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

AGENDA #28

The School Committee will hold a virtual and/or in person meeting:

on: Thursday, November 10, 2022  
at: 5:00 p.m. Executive Session  
6:00 p.m. Regular Session  
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

**A. General Business Items taken in Executive Session**

gb 2-284 –Administration  
(November 2, 2022)

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.

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, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Therapy Assistants Unit.

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 - Massachusetts Laborers District Council for and in behalf of the Worcester Public Service Employees Local Union 272, Educational Secretaries.

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 v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

**On July 16, 2022, the Commonwealth enacted Chapter 107 of the Acts of 2022, “An Act relative to extending certain state of emergency accommodations”, which includes an extension of the option for public bodies to hold remote meetings until March 31, 2023, effective immediately.**

**B. Call to Order**

**C. Pledge of Allegiance/National Anthem**

**D. Roll Call**

**E. Consent Agenda**

i. Approval of Minutes

AOR 2-30 -Clerk  
(October 24 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 20, 2022.

AOR 2-31 -Clerk  
(October 25 2022)

To consider approval of the Minutes of the School Committee Meeting of Monday, October 24, 2022.

ii. Approval of Donations

gb 2-285 -Administration  
(November 2, 2022)

To accept the following donations from Hanover Insurance and Impact 4 Good consisting of:

- 60 solar car kits for Burncoat Middle School, Forest Grove Middle School, and Worcester East Middle School.
- 12 assembled solar car kits for elementary and middle school students
- \$250 donation from Impact 4 Good for science programs.

iii. Notification of Personnel Records

2-49 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Avery, Valerie, West Tatnuck, Teacher, Elementary, Primary 14-Oct-22  
Coll Margarit, Joan, North High, Teacher, Mathematics, 13-Oct-22  
Davidson, Marisa, Woodland Academy, Teacher Special Ed., 13-Oct-22  
Diaz, LeSandra, Forest Grove, Teacher, Foreign Language, Spanish, 15-Oct-22  
Gauvin, Megan, Challenge Academy, Teacher, Social Studies, 21-Oct-22  
Herrera, Paul, North High, Teacher, Foreign Language, Spanish, 18-Oct-22  
Jenoski, Sandra, West Tatnuck, Teacher, Elementary, Primary, 14-Oct-22  
Reichert, Theresa, DAB, Director, Human Resources, Administration, 14-Oct-22  
Sage, Steffanie, North High, Teacher, Other, Coping, 21-Oct-22

2-50 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Awumi, Stephen, North High School, Teacher, Mathematics, 17-Oct-22  
McCarthy, Marjorie, New Citizens-Young Adult, Coordinator-Principal,  
Administration-Unit B, Secondary, 28-Oct-22  
Santoro, Jacqueline, Burncoat High, Teacher, Special Education, 20-Oct-22

2-51 The Superintendent has APPROVED the APPOINTMENTS of the persons named below:

Brown, Samuel, Grafton Street, Elementary, BA, 1, 25-Oct-22  
DeRosa-Thompson, Ashley, Systemwide, Special Education, MA, 9, 31-Oct-22  
Farquharso, Phyllip, Grafton Street, Elementary, MA, 6, 24-Oct-22  
Farrington, Andrew, Worcester East Middle, Social Studies, BA, 1, 24-Oct-22  
Fernacz, Taryn, North High, English, BA, 1, 26-Oct-22  
Fleming, Kathryn, Academic Center for Transition, Special Ed., MA, 5, 18-Oct-22  
Herrera, Rachael, Systemwide, Special Education, MA, 5, 24-Oct-22  
Joella, Gabrielle, North High, Foreign Language, MA, 1, 31-Oct-22  
Khounsombath, Erica, Norrback Ave, ESL, BA, 6, 31-Oct-22  
McGrail, Bridget, Burncoat High, Guidance, MA, 1, 31-Oct-22  
Padilla-Hernandez, Irmari, Foreign Language, MA, 9, 01-Nov-22  
Plona, Nicole, Systemwide, School Adjustment Counselor, MA, 1, 31-Oct-22  
Seraichick, Mary, Systemwide, ESL, CAGS/2M, 8, 24-Oct-22  
Walker, Kalie, South High, Special Education, MA+15, 8, 31-Oct-22  
Ziu, Blerina, Goddard, ESL, MA+15, 3, 42-Oct-22

iv. Initial filing of individual recognitions

gb 2-286 - McCullough  
(October 17, 2022)

To set the date to recognize Margaret Riley Holloway from the transportation department for her quick thinking and action during an emergency situation on October 17th.

**Recommendation of Administration**  
**Set the date of November 17, 2022.**

gb 2-287 - McCullough  
(November 1, 2022)

To forward a letter of congratulations to the Worcester Technical High School boys and girls Cross Country team for taking home 3rd place in the Vocational State Championships.

**Recommendation of Administration**  
**Forward letter.**

v. Notices of interest to the district or to the public

Pipeline Development Update: Paraeducator applicants desiring work in WPS and do not have 48 college credits are able to take the ParaPro Test in lieu of the credits. A passing enables participants to be considered for employment as Paraeducators. The test is offered at the Adult Learning Center on Tuesdays and Thursdays from 5-7 pm during this current school year. We are pleased to announce that we will be hosting a Performance Assessment for Leaders (PAL) informational session for aspiring leaders on November 2, 2022 at WTHS. The session will be led by June Eressy, former WPS Quadrant Manager and Principal.

**Recommendation of Administration**

**Approve the Consent Agenda items on a roll call.**

**F. Items for Reconsideration**

**G. Held Items**

**H. Recognitions**

gb 2-255.1 - Administration/Clancey  
(October 11, 2022)

To recognize Nicolette Kiorpes, a Doherty High School soccer player, who played for the US National Women's team this summer.

**Recommendation of Administration**

**Recognize.**

gb 2-274.1 -Administration/Mailman  
(October 24, 2022)

To recognize the many achievements of Luis Ojeda, Physical Education teacher at Claremont Academy who was recognized with a citation at the state house during the State of Latino Education event held on Wednesday, October 5, 2022.

**Recommendation of Administration**

**Recognize.**

**I. Public Comment**

Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

**J. Public Petitions**

c&p 2-16 - Clerk  
(November 2, 2022)

To consider a communication from City Councilor George Russell.

**Recommendation of Administration**

**Refer to the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.**

**K. Report of the Superintendent**

ROS 2-14 - Administration  
(October 27, 2022)

FROM HERE, ANYWHERE...EMERGENCY PREPAREDNESS OUTCOMES

**Recommendation of Administration**

**Accept and file.**

**L. Reports of the Standing Committees**

The Standing Committee on Teaching, Learning and Student Supports met on Tuesday, October 18, 2022 at 5:30 p.m. in Room 410 at the Durkin Administration Building.

The Standing Committee on Governance and Employee Issues met on Tuesday, October 25, 2022 at 5:03 p.m. in Room 410 at the Durkin Administration Building.

**M. Student Advisory Committee item**

gb 2-288 - Administration  
(October 24, 2022)

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

Kendra Anim, Ex-Officio	Worcester Technical High School
Nellie Rushton -	Doherty Memorial High School
Giovanna Martinez -	North High School

**Recommendation of Administration**

**Accept and file.**

**N. Approval of Grants and other Finance Items**

gb 2-289 Administration  
(October 26, 2022)

To accept the Targeted Assistance Grant in the amount of \$375,000.

**Recommendation of Administration**

**Approve on a roll call.**

gb 2-290 Administration  
(October 26, 2022)

To accept the Career Technical Education (CTE) Equitable Access Grant in the amount of \$130,000.

**Recommendation of Administration**

**Approve on a roll call.**

gb 2-291 Administration  
(November 1, 2022)

To approve the following prior fiscal year payments:

- \$10,601.80 to Hillcrest Educational Centers, Inc.
- \$3,000 to Crosstown Lock
- \$1,875 to O'Reilly, Talbot & Okun
- \$1,650 to an Instructional Assistant for tuition reimbursement
- \$24.58 to UniFirst
- \$110 to an employee for a physical exam renewal
- \$299,788.80 to Durham School Services
- \$63.00 to Avantor Funding, Inc.
- \$5.00 to an employee for 2021-22 sick leave incentive
- \$1,924 to Chase Ackerson

**Recommendation of Administration**

**Approve on a roll call.**

**O. General Business**

gb 2-18.16 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(October 24, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

**Recommendation of Administration**

**Provide an update and hold for the next meeting.**

gb 2-292 - McCullough  
(October 26, 2022)

Request that the Administration explore offering Driver's Ed, utilizing local driving schools, at the high school level.

**Recommendation of Administration**  
**Refer to the Standing Committee on Teaching, Learning and Student Supports.**

gb 2-293 - McCullough  
(November 4, 2022)

To forward a letter from the School Committee to the MIAA asking them to take into consideration the challenges that districts across the State are facing with scheduling and transportation for playoff games in regards to the new playoff structure where many teams are traveling great distances.

**Recommendation of Administration**  
**Forward letter.**

gb 2-294 - Clancey  
(November 4, 2022)

To review current policy regarding service and support animals in school and make any necessary changes.

**Recommendation of Administration**  
**Refer to the Standing Committee on Governance and Employee Issues.**

**P. ANNOUNCEMENTS**

**Q. ADJOURNMENT**

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

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.

A. EXECUTIVE SESSION  
Administration  
(November 2, 2022)

ITEM - gb 2-284  
S.C. MEETING - 11-10-22

ITEMS:

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.

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, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Therapy Assistants Unit.

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 - Massachusetts Laborers District Council for and in behalf of the Worcester Public Service Employees Local Union 272, Educational Secretaries.

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 v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.



i. APPROVAL OF RECORDS  
Clerk  
(October 25, 2022)

ITEM - aor 2-30  
S.C. MEETING - 11-10-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 20, 2022.

PRIOR ACTION:

BACKUP:

Annex A (12 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, October 20, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 5:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, October 20, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

**1. General Business Items taken in Executive Session**

It was moved to recess to Executive Session and Mayor Petty stated that the committee would reconvene in Open Session.

