

In order to participate in all future public meetings in the Esther Howland Chamber, please call 415-655-0001 (Access Code: 735751404) to participate.

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

AGENDA #18

on: Thursday May 21, 2020
at: 6:00 p.m. – Executive Session
7:00 p.m. – Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION
PLEDGE OF ALLEGIANCE
NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #0-20 - Clerk
(May 15, 2020)

To consider approval of the Minutes of the School Committee Meeting of Thursday, May 7, 2020.

aor #0-21 - Clerk
(May 13, 2020)

To consider approval of the Executive Session Minutes of January 5, 2017, January 19, 2017, February 2, 2017, February 16, 2017, March 2, 2017, March 16, 2017, April 6, 2017, April 27, 2017, May 4, 2017, June 1, 2017, June 15, 2017, July 6, 2017, July 20, 2017, August 22, 2017, August 24, 2017, September 7, 2017, September 21, 2017, October 5, 2017, October 19, 2017, November 2, 2017, November 16, 2017, December 7, 2017 and December 21, 2017.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

ACTION

gb#0-171 - Administration
(May 15, 2020)

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

VI. REPORT OF THE SUPERINTENDENT

ROS #0-6 - Administration
(May 15, 2020)

UPDATE ON THE STUDENT INFORMATION SYSTEM (SIS)
PROCUREMENT PROJECT – Center for Educational Leadership and
Technology (CELT)

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met on Wednesday, May 13, 2020 at 3:30 p.m. in the Esther Howland South Chamber at City Hall.

IX. PERSONNEL -NONE

X. GENERAL BUSINESS

gb #0-172 - Administration
(May 7, 2020)

To accept a donation of fifty Chromebooks, with a value of \$17,000, from Acer Gateway Foundation.

GENERAL BUSINESS (continued)

ACTION

gb #0-173 - Administration
(May 7, 2020)

To accept a donation of thirty-five Chromebooks, with a value of \$9,100.00, from the following individuals:

-Kathy Jo Cook and John Martin
KJC Law Firm
10 Tremont Street, 6th Floor
Boston, MA 02108

-Louis Aloise and Michael Wilcox
Aloise & Wilcox, P.C.
1 Exchange Place
Worcester, MA 01608

-Richard J. Sullivan
Sullivan & Sullivan, LLP
83 Walnut Street
Wellesley, MA 02481

In conjunction with the Massachusetts Academy of Trial Attorneys and its Executive Director, Paul Dullea

gb #0-174 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Mr. Foley/
Ms. McCullough
(May 11, 2020)

Request that the Administration review the latest graduation plans with the School Committee.

gb #0-175 - Administration
(May 12, 2020)

To consider approval of a course entitled Strategic Thinking.

gb #0-176 - Administration
(May 12, 2020)

To consider approval of an ELA textbook series for the Dual Language elementary program.

GENERAL BUSINESS (continued)

ACTION

gb #0-177 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey
(May 13, 2020)

Request that the Administration work with the Worcester Public Library and the City Council Standing Committee to see what can be done about an order book online program at all of the branch libraries and to take whatever safety precautions that are necessary and report on its findings in June.

gb #0-178 - Administration
(May 13, 2020)

To consider approval of a prior fiscal year payment to Mary Ellen Shea, Arbitrator, in the amount of \$3,340.94 for services rendered.

gb #0-179 - Administration
(May 13, 2020)

To consider approval of a prior fiscal year payment to a WPS custodian in the amount of \$578.00.

gb #0-180 - Administration
(May 13, 2020)

To consider approval of the following donations:

- \$1,000 from donors to the New Citizen's Center
- \$30.40 from Box Tops for Education to Burncoat Street Preparatory School
- \$47.60 from Box Tops for Education to City View Discovery School
- \$75.00 from Box Tops for Education to Tatnuck Magnet School
- \$14.00 from Box Tops for Education to Woodland Academy

gb #0-181 - Mr. Monfredo/Ms. McCullough
(May 13, 2020)

Request that the School Committee support the NOW MORE THAN EVER Resolution.

GENERAL BUSINESS (continued)

ACTION

gb #0-182 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough
Mr. Monfredo
(May 13, 2020)

Request that the Administration call on the Congressional Delegation to support further substantive federal support for education due to the COVID-19 crisis and resulting economic impacts.

gb #0-183 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough
Mr. Monfredo
(May 13, 2020)

Request that the Administration report on results of student election of Worcester School Committee representatives for the 2020-21 year as called for in MGL Ch. 71, sec. 38M.

gb #0-184 - Miss Biancheria
(May 13, 2020)

Request that the Administration review the opportunities available at Worcester Technical High School for after-school and evening courses to earn certificates that enable the participants to become apprentices or be employed in a career field.

XI. EXECUTIVE SESSION

gb #0-185 - Administration
(May 15, 2020)

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 Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

XII. ADJOURNMENT

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

III. APPROVAL OF RECORDS
Clerk
(May 15, 2020)

ITEM - aor #0-20
S.C. MEETING - 5-21-20

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, May 7, 2020.

PRIOR ACTION:

BACKUP:

Annex A (23 pages) contains a copy of the Minutes of the School Committee Meeting of May 7, 2020.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

IN SCHOOL COMMITTEE
 Worcester, Massachusetts
 Thursday, May 7, 2020
 Agenda #17

In order to participate in all future public meetings in the Esther Howland Chamber, please call 415-655-0001 (Access Code: 735751404) to participate.

The School Committee of the Worcester Public Schools met in Open Session at 5:33 p.m. in the Esther Howland Chamber at City Hall on Thursday, May 7, 2020.

There were present at the Call to Order:

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

Mayor Petty stated that the School Committee will recess into Executive Session to discuss the following items:

Executive
 Session

1. gb #0-170 - Administration
 (April 29, 2020)

To discuss strategy with respect to litigation for a Worker's Compensation - Cook, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

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 Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

There were present at the Call to Order:

On a roll call of 7-0, the School Committee recessed to Executive Session from 5:36 p.m. to 6:33 p.m.

The School Committee reconvened in Open Session at 6:38 p.m.

There were present at the second Call to Order:

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

The Pledge of Allegiance was recited.

2. Mayor Petty requested a Moment of Silence in memory of James J. Lukes, beloved husband of Konstantina "Konnie" Lukes, former School Committee Member, City Councilor, Vice Chair and Mayor of the City of Worcester.

Moment of Silence/
James J. Lukes

3. On a roll call, the vote to take items gb #0-169 and gb #0-154 out of order was as follows:

On a roll call the vote was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Textbooks/
approval of

4. gb #0-169 - Administration
(April 29, 2020)

To consider approval of the following textbooks:

- Discovering World Geography (McGraw Hill)-
grade 6 Social Studies
- Studysync (McGraw Hill)-grades 7 and 8 ELA

Ms. Novick questioned why the process of referring the item to the Standing Committee on Teaching, Learning and Student Supports was not followed.

Dr. Ganas introduced Dr. Kelly, the Social Studies Liaison and Ms. Dyer, the ELA Liaison. Both liaisons provided an overview of the yearlong pilot programs that took place in these subject areas.

Mr. Foley questioned whether or not the item could be held for the School Committee Meeting on Thursday, May 21, 2020.

Dr. Ganas stated that the Administration would like the item approved to allow time to train the teachers before the end of the school year. This will also allow the teachers to share what they have learned with their students.

It was moved to approve the following textbooks:

- Discovering World Geography (McGraw Hill)-
grade 6 Social Studies
- Studysync (McGraw Hill)-grades 7 and 8 ELA

On a roll call, the vote to approve the textbooks and refer the item to the Standing Committee on Teaching, Learning and Student Supports was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty	6
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Against the motion: Ms. Novick	<u>1</u> 7
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The motion carried.

5. gb #0-154 - Administration
(April 29, 2020)

Student
Representatives and
Student Advisory
Council/input from

To consider input from the School Committee's student representatives and the Superintendent's student advisory council.

The Mayor moderated the meeting with the following students:

Sokol Hoxha- Doherty Memorial High School

- Will the curriculum be modified for next year to account for material that was lost during this time?
- Does the 4th quarter grade policy apply to AP and dual enrollment classes?
- Can teachers modify grades from the past 3 quarters?
- What is the plan concerning the students who have PE off campus?
- Are there any plans in the near future to allow students back into the schools to get their materials from their lockers?
- Are there any plans to modify the start of the school year- in particular, any plans to start early? Are there any plans concerning the administration of SAT tests during the next school year?
- Will there be any metrics for the next school year to measure how well this Remote Learning has gone?
- Does the State have any plans to compare the MCAS scores for this year to previous years?
- How will the COVID-19 pandemic gong to effect the WPS Budget for next year?

Lovely Anaglate – North High School

- Is there a chance that we should continue to work on school assignments online, if social distancing is encouraged to be practiced until 2022?
- If we were to go to school, what changes would be made to decrease the chances of spreading the virus?

- Would clubs and other meetings that require a high number of students and teachers being together be shut down?
- For students like me who are in programs that require internships be cancelled?

Kimberly Surrette (Advisor) – Claremont Academy

- If a student has no internet and insufficient data, what can they do to access the internet to take their AP exams?
- Is it possible for students to earn more than the 4 percentage points, especially if they need more points to pass for the year?
- In that same vein, Boston Public schools, citing inequitable circumstances, has announced that they will be passing every student on to the next grade unless a parent asks that their child stay behind. Is this something WPS is looking into?
- When can students access the schools to retrieve their things?
- Is there anyway AP students can get into the buildings to get their notebooks for the exams?
- Can something be done for seniors after Massachusetts reopens - a physical ceremony of some sort?
- Will students have to repeat the grade that they're in because of the closure?
- Will school run as normal next year - ie buildings will be open and AP classes/dual enrollment will run?

Kwaku Nyarko - Doherty Memorial

- Are there any plans for an in-person celebration of WPS seniors when it would be safe to do so?
- When and how can AP students expect refunds for their money?
- How many WPS students readily have access to a laptop and internet at home? What is WPS currently doing to bridge that gap?
- What are the most common criticisms you're hearing from teachers and parents about the current learning style and how do you plan to address that moving forward?

- Do you know how many students don't have laptops or internet access at this point?
- If Chromebooks are being passed out on May 15th, what about the students who have AP test before that?
- Are AP students still getting grades for the 4th quarter?
- Do students who are failing classes essentially have to do work for that class only? If not how is the system handling students who are failing a class to pass to the next year or graduate.

Austin Lauzierre – Burncoat High School

- I heard talk about social distancing for the next school year. Will the grading system become a regular grading system if studies continue online?
- What is being done for the Life Skills students? They don't learn in the traditional manor. In what way is the system going to accommodate for those students?
- Will family members that are quarantined in a different location be able to view the graduation?
- Will the coaches be allowed to use the online services to put together a team, in the summer months, to have kids work out and get ready for when sports can take place again?

Genna Goggin – South High Community School

- Some students do not have cable in their homes, only internet to view TV. Will the online graduations be live stream or will it be on cable only?

Jasmine Owuso – North High School

- In the event that the virus diminishes and hopefully goes away, will AP exams resume as they did in previous years. If so, would that put the students who took the exam this year at a disadvantage?
- How will the system reimburse juniors who took the AP exams?

Superintendent Binienda responded to all of the questions.

Ms. Novick asked if the students could give their perspective on any issues their classmates are running into in terms of accessing the curriculum at this point.

Sokol, Kwaku and Austin stated that many students have said that the biggest challenge has been the communication with teachers. They felt it would be helpful to have set schedules for online classes. Also, some students stated that having to take care of their siblings makes it difficult to get their school work done.

Superintendent Binienda stated that the system is moving forward to schedule timeframes for students to interact with teachers and will be using either Google Classroom or Google Chat.

On a voice vote the item was discussed and filed.

6. Mayor Petty suspended the rules to allow the public to speak.

On a roll call, the vote to suspension the rules to allow the public to speak was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Mr. Brennan, Ms. Connolly, Ms. Shultz and Ms. Frasier all discussed how time consuming the teachers daily log is and how it takes time away from teaching their students. They also discussed the pressure of trying to take care of their own families while teaching the students. They urged the School Committee members to attend a bargaining session.

