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

AGENDA #30

on: Thursday October 21, 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 #1-26 - Clerk
(October 11, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 7, 2021.

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #1-262.1 -Administration
(October 11, 2021)

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

V. IMMEDIATE ACTIONACTION

gb #1-274 - Administration
(October 11, 2021)

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

Stacia Zoghbi – Worcester Technical High School
Nareichka Melendez-Mercado – Claremont Academy

VI. REPORT OF THE SUPERINTENDENT

ROS #1-12 - Administration
(October 12, 2021)

SY21 MCAS PERFORMANCE

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

1-35 - The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Beshai, Kathleen, Nelson Place, Elementary, 10/10/21
Doherty, Thea, Wawecus Road, Special Education, 10/5/21

1-36 - The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Alitz-Polga, Karen, Systemwide, Special Education 10/1/21
Carlson, Ian, Clark Street, Elementary, Terminated 10/2/21
Connor, Michael, South High, Social Studies, 10/7/21
Lajoie, David, North High, Health, 9/29/21
Lewis, Jacob, Worcester East Middle, Caring Instructor, 10/1/21
Linton, Rebecca, North High, Mathematics, 10/1/21
Nugent, Kerry, Nelson Place, Special Education, 10/1/21
Santos, Michael, North High, Special Education, 10/2/21
Schwartz, Mette, Sullivan Middle, Science, 10/1/21
Socha, Mayra, La Familia Dual Language, Bilingual, ,9/27/21
Walsh, Meghan, Worcester Technical, Special Education, 10/1/21

ACTIONIX. PERSONNEL (continued)

- 1-37 The Superintendent has APPOINTED the person named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$14.28 per hour, from Civil Service List #321-037, effective as shown:

Adadevoh-Tetteh, Susu	8/23/2021
Alchoufi, Khalil	9/7/2021
Clarke, Liricia	8/23/2021
Contreras, Delsi	9/7/2021
Cruz Rodriguez, Carmen	8/23/2021
Duran, Mariel	9/7/2021
Gonzalez, Eddie	9/7/2021
Russell, Luke	9/7/2021

- 1-38 The Superintendent has APPOINTED the person named below to the position of School Bus Attendant 10 Month, permanent at a salary of \$16.89 minimum per hour to \$18.81 maximum per hour, from Civil Service List #321-033, effective as follows:

Luna, Isaiah	9/7/2021
Rodriguez, Jessenia	9/13/2021

- 1-39 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.87 (minimum) to \$21.47 (maximum), per hour, effective as shown:

Garcia, Devin	10/12/2021
Mearls, Hunter	8/16/2021
Moore, Ralph	8/23/2021
Price, Nicholas	8/3/2021
Ruttencutter, Paul	8/16/2021
Waller, Jalen	10/4/2021

- 1-40 The Superintendent has provisionally APPOINTED the person named below to the position of 189 Day Word Processor, permanent/fulltime at a salary of \$20.71 (minimum) to \$25.98 per hour (maximum) effective as shown:

Caceras, Chantel	8/23/2021
Dennehy, Alexandra	8/23/2021
Fields, Gina	9/13/2021
LePain, Kelly	9/22/2021
Torres, Ruth	8/23/2021

IX. PERSONNEL (continued)

1-41 The Superintendent has provisionally APPOINTED the person named below to the position of 192 Day Word Processor, permanent/fulltime at a salary of \$19.92 (minimum) to \$25.76 per hour (maximum) effective as shown:

Diaz, Jessica	10/12/2021
Garcia, Jessica	10/18/2021
Irizarry Perez, Alba	10/13/2021
Maldonado, Cindy	8/23/2021
Roy, Teresa	9/27/2021
Wolanski, Amanda	9/20/2021

1-42 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Principal Account Clerk, permanent/fulltime at a salary of \$23.00 (minimum) to \$28.53 per hour (maximum) effective as shown:

Patterson, Kaileen	9/7/2021
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1-43 Newly Hired Teachers 2021-22

Annex A (1 page) contains a list of the newly hired teachers.

X. GENERAL BUSINESS

gb #1-210.3 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 #1-236.1 - Administration/Mr. Monfredo/Mrs. Clancey/
Ms. McCullough/Ms. Novick
(October 5, 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 #1-264 - Administration
(September 21, 2021)

To approve the following donation:

- \$15,000 from Spectrum Health Systems to Lincoln Street School

GENERAL BUSINESS (continued)ACTION

gb #1-275 – Administration
(October 1, 2021)

To approve the following prior fiscal year payments:

- \$113.38 to Hercules Achievement, Inc/Herff Jones LLC for caps and gowns at University Park Campus School
- \$154.42 to Hercules Achievement, Inc/Herff Jones LLC for caps and gowns at Gerald Cramer Center and St. Casimir
- \$3,300 to Family and Education Wellness Center, LLC for a student
- \$715 to Northeastern State University for AP Training
- \$5,669.82 to CAPS Collaborative for tuition

gb #1-276 – Administration
(October 1, 2021)

To approve the following donations:

- \$250.00 from Country Bank to Jacob Hiatt Magnet School
- \$5,000 from The American Tower Foundation for the Visual Arts Program at Doherty Memorial High School
- \$4,018 from the Worcester Area Mission Society to Woodland Academy to reimburse salary for work done with the Summer CUBS community program
- a Baby Grand Ebony Tokai piano valued at approximately \$5,000 from Gus Giordano at the former Maxwell Silverman's to Worcester Technical High School

gb #1-277 – Ms. McCullough
(October 5, 2021)

To provide an update on the fence at Lincoln Street School and any other updates pertinent to the matter.

gb #1-278 – Mr. Monfredo
(October 12, 2021)

Request that the Administration consider hiring Parent Liaisons in five elementary schools using ESSER funding.

gb #1-279 – Ms. McCullough
(October 12, 2021)

Request that the Administration provide a list of all middle and high school open house dates and times.

GENERAL BUSINESS (continued)

ACTION

gb #1-280 – Mrs. Clancey
(October 12, 2021)

To consider the Resolutions before the MASC Delegates Assembly in order to advise the Worcester School Committee’s delegate.

gb #1-281 – Ms. Novick
(October 13, 2021)

Request administration ensure that all Worcester Public Schools employees have taken and submitted evidence of completing the state-mandated ethics training within the past two years, as required under M.G.L. Ch. 268A.

gb #1-282 – Ms. Novick
(October 13, 2021)

Request administration clarify with school leadership what materials are available to them for student and staff health and safety during the pandemic.

gb #1-283 – Administration
(October 13, 2021)

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

Kelly, Mariela, La Familia Dual Language School, Bachelors, Step 5, \$62,459.00, effective August 26, 2021. Licensed: School Nurse All Levels

Lee, Julie, Canterbury Street School, Bachelors, Step 4, \$59,712.00, effective August 26, 2021. Licensed: School Nurse All Levels.

Soucie, Carissa, Belmont Community Elementary School, Masters, Step 1, \$56,858.00, effective August 26, 2021. License Pending: School Nurse All Levels

gb #1-284 – Mr. Monfredo
(October 13, 2021)

Request that the principals recognize the superintendent and her administrative team at the School Committee meeting on Thursday, October 21, 2021 for navigating the school district through the pandemic during the 2020-21 school year and for their work on current challenges of the 2021-22 school year.

X. GENERAL BUSINESS (continued)

ACTION

gb #1-285 – Administration
(October 14, 2021)

To formulate a policy regarding the use and replacement of Chromebooks and their accessories.

gb #1-286 – Administration
(October 14, 2021)

Request that the Administration enter into a contract up to five years with Custom Computer Specialists for the district's new student information system, Infinite Campus.

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XI. EXECUTIVE SESSION

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

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, Units A & B (Educators/Administrators).

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.

XI. 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- 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
(October 14, 2021)

ITEM - aor #1-26
S.C. MEETING - 10-21-21

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 7, 2021.

PRIOR ACTION:

BACKUP:

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

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, October 7, 2021
Agenda #29

The School Committee of the Worcester Public Schools met in Open Session at 5:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, October 7, 2021.

There were present at the Call to Order:

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

There was absent: Mayor Petty

Vice-chairman Foley chaired the meeting.

1. EXECUTIVE SESSION

It was moved to recess to Executive Session and Vice-chairman Foley stated that the committee would reconvene in Open Session.

On a roll call of 6-1 (absent Mayor Petty), it was moved to recess to Executive Session at 5:04 p.m. to discuss the following items:

gb #1-273

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.

The School Committee recessed from Executive Session at 6:24 p.m. and reconvened in Open Session at 6:27 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, Parent Liaisons, for the contract duration of September 1, 2020 through August 31, 2022.

On a roll call of 6-1 (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 Educational Association of Worcester, Therapy Assistants, for the contract duration of July 1, 2020 through June 30, 2022.

On a roll call of 6-1 (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, Plumbers & Steamfitters, Local - 125, for the contract duration of July 1, 2020 through June 30, 2022.

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

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.

It was moved and voice voted to approve the item.

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.

Mr. Jake Bersin was recognized and the item was file.

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

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

The AP Scholars were recognized and the item was filed.

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.

It was moved and voice voted to file Personnel items 1-28 to 1-31.

X. 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).

Ms. Novick stated that there are still some outstanding issues.

Ms. Boulais stated that the COLA adjustments are processed and that the Human Resource Department should be able to have a list of the specific salaries for each employee by the second payroll paycheck.

Mr. Foley made the following motion:

Request that the Clerk of the School Committee interact with Ms. Novick and the Administration to identify the exact information that is being requested and provide the report at the October 21, 2021 School Committee Meeting.

On a voice vote, the motion was approved.

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

It was moved and voice voted to set the date of Thursday, October 21, 2021 to recognize them virtually.

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

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

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

Miss Biancheria made the following motion:

Request that the \$15,000 donation from Spectrum Health Systems to Lincoln Street School be held for the October 21, 2021 meeting to discuss the allocation of the funds.

On a voice vote, the motion was approved.

Superintendent Binienda stated that the money was originally allocated for the fence at Lincoln Street School. However, the estimate for the fence came in at approximately \$75,000. Therefore, a request has been sent to the City Manager asking to possibly split the cost for the fence.

On a roll call of 6-1 (absent Mayor Petty), it was moved to hold the \$15,000 donation from Spectrum Health Systems and approve the remaining donations.

gb #1-265 – Ms. McCullough/Mrs. Clancey/Ms. Novick
(September 24, 2021)

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

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

gb #1-266 – Mr. Monfredo/Mrs. Clancey/Mayor Petty
(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.

Mr. Monfredo requested that the Administration provide a report in a Friday Letter in November on the possible use of ESSER Funds to help with the development of a cafeteria in the La Familia Dual Language School.

It was moved and voice voted to forward a letter of congratulations to the principal, staff and students 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.

It was moved and voice voted to refer the item to the Standing Committee on School and Student Performance.

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

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

Ms. Novick asked if the Clerk of the School Committee plans to partner the Student Representatives with School Committee Members.

Dr. Friel stated that the drawing of the names will be done soon.

Ms. Novick stated that under the Massachusetts General Laws, Chapter 71, Section 38 the School Committee needs to meet every other month with the student representatives.

Ms. Novick made the following motion:

Request that the School Committee schedule a meeting with the student representatives before the end of the year.

On a voice vote, the motion was approved.

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

gb #1-269 – Ms. McCullough/Mrs. Clancey/Ms. Novick
(September 28, 2021)

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

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

gb #1-270 – Ms. Novick/Mrs. Clancey
(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.

Ms. Novick stated that she would like the Administration to be more proactive with the communication to families around the vaccine and to have medical providers answer any concerns and questions.

Superintendent Binienda stated that a parent forum will be held during the week of October 12, 2021 if the information regarding the release of the vaccine for students ages 5 to 12 is available. She also stated that the Administration meets every Wednesday with Dr. Michael Hirsh, Dr. Lloyd Fisher, Dr. Beverly Nazarian, members from the Department of Public Health, Epidemiologists, the COVID-19 Coordinator and Dr. Debra McGovern. The Administration meets every Friday with members from the Family Health Center and the Edward M. Kennedy Community Health Center. She further stated that pediatricians now have access to the vaccine so they are also able to provide any information parents have in regards to it.

