AGENDA #39

on: Thursday, December 3, 2020
at: 5:00 p.m. - Executive Session
     6:00 p.m. – Regular Session
Virtually in: Room 410 at the Durkin Administration Building

ORDER OF BUSINESS

I. CALL TO ORDER

II. ROLL CALL

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

III. APPROVAL OF RECORDS

aor #0-43 - Administration
(November 10, 2020)

To consider approval of the Minutes of the School Committee Meeting on Monday, November 19, 2020.

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #0-355.1 - Administration/Mrs. Clancey/Ms. McCullough/
Mayor Petty
(November 24, 2020)

To recognize University Park Campus School for ranking #57 in Massachusetts High Schools out of 1,368 in National Rankings by U.S. News and World Report for its performance on state tests, graduation rates and preparation of their students for college.

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.
V. IMMEDIATE ACTION

gb #0-365  - Administration
(November 25, 2020)

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

Request that the School Committee provide information on what is being done to prevent cyber bullying. (Fatimah Daffaie)

VI. REPORT OF THE SUPERINTENDENT - NONE

VII. COMMUNICATIONS AND PETITIONS – NONE

VIII. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Finance and Operations met virtually on Tuesday, November 17, 2020 at 5:00 p.m. in Room 410 at the Durkin Administration Building.

The Standing Committee on Governance and Employee Issues met virtually on Tuesday, November 24, 2020 at 4:30 p.m. in Room 410 at the Durkin Administration Building.

IX. PERSONNEL - NONE

X. GENERAL BUSINESS

gb #0-286.4  - Administration/Mayor Petty/Miss Biancheria/ Mrs. Clancey/Ms. McCullough/Mr. Monfredo/ Ms. Novick
(November 25, 2020)

To provide a brief update on COVID-19 and remote learning.

gb #0-336.1  - Administration/Mrs. Clancey/Mrs. McCullough/ Mr. Monfredo/Ms. Novick
(November 16, 2020)

Response of the Administration to the request to make certain that there is district consistency regarding workload assigned to students during remote learning to include work for both the school day and homework assignments.
GENERAL BUSINESS (continued)

**gb #0-337.1** - Administration/Miss Biancheria/Mrs. Clancey/ Ms. McCullough/Mr. Monfredo  
(November 17, 2020)

Response of the Administration to the request to provide a report that includes the number of students, teachers, nurses and additional staff that participated in the SAT testing at the school sites.

**gb #0-362.1** - Administration/Ms. McCullough/Miss Biancheria/ Mrs. Clancey  
(November 24, 2020)

Response of the Administration to the request to provide a report on the tracking of Special Education services that are currently being provided remotely to students.

**gb #0-363.1** - Administration/Ms. McCullough/Miss Biancheria/ Mrs. Clancey  
(November 24, 2020)

Response of the Administration to the request to provide an update on Special Education testing to include the types that are taking place, the timeline updates and any other pertinent information.

**gb #0-366** - Ms. McCullough/Mrs. Clancey/Mr. Monfredo/ Ms. Novick  
(November 19, 2020)

Request that the Administration provide the dates for all virtual open houses that will be taking place and ensure that the dates are communicated to families.

**gb #0-367** - Administration  
(November 23, 2020)

To approve the following donations in the amounts of:

- $64.64 to Woodland Academy from Lifetouch
- $100.00 to the Graphics Communication Department at WTHS from the Chapter 9 of the 173rd Airborne Brigade Association

**ACTION**

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

(Considered with gb #0-362.1)  
On a roll call of 7-0, the items were referred to the Standing Committee on Teaching, Learning and Student Supports

(Considered with gb #0-363.1)  
On a roll call of 7-0, the items were referred to the Standing Committee on Teaching, Learning and Student Supports

On a roll call of 7-0, the item was referred to the Administration

On a roll call of 7-0, the item was approved
GENERAL BUSINESS (continued)

**gb #0-368** - Ms. Novick/Mrs. Clancey/Ms. McCullough
(November 23, 2020)

To create Worcester School Committee operational norms.

**gb #0-369** - Ms. Novick/Mrs. Clancey/Ms. McCullough/
Mr. Monfredo
(November 23, 2020)

To set a date to meet with the Worcester legislative delegation to impress upon all the dire consequences on failing to implement the Student Opportunity Act in FY22.

**gb #0-370** - Ms. Novick/Mrs. Clancey/Ms. McCullough
(November 23, 2020)

To collaborate with the other Gateway City Committees, superintendents, and business offices, along with MASC, MASS, and MASBO in educating all stakeholders on the need for implementation of the Student Opportunity Act in FY22.

