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

AGENDA #29

on: Thursday October 7, 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 #1-25 - Clerk  
(September 29, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 23, 2021.

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #1-222.1 - Administration/Administration  
(September 20, 2021)

To recognize Jake Bersin, Health and Physical Education Liaison, for being selected as the 2021 Honor Award recipient by the Massachusetts Association of Health, Physical Education, Recreation and Dance.

V. IMMEDIATE ACTION

ACTION

gb #1-258.1 -Administration  
(September 16, 2021)

To recognize the 2021 WPS AP Scholars and the students who received AP Capstone diplomas.

VI. REPORT OF THE SUPERINTENDENT -NONE

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORTS OF THE STANDING COMMITTEES -NONE

IX. PERSONNEL

1-28 - The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Burgess, Paul, South High Community School  
Torres, Maria, Roosevelt School

1-29 - The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Ayuso-Paris, Valerie, La Familia Dual Language School  
Burgos, Horacio, Burncoat High School  
Dunlea, Michael, Vernon Hill School  
Socha, Mayra, La Familia Dual Language School

1-30 The Superintendent has APPROVED the UNPAID PERSONAL LEAVES OF ABSENCES of the persons named below:

Baldwin, Matthew, Burncoat High School  
Buffone, Briana, Vernon Hill School  
Ciampa, Patricia, Burncoat High School  
DaFonte, Julia, Systemwide  
Moore, James, Burncoat High School  
Morales-Ahmed, Andrea, Burncoat High School  
Quinn, Rebecca, Doherty High Memorial High School  
White, Kimberly, Forest Grove Middle School

1-31 Newly Hired Teachers 2021-22

Annex A (6 pages) contains a list of the newly hired teachers.

ACTIONX. GENERAL BUSINESS

gb #1-210.2 Administration/Ms. Novick/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo  
(September 29, 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 #1-262 -Administration  
(September 20, 2021)

To set a date to recognize Maya Sushkin who was invited to compete at the National Science Fair for the third time and the following individuals:

- Mentor Mr. Alan Beard, a volunteer from Schneider Electric
- Ms. Donna Greenleaf, teacher from Nelson Place School
- Ms. Cindylee Snell-Hamilton, teacher from Nelson Place School
- Ms. Alicia Simonti, STEM Club after school advisor from Forest Grove Middle School

gb #1-263 – Administration  
(September 21, 2021)

To approve the following prior fiscal year payments:

- \$412.56 to the Worcester Police Department for the security at South High Community School on May 29, 2021
- \$98 to Flaghouse, Inc.
- \$95 to an employee School Bus Certificate Renewal - Physical Exam
- \$1,659.33 to First Student, Inc. for McKinney-Vento transportation services
- \$1,319 to Quadient, Inc.
- \$520 to Johnson Controls, Inc. for work completed at WTHS
- \$3,193.77 to WinSupply of Worcester for supplies purchased for WTHS
- \$1,332.56 to Sullivan Insurance Group, Inc.
- \$5,299.29 to BSN Sports, LLC for Athletic items
- \$85 to an employee School Bus Certificate Renewal - Physical Exam
- \$623 to William F. Lynch Mechanical Contractors for work completed at Worcester Technical High School
- \$900 to James R. Collins, Esq. for arbitration services
- \$300 to Signet for work done at Norrback Elementary School
- \$76.07 to CDW, LLC for Chromebooks

GENERAL BUSINESS (continued)

ACTION

gb #1-264 – Administration  
(September 21, 2021)

To approve the following donations:

- shoes and socks valued at \$300 from The Ladies Ancient Order of Hibernians - Worcester to Doherty Memorial High School
- shoes valued at \$1,500 from The Doherty Memorial High School 365z Club to Doherty Memorial High School
- \$10.00 to the WPS from the Blackbaud Giving Fund on behalf of AbbVie
- \$15,000 from Spectrum Health Systems to Lincoln Street School

gb #1-265 – Ms. McCullough  
(September 24, 2021)

To explore the use of translation services for full School Committee meetings while remote/hybrid meetings continue to be held.

gb #1-266 – Mr. Monfredo  
(September 27, 2021)

Request that the Administration forward a letter of congratulations to Principal Elizabeth Lupafya, staff, and students who participated at La Familia Dual Language School for a wonderful Grand Opening.

gb #1-267 – Administration  
(September 27, 2021)

To review the annual Innovation School Plan evaluations as submitted to the Massachusetts Department of Education for SY 2020-21.

gb #1-268 – Mrs. Clancey  
(September 28, 2021)

Request that the Administration provide an update on the School Committee student representatives.

gb #1-269 – Ms. McCullough  
(September 28, 2021)

Request that the Administration provide information regarding nutrition for breakfast and lunch availability with the return of in person learning.

GENERAL BUSINESS (continued)

ACTION

gb #1-270 – Ms. Novick  
(September 29, 2021)

Request administration coordinate with the Department of Public Health and the local medical community to provide for clear, consistent communication to families and staff regarding the importance of vaccinations in creating and maintaining a healthy school community. Further request such communications include opportunities for families and staff members to ask questions confidentially in multilingual, culturally proficient, and accessible manners.

gb #1-271 – Ms. Novick  
(September 29, 2021)

Provide opportunities for public input on the district's plans for Elementary and Secondary Schools Emergency Relief funding, as required by the American Rescue Plan Act of 2021.

gb #1-272 – Ms. Novick  
(September 29, 2021)

Request administration require of Durham School Services timely updates on inoperable buses and absent drivers to WPS Transportation, and further, communicate any such information in a timely manner to families, students, and schools.

XI. EXECUTIVE SESSION

gb #1-273 – Administration  
(September 29, 2021)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #20/21-24.

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, Therapy Assistants.

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 – 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 – 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 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- Requirement of Vaccination of Employees of the Worcester Public Schools and Related COVID-19 Vaccination Verification Policy - 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.

XII. ADJOURNMENT

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

III. APPROVAL OF RECORDS  
Clerk  
(September 29, 2021)

ITEM - aor #1-25  
S.C. MEETING - 10-7-21

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 23, 2021.

