

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

AGENDA #22

The School Committee will hold a regular meeting:

on: Thursday, October 18, 2018
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 – Reverend Sarah Stewart
First Unitarian Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #8-18 - Clerk
(October 9, 2018)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 4, 2018.

IV. MOTION FOR RECONSIDERATION

gb #8-291.1 - Miss Biancheria
(October 4, 2018)

To reconsider the vote of the School Committee that was taken at the October 4, 2018 meeting to refer the following item to the Standing Committee on Finance and Operations.

Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo/
Mr. O'Connell (September 26, 2018)

Request that the Administration provide a report on the availability of snow removal equipment for individual school sites or available for school use to include snow blowers and plow trucks.

V. IMMEDIATE ACTION

ACTION

gb #8-297 - Administration
(October 9, 2018)

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

VI. REPORT OF THE SUPERINTENDENT - NONE

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE - NONE

IX. PERSONNEL

8-40 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Berg, Susan, Teacher, English as a Second Language, Rice Square, MA +30, Step 8, \$78,491 effective October 1, 2018. Licensed: ESL Prek-6. *

Bishop, Kala, Teacher, Elementary, Lincoln Street, BA, Step 1, \$46,894 effective October 1, 2018. License Pending: Elementary 1-6. *

Coderre, Amy, Teacher, Mathematics, Worcester Technical, BA +15, Step 7, \$65,783 effective September 26, 2018. Licensed: Elementary 1-6. *

Daly, Joanne, Teacher, Elementary, Lincoln Street, BA +15, Step 9, \$75,863 effective October 9, 2018. Licensed: Elementary 1-6. *

Issa, Maureen, Teacher, Elementary, Nelson Place, MA, Step 1, \$53,048 effective September 26, 2018. Licensed: Elementary 1-6. *

Kenyon, Katherine, Psychologist, Systemwide, CAGS/2M, Step 8, \$80,542 effective August 29, 2018. Licensed: Psychologist – All Levels. *

Kyriazis, Hristos, Teacher, Special Education, North High, CAGS/2M, Step 8, \$80,542 effective October 9, 2018. Licensed: Moderate Disabilities 5-12. *

Manley, Sarah, Teacher, Special Education, Worcester East Middle, MA +30, Step 6, \$70,258 effective August 23, 2018. Licensed: History 5-12. *

Mathieu, Morgan, Teacher, Elementary, Clark Street, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

PERSONNEL (continued)ACTION

8-40 (continued)

McIntire, Adam, School Adjustment Counselor, Systemwide, MA, Step 5, \$64,426 effective August 23, 2018. Licensed: School Adjustment Counselor – All Levels.

Nabi, Arash, Teacher, Biology, North High, BA, Step 3, \$53,151 effective October 4, 2018. License Pending: Biology 8-12. *

Nguyen, Tram-Anh, Teacher, Biology, Claremont, BA, Step 1, \$46,894 effective September 24, 2018. Licensed: Biology 8-12. *

Olds, James, Teacher, English, Gerald Creamer – Evening, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: English 8-12.

Scerra, Stephanie, Teacher, English as a Second Language, Chandler Magnet, BA, Step 1, \$46,894, effective October 1, 2018. Licensed: ESL Prek-6. *

Simpson-Reese, Hollie, Teacher, Special Education, Chandler Magnet, MA, Step 8, \$75,218 effective October 1, 2018. Licensed: Intensive Special Needs – All Levels. *

Tunnessen, Arthur, Teacher, Computer Technology, South High, MA, Step 6, \$66,985 effective October 1, 2018. Licensed: Technology/Engineering 5-12. *

Wright, Jeffrey, Teacher, Physical Education, Systemwide, BA, Step 1, \$46,894 effective October 9, 2018. Licensed: Physical Education Prek-8. *

**prorated*

8-41 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Kinnas, Sara, Guidance Counselor, South High, effective September 28, 2018.

Norsworthy, Katelyn, Teacher, Elementary, Lincoln Street, effective September 28, 2018.

Sabourin, Christopher, Teacher Science, North High, effective September 28, 2018.

8-42 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Capobianco, Kimberly, Teacher, Mathematics, Sullivan Middle, effective September 20, 2018.

Dalianis, Ann, School Adjustment Counselor, Systemwide, effective September 28, 2018.

Salmon-Person, Janelle, Assistant Principal, South High, effective October 1, 2018.

Alejandro, Marilyn, Teacher, Foreign Language, effective October 8, 2018.

PERSONNEL (continued)

ACTION

8-43 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.06 (minimum) to \$20.44 (maximum), per hour, effective as shown:

Kirk, John	10/3/18
Ponce, Reinaldo	10/9/18

8-44 The Superintendent has APPOINTED the persons named below to the position of Driver Full Size School Bus, permanent/fulltime at a salary of \$22.00 per hour, from Civil Service List #318-035, effective as follows:

Brown, Michael	10/5/18
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X. GENERAL BUSINESS

ACTION

gb #8-284 - Miss McCullough/Miss Biancheria/Mr. Comparetto/
Mr. Monfredo/Mr. O'Connell
(September 24, 2018)

Request that the Administration provide an update on the ALICE training to include resources and materials that are part of the program such as "I'm Not Scared, I'm Prepared."

gb #8-298 - Mr. Monfredo/Miss Biancheria/Mr. Comparetto/
Mr. O'Connell
(September 26, 2018)

Request that the Administration provide a report on the teaching of cursive writing in the schools.

gb #8-299 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Mr. Foley/Miss McCullough/Mr. Monfredo/Mayor Petty
(September 26, 2018)

To set a date to recognize the University of Massachusetts Medical School for its donation of twenty-seven "micro-grants" to teachers of the Worcester Public Schools.

gb #8-300 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Miss McCullough/Mr. Monfredo/Mayor Petty
(September 27, 2018)

To set a date to congratulate the Francis J. McGrath Elementary and Wawecus Road schools for their recognition by the Massachusetts Department of Elementary and Secondary Education for high achievement, high growth, or significantly exceeding their targets on the Spring 2018 administration of the MCAS.

gb #8-301 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Mr. Foley/Miss McCullough/Mr. Monfredo
(October 2, 2018)

Request that the Administration provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.

X. GENERAL BUSINESS (continued)

ACTION

gb #8-302 - Mr. Monfredo/Miss Biancheria/Mr. Comparetto/
Miss McCullough/Mr. O’Connell/Mayor Petty
(October 2, 2018)

To forward letters of recognition to:

-WEDF for supporting the staff of the Worcester Public Schools with twelve competitive mini grants with a value of \$500.00 each and urge the Administration to encourage teachers to apply for these grants.

-the following students who were selected by the Hispanic Achieving and Celebrating Excellence Committee (H.A.C.E.) who received a \$300.00 scholarship each to pursue their goal of higher education:

<u>Academics:</u> Diego Alonso South High Community School Oscar Amparo Claremont Academy Bryan Escobar Worcester Technical High School Marleen Nunez Worcester Technical High School John Pena North High School Jenely Rosario University Park Campus School Ana-Sofia Sarmiento South High Community School Daris Soto Doherty Memorial High School		<u>Leadership:</u> Melanie Aguilar Claremont Academy Net Andino South High Community School Itzelanie Chacon Worcester Technical High School Bruna Matias Doherty Memorial High School Jaquelyn Morales University Park Campus School Joanelys Pabon North High School Ricardo Ponce University Park Campus School Sofia Vallejo Burncoat High School	
<u>Arts:</u> Darylís Alvarez-Figueroa University Park Campus School Jessica Bigio Morales North High School Antonio Calderon Claremont Academy Andy Jimenez South High Community School Maria-Simone Sarmiento Burncoat High School Fatima Sinecio Doherty Memorial High School		<u>Athletics:</u> Benjamin Alvarado South High Community School Alexis Batista North High School Paolo Bustos Burncoat High School Edriran Mendez Claremont Academy Erick Orellana Doherty Memorial High School	

gb #8-303 - Administration
(October 2, 2018)

To approve a prior fiscal year payment in the amount of \$200.00 to the Educational Development Center (EDC) Learning Transforming Lives for the 2018 Urban Collaborative Spring Meeting Registration.