On a roll call of 7-0, it was moved to recess to Executive Session at 5:07 p.m. to discuss the following items:

gb 2-272 - Administration  
(October 14, 2022)

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 v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

The School Committee recessed from Executive Session at 6:00 p.m. and reconvened in Open Session at 6: 02 p.m.

There were present at the second Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

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

**2. Consent Agenda**

ii. Approval of Minutes

AOR 2-29 - Clerk  
(October 12, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 6, 2022.

iii. Approval of Donations

gb 2-273 –Administration  
(October 11, 2022)

- \$3,040 to WPS preschool programs from the Marcia R. Katter Memorial Fund of Greater Worcester Community Foundation.
- \$500 to provide art supplies to WPS students from the Mary Oakley Memorial Fund of Greater Worcester Community Foundation.
- \$450 to WTHS for the Skills USA Program from the Thurston E. Solomon and Everett J. Morter Memorial Fund of Greater Worcester Community Foundation
- \$570 to WTHS for participation in Skills USA from the Saul A. Seder Fund of Greater Worcester Community Foundation.
- \$6,265.05 to WTHS from the Sarah Daniels Pettit and William O. Pettit Jr. Fund of Greater Worcester Community Foundation.
- \$3,122 to Doherty Memorial High School from the Class of 1972

iii. Notification of Personnel Records

2-39 The Superintendent has APPROVED the APPOINTMENTS of the persons named below:

Almazraawi, Lailah, West Tatnuck, Elementary, BA, 4, 13-Oct-22  
Baniukiewicz, Katrina, North High, School Adjustment Couns, MA, 3, 11-Oct-22  
Barry Moilanen, Donna, Systemwide, Psychologist, PHD, 9, 14-Oct-22  
Bell, Daniel, North High, Science, BA, 1, 11-Oct-22  
Finnegan, Michael, Burncoat High, Art, MA, 1, 11-Oct-22  
Fuentes-Diaz, Yanin, Burncoat Middle, ESL, BA, 1, 3-Oct-22  
Medeiros, Jessica, Systemwide, Art, MA+30, 9, 3-Oct-22  
Murphy, Brittany, Systemwide, School Adjustment Couns, MA, 2, 11-Oct-22  
Provencher, James, WTHS, Vocational Education, VL2, 9, 3-Oct-22  
Riley, Ashley, Roosevelt, Elementary, BA, 2, 7-Oct-22  
Ropiaro Manoel, Systemwide, Music, BA, 4, 3-Oct-22  
Sage, Steffanie, North High, Other, MA, 3, 1-Oct-22  
Smith, Ryan, Burncoat High, Mathematics, BA, 1, 29-Sep-22  
Tuffs, Brittany, Burncoat Middle, Special Education, MA, 9, 11-Oct-22

2-40 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Condon, Karen, South High, Teacher, Special Education, Moderate Disabilities, 5-Oct-22  
Marchezi, Eliezio, Worcester East Middle, Teacher, Social Studies, Elementary, 30-Sep-22  
Quillen, Mary, Systemwide, Teacher, Digital Learning Enrichment, Elementary, 30-Sep-22

2-41 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Labuski, Mary, Flagg Street, Principal-42 Week, Administration, 10-Oct-22  
Lynch, Michael, North High, Teacher, Social Studies, 30-Sep-22  
Murphy, Donald, North High, teacher, Science, Physics, 8-Oct-22

2-42 The Superintendent has APPOINTED the person named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$14.28 per hour, from Civil Service List #322-044, effective as shown:

Bautista Vda De Alfaro	8/29/2022
Boykin, Charles	9/6/2022
Caddell, Quindarius	8/31/2022
Mangal, Naqibullah	8/31/2022
Pillco, Silbia	8/29/2022
Portillo, Esperanza	9/26/2022
Solivan, Samuel	9/12/2022
Stockwell, Whitney	8/29/2022

2-43 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.87 (minimum) to \$21.47 (maximum), per hour, effective as shown:

Diaz, Orlando	10/11/2022
Hack, Ruchell	8/1/2022
Johnson, Justin	9/12/2022

2-44 The Superintendent has provisionally APPOINTED the person named below to the position of 189 Day Word Processor, permanent/fulltime at a salary of \$20.71 (minimum) to \$25.98 per hour (maximum) effective as shown:

Rios, Keysha 9/26/2022

2-45 The Superintendent has provisionally APPOINTED the person named below to the position of 192 Day Word Processor, permanent/fulltime at a salary of \$20.95 (minimum) to \$26.26 per hour (maximum) effective as shown:

Daley, Lauren	8/25/2022
Needham, Carol	8/15/2022
Monge, Pedro	8/22/2022

2-46 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$21.13 (minimum) to \$26.49 per hour (maximum) effective as shown:

Cote, Rebecca	8/15/2022
Mallegni, Ariana	8/22/2022
Zavala, Maria	9/26/2022

2-47 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Principal Clerk-Confidential, permanent/fulltime at a salary of \$25.77 (minimum) to \$31.48 per hour (maximum) effective as shown:

Rivera, Madelin 9/26/2022

2-48 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Head Clerk, permanent/fulltime at a salary of \$24.91 (minimum) to \$30.48 per hour (maximum) effective as shown:

Mahan, Christine 7/1/2022

iv. Initial filing of individual recognitions

gb 2-274 -Mailman  
(October 12, 2022)

To set the date to recognize the many achievements of Luis Ojeda, Physical Education teacher at Claremont Academy who was recognized with a citation at the state house during the State of Latino Education event held on Wednesday, October 5, 2022.

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

**3. Recognitions**

gb 2-255.1 - Administration/Clancey  
(October 11, 2022)

To recognize Nicolette Kiorpes, a Doherty High School soccer player, who played for the US National Women's team this summer.

On a voice vote, the item was held for Thursday, November 10, 2022.

**4. Public Comment**

A few paraprofessionals spoke regarding ongoing salary negotiations.

**5. Public Petitions**

c&p 2-14 - Clerk  
(October 11, 2022)

To consider a communication from the EAW for approval of donations of sick days for two educators.

Melissa Verdier requested that donated sick time be approved for two educators.

Mayor Petty requested that the appropriate number of sick days be provided until a vote is taken at the Standing Committee to be forwarded to the full Committee for approval.

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

c&p 2-15 - Clerk  
(October 11, 2022)

To consider a communication from an educator for approval of a donation of sick days.

On a voice vote, the item was referred to the Standing Committee on Governance and Employee Issues.

**6. Report of the Superintendent**

ROS 2-13.1 - Administration  
(October 18, 2022)

DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION ACCOUNTABILITY SYSTEM -  
PART 2

Dr. Morse stated that the backup contains Part II of the SY22 MCAS and Accountability Report and that a future presentation would be provided which will focus on graduation rates. She stated that the key takeaways from these results show there are persistent gaps for specific populations and that growth is needed for writing in ELA and Geometry.

Dr. Andrade presented the data which indicated that English and Math performances were low for ELLs.

Dr. Morse outlined the district's plans which included:

- a "Worcester Writes" collaborative
- a Wellness Task Force and
- the adoption of a new elementary ELA curriculum

On a roll call of 7-0, the item was accepted and filed.

## **7. Report of the Standing Committee**

The Standing Committee on Finance and Operations met virtually at 5:02 p.m. on Wednesday, October 12, 2022 at the Durkin Administration Building in Room 410.

There were present: Member Mailman and Chair O'Connell Novick

Representing Administration were: Mr. Allen, Ms. Consalvo, Mr. Bedard, Mr. Freeman, Mr. Hennessey and Dr. Friel

Also in attendance: M. Hunt and J. Johnson

### **The following two items were considered together**

#### gb 1-302 - Administration (October 25, 2021)

To review the annual audit and agreed-upon procedures report on compliance and internal controls for the City of Worcester, including the Worcester Public Schools, which includes the Government Accountability Office (GAO) and the Office of Management and Budget (OMB) A-133 Reports and the Management Letter.

#### gb 1-304 - Administration (October 25, 2021)

To review the Independent Accountant's Report on Applying Agreed Upon Procedures for Student Activity Fund Testing.

Matthew Hunt, Principal from CliftonLarsenAllen LLP, presented the findings on the Independent Accountant's Report of Applying Agreed-Upon Procedures for Student Activity Fund Testing and reported no findings.

He stated that any municipality with \$750,000 or more in Federal Grants is subject to a compliance audit and The Worcester Public Schools has the following two: -Special Education Cluster and Educational Stabilization Fund. He reported no findings in either of them.

On a roll call of 2-1 (absent Kamara), the items were filed.

### **The following two items were considered together**

#### (motion) gb 1-237 - Miss Biancheria (September 23, 2021)

Request that the Grant expenditures be sent to the Standing Committee on Finance and Operations for further discussion.

(motion) gb 1-285 - Ms. Novick, (December 2, 2021)

Request that the question of sustainable funding be forwarded to the Standing Committee on Finance and Operations to research other available sources.

(motion) gb #2-6 - Administration/Mayor Petty (January 4, 2022)

Request that the COVID and Transportation portions of the survey be referred to the Standing Committee on Finance and Operations.

COVID

Enforce social distancing, mask wearing and provide more sanitation areas along with make-up work guidelines.

Transportation

Expand the bus routes within the current two-mile radius.

On a roll call of 2-1 (absent Kamara), the items were filed.

gb 2-23 - Novick/Clancey/Johnson/Kamara/Mailman (January 12, 2022)

To consider a pilot of provision of menstrual supplies at all secondary schools.

Chair O'Connell Novick stated that the larger schools have limited access to bathrooms. She requested that the Administration create a plan to have the bathrooms opened in the secondary schools.

On a roll call of 2-1 (absent Kamara), the item was held.

gb 2-92 - Clancey/McCullough/Johnson/Kamara/Mailman (March 8, 2022)

Request that the Administration provide quarterly reports regarding building maintenance to include timeframes on when work will begin and be concluded.

Mr. Bedard presented the quarterly maintenance report which included custodial and maintenance services and an update on environmental work. He also provided updates on all capital projects at all WPS schools.

Mr. Allen stated that the priorities are heating systems, boilers and fire alarms and that the safety of all students and faculty takes precedence over any other capital project.