PRIOR ACTION:

BACKUP:

Annex A (22 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, September 23, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, September 23, 2021  
Agenda #28

The School Committee of the Worcester Public Schools met in Open Session at 5:02 p.m. in the Esther Howland Chamber at City Hall on Thursday, September 23, 2021.

There were present at the Call to Order:

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

EXECUTIVE SESSION

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

On a roll call of 7-0, it was moved to recess to Executive Session at 5:02 p.m. to discuss the following items:

gb #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.

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.

The School Committee recessed from Executive Session at 6:15 p.m. and reconvened in Open Session at 6:18 p.m.

There were present at the second Call to Order:

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

There was absent: Mayor Petty

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

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Educational Association of Worcester, Instructional Assistants Unit, for the contract duration of September 1, 2020 through August 31, 2022.

On a roll call of 6-0-1 (absent Mayor Petty), the Memorandum of Agreement was approved.

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the NAGE R1-16 Cafeteria Workers, for the contract duration of August 26, 2020 through August 25, 2021.

On a roll call of 6-0-1 (absent Mayor Petty), the Memorandum of Agreement was approved.

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the International Union of Public Employees, Tradesmen, Local - 135, for the contract duration of July 1, 2020 through June 30, 2022.

On a roll call of 6-0-1 (absent Mayor Petty), the Memorandum of Agreement was approved.

Pursuant to action taken in Executive Session, it was move to ratify the Memorandum of Agreement between the Worcester School Committee and the Massachusetts Nurses Association for and on behalf of the Worcester School Nurses, for the contract duration of July 1, 2020 through June 30, 2022.

On a roll call of 6-0-1 (absent Mayor Petty), the Memorandum of Agreement was approved.

#### APPROVAL OF RECORDS

aor #1-24 - Clerk  
(September 7, 2021)

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

It was moved and voice voted to approve the item.

#### 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

The students were recognized and the item was filed.

#### REPORT OF THE SUPERINTENDENT

ROS #1-11 - Administration

#### TEST AND STAY PROTOCOL

Superintendent Binienda presented information regarding the Test and Stay Program created by CIC (Cambridge Innovation Center). The program provides routine COVID safety checks in order to identify cases allowing asymptomatic

students, staff and close contacts to remain in school. She outlined the process for administering the test and noted that all the information is contained on the WPS website along with the consent form.

Superintendent Binienda stated that contact tracing is done in all schools.

Ms. Novick requested that the consent form be translated into all languages.

Superintendent Binienda announced that beginning on Monday, October 4<sup>th</sup> free COVID testing for WPS employees and students will be provided from 2 - 4 p.m. at the Mercantile Center.

Mr. Foley suggested creating lunch cohorts to try and minimize the chance of spreading.

It was moved and voice voted to file the item.

#### 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.

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 1<sup>st</sup>, 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 7<sup>th</sup> and 8<sup>th</sup> 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.

### **School Committee Meeting**

Ms. Novick made the following motions:

Request that the Administration provide models as to what the proposed changes in the Worcester Technical High School Admissions Policy would do in terms of demographics for the classes.

Request that the Administration provide a report indicating what kind of a demographic would the system get if it was moved to a lottery.

She requested that responses be provided prior to the November meeting of the Standing Committee on Teaching, Learning and Student Supports.

On a voice vote the motions were 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.

## **School Committee Meeting**

On a voice vote the Action Sheet was approved as amended.

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.

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

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 effective 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.

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

Chairperson McCullough announced that the objective of the meeting was to review the proposed timeline and Request for Proposal regarding the search for the next Superintendent of the Worcester Public Schools. Although the search will be conducted by a search firm, Ms. McCullough clearly stated that the process will be transparent to include input from the following:

- administrators
- principals, staff, Student Councils and
- parents, stakeholders and community members

Miss Biancheria asked how many public meetings will be taking place to which Chairperson McCullough responded that the proposed RFP recommends four to ten meetings. She also inquired as to the process for reporting the updates to the public and full School Committee. Dr. Friel stated that the information will be reported out to the public at School Committee meetings in the format of a Standing Committee Action Sheet.



Ms. Novick stated that she understands that the search firm will be recruiting its own applicants but wants to be sure that all applications will be accepted.

Ms. McCullough moved to approve the following timeline:

#### SUPERINTENDENT SEARCH TIMELINE

##### **September**

- Ad Hoc meeting held on 9/16 and a timeline and RFP will be approved to be considered by the full committee at the 9/23 meeting.
- 9/24 -Worcester Public Schools issues an RFP for a search firm. Allow thirty days for the bid process to conclude.

##### October

- Bids should be received by 10/27. Special meeting of the School Committee to be held 10/28 to approve firm.

##### November & December

- 11/17- Firm contract should be completed and a special meeting will be held. School Committee meets in public session with search firm to discuss and decide on timeline and process.
- Search Committee Appointed and Orientation
  - The Search Committee is a public body and subject to Open Meeting law.
  - Meetings are public and will be posted.
  - The Search Committee needs their own clerk that they can appoint or the search firm can provide this service.
- The search firm should use the remainder of November and December to meet with district stakeholders.
  - Central administrators
  - All principals
  - Teachers in staff meetings
  - Other staff in sessions during their work day
  - Student councils
  - Parent-specific sessions in multiple languages, at easily accessible spaces throughout the city via public transit, at multiple times of day, including weekends, with childcare at a minimum
  - Community sessions, also with all of the above
  - Other stakeholders: consider individual meetings with Committee members, with city staff that works with the district, with the delegation, etc.
- Focus surveys planned and on-line survey developed; materials development completed and ready for distribution
- 12/21 - Search firm comes back to Committee with proposed position description. Committee deliberates and approves posting.

##### January

- 1/4- position posted. This must be shared nationally.
- Search Committee will organize to prepare for screening of candidates, scheduling of interviews, and preparation of questions with the search firm in executive session.

