked, I understand my child will <i>not</i> be included in athletic team rosters, graduation and honor rolls, school publications such as a playbill or yearbook, etc., unless I give written authorization to the school. Leave unchecked if no objection.	
---	--

I do not want my child's directory information released for any other purpose . Leave unchecked if no objection.	
--	--

3. If you checked any boxes above, complete the information below then sign. This information is needed to accurately mark your preferences.

School:	Today's Date:
Student Name (Printed):	Date of Birth:
Parent/Guardian Name (Printed):	

Signature of Parent/Guardian (if student is under 18)

Signature of Student (if student is 18 or older)

X. GENERAL BUSINESS
Mr. Monfredo
(September 9, 2021)

ITEM - gb #1-240
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration update the School Committee on COVID cases with staff and students and give us an update on the vaccinations of students and staff.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Miss Biancheria
(September 10, 2021)

ITEM - gb #1-241
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide an update on the water damage that has occurred at school sites.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Miss Biancheria
(September 10, 2021)

ITEM - gb #1-242
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide an update on the JROTC programs to include sites, branches of service and enrollments.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Mrs. Clancey
(September 10, 2021)

ITEM - gb #1-243
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide an update on new hires from the re-allocated funds during budget hearings.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Mrs. Clancey
(September 10, 2021)

ITEM - gb #1-244
S.C. MEETING - 9-23-21

ITEM:

Request that the Administration provide an update on the school safety plan in lieu of the School Resource Officers being removed in January from buildings.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-245
S.C. MEETING - 9-23-21

ITEM:

Request administration post weekly on the district website a COVID dashboard including but not limited to the following:

- number of students positive during the week
- number of staff positive during the week
- number of close contacts during the week
- number of students testing and staying during the week
- number of students quarantining/isolating
- number of staff quarantining/isolating

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-246
S.C. MEETING - 9-23-21

ITEM:

Request administration report on the needs of each school in order to have lunch outdoors.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-247
S.C. MEETING - 9-23-21

ITEM:

Request administration report from the Nursing Department on which aspects of pandemic response, including but not limited to space, cell phone use, and staffing, the Nursing Department wishes to continue.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for a report before the close of the second fiscal quarter.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-248
S.C. MEETING - 9-23-21

ITEM:

Request administration share the October 1 report.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for a report no later than November.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-249
S.C. MEETING - 9-23-21

ITEM:

Request administration report on the use of the additional per pupil allocation by school.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-250
S.C. MEETING - 9-23-21

ITEM:

Request administration report on the filling of the additional staffing positions in the FY22 budget.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for a report no later than November.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-251
S.C. MEETING - 9-23-21

ITEM:

Request administration prioritize school buses in the daily dismissal at schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for implementation.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-252
S.C. MEETING - 9-23-21

ITEM:

Request administration collaborate with Durham School Services to ensure all bus drivers are enabled to punch in and leave the bus yard in ample time to arrive at their first trip stops as scheduled.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for implementation.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-253
S.C. MEETING - 9-23-21

ITEM:

Request administration post all homeschooling information, including all district-required forms, on the district website, and in all Department of Justice mandated languages.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration for implementation before October.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Ms. Novick
(September 14, 2021)

ITEM - gb #1-254
S.C. MEETING - 9-23-21

ITEM:

Request administration and the Worcester delegation prepare for a coordinated local response to the filing of the application of the proposed opening of the Ubuntu Excellence for All STEAM Charter School.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to administration and the legislative delegation.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Administration
(September 14, 2021)

ITEM - gb #1-255
S.C. MEETING - 9-23-21

ITEM:

To approve the Job Description for Recruitment and Cultivation Director.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the Job Description.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

**WORCESTER PUBLIC SCHOOLS
WORCESTER, MASSACHUSETTS**

Job Description

JOB TITLE: Recruitment and Cultivation Director

REPORTS TO: Chief Diversity Officer

PRIMARY JOB RESPONSIBILITIES:

1. Collaboratively develop and implement an annual recruitment strategy that engages the Worcester community and beyond building a high quality pipeline/pool of high quality prospective teachers and administrators.
2. Strategically utilize the time to maximize recruitment efforts, including cultivating an online presence when it is not possible to meet in person.
3. Analyze pre and post recruitment activities, marketing and communication efforts and other recruitment strategies to contribute to the overall recruitment strategic planning and effectiveness.
4. Provide targeted support to all internal pipeline programs such as including but not limited to the JET Program, Administrative Cohort and Future Teacher Clubs.
5. Build deep relationships with key partner organizations (university and community organizations) to reach target applicants and develop pipelines of future candidates.
6. Conduct recruitment outreach for the recruitment of outstanding principal and assistant principal candidates.
7. Other duties as assigned.

REQUIRED QUALIFICATIONS:

1. Experience developing and implementing a recruitment plan designed to attract high caliber talent into an organization.
2. Excellent interpersonal skills and ability to develop partnerships and strategic relationships with diverse constituents and communities.
3. Exceptional verbal and written communication skills
4. Demonstrated commitment to creating an organizational culture that values diversity
5. Ability to conduct research and accurately interpret data; and, to formulate proposals and initiatives that are research-based to inform future work.
7. Recent experience (within the past 3 years) as a Recruiter or Recruitment Specialist in a public education setting (PK-12)
8. Master's degree as well as exceptional knowledge about current practices in change management and in cultural competency

PREFERENCE GIVEN TO CANDIDATES WHO:

1. Have developed and implemented employee trainings, particularly employee orientation trainings
2. Have experience working in public relations
3. Have experience working with the media
4. Have working knowledge of Title IX, EEOC, and MCAD
5. Fluency in one or more of the Worcester Public Schools' official languages: (Spanish, Vietnamese, Portuguese, Albanian, Arabic, Nepali and Twi)

WORK DAY

The typical workday and week will be Monday through Friday from 8:30 a.m. – 4:30 p.m. This is a salaried position and the successful applicant will be expected to work the hours that are required to complete the requirements of the job. As part of the typical work assignment, the Recruitment and Cultivation Director will be expected to attend evening meetings, including but not limited to meetings of the full school committee as well as subcommittees, at the direction of the superintendent.

SALARY

Salary commensurate with experience. This is a 52-week position with 20 vacation days annually. This is a non-represented position.

X. GENERAL BUSINESS
Mr. Monfredo
(September 15, 2021)

ITEM - gb #1-256
S.C. MEETING - 9-23-21

ITEM:

To consider communicating with the WRTA on whether it would be able to assist with transporting students to school this school year and consider a long term commitment.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Administration
(September 15, 2021)

ITEM - gb #1-257
S.C. MEETING - 9-23-21

ITEM:

To accept the U.S. Department of Health and Human Services Head Start - COVID and American Rescue Plan Fund Grant in the amount of \$832,593.

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains a copy of the Grant Acceptance Form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Grant Acceptance Form

Name of Grant: Head Start – Additional Funds

Type of Funder: Department of Health and Human Services

Awarded Amount: \$832,593.00

Grant Funding Period: April 1, 2021 through March 31, 2023

Project title: Head Start – COVID and American Rescue Plan Funds

Program coordinator: Kuczka/O’Neil

Purpose: These are one time funds that are for activities pertaining to the prevention, preparation, and/or response to the coronavirus disease.

Description of the program: **Covid** funds will expand program activities including enrichments and safe outdoor learning experiences.
American Rescue Plan funds will allow improvement of Head Start building facilities, grounds and outdoor learning spaces at all four of the center-based sites and needed maintenance at the Head Start Administrative Building (Taylor). Included is installation of two new natural space playgrounds that will allow more children the opportunity to learn, play and explore outside, and support our nature based Science, Technology, Engineering, Art and Mathematics (STEAM) curriculum.

Program location: Greendale, Mill Swan A, Mill Swan B and Millbury Street and Taylor Buildings

Outcomes and Measures: By engaging in activities that are one-time or temporary in nature but have a long-term impact on children and families.