Mr. Allen stated that the ionization equipment and the MERV-13 updates that were installed during COVID were intended to be permanent fixtures in the schools.

Mr. Bedard stated that there have been some delays with Honeywell and Nault Siemens. An architect was engaged to look at some of the yellow mid-range equipment and identified a series of schools where work needs to be done. Honeywell is now ready to get started doing their final field work and go through the schools to look at some of the fine tuning thing that needs to be done to install some of the equipment, potential asbestos and hazardous materials testing. Once they complete that last round, which usually takes about 3 weeks to a month to do that exploratory, then they'll be in a position to put that work out for a bid and then to start.

Mr. Allen stated that DESE has given preliminary approval for ESSER funding. The work has always been aligned to ESSER III spending which extends through September 2024. Due to the amount of work and the fact that all schools are getting some level of HVAC improvements other than not brand new schools, it will take additional time to provide that report..

Chair O'Connell Novick asked if a letter should be sent on behalf of the School Committee advocating for an extension on ESSER III spending.

Mr. Allen responded that the ESSER III timeframe may need to be extended based on the amount of work that is going into HVACs in the buildings and also potential supply chain issues. The concern is being able to complete all of the work by the September 2024 deadline. Any advocacy about extending ESSER III, even if contractual commitments are in before that date, is something that Mr. Allen would recommend.

He stated that there has been language regarding this topic that he can look at to see if its applicable to what is being suggested and then possibly replicate that same language.

On a roll call of 2-1 (absent Kamara), the item was held for the next quarterly update.

gb 2-239 - Administration (August 15, 2022)

To review the status of the FY23 Budget and make appropriate transfers as required.

In discussing the FY23 Budget Status Report, Mr. Allen stated that school year staff, teachers and instructional professionals have received only two payrolls through the end of September. The projections were based on a lot of assumptions and it is important to identify trends through the next quarter and make the necessary adjustments.

Miscellaneous Educational OM 500136-92000 showed a -\$779,358 deficit due to the cost accounting of putting the bus vehicle insurance in the proper account. The district had budgeted for the vehicle insurance for all the buses within the transportation account but in consultation with DESE regarding where those really should be reported, vehicle insurance is actually a net school spending eligible expense and it should be placed in this account.

Transportation 540103-92000 showed a -\$589,226 deficit due to the cost of buses incurred while waiting for WPS vehicles to arrive and for the price of fuel. None of these vehicles are diesel, which is not what the district has traditionally run and all of the newer vehicles are fueling outside of the city's contracted rates leading to a higher expense than what was budgeted. The city will be going out for bids for fuel for the next calendar year and those rates are expected to be significantly higher than the rate that the city was able to lock in a year ago.

Administration Salaries 500-91110 had some vacancies within that account but it's also a reflection on the new positions that the School Committee approved. Superintendent Monárrez was asked to look at the overall administrative structure. This would not be a typical time, because it is usually done through the Budget process. However, this is something she has recommended and there are a couple of more positions that will be brought before the School Committee at its next meeting.

Regarding the implementation of the Student Opportunity Act, he suggested revisiting it and updating what progress has been made. He suggested that presentations be made to the School Committee, the state delegations and the public. Operations and Maintenance was about 15 million dollars under what the Foundation Budget says should be spent. Professional Development spent only half and Instructional Supplies and Materials was about 7 million dollars under spending.

Mr. Allen stated that the district has the lowest spending on Administrative positions compared to the peer community and the second lowest spending on Instructional Leadership.

Vice-Chair Kamara arrived at 6:00 p.m.

Chair O'Connell Novick made the following motion:



Request that the following transfers be approved:

Amount	From Account	Account Title	To Account	Account Title
\$500,000	500-91119	Custodial Salaries	500146-92000	Building Utilities
\$400,000	500-91123	Maintenance Service Salaries	500146-92000	Building Utilities
\$500,000	540-91117	Transportation Salaries	540103-92000	Transportation
\$500,000	540-91117	Transportation Salaries	540-97201	Transportation Overtime Salaries
\$650,000	500123-96000	Health Insurance	500136-92000	Miscellaneous Educational OM

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

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

gb 2-241 - Novick (August 23, 2022)

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

Mr. Allen presented the monthly transportation update with the staffing plans for the next school year as of October 5, 2022.

	Full Size Bus Driver	Mid Size Bus Driver	Bus Monitors
Total Employees (or in Process)	73	97	110
Current Routes	74	89	89
Difference between Planned Routes	-1	8	21
Total Planned Routes	101	95	95
Difference between Planned Routes	-28	2	15
Budgeted Positions	118	112	112
Difference between Budgeted Positions	-45	-15	-2

### Drivers in Training

Permitted Drivers	15
Trainees working on Permits	14
	29

In addition, there are 40 additional people in the evening training program.

### School Bus Vehicle Procurement

Current Vehicle Fleet	Full-Size Bus	Mid Size Bus
WPS Buses	16	63
New Buses	48	0
Leased Buses	49	44
<b>Total Vehicles as of 8/31/22</b>	<b>113</b>	<b>107</b>

Mr. Allen provided an update on electric school buses and stated that there have been a number of meetings over the last month. He was under the assumption that the district was not eligible for some of the federal EPA funding under the infrastructure for some vehicles. He believes that even though the district does not have diesel engines that some of the older combustion gas engines may qualify to be exchanged for electric school buses. If that is the case, it is the district's intention that the next round of funding window will open this month and it will work on an application up to 15 electric school buses to add to the fleet.

The School Committee last week authorized the district to lease 13 buses for next year, but it is thinking about buying out those leases and keeping them and pursue the electric bus option instead. He will be providing an update at the next meeting on the status of the application. He stated that the WPS is a high priority district for funding consideration but there's a lot to consider including a new infrastructure that would need to be installed.

Member Kamara asked for an update on athletic transportation and Mr. Allen stated that in the past, the WEDF provided funds for field trips using AA Transportation and this year, with the district owning its own buses, there has been a \$40,000 savings.

Mr. Freeman stated that there has been some compatibility issues with the MyStop app due to drivers using tablets and incurring a break in the GPS connection. IT technicians are working on trying to fix the problem.

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

On a roll call of 3-0, the meeting was adjourned at 6:46 p.m.

### **SCHOOL COMMITTEE MEETING**

On a roll call of 7-0, the transfers were approved and the action of the Standing Committee was approved as stated.

#### **8. Student Advisory Committee item**

gb 2-275 - Administration  
(October 11, 2022)

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

Alycia Young - University Park Campus School  
Mia Haynes - Burncoat High School

Mia Haynes asked for an update on the Burncoat High School bleachers project.

Alycia Young inquired as to the upgrade of student lockers at UPCS.

Mr. Allen stated that a project timeline will be provided in the next quarterly report.

On a voice vote, the item was filed.

## 9. **Approval of Grants and other Finance Items**

gb 2-276 Administration  
(October 11, 2022)

To approve the following prior fiscal year payments:

- \$2,100 to Integrated Center for Child Development (ICCD) Partners
- \$206.28 to the City of Worcester Police Department
- \$15,585.03 to the Center School
- \$10,408.80 to the Center for Applied Behavioral Instruction
- \$37,981.63 to Devereux Advanced Behavioral Health
- \$4,455 to Easter Seals of Massachusetts
- \$322.34 to Evergreen Center
- \$6,136.92 to McCauley Nazareth Home for Boys, Inc.
- \$858 to Whitney Academy
- \$2,004.23 to CosmoProf-WTHS
- \$747.63 to School Data Books-City View
- \$95.00 to Flinn Scientific Inc.-Burncoat High School
- \$2,427 to Holyoke Tire & Auto
- \$2,582.76 to Clean Harbors

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

### **(The following items were considered together)**

gb 2-277 Administration  
(October 13, 2022)

To accept the Early College Support Grant, Fund Code 460 from the Massachusetts Department of Elementary and Secondary Education in the amount of \$350,000.

gb 2-281 - Administration  
(October 13, 2022)

To consider approval of the Job Description for Director of Early College.

Superintendent Monárrez stated that the number of Latinix, English Learners and Black students, who are participating in the Early College Program, are increasing but the district needs to be more intentional about actually informing students about these programs and also seek to get more involvement from the caregivers. The Director of Early College will work to create these systems by working with guidance counselors to give them the same tools as the classroom teachers.

On a roll call of 7-0, gb 2-277 and gb 2-281 were approved collectively.

## 10. **General Business**

gb 2-203.2 - Administration/Johnson/  
(October 12, 2022)

Response of the Administration to the request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

Superintendent Monárrez stated that she has met with the Mayor’s Safety Task Force and civil rights lawyers to review the draft MOU and gain further clarity regarding the model for SROs at the state level to determine what that means for the WPS’ School Liaison Officer model. The Task Force will be meeting in November with Leon Smith, Executive Director of the Center for Juvenile Justice to gain a common understanding of what the district can and cannot do in terms of its relationship with the police. The Superintendent plans to present the SRO/MOU at the second meeting in November, and will provide a verbal update at that time if a working MOU has not yet been solidified.

Member O’Connell Novick stated that it is near the end of the year and there is still no language yet. She questioned if it is the School Committee’s legal responsibility to create internal policy language and suggested interacting with the state as they are the arbiters.

On a voice vote, the item was held for updates.

gb 2-211.1 - Administration/Kamara  
(October 12, 2022)

Response of the Administration to provide timely reports on filed racism, sexual harassment and discrimination complaints from staff and educators in the district.

On a voice vote, the item was accepted and filed.

gb 2-231.1 - Administration/Clancey  
(October 12, 2022)

Response of the Administration to the request to create a policy governing the use of day-to-day substitutes.

On a voice vote, the item was accepted and filed.

gb 2-18.15 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(October 11, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Superintendent Monárrez provided the following update on COVID cases by quadrant:

	<u># of positive cases/students</u>	<u>#of positive cases/staff</u>
Burncoat	15	10
Doherty	19	19
North	20	17
South	19	5

She also provided the weekly total from October 7-October 20 with 73 students and 61 staff testing positive.

It was moved and voice voted to hold the item for the next meeting.

gb 2-278 - Kamara  
(October 11, 2022)

To consider submitting a request to our state legislative delegation to take up changing the policy regarding the placement of school zone signs in new high schools as appropriate or needed.