Mr. Guardiola, Director of Government Affairs and Public Policy from the Worcester Chamber of Commerce stated that the "Chamber of Commerce believes it is fair and reasonable to have basic accountability measures in place that allow Worcester Public Schools (WPS) Administrators, Principals and Department Heads to ensure that all WPS employees are contributing to the educational mission of serving kids and families in this period of remote learning. Daily logs, chronicling employee engagement with students and families is one such reasonable accountability measure. Moreover, this accountability tool is fair in that the hours that WPS employees have been asked to work has been reduced to 22 hours per week while employees continue to receive full-time compensation."

7. APPROVAL OF RECORDS

aor #0-18 - Clerk
(April 29, 2020)

Minutes/approval of

To consider approval of the Minutes of the School Committee Meeting of Thursday, April 16, 2020.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

aor #0-19 - Clerk
(April 29, 2020)

Executive Session
Minutes/approval of

To consider approval of the Executive Session Minutes of March 1, 2018, April 26, 2018, May 3, 2018, June 7, 2018, June 21, 2018, July 19, 2018, August 20, 2018, November 1, 2018, September 19, 2019, November 21, 2019, April 2, 2020 and April 8, 2020.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

GENERAL BUSINESS

Individualized
Education Plans/
consider holding
meetings

8. gb #0-147.1 - Administration/Ms. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(April 28, 2020)

Response of the Administration to the request to consider holding Individualized Education Plan (IEP) meetings during the shutdown.

Mrs. Clancey questioned who will keep track of the compensatory services that will be owed to students.

Mrs. Seale stated that, with guidance from DESE, the district is not obligated to provide compensatory services based on missed services due to the circumstances that all school districts are encountering.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

9. gb #0-148.1 - Administration/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(April 29, 2020) Work Assigned During
the Shutdown

Response of the Administration to the requests to provide a report on the source of work assigned during the shutdown and any ongoing information for families on the website.

- gb #0-161 - Mrs. Clancey/Miss Biancheria/
Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(April 29, 2020) Extended Learning/plan
to enhance

Request that the Administration provide a report on the district's plan to enhance extended learning for the remainder of the school year that will ensure students are meeting the standards and are ready for the next grade level.

(These items were considered together)

Ms. Novick asked for clarification on what students received for instructional materials from their teachers or samples from the overall school plans that the district has chosen.

Superintendent Binienda stated that the new Remote Learning Plans were completed and will be posted. Teachers will have a set schedule to teach class/es which will enable students to have better access to their teachers. The Commissioner of Education will forward a letter to parents regarding the 3rd stage of learning. She stated that what the district is doing now is a hybrid of Remote Learning and online learning.

Mrs. Clancey stated that she was concerned about the scheduled time for classes due to the fact that not all families can be on the computer at the same time. She also stated that not all families have the technology to access the curriculum. She suggested that teachers record their lessons so students can access them at a more convenient time.

Superintendent Binienda stated that the Administration, principals and teachers are aware of the issue of students not being able to access their classes and stated that students can email their principal who will make different accommodations for those families.

Ms. McCullough stated that she was also concerned with a scheduled classroom time. One of the many concerns is the difficulty of multiple learners trying to access their classes at the same time along with parents that are working from home. The broadband or the network will not accommodate all family members to be on at the same time. She also suggested that teachers record their lessons so that students can access them when it is conducive for their families.

Mr. Foley stated that his concern is that there are still many students who do not have a Chromebook and are not able to access their classes. He would like to know why the system cannot drop the Chromebooks off to these students.

Superintendent Binienda stated that they had planned to distribute them earlier but, due to the surge in the virus it was advised by the City Manager and Dr. Michael Hirsh to wait. Therefore, the Chromebooks will be distributed to the students on May 15, 2020.

Ms. Novick stated that her concern regarding synchronized instruction is that many families have to arrange their schedules around each other so they can do their work. The WiFi can only handle one or two family members on at a time. She also would like to know what the system has done for the students who have no access to the internet and received only one packet for school work. She wanted to know how the students were going to earn the 1-4 for the 4th quarter marking period. She further requested information on why the City's Health Department wouldn't allow the Chromebooks to be delivered to the students who need them the most right away.

Miss Biancheria stated that she didn't feel that during the surge of the virus that it was safe for the school system to deliver the Chromebooks to homes and felt that the Department of Public Health made the right decision to postpone the deliveries. She further stated that this is a very difficult and trying time and it is the first time that the City has dealt with a pandemic and everyone should be commended for all their efforts to keep everyone safe and healthy.

Superintendent Binienda stated that the Chromebooks cannot be delivered any earlier than May 15th due to the fact that the principals need to make phone calls to the families and this is also when all the volunteers will be available. She also stated that the system is doing both synchronous and asynchronous learning. She further stated that there are very few students who have not received their work and the Administration is able to see if a student has not connected on the Google Chat or Google Classroom. If a student don't attend class, a phone call would be made to their home.

Ms. McCullough questioned whether or not teachers are held responsible if a student decides not to attend classes.

Superintendent Binienda stated that teachers are not held accountable for students who decide not to attend classes but they are encouraged to contact them to become engaged in the classroom.

On a roll call, the vote to accept and file gb #0-148.1 and refer gb #0-161 to the Administration was as follows:

On a roll call the vote was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Grant/High School
Voter Registration
and Pre-
Registration

10. gb #0-155 Administration
(April 21, 2020)

To accept the High School Voter Registration and Pre-Registration Grant in the amount of \$5,714.00 for the School Year (April 14, 2020 to June 30, 2020) and \$6,286.00 for the Summer (July 1, 2020 to November 30, 2020).

Miss Biancheria made the following motion:

Request that the Administration provide, in a Friday Letter, a report on the development of the civics plans from each of the seven high schools and also share any success stories.

On a roll call, the vote to approve the motion was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick 6

Against the motion: 0

Absent: Mayor Petty $\frac{1}{7}$

The motion carried.

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick 6

Against the motion: 0

Absent: Mayor Petty $\frac{1}{7}$

The motion carried.

Ms. Novick made the following amendment to Mr. Monfredo's motion:

Request that the Administration **consider** reallocating some funds from the FY21 Budget for online summer learning.

On a roll call, the vote to approve the motions as amended were as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

On a roll call, the vote to refer the item to the Administration was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

Students/
reimbursements
for trips, events,
graduations and
other costs

13. gb #0-158 - Ms. McCullough/Miss Biancheria/
Mrs. Clancey/Mr. Foley/
Mr. Monfredo/Ms. Novick
(April 27, 2020)

Request that the Administration provide a report with a breakdown by high school for seniors regarding reimbursements for all trips, events, graduations and any other costs. In addition, provide an additional report for all student events and trips that have been paid for and need to be reimbursed.

On a roll call, the vote to refer the item to the Administration for a report in a Friday Letter was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

14. gb #0-159 - Mr. Monfredo/Miss Biancheria/
Mr. Foley/Ms. McCullough/Ms. Novick
(April 29, 2020) Emergency Education
Connection Act of
2020/letter of support

To forward a letter to Congressman McGovern to
support the Emergency Education Connection Act of
2020 to ensure that K-12 students can be connected
and continue online learning and instruction.

On a roll call, the vote to forward a letter was as
follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

15. gb #0-160 - Administration
(April 29, 2020) Student Survey

To consider the results of the student survey.

On a roll call, the vote to approve the item was as
follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Mayor Petty 6

Against the motion: 0

Absent: Ms. Novick $\frac{1}{7}$

The motion carried.

Prior Fiscal Year
Payment/principal

16. gb #0-162 - Administration
(April 29, 2020)

To consider approval of a prior fiscal year payment in the amount of \$7,750 for a principal who wrote the new Doherty Memorial High School's Education Plan for submittal to the MSBA.

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Seniors
Eligibility/modified
competency
determination

17. gb #0-163 - Ms. Novick/Mrs. Clancey/Mr. Foley/
Ms. McCullough/Mr. Monfredo
(April 29, 2020)

Request that the Administration report on the number of seniors eligible for the modified competency determination as passed by the Massachusetts Board of Education on April 28 and the process through which their application for competency will be submitted.

On a roll call, the vote to refer the item to the Administration for a report back in a Friday Letter was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

18. gb #0-164 - Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo
(April 29, 2020) Chromebooks/
distribution of

Request that the Administration consider the number of Worcester Public Schools' students in a family in the distribution of district Chromebooks.

Superintendent Binienda stated that every family that has two children will receive one Chromebook. The next distribution will take place during the week of May 25th through May 29th which will be to elementary and middle school students. The final distribution will be for students in grades 9, 10 and 11. If the system does receive the Federal Stimulus monies, which will be approximately 9 million dollars, one of the first purchases for the system will be Chromebooks so that every student will have one. If the system moves forward with online learning, each student will need to have a Chromebook of their own.

On a roll call, the vote to refer the item to the Administration was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

19. gb #0-165 - Ms. Novick/Mrs. Clancey/Mr. Foley/
Ms. McCullough
(April 29, 2020) Feedback Rubric

To clarify the structure of the feedback rubric vis-à-vis district assigned work versus extended work.

Ms. Novick requested that the rubric be added to the FAQ page on the website so parents will know when the 1-4 points start for the 4th quarter marking period.

Mrs. Clancey questioned how the students who receive the paper packets, are going to get feedback and how their families will know what to do as well.

Superintendent Binienda stated that the non-tech packets have been posted on the website and the teachers have been instructed to look at them. If a student does not sign into their classroom, by using their phone, the teachers are to call and discuss with the student what he/she needs to do with their packet. Students can take a picture of their work assignments and email them to the teacher or forward them through Google Classroom.

On a roll call, the vote to discuss the item with a request to add the Rubric to the district's FAQ was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Survey/students,
families and staff 20.

gb #0-166 - Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough
(April 29, 2020)

To create and administer a survey for students, families, and staff regarding current remote learning, to inform Phase III remote learning planning and work.

Ms. Novick made the following motion:

Request that the item be referred to the Standing Committee on Governance and Employee Issues so it can be discussed at the next meeting.

Superintendent Binienda stated that there were over 800 students that did respond to the survey and that Mrs. Kyriazis could provide an overview of the responses from the students and a description of the survey itself.

Mrs. Kyriazis discussed the student survey questions and the themes.

On a roll call, the vote to refer the item to the Standing Committee on Governance and Employee Issues was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

21. gb #0-167 - Miss Biancheria/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(April 29, 2020) Land Purchase/
information on

Request that the Administration provide information from the City Manager in reference to land purchased on Grafton Street near Roosevelt School which will provide accommodations for parking and traffic flow.

On a roll call, the vote to refer the item to the Administration was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

22. gb #0-168 - Ms. McCullough/Miss Biancheria/
Mrs. Clancey/Mr. Foley/Ms. Novick
(April 29, 2020) Recording/teacher-
student interactions

To clarify the district's directive requiring the recording of teacher-student interactions.

Superintendent Binienda stated that the Administration had discussions with Attorney Tobin regarding the filming and sharing on social media teachers and/or students' faces or their work. She stated that there is a statement that teachers have to read to the students before interaction can take place with the students through videos.

Mrs. Kyriazis stated that there is a weekly remote learning plan that is posted on the extended learning resources webpage of the WPS. There are two approved video conferencing applications that have the student's privacy agreements which are Google Meet and EBU version of Zoom. There is also a script that teachers read before the video conference which is also emailed to the parents/guardians to notify them of this. The script states that the teachers are going to begin a remote learning opportunity and by participating in this remote learning, the students agree that they may not save, record, share, post or take pictures of the session. A one to one video conference session should be rare and, if a teacher determines that he/she needs one, they will need permission from their principal.

Ms. McCullough requested clarification and an example of the district's directive regarding the documentation of student/teacher interactions.

Superintendent Binienda stated that there is a form that every principal has to fill in every Monday which includes:

- the name of the school
- the student enrollment per school
- the total number of students that were contacted that week
- the total number of students attempted to be contacted but not reached that week
- the total number of students that have not yet been reached since closure and
- any other comments that they might want to make

An example might be that four siblings have not been able to be reached since the closure but they have been able to reach other students.

Ms. McCullough asked if a teacher has to write on the template every time he or she contacts a student during the week and indicate how time consuming this must be.

Superintendent Binienda stated that the principals were given the autonomy to fill out the form the way in which they wanted to get the data back from the teachers. Many teachers have stated that it is just like taking attendance and at the end of the week they just record the number of students who have attended or who were absent from their class. They have also stated that it did not take them long to fill out the form.

Ms. Novick requested the weekly update on the students who were contacted thus far.