X. GENERAL BUSINESS (continued)

ACTION

gb #8-304 - Administration
(October 2, 2018)

To accept the Skills Capital Grant in the amount of \$495, 575.00.

gb #8-305 - Administration
(October 9, 2018)

To accept the Barr Grant in the amount of \$150,000.00.

gb #8-306 - Administration
(October 9, 2018)

To approve a prior fiscal year payment to the Taft Education Center in the amount of \$1,150.00 for services rendered in FY18.

gb #8-307 - Administration
(October 9, 2018)

To approve a prior fiscal year payment to the Metropolitan Museum of Art in the amount of \$310.00 for services rendered in FY18.

gb #8-308 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Miss McCullough/Mr. Monfredo/Mayor Petty
(October 10, 2018)

To set a date to recognize the board of the "Support Our Fine Arts" (SOFA) program for its generous donation of \$8,052 in mini-grants to staff members of the Burncoat quadrant, during the Spring of 2018, and to forward letters to the recipients of the mini-grants.

gb #8-309 - Mr. Comparetto/Mr. Foley/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(October 10, 2018)

Request that the Administration interact with the City Manager and City Solicitor to make certain that all City of Worcester employees are fully informed about the State's guidelines regarding appointed and public employees' public participation in political fundraising efforts and endorsements.

gb #8-310 - Mr. Comparetto/Miss Biancheria/Mr. Foley/
Mr. Monfredo/Mr. O'Connell
(October 10, 2018)

Request that the Administration provide a report regarding costs to the City of Worcester to administer high stake standardized testing to the students of the Worcester Public Schools.

X. GENERAL BUSINESS (continued)ACTION

gb #8-311 - Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(October 10, 2018)

Request that the Administration provide a report on the In Force Technology (IFT) 911 Software program that allows teachers and other staff members to contact 911 directly in case of emergency.

gb #8-312 - Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(October 10, 2018)

Request that the Administration provide a report on the work accomplished in the field of environmental management which have resulted in improvements in the schools and include the number of employees who work on such projects.

gb #8-313 - Miss Biancheria/Miss McCullough/Mr. Monfredo/
Mr. O'Connell/Mayor Petty
(October 10, 2018)

Request that the Administration forward letters of thanks and appreciation to the organizers of the Columbus Day parade who coordinated the participation and performances of the following:

- South High Community School Marching Band
(1st Place - Marching Band Category)
- South High Community School JROTC
(1st Place - Color Guard/Drill Teams)
- North High School JROTC
(2nd Place - Color Guard/Drill Teams)

gb #8-314- Executive Session (Administration)
(October 10, 2018)

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

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

XI. ADJOURNMENT

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

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, October 4 2018
Agendas #21 & 21A

The School Committee of the Worcester Public Schools met in Open Session at 7:04 p.m.in the Esther Howland Chamber at City Hall on Thursday, October 4, 2018.

There were present at the Call to Order:

Mr. Comparetto, Mr. Foley, Mr. Monfredo and Mr. O'Connell

There were absent: Miss Biancheria, Miss McCullough and Mayor Petty.

Vice- Chairman Foley chaired the meeting from 7:04 p.m. to 7:50 p.m.

The Invocation was given by Reverend Paul Frechette of Our Lady of Perpetual Help Church.

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

APPROVAL OF RECORDS

- 1. aor #8-17 Clerk Minutes/approval of
(September 12, 2018)

To consider approval of the Minutes of the School Committee Meeting of Thursday, September 20, 2018.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, September 20, 2018.

IMMEDIATE ACTION

- 2. gb #8-276 - Administration Student
(September 25, 2018) Representatives

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

It was moved and voice voted to file the item.

Classroom
conditions/
heat

- It was moved and voice voted to suspend rules to take up the following item:
3. gb #8-285 - Mr. Foley/Mr. Comparetto/
Miss McCullough/Mr. O'Connell
(September 25, 2018)

Request that the Administration consider the implications of excessive heat and humidity upon the learning environment in the classrooms and the schools without air conditioning and the adverse conditions for students, teachers and staff. The Administration should develop a policy to be followed when the city has experienced consecutive days of excessive heat and humidity and the conditions in many of the schools are intolerable.

It was moved to suspend the rules to allow Jeremy Shulkin, a teacher at University Park Campus School, to speak to the item regarding the heat and humidity in the schools on certain days and the impact it had on the learning environment. He offered suggestions such as opening the windows wider, keeping the windows open at night and considering early dismissals.

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

Mr. O'Connell made the following motion:

Request that the Administration consider guidelines to address the excessive heat situations in schools and involve the CPPAC, Site Councils and principals for their input and recommendations.

On a voice vote, the motion was approved.

REPORT OF THE SUPERINTENDENT

4. ROS #8-12 - Administration
(September 26, 2018)

Report of the
Superintendent/
Innovation Pathways

INNOVATION PATHWAYS

Drew Weymouth, Coordinator of Innovation Pathways, presented an informative PowerPoint presentation detailing the WPS Innovation Pathways initiative. He explained the process by highlighting the criteria for selection and provided current data and plans for future expansion.

Miss Biancheria arrived at 7:18 p.m.

Miss Biancheria made the following motion:

Request that the Administration provide a report in March 2019 on the success of the Innovation Pathways initiative.

On a voice vote, the motion was approved.

Mr. O'Connell made the following motion:

Request that the Administration study the feasibility of establishing more partnerships with local businesses in order to expand the Innovation Pathways and seek grant opportunities for further growth of the initiative.

On a voice vote, the motion was approved.

Mr. Weymouth announced that there will be a ribbon cutting for this initiative on Tuesday, October 23, 2018 from 6:00 p.m. to 7:30 p.m.

It was moved and voice voted to accept and file the item.

PERSONNEL

- .5. It was moved and voice voted to file Personnel Items 8-35 – 8-39.

Appointments

- 8-35 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Abelson, Elisa, Teacher, Science, South High, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Biology 8-12.

Adamowicz, Jessica, BCBA, Special Education, Systemwide, MA+15, Step 8, \$76,591 effective August 23, 2018. Licensed: BCBA.

Alache, Veronica, Teacher, Guidance, Creamer Center, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: Guidance, all levels.

Aldape, Robert, Teacher, Science, Worcester Technical, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Physics 8-12.

Alleca, Nicole, Teacher, Special Education, Systemwide, MA, Step 5, \$64,426 effective August 23, 2018. Licensed: Speech Language all levels.

Armenti, Sara, Teacher, Special Education, Worcester Arts, BA, Step 2, \$49,452 effective August 23, 2018. Licensed: Moderate Disabilities, Prek-8.

Arnberg, Cara, Teacher, Special Education, Columbus Park, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Moderate Disabilities Prek-8.

Baril, Mark, Teacher, Business, Burncoat High, Doc, Step 2, \$67,081 effective August 23, 2018. Licensed: Business 5-12.

Barrett, Matthew, Teacher, Science, University Park, BA, Step 1, \$46,894 effective August 23, 2018.

Bednarz, Amy, Teacher, English as a Second Language, BA, Step 1, \$46,894 effective September 12, 2018. Licensed: English as a Second Language Prek-6.*

Belcher, Dichawn, Teacher, Science, North High, BA, Step 2, \$49,452 effective August 23, 2018. Waiver: Biology 8-12.

Bella, Maria, Teacher, English as a Second Language, M+15, Step 2, \$56,977 effective August 23, 2018. Licensed: English as a Second Language Prek-12.

Bercume, Joanna, Teacher, Elementary, Worcester Arts, BA, Step 3, \$52,151 effective August 23, 2018.

Bernard, Timothy, Teacher, Social Studies, South High, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: History 5-12.

Bishop Alexandra, Teacher, English, South High, BA, Step 1, \$46,884 effective August 23, 2018. Licensed: English 5-12.

Blake, Jeffrey, Teacher, Social Studies, Worcester Technical, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: History 8-12.

Bosco, Karyn, Teacher, Elementary, Grafton Street, MA, Step 8, \$75,218 effective September 17, 2018. Licensed: Elementary 1-6.*

Boucher, Jill, Teacher, Elementary, Flagg Street, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Elementary 1-6.