##### February

- 2/4- Deadline Set for Filing Applications (3:00 p.m. EST via mail, e-mail, fax or personal delivery to search coordinator)

- Applications are compiled and prepared for the Search Committee to review. Review begins immediately. Search committee meets in executive session to review confidential applications with search firm and to select semi-finalists for confidential interviews.
- Weeks of February 14 and 21 Semi-finalist interviews with search committee in executive session. Care should be taken that the identities of the semi-finalists are not known outside of the search committee.  
After final interview, search committee makes selection of finalists.

#### March

- 3/3- Search committee announces finalists to School Committee
- Weeks of 3/7 and 3/14 non-quorum subset of Committee visits finalist's home districts.
- Weeks of 3/21 and 3/28 finalists visit Worcester; finalists are interviewed by full Committee in public session

#### April

- 4/4- School Committee makes hiring decision and announces the next Superintendent
- Contract negotiations take place in a timely manner.
- New superintendent participates in budget development process, including goal setting

#### May & June

- New superintendent transitions in, meeting with district staff, participating in administrative work as necessary/possible. Coordination with current administration is crucial.
- New superintendent participates in planning for summer.

#### July 1, 2022

- Superintendent takes office.

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

Chairperson McCullough provided information regarding the Report for Proposal for an executive search firm. She stated that the proposals must be received by October 27, 2021 and will then be approved by the School Committee on October 28, 2021. Interviews will take place during the week of February 14, 2022 and a finalist will be selected on April 4, 2022.

Ms. Novick moved to amend the RFP as follows:

Change the title to read: **Superintendent Search for the Worcester Public Schools Request for Proposals for Executive Search Firm**

#### Candidate Selection Criteria

Under 2c, delete the word **town** before government officials.

#### Candidate Selection Criteria,

Under 2e, add the words **in multiple relevant languages** after conduct an online survey.

#### Timeline

Under 3b iii, add **and** before submission and delete **and timelines**

#### Candidate Screening

Under 5g, add **finalist** after semi-finalists.

#### Final Candidate Selection Process

Under 6j, replace Public Schools of Worcester to **Worcester Public Schools**.

#### General Information about the District

Add **the first and last paragraphs** of page 49 of the **FY22 WPS Budget** for general information regarding the district as follows.”

As of January 1, 2021, there were over 27,582 school aged children (Kindergarten to Grade 12) residing in the City of Worcester, and of that, over 23,326 of the students, or about 84.6%, attend the Worcester Public Schools (or specialized collaborative placements). When including pre-school students of 910 students, the district enrollment is 23,872 on January 1, 2021 which includes students within 44 schools and 5 alternative pathway programs. With 4,753 employees, including 2,546 teachers, the district is the third-largest school district in the Commonwealth (behind Boston with 48,112 students and Springfield with 24,239 students) and the second-largest employer in the City of Worcester behind UMass Memorial Health Care with 11,491 employees.

The student demographics in Worcester include 43% Hispanic, 29% White, 17% African American, 6.5% Asian, and 4.4% of other or multi-race designation. More than 58% of the district's students have a first language other than English. Poverty is common in urban school districts, and in Worcester, about 81% of the student body is classified as high needs (unduplicated count of students with disabilities, English language learners (ELL) and former ELL students, or low-income students (eligible for free/reduced price school lunch). Of the district's enrollment, 64% of students are categorized as economically disadvantaged (students' participation in one or more state-administered programs, such as Supplemental Nutrition Assistance, Transitional Assistance for Families with Dependent Children, the Department of Children and Families' foster care program, and MassHealth program). Upon return to full in-person instruction, the district is expected to serve nearly 4.8 million school meals annually which equates to 9,860 breakfasts and 17,100 lunches daily, along with afternoon snacks/dinner and summer meals. Also, approximately 11,400 students, including charter schools, parochial schools, and private school students are provided transportation to and from school daily with approximately 230 buses and pupil vans traveling over 11,500 miles per day.

On a roll call of 3-0, the Request for Proposal was approved as amended.

Miss Biancheria requested that when using the words "national search" to include the City of Worcester, the State of Massachusetts and New England.

#### **School Committee Meeting**

On a roll all of 7-0, the Action Sheet was approved.

## 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).

Ms. Novick asked if all central administrators and principal contracts have been signed.

Ms. Boulais stated that payroll is currently working on calculating salaries for some principals who have not signed their contracts.

Ms. Novick made the following motions:

Request that the Administration provide an update on the number of outstanding contracts.

Request that the Administration provide the actual number of outstanding Administrative contracts.

On a voice vote, the motions were approved.

On a voice vote the item was referred back to the Administration for updates at the meeting of October 7, 2021.

gb #1-225.1 Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(August 19, 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.

On a voice vote, the item was filed.

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

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

gb #1-235 - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick  
(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.

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

gb #1-236 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough/Ms. Novick  
(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.

Ms. Novick made the following motion:

Request that the Administration share the names and contact information of the members of the school site councils with families.

On a voice vote, the motion was approved.

Mr. Monfredo requested that the dates of the first meetings be provided at the meeting of October 21, 2021.

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

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

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

Mr. Allen stated that the final FY22 Budget reflects a 2.25 million dollar increase and provided a page from the Budget book detailing how the monies would be dispersed. The City Manager and City Council will be adopting the new budget later this Fall followed by the approval of the School Committee.

Ms. Novick made the following motion:

Request that the Administration provide a report on how the IDEA monies will be allocated.

Miss Biancheria made the following motion:

Request that the Grant expenditures be sent to the Standing Committee on Finance and Operations for further discussion.

On a voice vote, the item was approved and the Grant expenditures sent to Finance and Operations.

gb #1-238 - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick  
(September 8, 2021)

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

It was moved and voice voted to forward a letter.

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 header.
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.)

On a roll call of 6-0-1 (absent Miss Biancheria), the item was approved.