Superintendent Binienda stated that, between the week of April 27th through May 1st, there were 23,189 students contacted and there are still 189 students that are still trying to be tracked down. The week before, there were 372 students that the Administration tried to track down. The Administration is hoping that by Monday, the numbers will be cut in half again.

Mayor Petty stated that the School Committee will recess into Executive Session to discuss the following item and stated that they will not be returning to open session:

On a roll call, the vote to file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Miss McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

- Executive Session 23. gb #0-170 - Administration
(April 29, 2020)

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 Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

On a roll call, the vote to recess back into Executive Session was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

The School Committee recessed to Executive Session from 9:38 p.m. to 11:03 p.m.

The meeting adjourned at 11:03 p.m.

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

III. APPROVAL OF RECORDS
Clerk
(May 13, 2020)

ITEM - aor #0-21
S.C. MEETING - 5-21-20

ITEM:

To consider approval of the Executive Session Minutes of January 5, 2017, January 19, 2017, February 2, 2017, February 16, 2017, March 2, 2017, March 16, 2017, April 6, 2017, April 27, 2017, May 4, 2017, June 1, 2017, June 15, 2017, July 6, 2017, July 20, 2017, August 22, 2017, August 24, 2017, September 7, 2017, September 21, 2017, October 5, 2017, October 19, 2017, November 2, 2017, November 16, 2017, December 7, 2017 and December 21, 2017.

PRIOR ACTION:

BACKUP:

Annex A (50 pages) contains a copy of the Executive Session Minutes of January 5, 2017, January 19, 2017, February 2, 2017, February 16, 2017, March 2, 2017, March 16, 2017, April 6, 2017, April 27, 2017, May 4, 2017, June 1, 2017, June 15, 2017, July 6, 2017, July 20, 2017, August 22, 2017, August 24, 2017, September 7, 2017, September 21, 2017, October 5, 2017, October 19, 2017, November 2, 2017, November 16, 2017, December 7, 2017 and December 21, 2017.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

I.

On a roll call of 5-0-2 (absent-Miss Biancheria and Mr. Monfredo), the School Committee recessed to Executive Session in the Mayor's Office at 6:11 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Ms. Colorio, Mr. Foley, Miss McCullough, Mr. O'Connell and Mayor Petty

There were absent: Miss Biancheria, Mr. Monfredo

Miss Biancheria arrived at 6:20 p.m.

Mr. Monfredo arrived at 6:22 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Attorney Horton, Dr. Perda,
Dr. Rodrigues, Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

qb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools and it was stated that a decision or an appeal would be available soon. It was also stated that a complete cleanup will be done after the windows are installed.

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the School Committee proposals for changes to the collective bargaining for the Teachers and Unit B with the EAW.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician

Attorney Horton stated that there was no just cause for this individual and cited training and supervision issues.

The Executive Session adjourned at 7:43 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

II.

On a roll call of 6-0-1 (absent-Miss Biancheria), the School Committee recessed to Executive Session in the Mayor's Office at 6:02 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell,
Mayor Petty

There was absent: Miss Biancheria

Miss Biancheria arrived at 6:22 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues,
Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools and the School Committee discussed:

- air testing
- possible dropping of the appeal and development of its own survey

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B. The School Committee discussed the EAW proposals with the financial impact for years 1, 2 and 3.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician and the School Committee discussed various solutions as follows:

- grant between \$5,000 - \$10,000 to the grievant
- take a course on proper use of chemicals
- sign a release on the MCAD charge

The Executive Session adjourned at 6:59 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

III.

On a roll call of 6-0-1 (absent-Miss McCullough), the School Committee recessed to Executive Session in the Mayor's Office at 6:07 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Mr. Monfredo, Mr. O'Connell and Mayor Petty

There was absent: Miss McCullough

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues, Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools. Each item was discussed as to possible ways to address the concerns.

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B with regard to the EAW proposals.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the status of the Grievance Complaint for an HVAC Technician.

The Executive Session adjourned at 7:00 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

IV.

- strategy with respect to litigation of a worker's compensation case for a Cafeteria Helper, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.
- strategy with respect to litigation of a worker's compensation case for a Utility Crew Foreman, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

On a roll call of 6-0-1 (absent-Miss Biancheria), the School Committee recessed to Executive Session in the Mayor's Office at 6:01 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

There was absent: Miss Biancheria

Miss Biancheria arrived at 6:14 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues, Attorney Reichert, Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools and reviewed the Confidential Settlement Related document relative to PCB management efforts.

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician and a \$10,000 settlement amount was proposed.

- IV. To discuss strategy with respect to litigation of a worker's compensation case for a Cafeteria Helper, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Reichert was granted the authority to settle this Worker's Compensation Case for a Cafeteria Helper in the amount of \$25,000.

- V. To discuss strategy with respect to litigation of a worker's compensation case for a Utility Crew Foreman, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Reichert was granted the authority to settle this Worker's Compensation Case for a Utility Crew Foreman for up to \$60,000.

The Executive Session adjourned at 7:05 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

V.

On a roll call of 6-0-1 (absent-Miss Biancheria), the School Committee recessed to Executive Session in the Mayor's Office at 6:01 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

There was absent: Miss Biancheria

Miss Biancheria arrived at 6:15 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues,
Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools.

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician and stated that there has been no movement at this time.

The Executive Session adjourned at 7:00 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, March 16, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

VI.

On a roll call of 6-0-1 (absent-Miss Biancheria), the School Committee recessed to Executive Session in the Mayor's Office at 6:05 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Miss Biancheria arrived at 6:15 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Dr. Perda, Dr. Rodrigues, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining agreement for the Teachers and Unit B with various proposals for them.

- II. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining agreement for the Custodians.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician and stated that the requests that were made were not accepted.

The Executive Session adjourned at 7:00 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

qb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

VII.

- finding that an open meeting may have a detrimental effect on the bargaining position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing Grievance #15/16-38.

VIII.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:05 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

qb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools and how the School Committee lost its appeal and could have violated the labor law by not allowing to test. The School Committee has 30 days to repeal and no settlement agreement has been approved.

Mayor Petty read the following statement relative to PCBs:

The School Committee continues to discuss with the Education Association of Worcester the pending appeal as to PCB testing at Burncoat High and Doherty Memorial High schools. The Administration anticipates making a final decision as to the appeal when discussions conclude, but no later than its next meeting on April 27, 2017.

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B. He stated that there will be further negotiation discussions.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Held

- IV. Finding that an open meeting may have a detrimental effect on the bargaining position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing Grievance #15/16-38.

Ms. Boulais discussed Grievance #15/16-38.

Held

The Executive Session adjourned at 6:57 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

IX.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:10 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Attorney Sweeney and Dr. Friel

- I. Finding that an open meeting may have a detrimental effect on the bargaining and litigation position of the School Committee, the committee votes to go into Executive Session for the purpose of discussing strategy with respect to litigation and strategy for collective bargaining for a denial of access.

c&p #6-9

To consider a communication from a citizen relative to a request that the School Committee drop its Court Appeal and allow for testing for PCBs at Burncoat High and Doherty Memorial High schools.

gb #6-332

Request that the Administration drop the appeal and allow PCB testing at Burncoat High School and Doherty Memorial High School this school year and do what is necessary to correct the problem.

Attorney Sweeney discussed the testing of the PCBs at Burncoat High and Doherty Memorial High schools.

It was moved to decline the appeal of the final decision of the Commonwealth Employment Relations Board to the Massachusetts Appeals Court.

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

- II. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B.

- III. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician. There was further discussion about the grievance but no other offer was presented.

The Executive Session adjourned at 7:05 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

X.

On a roll call of 6-0-1 (absent-Mayor Petty), the School Committee recessed to Executive Session in the Mayor's Office at 6:14 p.m.

Vice-chairman O'Connell stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo and Vice-chairman O'Connell

There was absent: Mayor Petty

Mayor Petty arrived at 6:30 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B.

- II. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint from an HVAC Technician and also stated that the technician would have to pass a test on proper use of chemicals.

The Executive Session adjourned at 7:20 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

XI.

- strategy with respect to litigation of a worker's compensation case for a Teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.
- contract negotiations with non-union personnel:
 - Non-Represented Employees - Administrators
 - Non-represented Employees – Non-Administrators

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:05 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on negotiations for the Teachers and Unit B.

II. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Held

III. To discuss strategy with respect to litigation of a worker's compensation case for a Teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Sweeney discussed the Worker's Compensation Case for a Teacher.

The School Committee granted authority to settle the Worker's Compensation Case for a Teacher in the amount of \$85,000.

IV. To conduct contract negotiations with non-union personnel:

Non-Represented Employees - Administrators

Non-represented Employees – Non-Administrators

Held

The Executive Session adjourned at 7:15 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician
- strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- contract negotiations with non-union personnel:
 - Non-Represented Employees - Administrators
 - Non-represented Employees – Non-Administrators
- authorizing the Superintendent to negotiate an employment contract for Susan O'Neil, Ph.D. as the Deputy Superintendent, effective July 1, 2017.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:01 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. Perda, Dr. Rodrigues, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on the negotiations for the Teachers and Unit A/B.

II. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the grievance complaint for an HVAC Technician.

It was stated that a hearing will take place on June 27, 2017.

III. To discuss strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on the negotiations for the Educational Secretaries.

IV. To conduct contract negotiations with non-union personnel:
Non-Represented Employees - Administrators
Non-represented Employees – Non-Administrators

It was stated that this item would be taken up on June 27, 2017.

V. To authorize the Superintendent to negotiate an employment contract for Susan O’Neil, Ph.D. as the Deputy Superintendent, effective July 1, 2017.

It was moved to authorize the Superintendent to negotiate an employment contract for Susan O’Neil, Ph.D. as the Deputy Superintendent, effective July 1, 2017.

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

The Executive Session adjourned at 7:00 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, July 6, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 4:40 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on the collective bargaining for the Teachers and Unit A/B.

The Executive Session adjourned at 5:20 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

XII.

- collective bargaining for Nurses if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.
- collective bargaining for Custodians if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.
- collective bargaining for Computer Technicians (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.

XIII.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 7:31 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Dr. Perda, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Teachers and Unit B and stated that either party could file a petition for mediation.

II. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Held

III. To discuss collective bargaining for Nurses if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.

Attorney Sweeney provided an update on the negotiations for the Nurses.

IV. To discuss collective bargaining for Custodians if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.

Attorney Sweeney provided an update on negotiations for the Custodians.

V. To discuss collective bargaining for Computer Technicians (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee.

Held

The Executive Session adjourned at 9:15 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

On a roll call of 5-0-2 (absent-Miss Biancheria, Ms. Colorio), the School Committee recessed to Executive Session in the Mayor's Office at 6:25 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

There was absent: Miss Biancheria and Ms. Colorio

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Unit B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on the negotiations for the Teachers and Unit B.

The Executive Session adjourned at 6:30 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to:

- discuss strategy with respect to collective bargaining for Teachers and Units A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.
- discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

On a roll call of 6-0-1 (absent-Mayor Petty), the School Committee recessed to Executive Session in the Mayor's Office at 6:12 p.m.

Vice-chairman Monfredo stated that the committee may reconvene in Open Session after Executive Session.

Mayor Petty arrived at 6:15 p.m.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Teachers and Units A/B, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on negotiations for the Teachers and Units A/B.

- II. To discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on negotiations for the Nurses.

- III. To discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on negotiations for the Custodians.

- IV. To discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney provided an update on negotiations for the Computer Technicians, (Unit D).

- V. To consider an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician

Attorney Sweeney discussed the Grievance Complaint for an HVAC Technician.

It was moved to deny an International Union of Public Employees (I.U.P.E.) Grievance Complaint for an HVAC Technician.

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

The Executive Session adjourned at 8:00 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, September 7, 2017

EXECUTIVE SESSION

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

- collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- contract negotiations with non-union personnel:
 - Non-Represented Employees – Administrators
 - Non-Represented Employees – Non-Administrators

On a roll call of 5-0-2 (absent-Ms. Colorio and Mr. O'Connell), the School Committee recessed to Executive Session in the Mayor's Office at 6:20 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

There was absent: Ms. Colorio and Mr. O'Connell

Mr. O'Connell arrived at 6:30 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Discussion took place relative to a contract for nurses which would reflect in part the contract for teachers.

- II. To discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

- III. To discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

(Items II and III were taken together.)