Bowman, Lauren, Teacher, Elementary, Canterbury, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: Elementary 1-6.

Brayden, Erin, Teacher, Elementary, Goddard, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Early Childhood Prek-2.

Bregu, Ina, Teacher, Mathematics, Worcester East Middle, MA, Step 3 \$59,300 effective August 23, 2018. Licensed: Mathematic 5-8.

Brown, Cynthia, Teacher, Elementary, Clark Street, MA, Step 4, \$61,863 effective August 23, 2018. Licensed: Elementary 1-6.

Brunelle, Jennifer, Department Head, Adult Education, BA, Step 6, \$60,832+DH stipend of \$1591 effective September 4, 2019.

Cahill, Laura, Focused Instructional Coach, Computer. Systemwide, CAGS/2MA, Step 9, \$85,459+\$2,841 FIC stipend effective August 23, 2018. Licensed: Instructional Technology, all levels.

Calzini, Courtney, Teacher, Elementary, Quinsigamond, MA, Step 6, \$66,985 effective September 24, 2018. Licensed: Elementary 1-6.

Camoreyt, Anthony, Teacher, English, North High, BA, Step 1, \$46,894, effective August 23, 2018. Licensed: English, 8-12.

Canovas, Pedro, Teacher, Science, Burncoat High, BA, Step 1, \$46,894 effective August 28, 2018. Licensed: Chemistry 8-12.*

Carleton, Madeline, Teacher, Elementary, Jacob Hiatt, MA, Step 2, \$55,607 effective August 28, 2018. Licensed: Elementary 1-6.*

Carraher, Meghan, Teacher, Elementary, McGrath, BA+15, Step 1, \$49,283 effective August 31, 2018. Licensed: Elementary 1-6.*

Chenevert, Lauren, Teacher, English, North High, BA, Step 9, \$73,473 effective August 31, 2018. Licensed: English 8-12.*

Ciampa, Patricia, Teacher, Foreign Language, Burncoat High, BA, Step 1, \$46,894, effective August 23, 2018. Licensed: French 5-12.

Clapp, Lauren, Teacher, Elementary, McGrath, BA, Step, 1 \$46,894 effective August 23, 2018. Licensed: Early Childhood Prek-3.

Cotter, Margaret, Focused Instructional Coach, Canterbury, MA+30, Step 8, +FIC Stipend of \$2,841 effective August 23, 2018. Licensed: Reading all levels.

Courteau, Brian, Teacher, Vocational, South High, BA, Step 8, \$69,064 effective August 23, 2018. Licensed: Diesel Technology 9-14.

Coyle, Callie, Teacher, Art, Goddard, BA, Step 1, \$46,894 effective August 31, 2018. Licensed: Art Prek-8. *

Dacri, Joanne, Teacher, Lincoln Street, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Elementary 1-6.

Davis, Holly, Teacher, Elementary, Tatnuck, MA+30, Step 8, \$78,491, effective August 23, 2018. Licensed: Elementary 1-6.

Delgado, Danielle, Teacher, Guidance, North High, MAS, Step 9, \$79,908 effective August 23, 2018. Licensed: Guidance 5-12.

Deliberto, Jennifer, Teacher, Elementary, Elm Park, MA, Step 5, \$64,426 effective August 23, 2018. Licensed: Elementary 1-6.

Delorey, John, Teacher, Music, Doherty High, BA, Step 1, \$6,894 effective August 23, 2018. License pending: Music-Vocal/Instrumental.

Denning, Brett, Teacher, Physical Education, Goddard, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Physical Education Prek-12.

Diaz, Patricia, Teacher, Vocational, South High, BA, Step 1, \$46,894 effective August 23, 2018. License pending: Early Education+ Care 9-14.

Donohue, Lucas, Teacher, Elementary, Elm Park, DOC, Step 8, \$86,694 effective August 23, 2018. Licensed: Elementary 1-6.

Dustin, Bradley, Teacher, Mathematics, Doherty High, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Mathematics 8-12.

Dyer, Colleen, Liaison, English Language Arts, Systemwide, MA, Step 9, \$79,908+\$3090 Liaison stipend +\$3891 Coordinator of Department Head stipend, effective August 23, 2018. Licensed: English 5-12.

Edmonson, Lisa, Supervisor, Special Education Administrator, MA+15, Step 6, \$87,538. Licensed: Supervisor/Director all levels.

Egusquiza, Paul, Teacher, Foreign Language, Challenge Academy, BA, Step 1, \$46,894+\$4,689 alternative stipend effective August 27, 2018. License pending: Spanish 5-12.

Ellis, Mary, Teacher, Science, North High, BA, Step 1, \$46,894 effective August 30, 2018. Waiver: Chemistry 8-12.

Fahl, Andrea, Teacher, Elementary, Systemwide, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: Elementary 1-6.

Faria, Christina, Teacher, Elementary, Belmont Street, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Early Childhood Prek-2.

Farrell, Magdalena, Teacher, Elementary, Vernon Hill, BA, Step 1, \$46,894 effective August 30, 2018. Licensed: Early Childhood PreK-2.

Farrell, Molly, Teacher, Elementary, Midland, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Farrell, Susan, Assistant Director of Special Education, Doc, Step 6, \$121,888 effective August 23, 2018. Licensed: Special Education Administrator All levels.

Faucher, Jennifer, Psychologist, South High, CAGS/2MA, Step 2, \$60,932 effective September 10, 2018. Licensed: School Psychologist All levels.

Favulli, Meg, Teacher, Special Education, BA, Step 1, \$46,894, effective August 23, 2018. Licensed: pending: Speech/Language Pathologist, All levels.

Fishman, Zoe, Teacher, Elementary, Grafton Street, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Elementary 1-6.

Fitzgerald, Erin, Teacher, Physical Education, Systemwide, BA, Step 1, \$46,894 effective August 27, 2018. Licensed: Physical Education PreK-8.

Fitzgerald, Heather, Teacher, Elementary, Union Hill, MA, Step 6, \$66,985 effective August 23, 2018. Licensed: Elementary 1-6.

Flanagan, Ian, Teacher, Special Education, Chandler Magnet, BA, Step 1, \$46,894 effective September 17, 2018. License pending: Moderate Disabilities PreK-8.

Fleming, Alexandra, Teacher, Elementary, Worcester Arts Magnet, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: Elementary 1-6.

Fleming, Kathryn, Teacher, Special Education, ACT, BA, Step 2, \$49,452+ \$4,689 effective August 27, 2018. License pending: Moderate Disabilities PreK-8.

Foggo, Pamela, Teacher, English as a Second Language, Grafton Street, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: English as a Second Language PreK-6.

Foley-Powers, Mary, Teacher, Special Education, Sullivan Middle, BA+15, Step 4, \$58,103 effective August 23, 2018. Licensed: Moderate Disabilities PreK-8.

Fontaine, Meghan, Teacher, Elementary, Goddard, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: Elementary 1-6.

Fox, Ashley, Teacher, Elementary, Chandler Elementary, MA+15, Step 8, \$76,591 effective August 28, 2018. Licensed: Early Childhood PreK-2.

Frisch, Danielle, Teacher, Elementary, Grafton Street, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Gallagher, Talia, Teacher, Social Studies, Burncoat High, MA, Step 2, \$55,607 effective August 23, 2018.

Georgian, Andrew, Teacher, Social Studies, Sullivan Middle, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: History 5-12.

Germain, Lesly, School Adjustment Counselor, Systemwide, BA, Step 3, \$53,151 effective August 23, 2018. Licensed: School Adjustment Counselor, All levels.

Gibbons, William, Teacher, Physical Education, South High, MA+30, Step 5, \$67,698 effective August 23, 2018. Licensed: Physical Education 5-12.

Gibbs, Victoria, Teacher, Elementary, Norrback, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Gilbert, Thomas, Teacher, English, North High, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: English 5-12.

Gilcrest, Robert, Teacher, English, Doherty High, CAGS/2MA Step 8, \$80,542 effective August 23, 2018. Licensed: English 8-12.

Gion, Chelsea, Teacher, Special Education, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: Speech Language Pathologist, All levels.