**The following items were considered together:**

gb #1-240 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough/Ms. Novick  
(September 9, 2021)

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

gb #1-245 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(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

In response to item gb #1-240, Superintendent Binienda presented the following numbers:

8-23-21 to 9-23-21	167 positive cases (students) 39 were quarantined 71 positive cases (staff) 11 quarantined
9-20-21 to 9-23-21	35 positive cases (students) 5 quarantined 8 positive cases (staff) 0 quarantined

Test and Stay began one week ago and there have been:

Students	253 close contacts
	12 went from negative to positive
Staff	26 close contacts
	1 went from negative to positive

It was moved and voice voted to file gb#1-240 and refer gb#1-245 to the Administration.

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

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.

City Manager Edward M. Augustus Jr.'s edict mandating that all city employees be vaccinated by November 1, 2021 did not include WPS staff.

Mayor Petty stated that adopting a staff vaccination policy would be the best thing for the City of Worcester citing that COVID-19 cases are on the rise. He stated that the mandate will take effect November 1, 2021 which will allow school employees approximately five weeks to get vaccinated. WPS staff members, who are not vaccinated will have to submit, to getting weekly COVID tests and providing the results. There will be an automated system by which vaccinated employees scan and upload their vaccination card and those who have weekly tests will submit their results.

Mayor Petty also stated that the district's mandate is subject to collective bargaining with the unions.

Superintendent Binienda stated that not all of the staff and students of the WPS have been vaccinated. She stated that students under the age of 12 do not even have the option yet to receive the vaccine and may not be able to be vaccinated until late Fall or Winter.

Ms. Novick made the following motion:

Request that the Administration seek legal counsel regarding the legality of mandating that outside contractors servicing the WPS be vaccinated.

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

On a roll call of 7-0, the item regarding the mandating of the COVID vaccine for all WPS employees was approved.

gb #1-241 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/Mr. Monfredo/  
Ms. Novick  
(September 10, 2021)

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

It was moved and voice voted to provide the update in a Friday letter and file the item.

gb #1-242 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(September 10, 2021)

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

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

**It was moved and voice voted to take the following items collectively:**

gb #1-243 - Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick  
(September 13, 2021)

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

gb #1-250 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(September 14, 2021)

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

It was moved and voice voted to refer the items to the Administration for a report no later than November.

gb #1-244 - Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick  
(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.

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

gb #1-246 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(September 14, 2021)

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

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



gb #1-247 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(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.

It was moved and voice voted to refer the item to the Administration for a report before the close of the second fiscal quarter.

gb #1-248 -Ms. Novick/Mrs. Clancey/Mr. Monfredo  
(September 14, 2021)

Request administration share the October 1 report.

It was moved and voice voted to refer the item to the Administration for a copy of the report no later than November.

gb #1-249 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(September 14, 2021)

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

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

**It was moved and voice voted to take the following items collectively:**

gb #1-251 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(September 14, 2021)

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

gb #1-252 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(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.

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

gb #1-253 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(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.

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

gb #1-254 -Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(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.

Ms. Novick requested that the application be shared with the School Committee, local delegation and the public.

Superintendent Binienda stated that the WPS did receive an initial application that was adjusted at the request of DESE and the Administration will provide that information.

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

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

To approve the Job Description for Recruitment and Cultivation Director.

Ms. Novick requested that the item be held pending the report regarding the filling of the re-allocated positions.

It was moved and voice voted to hold the item.

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

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

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

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.

Ms. Novick requested that the personnel cost information contained in the Grant be clarified.

Dr. O'Neil stated that she would provide that information.

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

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.

It was moved and voice voted to set the date of Thursday, October 7, 2021.

gb #1-259 -Mayor Petty/Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick  
(September 17, 2021)

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

Mayor Petty stated that the information that is being provided to students and parents from outside sources is incorrect. He would like the Superintendent to present a fact sheet with the consultant in order to clarify the WPS Sex Ed Curriculum.

Superintendent Binienda stated that there have been five forums held for families and the WPS website contains the lessons and videos for all grades. An opt-out form is available and a letter to the principal is accepted in lieu of the form. Six hundred opt out forms have been received to date.

It was moved and voice voted to set the date for the Report of the Superintendent for Thursday, October 7, 2021.

On a roll call of 7-0, the meeting adjourned at 8:34 p.m.

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

**New Hire Teachers 2021-2022****Personnel 1-31 Annex A**

LName	FName	Location	Contract_Disc
Abuselmi	Hatim	Sullivan Middle School	Science
Aldrich	Melissa	North High School	Science
Antonio-Aquino	Alma	Clark Street	Elementary
Askew	Megan	Lake View	Special Ed
Axford	Christopher	Woodland Academy	Elementary
Babinski	Kristin	Norrback Avenue	Elementary
Bailey	Kate	Systemwide	Health
Barron	Myla	Goddard	Elementary
Barrows	Sarah	Goddard	Elementary
Battaini	Samantha	Burncoat Middle School	Special Ed
Belsito	Gianna	Systemwide	Phys Education
Berube	Melissa	North High School	Mathematics
Bianculli	Debra	Systemwide	Art
Bonin	Alyssa	Worcester East Middle	Special Ed
Bourgeois	Amanda	Worcester Technical High	Mathematics
Boyar	Jonathan	Burncoat High School	English
Brossi	Jonilda	City View	ESL
Brown	Camden	City View	Phys Education
Buckley	Crystal	Systemwide	Art
Butler	Meghan	Systemwide	Psychologists
Calzini	Courtney	Systemwide	Music
Carleton	Jessie	Woodland Academy	Art
Carlson	Ian	Clark Street	Elementary
Carne	Lindsey	Grafton Street	Elementary
Carpenter	Heather	Systemwide	Music
Carter	Sarah	Fanning Building	Special Ed
Casey	Mary	Systemwide	Special Ed
Chavis	Jermaine	Forest Grove Middle School	Special Ed
Cherry	Stephon	Systemwide	School Adj Couns
Ciocciolo	Melanie	Woodland Academy	Elementary
Clarke	Kerrie	Vernon Hill	Elementary
Colon	Jayquanna	Chandler Magnet	Special Ed
Consoles	Kevin	Systemwide	Phys Education
Cormier	Bethann	North High School	Assessments
Cortez	Lidia	La Familia Dual Language	Elementary
Courtney	Kathryn	South High School	Special Ed
Crawford	Andrew	City View	Special Ed
Cummings	Matthew	Forest Grove Middle School	Health
D'Arcy	Ryanne	Columbus Park	Elementary
Dang	Christy	City View	Elementary
Davolio	Rachaela	Union Hill	Elementary
Deary	Gene Michael	Vernon Hill	Elementary
DeCenzo	Jennifer	Burncoat Middle School	Science