Miss Biancheria made the following motion:

Request that the Administration provide a list of all the medical community members that meet with the Administration on Wednesdays and Fridays.

On a voice vote, the motion was approved.

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

gb #1-271 – Ms. Novick/Mrs. Clancey
(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.

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

gb #1-272 – Ms. Novick/Ms. Clancey
(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.

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

OTHER ACTION

Superintendent Binienda stated that the COVID numbers from September 30, 2021 to October 7, 2021 were as follows:

- 99 students tested positive and 17 were quarantined
- 20 staff members tested positive and 1 was quarantined
- 264 students and 19 staff members were tested for being close contact with someone who tested positive

She also stated that the Test and Stay Program has been working out well.

On a voice vote the meeting was adjourned at 7:08 p.m.

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

V. IMMEDIATE ACTION
Administration
(October 11, 2021)

CURRENT ITEM - 1-274
S.C. MEETING - 10-21-21

ITEM:

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

Stacia Zoghbi – Worcester Technical High School
Nareichka Melendez-Mercado – Claremont Academy

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File.

VI. REPORT OF THE SUPERINTENDENT
Administration
(October 13, 2021)

ITEM - ros #1-12
S.C. MEETING - 10-21-21

ITEM:

SY21 MCAS PERFORMANCE

PRIOR ACTION:

BACKUP:

Annex A (25 pages) contains a copy of the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



SY21 MCAS Performance

Student ELA, Math & Science Assessment Overview

Office of Research and Accountability | October 2021





SY21 MCAS Performance | Executive Summary

After a year-plus of distance learning it is expected that performance on the state assessment would be impacted. With the exception of grade 10 students on ELA, there were declines in the percentage of students scoring proficient on the MCAS ELA, Mathematics and Science. District mean student growth in ELA and math was also low for grades 3-8. Large performance gaps among various subgroups (i.e., race, MLL, SWD, ED) persist at the district and state level. With the return to in-person learning this year, MCAS performance from spring 2022 will hopefully show an uptick in performance.

ELA:

- 28% proficient in gr.3-8
- 42% proficient in gr.10
- Writing domain is an area for growth

Mathematics:

- Most dramatic declines in percent proficient from 31% in 2019 to 15% for grades 3-8
- Geometry domain is an area for growth

Science:

- 21% proficient gr. 5 & 8
- Negative trend in percent proficient for gr. 5&8 since SY17
- Performance gaps similar to ELA and math



SY21 MCAS Performance | Overview

Background:

- MCAS was administered in spring 2021 after skipping one year due to COVID
- MCAS ELA and math administered to students in grades 3-8, & 10
- MCAS science administered in grades 5, 8 and HS Bio 9/10

This slide deck contains:

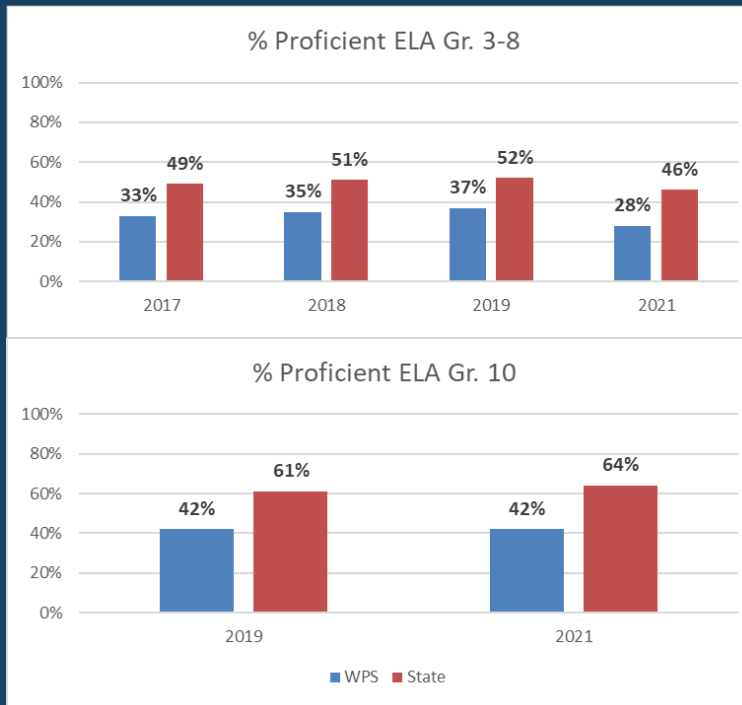
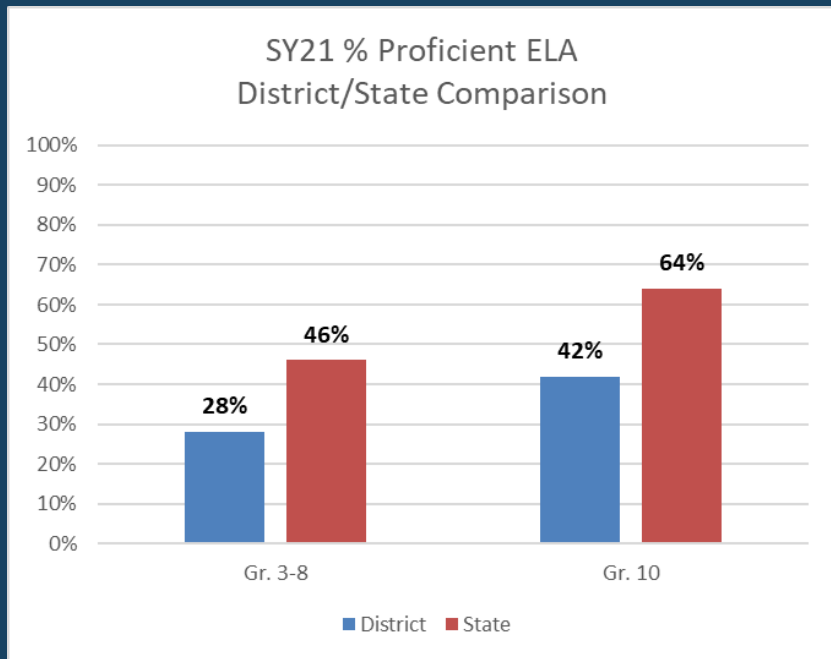
- WPS student ELA and math performance grades 3-8, & 10
- WPS student science performance grades 5&8, 9/10
- Comparison to state and other urban districts
- Disaggregation by subgroups
- Growth (SGP) in ELA and math



MCAS Performance | ELA District-State Comparison

Takeaways:

- 18 point gap between WPS and State for grades 3-8
- 22 point gap between WPS and State for grade 10
- Point gap is only slightly larger than in years prior to COVID



Grade	WPS State	
	ELA	ELA
3	31%	50%
4	29%	49%
5	27%	47%
6	34%	47%
7	24%	43%
8	22%	40%
10	42%	64%

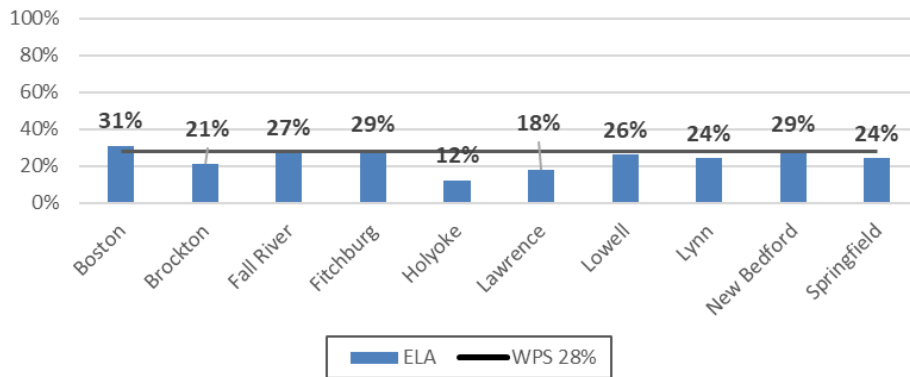


MCAS Performance | ELA District-District Comparison

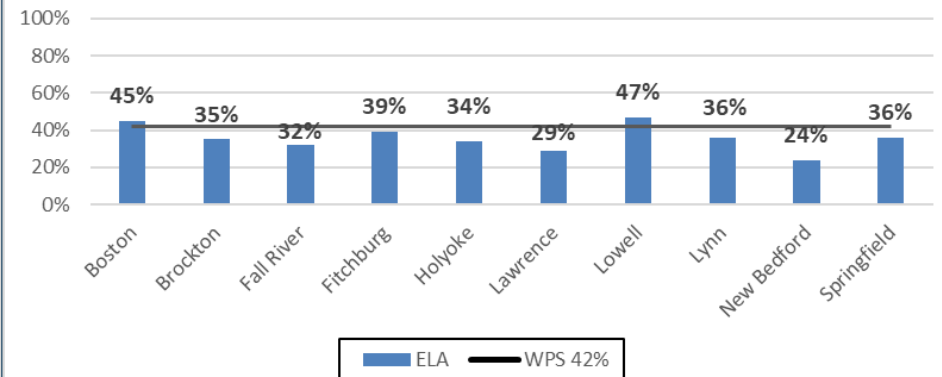
Takeaways:

- WPS had the fourth highest percentage of students scoring proficient on ELA in grades 3-8; and the third highest for grade 10 in comparison to other urban districts

ELA Percent Proficient Gr. 3-8
District to District Comparison



ELA Percent Proficient Gr. 10
District to District Comparison

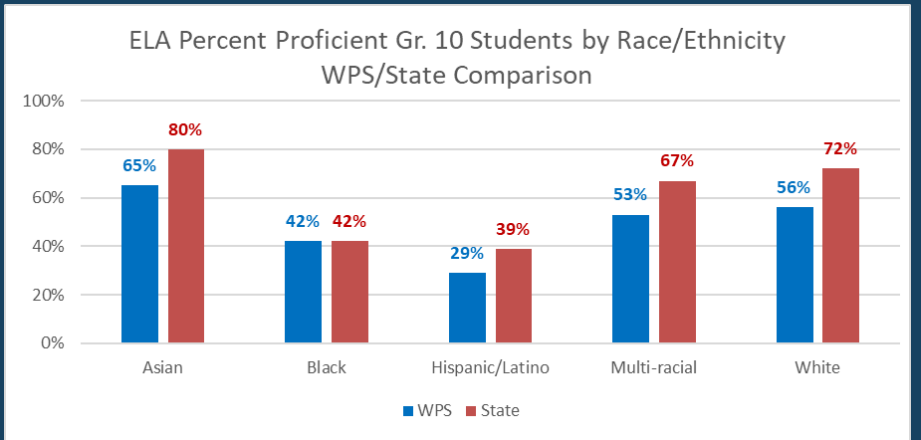
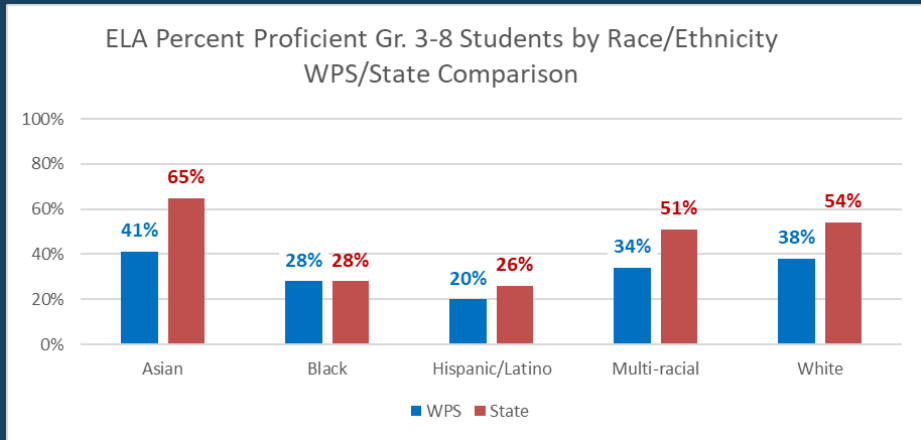