Graham, Linda, Teacher, Foreign Language, Claremont, BA, Step 6, \$60,832 effective September 6, 2018. Licensed: Spanish 5-12.

Greenwood, Daniel, Teacher, Science, Burncoat Middle, MA, Step 4, \$61,863 effective August 23, 2018. Licensed: Biology 5-8.

Gribouski, John, Assistant Principal, Burncoat Elementary, Cags/2MA, Step 9, \$95,127 effective August 23, 2018. Licensed: Principal/Assistant Principal Prek-6.

Hale, Lacey, Behavior Specialist, Special Education, Systemwide, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: School Social Worker/SAC All levels.

Handley, Jennifer, Teacher, English as a Second Language, MA, Step 3, \$59,300 effective August 23, 2018. License: English as a Second Language 5-12.

Hannah, Mark, Teacher, Special Education, City View, CAGS/2MA, Step 5, \$69,749 effective August 23, 2018. Licensed: Moderate Disabilities, PreK-8.

Harvey, Rebecca, Teacher, Computer, Sullivan Middle, MA+30, Step 6, \$70,258 effective August 23, 2018. Licensed: Instructional Technology, All levels.

Hatziemmanuel, Christina, Teacher, Computer, Forest Grove, BA+15, Step 3, \$55,536 effective August 23, 2018. License pending: Instructional Technology.

Haviland, Bobbi Jo, School Psychologist, Systemwide, CAGS/2MA, Step 1, \$58,369 effective August 23, 2018. Licensed: School Psychologist All levels.

Hebert, Nicole, Teacher, Special Education, Systemwide, BA, Step 1 \$46,894 effective August 28, 2018. License pending: Speech, Language and Hearing Disorders – all levels.

Heisler, Kirianna, Teacher, Elementary, Chandler Magnet, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Hicks, Diane, Teacher, Vocational, North High, BA, Step 1, \$46,894 effective August 23, 2018. License pending: Business Technology 9-14.

Hill, Jaquilyn, Teacher, Elementary, Columbus Park, BA, Step 1, \$46,894 effective August 27, 2018. Licensed: Early Childhood PreK-2.

Hodgkins, Susan, Director, Administration, Durkin Administration Building, \$135,000 effective July 1, 2018. Licensed: Supervisor/Director.

Holden, Seth, Teacher, Elementary, Systemwide, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Elementary 1-6.

Homan, Cindy, Teacher, Elementary, Nelson Place, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Early Childhood PreK-2.

Howard, Kristina, Teacher, Special Education, Worcester East, MA, Step 4, \$61,863, effective August 23, 2018. Licensed: Moderate Disabilities PreK-8.

Huynh, Huy, Teacher, Mathematics, North High, BA, Step 1, \$46,894 effective August 23, 2018. License pending: Mathematics 8-12.

Iriazarry, Noeliz, Assistant Principal, City View, MA, Step 9, \$89,576 effective August 23, 2018. Licensed: Principal/Assistant Principal PreK-6.

Issac, Elizabeth, Teacher, English as a Second Language, Claremont, MA, Step 1, \$53,048 effective August 28, 2018. Licensed: English as a Second Language 5-12.

Jarvis, Ryan, Teacher, Art, Columbus Park, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Visual arts PreK-9.

Jenness, Rita, Teacher, Social Studies, Worcester Technical, MA, Step 4, \$61,683 effective August 23, 2018. Licensed: History 5-12.

Judge, Pamela, Teacher, Mathematics, Sullivan Middle, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: Mathematics 5-8.

Kachadorian, Lindsey, School Adjustment Counselor, Systemwide, CAGS/2MA, Step 5, \$69,749. Licensed: School Adjustment Counselor, All levels.

Kalivas, George, Teacher, Theater, Burncoat Middle/High, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: Theater, All levels.

Kasper, Carolan, Assistant Principal, Union Hill, CAGS/2MA, Step 9, \$95,127 effective August 23, 2018. Licensed: Principal/Assistant Principal PreK-6.

Keating, Jennifer, Principal, Belmont Community, \$109,000 effective July 1, 2018. Licensed: Principal/Assistant Principal PreK-6.

Kline, Sheri, Teacher, Vocational, Worcester Technical, VL6, Step 8, \$80,542 effective August 23, 2018. Licensed: Practical Nursing 9-14.

Knipe, Kara, Teacher, English as a Second Language, Chandler Elementary, BA, Step 4, \$55,711 effective August 23, 2018. Licensed: English as a Second Language PreK-6.

La Hair, Brian, Teacher, Social Studies, Burncoat Middle, MA Step 1, \$53,048 effective August 23, 2018. Licensed: History 8-12.

Laliberte, Matthew, Teacher, Physical Education, Burncoat High, BA, Step 1, \$46,894 effective September 17, 2018. Licensed: Physical Education 5-12.

Lapin, Sarina, Teacher, Social Studies, North High, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: History 9-12.

Launderville, Joanna, Teacher, Music, Systemwide, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Music all levels.

Leduc, Regina, Teacher, Special Education, Sullivan Middle, MA, Step 4, \$61,683 effective August 23, 2018. Licensed: Moderate Disabilities 5-12.

Lefebvre, Jill, Teacher, Special Education, City View, CAGS/2MA Step 8, \$80,542 effective August 23, 2018. Licensed: Moderate Disabilities PreK-8.

Lesniak-Brothers, Jacqueline, Teacher, Elementary, Quinsigamond, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Levesque, Emily, Teacher, Music, Systemwide, BA,
Step 1, \$46,894 effective August 23, 2018.
Licensed: Music/Vocal Instruction all levels.

Longbottom, Hailey, Teacher, Elementary, Grafton
Street, BA, Step 1, \$46,894 effective August 23,
2018. Licensed: Elementary 1-6.

Lopez, Jessica, Teacher, Special Education, Nelson
Place, MA+15, Step 5, \$65,794 effective August 23,
2018. Licensed Moderate Disabilities Prek-8.

Lowkes, Kara, Teacher, Elementary, Grafton Street,
BA, Step 1, \$46,894 effective August 23, 2018.
Licensed: Early Childhood Prek-2.

Malos, Anne, Teacher, Special Education, Woodland,
MA, Step 2, \$55,607 effective September 4, 2018.
Licensed: Speech/Language, Hearing Disorders All
levels.

Mandella, Brenda, Teacher, Elementary,
Quinsigamond, MA, Step 2, \$55,607 effective August
23, 2018. Licensed: Elementary 1-6.

Marchezi, Eliezo, Teacher, Social Studies, Forest
Grove, BA, Step 2, \$49,452 effective August 23,
2018. Licensed: History 5-12.

Marley, Leah, Teacher, Music, Systemwide, BA, Step
1, \$46,894 effective August 23, 2018. Licensed:
Music: All levels.

Martin, Jennifer, Teacher, English as a Second
Language, Sullivan Middle, BA, Step 3, \$53,151
effective August 23, 2018. Licensed: English as a
Second Language 5-12.

Martinelli, Kathleen, Principal, Columbus Park,
\$109,000 effective July 1, 2018. Licensed:
Principal/Assistant Principal PreK-6.

McCarthy, Angelina, Teacher, Special Education,
MA+15, Step 8, \$76,591 effective August 23, 2018.
Licensed: Severe Disabilities, all levels.

McCue, Molly, Teacher, Elementary, Nelson Place, BA, Step 1, \$6,894 effective August 28, 2018. Licensed: Early Childhood Prek-2.*

McGowan, Liane, Teacher, Science, Doherty High, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Biology 9-12.

McKeon, Elizabeth, Teacher, English, North High, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: English 5-12.

McKibbin, Gloria, Supervisor, Child Study, CAGS/2MA, \$112,458, effective August 23, 2018. Licensed:

McNamara, Kathryn, Teacher, English, South High, MA, Step 3, \$59,300. Licensed: English 9-12.

McNeilage, Robert, Teacher, Science, Doherty, Doc, Step 1, \$64,521 effective August 23, 2018. Licensed: Chemistry 8-12.

McSherry, Christine, Assistant Principal, Worcester Arts, MA+15, Step 9, \$91,344 effective 8/23/18. Licensed: Principal/Assistant Principal Prek-6.