DePriest	Rhianna	Systemwide	Special Ed
Derosier	William	Systemwide	Phys Education
Devlin	Amy	Burncoat High School	Social Studies
DiFrancesco	Peter	South High School	Special Ed
DiFrancesco	Gregory	South High School	Special Ed
Dion	Robin	Burncoat High School	Health
Domiano	Rachel	Canterbury Street	Elementary
Donahue	Jacqueline	Woodland Academy	Special Ed
Dowen	Marjorie	Systemwide	Special Ed
Ebbrecht	Elizabeth	North High School	Social Studies
Effiong	Victor	Systemwide	Music
Eiben	Melissa	Systemwide	Special Ed
Elliott	Cassandra	Systemwide	Special Ed
Engel	Shane	Systemwide	Elementary
Epstein	Sarah	Claremont Academy	Science
Erickson	Noreen	Burncoat Middle School	Special Ed
Ethier	Amber	Worcester Technical High	Vocational Ed
Fadden	Amelia	Worcester Arts Magnet	Elementary
Faichney	Jenna	Elm Park Community	Elementary
Farrand	Kaitlyn	Goddard	Special Ed
Fichtner	Anthony	Gates Lane	Elementary
Fiore	Kellie	Belmont Community	Elementary
FitzGerald	Colin	Burncoat High School	Social Studies
Fitzgibbons	Robyn	Claremont Academy	ESL
Flayhan	Jonathan	Sullivan Middle School	English
Foley	Meghan	Tatnuck Magnet	Elementary
Fullen	Paige	Canterbury Street	Special Ed
Garcia	Kasandra	University Park	Guidance
Gardella	Maggie	Systemwide	School Adj Couns
Gaskins	Emily	Forest Grove Middle School	Music
Gaudette	Stephanie	Worcester Technical High	Vocational Ed
Gauthier	Amanda	Worcester Technical High	Vocational Ed
Gay	Rebecca	Burncoat High School	English
Genkos	Nicolette	Doherty High School	Mathematics
George	Taylor	Systemwide	Elementary
Geromini	Jonathan	North High School	Social Studies
Gomez	Juan	Systemwide	School Adj Couns
Gomez	Gabrielle	Systemwide	Art
Greenwood	Katelyn	Doherty High School	ESL
Gregory	Marcus	Worcester East Middle	Special Ed
Griffith-Silverman	Rebecca	Worcester East Middle	English
Gutierrez Gonzalez	Borja	Chandler Magnet	ESL
Hagearty	Colleen	Rice Square	ESL
Hayden	Davis	Sullivan Middle School	English
Henriquez	Pamela	West Tatnuck	ESL

Henry	Matthew	Systemwide	Art
Herisse	Charline	Systemwide	Special Ed
Hodges	Danielle	Norrback Avenue	Special Ed
Hogan	Victoria	Woodland Academy	Elementary
Horgan	Kathleen	Sullivan Middle School	ESL
Hucknall	Yvonne	Quinsigamond	Elementary
Hughes	Zachary	Worcester Technical High	Vocational Ed
Ingram-Rubin	Michael	Systemwide	Phys Education
Ireland	Alicia	Jacob Hiatt Magnet	Elementary
Irula Clavijo	Joanna	La Familia Dual Language	Bilingual
Jachimczyk	Lauren	Quinsigamond	Elementary
Jodrey	Danielle	Systemwide	Special Ed
Jones	Robyn	Tatnuck Magnet	ESL
Josefiak	Cathryn	Tatnuck Magnet	ESL
Kach	Ann	Worcester Technical High	Vocational Ed
Kajano	Gina	Woodland Academy	Elementary
Kalenoski	Catherine	Systemwide	School Adj Couns
Karalexis	Katie	City View	Elementary
Katz	Rachel	Vernon Hill	Elementary
Keh	John	North High School	Social Studies
Kelliher	Sophie	Woodland Academy	Elementary
Keneally	Monique	Systemwide	Special Ed
Kerr	Maggie	Burncoat High School	Special Ed
King	Sharon	South High School	Mathematics
Kishibay	Stephanie	Burncoat Middle School	Special Ed
Kitka-Shveda	Molly	Systemwide	ESL
Kortsarz	Yael	Systemwide	Music
Kubicki	Victoria	Vernon Hill	Elementary
Kushe Christo	Elona	Vernon Hill	ESL
Lajoie	David	North High School	Health
Laskowski	David	Burncoat High School	Other
Lataille	Valbona	Systemwide	School Adj Couns
Le	Michelle	Forest Grove Middle School	ESL
Leal	Antonella	La Familia Dual Language	Bilingual
Lepore	Christina	Worcester Technical High	Special Ed
Letourneau	Samantha	South High School	English
Leviton	Elise	Chandler Magnet	Elementary
Lewis	Jacob	Worcester East Middle	Coping Instruct
Linton	Rebecca	North High School	Mathematics
Longvall	Juliette	Systemwide	Special Ed
Lucibello	Brittney	Systemwide	Special Ed
Ludizaca Torres	Blanca	Chandler Magnet	ESL
Luks	William	Goddard	Phys Education
MacFadden	Oliver	Systemwide	Music
Maglitta	Juliet	Systemwide	Music