Attorney Sweeney discussed the collective bargaining agreement for the Custodians and Computer Technicians, (Unit D).

- IV. To discuss collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney discussed a proposal that would reconfigure the scale for Instructional Assistants by adding additional steps.

- V. To conduct contract negotiations with non-union personnel:
-Non-Represented Employees – Administrators
-Non-Represented Employees – Non-Administrators

Attorney Sweeney discussed the analysis of non-represented salary and health insurance changes and the salary increases for both groups.

The Executive Session adjourned at 7:44 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, September 21, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.
- strategy with respect to litigation for J. Perez vs Worcester School Committee et al.
- strategy with respect to litigation regarding a teacher employment issue.
- conduct contract negotiations with non-union personnel:
 - Non-Represented Employees – Administrators
 - Non-Represented Employees – Non-Administrators

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:30 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Superintendent Binienda represented the Administration.

Others in attendance: Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney discussed the health insurance changes for the Nurses and the Memorandum of Agreement for them. He also discussed a one-year contract, July 1, 2016 through June 30, 2017 and a three-year contract. July 1, 2017 through June 30, 2020.

On a voice vote, the School Committee approved the content of the Memorandum of Agreement and the health changes.

- II. To discuss collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney discussed the negotiations for the Custodians for the three-year contract from July 1, 2017 through June 30, 2020.

- III. To discuss collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining or litigation position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Computer Technicians from July 2, 2016 through June 30, 2020.

- V. To discuss strategy with respect to litigation regarding a teacher employment issue.

Attorney Sweeney discussed a litigation for a teacher with a recommended payment of \$50,000 with a caveat that the teacher resignation and agreement to not reapply.

- VI. To conduct contract negotiations with non-union personnel:

- Non-Represented Employees – Administrators
- Non-Represented Employees – Non-Administrators

Attorney Sweeney discussed the contact negotiations for the non-union personnel.

It was moved to approve an increase in salary for all Non-Represented Employees – Non-Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

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

It was moved to suspend the Rules of the School Committee to reconsider the increase in salary for all Non-Represented Employees - Non-Administrators.

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

It was moved to reconsider the increase in salary for all Non-Represented Employees – Non-Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

On a roll call of 0-7, the motion to reconsider was defeated.

It was moved to approve an increase in salary for all Non-Represented Employees – Administrators as follows:

- 2% increase effective July 1, 2017
- 2% increase effective January 1, 2018
- 1% increase effective July 1, 2018
- 1% increase effective January 1, 2019
- 2% increase effective July 1, 2019

On a roll call of 6-1, (nay - Miss Biancheria), the motion was approved.

It was moved to suspend the Rules of the School Committee to reconsider the increase in salary for all Non-Represented Employees – Administrators.

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

It was moved to reconsider the increase in salary for all Non-Represented Employees - Administrators as follows:

2% increase effective July 1, 2017

2% increase effective January 1, 2018

1% increase effective July 1, 2018

1% increase effective January 1, 2019

2% increase effective July 1, 2019

On a roll call of 1-6, (yea - Miss Biancheria) the motion to reconsider was defeated.

The Executive Session adjourned at 7:44 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation of a Teacher - Discipline Case, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation of a worker's compensation case for a custodian, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.
- strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.
- strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

On a roll call of 6-0-1 (absent Mr. O'Connell), the School Committee recessed to Executive Session in the Mayor's Office at 6:18 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

There was absent: Mr. O'Connell

Mr. O'Connell arrived at 6:34 p.m.

Dr. Susan O'Neil was the acting Superintendent of Schools at this meeting.

Others in attendance: Mr. Allen, Ms. Boulais, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Nurses, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the terms and amendments of the contract for the Nurses.

It was moved to ratify and approve the terms of the Memorandum of Agreement between the School Committee and the Nurses, signed October 5, 2017, for a collective bargaining agreement between the School Committee and the Nurses, for the term of July 1, 2016 through June 30, 2017.

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

It was moved to ratify and approve the terms of the Memorandum of Agreement between the School Committee and the Nurses, signed October 5, 2017, for a collective bargaining agreement between the School Committee and the Nurses, for the term of July 1, 2017 through June 30, 2020.

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

- II. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Custodians.

The item was held for the next meeting.

- III. To discuss strategy with respect to collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Computer Technicians, (Unit D).

- IV. To discuss strategy with respect to litigation of a Teacher - Discipline Case, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Sweeney discussed the litigation for termination of a teacher.

- V. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Instructional Assistants.

- VI. To discuss strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Educational Secretaries.

- VII. To discuss strategy with respect to litigation of a worker's compensation case for a custodian, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Mayor Petty recused himself due to a potential conflict of interest.

The worker's compensation case for a custodian was discussed.

VIII. To discuss strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

The Worker's Compensation case for a teacher was discussed and the School Committee granted authority to settle for \$40,000.

IX. To discuss strategy with respect to litigation of a worker's compensation case for a teacher, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

The Worker's Compensation case for a teacher was discussed and the School Committee granted authority to settle for \$140,000.

The Executive Session adjourned at 7:14 p.m.

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation of a Teacher - Discipline Case, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares
- strategy with respect to litigation for J. Perez vs Worcester School Committee et al.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:00 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the Memorandum of Agreement for the Custodians with the School Committee.

- II. To discuss strategy with respect to collective bargaining for Computer Technicians, (Unit D) if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the terms and amendments of the contract for the Computer Technicians, (Unit D) with the School Committee.

It was moved to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

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

It was moved to suspend the Rules of the School Committee to reconsider the item.

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

It was moved to reconsider the motion to ratify the Memorandum of Agreement between the School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Computer Technicians, (Unit D), effective July 1, 2016 through June 30, 2019.

On a roll call of 0-7, the motion to reconsider was defeated.

- III. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the Memorandum of Agreement for the Instructional Assistants with the School Committee.

- IV. To discuss strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the Memorandum of Agreement for the Educational Secretaries with the School Committee.

- V. To discuss strategy with respect to litigation of a Teacher - Discipline Case, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares

Attorney Sweeney discussed an update on the litigation for a Teacher.

The Executive Session adjourned at 7:05 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, November 2, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

On a roll call of 5-0-2, (absent Miss Biancheria and Mr. O'Connell), the School Committee recessed to Executive Session in the Mayor's Office at 6:08 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

Mr. O'Connell arrived at 6:15 p.m.

Miss Biancheria arrived at 6:20 p.m.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed changes to #6 (Civil Service) and removed language in number 12. The agreement was approved by the School Committee in content for 3 years.

- II. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Instructional Assistants.

- III. To discuss strategy with respect to collective bargaining for Educational Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the terms and amendments of the contract with the School Committee.

It was moved to ratify the terms of the Memorandum of Agreement between the School Committee and the 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, Educational Secretaries, for the term of July 1, 2016 through June 30, 2017.

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

It was moved to ratify the terms of the Memorandum of Agreement between the School Committee and the 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, Educational Secretaries, for the term of July 1, 2017 through June 30, 2020.

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

- IV. To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Administrative Secretaries.

The Executive Session adjourned at 7:02 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, November 16, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Occupational Therapy Assistants and Physical Therapy Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation for J. Perez vs Worcester School Committee et al. if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

On a roll call of 5-0-2, (absent Ms. Colorio and Mr. O'Connell), the School Committee recessed to Executive Session in the Mayor's Office at 6:20 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

There were absent: Ms. Colorio and Mr. O'Connell

Ms. Colorio and Mr. O'Connell arrived at 6:30 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Occupational Therapy Assistants and Physical Therapy Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Occupational Therapy Assistants and Physical Therapy Assistants.

- II. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Instructional Assistants.

- III. To discuss strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Cafeteria Workers and discussed a possible additional half hour for lunch and a 40-hour work week.

- IV. To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Administrative Secretaries and a possible additional half hour for lunch and a 40-hour work week.

- V. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining agreement for the Custodians.

- VI. To discuss strategy with respect to litigation for J. Perez vs Worcester School Committee et al. if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Sweeney discussed the litigation for J. Perez vs Worcester School Committee et al.

The Executive Session adjourned at 7:15 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, December 7, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Occupational Therapy Assistants and Physical Therapy Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation and collective bargaining for an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician, if an open meeting may have a detrimental effect on the litigating and collective bargaining position of the School Committee and the chair so declares.

On a roll call of 7-0, the School Committee recessed to Executive Session in the Mayor's Office at 6:15 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Custodians, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney reviewed the terms and amendments of the contract for the Custodians with the School Committee.

It was moved to ratify the Memorandum of Agreement and the Side Letter of Agreement referenced therein between the Worcester School Committee and the Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO - Custodians, effective July 1, 2017 through June 30, 2020.

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

- II. To discuss strategy with respect to collective bargaining for Occupational Therapy Assistants and Physical Therapy Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Occupational Therapy Assistants and Physical Therapy Assistants.

- III. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Instructional Assistants.

- IV. To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Administrative Secretaries.

- V. To discuss strategy with respect to litigation and collective bargaining for an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician, if an open meeting may have a detrimental effect on the litigating and collective bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for an International Union of Public Employees (I.U.P.E.) Grievance Complaint – HVAC Technician.

The Executive Session adjourned at 7:07 p.m.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, December 21, 2017

EXECUTIVE SESSION

It was moved to recess to Executive Session in order to discuss:

- strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.
- strategy with respect to litigation for-teacher discipline, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

On a roll call of 4-0-3 (absent Miss Biancheria, Ms. Colorio and Mr. O'Connell), the School Committee recessed to Executive Session in the Mayor's Office at 6:10 p.m.

Mayor Petty stated that the committee may reconvene in Open Session after Executive Session.

There were present at the Call to Order:

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

There were absent: Miss Biancheria, Ms. Colorio and Mr. O'Connell

Mr. O'Connell arrived at 6:15 p.m.

Miss Biancheria and Ms. Colorio arrived at 6:33 p.m.

Superintendent Binienda represented the Administration.

Others in attendance: Mr. Allen, Ms. Boulais, Dr. O'Neil, Attorney Sweeney and Dr. Friel

- I. To discuss strategy with respect to collective bargaining for Cafeteria Workers, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Cafeteria Workers.

- II. To discuss strategy with respect to collective bargaining for Administrative Secretaries, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Administrative Secretaries.

- III. To discuss strategy with respect to collective bargaining for Instructional Assistants, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

Attorney Sweeney discussed the collective bargaining for the Instructional Assistants.

- IV. To discuss strategy with respect to litigation for-teacher discipline, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

Attorney Sweeney discussed the litigation for a teacher discipline.

The Executive Session adjourned at 7:15 p.m.

V. IMMEDIATE ACTION
Administration
(May 15, 2020)

ITEM - gb #0-171
S.C. MEETING - 5-21-20

ITEM:

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

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss and file.

VI. REPORT OF THE SUPERINTENDENT
Administration
(May 15, 2020)

ITEM - ros #0-6
S.C. MEETING - 5-21-20

ITEM:

UPDATE ON THE STUDENT INFORMATION SYSTEM (SIS) PROCUREMENT PROJECT –
Center for Educational Leadership and Technology (CELT)

PRIOR ACTION:

BACKUP:

Annex A (33 pages) contains a copy of the PowerPoint presentation

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



Update on the Student Information System (SIS) Procurement Project

Executive Briefing for:

- Superintendent Ms. Maureen Binienda
- School Committee Members

Thursday, May 21, 2020



Presentation Overview

- What are some general SIS Procurement observations to date?
- What is the status of the SIS Procurement project?
- What are the critical success factors associated with SIS procurement, implementation, and integration going forward?
- How can WPS use the new SIS to reduce the “Islands of Information” and develop a more learner-centered, secure data system?
- What are the major upcoming milestones and timelines?
- Questions/answers and closing comments.

What are some general SIS procurement observations to date?