Melendez, Yenilda, Teacher, Foreign Language, Worcester Tech, Doc, Step 8, \$86,694 effective August 23, 2018. Licensed: Spanish 5-12.

Meleti, Chrysavgi, Teacher, English as a Second Language, Worcester East Middle, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: ESL 5-12.

Mercier, Michael, Teacher, Special Education, Burncoat Middle, BA, Step 3, \$53,151 effective August 23, 2018. License pending: Moderate Disabilities Prek-8.

Michniewicz, Jillian, Teacher, English as a Second Language, Roosevelt, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: English as a Second Language Prek-6.

Milkowski, Sherri, Teacher, Pathways, BA+15, Step 8, \$71,453 effective August 23, 2018. Licensed: English 9-12.

Miller Friedman, Sarah, Teacher, Special Education, Sullivan Middle, MA, Step 2, \$55,607 effective August 30, 2018. Licensed: Sever Disabilities, All levels.*

Mocerino, Emily, School Adjustment Counselor, Systemwide, 2MA/CAGS, Step 8, \$80,542 effective August 23, 2018. Licensed: Social Worker/SAC, All levels.

Mooshian, Emily, Teacher, Science, Worcester East, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: General Science 5-8.

Morse, Catherine, Teacher, Special Education, Systemwide, BA, Step 3, \$53,151, effective August 23, 2018. Waiver: Moderate Disabilities PreK-6.

Newton, Justin, Teacher, Social Studies, Worcester Technical, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: History 8-12.

Nichols, Shelly, Teacher, Physical Education, North High, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Physical Education 5-12.

Norsworthy, Katelyn, Teacher, Elementary, Lincoln Street, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Nugent, Eden, Teacher, Special Education, Gates Lane, BA, Step 1, \$46,894 effective August 23, 2018. Licensed pending: Moderate Disabilities PreK-8.

O'Connell, James, Teacher, Computers, North High, MA, Step 8, \$75,218 effective August 23, 2018. License pending: Instructional Technology All levels.

O'Hanlon, Briana, Teacher, Elementary, Canterbury, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Early Childhood PreK-2.

O'Neill, Teresa, Assistant Principal, North High,
MA+30, Step 1, \$92,537 effective August 23, 2018.
Licensed: Principal/Assistant Principal 9-12.

Olson, Sarah, Teacher, Elementary, Tatnuck, BA,
Step 2, \$49,452 effective September 10, 2018.
Licensed: Elementary 1-6.

O'Toole, Julissa, Teacher, Special Education, BA,
Step 4, \$55,711 effective August 23, 2018. License
pending: Moderate Disabilities 5-12.

Packard, Brooke, Teacher, Elementary English,
Vernon Hill, BA, Step 1 \$46,894 effective August 23,
2018. Licensed: English 5-8

Paradis, Maureen, Teacher, Science, Sullivan Middle,
MA, Step 8, \$75,218 effective August 23, 2018.
Licensed: Biology 5-8.

Pasceri, Rebecca, Teacher, English as a Second
Language, Tatnuck, BA, Step 1, \$46,894 effective
September 12, 2018. Waiver: English as a Second
Language.*

Pasino, Dale, Teacher, Mathematics, Sullivan Middle,
BA+15, Step 8, \$71,453 effective August 23, 2018.
Licensed: Mathematics 5-8.

Pearl, Aaronn Teacher, Elementary, Grafton Street,
BA, Step 1, \$46,894 effective August 27, 2018.
Licensed: Elementary 1-6.

Perec, Mark, Teacher, Special Education, Sullivan
Middle, MA+15, Step 8, \$76,591 effective August 23,
2018. Licensed: Moderate Disabilities 5-13.

Perron, Michael, Teacher, Social Studies, Doherty,
MA, Step 8, \$75,218 effective August 23, 2018.
Licensed: History 8-12.

Peso, Chelsey, Elementary English, Quinsigamond,
MA, Step 2, \$55,607 effective August 23, 2018.
Licensed: English 5-8.

Phan, Khanh, Teacher, Mathematics, North High, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Mathematics 8-12.

Plante, Emily, Teacher, Special Education, Lincoln Street, MA+15, Step 3, \$60,671 effective August 23, 2018. Licensed: Moderate Disabilities Prek-8.

Potito, Stephanie, Teacher, Computers, Burncoat Middle, CAGS/2MA, Step 8, \$80,542 effective August 23, 2018. Licensed: Instructional Technology, All levels.

Pottle, Luke, Teacher, Social Studies, North High, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: History 5-12.

Power, Anne, Teacher, Special Education, Canterbury, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Moderate Disabilities Prek-8.

Powers, Maria, Teacher, Special Education, BA, Step 1, \$46,894, effective August 23, 2018. Waiver: Moderate Disabilities Prek-8.

Putnam, Melanie, Teacher, Vocational, North High, MA, Step 1, \$46,894 effective August 23, 2018. License pending: Health Assisting 9-14.

Putnam, Nicole, Teacher, Elementary, Chandler Magnet, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Raad, Christina, BCBA, Special Education, Systemwide, MA+15, Step 5, \$65,794 effective August 23, 2018. Licensed: Severe Disabilities All levels.

Raymond, Anna, Teacher, Special Education, Roosevelt, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Moderate Disabilities PreK-8.

Reichert, Theresa, Director, Human Resources, Administration, DOC, \$116,000 effective August 20, 2018. License: NA.

Riopel, Erin, Teacher, Special Education, Burncoat Middle, BA, Step 2, \$49,542 effective August 23, 2018. License Pending: Moderate Disabilities PreK-8.

Rivers, Samantha, Teacher, Special Education, Gates Lane, BA, Step 2, \$49,452 effective September 10, 2018. License Pending: Moderate Disabilities PreK-8.*

Rosati, Jamie, Teacher, Spanish, Burncoat High, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Foreign Language: Spanish 5-12.

Roseen, Scott, Teacher, Science, Sullivan Middle, BA, Step 1, \$46,894 effective September 4, 2018. Licensed: General Science 5-8.*

Salerno, Constantina, Teacher, English as a Second Language, North High, BA, Step 1, \$46,894 effective August 23, 2018. License Pending: ESL 5-12.

Sanches, Daniel, Teacher, Music, Tatnuck Magnet, BA+15, Step 1, \$49,283 effective August 29, 2018. Licensed: Music: Vocal/Instrumental/General All levels.*

SanInocencio, Christina, Teacher, Business, North High, BA, Step 5, \$58,273 effective September 4, 2018. Waiver: Business Technology 9-14.*

Santos, Jazmin, Psychologist, Systemwide, CAGS/2M, Step 1, \$58,369 effective August 23, 2018. License Pending: School Psychologist All levels

Scott, Wendy, Teacher, Elementary, Nelson Place, MA, Step 7, \$69,547 effective August 23, 2018. Licensed: Elementary 1-6.

Sexton, Amanda, School Adjustment Counselor, Systemwide, MA, Step 7, \$69,547 effective August 23, 2018. Licensed: School Social Worker/School Adjustment Counselor, All levels.

Simeus, Kashanna, Teacher, Tatnuck Magnet,
BA+15, Step 2, \$51,842 effective August 23, 2018.
Licensed: Elementary 1-6

Smart, Ashley, Teacher, Allied Health, North High,
BA, Step 7, \$63,398 effective August 23, 2018.
License Pending: Health Assisting 9-14.

Smith, Adriana, Teacher, English, Doherty High, BA,
Step 1, \$46,894 effective August 23, 2018.
Licensed: English 5-12.

Snow, Olivia, Teacher, Elementary, Grafton Street,
BA, Step 1, \$46,894 effective August 23, 2018.
Licensed: Elementary 1-6.

Soraci, Abigail, Teacher, Elementary, Clark Street,
BA+15, Step 3, \$55,536 effective August 23, 2018.
Licensed: Elementary 1-6.

Spellman, Susan, Teacher, English as a Second
Language, Goddard, MA, Step 5, \$64,426 effective
August 23, 2018. Licensed: English as a Second
Language PreK-6.