Maguire	Lauren	Systemwide	Special Ed
Mahoney	Randi	Systemwide	Special Ed
Maki	Lauren	Quinsigamond	ESL
Malm	Jacqueline	Systemwide	Special Ed
Mann	Craig	Clark Street	Special Ed
Marko	Mirela	Burncoat High School	Foreign Lang
Martinson	Kristen	Worcester Technical High	Vocational Ed
McCarthy	Kelly	Grafton Street	Elementary
McGrail	Allie	Systemwide	School Adj Couns
McGrath	Hannah	Wawecus Road	Elementary
Merrill	Bridget	Systemwide	School Adj Couns
Meyer	Jacqueline	McGrath Elementary	Elementary
Milewski	Brianna	Clark Street	ESL
Millett	John	Gerald Creamer Center	Mathematics
Monje	Maria	Woodland Academy	ESL
Morse	Patrick	Grafton Street	ESL
Moshinsky	Adam	Sullivan Middle School	ESL
Murphy	Erin	Lincoln Street	Elementary
Muscente	John	South High School	Vocational Ed
Nealon	Leslie	Lincoln Street	Special Ed
Nedoroscik	Anastasia	Burncoat High School	Mathematics
Nieves-Velazquez	Lynnette	Midland Street	Elementary
Nuttall	Allyson	Chandler Elementary	Special Ed
O'Brien	Jessica	La Familia Dual Language	ESL
O'Leary-Ortiz	Ann	St Casimir	Special Ed
O'Malley	Laura	Gates Lane	Elementary
Orcutt	Jordan	Systemwide	Psychologists
Parlman	Hannah	North High School	Mathematics
Payne	Alfonso	Worcester East Middle	English
Pellegrini	GinnyRose	Systemwide	School Adj Couns
Pennucci	Justine	Burncoat Middle School	Other
Pepin	Amanda	Lincoln Street	ESL
Perrone	Anthony	Reach Academy	Social Studies
Peters	Claire	Clark Street	Elementary
Pichierri	Melissa	Systemwide	Special Ed
Pollock	Freya	City View	Elementary
Psillakis	Kathryn	Belmont Community	Special Ed
Quinama	Debra	Chandler Magnet	Special Ed
Quist	Sarah	Goddard	ESL
Reid	Scott	Sullivan Middle School	Special Ed
Reidy	Sean	South High School	Vocational Ed
Reilly	Sheri	City View	Elementary
Rentsch	Jessica	Systemwide	School Adj Couns
Ricciardi	Ava	McGrath Elementary	Elementary
Richard	Christine	Clark Street	Elementary

Richard-Figueroa	Alyssa	Systemwide	School Adj Couns
Rivera	Limari	Systemwide	School Adj Couns
Roach	John	Worcester Technical High	Social Studies
Rose	Emma	Worcester Arts Magnet	Elementary
Ross	Kylie	Worcester East Middle	Special Ed
Rotondo	Melissa	Vernon Hill	Elementary
Rouleau	Kelsey	Canterbury Street	Special Ed
Rouse	Beth	Durkin Administration	Coping Instruct
Rubio	Juan	Woodland Academy	Elementary
Rucci	Alison	Canterbury Street	Elementary
Salazar	Angela	Sullivan Middle School	Art
Sanchez	Yarilisse	Quinsigamond	ESL
Santos	Michael	North High School	Special Ed
Savage	Matthew	Worcester East Middle	Special Ed
Sawyer	Emily	North High School	Special Ed
Sealey	Thomas	South High School	Coping Instruct
Seraichick	Mary	South High School	ESL
Shannon	Gregory	North High School	Music
Sharry	Andrew	South High School	Health
Shiple	Henley	Belmont Community	Elementary
Shpani	Jola	New Citizens - Young Adult	Mathematics
Silverman	Catherine	Sullivan Middle School	Special Ed
Siudela	Nicholas	Woodland Academy	Elementary
Smiley	Grace	Chandler Elementary	Elementary
Smith	Katelynn	Union Hill	ESL
Smith	Abbie	Systemwide	Music
Spain	Michelle	North High School	ESL
Stowe	Lucy	South High School	Science
Stuart	Marissa	Nelson Place	Elementary
Sullivan	Mikaela	Flagg Street	ESL
Sullivan	Sean	Challenge Academy	English
Surette	William	University Park	English
Surette	Danielle	Claremont Academy	ESL
Sylvestre	Matthew	Sullivan Middle School	Phys Education
Tavilla	David	Worcester Technical High	Vocational Ed
Thibeault	Rachael	Elm Park Community	Elementary
Thomas	Kylie	Burncoat High School	English
Thompson	Mallory	Vernon Hill	Elementary
Tilton	Benjamin	Claremont Academy	Mathematics
Toporowski	Stephanie	Systemwide	School Adj Couns
Trotta	Scott	Quinsigamond	ESL
Trybus	Alyssa	City View	Elementary
Tyler	Douglas	Burncoat Middle School	ESL
Underwood	Amy	Woodland Academy	ESL
Veal	Kristina	City View	ESL



Volturo Wilson	Rebecca	Systemwide	School Adj Couns
von Schmidt-Penta	Karl-Josef	Worcester East Middle	Music
Voyiatzis	Maria	Elm Park Community	English
Walczak	Autumn	Sullivan Middle School	Phys Education
Wall	Kevin	Burncoat High School	Guidance
Walsh	Kyle	Forest Grove Middle School	Social Studies
Walton	Katelyn	South High School	Special Ed
Westberg	Pamela	Vernon Hill	Elementary
White	Hayley	North High School	Special Ed
White	Lindsey	Doherty High School	Health
Wood Fontoura	Catherine	Systemwide	School Adj Couns
Woodward	Allison	Canterbury Street	Elementary
Wroblewski	Emma	Systemwide	Special Ed
Wroblewski	Kate	Doherty High School	Science
Young	Antonio	Sullivan Middle School	Special Ed
Zaimi	Crystal	Forest Grove Middle School	Mathematics

X. GENERAL BUSINESS  
Administration/Ms. Novick/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo  
(September 29, 2021)

CURRENT ITEM - gb #1-210.2  
S.C. MEETING - 10-7-21

1ST ITEM	gb #1-210	S.C.MTG. 8-26-21
2ND ITEM	gb #1-210.1	S.C.MTG. 9-23-21
3RD ITEM	gb #1-210.2	S.C.MTG. 10-7-21

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.