Member O'Connell Novick asked and the School Committee approved that the item as amended to include Head Start be forwarded to the State Legislative Delegation.

It was moved and voice voted to approve the item as amended.

gb 2-279 - Johnson  
(October 12, 2022)

Request that the Administration provide a report on the number of students currently receiving special education services broken down by the following categories, to include the impact on schools' and students' performance:

- district
- demographics
- schools
- average length of time that students are receiving IEP services and
- the number of students with social emotional issues as opposed to academic ones.

On a voice vote, the item was referred to the Standing Committee on School and Student Performance.

gb 2-280 - Administration  
(October 13, 2022)

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

Deitsch, Jessica, Flagg Street Elementary School, Bachelor's, Step 1, \$50,262.00, effective September 28, 2022. License Pending: School Nurse All Levels.

Duprey, Emma, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Eisner, John, Worcester East Middle School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

Rockwood, Alicia, Rice Square Elementary School, Bachelor's, Step 1, \$50,262.00, effective August 25, 2022. License Pending: School Nurse All Levels.

White, Caitlyn, Forest Grove Middle School, Bachelor's, Step 1, \$50,262.00, effective September 19, 2022. License Pending: School Nurse All Levels.

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

gb 2-282 - Administration  
(October 13, 2022)

To consider approval of the Job Description for Administrative Director of College and Career Readiness.

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

On a roll call of 7-0, the meeting was adjourned at 7:46 p.m.

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

- i. APPROVAL OF RECORDS  
Clerk  
(October 25, 2022)

ITEM - aor 2-31  
S.C. MEETING - 11-10-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, October 24, 2022.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, October 24, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 5:06 p.m. in Room 410 at the Durkin Administration Building on Monday, October 24, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

## **1. General Business Items**

gb 2-283 - Administration  
(October 18, 2022)

Request that the School Committee participate in a workshop regarding the state approved Superintendent Evaluation Process.

Dr. Mary Bourque, Director of Government Affairs, Massachusetts Association of School Superintendents has been assigned to mentor Dr. Monárrez.

Dorothy Presser, Field Director, Massachusetts Association of School Committees, provided an overview on the Superintendent Evaluation process. She highlighted that the purpose of the new evaluation process would be to more effectively link it to student achievement and to create a tool to help educators continually improve. A standard format must be used and there are ways to adapt it to meet the needs of the district. She outlined the following three sections:

### **1. Five Step Cycle**

- Self-Assessment
- Goal Setting and Plan Development
- Implementation
- Mid-Cycle Review
- Final Evaluation (formal written composite evaluation by the School Committee to be held in public)

### **2. Two Part Tool**

- Goals (Professional Practice, Student Learning and District Improvement)
- Standards (Instructional Leadership, Management and Operations, Family and Community Engagement and Professional Culture)

DESE receives the rating on each standard and an overall Summative rating.

### **3. Multi-Part Rating System**

The drafting of the goals can be accomplished by either a subcommittee or full School Committee meeting but the School Committee has the final authority to vote on them. Once the goals are developed, the School Committee does not need to evaluate the Superintendent on all twenty-one indicators but can choose a limited number that can be tied to the goals. However, there must be one from each of the four standards.

Every School Committee member completes an individual evaluation which goes to a designee who in turn completes a composite report. The next step would be to vote on the composite evaluation at a public School Committee meeting. Additional information can be found on the MASC website. The DESE website also provides a five-part video series on the process.

Dr. Bourque stated that Dr. Monárrez had submitted her Entry Report and Member Mailman requested an explanation of it. Dr. Bourque explained that it's the Superintendent's Entry Plan for the district for the first sixty to one hundred days of her Administration.

Vice-Chair Johnson suggested that agenda items be submitted to provide a framework in order to better evaluate the Superintendent.

Dr. Bourque suggested that one School Committee meeting per month could take place to focus specifically on the reporting of metrics and would allow School Committee members to provide feedback.

Dr. Monárrez stated that she brought her priorities to the School Committee in August and is continuing to work on them. She would like to finish the data collection and return them to the School Committee on December 15<sup>th</sup> to discuss trends, solicit feedback and provide further updates in January.

It was moved and voice voted to adjourn the meeting at 6:07 p.m.

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



ii. APPROVAL OF DONATIONS  
Administration  
(November 2, 2022)

ITEM - gb 2-285  
S.C. MEETING - 11-10-22

ITEM:

To accept the following donations from Hanover Insurance and Impact 4 Good consisting of:

- 60 solar car kits for Burncoat Middle School, Forest Grove Middle School, and Worcester East Middle School.
- 12 assembled solar car kits for elementary and middle school students
- \$250 donation from Impact 4 Good for science programs.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

iv. INITIAL FILING OF RECOGNITIONS  
McCullough  
(October 17, 2022)

ITEM - gb 2-286  
S.C. MEETING - 11-10-22

ITEM:

To set the date to recognize Margaret Riley Holloway from the transportation department for her quick thinking and action during an emergency situation on October 17th.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Set the date of Thursday, November 17, 2022.

iv. INITIAL FILING OF RECOGNITIONS  
McCullough  
(November 11, 2022)

ITEM - gb 2-287  
S.C. MEETING - 11-10-22

ITEM:

To forward a letter of congratulations to the Worcester Technical High School boys and girls Cross Country team for taking home 3rd place in the Vocational State Championships.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letter.

H. RECOGNITIONS  
Clancey  
(October 25, 2022)

ITEM - gb 2-255.1  
S.C. MEETING - 11-10-22

ITEM:

To recognize Nicolette Kiorpes, a Doherty High School soccer player, who played for the US National Women's team this summer.

PRIOR ACTION:

10-6-22 - On a roll call of 6-0-1 (absent McCullough), the date was set for  
Thursday, October 20, 2022.  
10-20-22 - Hold for November 10, 2022.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize.

H. RECOGNITIONS  
Mailman  
(October 25, 2022)

ITEM - gb 2-274.1  
S.C. MEETING - 11-10-22

ITEM:

To recognize the many achievements of Luis Ojeda, Physical Education teacher at Claremont Academy who was recognized with a citation at the state house during the State of Latino Education event held on Wednesday, October 5, 2022.

PRIOR ACTION:

10-20-22 - It was moved and voice voted to set the date of Thursday, November 10, 2022.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Recognize.

J. PUBLIC PETITION  
Clerk  
(November 2, 2022)

ITEM - c&p 2-16  
S.C. MEETING - 11-10-22

ITEM:

To consider a communication from City Councilor George Russell.

PRIOR ACTION:

BACKUP: Annex A (1 page) contains a copy of the petition.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.



The City of  
**WORCESTER**

**GEORGE J. RUSSELL**  
District 3 City Councilor

30 Dolly Drive  
Worcester, MA 01604

October 21, 2022

Worcester School Committee  
Durkin Administration Building  
20 Irving Street  
Worcester, MA 01609

Mr. Mayor & Worcester School Committee Members,

At the October 12<sup>th</sup> City Council Meeting, I put forth the following orders, which were adopted unanimously:

*Request City Manager identify the necessary funding to utilize the lot adjacent to Roosevelt Elementary School for parking and pick-up line overflow in an effort to alleviate the traffic problem on Grafton St. that occurs daily from 1 p.m. to 3 p.m. from the school to South Plaza. Further, request City Manager complete this immediately, even if the parking lot needs to be built with gravel stones on a temporary basis until funding is available to fully complete the project, as the city purchased the location for \$600,000.00 prior to the COVID-19 pandemic and has yet to utilize it.*

*Request City Manager work with the city's State Legislative Delegation to identify and apply for State American Rescue Plan Act (ARPA) funding geared towards providing healthy air to schools in gateway cities, in an effort to fund the replacement of windows at Worcester East Middle School.*

I would like to request you consider putting the same items on an upcoming School Committee Agenda as a request to the Worcester Public Schools Administration. As you know, both of these schools are in District 3. As I mentioned during the October 12<sup>th</sup> City Council meeting, safety of students and residents should be the priority for both Councilors and for School Community Members. I am hopeful that by working together, both of these orders will provide a much-needed solution for our City's students.

If you would like to discuss further, please do not hesitate to reach out to me at 508-963-6320.

Sincerely,

George J. Russell  
508-963-6320  
Worcester City Councilor – District 3

H. REPORT OF THE SUPERINTENDENT  
Administration  
(October 27, 2022)

ITEM - ROS 2-14  
S.C. MEETING - 11-10-22

ITEM:

FROM HERE, ANYWHERE...EMERGENCY PREPAREDNESS OUTCOMES

PRIOR ACTION:

BACKUP: Annex A (17 pages) contains a copy of the PowerPoint.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



# From Here, Anywhere.... *WPS Emergency Preparedness*

**From Here, Anywhere....**

*Together*



**WORCESTER**  
PUBLIC SCHOOLS

# Outcomes

1. WPS strategy for emergency preparedness to keep schools safe
2. WPS training, procedures, and processes for emergency preparedness
3. WPS Plan for ongoing communications to families, staff, and students



# The Reality

According to an EdWeek Center national survey,

- 4 out of 10 educators feel less safe than they did 5 years ago
- 6 out of 10 are fearful of a mass casualty incident

Other major areas, concern, and anxiety and fear about safety include:

- Dangerous armed intruders
- Student on student conflict (interpersonal disputes)
- Community-related incidents and spillover

*(EdWeek Research Center, June 2022)*

# WPS Current Context



# WPS Emergency Calls: August 29–November 3

Type	Amount	Example of Incidents
<b>Emergency Medical Services</b>	15	Respiratory needs, seizures, playground /dance injuries, mental health concerns
<b>Worcester Police Department*</b>	8	Off-campus Domestic violence issues, caretaker confrontations on school grounds, investigation of social media threats
<b>Worcester Fire Department</b>	1	School building fire
		<b>Total 24</b>

*\*Excludes Schools at the Collaborative who are not part of WPS but located in the city of Worcester*

# School Liaison Model

Current protocol for Worcester Police Department (WPD) assistance:

- For all emergency matters, **call 911**
- For non-emergency matters, School Principals call the Police Department's general complaint line at (508)799-8606. A response to the school will then be dispatched out
- The title of School Safety Liaison Officer has been changed by the Chief of Police to Special Duty Officer
- The WPS School Safety Director and WPD Lt. Miguel Lopez serve as the Communication Liaisons for the Superintendent and Chief of Police

# Current Initiatives

1. WPS strategy for emergency preparedness to keep schools safe
2. WPS training, procedures, and processes for emergency preparedness
3. WPS Plan for ongoing communications to families, staff, and students



# School Safety Security Assessment

*Guidepost Solutions* has been awarded a contract to conduct a **comprehensive school safety, security risk and vulnerability assessment**.