Spreadbury, Gina, Teacher, Special Education,
Lincoln Street, MA, Step 3, \$59,300 effective August
23, 2018. Licensed: Moderate Disabilities PreK-8.

Starr, Nicholas, Teacher, Mathematics, North High,
BA+15, Step 6, \$63,226 effective August 23, 2018.
Licensed: Mathematics 8-12.

Sterlin, Sheila, School Adjustment Counselor,
Systemwide, MA, Step 8, \$75,218 effective August
23, 2018. Licensed: School Social Worker/School
Adjustment Counselor, All levels.

Stoddard, Christopher, Psychologist, Systemwide,
DOC, Step 5, \$75,901 effective August 23, 2018.
Licensed School Psychologist, All levels.

Stomski, Melissa, Occupational Therapist,
Systemwide, MA, Step 2, \$55,607 effective August
23, 2018. Licensed: Occupational Therapy.

Strepka, David, Teacher, Mathematics, North High, BA, Step 8, \$69,064 effective August 23, 2018. Licensed: Mathematics 8-12.

Sullivan, Travis, Guidance Counselor, North High, CAGS/2MA, Step 6, \$72,309 effective August 23, 2018. Licensed: School Guidance Counselor 5-12.

Sweet, Jay, Teacher, Physical Education, Sullivan Middle, MA, Step 8, \$75,218 effective August 29, 2018. Licensed: Health Education K-12.*

Tatum, Rashedah, School Adjustment Counselor, Systemwide, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: School Social Worker/School Adjustment Counselor, All levels.

Tetreault, Jacquelyn, Teacher, Union Hill, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Elementary 1-6.

Therriault, Billie Jean, Teacher, Canterbury Street, BA, Step 2, \$49,452 effective August 23, 2018. Licensed: Early Childhood: Students with and without Disabilities PreK-2.

Thompson, Emily, Teacher, Vernon Hill, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Elementary 1-6.

Tierney, Rosemary, Teacher, Special Education, Norrback, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Severe Disabilities, All levels.

Tighe, Megan, Teacher, Lincoln Street, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Elementary 1-6.

Tivnan, Lindsay, Teacher, Special Education, Nelson Place, MA, Step 1, \$53,048 effective September 4, 2018. Licensed: Moderate Disabilities PreK-6.*

Tolar, Susan, Teacher, English, Sullivan Middle, MA, Step 5, \$64,426 effective August 23, 2018. Licensed: English 5-12.

Torres, Yangtze, Teacher, Dual Language, Chandler Magnet, MA+30, Step 7, \$72,822 effective August 23, 2018. Licensed: English as a Second Language PreK-6.

Torres-Lopez, Olga, Teacher, Spanish, North High, MA, Step 6, \$66,985 effective August 23, 2018. Licensed: Foreign Language 5-12.

Tran, Khanh-Huong, School Adjustment Counselor, Systemwide, MA, Step 7, \$69,547 effective August 23, 2018. Licensed: School Social Worker/School Adjustment Counselor, All levels.

Treat, Cassandra, Teacher, English, Doherty High, BA+15, Step 1, \$49,283 effective August 23, 2018. Licensed: English 5-12.

Tremba, Gregory, Principal, City View, \$110,000 effective July 1, 2018. Licensed: Principal/Assistant Principal Prek-6.

Tremba, Jennifer, Teacher, Special Education, Chandler Elementary, MA, Step 1, \$53,048 effective August 29, 2018. Licensed: Moderate Disabilities PreK-6.

Tyldesley, Barbara, Teacher, Canterbury Street, MA, Step 3, \$59,300 effective August 23, 2018. Licensed: Elementary 1-6.

Urso, Nicholas, Teacher, Social Studies, Sullivan Middle, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: History 5-8.

Vail, Brittany, Teacher, Special Education, Burncoat Elementary, BA, Step 2, \$49,452 effective August 23, 2018. License Pending: Moderate Disabilities PreK-8.

Vail, Cynthia Vaz, Principal, Heard Street, \$106,000 effective July 1, 2018. Licensed: Principal/Assistant Principal Prek-6.

VanGordon, Christopher, Teacher, Physical Education, Systemwide, MA, Step 4, \$61,863 effective August 23, 2018. Licensed: Physical Education 5-12.

Vazquez, Martha, Teacher, English as a Second Language, Belmont Street, MA, Step 8, \$75,218 effective September 10, 2018. Licensed: ESL PreK-6*.

Virzi, Frank, Teacher, Chemistry, South High, MA, Step 8, \$75,218 effective August 23, 2018. Licensed: Chemistry 9-12.

Wadsworth, Amanda, Behavior Specialist, Special Education, North High, CAGS/2M, Step 7, \$74,874 effective August 23, 2018. Licensed: School Social Worker/School Adjustment Counselor All levels.

Waldron, Brittany, Behavior Specialist, Special Education, Doherty High, MA, Step 4, \$61,863 effective August 23, 2018. License Pending: School Social Worker/School Adjustment Counselor All levels.

Welsh, Brendan, Teacher, Math, Worcester East Middle, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Math 5-8.

White, Audrey, Teacher, Music, Systemwide, MA, Step 1, \$53,048 effective August 23, 2018. Licensed: Music PreK-9.

Wood, Michael, Teacher, English, Doherty, BA, Step 2, \$49,542 effective August 23, 2018. Licensed: English 8-12.

Worthley, Janine, Psychologist, Systemwide, CAGS/2M, Step 5, \$69,749 effective August 23, 2018. Licensed: School Psychologist All levels.

Wyatt, Molly, Teacher, Grafton Street, MA, Step 2, \$55,607 effective August 23, 2018. Licensed: Elementary 1-6.

Wynott, Vernon, Teacher, Physical Education, Systemwide, BA, Step 1, \$46,894 effective August 23, 2018. Licensed: Physical Education 5-12.

Xavier, Jessica, Teacher, English, Burncoat Middle, BA, Step 5, \$58,273 effective August 23, 2018. Licensed: English 5-8 and English 8-12.
**prorated*

Resignations

8-36 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Adjeman, Erica, Teacher, English, North High, effective June 21, 2018.

Bissett, Katherine, Teacher, Elementary, Worcester Arts, effective June 30, 2018.

Bouvier, Eileen, English as a Second Language, Sullivan Middle, effective August 21, 2018.

Carlson, Sarah, Teacher, Elementary, Belmont Elementary, effective August 23, 2018.

Courville, Cara, Teacher, Elementary, Grafton Street, effective October 4, 2018.

Daly, Kathleen, Teacher, English as a Second Language Teacher, North, effective June 21, 2018.

Deiningner, Marie, Teacher, English as a Second Language Teacher, Woodland, effective June 21, 2018.

Dennis, Siobhan, Principal, Columbus Park, effective June 29, 2018.

Girouard, Rhonda, Teacher, Mathematics, North High, effective June 30, 2018.

Hall, Ricci, Principal, Claremont, effective June 30, 2018.

Hoel, Robin, Teacher, Elementary, Chandler Magnet, effective June 21, 2018.

Hoey, Nina, Teacher, Social Studies, Worcester Technical, effective June 21, 2018.

Juneau, Allison, Teacher, English as a Second Language, Lincoln Street, effective June 21, 2018.

Kelly, April, Teacher, Vocational, North High, effective June 21, 2018.

Kinnis, Sara, Teacher, Guidance, South High, effective September 28, 2018

Machado, Andre, Teacher, Mathematics, Forest Grove, effective June 22, 2018.

Murphy, Laurie, Teacher, Elementary, Quinsigamond, effective June 21, 2018.

Parker, Heather, Teacher, Guidance, Claremont, effective June 21, 2018.

Pietro, Danielle, Teacher, Social Studies, Worcester Technical, effective June 21, 2018.

Prockett, Marci, Teacher, English as a Second Language, Systemwide effective June 21, 2018.

Robsky, Sharon, Teacher, English as a Second Language, City View, effective June 21, 2018.

Schmidt, Rose, Teacher, Music, Sullivan Middle, effective June 21, 2018.

Swan, Margaret, Teacher, Elementary, Union Hill, effective June 21, 2018.

