

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

AGENDA #20

on: Thursday, May 20, 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

**6:00 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 #1-16 - Administration  
(May 12, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, May 6, 2021.

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

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #1-140 - Administration  
(May 12, 2021)

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

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

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, ancestry, sex, gender, age, religion, national origin, gender identity or expression, marital status, sexual orientation, disability, pregnancy or a related condition, veteran status or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action, contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

VI. REPORT OF THE SUPERINTENDENT

ros #1-8 - Administration  
(May 12, 2021)

FINAL SUMMARY OF THE HEARS GRANT

ACTION

On a roll call of 6-0-1  
(absent Mayor Petty),  
the item was filed  
(See notes)

VII. COMMUNICATION AND PETITION - NONE

VIII. REPORT OF THE STANDING COMMITTEE -NONE

IX. PERSONNEL NONE

X. GENERAL BUSINESS

gb #0-138.7 - Administration/Miss Biancheria  
(May 10, 2021)

On a roll call of 6-0-1  
(absent Mayor Petty),  
the item was filed

Response of the Administration to the following motion from the FY21 Budget:

**500152-92000 Facilities Department Non-Salary**

Request that the Administration provide a report on how the Environmental Management System will be involved in the Worcester Public Schools for the next 3 months.

gb #1-132.1 –Administration/Mr. Monfredo  
(May 13, 2021)

On a roll call of 6-0-1  
(absent Mayor Petty),  
the item was filed  
(See notes)

Response of the Administration to the request to update the Family Handbook prior to the end of the school year and share the document with the Citywide Parent Planning Advisory Council.

gb #1-138.1 –Administration/Ms. Novick/Mr. Monfredo  
(May 13, 2021)

On a roll call of 6-0-1  
(absent Mayor Petty),  
the item was filed  
(See notes)

Response of the Administration to the request to provide an update on transportation extending to high school five days a week at the May 20 meeting.

gb #1-141 - Administration  
(May 6, 2021)

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

To accept the Mockingbird Foundation Grant in the amount of \$2,028.

X. GENERAL BUSINESS (continued)

ACTION

gb #1-142 - Administration  
(May 10, 2021)

To approve the following prior fiscal year payments:

1. \$895.00 to CDW-G for a document camera purchased for Sullivan Middle School
2. \$299.95 to Musician's Friend for the purchase of musical instruments for Worcester East Middle School

**On a roll call of 6-0-1 (absent Mayor Petty), the item was approved**

gb #1-143 - Administration  
(May 10, 2021)

To approve the following donations:

- \$3.20 from Box Tops for Education to Tatnuck Magnet School
- \$23.50 from Box Tops for Education to Lake View School

**On a roll call of 6-0-1 (absent Mayor Petty), the item was approved**

gb #1-144 - Administration  
(May 10, 2021)

To accept the Student Opportunity Act Evidence Based Programs Grant in the amount of \$44,717.

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

gb #1-145 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough  
(May 11, 2021)

Request that the Administration update the School Committee on present and future projects on the newly civic engagement activities in our schools and in future in-service projects being encouraged on the high school level.

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

gb #1-146 - Administration  
(May 11, 2021)

To accept the Bridge for Resilient Youth in Transition Program (BRYT) Report.

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

gb #1-147 - Administration  
(May 13, 2021)

To set a date to recognize the Seal of Biliteracy recipients.

**On a roll call of 7-0, the date was set for Thursday, June 3, 2021**

X. GENERAL BUSINESS (continued)

ACTION

gb #1-148 - Administration  
(May 13, 2021)

**On a roll call of 5-2 (nays Miss Biancheria and Mr. Monfredo), the item was held (See notes)**

To approve the Job Description for Assistant Manager of Professional Learning and Curriculum.

gb #1-149 - Administration  
(May 13, 2021)

**On a roll call of 5-2 (nays Miss Biancheria and Mr. Monfredo), the item was held (See notes)**

To approve the Job Description for Assistant Manager of Instructional Teaching and Digital Learning.

gb #1-150 - Administration  
(May 13, 2021)

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

To approve the Job Description for Childcare Lead Teacher.

gb #1-152 - Administration  
(May 13, 2021)

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

To approve the Job Description for Childcare Teacher.

XI. EXECUTIVE SESSION

gb #1-153 - Administration  
(May 12, 2021)

**Held from 5:05 p.m. to 6:00 p.m.**

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); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; and Educational Association of Worcester, 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.

XI. EXECUTIVE SESSION (continued)

ACTION

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; and Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176, Custodians; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176, Educational Secretaries; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176/Unit D, Computer Technicians; IUPE Local - 125 Plumbers and Steamfitters; IUPE Local -135, Tradesmen; Massachusetts Nurses Association, Worcester School Nurses.

XII. ADJOURNMENT

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

N O T E S

The School Committee recessed to Executive Session from 5:05 p.m. to 6:00 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 #1-153 - Administration  
(May 12, 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); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; and Educational Association of Worcester, 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 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); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; and Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176, Custodians; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176, Educational Secretaries; Massachusetts Laborers District Council, Worcester Public Service Employees Local Union 176/Unit D, Computer Technicians; IUPE Local - 125 Plumbers and Steamfitters; IUPE Local -135, Tradesmen; Massachusetts Nurses Association, Worcester School Nurses.

