

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

AGENDA #22

on: Thursday, December 19, 2019
at: 6:00 p.m. – Executive Session
7:00 p.m. – Regular Session
in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

7:00 p.m.

INVOCATION – Reverend Richard Trainor
Blessed Sacrament Church

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM - Doherty Memorial High School's Madrigal
Singers

II. ROLL CALL

**Miss Biancheria, Miss Colorio, Mr. Comparetto, Mr. Foley,
Miss McCullough, Mr. Monfredo, Mayor Petty**

III. APPROVAL OF RECORDS

aor #9-25 - Clerk
(December 11, 2019)

Approved

To consider approval of the Minutes of the School Committee Meeting
of Thursday, December 5, 2019.

aor #9-26 - Clerk
(December 11, 2019)

Approved

To consider approval of the Executive Session Minutes of January 21,
2016, February 25, 2016, April 7, 2016, April 28, 2016, November
17, 2016, August 29, 2017, January 18, 2018, February 1, 2018,
April 5, 2018, August 23, 2018, March 21, 2019 and April 4, 2019.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

gb #9-396.1 - Administration/Administration
(December 6, 2019)

To recognize Dante Comparetto for his years of dedicated service to the Worcester Public Schools.

gb #9-398.1 - Administration/Administration
(December 6, 2019)

To recognize Senator Harriette Chandler for having received the 2019 Outstanding Woman State Legislator Supporting the Arts Award.

gb #9-412 - Administration
(December 11, 2019)

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

VI. REPORT OF THE SUPERINTENDENT

ros #9-16 - Administration
(December 11, 2019)

SUPERINTENDENT'S MID-CYCLE REPORT BASED ON HER GOALS

VII. COMMUNICATIONS AND PETITIONS -NONE

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met on Thursday, December 19, 2019 at 5:00 p.m. in the Esther Howland South Chamber at City Hall.

ACTION

Gift presented

Held for the meeting of Thursday, January 16, 2020

Filed

Accepted and filed (See notes)

Approved as stated (See notes)

IX. PERSONNELACTION

- 9-65 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Boucher, Raymond, Teacher, Biology, Technical, BA, Step 2, \$50,945, effective December 9, 2019. Licensed: Biology 8-12.*

Gonzalez, Margarita, Teacher, Bilingual-Special Education, Chandler Magnet, DOC, Step 8, \$89,312, effective December 10, 2019. Licensed: Special Needs N-9.*

Graham, Kaitlyn, Teacher, Special Education, St. Casimir's, MA, Step 5, \$66,372 + alternative stipend of \$4,831, effective December 9, 2019. Licensed: Moderate Disabilities PreK-8.*

Jillson, Cailin, Teacher, Special Education, Systemwide, MA, Step 2, \$57,286, effective December 2, 2019. Licensed: Deaf and Hard of Hearing – all levels.*

McNamara, Meaghan, Teacher, Special Education-Kindergarten, Nelson Place, BA +15, Step 3, \$57,213, effective December 2, 2019. Licensed: Moderate Disabilities PreK-8.*

O'Harra, Christopher, Teacher, Culinary Arts, Technical, VL3, Step 1, \$54,650, effective December 2, 2019. Waiver: Culinary Arts - Chapter 74. *

Zick, Laura, Teacher, Special Education, Nelson Place, MA, Step 8, \$77,489, effective December 9, 2019. Waiver: Moderate Disabilities PreK-8.*

**prorated*

- 9-66 The Superintendent has ACCEPTED the RESIGNATION of the person named below:

Dufault, Kara, Teacher, Special Education, Nelson Place, effective December 6, 2019.

- 9-67 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Habib, Zorita, Teacher, Special Education, Systemwide, effective December 15, 2019.

Perlman, Lisa, Teacher, Elementary, Belmont, effective December 17, 2019.

Ryan, Patricia, Teacher, English, Sullivan, effective December 1, 2019.

- 9-68 The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:

Fahl, Andrea, Teacher, Elementary - 4th Prep, Norrback, December 5, 2019 – June 30, 2020.

Rapp, Elizabeth, Teacher, Elementary, Chandler Elementary, December 2, 2019 – June 30, 2020.