- Review all physical and technical safety and security features of all WPS facilities
- Provide recommendations for standards to be used in all buildings
- Develop standardized procedures and protocols
- Provide one year of additional consulting services and support



Guidepost



# 911 Emergency Alert System

*Intrado Interactive Services Group* has been awarded a contract a 911 Emergency Alert System for the Worcester Public Schools.

- Smartphone-based app that will allow them to activate a 911 emergency call and mass notification capabilities.
- Allows for first responder collaboration
- Provides all hazards incident management support
- Supports for a student reunification process
- Stores District Emergency Standard Operating Procedures and Staff Checklists



# *Emergency Preparedness Summary*

1. Ongoing assessment and refinement of current protocols with the Worcester Police Department
2. Conduct comprehensive school safety, security risk and vulnerability assessment.
3. Implement and train staff on new 911 Emergency Alert System



# Current Initiatives

1. WPS strategy for emergency preparedness to keep schools safe
2. WPS training, procedures, and processes for emergency preparedness
3. WPS Plan for ongoing communications to families, staff, and students



# ALICE Training: Active Shooter Training

**A**lert:

**L**ockdown

**I**nform

**C**ounter

**E**vacuate

The logo for ALICE (Active Shooter Training) is displayed in a bold, red, italicized sans-serif font. The letter 'i' is lowercase and features a small red 3D cube above it, which is tilted to show its top and side faces.

The District provides mandated online training & in-person training as requested

# I Love You Guys Foundation

## Training for:

- Standard Response Protocol
- Standard Reunification Method



*I love u guys:*  
Standard  
Response  
Protocol

ALICE  
Training

**FELT SAFETY**



***“Learning is strengthened when it occurs in a safe and secure environment”***

Elm Park Community School

## **WHAT**

- ***Plan***
- ***Practice***
- ***Train***
- ***Support***

## **HOW**

- ***Utilize restorative practices in our coping rooms***
- ***Increase social emotional support and awareness through additional SACS and Wrap Coordinators***
- ***Offer mental health services through partnerships with community agencies***

# School Climate & Culture Specialists

- **Pilot Program:** 3 for North High School, 2 for Sullivan Middle School
- Assist with development of a positive school culture
- Ensure the safety of students, staff, and visitors
- Build good relationships
- Support the enforcement of school rules, regulations, and procedures.

**These positions will be responsible for having a presence throughout the school building and grounds to maintain a safe school community.**





# Thank you!



A C T I O N S

The Standing Committee on Teaching, Learning and Student Supports met virtually at 5:30 p.m. on Tuesday, October 18, 2022 at the Durkin Administration Building in Room 410.

There were present: Vice-Chair Mailman, Member Kamara and Chair McCullough

Representing Administration were: Dr. Morse, Dr. Sippel, Mr. Foley, Mr. Tatum and Dr. Friel

Others in Attendance: M. Meade-Montaque,, A. Plant, V. Roman, R. Forsythe,  
C. Hebert, K. Garcia, P. Weyler

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

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

Dr. Morse presented the guidelines for Administrators that were recommended in consultation with Attorney Tobin.

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

gb 1-53 - Monfredo/Biancheria/Clancey/McCullough/Novick (February 12, 2021)

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

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

gb 1-323 - McCullough/Clancey/Monfredo/Novick (November 19, 2021)

Request that the Administration provide an update on the use of Fountas and Pinnell Literacy Program in light of recent data.

Dr. Morse stated that in June the Administration conducted a survey with elementary school principals and teachers to assess and get their input into how they thought the Fountas and Pinnell Program was working. Most schools reported that they found the Program somewhat effective to not effective at all. They also felt that the phonics component failed to meet the standards that they had for the Program. Due to the pandemic having a significant impact on learning, there is a sense of urgency to focus on getting students at grade level by third grade. She stated that Administration, along with principals, teachers and the community will begin actively pursuing adopting a new curriculum.

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

gb 2-94 – Kamara/Clancey/Johnson/McCullough/Mailman (March 9, 2022)

Request that the Administration provide an update on the Worcester Public School's opt-in and opt-out options regarding the sex education curriculum and provide the full scope of program per grade level and information regarding the hiring of staff.

Victoria Roman stated that the Administration is in the process of creating a form to capture feedback from students and caregivers and will be sharing it with them on November 7<sup>th</sup>.

Chair McCullough asked if training has occurred for the new hires and Ms. Roman replied that full day new hire trainings were held on August 26<sup>th</sup> and October 7<sup>th</sup> and at every monthly department meeting. Copies of lessons were available to caregivers at Know Your School Nights. She also stated that the curriculum is in all schools with K-3 only receiving the lesson for one week.

Member Mailman made the following motions:

Request that the Administration provide a report in November on the number of sex-education curriculum instructors by grade.

Request that the Administration consider holding information sessions for caregivers in the Spring in preparation for the next year and provide an update in February.

On a roll call of 3-0, the motions were approved and the item was held for an update at the end of the year.

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

gb 2-145 - Mailman (May 6, 2022)

Request that the Administration provide a report, from January to present, regarding teacher shortages to include teacher absences by school and indicate the resources utilized to cover their classroom.

Dr. Morse stated that instructional staff worked very hard to cover absences and ensure that classes were covered. There are still a high number of teacher shortages in ESL and Special Education.

Member Kamara asked if there was any data on how students are faring in classes where there are teacher absences and Dr. Morse replied that the last two years have shown that there is a correlation between teacher absences and student achievement. She stated that a report could be provided and Member Kamara stated that she would file a new item requesting that data.

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

gb 2-186 Kamara (May 27, 2022)

Request that the Administration allow the Worcester Bravehearts to discuss the organization's school based opportunities that link students to reading.

Dr. Morse stated that Ellen Kelley will be setting up a meeting with members of the Worcester Bravehearts to discuss opportunities for student reading with the Worcester Public Schools.

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

gb 2-218 - Administration (August 8, 2022)

To accept the Early College Full School and Expansion Year 2; Fund Code 175 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Early College in the amount of \$500,000.

Dr. Sippel provided an overview of the districtwide Early College Programs by stating that high school students take a series of college courses and can earn up to 12 credits for college before they graduate. He provided DESE Early College Grant Funding for this year and stated that DESE will be sustaining funding for Claremont Academy in 2023-24 and \$100,000 in additional funding is expected pending confirmation of the fall program enrollment. The district plans on recruiting and supporting students from underrepresented populations in every high school.

Chair McCullough asked for information on school bus availability and Dr. Sippel stated that buses are at all seven schools and transporting students to the two colleges Monday through Thursday.

Member Mailman stated that she believes that the colleges are not getting the proper amount of reimbursement and that the Committee should advocate at the state level. Ryan Forsythe, Vice-President for Enrollment at WSU, stated that the funding mechanisms that exist through the various state agencies are increasing year to year but advocacy may be necessary to sustain them.

Member Mailman requested that the Administration provide a report on other districts that are implementing the Early College program to include how they compare to WPS.

Member Kamara requested information on how the district is supporting guidance counselors to include the methods and strategies that are being used to support students in a career path.

On a roll call of 3-0, the item was held for updates in December.

On a roll call of 3-0, the meeting was adjourned at 6:50 p.m.

A C T I O N S

The Standing Committee on Governance and Employee Issues met virtually and/or in-person at 5:03 p.m. on Tuesday, October 25, 2022 in Room 410 at the Dr. John E. Durkin Administration Building.

There were present: J. Johnson, Vice-Chair McCullough and Chair Clancey

Representing Administration: Dr. Monárrez, Dr. Morse, Ms. Boulais and Dr. Friel

c&p 2-8 - Clerk (April 13, 2022)

To consider a petition from the PTO at Chandler Magnet School to convert the school to a completely bilingual school.

A few parents and educators spoke in favor of converting Chandler Magnet to a fully bilingual school.

Vice-Chair McCullough made the following motion:

Request that the item be sent to the Standing Committee on Teaching, Learning and Student Supports for further discussion.

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

gb 2-144 - Mailman (May 6, 2022)

Request that the Administration provide the rules from the Human Resources Department regarding CORI background checks for school based volunteers, including PTOs.

Ms. Boulais stated that the district has a CORI policy and the state also has regulations regarding CORI. All volunteers, employees and contractors are required to undergo a criminal records background check.

Chair Clancey asked if all schools were aware of the policies and regulations and Ms. Boulais stated that all schools have the information but she will resend it to all schools.

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

c&p 2-11 - Clerk (May 3, 2022)

To consider a communication from the EAW for approval of a donation of sick days to a systemwide teacher from a co-worker.

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

c&p 2-14 - Clerk (October 11, 2022)

To consider a communication from the EAW for approval of a donation of sick days for 2 educators.

Chair Clancey stated that at the School Committee meeting that was held on October 20<sup>th</sup>, the sick time was approved and would be covered until this meeting. Therefore, she recommended that the donated sick days be approved and that the EAW work with the Human Resources Department on how to disperse them.

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

ros 1-10 - Administration (July 14, 2021)

To update the Superintendent's Goals and to consider changing the evaluation cycle to reflect the school year.

Dr. Monárrez provided an update on her Entry Plan and stated that she will be finalizing it and sharing the data at the December 15<sup>th</sup> School Committee meeting and seeking feedback.

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

gb 2-24 - Ms. Novick/Ms. Clancey/Ms. Mailman (January 12, 2022)

To consider what observances are recognized by the Worcester Public Schools.

Dr. Morse stated that the district will be reviewing the calendar to ensure that all observances are considered and accommodations are made.

