

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

AGENDA #5

on: Thursday, February 25, 2021
at: 5:00 p.m. - Executive Session
6:00 p.m. - Regular Session
Virtually in: Room 410 at the Durkin Administration Building

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER
INVOCATION
PLEDGE OF ALLEGIANCE
NATIONAL ANTHEM

6:10 p.m.

II. ROLL CALL

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

III. APPROVAL OF RECORDS

aor #1-4 - Administration
(February 10, 2021)

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

To consider approval of the Minutes of the School Committee Meeting of
Thursday, February 4, 2021.

aor #1-5 - Administration
(February 15, 2021)

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

To consider approval of the Minutes of the School Committee Meeting of
Thursday, February 11, 2021.

IV. MOTION FOR RECONSIDERATION – NONE

ACTIONV. IMMEDIATE ACTION

gb #1-31.1 -Administration/Mr. Monfredo/Miss Biancheria/Mrs. Clancey/
Mr. Foley/Ms. McCullough/Ms. Novick/Mayor Petty
(February 9, 2021)

**On a roll call of
7-0, the item was
filed
(See notes)**

To recognize Magdalena Ganas, Ed.D., Manager of Curriculum and Professional Learning and Science Coordinators Christine Lloyd and Jeff Glick for their innovative work in creating science kits for over 12,000 elementary students.

gb #1-47- Administration
(February 10, 2021)

Discuss and file

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

VI. REPORT OF THE SUPERINTENDENT

ros #1-4 - Administration
(February 10, 2021)

**On roll call of 7-0,
the item was
accepted and filed
with gb 1-57, 1-58,
1-59 and 1-61.**

A. DISTRICT TRANSITION TO HYBRID LEARNING PLAN

B. TRANSITION TO HYBRID MODULES

VII. COMMUNICATION AND PETITION

c&p #1-2 - Clerk
(February 17, 2021)

**On a roll call of
7-0, the item was
referred to the
Standing
Committee on
Governance and
Employee Issues
(See notes)**

To consider a communication from the EAW to allow members of Gates Lane School's faculty and staff to donate sick days to a colleague.

VIII. REPORT OF THE STANDING COMMITTEE -NONE

ACTIONIX. PERSONNEL

- 1-6 The Superintendent has APPOINTED the person named below to the position of 52 week Principal Clerk – Confidential, permanent/fulltime, at a salary of \$24.76 (minimum) to \$30.25 per hour effective as shown:

Reyes-Rodriguez, Jeannette 2/1/2021

- 1-7 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Baker, Kathryn, Teacher, Worcester Technical High School, Vocational Education, Veterinary Tech, effective January 22, 2021

Hassan, Pattie, Instructor, Burncoat High School, ROTC, effective February 12, 2021

Keenan, James, Teacher, South High School, Mathematics, Secondary, effective January 29, 2021

O'Rourke, Megan, Teacher, Systemwide, School Adjustment Counselor, effective January 29, 2021

Pelczarski, Kristina, Teacher, Thorndyke Road School, Elementary, Intermediate, effective February 1, 2021

Sasseville, Rachel, Teacher, Durkin Administration Building, Coping Instructor, Health and Substance Abuse, effective January 15, 2021

- 1-8 The Superintendent has APPROVED the APPOINTMENTS of the TEACHERS named below:

Bigelow, Kevin, Teacher, Coping Instructor, Worcester East Middle School, MA, Step 1, effective January 25, 2021.

Cormier, Elena, Teacher, Elementary, Thorndyke Road, BA, Step 1, effective February 1, 2021.

De Pradena, Beatriz, Teacher, Bilingual, Chandler Magnet, BA, Step 5, effective January 14, 2021.

Januszewski, Helen, Teacher, Vocational Education, Worcester Technical High, VL, Step 7, effective February 1, 2021.

Martinelli, Jessica, Teacher, Special Education, Systemwide, MA, Step 6, effective February 8, 2021.

Petty, Brittany, Teacher, School Adjustment Counselor, Systemwide, CAGS/2M, Step 1, effective February 11, 2021.