Notice of Award

Award# 01HE000883-01-01
FAIN# 01HE000883
Federal Award Date: 05/28/2021

Recipient Information

- 1. Recipient Name**
Worcester Public Schools - Child Development Head Start
770 Main St
Worcester, MA 01610-3159
508-799-3108
- 2. Congressional District of Recipient**
02
- 3. Payment System Identifier (ID)**
1046001418A9
- 4. Employer Identification Number (EIN)**
046001418
- 5. Data Universal Numbering System (DUNS)**
100292697
- 6. Recipient's Unique Entity Identifier**
- 7. Project Director or Principal Investigator**
Ms. Laurie Kuczka
Head Start Director
Kuczka@woresterschools.net
(508) 799-3233
- 8. Authorized Official**
Joseph Petty
kuczka@wore.k12.ma.us
100-000-0000

Federal Agency Information

- ACF/OHS Region I Grants Office
- 9. Awarding Agency Contact Information**
Mr. Jeffrey Arciero
Grants Management Officer
jeffrey.arciero@acf.hhs.gov
617-565-2446

10. Program Official Contact Information

Ms. Marina Winkler
Regional Program Manager
marina.winkler@acf.hhs.gov
617-565-3797

Federal Award Information

- 11. Award Number**
01HE000883-01-01
- 12. Unique Federal Award Identification Number (FAIN)**
01HE000883
- 13. Statutory Authority**
42 USC 9801 ET SEQ
- 14. Federal Award Project Title**
American Rescue Plan
- 15. Assistance Listing Number**
93.600
- 16. Assistance Listing Program Title**
Head Start
- 17. Award Action Type**
Supplement
- 18. Is the Award R&D?**
No

Summary Federal Award Financial Information

19. Budget Period Start Date	04/01/2021	- End Date	03/31/2023
20. Total Amount of Federal Funds Obligated by this Action	\$665,254.00		
20a. Direct Cost Amount	\$651,949.00		
20b. Indirect Cost Amount	\$13,305.00		
21. Authorized Carryover	\$0.00		
22. Offset	\$0.00		
23. Total Amount of Federal Funds Obligated this budget period	\$167,339.00		
24. Total Approved Cost Sharing or Matching, where applicable	\$208,313.00		
25. Total Federal and Non-Federal Approved this Budget Period	\$1,040,906.00		
26. Project Period Start Date	04/01/2021	- End Date	03/31/2023
27. Total Amount of the Federal Award including Approved Cost Sharing or Matching this Project Period	Not Available		

28. Authorized Treatment of Program Income

Additional Costs

29. Grants Management Officer - Signature

Mr. Jeffrey Arciero
Grants Management Officer

30. Remarks



Department of Health and Human Services
Administration for Children and Families

Notice of Award

Award# 01HE000883-01-01
FAIN# 01HE000883
Federal Award Date: 05/28/2021

Recipient Information
Recipient Name Worcester Public Schools - Child Development Head Start: 770 Main St Worcester, MA 01610-3159 508-799-3108
Congressional District of Recipient 02
Payment Account Number and Type 1046001418A9
Employer Identification Number (EIN) Data 046001418
Universal Numbering System (DUNS) 100292697
Recipient's Unique Entity Identifier Not Available
31. Assistance Type Project Grant
32. Type of Award Service

33. Approved Budget (Excludes Direct Assistance)	
I. Financial Assistance from the Federal Awarding Agency Only	
II. Total project costs including grant funds and all other financial participation	
a. Salaries and Wages	\$119,000.00
b. Fringe Benefits	\$0.00
c. Total Personnel Costs	\$119,000.00
d. Equipment	\$0.00
e. Supplies	\$44,992.00
f. Travel	\$0.00
g. Construction	\$0.00
h. Other	\$651,949.00
i. Contractual	\$0.00
j. TOTAL DIRECT COSTS	\$815,941.00
k. INDIRECT COSTS	\$16,652.00
l. TOTAL APPROVED BUDGET	\$832,593.00
m. Federal Share	\$832,593.00
n. Non-Federal Share	\$208,313.00

34. Accounting Classification Codes					
FY-ACCOUNT NO.	DOCUMENT NO.	ADMINISTRATIVE CODE	OBJECT CLASS	AMT ACTION FINANCIAL ASSISTANCE	APPROPRIATION
1-G011200	01HE00088301C5	ACFOHS	41.51	\$665,254.00	75-2122-1536