Chair Clancey made the following motion:

Request that the item be held for updates as the district works on its Strategic Plan.

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

gb 2-25 - Ms. Novick/Ms. Clancey/Ms. Kamara (January 12, 2022)

To make provision within all WPS secondary schools of space for prayer during the day for those whose religious observance requires it; relatedly; to add to the student handbook notification to students and families that such provision will be made as needed.

Dr. Morse stated that the district will ensure that all students and families are fully informed of the availability of prayer space and the information will be inserted into the 2023-24 Student Handbook.

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

gb 2-140 - Clancey (April 11, 2022)

Request that the Administration provide an update within the next couple of weeks on the caseload numbers and make sure that the Mental Health staff is placed where the biggest need is in the schools for the following positions:

- School Psychologists
- School Adjustment Counselors and
- any other positions that provide social-emotional support to WPS students.

Dr. Morse stated that the district will be adding additional Mental Health support positions to the schools. The Administration will be assessing the needs at the high and middle school levels first.

Member Johnson stated that the previous caseload numbers were based on the number of School Psychologists and School Adjustment Counselors that were hired or were planned to be hired at the start of the school year.

Member Johnson made the following motion:

Request that the Administration provide an update on the caseload numbers and the number of Mental Health providers.

Chair Clancey made the following motion:

Request that the Administration seek a legal opinion on the feasibility of allowing outside providers to work with students within school buildings.

On a roll call of 3-0, the motions were approved and the item was held.

gb 2-147 - Novick (May 11, 2022)

To review district policy ACAB to ensure alignment with the United States Department of Education August 2021 "Letter to Students, Educators, and other Stakeholders re: Victim Rights Law Center et al. v. Cardona," the United States Department of Education July 2021 "Questions and Answers on the Title IX Regulations Regarding Sexual Harassment," and proposed rulemaking as released by the United States Department of Education.

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

gb 2-176 - Clancey (May 25, 2022)

Request that the Administration review and update the Attendance Policy, if necessary.

On a roll call of 3-0, the item was held for updates, if necessary, at the next meeting.

On a roll call of 3-0, the meeting adjourned at 5:43 p.m.

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



M. STUDENT ADVISORY COMMITTEE ITEM  
Administration  
(October 24, 2022)

ITEM - gb 2-288  
S.C. MEETING - 11-10-22

ITEM:

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

Kendra Anim, Ex-Officio  
Nellie Rushton -  
Giovanna Martinez -

Worcester Technical High School  
Doherty Memorial High School  
North High School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File.

N. APPROVAL OF GRANTS  
Administration  
(October 26, 2022)

ITEM - gb 2-289  
S.C. MEETING - 11-10-22

ITEM:

To accept the Targeted Assistance Grant in the amount of \$375,000.

PRIOR ACTION:

BACKUP: Annex A (8 pages) contains a copy of the Grant Acceptance Form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Targeted Assistance Grant; Funding Code: 325

**Type of Funder:** MA Department of Elementary and Secondary Education - Center for School and District Partnerships

**Awarded Amount:** \$375,000

**Grant Funding Period:** Upon Approval through August 31, 2023

**Project Title:** Worcester Public Schools District System of Improvement and Engagement

**Program Coordinator:** Timothy Sippel, Ed.D

**Purpose:** The purpose of this targeted grant program is to provide funding to select schools/districts to support priorities each district identifies as most pressing to facilitate school and district improvement.

**Description of the program:** The District System of Improvement and Engagement program provides leadership and professional development resources and technical assistance for school administration and educators, with a focus on identified priority schools.

**Program location:** Burncoat High School North High School, Forest Grove Middle School, Sullivan Middle School, Clark Street Community School, Columbus Park Elementary School, Chandler Magnet Elementary School, Chandler Elementary School, Grafton Street Elementary School, Gates Lane Elementary School, Elm Park Community School Norrback Avenue School, City View Elementary School, Vernon Hill Elementary School, Worcester East Middle School, Burncoat Middle School

**Outcomes and Measures:** Improve school-level teaming practices and the use of data to inform core and student instruction as measured by instructor improvement data.

Improve the quality and delivery of standards-based and culturally relevant instruction to all learners as measured by STAR student growth percentiles and district-based benchmarks.

## Budget Entry

**\*Response to this field is only required when amending the grant\***

**Please explain the reason for amending your grant. When making a budget change, please identify the line number and the amount changed.**

**Response:**

### Budget Information

#### ALLOCATION OF FUNDS

1. Administrator Salaries:	Comments	# of Staff	FTE	MTRS	Amount	Select a Primary Function
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
<b>Sub-Total</b>					\$0	

**If "Other" has been selected above, you must provide details in the corresponding Comment sections.**

2. Instructional/Professional Staff Salaries:	Comments	# of Staff	FTE	MTRS <sup>1</sup>	Amount	Select a Primary Function
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
<b>Sub-Total</b>					\$0	

**If "Other" has been selected above, you must provide details in the corresponding Comment sections.**

3. Support Staff Salaries:	Comments	# of Staff	FTE	MTRS <sup>1</sup>	Amount	Select a Primary Function
				<input type="checkbox"/>		
				<input type="checkbox"/>		
				<input type="checkbox"/>		
<b>Sub-Total</b>					\$0	

If "Other" has been selected above, you must provide details in the corresponding Comment sections.

4. Stipends:	Comments	# of Staff	Rate	Rate Type	MTRS <sup>1</sup>	Amount	Select a Primary Function
Teacher/Instructional Staff Professional Days	Instructional Leadership Teams	10	37	Hour	<input type="checkbox"/>	\$50,000	TAG (325)
Teacher/Instructional Staff Professional Days	SEL	20	37	Hour	<input type="checkbox"/>	\$160,000	TAG (325)
Teacher/Instructional Staff Professional Days	Professional Development	20	37	Hour	<input type="checkbox"/>	\$47,500	TAG (325)
					<input type="checkbox"/>		
<b>Sub-Total</b>						\$257,500	

If "Other" has been selected above, you must provide details in the corresponding Comment sections.

5. Fringe Benefits:	Comments	Amount
5-a MA Teachers' Retirement System (Federally-Funded Grants Only)		\$0
5-b Other		
Health Insurance		
Other Retirement Systems		
Federal Insurance Contributions Act (FICA)		
Other (Explain)		
<b>Sub-Total</b>		\$0

6. Contractual Services: Indicate the services to be provided and the rate to be paid per hour or per day.	Comments	Rate	Rate Type	Amount	Select a Primary Function
Consultants/Professional Development for Teachers & Support Staff	INSTILL	50000	Flat	\$50,000	TAG (325)

Consultants/Professional Development for Teachers & Support Staff	Professional Development	60000	Flat	\$60,000	TAG (325)
<b>Sub-Total</b>				\$110,000	

If "Other" has been selected above, you must provide details in the corresponding Comment sections.

7. Supplies and Materials: Items costing less than \$5,000 per unit or having a useful life of less than one year.	Comments	Amount	Select a Primary Function
<b>Sub-Total</b>		\$0	

If "Other" has been selected above, you must provide details in the corresponding Comment sections.

8. Travel: Mileage, conference registration, hotel, and meals.	Comments	Amount	Select a Primary Function
<b>Sub-Total</b>		\$0	

If "Other" has been selected above, you must provide details in the corresponding Comment sections.

9. Other Costs: Please indicate the amount requested in each category.	Comments	Amount	Select a Primary Function

Sub-Total		\$0	

11. Equipment: List only items costing \$5,000 or more per unit.	Comments	Amount	Select a Primary Function
Instructional Equipment			
Non-Instructional Equipment			
Sub-Total		\$0	

**Total Activity Funds Requested: \$367,500**

## Project Expenditures - Detailed Information

**Note:**

Lines 1 to 9 and 11 on this form are automatically populated based on details entered on Activity forms. To change these totals, edit the Budget Entry form. The Indirect Cost information, if applicable, should be entered directly in Line 10 on this form.

### STAFFING CATEGORIES DETAIL EXPENDITURES

1. Administrator Salaries:	# of Staff	FTE	MTRS <sup>1</sup>	Amount
Administrator Salaries (MTRS)	0	0.00	<input type="checkbox"/>	\$0
Administrator Salaries (non-MTRS)	0	0.00		\$0
<b>Sub-Total</b>				<b>\$0</b>

2. Instructional/Professional Staff Salaries:	# of Staff	FTE	MTRS <sup>1</sup>	Amount
Instructional/Professional Staff Salaries (MTRS)	0	0.00	<input type="checkbox"/>	\$0
Instructional/Professional Staff Salaries (non-MTRS)	0	0.00		\$0
<b>Sub-Total</b>				<b>\$0</b>

3. Support Staff Salaries:	# of Staff	FTE	MTRS <sup>1</sup>	Amount
Support Staff Salaries (MTRS)	0	0.00	<input type="checkbox"/>	\$0
Support Staff Salaries (non-MTRS)	0	0.00		\$0
<b>Sub-Total</b>				<b>\$0</b>

4. Stipends:	# of Staff	MTRS <sup>1</sup>	Amount
Stipends (MTRS)	0	<input type="checkbox"/>	\$0
Stipends (non-MTRS)	50		\$257,500
<b>Sub-Total</b>			<b>\$257,500</b>

5. Fringe Benefits:	Amount
5-a MA Teachers' Retirement System (Federally-Funded Grants Only)	\$0
5-b Other (total)	\$0
<b>Sub-Total</b>	<b>\$0</b>



<b>6. Contractual Services:</b> Services provided and the amount to be paid.	<b>Amount</b>
Contractual Services Total	\$110,000

<b>7. Supplies and Materials:</b> Items costing less than \$5,000 per unit or having a useful life of less than one year.	<b>Amount</b>
Supplies and Materials Total	\$0

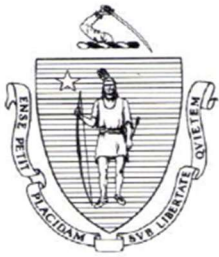
<b>8. Travel:</b> Mileage, conference registration, hotel, and meals.	<b>Amount</b>
Travel Total	\$0

<b>9. Other Costs:</b>	<b>Amount</b>
Other Costs Total	\$0

<b>10. Indirect Costs:</b>	<b>Rate (%)</b> Cannot exceed approved rate	<b>Amount</b>
Indirect Costs:	2.00	\$7,500

<b>11. Equipment:</b> List only items costing \$5,000 or more per unit.	<b>Amount</b>
Equipment Total	\$0

**Total Allocation Amount: \$375,000**  
**Total Funds Requested: \$375,000**  
**MTRS Applicable Amount: \$0**  
**Balance Remaining: \$0**



OFFICE OF THE GOVERNOR  
**COMMONWEALTH OF MASSACHUSETTS**  
STATE HOUSE • BOSTON, MA 02133  
(617) 725-4000

**CHARLES D. BAKER**  
GOVERNOR

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

October 11, 2022

Dear Superintendent Monarrez,

Congratulations! We are pleased to notify you that your district has been awarded a Targeted Assistance Grant of \$375,000 subject to state and federal appropriation.