MCAS Performance | ELA by Race/ Ethnicity

Takeaways:

- Performance gaps exist across racial groups in WPS and in comparison to the State
- Hispanic/Latino students have lowest performance District-and State-wide
- African-American/Black students are the only subgroup w/no WPS-State gap

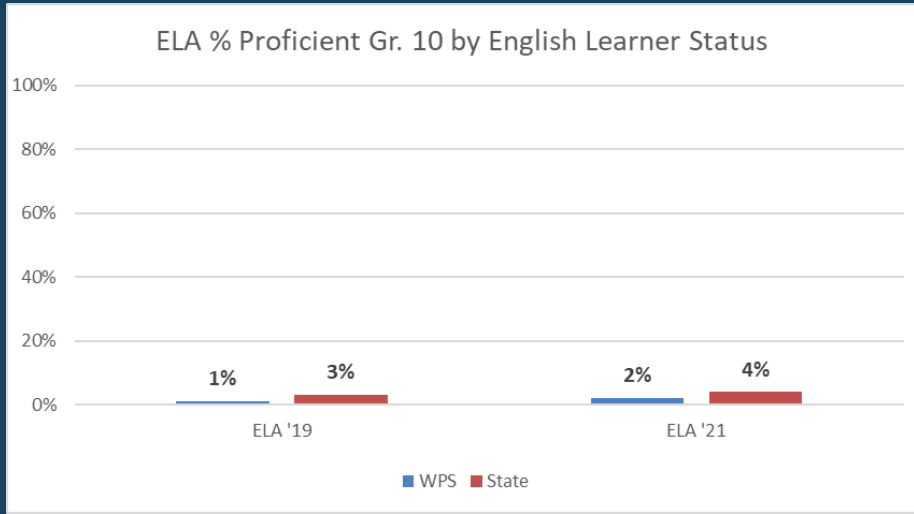
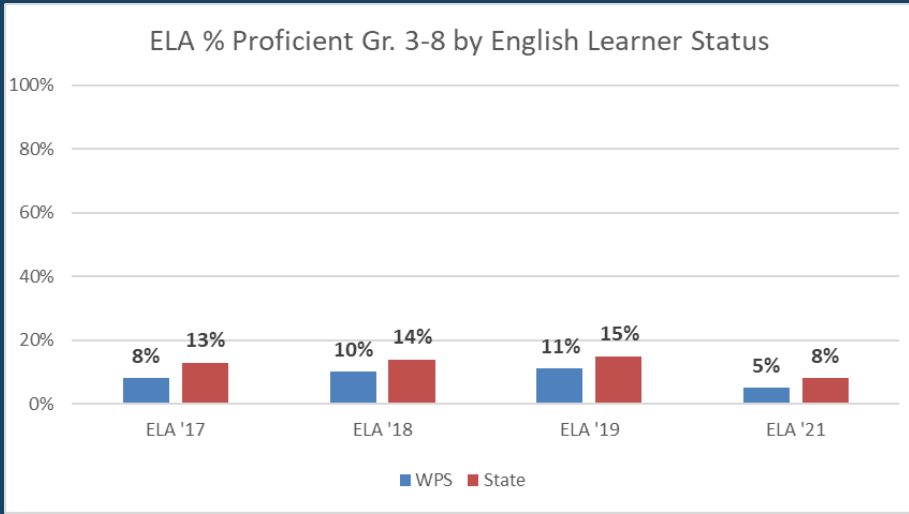




MCAS Performance | ELA by MLL Status

Takeaways:

- 5% or fewer of Multi-lingual Learners (English Learners) in WPS are scoring proficient on MCAS ELA
- After two years of COVID, the percentage of grades 3-8 MLL students scoring proficient in ELA decreased by six points

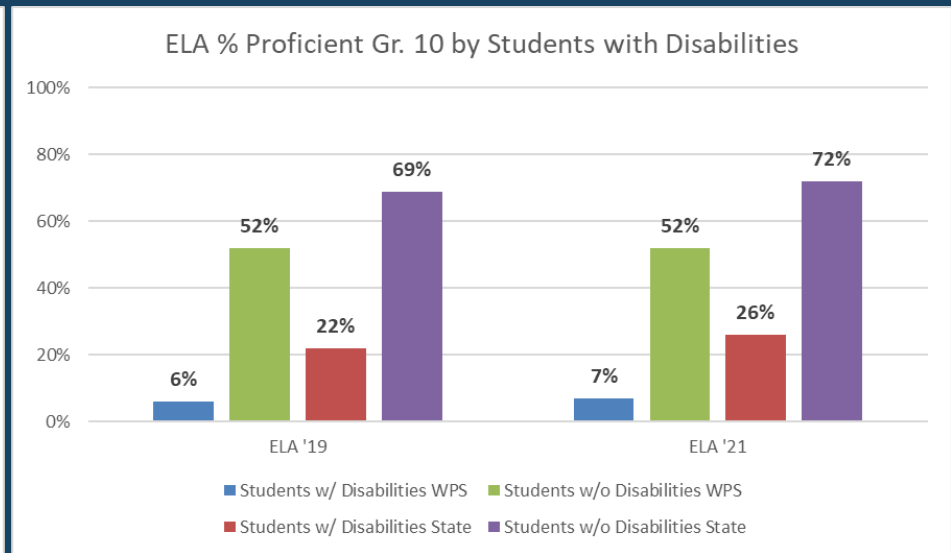
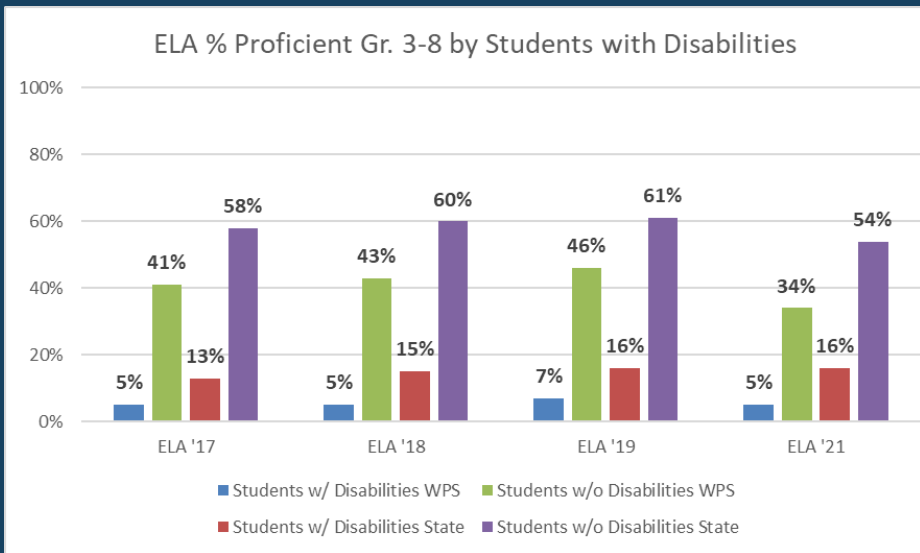




MCAS Performance | ELA by Students with Disabilities

Takeaways:

- The percentage of students with disabilities scoring proficient on MCAS ELA has remained relatively stable over the past few administrations for grades 3-8 and 10
- There is a large performance gap between students with/without disabilities



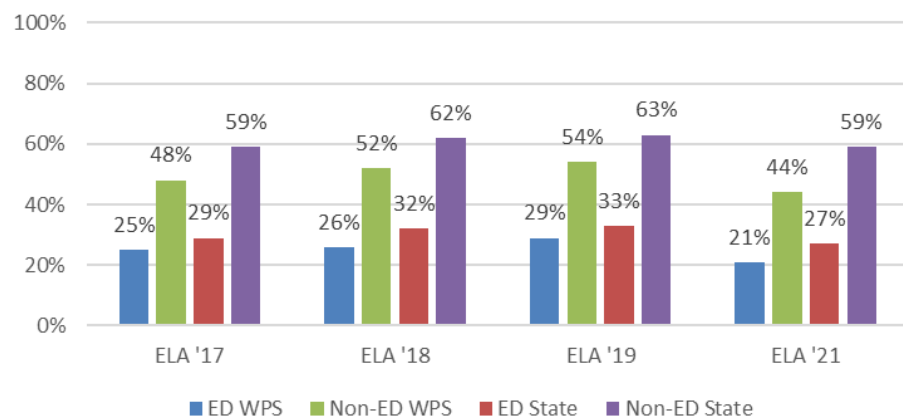


MCAS Performance | ELA by Economically Disadvantaged

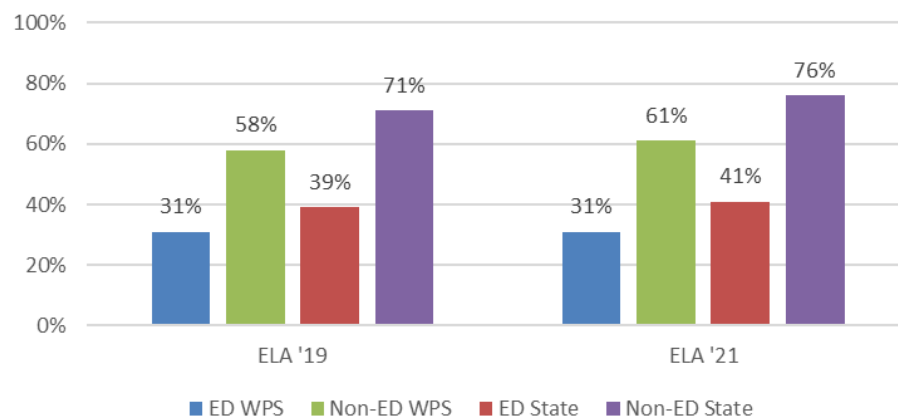
Takeaways:

- Students identified as economically disadvantaged experience a large performance gap compared to students without that designation
- Percent proficient for students in grade 10 held steady from SY19 despite the pandemic

ELA % Proficient Gr. 3-8 by Economically Disadvantaged



ELA % Proficient Gr. 10 by Economically Disadvantaged





MCAS Performance | ELA Possible Points by Domain

Takeaways:

- Students in grades 3-8 attained 33% or fewer of the possible points on the MCAS ELA Writing domain
- Grade 10 students attained an average of 60% of the possible points available on the MCAS ELA