- 9-69 The Superintendent has APPOINTED the person named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$14.00 per hour, from Civil Service List #319-044, effective as shown:

Balkishun, Karishma

12/9/19

**Filed Personnel
items
9-65 – 9-69**

X. GENERAL BUSINESS

gb #9-144.1 - Administration/Mr. Comparetto
(December 5, 2019)

Accepted and filed

Response of the Administration to the request to provide a report on after school and out of school programming to include, but not be limited to, attendance and results.

gb #9-226.1 - Administration/Miss McCullough/Miss Biancheria/
Mr. Monfredo/Mr. O'Connell
(November 11, 2019)

**Accepted and filed
(See notes)**

Response of the Administration to the request to review pick-up and drop-off policies for all schools to ensure student safety and smooth traffic flow.

gb #9-227.3 - Administration/Mr. Monfredo
(November 27, 2019)

**Accepted and filed
(See notes)**

Response of the Administration to the request to provide a report on the system's plan to continue teaching cursive writing in grades 4 and 5.

gb #9-413 - Administration
(December 4, 2019)

**On a roll call of
6-0-1 (absent
Mr. Comparetto),
the item was
approved**

To approve a prior fiscal year payment in the amount of \$1,144.18 to a teacher.

gb #9-414 - Administration
(December 4, 2019)

**On a roll call of
6-0-1 (absent
Mr. Comparetto),
the item was
approved**

To approve a prior fiscal year payment in the amount of \$625.00 to MicroNet Associates, Inc.

gb #9-415 - Administration
(December 4, 2019)

**On a roll call of
6-0-1 (absent
Mr. Comparetto),
the item was
approved**

To consider approval of the following donations:

- \$380.00 from Dogfather Vending, LLC to Worcester Technical High School
- \$100.00 from donors to the George & Marie Maloney Scholarship Fund
- \$100.00 from 495 Truck Center to City View School
- \$27.00 from a donor to the Worcester Public Schools

GENERAL BUSINESS (continued)ACTION

gb #9-416 - Miss McCullough/Mr. Foley/Mr. Monfredo
(December 4, 2019)

**Referred to the
Standing Committee
on Teaching,
Learning and
Student Supports**

Request that the Administration consider incorporating the campaign entitled "RESPECTfully" when the Sex Ed Curriculum is established.

gb #9-417 - Miss Biancheria/Mr. Foley/Miss McCullough/Mr. Monfredo
(December 10, 2019)

**Referred to the
Administration
(See notes)**

Request that the Administration consider forming a Committee consisting of School Committee administrators, staff and a representative from the Mayor's office to discuss plans to initiate a fitting tribute and dedication to Brian A. O'Connell, an outstanding former member of the School Committee who served from 1983 to 2019.

gb #9-418 - Administration
(December 11, 2019)

**Accepted and filed
the list of
outstanding General
Business items or
motions**

To consider filing a list of outstanding General Business items or motions.

gb #9-419 - Administration
(December 11, 2019)

**On a roll call of
6-0-1 (absent
Mr. Comparetto),
the item was
approved**

To approve a prior fiscal year payment in the amount of \$1,323.00 to a teacher.

gb #9-420 - Administration
(December 11, 2019)

**Set the date of
Thursday, January
16, 2020**

To set a date to recognize Susan Gallagher, Special Education Department Head of Intervention Services, for having achieved a Meritorious Instructor status from the Crisis Prevention Institute (CPI).

XI. EXECUTIVE SESSION

gb #9-421 - Administration
(December 11, 2019)

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

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

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

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 - Janie Lanza Vowles, Personal Representative Estate of Suzanne F. Miville v. Worcester Public Schools, MCAD Docket No. 1785CV00162

XII. ADJOURNMENT

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

ACTION

**Held from 6:10 p.m.
to 6:50 p.m.**

8:30 p.m.

N O T E S

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

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

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

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

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 – Janie Lanza Vowles, Personal Representative Estate of Suzanne F. Miville v. Worcester Public Schools, MCAD Docket No. 1785CV00162

There were present at the Call to Order:

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

There was absent: Mr. Comparetto and Mayor Petty

Mayor Petty arrived at 6:12 p.m.

The School Committee recessed to Executive Session from 6:10 p.m. to 6:50 p.m.

The School Committee reconvened in Open Session at 7:00 p.m.

There were present at the second Call to Order:

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

Mr. Comparetto left at 7:15 p.m.

REPORT OF THE SUPERINTENDENT

ros #9-16

Superintendent Binienda presented an excellent PowerPoint relative to her Mid-Cycle Report based on her Goals and received positive feedback from the School Committee. She stated that the Summative Evaluation will take place in July 2020.