Root, Caroline, Teacher, Elementary, Thorndyke Road, BA, Step 1, effective February 10, 2021.

On a roll call of 7-0, Personnel items 1-6 - 1-8 were filed

X. GENERAL BUSINESSACTION

gb #1-48-- Administration
(February 2, 2021)

**On a roll call of
7-0, the date was
set for Thursday,
April 1, 2021**

To set a date in April for a public hearing on School Choice.

gb #1-49-- Administration
(February 2, 2021)

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

To approve the following prior fiscal year payments:

1. \$1,080 to 9 nurses for license renewals
2. \$150 for a nurse for partial reimbursement for a School Nurses National Certification Exam
3. \$98.72 for mileage reimbursement to a nurse
4. -\$1,207.50 for course reimbursement

5. \$171.78 to School Health Corporation for nursing supplies
6. \$1,086.56 to Toshiba America Business Solutions
7. \$978.64 to Toshiba America Business Solutions

8. \$14,740.80 to Keystone Educational Collaborative for services rendered during the 2019-20 school year

gb #1-50-- Ms. McCullough/Miss Biancheria/Mrs. Clancey/
Mr. Foley/Mr. Monfredo
(February 3, 2021)

**On a roll call of
7-0, the item was
referred to the
Standing
Committee on
Governance and
Employee Issues**

Request that the Administration review camera use procedures regarding privacy, legal and family contract options.

gb #1-51 - Administration
(February 3, 2021)

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

To approve the following donations:

- \$25,000 from the Digital Federal Credit Union to support the programs of the WPS
- \$9,000 to the Burncoat Air Force ROTC raised through various fundraising efforts
- \$250 to McGrath Elementary from Digital Federal Credit Union
- \$32.20 from Box Tops for Education to Tatnuck Magnet School
- \$15.00 from a donor to Tatnuck Magnet School
- \$80.00 from Country Bank to Tatnuck Magnet School
- an EFT-80 Boiler, valued at \$2,000, to the WTHS Plumbing department from Winsupply of Worcester

GENERAL BUSINESS (continued)ACTION

gb #1-52 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/
Mr. Monfredo
(February 9, 2021)

On a roll call of 7-0, the item was referred to the Administration (See notes)

Request that the Administration review the Public Safety Program, offered through career development, for high school juniors and seniors.

gb #1-53 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/
Ms. McCullough/Ms. Novick
(February 12, 2021)

On a roll call of 7-0, the item was referred to the Standing Committee on Teaching, Learning and Student Supports (See notes)

Request that the Administration collaborate with community agencies, retired teachers and other groups, the feasibility of establishing a summer learning program to assist K-8 students.

gb #1-54 - Miss Biancheria/Ms. McCullough/Mr. Monfredo
(February 12, 2021)

On a roll call of 7-0, the item was referred to the Administration (See notes)

Request that the Administration provide a report on the number of participants in each approved sport by school site and coach's name.

gb #1-55 - Mr. Monfredo/Miss Biancheria/Mrs. Clancey/Mr. Foley/
Ms. McCullough
(February 15, 2021)

On a roll call of 7-0, the item was referred to the Administration as amended (See notes)

Request that the School Committee forward a letter to DESE requesting that this year's MCAS testing be postponed.

gb #1-56 - Administration
(February 16, 2021)

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

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

Allard, Jillian, Elm Park Community Elementary School, Bachelors, Step 6, \$62,669.00, effective February 9, 2021. Licensed: School Nurse All Levels.

gb #1-57 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo
(February 17, 2021)

On a roll call of 7-0, the item as accepted and filed with ROS 1-4

To review and consider the Centers for Disease Control and Prevention ["Operational Strategy for K-12 Schools through Phased Mitigation"](#) released February 12, 2021.