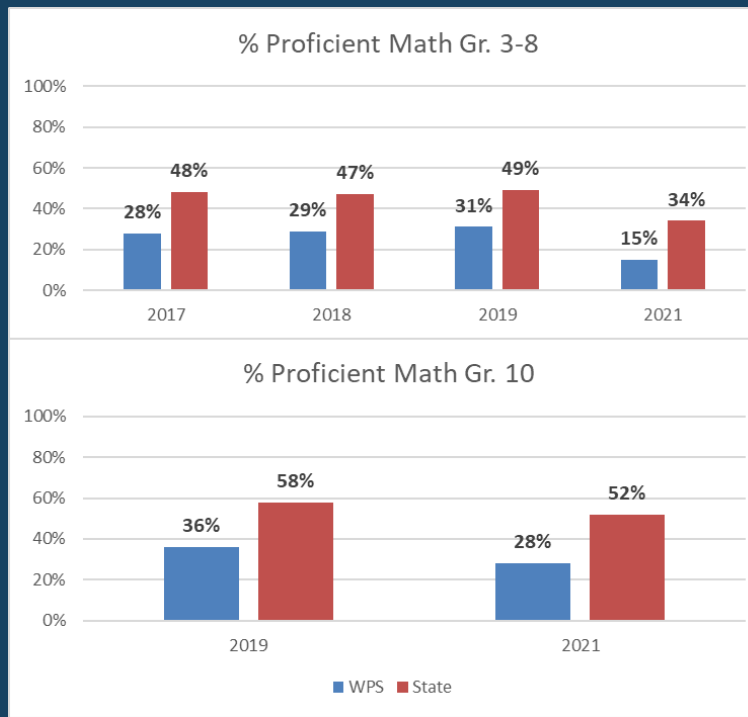
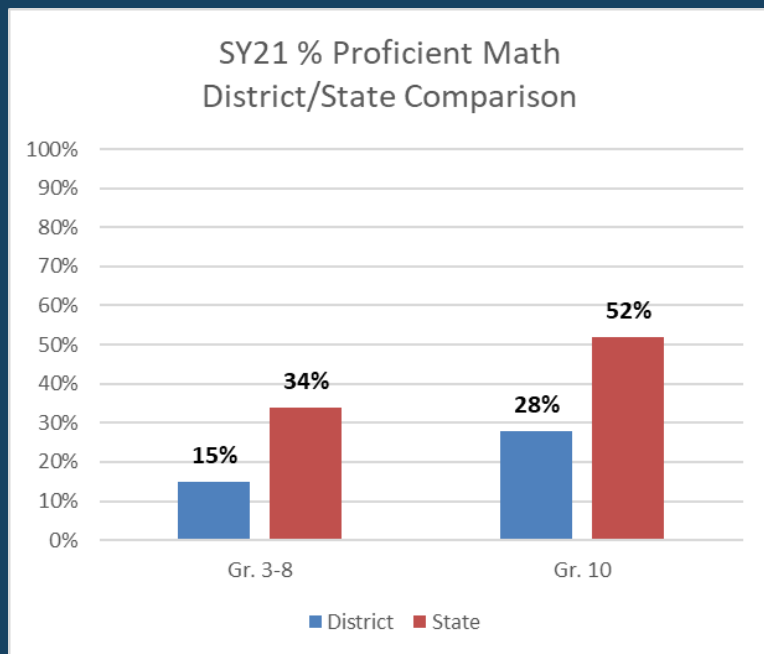
Grade	Writing	Language	Reading
3	15%	32%	51%
4	22%	38%	50%
5	27%	35%	55%
6	33%	38%	52%
7	29%	37%	50%
8	32%	39%	56%
10	56%	57%	64%
Total	33%	40%	54%



MCAS Performance | Math District-State Comparison

Takeaways:

- 19 point gap between WPS and State for grades 3-8
- 24 point gap between WPS and State for grade 10
- Significant decline in performance following two years of COVID



Grade	WPS Math	State Math
3	15%	33%
4	13%	33%
5	14%	33%
6	21%	34%
7	18%	35%
8	13%	32%
10	28%	52%

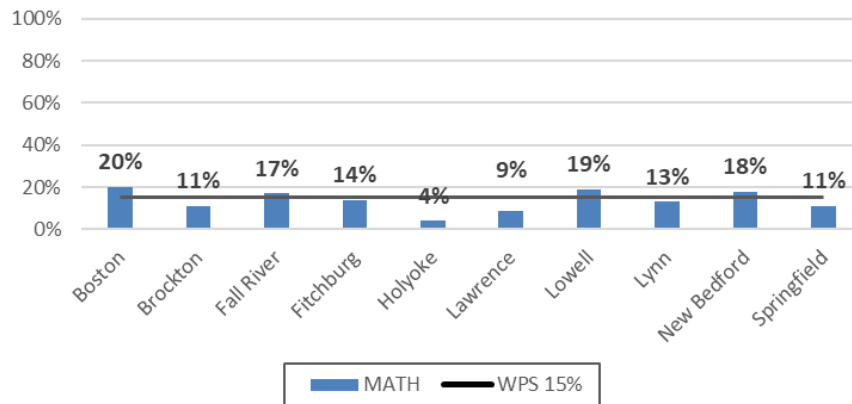


MCAS Performance | Math District-District Comparison

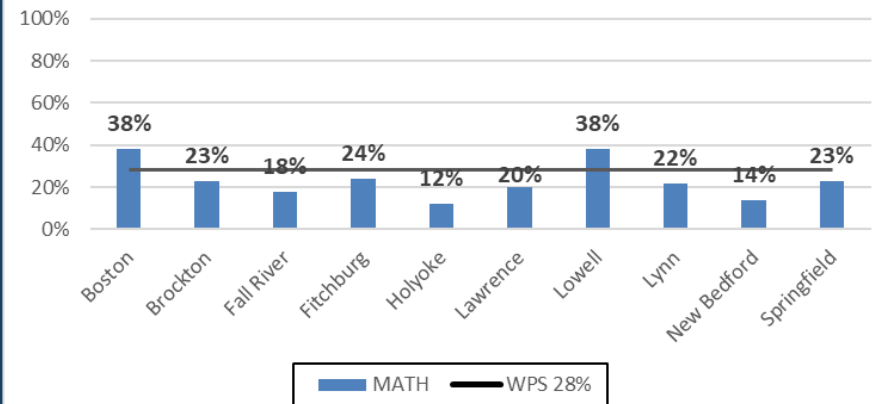
Takeaways:

- WPS had the fifth highest percentage of students scoring proficient on Mathematics in grades 3-8; and the third highest for grade 10 in comparison to other urban districts

Math Percent Proficient Gr. 3-8
District to District Comparison



Math Percent Proficient Gr. 10
District to District Comparison



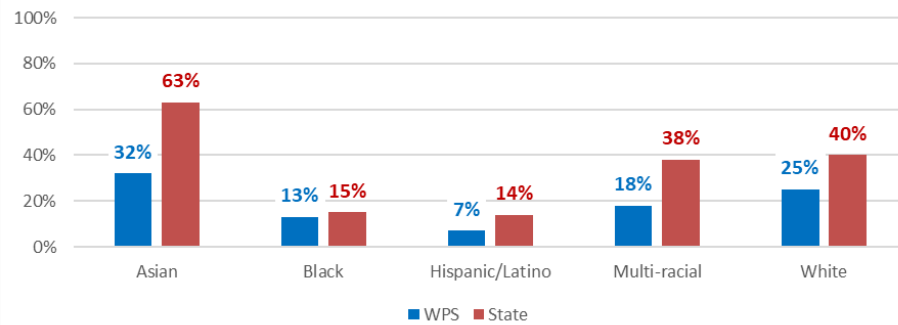


MCAS Performance | Mathematics by Race/ Ethnicity

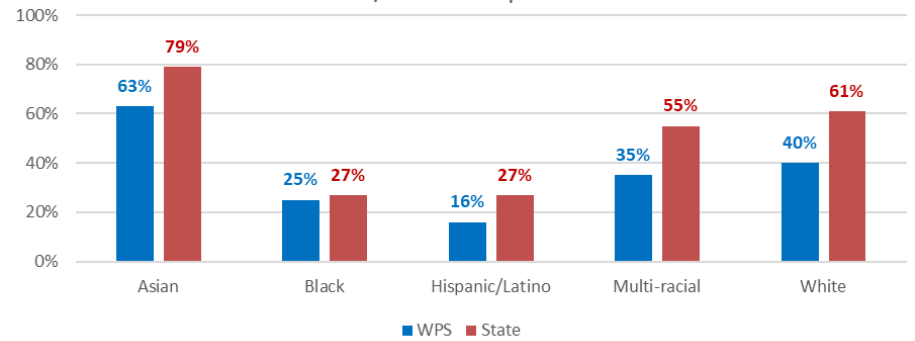
Takeaways:

- Performance gaps exist across racial groups in WPS and in comparison to the State
- Hispanic/Latino students have lowest performance District-wide
- African-American/Black students have minimal WPS-State performance gap

Math Percent Proficient Gr. 3-8 Students by Race/Ethnicity
WPS/State Comparison



Math Percent Proficient Gr. 10 Students by Race/Ethnicity
WPS/State Comparison

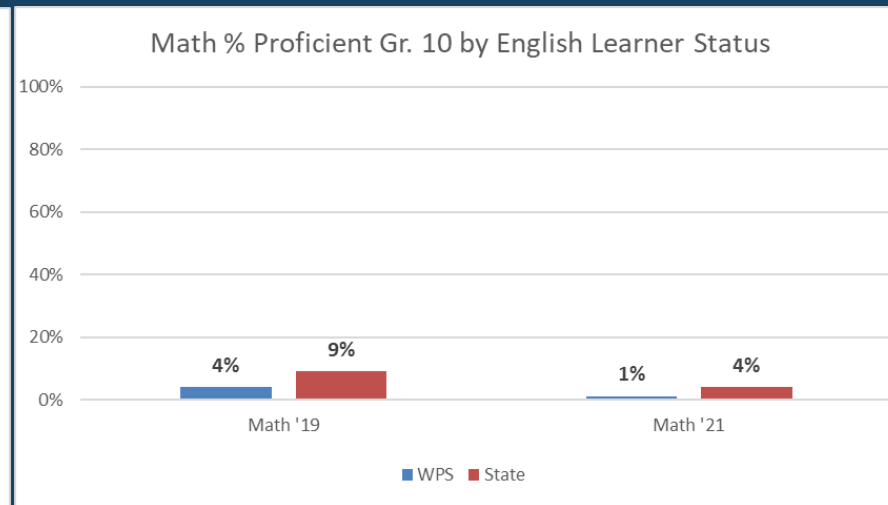
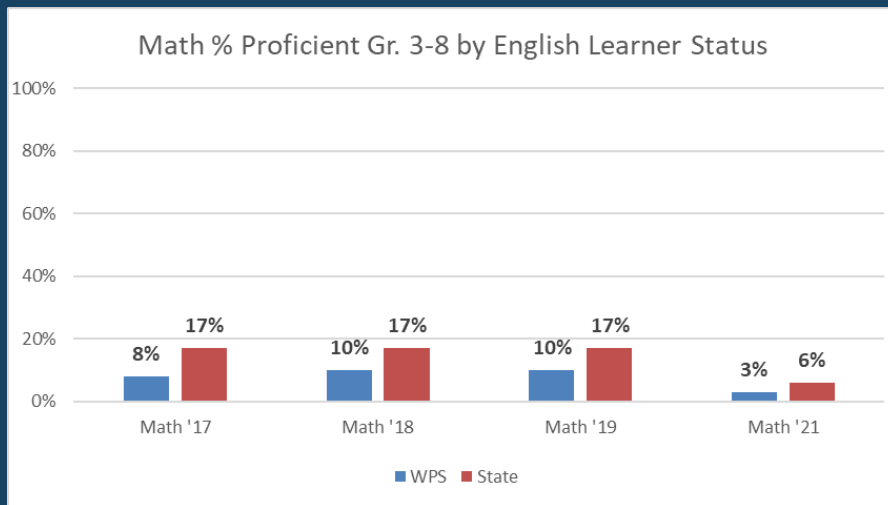




MCAS Performance | Mathematics by MLL Status

Takeaways:

- Fewer than 5% of Multi-lingual Learners (English Learners) in WPS are scoring proficient on MCAS Mathematics
- After two years of COVID, the percentage of grades 3-8 MLL students scoring proficient in Mathematics decreased by seven points