NOTES (continued)

REPORT OF THE SUPERINTENDENT (continued)

Mr. Monfredo made the following suggestions:

- improve the High Quality Teaching and Learning (HQTL) frameworks
- provide an update on the use of the districts' Stabilization Team and
- provide feedback from teachers regarding the Culturally Responsive Classroom Instruction.

Mr. Foley suggested that:

- the performance goals include more levels of metrics and benchmarks for the for FY21 evaluation process.
- emphasis be placed on outcomes more than just input to understand more fully student performance.
- student data be broken down by category, to include but not limited to, income level, class level, race and ethnicity to better understand the successes and challenges the system faces to be able to direct the additional monies from the state properly.

Miss McCullough requested more information on science across the elementary level by the end of the school year.

Mayor Petty suggested that the School Committee have a retreat to discuss the Superintendent's goals for 2020-21 and also invite MASC Executive Director Glen Koocher to discuss the proposed additional monies for 2020-21.

Mr. Foley suggested that three Community Meetings be held in February to discuss the allotment of the proposed additional funding.

REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met on Thursday, December 19, 2019 at 5:08 p.m. in the Esther Howland Chamber at City Hall.

The Action Sheet for the Standing Committee on Governance and Employee Issues is hereto annexed as Annex A and was approved as stated.

GENERAL BUSINESS

gb #9-226.1

Miss McCullough suggested that the Administration encourage students at Belmont Street Community School to use the footbridge and not cross the very busy road.

NOTES (continued)

GENERAL BUSINESS (continued)

gb #9-227.3

Mr. Monfredo made the following motion:

Request that the Administration forward a letter to principals encouraging them to use cursive writing in the Language Arts period.

On a voice vote, the motion was approved.

gb #9-417

The Mayor appointed Dr. Friel to work with him on a fitting tribute to Mr. O'Connell.

Committee Members

John F. Monfredo, Chairman
Dianna Biancheria, Vice-chairman
Donna Colorio

AGENDA #4
G/EI
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A C T I O N S

The Standing Committee on Governance and Employee Issues met at 5:08 p.m. on Thursday, December 19, 2019 in the Esther Howland Chamber at City Hall.

There were present: Ms. Colorio and Chairman Monfredo

Representing Administration: Dr. Friel

Miss Biancheria arrived at 5:12 p.m.

gb #8-153.2 - Administration/Administration (June 11, 2018)

To discuss the proposed Strategic Plan.

It was moved and voice voted to file the item.

gb #8-204 - Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)

Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.

It was moved and voice voted to file the item.

gb #8-301.1 - Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/
Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)

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

It was moved and voice voted to file the item.

gb #9-42 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/
Mr. Monfredo (January 30, 2019)

To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")

It was moved and voice voted to file the item.

gb #9-109 - Mr. Comparetto (March 13, 2019)

Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.

It was moved and voice voted to file the item.

gb #9-325 - Administration (October 4, 2019)

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

Mr. Monfredo made the following motion:

Request that MASC Policy JBB – Educational Equity be approved.

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

gb #9-132 - Mr. Comparetto (March 27, 2019)

Request that the City consider updating the City Charter by creating district School Committee seats.

It was moved and voice voted to file the item.

(Consider items gb #9-273 and gb #9-274 together)

gb #9-273 - Mr. O’Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.

gb #9-274 - Mr. O’Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches.

gb #9-273 and gb #9-274 (continued)

Mr. Monfredo made the following motion:

Request that the Administration provide any potential changes from the principals for the cell phone policy by April 2020.

On a voice vote the motion was approved.

It was moved and voice voted to file gb #9-273 and gb #9-274.

gb #9-323 - Administration (September 24, 2019)

To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.

Mr. Monfredo made the following motion:

Request that the Alcohol, Tobacco and Drug Use by Students Prohibited Policy be approved as amended.

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

gb #9-350 - Miss McCullough/Mr. Foley/Mr. Monfredo (October 14, 2019)

Request that the School Committee work with the Clerk of the School Committee to determine 3 or 4 dates in 2020 for policy forums/conversations that will be open to the community.

It was moved and voice voted to hold the item and file item #8-247.

gb #9-377 - Administration (November 7, 2019)

To consider approval of the following MASC Policies:

- JB – Equal Educational Opportunities
- JFABD - Homeless Students: Enrollment Rights And Services
- JFABE - Educational Opportunities For Military Children
- JFABF - Educational Opportunities For Children In Foster Care

Mr. Monfredo made the following motion:

Request that MASC Policies JB, JFABD, JFABE and JFABF be approved.

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

The meeting adjourned at 5:20 p.m.