AWARD ATTACHMENTS

Worcester Public Schools - Child Development Head Start

01HE000883-01-01

1. ARP Remarks

30. Remarks (continued from previous page)

This action awards one-time supplemental funds authorized under the American Rescue Plan Act 2021, P.L. 117-2 for the provision of approved services defined under the Head Start Act, to include activities outlined in Program Instruction ACF-PI-HS-21-03 to further support in-person services. The amount of this award is identified in Field 34 of this Notice of Award and charged to Account Number 1200, which includes the suffix "C6." All funds for expenditures under this C6 subaward must be disbursed from the corresponding account in the Payment Management System.

This action approves the purchase of equipment identified on the 'Equipment' object class category, if applicable.

This action approves a non-federal match waiver for the federal funds awarded, if applicable.



Recipient Information	Federal Award Information
<p>1. Recipient Name Worcester Public Schools - Child Development Head Start 770 Main St Worcester, MA 01610-3159 508-799-3108</p> <p>2. Congressional District of Recipient 02</p> <p>3. Payment System Identifier (ID) 1046001418A9</p> <p>4. Employer Identification Number (EIN) 046001418</p> <p>5. Data Universal Numbering System (DUNS) 100292697</p> <p>6. Recipient's Unique Entity Identifier</p> <p>7. Project Director or Principal Investigator Ms. Laurie Kuczka Head Start Director Kuczka@worcesterschools.net (508) 799-3233</p> <p>8. Authorized Official Joseph Petty kuczka@worc.k12.ma.us 100-000-0000</p>	<p>11. Award Number 01HE000883-01-00</p> <p>12. Unique Federal Award Identification Number (FAIN) 01HE000883</p> <p>13. Statutory Authority 42 USC 9801 ET SEQ</p> <p>14. Federal Award Project Title COVID (P.L. 116-260)</p> <p>15. Assistance Listing Number 93.600</p> <p>16. Assistance Listing Program Title Head Start</p> <p>17. Award Action Type New</p> <p>18. Is the Award R&D? No</p>
<p>Federal Agency Information ACF/OHS Region 1 Grants Office</p> <p>9. Awarding Agency Contact Information Mr. Jeffrey Arciero Grants Management Officer jeffrey.arciero@acf.hhs.gov 617-565-2446</p> <p>10. Program Official Contact Information Ms. Marina Winkler Regional Program Manager marina.winkler@acf.hhs.gov 617-565-3797</p>	<p style="text-align: center;">Summary Federal Award Financial Information</p> <p>19. Budget Period Start Date 04/01/2021 - End Date 03/31/2023</p> <p>20. Total Amount of Federal Funds Obligated by this Action \$167,339.00</p> <p style="padding-left: 20px;">20a. Direct Cost Amount \$163,992.00</p> <p style="padding-left: 20px;">20b. Indirect Cost Amount \$3,347.00</p> <p>21. Authorized Carryover \$0.00</p> <p>22. Offset \$0.00</p> <p>23. Total Amount of Federal Funds Obligated this budget period \$0.00</p> <p>24. Total Approved Cost Sharing or Matching, where applicable \$42,000.00</p> <p>25. Total Federal and Non-Federal Approved this Budget Period \$209,339.00</p> <p>26. Project Period Start Date 04/01/2021 - End Date 03/31/2023</p> <p>27. Total Amount of the Federal Award including Approved Cost Sharing or Matching this Project Period Not Available</p> <p>28. Authorized Treatment of Program Income Additional Costs</p> <p>29. Grants Management Officer - Signature Mr. Jeffrey Arciero Grants Management Officer</p>
<p>30. Remarks</p>	



Department of Health and Human Services
Administration for Children and Families

Notice of Award

Award# 01HE000883-01-00
FAIN# 01HE000883
Federal Award Date: 04/22/2021

Recipient Information

Recipient Name
Worcester Public Schools - Child Development Head
Start
770 Main St
Worcester, MA 01610-3159
508-799-3108