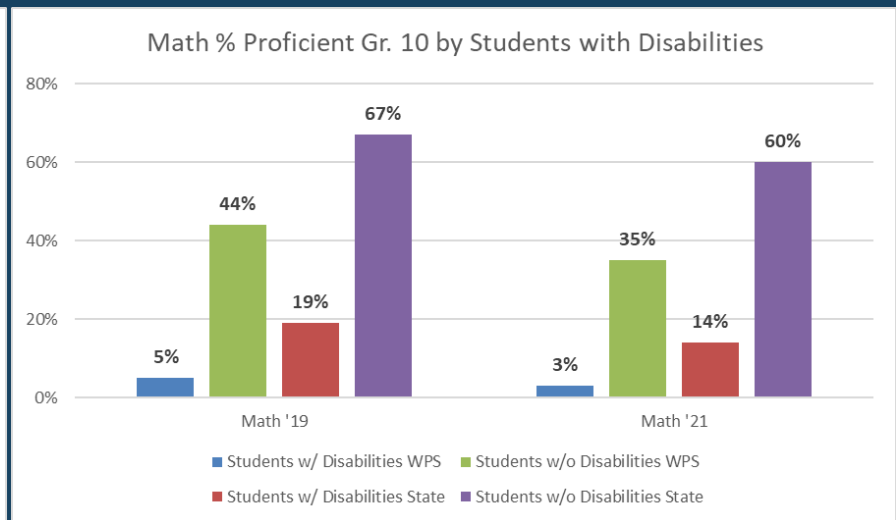
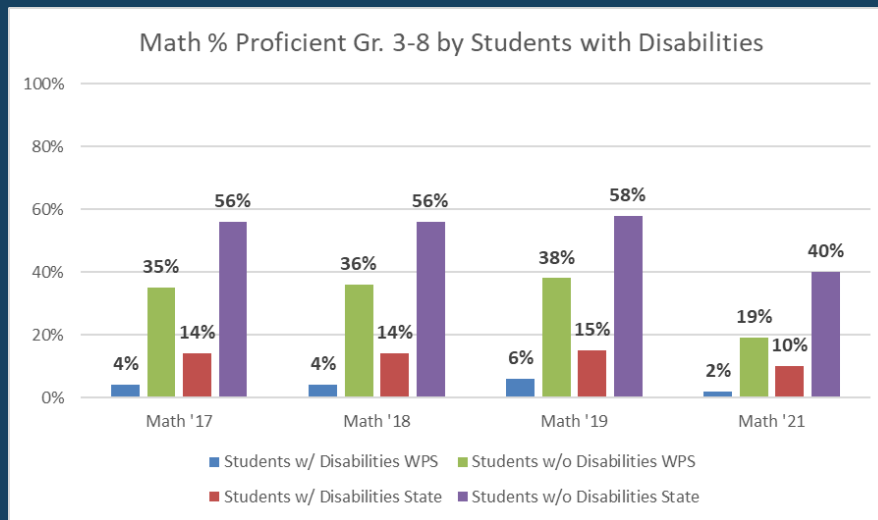




MCAS Performance | Math by Students with Disabilities

Takeaways:

- The percentage of students with disabilities scoring proficient on MCAS Mathematics declined in SY21
- There is a large performance gap between students with/without disabilities

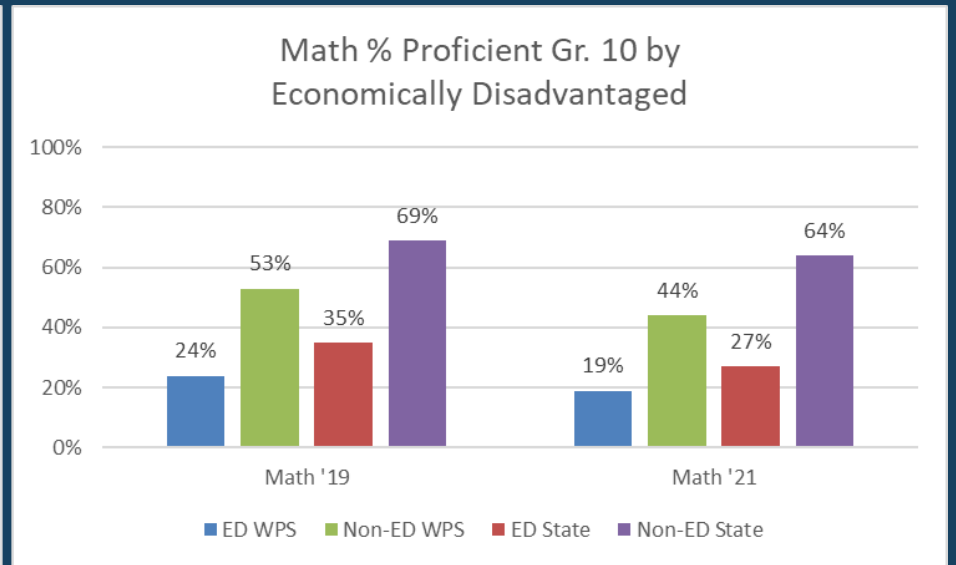
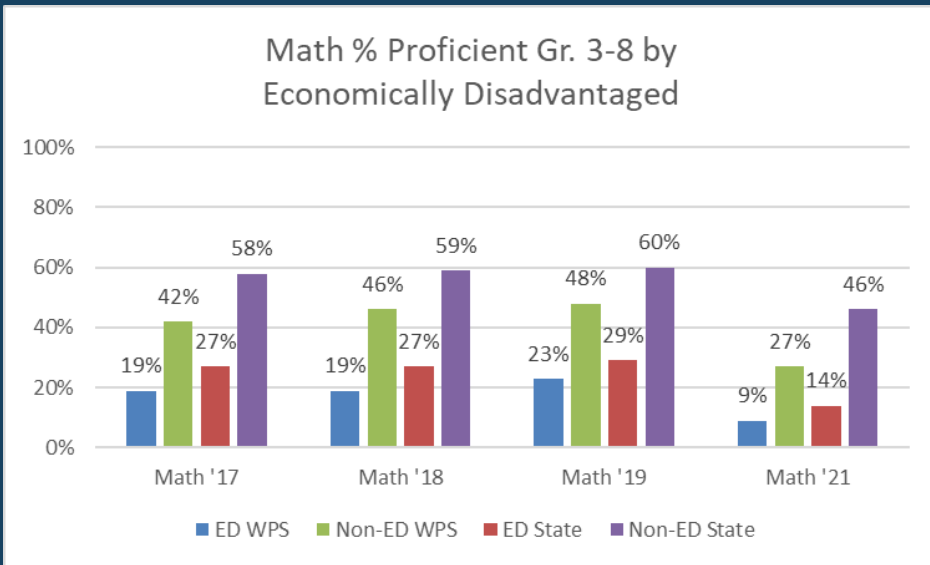




MCAS Performance | Math by Economically Disadvantaged

Takeaways:

- Students identified as economically disadvantaged experience a large performance gap compared to students without that designation
- There was a 14 point decline in percent proficient from SY19 to SY21 among students in grades 3-8 who are economically disadvantaged





MCAS Performance | Math Possible Points by Domain

Takeaways:

- Students in grades 3-8 are attaining, on average, 38% of possible points on the MCAS Mathematics domain of Number & Operations in Base Ten
- Ratios & Proportional Relationships is the best performing domain for students in grades 6 & 7; Geometry is an area for growth

Grade	Geometry	Measurement & Data	Number & Operations in Base Ten	Number & Operations - Fractions	Operations & Algebraic Thinking
3	37%	34%	30%	31%	40%
4	19%	34%	40%	39%	33%
5	35%	32%	40%	27%	31%
Total	30%	33%	38%	33%	36%

Grade	Expressions & Equations	Geometry	Ratios & Proportional Relationships	Statistics & Probability	Number System
6	39%	19%	40%	29%	45%
7	27%	25%	38%	30%	31%
Total	34%	22%	39%	29%	38%



MCAS Performance | Math Possible Points by Domain

Takeaways:

- Grade 8 students attained, on average, 46% of possible points in Statistics & Probability but only 28% in Functions and Geometry
- Grade 10 students were relatively strong in most MCAS Mathematics domains; Number and Quantity is an area for growth

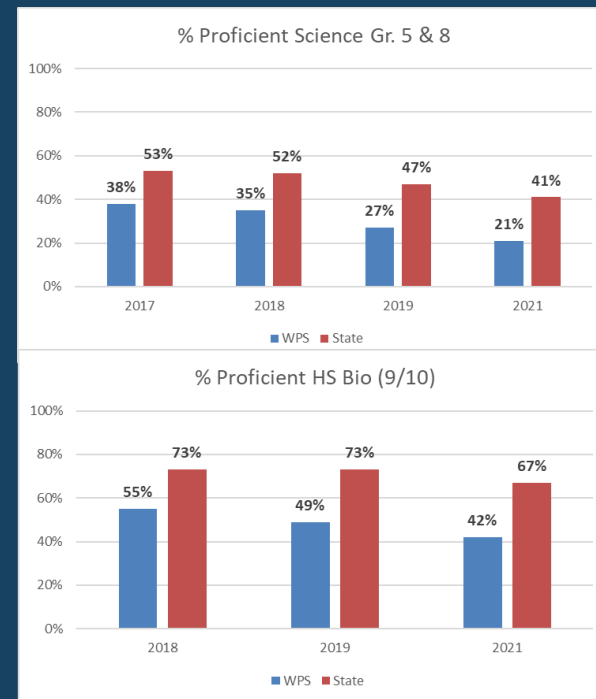
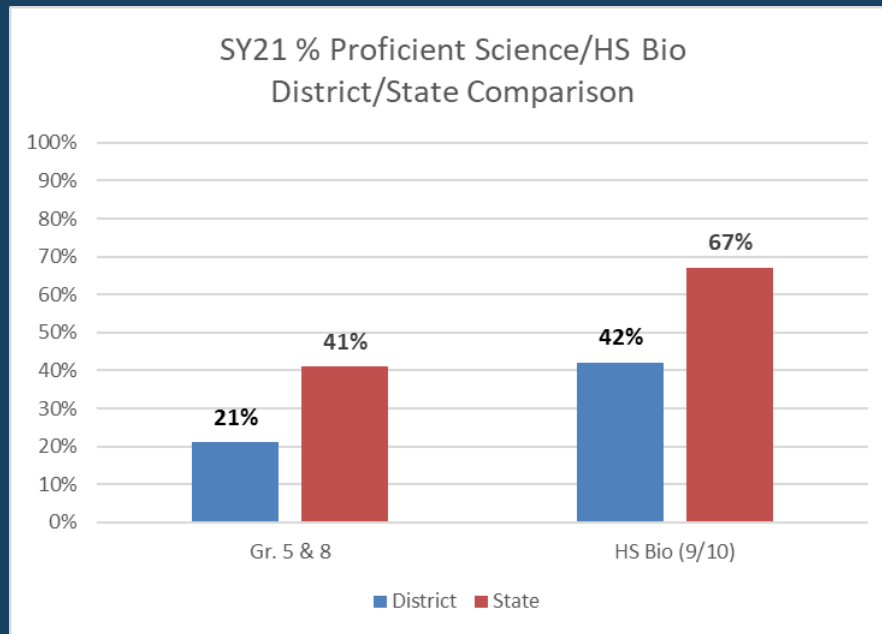
Grade	Functions	Geometry	Statistics & Probability	Number System & Expressions & Equations
8	28%	28%	46%	35%
Grade	Algebra & Functions	Geometry	Number & Quantity	Statistics & Probability
10	41%	42%	32%	42%



MCAS Performance | Science District-State Comparison

Takeaways:

- 20 point gap between WPS and State for grades 5 & 8; 25 points for HS Bio
- There is a negative trend for grades 5 and 8 in percent proficient at the district and state level



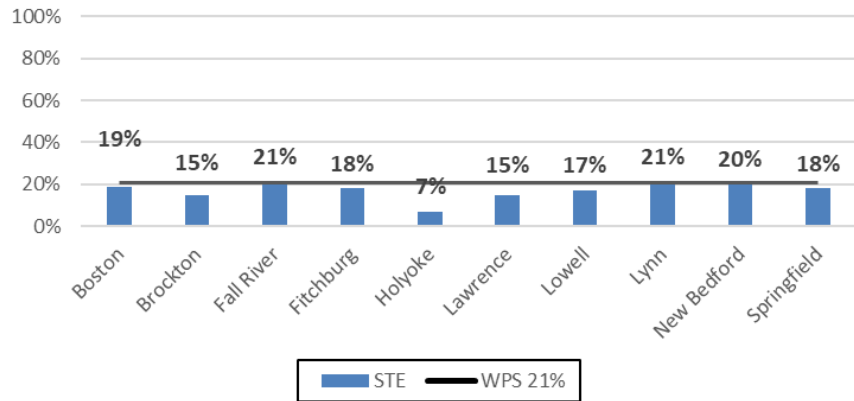


MCAS Performance | Science District-District Comparison

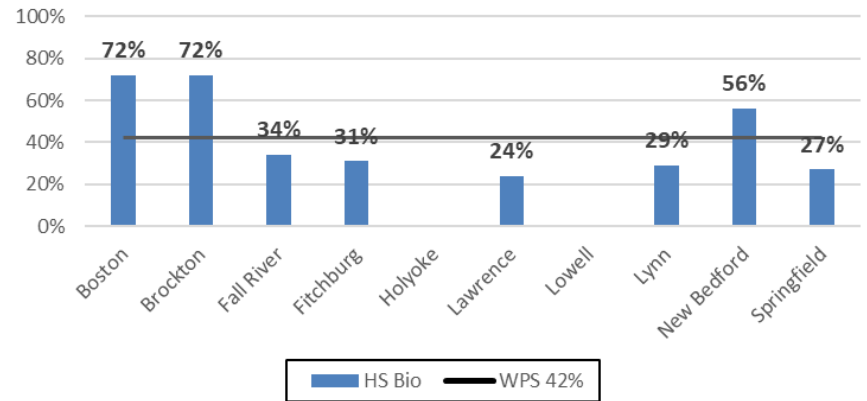
Takeaways:

- WPS, Fall River and Lynn had the highest percentage of students scoring proficient (21%) in science in grades 5 and 8 among urban districts
- For HS Bio, WPS had the fourth highest percent proficient among urbans

Science Percent Proficient Gr. 5 & 8
District to District Comparison



HS Bio Percent Proficient Gr. 9 & 10
District to District Comparison



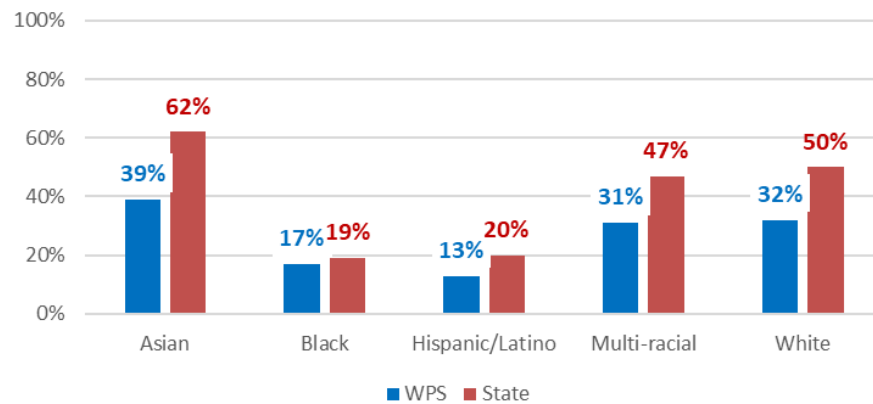


MCAS Performance | Science by Race/ Ethnicity

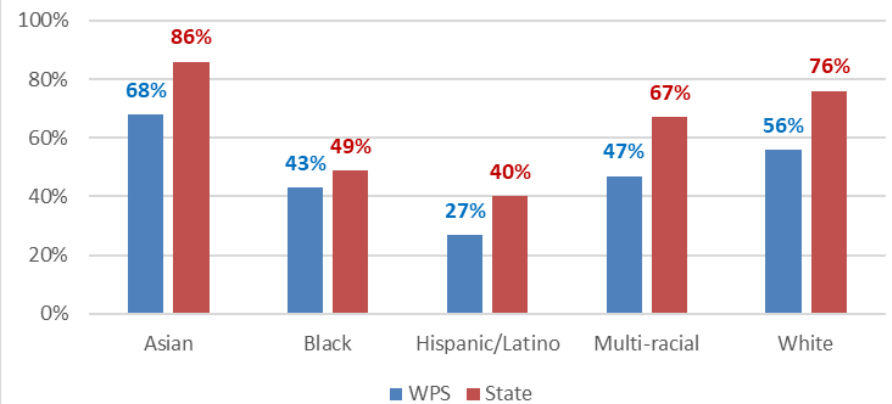
Takeaways:

- Performance gaps exist across racial groups in WPS and in comparison to the State
- Hispanic/Latino students have lowest performance District-wide
- African-American/Black students have minimal WPS-State performance gap

Science % Proficient Gr. 5 & 8 by Race/Ethnicity
WPS/State Comparison



HS Bio % Proficient Gr. 9 & 10 by Race/Ethnicity
WPS/State Comparison

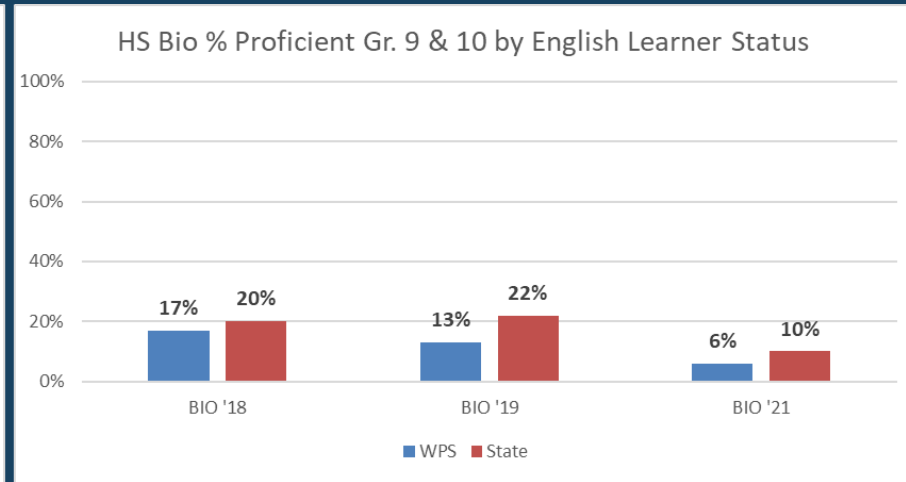
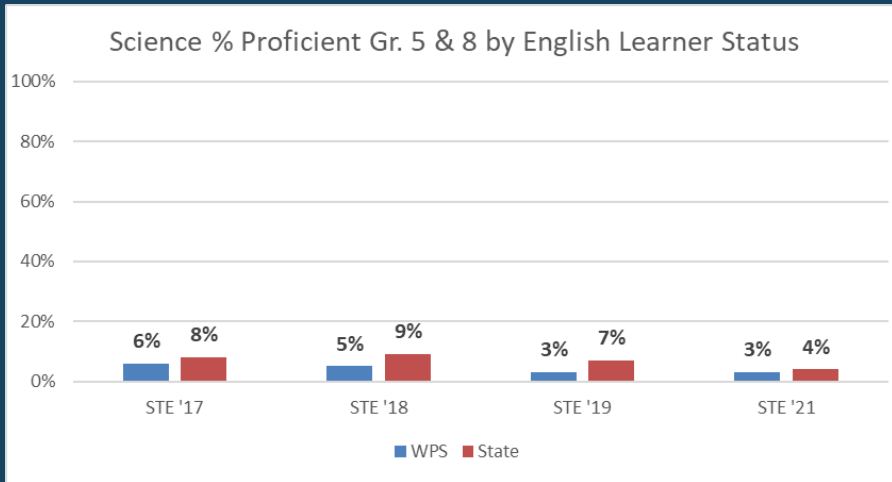




MCAS Performance | Science by MLL Status

Takeaways:

- The percentage of Multi-lingual Learner (English Learner) students scoring proficient on MCAS Science remained at 3% in SY21
- The percentage of HS Bio MLL students scoring proficient declined by 7 points from SY19 to SY21

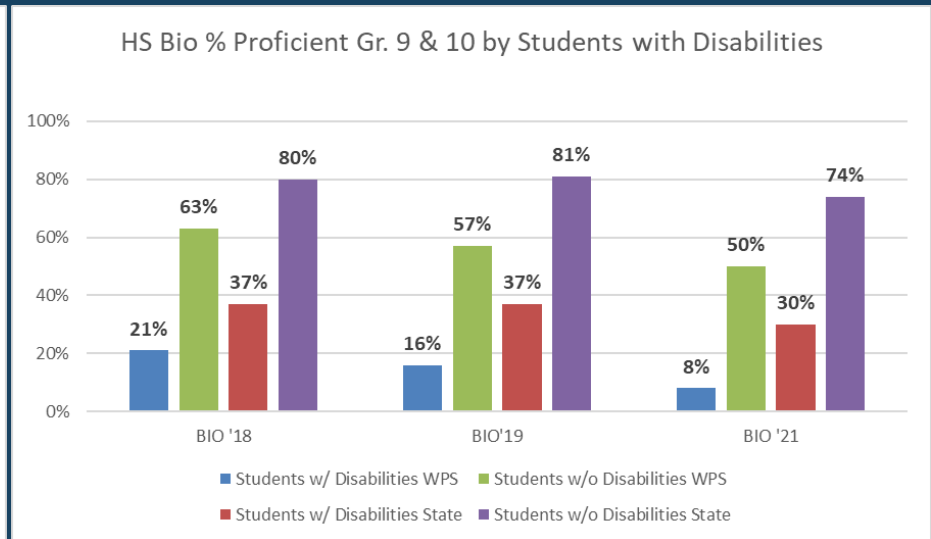
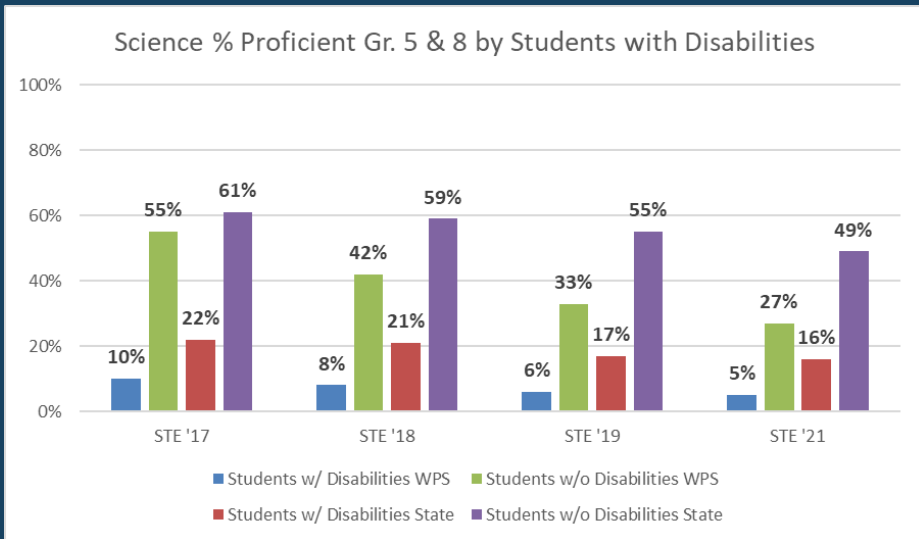




MCAS Performance | Science by Students with Disabilities

Takeaways:

- Students with disabilities in grades 3-8 mirror the overall negative trend in percent proficient in science from 10% in SY17 to 5% in SY21; the same is also true at the state level
- There is a large performance gap between students with/without disabilities