We want to thank you for your commitment to supporting your schools that are low-performing and improving opportunities and outcomes for students, particularly those student groups who are historically marginalized. Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

Please feel free to contact Michael Seymour ([michael.j.seymour@mass.gov](mailto:michael.j.seymour@mass.gov)) at the Department of Elementary and Secondary Education if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Charles Baker".

Governor Charles D. Baker

A handwritten signature in blue ink that reads "Karyn E. Polito".

Lt. Governor Karyn E. Polito

N. APPROVAL OF GRANTS  
Administration  
(October 26, 2022)

ITEM - gb 2-290  
S.C. MEETING - 11-10-22

ITEM:

To accept the Career Technical Education (CTE) Equitable Access Grant in the amount of \$130,000.

PRIOR ACTION:

BACKUP: Annex A (3 pages) contains a copy of the Grant Acceptance Form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

## Grant Acceptance Form

**Name of Grant:** Career Technical Education Equitable Access Grant; Fund Code 112

**Type of Funder:** Department of Elementary and Secondary Education

**Awarded Amount:** \$130,000

**Grant Funding Period:** Upon Approval through August 31, 2023

**Project Title:** Career Technical Education Equitable Access Grant

**Program Coordinator:** Timothy Sippel, Ed.D

**Purpose:** These funds provide supplementary support to build school and district capacity to address issues around equitable access in Career Technical Education (CTE) programs, specifically in underrepresented populations including students with disabilities and English learner students.

**Description of the program:** Worcester Technical High School's program is designed to address barriers faced by English Learners regarding enrollment in and the successful completion of its Career Technical Education (CTE) programs. Activities include changes to its admission policy, staff professional development, outreach and engagement to EL students and their parents/guardians to increase awareness, strengthening partnerships with middle school counselors, providing assistance with costs associated with CTE materials/tools/uniforms, and additional academic support and vocational learning accommodations.

**Program location:** Worcester Technical High School

**Outcomes and Measures:** For English Learners, implementation of academic and programmatic supports, as measured by enrollment and increased student performance data.

Applicant Agency: Worcester Public Schools      Applicant Number: 348  
 Fiscal Year: 2023      Fund Code: 112  
 Program Name: CTE Equitable Access Grant

Budget Line Item Category					Amount	
<b>1 ADMINISTRATOR SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
SUB-TOTAL					\$ -	
<b>2 INSTRUCTIONAL/PROF STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
SUB-TOTAL					\$ -	
<b>3 SUPPORT STAFF SALARIES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of staff	FTE	MTRS			
SUB-TOTAL					\$ -	
<b>4 STIPENDS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
	# of Staff	Rate	Rate Type	MTRS		
Teacher Instructional/Professional Staff	216	\$37	per hour		\$ 85,000	For participation in the program
SUB-TOTAL					\$ 85,000	
<b>5 FRINGE BENEFITS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
5-a MTRS (automatically calculates if MTRS box is checked)					\$ -	
5-b Other					\$ -	
Health Insurance					\$ -	
Other Retirement Systems					\$ -	
Federal Insurance Contributions (FICA)					\$ -	
SUB-TOTAL					\$ -	
<b>6 CONTRACTUAL SERVICES:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
		Rate	Rate Type			
SUB-TOTAL					\$ -	
<b>7 SUPPLIES AND MATERIALS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Other (please describe)					\$ 7,347	Consummables and other supplies as needed for program activities Materials to be used in programs for academic enrichment
Other Instr Materials (non-testing assessment)					\$ 35,000	
					\$ -	
					\$ -	
SUB-TOTAL					\$ 42,347	
<b>8 TRAVEL:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					\$ -	
<b>9 OTHER COSTS:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
					\$ -	
					\$ -	
					\$ -	
					\$ -	
SUB-TOTAL					\$ -	
<b>10 INDIRECT COSTS</b> (use indirect costs calculator)					<b>Total Amount</b>	<b>COMMENTS</b>
enter rate %						
2.04					\$2,653	At agreed upon rates
SUB-TOTAL					\$ -	
<b>11 EQUIPMENT:</b>					<b>Total Amount</b>	<b>COMMENTS</b>
Items costing \$5,000+ per unit & having a useful life 1+ years					\$ -	
					\$ -	
SUB-TOTAL					\$ -	
<b>TOTAL FUNDS REQUESTED</b>					<b>\$ 130,000</b>	



**CHARLES D. BAKER**  
GOVERNOR

OFFICE OF THE GOVERNOR  
**COMMONWEALTH OF MASSACHUSETTS**  
STATE HOUSE • BOSTON, MA 02133  
(617) 725-4000

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

August 1, 2022

Congratulations! We are pleased to notify you that Worcester Public School District has been awarded the FY23 CTE Equitable Access Grant for \$130,000.00.

We want to thank you for your commitment to provide supplementary support to build school and district capacity to address issues around equitable access in Career Technical Education (CTE) programs, specifically in underrepresented populations including students with disabilities and English learner students.

Through this funding and your continued support, we hope to expand access to great educational opportunities in the Commonwealth.

You will be receiving further instructions from the Department of Elementary and Secondary Education on next steps, and please feel free to contact Jen Appleyard at [Jennifer.E.Appleyard@mass.gov](mailto:Jennifer.E.Appleyard@mass.gov) if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Charles Baker".

Governor Charles D. Baker

A handwritten signature in blue ink that reads "Karyn E. Polito".

Lt. Governor Karyn E. Polito

N. APPROVAL OF OTHER FINANCE ITEMS

Administration  
(November 1, 2022)

ITEM - gb 2-291  
S.C. MEETING - 11-10-22

ITEM:

To approve the following prior fiscal year payments:

- \$10,601.80 to Hillcrest Educational Centers, Inc.
- \$3,000 to Crosstown Lock
- \$1,875 to O'Reilly, Talbot & Okun
- \$1,650 to an Instructional Assistant for tuition reimbursement
- \$24.58 to UniFirst
- \$110 to an employee for a physical exam renewal
- \$299,788.80 to Durham School Services
- \$63.00 to Avantor Funding, Inc.
- \$5.00 to an employee for 2021-22 sick leave incentive
- \$1,924 to Chase Ackerson

PRIOR ACTION:

BACKUP: Annex A (1 page) contains the backup for the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

1. Invoices were not received in time to process prior to the fiscal year end and were received after the fiscal year had closed.
2. Unanticipated invoice; Lincoln Street School will cover invoice amount from their Donation Account.
3. Unanticipated invoice.
4. Tuition reimbursement January-May 2022.
5. Unanticipated invoice from June 29, 2022.
6. Physical exam renewal.
7. Final reconciliation of invoices.
8. Purchase Order was short \$63.00; two items came in at a higher price.
9. Sick leave incentive for 2021-22 school year.
10. P.O. was not in place.



O. GENERAL BUSINESS  
Administration/Novick/Clancey/  
Johnson/Kamara/Mailman  
(October 12, 2022)

CURRENT ITEM - gb 2-18.16  
S.C. MEETING - 11-10-22

ITEM:

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

PRIOR ACTION:

1-20-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of January 14-January 20

Students

-936 positive cases

-36 quarantined

Staff

-142 positive cases

-1 quarantined

Test and Stay cases:

Students

-922

Staff

-42

Ms. Novick asked that the Administration continue to enforce mask wearing especially for staff.

She also asked the Administration to contact Honeywell in order to provide a report on the feasibility of moving the portable filters into cafeterias that do not currently run them.

On a roll call of 7-0, the item was held for an update at each meeting.

**(continued on Page 2)**

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide an update and hold for the next meeting.

## PRIOR ACTION (continued)

2-3-22 - School Committee Member Novick asked if the Administration is planning for another vaccination clinic and urged it to communicate on a regular basis with families regarding the importance of vaccinations. She also asked if the Administration had heard from Honeywell regarding relocation of the portable ventilation units to cafeterias.

Mr. Allen stated that Honeywell had supported the use of the portable units in the cafeterias.

Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.

Superintendent Binienda provided the updated COVID results as follows:

Week of January 28-February 3

Students

-243 positive cases

-20 quarantined

Staff

-48 positive cases

-0 quarantined

Test and Stay cases:

Students

-290

Staff

-25

School Committee Member McCullough made the following motion:

Request that the Administration consider lifting the spectator restrictions at student sport events by Wednesday, February 9, 2022, pending the City Manager's decision.

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

Hold for the next meeting.