Islands of Information and Technology



SAGE



Mosaic



Versatrans



Personnel/Payroll



Pentamation



**Digital
Curriculum**



**School Improvement
Planning**



Learning Management

WPS – Past and Future State

Past

- SIS is one of many isolated islands of information
- Past software applications, services, process improvements, and project management were budgeted separately
- Significant number of manual processes are time consuming and create multiple points of entry causing inconsistent data
- There is a need for well-documented framework for aligning people, processes, programs, projects, and data

Future

- SIS is the electronic bionic heart of a Learning Management System
- SIS Procurement has a comprehensive 5-year total cost of ownership budget
- Portal-based system with pre-defined digital dashboards. Data will be entered and validated at the source
- WPS adopted a comprehensive “Enterprise (Information) Data Architecture” that aligns people, processes, program, projects, and data

SIS Challenges, Risks, and Options

- Process Improvements and Alignments
- Training and Support vs. Intuitive End-user Interface
- Data Governance, Management, and Ownership (message and subscribe relationships)
- Support – 24 x 7 x 365
- Cyber Security, Data Accuracy, and Network Reliability
- Installation vs. Implementation vs. Integration
- Personalized, Blended, and Remote Learning

Why a Contemporary SIS Now?

Worcester Public Schools' new SIS will:

- Improve the use of data to guide and inform student learning anywhere and at any time
- Be much more user-friendly and intuitive
- Become the cornerstone of WPS' data management architecture
- Increase the use of data to improve decision-making and redirect costs
- Support more contemporary education reforms and post-COVID19 data management needs
- Encourage data use by parents, teachers, and students
- Streamline State and Federal reporting requirements

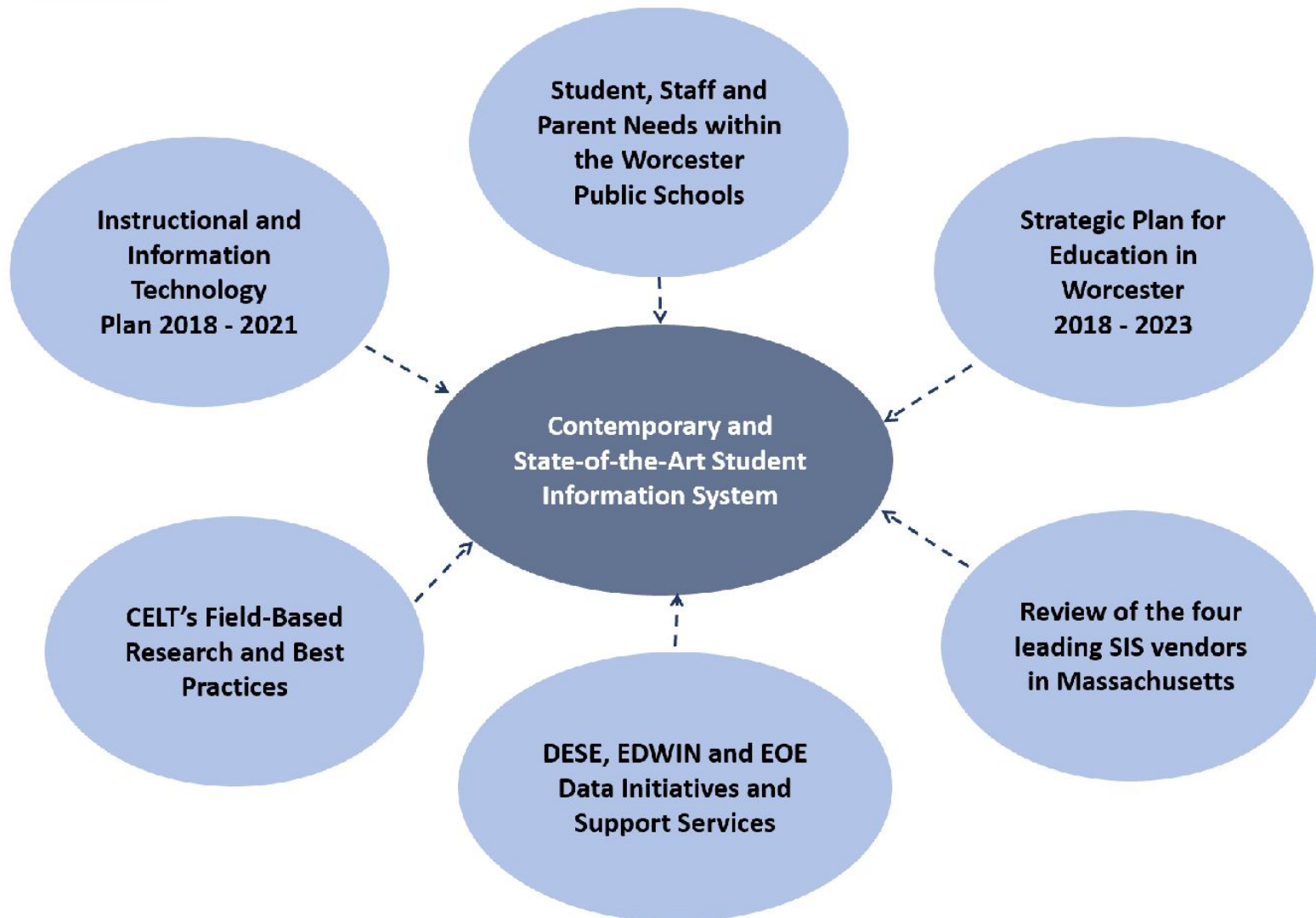
How Do You Budget for IT?



“A person who needs a tool but cannot afford it eventually pays for the tool but never gets it.”

- Henry Ford

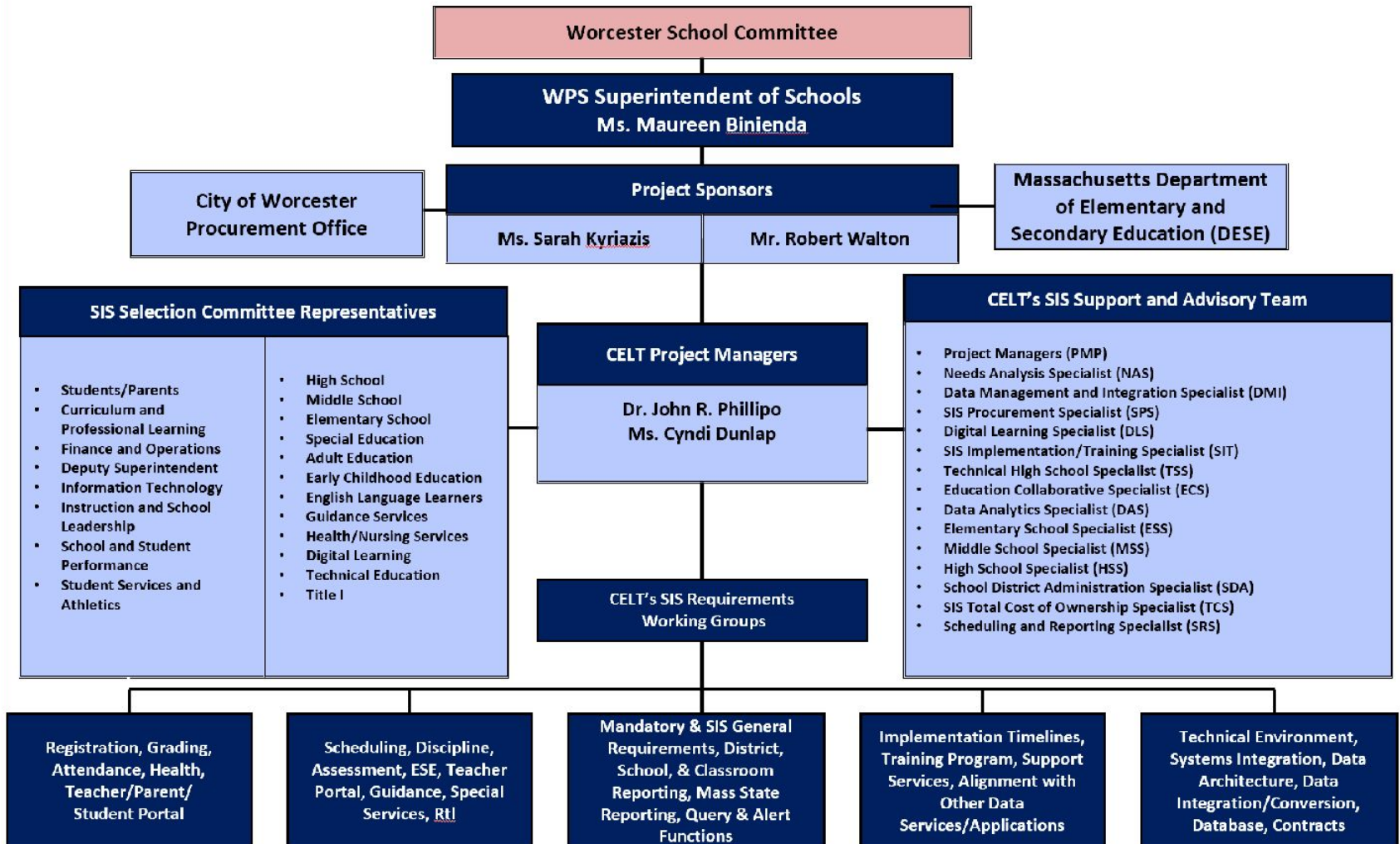
Strategy for Selecting a New SIS



What is the status of the SIS procurement project?



SIS Procurement Project Organizational Chart



Current SIS Needs Analysis Activities

- Superintendent's Invitation to Participate
- Research and Best Practices
- Topical Focus Groups
- Key Stakeholder Interviews
- Document Reviews and Analysis
- Birds-of-a-Feather Focus Groups
- Working Group Analysis and RFP Reviews

Level of Inquiry and Participation*

- Students
- Parents
- Classroom Teachers
- School Principals / Assistant Principals
- District Administrators and Support Staff
- School Committee and Community

* Includes representatives from elementary, middle, high, technical and alternative schools.

SIS Milestones and Timeline

- **Planning and Orientation** Mar – Apr 2020
- **Data Collection and Needs Analysis** Apr – May 2020
- **Draft & Vet Functional Requirements and Bid Specifications** May 26 – Jun 12, 2020
- **Advertise & Circulate RFP** Jun 15 – Jul 10, 2020
- **Evaluate RFP Responses** Jul 13 – Jul 24, 2020
- **Vendor Demonstrations and Reference Checks** Aug 3 – Aug 7, 2020
- **Vendor Selection** Aug 10 – Aug 14, 2020
- **Develop/Negotiate Contract** Aug 17 – Aug 21, 2020
- **Plan/Conduct Implementation** Aug 24, 2020 – Dec 17, 2021

SIS Procurement Functions and Features

A. Registration, Grading, Attendance, Health, Teacher/Parent/Student Portal

- Unique Student ID
- Registration
- Attendance
- Transfers
- Gradebook/Assessment
- Transcripts
- Home/School Portal

B. Scheduling, Discipline, Assessment, ESE, Teacher Portal, Guidance, Special Services, Rtl

- Scheduling (Master, HS, MS, Pre-school, Elem)
- Health
- Discipline
- Special Education

C. Mandatory & SIS General Requirements, District, School, & Classroom Reporting, Mass. State Reporting, Query & Alert Functions

- Edit Rule Standardization
- Data Architecture
- School/Parent Reporting
- Data Import/Export
- State/Federal
- System Interoperability
- Transportation

SIS Procurement Functions and Features

D. Implementation Timelines, Training Program, Support Services, Alignment with Other Data Services/Applications

- SIS Proficiencies by Position
- Training Documentation
- Helpdesk
- Just-in-Time Learning Apps
- Maintain Skills Acquisition Inventory
- Project Management

E. Technical Environment, Systems Integration, Data Integration/Conversion, Database, Contracts

- Hardware Configuration
- Network System
- Software Tailoring
- Software Modifications
- System Interfaces
- Contract Development

What are the critical success factors associated with SIS procurement, implementation, and integration going forward?