GENERAL BUSINESS (continued)ACTION

gb #1-58 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo
(February 17, 2021)

**On a roll call of
7-0, the item as
accepted and filed
with ROS 1-4**

Request administration clarify how proper COVID protocols, including appropriate mask usage, will be enforced and create a procedure outside the chain of authority for such enforcement.

gb #1-59 - Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo
(February 17, 2021)

**On a roll call of
7-0, the item as
accepted and filed
with ROS 1-4**

Request administration clarify under what protocols eating will take place in school buildings.

gb #1-60 - Administration
(February 17, 2021)

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

To accept the Supporting Students' Behavioral and Mental Health and Wellness Grant in the amount of \$93,500.

gb #1-61 - Miss Biancheria/Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(February 18, 2021)

**On a roll call of
7-0, the item as
accepted and filed
with ROS 1-4**

Request that the Administration review the WPS guidelines/policy for staff and students wearing face masks during school hours within school buildings and during transportation to and from school.

gb #1-62 - Mrs. Clancey/Miss Biancheria/Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(February 18, 2021)

**On a roll call of
7-0, the item was
referred to the
Administration
(See notes)**

Request that the Administration provide an update on trainings for School Adjustment Counselors and Counselors prior to the reopening of schools.

XI. EXECUTIVE SESSION

gb #1-63 - Administration
(February 17, 2021)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – 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.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8221, Bargaining Regarding Reopening.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8368, Interactive Process and Requests for Workplace Accommodations.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators).

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Anna Karam v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 2185-CV-0048D.

To discuss strategy with respect to collective bargaining and litigation if an open meeting may have a detrimental effect on the bargaining and the litigating position of the public body and the chair so declares – Contractual Arbitration – Instructional Assistant/Educational Association of Worcester and Massachusetts Commission Against Discrimination Litigation – Instructional Assistant.

To discuss strategy with respect to collective bargaining and litigation if an open meeting may have a detrimental effect on the bargaining and the litigating position of the public body and the chair so declares – Contractual Arbitration – Educational Association of Worcester and Worcester Public Schools, Denial of Access to Teacher Protection Language.

ACTION

**Held from
5:08 p.m to
6:10 p.m.**

XI. ADJOURNMENT

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

8:52 p.m.

N O T E S

The School Committee recessed to Executive Session from 5:08 p.m. to 6:10 p.m.

There were present at the Call to Order:

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

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

gb #1-63 - Administration
(February 17, 2021)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – 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.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8221, Bargaining Regarding Reopening.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Massachusetts Department of Labor Relations, MUP-20-8368, Interactive Process and Requests for Workplace Accommodations.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators).

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Anna Karam v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 2185-CV-0048D.

To discuss strategy with respect to collective bargaining and litigation if an open meeting may have a detrimental effect on the bargaining and the litigating position of the public body and the chair so declares – Contractual Arbitration – Instructional Assistant/Educational Association of Worcester and Massachusetts Commission Against Discrimination Litigation – Instructional Assistant.

To discuss strategy with respect to collective bargaining and litigation if an open meeting may have a detrimental effect on the bargaining and the litigating position of the public body and the chair so declares – Contractual Arbitration – Educational Association of Worcester and Worcester Public Schools, Denial of Access to Teacher Protection Language.

The School Committee reconvened in Open Session at 6:10 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

IMMEDIATE ACTION

gb #1-31.1

Mayor Petty, Superintendent Binienda and the School Committee recognized Dr. Ganas, Ms. Lloyd and Mr. Glick for their innovative work.

On a roll call of 7-0, it was moved to suspend the rules to take the following item out of order:

c&p #1-2

Jaclyn Ford stated that some of the faculty and staff of Gates Lane School would like to donate some of their sick time to a colleague.

Ms. Novick made the following motion:

Request that the School Committee approve the request of the faculty to donate some of their sick time to the Instructional Assistant through April 1, 2021.

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

Ms. Boulais requested that Mr. Nugent provide the names of the staff, in order, who are willing to donate their sick time to the Human Resources Department.