Congressional District of Recipient
02

Payment Account Number and Type
1046001418A9

Employer Identification Number (EIN) Data
046001418

Universal Numbering System (DUNS)
100292697

Recipient's Unique Entity Identifier
Not Available

31. Assistance Type
Project Grant

32. Type of Award
Service

33. Approved Budget
(Excludes Direct Assistance)

i. Financial Assistance from the Federal Awarding Agency Only	
ii. Total project costs including grant funds and all other financial participation	
a. Salaries and Wages	\$119,000.00
b. Fringe Benefits	\$0.00
c. Total Personnel Costs	\$119,000.00
d. Equipment	\$0.00
e. Supplies	\$44,992.00
f. Travel	\$0.00
g. Construction	\$0.00
h. Other	\$0.00
i. Contractual	\$0.00
j. TOTAL DIRECT COSTS	\$163,992.00
k. INDIRECT COSTS	\$3,347.00
l. TOTAL APPROVED BUDGET	\$167,339.00
m. Federal Share	\$167,339.00
n. Non-Federal Share	\$42,000.00

34. Accounting Classification Codes

FY-ACCOUNT NO.	DOCUMENT NO.	ADMINISTRATIVE CODE	OBJECT CLASS	AMT ACTION FINANCIAL ASSISTANCE	APPROPRIATION
1-G011100	01HE00088301CS	ACFOHS	41.51	\$167,339.00	75-21-1536

AWARD ATTACHMENTS

Worcester Public Schools - Child Development Head Start

01HE000883-01-00

1. COVID (P.L. 116-260) Remarks

30. REMARKS (Continued from previous page)

This action awards one-time funds under Common Accounting Number (CAN) 1100 for activities pertaining to the prevention, preparation, and/or response to the coronavirus disease (COVID-19). COVID-19 funds can be used for costs incurred from December 27, 2020 in response to the public health emergency.

If applicable, this action approves the purchase of equipment identified on the 'Equipment' object class category.

If applicable, this action approves a non-federal match waiver for the federal funds awarded.

X. GENERAL BUSINESS
Administration
(September 16, 2021)

ITEM - gb #1-258
S.C. MEETING - 9-23-21

ITEM:

To set a date to recognize the 2021 WPS AP Scholars and the students who received AP Capstone diplomas.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, October 7, 2021.

X. GENERAL BUSINESS
Mayor Petty
(September 17, 2021)

ITEM - gb #1-259
S.C. MEETING - 9-23-21

ITEM:

Request that the Superintendent provide a Report of the Superintendent on October 7, 2021 on the Sex Education Curriculum.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, October 7, 2021.

X. GENERAL BUSINESS
Administration/Mayor Petty
(September 17, 2021)

ITEM - gb #1-260
S.C. MEETING - 9-23-21

ITEM:

Request that the School Committee extend the City Manager's vaccine requirement to employees of the Worcester Public Schools.

PRIOR ACTION:

BACKUP:

Annex A (5 pages) contains a copy of the Executive Order from City Manager Augustus.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

Edward M. Augustus, Jr.
CITY MANAGER



CITY OF WORCESTER

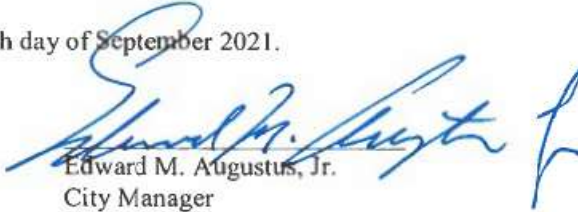
**AN EXECUTIVE ORDER REQUIRING ALL CITY EMPLOYEES BE FULLY VACCINATED
AGAINST THE COVID-19 VIRUS OR
SUBMIT TO WEEKLY COVID-19 TESTING**

In accordance with the forthcoming federal Occupational Safety and Health Administration's Emergency Temporary Standard that will require all employers with 100 or more employees to ensure their workforce is fully vaccinated or require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work, I, Edward M. Augustus, Jr., by virtue of the authority vested in me as city manager of the city of Worcester, do hereby order and direct the following:

§ 1. All employees under the administration of the city manager and employees of contractors working in a City building shall be fully vaccinated against the COVID-19 virus by November 1, 2021 or submit to weekly COVID-19 testing in compliance with the City's COVID-19 Vaccination Verification Policy, when issued.