9-23-21 - Ms. Novick asked if all central administrators and principal contracts have been signed.

Ms. Boulais stated that payroll is currently working on calculating salaries for some principals who have not signed their contracts.

Ms. Novick made the following motions:

Request that the Administration provide an update on the number of outstanding contracts.

Request that the Administration provide the actual number of outstanding Administrative contracts.

On a voice vote, the motions were approved.

On a voice vote the item was referred back to the Administration for updates at the meeting of October 7, 2021.

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

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

Second response to 1-210.1

The information below has been updated from the response provided on September 23, 2021 and is accurate as of the date that this response was prepared (September 28, 2021).

	On automatic 1 year renewal	Beyond 1 year renewal	Beyond the renewal language of the contract	Have no written contract at all
Principals	10	13	0	0
Administrators	0	0	4	0

X. GENERAL BUSINESS  
Administration  
(September 20, 2021)

ITEM - gb #1-262  
S.C. MEETING - 10-7-21

ITEM:

To set a date to recognize Maya Sushkin who was invited to compete at the National Science Fair for the third time and the following individuals:

- Mentor Mr. Alan Beard, a volunteer from Schneider Electric
- Ms. Donna Greenleaf, teacher from Nelson Place School
- Ms. Cindylee Snell-Hamilton, teacher from Nelson Place School
- Ms. Alicia Simonti, STEM Club after school advisor from Forest Grove Middle School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, October 21, 2021.

X. GENERAL BUSINESS  
Administration  
(September 21, 2021)

ITEM - gb #1-263  
S.C. MEETING - 10-7-21

ITEM:

To approve the following prior fiscal year payments:

- \$412.56 to the Worcester Police Department for the security at South High Community School on May 29, 2021
- \$98 to Flaghouse, Inc.
- \$95 to an employee School Bus Certificate Renewal - Physical Exam
- \$1,659.33 to First Student, Inc. for McKinney-Vento transportation services
- \$1,319 to Quadient, Inc.
- \$520 to Johnson Controls, Inc. for work completed at WTHS
- \$3,193.77 to WinSupply of Worcester for supplies purchased for WTHS
- \$1,332.56 to Sullivan Insurance Group, Inc.
- \$5,299.29 to BSN Sports, LLC for Athletic items
- \$85 to an employee School Bus Certificate Renewal - Physical Exam
- \$623 to William F. Lynch Mechanical Contractors for work completed at Worcester Technical High School
- \$900 to James R. Collins, Esq. for arbitration services
- \$300 to Signet for work done at Norrback Elementary School
- \$76.07 to CDW, LLC for Chromebooks

PRIOR ACTION:

BACKUP: Annex A (1 page) contains the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

- The charge from the Police Department was included with services being paid by another organization and did not get processed under FY21.
- The Flaghouse, Inc.'s Purchase Order was closed in error and the final invoice was received with backordered items.
- The physical was completed in FY21, but received reimbursement request in FY22.
- The District needed to identify the fiscal responsibility of a McKinney-Vento student prior to processing payment.
- The Quadiant, Inc.'s Purchase Order was closed in error before final invoices were received.
- Johnson Controls, Inc.'s final invoice exceeded the prior year Purchase order amount.
- WPS Accounts Payable was told to close out Purchase Order at the end of the previous school year. The school did not realize there were still outstanding backordered items from WinSupply.
- The Dual Language School was added to existing policy through Sullivan Insurance Group, Inc.'s that was for 22 Waverly Street. The effective dates are 6/24/2021 and 6/30/2021. The Policy expired 9/2/2021.
- BSN Sports, LLC's invoice and Purchase Order are different fiscal years. The original PO needed to be replaced due to an error with vendor number and this resulted in a new PO date in FY22 and invoice in FY21.
- The physical was completed in FY21, but received reimbursement request in FY22.
- William F. Lynch's final invoice exceeded the prior year Purchase order amount.
- James R. Collins, Esq.'s invoice and Purchase Order were in different fiscal years.
- Signet's final invoice exceeded the prior year Purchase order amount.
- CDW, LLC's final invoice exceeded the prior year Purchase order amount.

X. GENERAL BUSINESS  
Administration  
(September 21, 2021)

ITEM - gb #1-264  
S.C. MEETING - 10-7-21

ITEM:

To approve the following donations:

- shoes and socks valued at \$300 from The Ladies Ancient Order of Hibernians - Worcester to Doherty Memorial High School
- shoes valued at \$1,500 from The Doherty Memorial High School 365z Club to Doherty Memorial High School
- \$10.00 to the WPS from the Blackbaud Giving Fund on behalf of AbbVie
- \$15,000 from Spectrum Health Systems to Lincoln Street School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS  
Administration  
(September 24, 2021)

ITEM - gb #1-265  
S.C. MEETING - 10-7-21

ITEM:

To explore the use of translation services for full School Committee meetings while remote/hybrid meetings continue to be held.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



X. GENERAL BUSINESS  
Mr. Monfredo  
(September 27, 2021)

ITEM - gb #1-266  
S.C. MEETING - 10-7-21

ITEM:

Request that the Administration forward a letter of congratulations to Principal Elizabeth Lupafya, staff, and students who participated at La Familia Dual Language School for a wonderful Grand Opening.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letter.

X. GENERAL BUSINESS  
Administration  
(September 27, 2021)

ITEM - gb #1-267  
S.C. MEETING - 10-7-21

ITEM:

To review the annual Innovation School Plan evaluations as submitted to the Massachusetts Department of Education for SY 2020-21.

PRIOR ACTION:

BACKUP: The Innovation Plans will be sent under separate cover.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on School and Student Performance.

X. GENERAL BUSINESS  
Mrs. Clancey  
(September 28, 2021)

ITEM - gb #1-268  
S.C. MEETING - 10-7-21

ITEM:

Request that the Administration provide an update on the School Committee student representatives.