SIS Procurement Strategy

The purpose of an SIS procurement is not to produce a SIS RFP, but rather to produce RESULTS, such as:

- Improve student achievement
- Build constituency support
- Enhance staff productivity
- Support operational efficiency
- Foster learner-centered decision making

Getting it Right: Required Level of Effort

- Needs Analysis and SIS Procurement 25%
- Process Improvement and Alignment 20%
- Data Governance and Management 20%
- Training and Ongoing Support Plan 15%
- Organizational Development Strategy 10%
- Project Management, Quality Assurance, and Oversight 10%

100% = Success

SIS Training Plan and Support Program

The following elements are part of a comprehensive SIS training and support program:

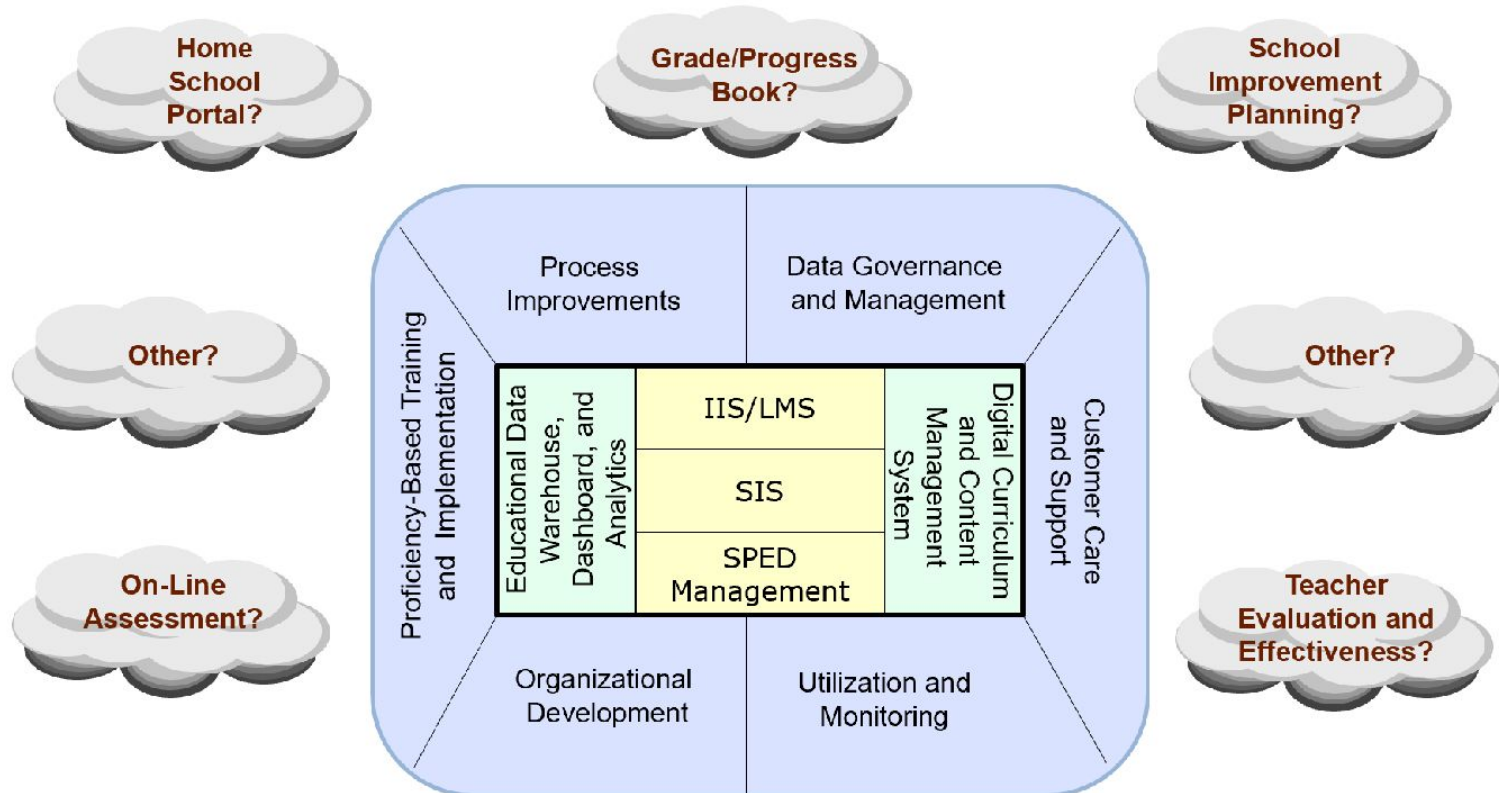
- Classroom Training*
- Topical Webinars*
- Online Training Modules*
- Role-Based Portal and Screens
- Proficiency Based Management System (Basic, Intermediate, Advanced)
- Adult Learning Styles/Theories
- Business Process Specialists
- IT Experts/Advisors
- School-Based Facilitators
- Area-Based Support Services
- FAQ Website*
- Help Desk Support Services*
- Just-in-Time Assistance*

* Digitally Archived and Searchable

How can WPS use the new SIS to reduce the “Islands of Information” and develop a more end-user friendly learner-centered data system?



Planning and Building WPS' Learning Enterprise System

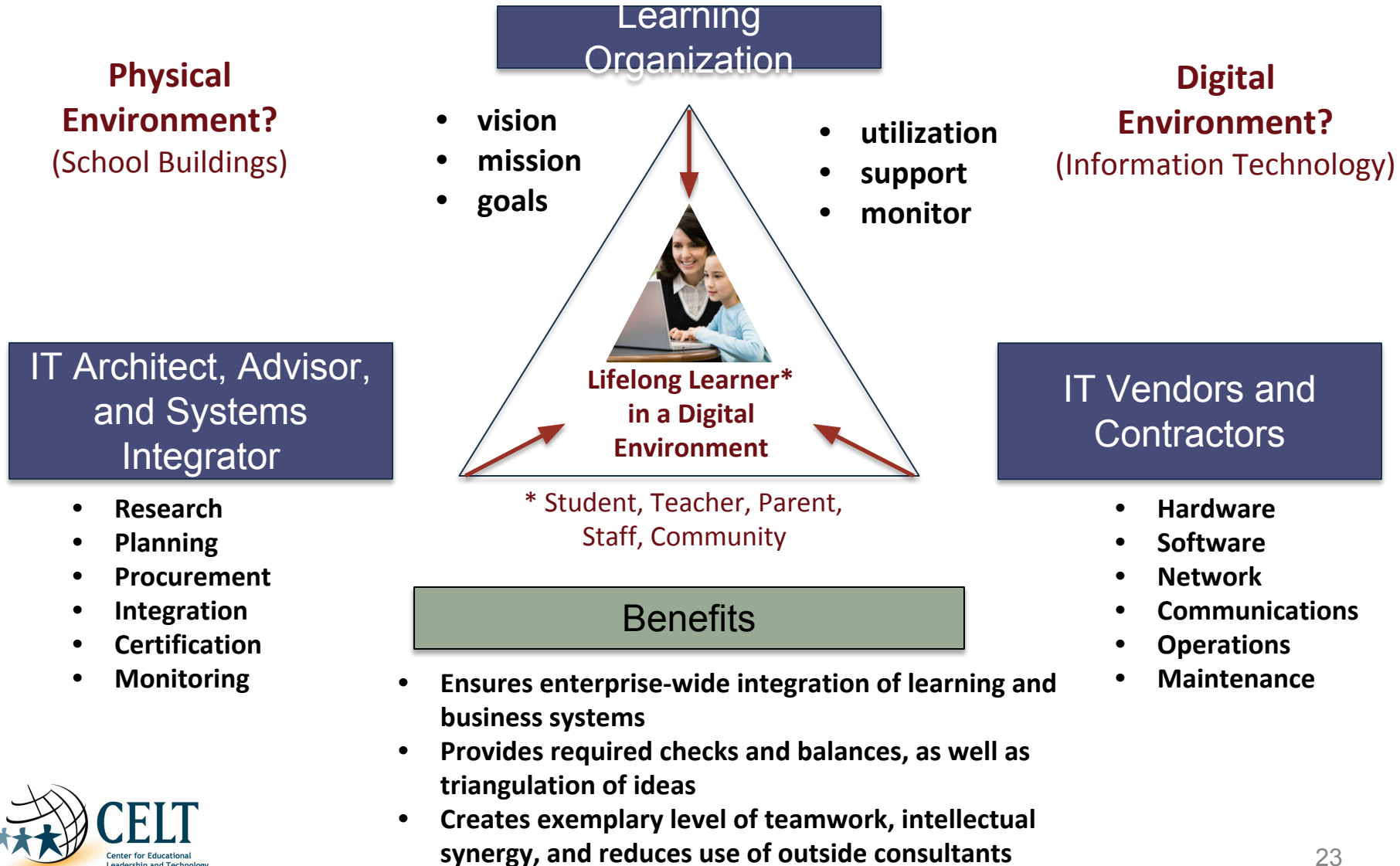


In support of...

- Personalized Learning
- Remote Learning
- Enterprise Architecture
- Mobility
- Charter Schools
- Career/Technical Education
- Life-Long Learning
- Social Media
- Competency-based Graduation
- Home Schoolers
- Learner-Centered Decision Making
- Parental Involvement

- Needs Analysis and Procurement
- Installation, Data Conversion, and Training
- End-user Implementation and Integration
- Broad-scale Effort to Make WPS' Data Useful and Used
- Ongoing Maintenance, Support, and Upgrades
- Adopt and Adapt an “Enterprise Data Architecture”
- Employ a “Triangulated” Approach to Project Management

IT Architect, Implementation, and Procurement Approach



Questions and Answers



What Else Should We Know?