§ 2. This Executive Order shall take effect immediately and shall remain in effect until repealed by a subsequent Executive Order.

ORDERED at City Hall the 17th day of September 2021.


Edward M. Augustus, Jr.
City Manager

CITY OF WORCESTER
COVID-19 VACCINATION VERIFICATION POLICY

1. Policy Statement

It is the policy of the City of Worcester to take appropriate actions to protect the health and safety of City employees and the public, and to prevent or minimize the exposure to, and further spread of the COVID-19 virus, in all City of Worcester workspaces. To achieve such goals, vaccinations and/or continuous testing shall be required for all City Employees.

In compliance with the deadlines stated below, all City of Worcester employees must verify their COVID-19 vaccination status. All employees who do not verify that they are fully vaccinated in accordance with the deadline identified below must submit proof of a negative COVID-19 screening test result every 7 days to continue to work for the City of Worcester.

2. Applicability

This policy applies to all City employees and volunteers, both part-time and full-time, including those Employees who perform work at City Hall, 25 Meade Street, Worcester Public Library (main library and branches), Senior Center, Mass Hire, all Worcester Fire Department locations, all Worcester Police Department locations, all Department of Public Works & Parks worksites, and all Technical Services locations. This policy does not apply to employees and volunteers of the Worcester Public Schools.

3. Definitions

a. “Fully Vaccinated”

Employees are considered “fully vaccinated:”

1. Two weeks after their second dose of a vaccine that requires an initial 2-dose series; or
2. Two weeks after a single-dose vaccine.

b. “Partially Vaccinated”

Employees are considered “partially vaccinated” if:

1. They have not received their second dose of a vaccine that requires an initial 2-dose series; and/or
2. They received their single dose vaccine or the second dose of a vaccine that requires an initial 2-dose series, less than 2 weeks prior to the compliance deadline.

4. Compliance Deadlines

1. All Employees: All employees must submit verification of vaccination status on or before **November 1, 2021**.
2. Employees who must submit COVID-19 test results: Employees who are not fully vaccinated must submit the results of a COVID-19 test result for a test conducted not more than 72 hours before the Employee’s scheduled time to report to work on

November 1, 2021. After Employees submit the initial test results, Employees who are not fully vaccinated must submit additional test results every 7 days, unless and until they become fully vaccinated.

3. Employees eligible for a third dose: Employees whom the Worcester Department of Public Health deems eligible for a third dose of a vaccine must submit verification of their updated vaccination status within 30 days of eligibility.
4. Employees eligible for a booster dose: Employees whom the Worcester Department of Public Health deems eligible for a booster dose must submit verification of their updated vaccination status within 30 days of eligibility.
5. All Employees: All Employees who receive a phone call or email from an agent or representative of the City with questions regarding any matter related to this policy shall promptly and truthfully respond to the City's agent or representative.

5. Vaccine Verification Process

Employees must upload a copy of their COVID-19 vaccination card, or other confirmation of vaccination status from a health care provider to the City of Worcester's Vaccine Verification Portal. Information submitted must include (1) Employee's name; (2) Employee's date of birth; (3) the manufacturer of the vaccine; (4) the number of doses received; and (5) the dates on which the Employee received the doses.

6. Test Result Verification Process

Employees must upload a copy of their initial COVID-19 test results to the City of Worcester's Vaccine Verification Portal. Acceptable tests include viral tests, which check specimens from your nose or your mouth to determine whether you are currently infected with the virus that causes COVID-19, and include test specimen collection processes involving either saliva or nasal swab. The City will accept a PCR test, but will not accept a rapid test or a home test for the test result verification process.

After submission of the initial test result, Employees must submit COVID-19 test results to the City of Worcester's Vaccine Verification Portal every 7 days, unless and until the Employee becomes fully vaccinated. All test results submitted must show a specimen collection not more than 72 hours prior to the time when the Employee submits the test results.