PRIOR ACTION:

BACKUP:

Annex A (4 pages) contains the response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File.

**STUDENT ADVISORY COMMITTEE  
TO THE  
SCHOOL COMMITTEE**

**AGENDA**

**Wednesday, September 22, 2021**

- I. Discussion of the Purpose of Student Advisory Committee
- II. Discussion of the General Recommendations for the Student Advisory Committee
- III. Review the School Committee Meeting Schedule for 2021-22
- IV. Review the Rules of the School Committee and Code of Ethics
- V. Other Items:
  - List of School Committee Members
  - List of Standing Committees of the School Committee
  - List of Student Representatives for 2021-22
- VI. Discussion of the School Committee Agenda for the Thursday, September 23, 2021 Meeting.

## **I. PURPOSE OF STUDENT ADVISORY COMMITTEE**

- To provide for a meaningful link and to promote a mutual sense of respect and understanding between the student body and the School Committee.
- To represent before the School Committee, the attitudes, interests and concerns, both positive and negative, of the student body.
- To advise the School Committee and add insight to their deliberations.
- To carry to the School Committee and to support proposals and items of concern to the student body, and to initiate, on behalf of the student body and in conjunction with the student government, projects and proposals for presentation to the School Committee.
- To inform the student body of the functions and workings of the School Committee.
- To represent to the School Committee a cross-section of the entire student body.

## **II. GENERAL RECOMMENDATIONS**

1. Each student advisory committee should have a workshop at the beginning of its term.
2. The student advisory committee should hold periodic open meetings for the purpose of reporting to students, faculty, administration, parents and other interested persons the activities of the student advisory committee and in order to answer questions and receive input about the committee's activities.
3. School districts should on request make information available to student advisory committee members on matters such as:
  - A. Parliamentary procedure and the conduct of School Committee Meetings.
  - B. The authority and powers of the School Committee.
  - C. The organization of the School Committee (E.G. Officers, sub-committees, ex-officio members).
  - D. The laws and policies concerning Executive Session and open meetings.
  - E. Definitions and descriptions of certain appropriate terms, agencies and organizations.
4. The student advisory committee members should remain in close contact with the student government and its officers, and with the delegates to the Student Advisory Committee. Close cooperation and communication should retain a reasonable degree of autonomy.
5. The student advisory committee should maintain a degree of awareness and sensitivity to the concerns and interests of students of other age levels within the school system, and should represent those concerns and interests to the school committee when appropriate.

**III. Review the School Committee Meeting Schedule for 2021-22**

**SCHEDULE 2021-22**

DATE	STUDENT ADVISOR	SCHOOL
October 21 2021	Stacia Zoghbi Nareichka Melendez Mercado	Worcester Technical High School Claremont Academy
November 4, 2021	Adalise Rivera Lugo Rachel Oppong	University Park Campus School Burncoat High School
November 18, 2021	Julianna Manxhari Nancy Tran	Doherty Memorial High School North High School
December 2, 2021	Shelley Duodu Stacia Zoghbi	South High Community School Worcester Technical High School
December 16, 2021	Nareichka Melendez Mercado Adalise Rivera Lugo	Claremont Academy University Park Campus School
January 6, 2022	Rachel Oppong Julianna Manxhari	Burncoat High School Doherty Memorial High School
January 20, 2022	Nancy Tran Shelley Duodu	North High School South High Community School
February 3, 2022	Stacia Zoghbi Nareichka Melendez Mercado	Worcester Technical High School Claremont Academy
February 17, 2022	Adalise Rivera Lugo Rachel Oppong	University Park Campus School Burncoat High School
March 3, 2022	Julianna Manxhari Nancy Tran	Doherty Memorial High School North High School
March 17, 2022	Shelley Duodu Stacia Zoghbi	South High Community School Worcester Technical High School
April 7, 2022	Nareichka Melendez Mercado Adalise Rivera Lugo	Claremont Academy University Park Campus School
April 28, 2022	Rachel Oppong Julianna Manxhari	Burncoat High School Doherty Memorial High School
May 5, 2022	Nancy Tran Shelley Duodu	North High School South High Community School
May 19, 2022	Stacia Zoghbi Nareichka Melendez Mercado	Worcester Technical High School Claremont Academy

X. GENERAL BUSINESS  
Ms. McCullough  
(September 28, 2021)

ITEM - gb #1-269  
S.C. MEETING - 10-7-21

ITEM:

Request that the Administration provide information regarding nutrition for breakfast and lunch availability with the return of in person learning

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



X. GENERAL BUSINESS  
Ms. Novick  
(September 29, 2021)

ITEM - gb #1-270  
S.C. MEETING - 10-7-21

ITEM:

Request administration coordinate with the Department of Public Health and the local medical community to provide for clear, consistent communication to families and staff regarding the importance of vaccinations in creating and maintaining a healthy school community. Further request such communications include opportunities for families and staff members to ask questions confidentially in multilingual, culturally proficient, and accessible manners.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. Novick  
(September 29, 2021)

ITEM - gb #1-271  
S.C. MEETING - 10-7-21

ITEM:

Provide opportunities for public input on the district's plans for Elementary and Secondary Schools Emergency Relief funding, as required by the American Rescue Plan Act of 2021.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Finance and Operations.

X. GENERAL BUSINESS  
Ms. Novick  
(September 29, 2021)

ITEM - gb #1-272  
S.C. MEETING - 10-7-21

ITEM:

Request administration require of Durham School Services timely updates on inoperable buses and absent drivers to WPS Transportation, and further, communicate any such information in a timely manner to families, students, and schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

XI. EXECUTIVE SESSION  
Administration  
(September 29, 2021)

ITEM - gb #1-273  
S.C. MEETING - 10-7-21

ITEM:

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #20/21-24.

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, 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 – 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 – 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 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- Requirement of Vaccination of Employees of the Worcester Public Schools and Related COVID-19 Vaccination Verification Policy - 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.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.