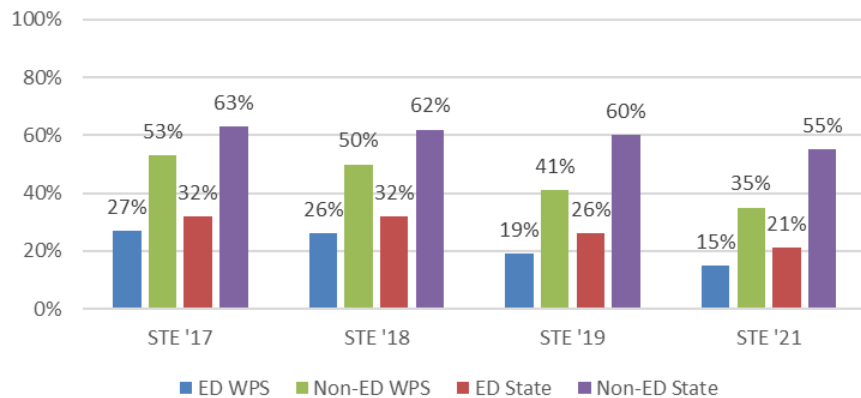


MCAS Performance | Science by Economically Disadvantaged

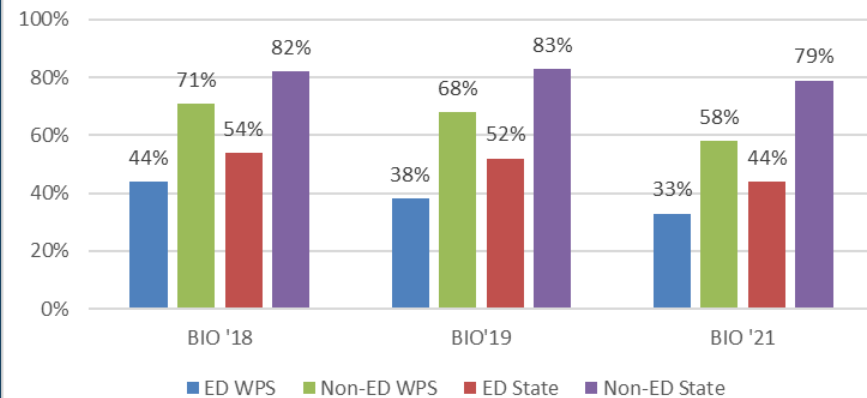
Takeaways:

- Students identified as economically disadvantaged experienced a large performance gap compared to students without that designation
- The negative trend in percent proficient among students in grades 5 and 8 for science also holds for students identified as economically disadvantaged

Science % Proficient Gr. 5 & 8 by Economically Disadvantaged



HS Bio % Proficient Gr. 9 & 10 by Economically Disadvantaged

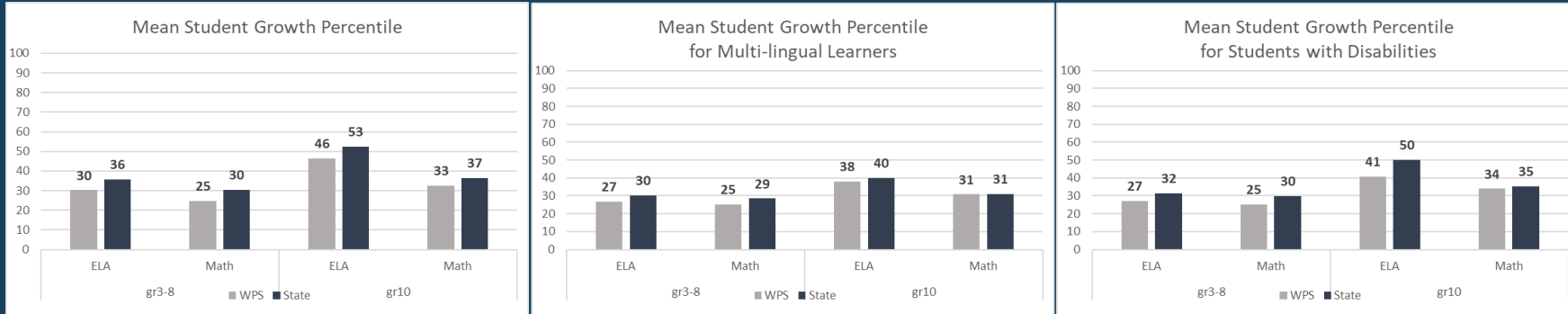




MCAS Performance | Growth (Student Growth Percentile)

Takeaways:

- District mean percentile growth was mostly lower than the state across grades in ELA and Mathematics
- MLLs and SWDs in grade 10 had higher growth in ELA and Mathematics as compared to WPS students in grades 3-8



Personnel Annex A

Last	First	Location	Contract Disc	Degree	Step	App. Date
Baffuto	Erin	Worcester Technical High	Guidance	MA	8	12-Oct-21
Bali	Raisa	Claremont Academy	Business Education	BA	1	04-Oct-21
Calzini	Courtney	Systemwide	Music	MA	7	08-Oct-21
Daly	Kelli	Worcester Arts Magnet	ESL	MA+15	1	07-Oct-21
Dunshee	Susan	Wawecus Road	Special Education	BA	3	06-Oct-21
Gatsios	Evangelos	North High School	Mathematics	BA	3	12-Oct-21
Gaudreau	Ryan	Burncoat Elementary	Special Education	MA+30	6	04-Oct-21
Gonzalez	Margarita	La Familia Dual Language School	Special Education	PHD	9	01-Oct-21
Hallet	Patricia	Worcester Technical High	Special Education	BA	8	04-Oct-21
Jennette	Ashley	Clark Street	Elementary	BA	1	04-Oct-21
Lam	Sundra	Burncoat High School	ESL	BA	1	12-Oct-21
Laskowski	David	Burncoat High School	Other	MIP		01-Oct-21
Lika	Iris	May Street	ESL	MA	1	12-Oct-21
Rodriguez	Jennifer	Systemwide	School Adj Couns	MA	3	05-Oct-21
Testa	Sarah	Fanning Building - Transition Program	Special Education	MA	6	04-Oct-21
Vaillancourt	Timothy	Sullivan Middle School	Science	MA+15	8	06-Oct-21
Vasquez Rivera	Melineth	Woodland Academy	ESL	BA	1	04-Oct-21
Wisuri	Deann	North High School	Health	MA	8	12-Oct-21

X. GENERAL BUSINESS
Administration/Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(October 11, 2021)

CURRENT ITEM - gb #1-210.3
S.C. MEETING - 10-21-21

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
4TH ITEM	gb #1-210.3	S.C.MTG. 10-21-21

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:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

PRIOR ACTION (continued)

- 10-7-21 - Ms. Novick stated that there are still some outstanding issues.
Ms. Boulais stated that the COLA adjustments are processed and that the Human Resource Department should be able to have a list of the specific salaries for each employee by the second payroll paycheck.
Mr. Foley made the following motion:
Request that the Clerk of the School Committee interact with Ms. Novick and the Administration to identify the exact information that is being requested and provide the report at the October 21, 2021 School Committee Meeting.
On a voice vote, the motion was approved.

X. GENERAL BUSINESS
Administration/Mr. Monfredo/Mrs. Clancey/
Ms. McCullough/Ms. Novick
(October 11, 2021)

ITEM - gb #1-236.1
S.C. MEETING - 10-21-21

1ST ITEM gb #1-236 S.C.MTG. 9-23-21
2ND ITEM gb #1-236.1 S.C.MTG. 10-21-21

ITEM:

Response of the Administration to the request to provide a list of the dates of the first meetings of the school site councils for the 2021-22 academic year.

ORIGINAL ITEM: 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.

PRIOR ACTION:

9-23-21 - 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.

BACKUP:

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

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

School	Date of first meeting
Claremont Academy	October 6
Belmont Street Community	November 1
Burncoat Street Prep	October 19
Canterbury Street Magnet Computer-Based School	October 21
Chandler Elementary	October 20
Chandler Magnet School	October 25
City View School	October 20
Clark Street Community School	October 5
Columbus Park Preparatory Academy	October 28
Elm Park Community School	October 28
Flagg Street School	October 19
Gates Lane School of International Studies	November 3
Goddard School of Science and Technology	October 20
Grafton Street School	October 18
Heard Street Discovery Academy	October 19
Jacob Hiatt Magnet School	October 10
La Familia Dual Lang	September 30
Lake View School	October 28
Lincoln Street School	October 20
May Street School	October 6
McGrath Elementary School	October 27
Midland Street School	September 30
Nelson Place School	October 18
Norrback Avenue School	October 6
Quinsigamond School	October 20
Rice Square School	October 5
Roosevelt School	September 30
Tatnuck Magnet School	September 30
Thorndyke Road School	October 20
Union Hill School	October 15
University Park Campus School	October 25
Vernon Hill School	October 21
Wawecus Road School	October 20
West Tatnuck School	October 20
Woodland Academy	October 6
Worcester Arts Magnet School	October 6
Burncoat Middle School	September 29
Forest Grove Middle School	September 15
Sullivan Middle School	September 13
Worcester East Middle School	October 21
Burncoat High School	October 25
Doherty Memorial High School	October 6
North High School	October 5
South High Community School	October 20
Worcester Technical High School	September 30
CPPAC	

X. GENERAL BUSINESS
Administration
(September 21, 2021)

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

ITEM:

To approve the following donation:

- \$15,000 from Spectrum Health Systems to Lincoln Street School

PRIOR ACTION:

10-7-21 - Miss Biancheria made the following motion:
Request that the \$15,000 donation from Spectrum Health Systems to Lincoln Street School be held for the October 21, 2021 meeting to discuss the allocation of the funds.
On a voice vote, the motion was approved.
Superintendent Binienda stated that the money was originally allocated for the fence at Lincoln Street School. However, the estimate for the fence came in at approximately \$75,000. Therefore, a request has been sent to the City Manager asking to possibly split the cost for the fence.
On a roll call of 6-1 (absent Mayor Petty), it was moved to hold the \$15,000 donation from Spectrum Health Systems and approve the remaining donations.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(October 1, 2021)

ITEM - gb #1-275
S.C. MEETING - 10-21-21

ITEM:

To approve the following prior fiscal year payments:

- \$113.38 to Hercules Achievement, Inc/Herff Jones LLC for caps and gowns at University Park Campus School
- \$154.42 to Hercules Achievement, Inc/Herff Jones LLC for caps and gowns at Gerald Cramer Center and St. Casimir
- \$3,300 to Family and Education Wellness Center, LLC for a student
- \$715 to Northeastern State University for AP Training
- \$5,669.82 to CAPS Collaborative for tuition

PRIOR ACTION:

BACKUP:

- Final invoice exceeded amount of PO
- Final invoice exceeded amount of PO
- Invoice received during this fiscal year
- PO closed in error
- PO closed in error

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(October 1, 2021)

ITEM - gb #1-276
S.C. MEETING - 10-21-21

ITEM:

To approve the following donations:

- \$250.00 from Country Bank to Jacob Hiatt Magnet School
- \$5,000 from The American Tower Foundation for the Visual Arts Program at Doherty Memorial High School
- \$4,018 from the Worcester Area Mission Society to Woodland Academy to reimburse salary for work done with the Summer CUBS community program
- a Baby Grand Ebony Tokai piano valued at approximately \$5,000 from Gus Giordano at the former Maxwell Silverman's to Worcester Technical High School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

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

ITEM - gb #1-277
S.C. MEETING - 10-21-21

ITEM:

To provide an update on the fence at Lincoln Street School and any other updates pertinent to the matter.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide an update and file.

X. GENERAL BUSINESS
Mr. Monfredo
(October 12, 2021)

ITEM - gb #1-278
S.C. MEETING - 10-21-21

ITEM:

Request that the Administration consider hiring Parent Liaisons in five elementary schools using ESSER funding.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration for an update in November.

X. GENERAL BUSINESS
Ms. McCullough
(October 12, 2021)

ITEM - gb #1-279
S.C. MEETING - 10-21-21

ITEM:

Request that the Administration provide a list of all middle and high school open house dates and times.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Mrs. Clancey
(October 12, 2021)

ITEM - gb #1-280
S.C. MEETING - 10-21-21

ITEM:

To consider the resolutions before the MASC Delegates Assembly in order to advise the Worcester School Committee's delegate.

PRIOR ACTION:

BACKUP:

Annex A (4 pages) contains a copy of the 2021 MASC Resolutions.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide the Resolutions and file.

Report of the Resolutions Committee

The members of the Resolutions Committee met on June 29, 2021 to consider resolutions proposed by member districts and the MASC Board of Directors for consideration at the 2021 Annual Meeting of the Association. Members present were: Andrea Wadsworth, Chair, Lee; Ellen Holmes, Ashburnham Westminster Reg.; Deborah Davis, Northeast Metro Voc. Tech.; Jennifer Storm, Ashburnham Westminster Reg.; Stacey Rizzo, Revere; Beverly Hugo, Framingham; Irene Feliciano-Sims, Holyoke; William Fonseca, East Longmeadow; Paul Schlichtman, Arlington; Margaret Hughes, Narragansett Reg.; Mildred Lefebvre, Holyoke; Robert Swartz, Gardner; Lynn Ryan, Assabet Valley Voc. Tech.