In the event that an Employee receives a positive test result, the Employee must report the positive result in the City of Worcester's Vaccine Verification Portal, and must isolate at home in accordance with the guidance issued from the City of Worcester Department of Public Health.

Fully vaccinated employees who do not receive a third dose or a booster dose within 30 days of eligibility will be subject to the test result verification process, commencing on the 31st day after eligibility, until submission of verification of the required third and/or booster doses.

7. Exemptions

All requests for an exemption must be submitted to the Human Resources Department on the attached “Request for an Exemption from the City of Worcester’s COVID-19 Vaccination Verification Policy” form. Exemption requests shall be approved or denied at the discretion of the Director of Human Resources.

Employees on an approved leave of absence are not required to submit proof of vaccine status or COVID-19 test results while on leave. Employees returning to work from an approved leave must submit verification of fully vaccinated status or submit to the required testing within 3 days of returning to work.

Employees in isolation due to a positive COVID-19 test result will be exempt from testing requirements for 90 days from the date of the positive test result. On the 91st day after the positive test result, such employees must produce documentation showing either full vaccination status in accordance with Section 5 of this policy, or a negative test result in accordance with Section 6 of this policy.

Employees for whom the City approved an accommodation required by law may be exempt from some or all of the requirements contained in this policy. Employees who wish to request an accommodation must submit an exemption form to the Human Resources Department, and participate in an interactive conference with the Human Resources Department. Employees will not be considered exempt unless and until the Human Resources Department formally approves an exemption and/or a reasonable accommodation.

If an illness or health condition prevents an Employee’s timely submission of vaccine verification documentation or test results, Employees may submit medical documentation with the exemption form to excuse a late or untimely submission. If the Director of Human Resources is satisfied with the documentation submitted, the Director of Human Resources may authorize the Employee to use sick leave in accordance with the medical documentation and/or until the Employee submits the required vaccine verification documentation or test results.

Employees may submit a request to the Human Resources Department for an exemption from the requirements of this policy. Exemptions will be reviewed on a case by case basis, and will be approved or denied at the discretion of the Human Resources Department, the City Manager, and/or the Worcester Department of Public Health.

8. Access to vaccines

COVID-19 vaccines are free and available to City employees in many locations. The Commonwealth of Massachusetts provides vaccine information at vaxfinder.mass.gov.

9. Access to testing

COVID-19 tests are available to City employees in many locations. The Commonwealth of Massachusetts provides a list of available testing sites at [www.mass.gov/info-details/find-a-covid-](https://www.mass.gov/info-details/find-a-covid-19-testing-site)

19-test. Many sites offer free testing, but Employees must verify in advance whether the testing site charges a fee. The City is not responsible for the cost of testing.

10. Failure to Comply

Employees who fail to comply with the terms of this policy, and do not receive an exemption in accordance with Section 7 will be charged vacation leave until the Employee complies with provisions of this policy. If an Employee whose vacation leave has exhausted fails to comply with the terms of this policy and does not receive an exemption in accordance with Section 7 will be placed on unpaid administrative until the Employee achieves compliance.

Nothing in this policy is intended to modify collective bargaining agreements. Nothing in this policy is intended to negate Employees' compliance with other policies, guidelines, laws, regulations, directives and orders regarding COVID-19.

This policy is effective as of November 1, 2021.

Distribution: Department Heads/Cabinet Members/ All Employees

IX. EXECUTIVE SESSION
Administration
(September 15, 2021)

ITEM - gb #1-261
S.C. MEETING - 9-23-21

ITEM:

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Parent Liaisons.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Therapy Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Tutors.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations - NAGE R1-16, Cafeteria Workers.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – International Union of Public Employees, Tradesmen, Local -135.

(Continued on page 2.)

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.

ITEMS (continued)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Massachusetts Nurses Association, Worcester School Nurses.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Grievance #20/21-09, Class Action Grievance Re: Not Being Paid while in Quarantine Due to COVID.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19-Related Health and Safety Issues, Fall 2021, All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers’ District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers’ International Union of North America, AFL-CIO, Unit D, Computer Technicians.

gb #1-213 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

gb #1-214 - Mr. Monfredo/Ms. Novick
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.