Closing Comments

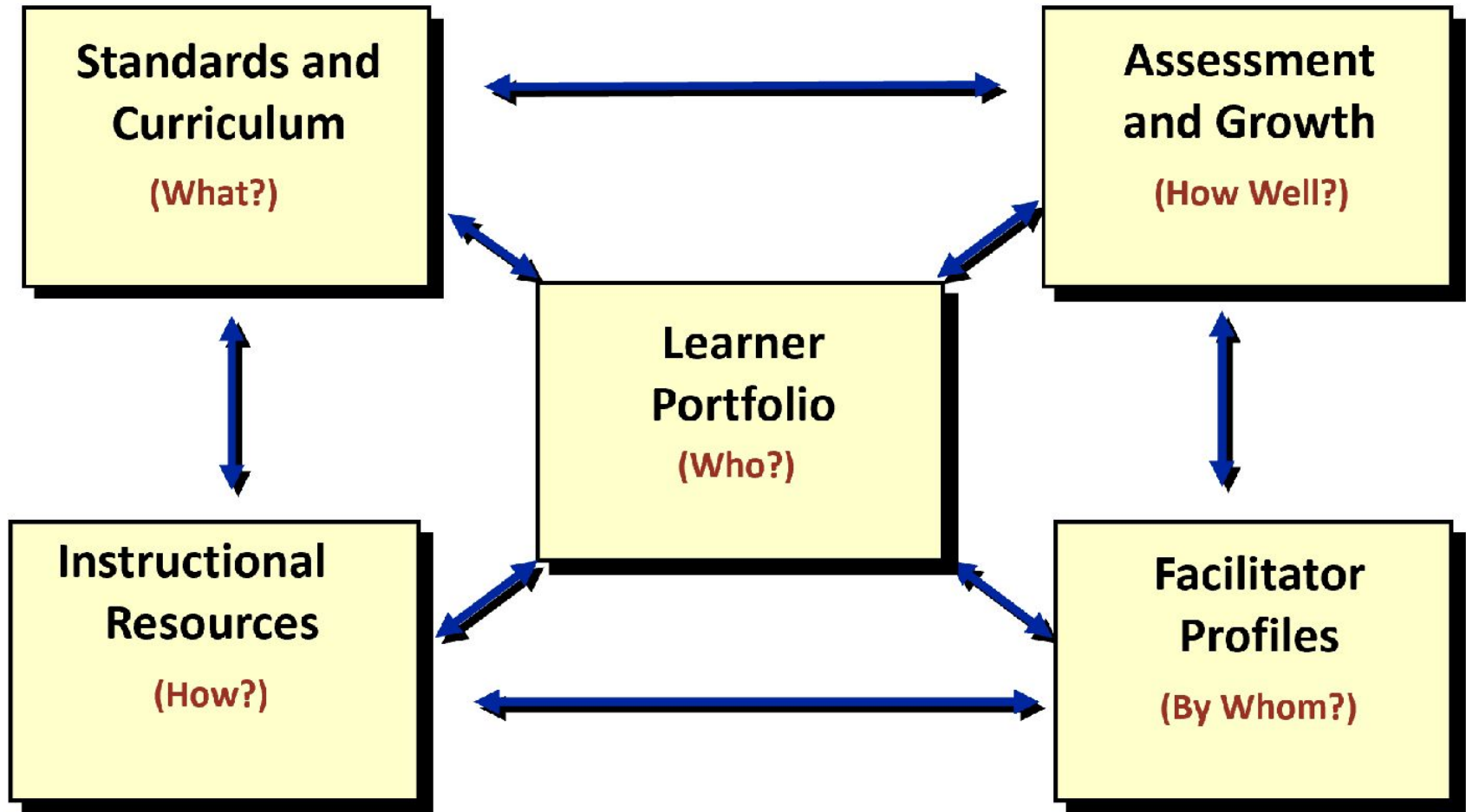


Creating a Data Management Architecture

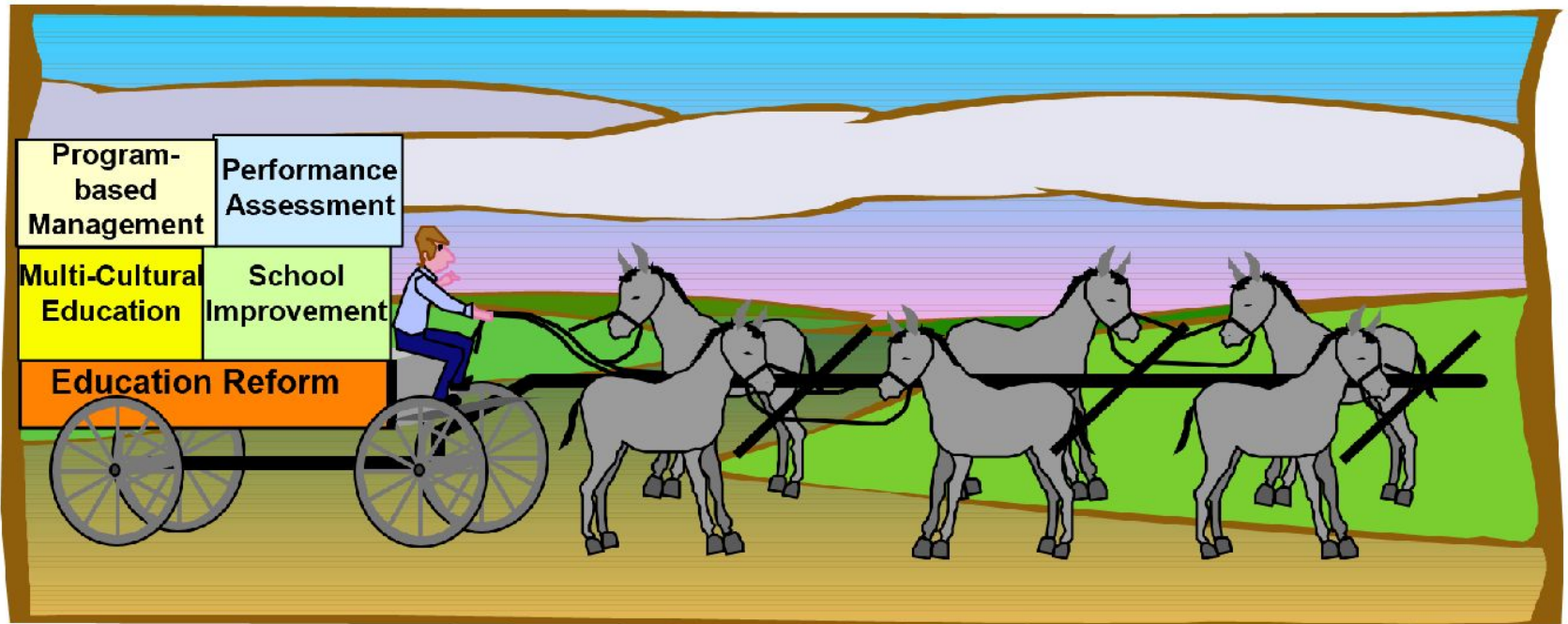
- Learner centered
- Instructionally focused
- Performance oriented
- Data driven
- User friendly
- Fiscally affordable



A Framework for Transporting Learning to the 21st Century



There's More to Technology Procurement than Just Hooking Things Up!



**Operational
Maintenance**

**Staff
Development**

**Organizational
Support**

Shifting How We Use Data

By Using Data as a Flashlight, and Not as a Hammer

* Adapted from the Data
Quality Campaign (DQC)



About CELT

For more than a quarter-century, the Center for Educational Leadership and Technology (CELT) has been the nation's preeminent thought leader and field-based practitioner in the alignment of leadership, learning, and technology in support of improved student achievement and enhanced staff productivity with an emphasis on the research and planning related to personalized, blended, and remote learning.

CELT's mission is to help learning organizations attain their vision, mission, and goals by integrating high-quality, mission critical **programs**, **services**, and **technology** with the organization's **people** and **processes** in the most timely, efficient, and cost-effective way possible.

Dr. John R. Phillip

Dr. John Phillip is the founder and Executive Director of the Center for Educational Leadership and Technology (CELT). CELT assists schools in linking 21st century educational reforms with the effective use of information technology. Dr. Phillip is nationally and internationally recognized as a resource consultant for learning organizations, businesses, and state/federal departments of education on issues related to architecting and implementing a "digital" infrastructure in support of contemporary teaching, learning, and management. He has taught graduate courses, authored journal articles, and made numerous presentations on interactive learning technologies and their impact on student achievement and educational leadership. Dr. Phillip is a former science/math teacher and school administrator. He has served as director of a national technology "lighthouse" program for at-risk youth, as well as a developer/demonstrator for three nationally validated (USDOE/OERI) education technology programs. He recently coauthored the article: Learning Management System: The Missing Link and Great Enabler and was recently recognized as Distinguished Alumni for Professional Achievement by Worcester State University.

Dr. Phillip completed his doctoral degree studies at the Harvard University's Graduate School of Education in the area of Administration, Planning, and Social Policy.

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Committee Members

Laura Clancey, Chairman
John Monfredo, Vice-chairman
Tracy O'Connell-Novick

AGENDA #1
G/EI
5-13-20
Page 1

A C T I O N S

The Standing Committee on Governance and Employee Issues met at 3:32 p.m. on Wednesday, May 13, 2020 in the Esther Howland Chamber of City Hall.

There were present: Chairman Clancey, Vice-chairman Monfredo and Ms. Novick

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

Others in attendance: Mrs. Kyriazis, Attorney Tobin, G. Davis, R. Michel

gb #9-99 -Mr. Comparetto/Mr. O'Connell (March 13, 2019)

Request that the Administration review the action taken by the Massachusetts Department of Environmental Protection against White & Brite Cleaners in Worcester and take necessary precautions to ensure that the students and staff at Gates Lane School are safe from exposure to contaminants.

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

FILE

c&p #0-1 -Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a policy regarding clear and uniform districtwide standards for suspensions.

Mr. Davis stated that he believes that there is no a uniformed standard across the district for suspensions and that each principal sets his/her own standards. He also stated that students in K-3 should not be given suspensions.

Attorney Tobin stated that a legal opinion was provided to the Administration regarding this issue in January 2020 which concluded that School Committees have

c&p #0-1 (continued)

the authority to adopt general policies. However, the policies cannot limit the discretion vested in school principals under state law. It would not be consistent with school statutory laws to have a School Committee policy that would limit the discretion of principals to impose suspensions. She also stated that the district has been engaging in significant training to address suspensions. In March, she reviewed a report on K-3 suspensions with the principals and there were significant safety issues which resulted in no other alternative but to suspend the child in 99% of the cases.

Ms. Novick believes that it is developmentally inappropriate to suspend children as young as four. She supports the item to end suspensions below Grade 3.

Superintendent Binienda stated that the WPS has a clear and uniform policy (JIC-Student Discipline) and Attorney Tobin does training every year with principals and assistant principals. The district has done extensive work in hiring more school adjustment counselors in order help students and maintain safe schools.

On a roll call of 2-1 (nay Ms. Novick) the item was accepted and filed.

FILE

c&p #0-2 -Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a uniform districtwide policy on age appropriate touching.

Mr. Davis referenced an incident in which a student was suspended for hugging a teacher and he would like the Administration to develop a policy regarding age appropriate touching.

Attorney Tobin stated that both Title IX and the Sexual Harassment Policy (ACAB) make references to unwanted touching of students and staff.

Ms. Novick suggested that a policy may not need to be drafted, but that the topic of inappropriate touching should be addressed when the health curriculum is discussed in subcommittee.

Mrs. Clancey made the following motion:

Request that the item be referred to the Standing Committee on Teaching, Learning and Student Supports for discussion when selecting a health curriculum.

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

c&p #0-3 -Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a policy of an adequate number of counselors and teachers.

Mr. Davis stated that in order to make the students more successful, the number of counselors and teachers need to be based on an objective standard. In hiring new employees, he felt they should reflect the current student population.

Superintendent Binienda agreed that there is a need to increase the number of counselors, but is not certain what resources will be available in this year's budget.

Ms. Novick suggested that Mr. Davis and other members of the NAACP attend the Public Budget Hearing to speak to the hiring of more counselors.

Mr. Michel spoke to the item citing a document from the Massachusetts School Counseling Association which suggested that the optimal ratio for student to counselor should be 1:250.

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

FILE.

c&p #0-4 -Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a clear and uniform policy for the Worcester School District regarding emergency removals that do not have a racially adverse impact.

Mr. Davis stated that last year, the district had more suspensions than the entire state combined and he believes something is wrong with the way emergency removals are implemented.

Attorney Tobin agreed that the numbers need to be reduced and that with the significant principal training, the expectation is that the rates will be lower.

Ms. Novick stated that a policy does not need to be drafted, but agreed that the reluctance to have a conversation in the context of race needs to be addressed.

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

FILE

c&p #0-5 -Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to the establishment of a Residents' Advisory Commission which can formally petition the Worcester School Committee and to which the Worcester School Committee would be required to provide a response.

Mr. Davis spoke to the fact that the current policy for petitioning the School Committee excludes parents of WPS children who are not citizens of Worcester.

Superintendent Binienda believes that the School Committee and Administration does a great job of overseeing policy and budget and does not see the need for a Resident Advisory Commission.

Ms. Novick suggested that this item be considered with item gb #0-28 which pertains to the redrafting the School Committee rules.

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

FILE

c&p #0-8 - Clerk (February 19, 2020)

To consider a communication from the EAW to allow members of Doherty Memorial High School's faculty and staff to donate accrued sick time to a colleague who is experiencing significant health challenges.

Ms. Boulais stated that the Collective Bargaining Agreement for the Instructional Assistants has a sick bank currently in place.

Superintendent Binienda stated that the sick bank is based on how many days the employee has worked and this employee is not eligible.

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

FILE.

gb #0-93 - Administration (February 24, 2020)

To consider approval of the following updated MASC policies proposed to be included in the MASC Policy Manual:

BEDH	Public Comment at School Committee Meetings
IC/ICA	School Year/School Calendar
IE	Organization of Instruction
IGA	Curriculum Development
IGB	Support Services Programs
IHAM	Health Education
IHB	Special Instructional Programs and Accommodations
JC	Attendance Areas
JCA	Assignment of Students to School
JH	Student Absences and Excuses
JLCB	Immunization of Students

Superintendent Binienda requested that BEDH be held in order for a more detailed discussion with Attorney Tobin.

Dr. O'Neil requested that IHB be held in order for SPED to review the language.

Dr. O'Neil requested to amend IE by adding the words:
"The Primary/Elementary level includes schools with **some preschools and** kindergarten through **grade 5** and changing that to **grade 6,**"

and IGB by deleting "**speech correction**" and replacing "special education **assistance**" with "special education **services**".

On a roll call of 3-0, Policies BEDH and IHB were held.

On a roll call of 3-0, the item was approved as amended.

gb #0-166 -Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough (February 24, 2020)

To create and administer a survey for students, families, and staff regarding current remote learning, to inform Phase III remote learning planning and work.

Ms. Novick suggested the following survey be conducted on social media and translated to include questions she has extracted from other school districts.

What is your relationship to the Worcester Public Schools?

- Student
- Parent/guardian
- Community youth worker
- Community member

If you are a student or are answering regarding students, what grade is/are the student/s? Please answer all applicable.

- Grades PreK and K
- Grades 2-3
- Grades 4-6
- Grades 7-8
- Grades 9-10
- Grades 11-12

Does your family have dependable online access in your home (other than via cell phone)?

- Yes
- No

How easy has it been for you or your student to access work from the Worcester Public Schools since school closure on March 13?

- Very easy
- Somewhat easy
- Neither easy or not easy
- Somewhat difficult
- Very difficult

Overall, how much of the work can you/your student complete independent of adult assistance?

- All of the work
- Most of the work
- Some of the work
- Very little of the work
- Some of the work

On average, how many hours a day are you or your student spending on schoolwork at home?