Walden, Michael, Teacher, Art, Worcester, Arts, effective June 30, 2018.

Wise, Suzanne, Teacher, Social Studies, South High, effective June 21, 2018.

Yee, Joshua, Teacher, Math, North, effective June 21, 2018

Appointments/
Cafeteria
Substitute Helper

8-37 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/ intermittent at a salary of \$13.73 per hour, from Civil Service List #318-025, effective as shown:

Adutwum, Kelvin	8/23/18
Anholetti, Viviane	/23/18
Bulikowski, Catherine	8/23/18
Corchado, Nannette	8/23/18
Devlin, Penelope	8/23/18
Feliz, Niobe	8/23/18
Forson, Mina	8/23/18
Garcia, Diandra	8/23/18
Garcia, Julitza	8/23/18
Gentile, Susan	8/23/18
Kenefick, Francis	8/23/18
Letourneau, Collin	8/23/18
Ofori-Amanfo, Kendra	8/23/18
Pena, Ronnan	8/23/18
Sanchez, Blanca	8/23/18
Santos, Yvonne	8/23/18
Schreiner, Alice	8/23/18
Torres, David	8/23/18
Verdolino, Elizabeth	8/23/18

Appointments/
Word Processor

8-38 The Superintendent has provisionally APPOINTED the persons named below to the position of Word Processor, permanent/ fulltime at a salary of \$21.97 (minimum) to \$26.47 per hour (maximum) effective as shown:

Breault, Sharron	8/23/18
Garofoli, Jonelle	8/20/18
Oriol, Aleah	9/17/18
Russo, Jaime	8/27/18
Schuster, Jacquelyn	8/24/18

Appointments/
Junior Custodian

8-39 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.06 (minimum) to \$20.44 (maximum), per hour, effective as shown:

Carpino, Anthony	7/1/18
Cournoyer, Justin	7/16/18
Fotiou-Kioses, Petros	7/16/18
Gay, Christopher	9/04/18

GENERAL BUSINESS

Mayor Petty arrived at 7:50 p.m.

It was moved and voice voted to suspend rules to take up the following item:

- 6. gb #8-295 - Mayor Petty
(October 1, 2018)

DESE/MCAS anomalies

To discuss the findings of DESE of the MCAS results at Chandler Elementary School.

It was moved to suspend rules to allow Hilda Ramirez and Ruth Rodriguez to speak to the item.

Mayor Petty made the following motion:

Request that the Administration forward a letter to DESE requesting an expedited final resolution and explanation of the five anomalies mentioned in their letter to the school administration about Chandler Elementary School's results on the 2017 MCAS Tests.

On a voice vote, the motion was approved.

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

Buddy Bench

- 7. gb #8-277 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. O'Connell
(September 17, 2018)

Request that the Administration provide a report regarding the number of schools that have "Buddy Benches" and consider expanding the concept to other schools based on feedback from the principals.

Mr. Monfredo made the following motion:

Request that the Administration, in conjunction with Worcester State University, reach out to those schools which do not currently have the Buddy Benches.

On a voice vote, the motion was approved.

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

Prior Fiscal Year
Payment/
parent

- 8. gb #8-278 - Administration
(September 17, 2018)

To approve a prior fiscal year payment in the amount of \$2,060.20 to a parent for transportation of a McKinney-Vento student.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell and Mayor Petty

6

Against the motion:

0

Absent: Miss McCullough, Mayor Petty $\frac{1}{7}$

The motion carried.

9. gb #8-279 - Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo
(September 17, 2018) MCAS/Spring 2018
review scores

To review the Spring 2018 MCAS scores achieved by the students of the Worcester Public Schools.

Mr. O'Connell made the following motion:

Request that the Administration provide a report on the raw data collected from the Spring 2018 MCAS scores with an analytical summary of the results.

On a voice vote, the motion was approved.

Miss Biancheria made the following motion:

Request that the Administration provide a report on any help that DESE will provide for students at Sullivan, Burncoat and Worcester East Middle schools to increase student performance on the test.

On a voice vote, the motion was approved.

Superintendent Binienda announced that on November 1, 2018 the Report of the Superintendent will focus be the 2018 MCAS Results.

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

10. gb #8-280 - Administration
(September 17, 2018) Grant/Project Lead The
Way

To accept the Project Lead The Way Grant in the amount of \$7,500.00.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell, Mayor Petty

6

Against the motion:

0

Absent: Miss McCullough

$\frac{1}{7}$

The motion carried.

Recognition/
forward letter

- 11. gb #8-281 - Mr. O'Connell/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo/
Mayor Petty
(September 19, 2018)

To forward a letter of appreciation to the College of
the Holy Cross for sponsoring Worcester Public
School Appreciation Day.

It was moved and voice voted to send a letter of
appreciation.

Middle School
Kindness
Challenge

- gb #8-282 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. O'Connell
(September 20, 2018)

Request that the Administration consider involving
students in the Worcester Public Schools in the
Middle School Kindness Challenge.

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

Mayor Petty left at 8:50 p.m.

12. gb #8-283 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/
Mr. Foley/Mr. O'Connell
(September 24, 2018) Comparative
Data/Gateway Cities

Request that the Administration provide a comparative report on Worcester data versus other Gateway Cities and Boston regarding:

- financial aid
- assessments
- dropout rate
- graduation rate
- chronic absenteeism

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

13. gb #8-284 - Miss McCullough/Miss Biancheria/
Mr. Comparetto/Mr. Monfredo/
Mr. O'Connell
(September 24, 2018) ALICE training

Request that the Administration provide an update on the ALICE training to include resources and materials that are part of the program such as "I'm Not Scared, I'm Prepared."

It was moved and voice voted to hold the item for Thursday, October 18, 2108.

It was moved and voice voted to consider the following items together.

14. gb #8-286 - Administration
(September 26, 2018) Chromebooks/
authorization to lease

To authorize the Administration to enter into a lease of five years for Chromebooks and related equipment.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell 5

Against the motion: 0

Absent: Miss McCullough, Mayor Petty $\frac{2}{7}$

The motion carried.

Computer related
equipment/
authorization to
lease

15. gb #8-287 - Administration
(September 26, 2018)

To authorize the Administration to enter into a lease
of six years for computers, laptops and related
equipment.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell 5

Against the motion: 0

Absent: Miss McCullough, Mayor Petty $\frac{2}{7}$

The motion carried.

Recognition/
forward letters

16. gb #8-288 - Administration
(September 26, 2018)

To forward letters to the following students for their
commitment to the Summer 2018 Student Volunteer
Program at St. Vincent Hospital:

- Nina Anina - Doherty Memorial High School
- Ynhi Nguyen - Doherty Memorial High School
- Hamza Shakir - Doherty Memorial High School
- Jessica Arias - North High School

- Ana Patricia Figuereo Perez - North High School
- Tracy Frimpong - North High School
- Chelsea Ofosuware - North High School
- Alondra Padilla - North High School
- Delices Ramazani - North High School
- Emmanuella Saforo - North High School
- Aileen Sarfo - North High School
- Goniola Bode - South High Community School
- Melanie Mejia - South High Community School
- Cindy Nguyen - South High Community School
- Priscilla Obeng - South High Community School
- Courtney Tran - South High Community School
- Valerie Tran - South High Community School
- Mboma Voldvain - University Park Campus High School
- Margaret Njenga - Worcester Vocational Technical High School

It was moved and voice voted to forward letters of recognition.

It was moved and voice voted to consider the following items together.

It was moved to suspend the rules to allow Alyssa Miller to speak to the item with her concerns about the overcrowding on the buses.

On a voice vote, the motion was approved.

17. qb #8-289 - Miss Biancheria/Mr. Comparetto/
Miss McCullough/Mr. Monfredo/
Mr. O'Connell
(September 26, 2018)

Transportation
operations

Request that the Administration provide a report on all transportation operations that were transferred to the Fremont St. facility and include all administrative vacancies that were advertised along with new or additional bus routes that were added.

Miss Biancheria made the following motion:

Request that the Administration provide an updated report in the beginning of November, on the current school bus transportation system and indicate vacancies, if any, to be filled.

On a voice vote, the motion was approved.