On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

REPORT OF THE SUPERINTENDENT

ros #1-4

Mayor Petty requested that the following items be taken with ROS #1-4

gb #1-57, gb #1-58, gb #1-59 and gb #1-61

Superintendent Binienda presented the current District Transition to Hybrid Learning Plan. She stated that the plan is for students with complex disabilities and those students with limited formal education to return to school on March 15th and all other students on March 29th. There will be two Family Forums held to address questions regarding the plan. The first forum will be held on March 1st and is specifically focused on the return to school for Group C. A second forum will be held on March 15 addressing the return for the rest of the students. At the March 1st Principal meetings, all staff will review safety reopening videos that were produced by Lynn Rose, Robert Pezzella, Marie Morse and Ellen Kelley. Any changes to the current plan will be communicated to families via community forums, ConnectEd messages and through updates to the WPS website. Sample schedules were outlined for preschool through secondary school. Safety guidelines were described in detail which included hand washing and sanitizing, proper mask usage and social distancing. Students will need to bring their district issued devices, fully charged to school.

Superintendent Binienda stated that there is a new app which is accessible via the health portal for students to perform a daily health check before going to school. An overview of the ventilation system was provided which included information on the ionization system which provides continuous cleaning within the buildings. Transportation guidelines were also detailed.

Potential shutdown guidelines were provided in the event that there are multiple cases of COVID-19.

Keri Boisclair, a WPS teacher, spoke to the lack of transparency from the Administration.

Ms. McCullough asked if students would be able to bring their own water bottles and Superintendent Binienda stated that water bottles will be allowed.

Miss Biancheria asked how families and students will be instructed on Grab and Go, the ability to bring their own lunch and other rules regarding breakfast and lunch. Superintendent Binienda stated that each school has developed school based plans that will be posted.

Mr. Monfredo voiced his concern regarding the three percent of families that did not respond.

Mr. Foley asked that the district be vigilant regarding visitors to the schools and discourage non-essential visitors.

Ms. Novick made the following motion:

Request that the Administration grant priority to educators in the vaccination process.

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

Ms. Novick requested that the Administration provide COVID testing on nights and/or weekends. Superintendent Binienda stated that the Administration is working with the School Based Health Centers on adding additional COVID testing.

Mr. Allen assured the committee that based on the number of hybrid students, all bus routes will be covered.

Ms. Novick made the following motion:

Request that the Administration seek legal opinions from both the Worcester legal counsel and the Massachusetts Association of School Committees' legal counsel regarding the legal authority of the Commissioner to decide issues of school reopening and explore what consequences are available to the Commissioner, under his authority, regarding a district that disregards regulations.

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

Sarah Kyriazis, Dr. Ganas, Annie Cohn, Timmary Leary, James Olson, Laura Cahill, Colleen Dyer, Amanda Taylor and Lora Barish presented an overview of the Transition to Hybrid Models that are being used by educators. Dr. Ganas stated that the department will continue to support the teachers and staff beyond the transition.

GENERAL BUSINESS

gb #1-52

Miss Biancheria stated that she would forward the Public Safety Program to the Clerk to be disseminated to the School Committee.

gb #1-53

Mr. Monfredo requested that the Administration consider formulation of a committee by early April.

gb #1-54

Superintendent Binienda stated that she would provide the information broken down by sport season.

gb #1-55

Ms. Novick stated that the Biden Administration is requiring that all states administer standardized tests this year and that the Federal Administration will not be offering waivers to states on administration of tests. Thus, the Worcester Public Schools would be making a request that could put it in danger of losing Title I and IDEA funds, which is a consequence that the government can impose.

Superintendent Binienda requested that the item be amended to read as follows:

Request that the School Committee forward a letter to DESE requesting that this year's MCAS testing be rescheduled to the Fall of 2021.

gb #1-62

Mrs. Mahoney stated that the first of multiple trainings was held on February 24th and will continue to be held monthly.

O T H E R

Miss Biancheria requested a suspension of the rules.

On a roll call of 7-0, it was moved to suspend the rules.

Miss Biancheria requested that the Administration provide copies of school produced videos on the reopening of school.

Superintendent Binienda stated that she would ask the principals to forward the school produced videos.

On a roll call of 7-0, it was moved to adjourn the meeting at 8 52 p.m.

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