The School Committee reconvened in Open Session at 6:03 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

## REPORT OF THE SUPERINTENDENT

### ros #1-8

#### FINAL SUMMARY OF THE HEARS GRANT

Dr. O’Neil introduced Jan Yost, Ed.D President of the Health Foundation of Central Massachusetts, Inc. and Mary F. Brolin, Ph.D, Institute for Behavioral Health at the Heller School for Social Policy and Management at Brandeis University to present the Final Summary of the HEARS Grant.

Ms. Yost stated that childhood trauma has a significant impact on learning and can lead to low attendance, detentions, suspensions and lower grades. The project piloted a program which included community based behavioral health providers working with students and families after school. WPS and HEARS are exploring ways to expand that program by working with students during the school day.

Ms. Brolin stated that HEARS received 1.9 million dollars in grant funding. Educators from five schools (City View, Grafton Street, Rice Square, Roosevelt Elementary and Worcester East Middle School) were trained and supported in a universal trauma sensitive approach and social emotional learning curricula. By partnering with Clark University, Edward M. Kennedy Community Health Center, Community Healthlink, Family Health Center of Worcester and YOU, Inc., the School Based Health Center at Worcester East Middle School was reopened. She stated that due to the mobility of teachers and staff, the HEARS project was unable to demonstrate significant changes in attendance, chronic absenteeism or discipline. In August 2020, a survey was conducted with 2,777 educators on social and emotional learning and trauma sensitive practices that found that those practices were helpful in working with their students. The final report recommends that the WPS continue:

- providing ongoing resources to support educators on trauma sensitive educational practices
- providing ongoing social and emotional curricula and training
- providing HEARS support/utilization teams and school based behavioral supports
- expanding community partnerships for after-school counseling for students and families and

-collecting relevant data to use in grants and WPS budgets to support students with trauma sensitive practices and SEL

Mayor Petty left at 6:15 p.m.

Mr. Foley asked if there were any additional personal development training for teachers in light of potential post pandemic trauma and suggested surveying the staff regarding the need for more training.

Superintendent Binienda stated that extensive trauma and racial trainings have been taking place on Fridays and the district will continue offering it throughout the summer and the school year.

Mr. Foley inquired as to the amount of time currently during the school day that focuses on counseling.

Ms. Novick asked about ways to improve parent involvement and Ms. Brolin stated that they are working on an afterschool model when parents are already at school to pick up their child/ren.

Mrs. Clancey made the following motion:

Request that the Administration provide updates on the in-house counseling provided within the WPS.

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

#### GENERAL BUSINESS

##### gb #1-132.1

Response of the Administration to the request to update the Family Handbook prior to the end of the school year and share the document with the Citywide Parent Planning Advisory Council.

Mr. Monfredo made the following motion:

Request that the Administration update the Family Handbook yearly and distribute it to the CPPAC each May.

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



gb #1-138.1

Response of the Administration to the request to provide an update on transportation extending to high school five days a week at the May 20 meeting.

Ms. Novick stated that the WPS is still twenty-one vehicles short and therefore Durham remains in a state of breach of contract. She also stated that this is causing WPS to run a second tier in order to get high school students to school resulting in some students being dropped off one half hour before school opens.

Ms. Novick made the following motions:

Request that the Administration forward to the School Committee a copy of the Breach of Contract Letter to be forwarded to Durham School Services.

Request that the Administration provide an update on the number of out of state drivers provided by Durham.

On a roll call of 6-0-1 (absent Mayor Petty), the motions were approved.

Mayor Petty returned at 7:20 p.m.

gb #1-145

Request that the Administration update the School Committee on present and future projects on the newly civic engagement activities in our schools and in future in-service projects being encouraged on the high school level.

Mr. Monfredo requested that the updates be provided at the June meeting.

gb #1-146

To accept the Bridge for Resilient Youth in Transition Program (BRYT) Report.

Ms. Novick made the following motion:

Request that the Administration prepare a report on the cost for the entire district to be part of the BYRT Program and present that information at the Budget meeting in June.

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

gb #1-148

To approve the Job Description for Assistant Manager of Professional Learning and Curriculum.

Mr. Foley asked if the salaries for this position and the one in gb 1-149 were included in the administrative budget or from ESSER funding.

Mr. Allen stated that the first year salaries would be from ESSER funding.

Mr. Foley made the following motion:

Request that items gb 1-148 and 1-149 be held for the June Budget meeting.

gb #1-149

To approve the Job Description for Assistant Manager of Instructional Teaching and Digital Learning.

O T H E R

1. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee acting through its Superintendent, and the Educational Association of Worcester Units A and B, dated May 13, 2021 and effective through the last day of the 2020/21 school year or, in the case of employees whose work year extends beyond the last day of the 2020/21 school year (ie., assistant principals, liaisons, etc.), it shall extend as to them through the last day of their work year, as the case may be.

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

2. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee acting through its Superintendent, and the Educational Association of Worcester Parent Liaison Unit, Therapy Assistant Unit and Tutors Unit, dated May 13, 2021 and effective through the last day of the 2020/21 school year or, in the case of employees whose work year extends beyond the last day of the 20-2/21 school year, it shall extend as to them through the last day of their work year, as the case may be.

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

3. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee acting through its Superintendent, and the Educational Association of Worcester Instructional Assistants Unit, Parent Liaison Unit, Therapy Assistant Unit and Tutors Unit, dated May 13, 2021 and effective through the last day of the 2020/21 school year or, in the case of employees whose work year extends beyond the last day of the 20-2/21 school year, it shall extend as to them through the last day of their work year, as the case may be.

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