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

Transportation system

- 18. gb #8-290 - Miss Biancheria/Mr. Comparetto/
Mr. Monfredo/Mr. O'Connell
(September 26, 2018)

Request that the Administration provide a report on the Worcester Public Schools bus transportation system and include information relative to the ten new buses operated by the Worcester Public Schools' and indicate the routes of said buses.

Miss Biancheria made the following motion:

Request that the Administration provide an updated report in the beginning of November, on the current school bus transportation system and indicate vacancies, if any, to be filled.

On a voice vote, the motion was approved.

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

Snow removal equipment/availability of

- 19. gb #8-291 - Miss Biancheria/Mr. Comparetto/
Miss McCullough/Mr. Monfredo/
Mr. O'Connell
(September 26, 2018)

Request that the Administration provide a report on the availability of snow removal equipment for individual school sites or available for school use to include snow blowers and plow trucks.

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

Miss Biancheria made the following motion that was not voted by the School Committee:

Request that the item be referred to the Administration to be discussed at the full School Committee meeting on Thursday October 18, 2018 and further requested that some members of the Facilities Department be present at the meeting.

Miss Biancheria agreed to a referral to the Standing Committee on Finance and Operations with the caveat that the meeting date be cleared with her schedule for the discussion of this item.

20. gb #8-292 - Administration (September 26, 2018) Donations/
various donors

To consider approval of the following donations:

- \$399.21 from Lifetouch to Lake View School
- \$50.00 from American Income Life Insurance Company to Belmont Street Community School
- \$24.50 from American Income Life Insurance Company to Tatnuck Magnet Elementary School
- \$515.16 from Lifetouch to Woodland Academy to Worcester Technical High School:
- \$5,920.00 from Sarah Daniels Pettit & William O Pettit, Jr Fund/Greater Worcester Community Foundation
- \$560.00 from Saul A. Seder Fund/Greater Worcester Community Foundation for participation in Skills USA
- \$291.00 from Thurston E. Solomon & Everett J. Morter Memorial Fund/Greater Worcester Community Foundation for participation in Skills USA
- \$500.00 from Air-Tite Products Co., Inc./Mr. & Mrs. Neil Garnache to be used as a scholarship for a student who will be furthering their education beyond high school in memory of Donald P. Garnache, graduate of Boys' Trade

- to Worcester Arts Magnet:
 - \$100.00 from various donors to be used for Chromebook licenses
 - \$500.00 from JMH Solutions
- to support the Exhilarate Worcester Initiative at Woodland Academy:
 - \$4,414.65 from various donors
 - \$125.00 from On the Rise Baking
 - \$500.00 from Blaine Warren Advertising
 - \$750.00 from Commonwealth of MA Mid-District District Attorney's Office

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell

5

Against the motion: 0

Absent: Miss McCullough, Mayor Petty 2
7

The motion carried.

Appointments/
School Nurse

21. gb #8-293 - Administration
(September 26, 2018)

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

Last, Allison, Systemwide, Bachelors, Step 5,
\$58,274, effective August 23, 2018. Licensed:
School Nurse All Levels

Law, Kathleen, Systemwide, Masters, Step 1,
\$53,048, effective August 23, 2018. License
Pending: School Nurse All Levels

Rice, Bethany, Systemwide, Bachelors, Step 4,
\$55,711, effective August 23, 2018. Licensed:
School Nurse All Levels

Verdier, Katherine, Systemwide, Masters, Step
1, \$53,048, effective August 23, 2018. License
Pending: School Nurse All Levels

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Mr. Monfredo,
Mr. O'Connell

5

Against the motion:

0

Absent: Miss McCullough, Mayor Petty $\frac{2}{7}$

The motion carried.

- 22. gb #8-294 - Executive Session (Administration) Executive Session
(September 26, 2018)

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

It was moved and voice voted to file the item.

- 23. gb #8-296 - Miss Biancheria Anti-Bullying Month
(October 1, 2018)

Request that the Administration provide a report on the activities that are taking place for Anti-Bullying Month in October.

Miss Biancheria made the following motion:

Request that the Administration provide, in a Friday letter, a schedule of planned activities at each school during the month of October for Anti-Bullying so that School Committee members can attend these events.

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

The meeting adjourned at 9:25 p.m.

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

Worcester Public Schools
Office of Grants Management

Grant Acceptance Form

Name of Grant: Web Development & Robotics

Type of Funder: Skills Capital Grant

Awarded Amount: \$495,575.00

Grant Funding Period: July 1, 2018 – June 30, 2019

Project title: Obi-Wan

Program coordinator: Patricia Suomala/Kyle Brenner

Purpose: To purchase and install equipment and any related improvements and renovations necessary for installation and use of this equipment to support vocational and technical training. This equipment will upgrade and expand career technical education and training high quality career pathway programs that are aligned to regional economic and workforce development priorities for in-demand Industries.

Description of the program: The equipment purchased will provide expanded access to students, through equipment such as logic controllers and design software which will support student training specific to cyber security, human robotics and robotics technology.

Program location: WTHS

Outcomes and Measures: To include, but not limited to improved graduation rates, co-op and intern placements, credentialing and capstone work.

**GRANTS REPORT
2018-2019**

Fund	Grant	Purpose/Priorities	Amount
MA EOE	Massachusetts Skills Capital	<p>The purpose of this grant is to purchase and install equipment and any related improvements and renovations necessary for installation and use of this equipment to support vocational and technical training.</p> <p>The equipment purchased will provide expanded access to students, through equipment such as logic controllers and design software which will support student training specific to cyber security, human robotics and robotics technology.</p>	\$495,575.00

These funds have been awarded to WTHS.

*Worcester Public Schools
Office of Grants Management*

Grant Acceptance Form

Name of Grant: Barr

Type of Funder: Barr Foundation

Awarded Amount: \$150,000.00

Grant Funding Period: 07/01/2018 – 06/30/2019

Project title: Planning for Post Secondary Success for All Students

Program coordinator: Maureen Binienda

Purpose: To provide a cohort of five groups, the opportunity to take a closer look at students and their experience in high school and their post-secondary readiness in order to cultivate a comprehensive strategic plan to serve them. WPS will be working in conjunction with EY Parthenon in a study of their work.

Description of the program: To participate in the following five key phases:

1. Community Building and Data Collection
2. Analysis
3. Reflection and Insight development
4. Planning
5. Dissemination and Action

Program location: Worcester Public Schools

Outcomes and Measures: The insights generated through analysis and peer support will help articulate a vision for preparing students for lifelong success.



GRANT VETTING FORM

Title of Competition: Planning for Post Secondary Success for All Students

Link is here: A link to the Request for Proposals can be found here:
<https://www.barrfoundation.org/partners/planning-for-success-rfp>

Purpose: The goal of this funding opportunity is to provide a cohort of five groups the opportunity to take a closer look at students and their experiences in high school and their post-secondary readiness in order to cultivate a comprehensive strategic plan to serve them. The awardees will be working in conjunction with EY Parthenon in a study of their work.

Funding Agency: Barr Foundation

Awards: Up to \$150,000

Grant Period: 12 month period.

Priorities: Competitive proposals will convey the importance and value of gaining a comprehensive understanding of the students they serve and their outcomes, and the capacity to use that knowledge to inform policy and practice. Successful applicants will demonstrate a commitment to acting on the findings and making changes – including school and system-level changes – necessary to address the needs, challenges and assets of their students.

Eligibility: LEAs that have at least 1,500 students in Grades 9 through 12; serve a population of students with 50% high needs; located in New England. LEAs with on or multiple high schools are eligible to apply.

History: We have applied to the Barr Foundation in the past but have not been awarded. Most recently last year with a proposal to revamp program offerings at the Gerald Creamer Center.

Due Dates: July 20 through Barr Foundation online application system.

District Commitments Required: *Please see page 7 for details*

- Community Building and Data Collection
- Analysis
- Reflection and Insight Development
- Planning
- Dissemination

Fund Use: To support the participation in the analytic process, engagement in community of practice and development of the ensuing plan. Barr will consider offering continue support beyond this grant to sites that demonstrate the readiness to proceed toward implementation of the plan.