- Less than an hour
- 2-4 hours
- 5-6 hours
- More than six hours

Do you and your family have what you need to complete the work assigned?

- Yes
- No

Can you get help from teachers and staff when you need help?

- Yes
- No

Are you or your student, overall, finding the school work to be meaningful and interesting?

- Mostly yes
- Somewhat yes
- Neutral
- Somewhat not
- Mostly not

Would you agree with this statement regarding yourself or your student: "overall, I feel I am learning."

- Yes
- No

Please complete the following statement: One thing the Worcester Public Schools can do to help my family with remote learning is..."

On a roll call of 3-0, it was voted to send the item back to the Full Committee.

On a roll call of 3-0, the meeting was adjourned.

The meeting adjourned at 5:12 p.m.

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

X. GENERAL BUSINESS
Administration
(May 7, 2020)

ITEM - gb #0-172
S.C. MEETING - 5-21-20

ITEM:

To accept a donation of fifty Chromebooks, with a value of \$17,000, from Acer Gateway Foundation.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(May 7, 2020)

ITEM - gb #0-173
S.C. MEETING - 5-21-20

ITEM:

To accept a donation of thirty-five Chromebooks, with a value of \$9,100.00, from the following individuals:

-Kathy Jo Cook and John Martin
KJC Law Firm
10 Tremont Street, 6th Floor
Boston, MA 02108

-Louis Aloise and Michael Wilcox
Aloise & Wilcox, P.C.
1 Exchange Place
Worcester, MA 01608

-Richard J. Sullivan
Sullivan & Sullivan, LLP
83 Walnut Street
Wellesley, MA 02481

In conjunction with the Massachusetts Academy of Trial Attorneys and its Executive Director, Paul Dullea

PRIOR ACTION:

BACKUP

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Mr. Monfredo/Miss Biancheria/
Mrs. Clancey/Mr. Foley/Ms. McCullough
(May 11, 2020)

ITEM - gb #0-174
S.C. MEETING - 5-21-20

ITEM:

Request that the Administration review the latest graduation plans with the School Committee.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration for implementation.

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(May 12, 2020)

ITEM - gb #0-175
S.C. MEETING - 5-21-20

ITEM:

To consider approval of the Strategic Thinking Courses.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the new course request forms.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee in Teaching, Learning and Student Supports.

WORCESTER PUBLIC SCHOOLS – NEW COURSE REQUEST FORM

Date of Request: 1/31/2020 Requesting School/ Office: South High Community School

Proposed Course Name: Strategic Thinking Required Prerequisite Course/s: None

Proposed Course Level						Proposed Course Credit						G.P.A.		Honor Roll		
(check all that apply)						(check all that apply)						Yes	No	Yes	No	
A.P.		Honors		College	X	1.0		.5		.25	X	X				X

Proposed Course Department	Select one		Is proposed course a Career/Vocational Technical Course			
	Core Course	Core Elective	Yes	No	(if yes check one)	
General		X		X	Chapter 74	Non-Chapter 74

Proposed Course Description for course:

Through this course, students will learn the rudiments of thought, the most basic structures out of which all thinking is made. They will experience the art of analyzing and evaluating thinking with a view to improving it. Students will learn that a well-cultivated critical thinker:

- raises vital questions and problems, formulating them clearly and precisely;
- gathers and assesses relevant information, using abstract ideas to interpret it effectively;
- comes to well-reasoned conclusions and solutions, testing them against relevant criteria and standards;
- thinks open mindedly within alternative systems of thought, recognizing and assessing, as need be, their assumptions, implications, and practical consequences; and
- communicates effectively with others in figuring out solutions to complex problems.

While most critical thinking concepts are intuitive, to integrate and apply these concepts consistently and rationally takes concerted effort, study, and reflection. During this course students will be provided multiple opportunities to practice strategic thinking skills through their involvement in setting goals, developing long-range plans, anticipating the unexpected, analyzing your environment, and collaborating to problem-solve.

Essential question/s for the course:

- How does the brain work and how do we use the brain for critical thinking?
- What is the analysis and assessment of thought?
- How do you cultivate vital essential questions in the process of thought?
- What is good and bad reasoning?
- What is inductive and deductive reasoning?
- What is fallacious reasoning?
- How do you set goals and create models?
- How do you gather information to identify patterns, trends and possible outcomes?
- How do you determine probable obstacles?
- How do you come to well reasoned conclusions and test them against relevant criteria and standards?
- How do you effectively communicate with others to solve complex problems?

Standards addressed in the course:

MASSACHUSETTS VISUAL ARTS STANDARDS:

* Many visual arts standards align with generating, conceptualizing, organizing, developing and refining artistic ideas in chess (Cluster 1: Practice 1-3; Cluster 2: Practice 5)

MASSACHUSETTS SOCIAL STUDIES STANDARDS:

* Many social studies standards relate to changes in world politics, culture and technology that have changed the world of chess in significant ways (WH 2: T5 #11; WH 2: T5 #12; US 2: T5 #9)

Grades 11–12 Speaking and Listening Standards for Literacy in the Content Areas #1: Initiate and participate effectively in a range of collaborative discussions

MASSACHUSETTS MATH STANDARDS: :

Standards for Mathematical Practice Grades 9-12: 1-4, 6-8: Make sense of problems and persevere in solving them. Reason abstractly and quantitatively. Construct viable arguments and critique the reasoning of others. Attend to precision. Look for and make use of structure. Look for and express regularity in repeated reasoning.

NATIONAL MATH STANDARDS ADDRESSED NM-ALG.1: Understand patterns, relations, and functions NM-ALG.2: Represent and analyze mathematical situations and structures using algebraic symbols NM-GEO.1: Analyze characteristics and properties of two- and three-dimensional geometric shapes and develop mathematical arguments about geometric relationships NM-GEO.2: Specify locations and describe spatial relationships using coordinate geometry and other representational systems.

NATIONAL READING STANDARDS ADDRESSED NL-ENG.K-12.1: Apply a wide range of strategies to comprehend, interpret, evaluate and appreciate texts. NL-ENG.K-12.6: Apply knowledge of language structure, language conventions, media techniques, figurative language and genre to create critique and discuss print and non-print texts. NL-ENG.K-12.10:

WORCESTER PUBLIC SCHOOLS – NEW COURSE REQUEST FORM

Applying non-English perspectives to develop competency in the English language arts and to develop understanding of content across the curriculum for students where English is not the first language.

MassCore is a rigorous and comprehensive course study recommended by the Commonwealth as preparation for college and career. MassCore is also the vehicle through which high school students can gain competence in computational, scientific, visual, creative, and critical thinking and can engage opportunities for “hands-on” application and exploration of new areas of knowledge and experiences.

How does this course support the readiness of students for college and career?

This course will align with the mathematics, social studies, ELA and art curriculum to engage students to employ critical thinking skills to effectively problem-solve. It will teach critical and strategic thinking, planning, pattern recognition, problem solving, concentration, creativity, and how to learn collaboratively. Much empirical research supports student achievement and engagement by engaging in strategic thinking as part of the curriculum. Strategic thinking is a powerful and invaluable skill, one that leads to greater chances of success. It involves setting goals, developing long-range plans, anticipating the unexpected, analyzing your environment, and even cooperating with others; its applications go far beyond high school.

Please Note:
All New Course Requests
must come through the
school principal.

For Office Use Only

Approved Date: _____
S.C. Item Number: _____
Assigned Course Number: _____
Dept. Code: _____
Subject Area Code Number: _____
Subject Area Course: _____
Zip Code Number: _____

X. GENERAL BUSINESS
Administration
(May 12, 2020)

ITEM - gb #0-176
S.C. MEETING - 5-21-20

ITEM:

To consider approval of an ELA textbook series for the Dual Language elementary program.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Teaching, Learning and Student Supports.

X. GENERAL BUSINESS
Mr. Monfredo/Miss Biancheria/
Mrs. Clancey
(May 13, 2020)

ITEM - gb #0-177
S.C. MEETING - 5-21-20

ITEM:

Request that the Administration work with the Worcester Public Library and the City Council Standing Committee to see what can be done about an order book online program at all of the branch libraries and to take whatever safety precautions that are necessary and report on its findings in June.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Administration for implementation.

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(May 13, 2020)

ITEM - gb #0-178
S.C. MEETING - 5-21-20

ITEM:

To consider approval of a prior fiscal year payment to Mary Ellen Shea, Arbitrator, in the amount of \$3340.94 for services rendered.

PRIOR ACTION:

BACKUP: Invoice was received by Accounts Payable the first week of May 2020.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(May 13, 2020)

ITEM - gb #0-179
S.C. MEETING - 5-21-20

ITEM:

To consider approval of a prior fiscal year payment to a WPS custodian in the amount of \$578.00.

PRIOR ACTION:

BACKUP: Increment change was not processed.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(May 13, 2020)

ITEM - gb #0-180
S.C. MEETING - 5-21-20

ITEM:

To consider approval of the following donations:

- \$1,000 from donors to the New Citizen's Center
- \$30.40 from Box Tops for Education to Burncoat Street Preparatory School
- \$47.60 from Box Tops for Education to City View Discovery School
- \$75.00 from Box Tops for Education to Tatnuck Magnet School
- \$14.00 from Box Tops for Education to Woodland Academy

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Mr. Monfredo/Ms. McCullough
(May 13, 2020)

ITEM - gb #0-181
S.C. MEETING - 5-21-20

ITEM:

Request that the School Committee support the NOW MORE THAN EVER Resolution.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the NOW MORE THAN EVER Resolution.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Consider support.

RESOLUTION IN SUPPORT OF EDUCATION FUNDING IN THE COVID-19 ERA

WHEREAS, the Massachusetts Legislature and governor enacted the *Student Opportunity Act* in 2019 because the state's school funding formula was out of date and failed to provide all students with the education to which they are constitutionally entitled; and

WHEREAS, the inadequacy in funding was felt most deeply in school districts serving high concentrations of low-income students, English learners and students with disabilities; and

WHEREAS, the *Student Opportunity Act* requires phasing in new funding formulas to provide greater resources for all school districts, with the largest share going to low-income districts; and

WHEREAS, our students' needs are even greater now after public schools and colleges were shut down in mid-March in response to the COVID-19 pandemic; and

WHEREAS, in the upcoming academic year many students will need enhanced educational opportunities, technology, health and guidance services; and

WHEREAS, the need for these additional services exists in every school district and is greatest in school districts that would receive the largest share of new funding under the *Student Opportunity Act*; and

WHEREAS, the federal, state and local governments share responsibility for making sure all students receive the education to which they are constitutionally entitled.

THEREFORE, BE IT RESOLVED that the _____ School Committee supports the following:

- Congress should approve New Deal-level funding for state and local governments in response to the economic crisis caused by this pandemic, raising revenues progressively if necessary, to ensure that they can fulfill their obligations to educate our students;
- The Massachusetts Legislature and Governor Charlie Baker should fund public education — preK through higher education — at the level needed to maintain current staffing and services, fully fund the first year of the *Student Opportunity Act*, and enable students and our state's economy to thrive as we begin recovering from the pandemic;
- Our city/town(s) should maintain its/their commitment to fully fund our public schools.

X. GENERAL BUSINESS
Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough/Mr. Monfredo
(May 13, 2020)

ITEM - gb #0-182
S.C. MEETING - 5-21-20

ITEM:

Request that the Administration call on the Congressional delegation to support further substantive federal support for education due to the COVID -19 crisis and resulting economic impacts.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Pass communication to delegation.

RECOMMENDATION OF ADMINISTRATION:

Forward letter to Congressional Delegation.

X. GENERAL BUSINESS
Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough/Mr. Monfredo
(May 13, 2020)

ITEM - gb #0-183
S.C. MEETING - 5-21-20

ITEM:

Request that the Administration report on results of student election of Worcester School Committee representatives for the 2020-21 year as called for in MGL Ch. 71, sec. 38M.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to Administration for a report back on June 4, 2020.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

X. GENERAL BUSINESS
Miss Biancheria
(May 13, 2020)

ITEM - gb #0-184
S.C. MEETING - 5-21-20

ITEM:

Request that the Administration review the opportunities available at Worcester Technical High School for after-school and evening courses to earn certificates that enable the participants to become apprentices or be employed in a career field.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

XI. EXECUTIVE SESSION
Administration
(May 13, 2020)

ITEM - gb #0-185
S.C. MEETING - 5-21-20

ITEM:

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19 Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.