The following resolutions were moved forward by the Resolutions Committee and approved by the Board of Directors.

RESOLUTION 1: DEDICATED FUNDING FOR SCHOOL-BASED CLINICS AND SERVICES

(Sponsored by the Framingham School Committee)

WHEREAS there are several overall benefits associated with a coordinated school health program including improved student performance, decreased risky behaviors, reduced drop-out rates, less absenteeism, and support teacher teamwork; and

WHEREAS school-based health centers represent cost-effective investments of public resources by reducing inappropriate emergency room use, reducing Medicaid expenditures, preventing mental health issues and suicide attempts, and reducing hospitalizations; and

WHEREAS there is a significant increase in healthcare access by students who used school-based health centers;

THEREFORE BE IT RESOLVED that MASC support proposals that would establish dedicated funding for school-based physical health and mental health clinics and services. RATIONALE: Maintaining physical, social, and emotional wellness in students translates into establishing an optimal learning environment and sets students up for future excellent health standards, in addition to decreasing absences and school discipline referrals, reduction in Medicaid expenditures, reduced inappropriate emergency room use, decreased pregnancies, and increased overall physical and mental health.

RESOLUTION 2: HOMEWORK GAP and WIFI/INTERNET ACCESS

(Sponsored by the MASC Board of Directors)

WHEREAS “the homework gap” is a widely known and documented aspect of the “digital divide” by which students without access to reliable high speed broadband internet at home fall behind their peers academically; and

WHEREAS remote and hybrid learning models exposed the homework gap phenomenon and compounded the deeper learning gap dilemma whereby students without reliable, high speed broadband internet access are unable to engage in meaningful digital learning activities; and

WHEREAS the students who are most likely not to have access to reliable high speed broadband internet are already chronically and systemically underserved, such as low income, minority, and/or rural students making this a critical equity issue; and WHEREAS Massachusetts Public School Districts continue to invest in digitally rich curriculum materials which provide students with authentic learning opportunities coupled with real work skill development which prepares our students for a digitally rich global economy, the need for reliable high speed broadband internet access will only become more necessary for the students of Massachusetts Public Schools to fully access their curriculum;

BE IT RESOLVED that the Massachusetts Association of School Committees file for and support legislation which seeks to provide free broadband internet to all K-12 students in Massachusetts.

BE IT FURTHER RESOLVED that MASC support Federal initiatives and legislation to improve national high speed broadband internet infrastructure, expansion the FCCs E-rate Program to include homes of K-12 students, or any other steps to expand free access to reliable high speed broadband to the students of our nation.

RESOLUTION 3: IDEA FULL FUNDING ACT

(Sponsored by the MASC Board of Directors)

WHEREAS it is the legal responsibility for public schools to provide a free and appropriate education for all students in the least restrictive environment; and

WHEREAS the cost to educate students with disabilities who qualify for special education services can be an extraordinary burden on the finances of our public schools, impacting the resources available to all students; and

WHEREAS federal funding through IDEA is currently only providing approximately 15% of the extra cost to educate students receiving special education services, far less than the 40% promised in IDEA; and

WHEREAS the IDEA Full Funding Act had been proposed to fully fund IDEA through an incremental, seven-year increase in funding which had both bipartisan and bicameral support;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Congressional delegation to reintroduce and promote the passage of the IDEA Full Funding Act.

RESOLUTION 4: RECESS

(Sponsored by the MASC Board of Directors)

WHEREAS due to regulations promulgated by the Massachusetts Education Reform Act of 1993 which excluded recess from time on learning calculations and the federal No Child Left Behind Act which tied funding and local control of schools to standardized test scores, recess in many Massachusetts Elementary Schools has been diminished or eliminated to provide more time for academics; and

WHEREAS the CDC and the Society of Health and Physical Educators have jointly stated that all students should be given at least 20 minutes of recess daily; and

WHEREAS research provided by the US Department of Health and Human Services has shown the benefits of recess to include improved social and emotional development, improved memory, attention and concentration, reductions in disruptive behavior in class and increased levels of physical activity;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees support legislation (current bills: S.383, H.695) calling for at least 20 minutes of uninterrupted, supervised, safe, and unstructured free-play recess per day which cannot be excluded from structured learning time requirements and may not increase the total number of hours required in the school year for Massachusetts elementary school students.

RESOLUTION 5: ZERO-TOLERANCE POLICIES

(Sponsored by the MASC Board of Directors)

WHEREAS "Zero-Tolerance" policies and harsh school discipline policies have been shown by the United State Department of Education's Office for Civil Rights to have a disproportionately negative impact on students of color, students with disabilities, and students who identify as LGBTQ+; and WHEREAS the US Department of Justice and the US Department of Education have jointly called for public elementary and secondary schools to meet their obligation under Federal law to administer student discipline without discrimination on the basis of race color or national origin and urged in guidance for public schools to find alternatives to "zero-tolerance" and harsh discipline policies; and

WHEREAS the majority of suspensions in Massachusetts public schools do not involve violent, criminal or drug related incidents; and

WHEREAS students who have been suspended are three times more likely to be “pushed out” or “drop out” of school and these students are 3.5 times more likely to be arrested than students who complete high school;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees call upon the Legislature to enact or amend legislation (current bills: S.344, H.664) to encourage the use of restorative, therapeutic and educational approaches to incidents whenever possible over the use of “zero-tolerance” policies in order to provide students the best chance to remain in the public school systems of the Commonwealth.

RESOLUTION 6: ALTERNATIVE TO MCAS

(Sponsored by the MASC Board of Directors)

WHEREAS the Massachusetts Association of Schools has taken a firm position opposing high stakes testing; and

WHEREAS MCAS testing is considered a “high stakes” test because it is used to determine students’ eligibility to graduate from school regardless of their academic standing in school; and

WHEREAS other states, universities and colleges have shown that project based assessments, authentic assessments, portfolios and other tools can provide students with the opportunities to demonstrate academic achievement as an alternative to “high stakes” testing;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees call upon the Legislature to establish a commission to research and analyze alternative means for students to demonstrate academic achievement which can be used to satisfy graduation requirements for individual students and accountability standards for Massachusetts Public Schools and School Districts.

(Current Bills: S.293, H.612)

RESOLUTION 7: SCHOOL COMMITTEES AND RECEIVERSHIP

(Submitted by the MASC Board of Directors)

WHEREAS state receivership includes all powers of the superintendent and school committee (see ((3)) below)

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees file for and support legislation which seeks to preserve the authority of the elected body, the school committee, as provided in MGL Ch. 69, Sec. 1K by deleting the words “and school committee” as noted and by inserting the following: “Nothing in this section shall permit the Board of Elementary and Secondary Education or the Commissioner to remove the authority of the school committee.”

BE IT FURTHER RESOLVED that MASC support local initiatives and legislation to restore school committee oversight of the superintendent and/or receiver, including but not limited to goal setting, performance review, and the evaluation process.

RATIONALE:

Receivership is an equity issue which can be seen in the types of districts that are taken into receivership (high population Latino communities and economically disadvantaged); and

Receivership strips away the voices of the community that elected school committee members in their communities,
this resolution gives the power back to the board; and

There are no clearly set guidelines on the measures which need to be taken for districts to get back local control with no clear timeframe on the expectation that DESE will turn around a district.

RESOLUTION 8: ELECTRIC SCHOOL BUSES

(Sponsored by the MASC Resolutions Committee)

WHEREAS transitioning to electric-powered school buses would reduce the level of greenhouse gas emissions and limit the health risks from fumes; and

WHEREAS Congress has been deliberating on strategies to address global warming, including incentivizing low and zero-emission motor vehicles, including school buses; and

WHEREAS advocates for the environment across the country have called for the expenditure of \$30 billion dollars over two years to replace at least half of the nation's school bus fleets with zero-emission electric buses;

THEREFORE BE IT RESOLVED that MASC petition Congress to appropriate \$30 billion dollars for improving the electrical supply infrastructure, and providing electric buses and charging stations.

RESOLUTION 9: PROHIBITING THE USE OF NATIVE AMERICAN MASCOTS

(Sponsored by the MASC Board of Directors)

WHEREAS the Massachusetts Association of School Committees passed a resolution last year resolving that all school districts in the Commonwealth should guarantee that racist practices be eradicated, and diversity, equity and inclusion be embedded and practiced for our students, families, faculty and staff; and WHEREAS the U.S. Commission on Civil Rights called for an end to the use of Native American images and team names by non-Native schools in 2001, stating that "the stereotyping of any racial, ethnic, religious or other groups when promoted by our public educational institutions, teach all students that stereotyping of minority groups is acceptable, a dangerous lesson in a diverse society;" and

WHEREAS the American Psychological Association called for the immediate retirement of Native American mascots, logos and nicknames back in 2005, citing research showing that the use of Native American mascots (a) undermines the educational experiences of members of all communities; (b) creates a racially hostile learning environment for all students; (c) has a negative impact on the self-esteem of American Indian children; and (d) undermines the ability of American Indian Nations to portray accurate and respectful images of their culture;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees support legislation calling for regulations prohibiting public schools from using an athletic team name, logo, or mascot which names, refers to, represents, or is associated with Native Americans, including aspects of Native American cultures and specific Native American tribes.*

Current Bill: S.294

*Regulations would not prohibit a Native American tribe, as identified by the Commission on Indian Affairs, located within the boundaries of the Commonwealth, from choosing to use a Native-related name or logo for a sports team comprised of its tribal members, including a tribal school or intramural league, or from that tribal nation giving explicit consent for a school to use their particular tribal name.

X. GENERAL BUSINESS
Ms. Novick
(October 13, 2021)

ITEM - gb #1-281
S.C. MEETING - 10-21-21

ITEM:

Request administration ensure that all Worcester Public Schools employees have taken and submitted evidence of completing the state-mandated ethics training within the past two years, as required under M.G.L. Ch. 268A.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. Novick
(October 13, 2021)

ITEM - gb #1-282
S.C. MEETING - 10-21-21

ITEM:

Request administration clarify with school leadership what materials are available to them for student and staff health and safety during the pandemic.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(October 13, 2021)

ITEM - gb #1-283
S.C. MEETING - 10-21-21

ITEM:

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

Kelly, Mariela, La Familia Dual Language School, Bachelors, Step 5, \$62,459.00, effective August 26, 2021. Licensed: School Nurse All Levels

Lee, Julie, Canterbury Street School, Bachelors, Step 4, \$59,712.00, effective August 26, 2021. Licensed: School Nurse All Levels.

Soucie, Carissa, Belmont Community Elementary School, Masters, Step 1, \$56,858.00, effective August 26, 2021. License Pending: School Nurse All Levels

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Mr. Monfredo
(October 13, 2021)

ITEM - gb #1-284
S.C. MEETING - 10-21-21

ITEM:

Request that the principals recognize the superintendent and her administrative team at the School Committee meeting on Thursday, October 21, 2021 for navigating the school district through the pandemic during the 2020-21 school year and for their work on current challenges of the 2021-22 school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize at the meeting.

X. GENERAL BUSINESS
Administration
(October 14, 2021)

ITEM - gb #1-285
S.C. MEETING - 10-21-21

ITEM:

To formulate a policy regarding the use and replacement of Chromebooks and their accessories.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(October 14, 2021)

ITEM - gb #1-286
S.C. MEETING - 10-21-21

ITEM:

Request that the Administration enter into a contract up to five years with Custom Computer Specialists for the district's new student information system, Infinite Campus.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

XI. EXECUTIVE SESSION
Administration
(October 13, 2021)

ITEM - gb #1-287
S.C. MEETING - 10-21-21

ITEM:

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

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, Units A & B (Educators/Administrators).

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.