2-17-22 - Superintendent Binienda provided an update on the COVID cases for February 11-17:

Students 68 positive

Staff 19 positive

Test and Stay 62 positive students and 5 positive staff

74% of staff are vaccinated

19% of students are vaccinated (two shots)

16,983 students have received one shot

**(continued on Page 3)**

PRIOR ACTION (continued)

- 2-17-22 - School Committee Member Mailman stated that she reviewed the data on the state website for the MIIS (Massachusetts Immunization Information System) which indicated that 5-11 year olds were 38.9% vaccinated and 12-15 year olds were 72% vaccinated. She requested that the Superintendent's weekly email update should also contain vaccine updates for students and staff.  
School Committee Member Kamara requested that the update include graphs indicating the numbers by positive cases and vaccinations broken down by quadrants.  
Hold for updates at the next meeting.
- 3-3-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of February 18 through March 3  
Students  
-36 positive cases  
-0 quarantined  
Staff  
-10 positive cases  
-0 quarantined  
Test and Stay cases:  
Students  
-24  
Staff  
-4  
Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.  
School Committee Member Mailman asked if there were any updates on the number of vaccinations.  
Superintendent Binienda stated that she would be forwarding them to the School Committee members on Friday, March 4, 2022.  
Vice-Chair Johnson asked if the vaccination numbers had changed.  
Superintendent Binienda stated that the numbers come from the Department of Public Health who are the ones who provide the vaccination shots.  
School Committee Member Kamara requested that the Administration invite Dr. Castiel to a School Committee Meeting to provide an updated report regarding vaccination clinics, the number of people who have received vaccinations and indicate what has been done throughout the city.  
On a roll call of 6-0-1 (absent Ms. Novick), the item was held for the next meeting. **(continued on Page 4)**

PRIOR ACTION (continued)

- 3-17-22 - Superintendent Binienda provided the COVID-19 numbers for the week of March 3 through March 11.
- Students  
13 positive  
0 quarantined  
22 Test and Stay
- Staff  
6 positive  
0 quarantined  
0 Test and Stay
- Member Novick asked for the districtwide vaccination numbers. Superintendent Binienda reported the following DPH numbers from March 7, 2022: Of the 23,829 WPS students, 2,722 have received one dose, 8,238 have received 2 doses and 815 have received a booster (3 doses). The number of students in compliance is 9,049 or 37.97 percent. The total number of students who have received at least one dose is 11, 860 or 49 percent.
- Superintendent Binienda stated that the district is partnering with UMASS and DPH to provide vaccination clinics for staff and students. She also stated that DESE provided extra test kits and that 19,100 tests were received last week and another 56,000 are expected within the next few days.
- It was moved and voice voted to hold the item for updates at the next meeting.
- 4-7-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 1 through April 7.
- Students  
33 positive  
1 quarantined  
115 Test and Stay
- Staff  
24 positive  
0 quarantined  
13 Test and Stay
- Mayor Petty asked if the number of cases per school could be provided to the parents.
- Superintendent Binienda stated that she discussed this with the health professionals who have suggested that that information not be published. Member Novick asked that the data on the website be updated weekly and inquired as to whether or not there are elevated levels of absences among students and staff.
- Superintendent Binienda stated that there is a slightly elevated level of absences due to a stomach flu occurring in the schools.
- On a roll call of 7-0, the item was held for updates at the next meeting.

**(continued on Page 5)**

PRIOR ACTION (continued)

- 5-5-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 29 through May 5th.  
Students  
131 positive  
0 quarantined  
304 Test and Stay  
Staff  
60 positive  
0 quarantined  
22 Test and Stay  
She stated that the Commissioner of Education extended the Test and Stay until the end of the school year due to the increases in COVID cases. She also stated that the City Manager will be releasing a statement on May 15<sup>th</sup> regarding requirements for staff regarding the vaccinations and testing.  
Ms. Novick stated that she would like her colleagues to remember that they are their own independent bargaining units when it comes to dealing with vaccinations and the staff. The City Manager sets policy for the City side not for the school side. She asked for an update on the vaccinations of students and staff.  
Superintendent Binienda stated that the regular vaccinations for students are almost all up to date. A ConnectEd message will be sent out regarding the second set of COVID shots for students and staff. The City has been running vaccination clinics and she will get the data from them to provide to the School Committee at a later date.  
On a roll call of 7-0, the item was held for updates at the next meeting.
- 5-19-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 13 through May 19.  
Students  
252 positive (1 quarantined), 449 Test and Stay  
Staff  
84 positive, 45 Test and Stay  
Superintendent Binienda strongly recommended that students and staff wear masks and encouraged vaccinations and boosters.  
The update on vaccinations is as follows:  
First Dose                    1,929 (8.1%)  
Second Dose                8,469 (35.55%)  
Booster                        (6.74%)  
Totally Compliant (at least one dose) 50.37 %  
The information will be posted on the WPS website.  
On a voice vote, the item was held for updates at the next meeting.  
**(continued on Page 6)**

PRIOR ACTION (continued)

6-2-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 27th through June 2nd.

Students

99 positive

0 quarantined

204 Test and Stay

Staff

27 positive

0 quarantined

10 Test and Stay

She stated that the COVID test kits were ordered for summer school and the medical waiting rooms and the CNAs will be maintained for summer school and for the 2022-23 School Year. State guidelines have changed to only test symptomatic students and the Administration needs to have a discussion whether to purchase the test and stay kits.

Member Clancey asked how much it would cost the system to purchase the test and stay kits.

Superintendent Binienda stated that the Administration will have to inquire of the cost of the kits.

Member Novick stated that there are monies from the ESSER grant was set aside to help combat the pandemic.

Superintendent Binienda stated that the ESSER monies that was put aside is for the contract with the Family Health Center to provide testing for students and for PPEs.

Member Novick inquired as to the ongoing efforts to increase vaccination rates. She also asked if the Administration is planning to take down the Plexiglas over the summer.

Superintendent Binienda stated that students can receive the vaccinations though the Department of Public Health and summer clinics will begin prior to the 2022-23 school year. She also stated that a discussion will take place with Mr. Allen, Mr. Bedard and Mr. Pezzella to remove the Plexiglas within the schools.

On a roll call of 7-0, the item was held for updates at the next meeting.

**(continued on Page 7)**

PRIOR ACTION (continued)

6-16-22 - Superintendent Binienda provided the following update on COVID cases for June 10-June 15:

Students

41 positive

0 quarantined

68 Test and Stay

Staff

24 positive

0 quarantined

5 Test and Stay

Member Johnson asked if the district was going to be participating in the Test and Stay program when school reconvenes in the Fall and Superintendent Binienda stated that the Commissioner will be providing an update in July.

It was moved and voice voted to hold the item for the July meeting.

7-21-22 - Dr. Monárrez provided the following update on COVID cases from July 15<sup>th</sup> through the 21<sup>st</sup>:

Students

0 –summer school students are not being tested

Staff

6 positive

Dr. Monárrez recommended that the Administration keep track of the COVID data for the first two months before recommending that the School Committee consider filing the item.

Member Johnson asked for an updated report regarding the participation in the Test and Stay program when school reconvenes in the Fall.

Dr. Monárrez stated that she will provide a response at the next School Committee Meeting..

It was moved and voice voted to hold the item for the next meeting.

**(continued on Page 8)**

PRIOR ACTION (continued)

8-18-22 - Superintendent Monárrez provided an update stating that there were 14 staff that tested positive. She met virtually with DESE Commissioner Riley and there were no changes in the guidance from the end of last year. She stated that a medical waiting room will be in each school and will be staffed with CNAs or nurses. The state is no longer providing PPEs or masks, but the district will be using ESSER funds for purchasing and distributing those supplies to students and families. The Test and Stay program has been lifted and she is not recommending mandatory masking. The state will be providing guidance on Monkeypox and Dr. McGovern and her staff will be alerted to the symptoms. The state is also no longer requiring that the WPS report the number of COVID positive cases to them. Students will be sent home with testing kits and it will be up to the families to report positive results to the schools. Member O'Connell Novick asked what the protocol is when a positive case is reported.

Mr. Allen stated that they would isolate for a minimum of 5 days and then revert to the masking policy.

Member O'Connell Novick asked if there is anything being done to increase the number of students that have been vaccinated. Dr. Monárrez stated that the district will continue to advocate for vaccinations.

On a voice vote, the item was held for updates at the next meeting.

9-1-22 - Dr. Monárrez provided the following update on COVID cases from August 19, 2022 through September 1<sup>st</sup>:

Staff

43 positive

Students

46 positive

Dr. McGovern will coordinate informational nights regarding vaccines in conjunction with the Department of Public Health for families throughout the quadrants. Once these are scheduled and completed, there will be opportunities for families to be vaccinated.

It was moved and voice voted to hold the item for the next meeting.

**(continued on Page 9)**



PRIOR ACTION (continued)

9-15-22 - Superintendent Monárrez reported that 135 students and 62 staff members tested positive.

Member Kamara asked for a report on the number of cases broken down by quadrant and Mayor Petty asked to amend that request to have the positive cases categorized by school.

Member O'Connell Novick asked that an update on student absences due to COVID be provided at the next meeting.

On a voice vote, the item was held for updates at the next meeting.

10-6-22 - Superintendent Monárrez provided the following update on COVID cases by quadrant:

	<u># of positive cases/students</u>	<u>#of positive cases/staff</u>	<u>Attendance rate</u>
Burncoat	25	7	91.6%
Doherty	22	5	92.09%
North	11	11	91.9%
South	19	16	92.76

She also provided the weekly total from September 29-October 6 with 77 students, 51 staff positive and the attendance rate for the district was 92.04%.

It was moved and voice voted to hold the item for the next meeting.

10-20-22 - Superintendent Monárrez provided the following update on COVID cases by quadrant:

	<u># of positive cases/students</u>	<u>#of positive cases/staff</u>
Burncoat	15	10
Doherty	19	19
North	20	17
South	19	5

She also provided the weekly total from October 7-October 20 with 73 students and 61 staff testing positive.

It was moved and voice voted to hold the item for the next meeting.

O. GENERAL BUSINESS  
McCullough  
(October 26, 2022)

ITEM - gb 2-292  
S.C. MEETING - 11-10-22

ITEM:

Request that the Administration explore offering Driver's Ed, utilizing local driving schools, at the high school level.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

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

O. GENERAL BUSINESS  
McCullough  
(November 4, 2022)

ITEM - gb 2-293  
S.C. MEETING - 11-10-22

ITEM:

To forward a letter from the School Committee to the MIAA asking them to take into consideration the challenges that districts across the State are facing with scheduling and transportation for playoff games in regards to the new playoff structure where many teams are traveling great distances.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Forward letter.

O. GENERAL BUSINESS  
Clancey  
(November 4, 2022)

ITEM - gb 2-294  
S.C. MEETING - 11-10-22

ITEM:

To review current policy regarding service and support animals in school and make any necessary changes.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.