**gb #0-371** - Administration
(November 23, 2020)

To authorize the Administration to enter into a lease agreement of up to five years with Hilltop Group Holdings LLC for the parking lot associated with the Durkin Administration Building.

**gb #0-372** - Administration
(November 23, 2020)

Request that the School Committee approve the Administration’s recommendation to begin both Swimming and Ice Hockey on December 14, 2020 and Basketball on January 4, 2021, with the caveat that no fans will be allowed at any athletic events.

**gb #0-373** - Administration
(November 25, 2020)

To consider approval of the following prior fiscal year payments:

1. $1,168.00 to Casey Engineered Maintenance Systems
2. $10,878.08 to Savvas Learning Company
XI. EXECUTIVE SESSION

gb #0-374 - Administration
   (November 25, 2020)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #20/21-3.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19 Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

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

XII. ADJOURNMENT

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

ACTION

Held from 5:04 p.m. to 6:10 p.m.

8:03 p.m.
The School Committee convened in Open Session at 6:00 p.m.

There were present at the Call to Order:

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

The School Committee recessed to Executive Session from 5:04 p.m. to 6:10 p.m.

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:00 p.m. in Room 410 of the Durkin Administration Building on Thursday, December 3, 2020.

There were present at the Call to Order:

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

Mayor Petty stated that the School Committee will recess into Executive Session to discuss the following items:

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #20/21-3.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19 Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators). Court, Civil Action No. 1785-CV-01465-A.

On a roll call of 7-0, the motion was approved.
NOTES (continued)

The School Committee reconvened in Open Session at 6:13 p.m.

There were present at the second Call to Order:

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

IMMEDIATE ACTION

gb #0-355.1

Superintendent Binienda spoke to the item. Kaitlin Snow from the University Park Campus School was in attendance to receive the accolades for the school.

On a roll call of 7-0, it was moved to recognize University Park Campus School.

gb #0-365

Fatima Daffaie, Ex-Officio member of the School Committee, stated that cyberbullying is an issue that is happening in breakout rooms and other online platforms outside of the classroom. She feels that it is important that the Administration remind students that bullying is wrong and needs to stop.

Mr. Pezzella discussed the Bullying Prevention Programs, the reporting process and the consequences of bullying that takes place in the schools. He further stated that, if students know of any bullying taking place, they should report it by calling the anonymous Bullying Prevention Hotline.

Ms. McCullough suggested that the Administration remind students of the rules and regulations of cyberbullying.

Miss Biancheria made the following motion:

Request that the Administration forward to the staff and students information and recommendations that were received from the Cyberbullying Conference that took place at North High School.

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

Mrs. Kyriazis stated that the Digital Citizenship Program is one that addresses cyberbullying at the elementary school level.

Ms. Novick made the following amendment to Ms. Biancheria’s motion:

Request that the Administration forward to the staff and students in multiple languages the information and recommendations that were received from the Cyberbullying Conference.

On a roll call of 7-0, the motion as amended was approved.
IMMEDIATE ACTION (continued)

Mr. Monfredo made the following motion:

Request that all teachers discuss the issues of cyberbullying with their students.

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

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

REPORT OF THE STANDING COMMITTEE

STANDING COMMITTEE ON FINANCE AND OPERATIONS

The Action Sheet for the Standing Committee on Finance and Operations is hereto annexed as Annex A and was approved as amended.

gb #0-267

Ms. Novick made the following motion:

Request that the financial quarterly reports be posted on the WPS finance budget webpage.

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

It was moved to approve the following transfers:

DUE TO CURRENT STATE BUDGET REDUCTION:

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<th>Amount</th>
<th>From Account</th>
<th>Account Title</th>
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REPORT OF THE STANDING COMMITTEE (continued)

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OPERATIONAL BUDGET TRANSFERS

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REPORT OF THE STANDING COMMITTEE (continued)

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Grants FY21 Adopted Budget FY21 Award Difference
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Title I $11,585,589 $11,065,503 -$520,086
Title II Teacher Quality $1,238,673 $1,114,170 -$124,503
Title III $1,120,151 $1,193,397 $73,246
Title IV $789,078 $837,290 $48,212
IDEA $7,827,865 $7,888,049 $60,184
Perkins Secondary Allocation $474,016 $456,639 $-17,377

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

On a roll call of 7-0, the item was held for the Second Quarter Report.

STANDING COMMITTEE ON GOVERNANCE AND EMPLOYEE ISSUES

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

ROS #0-12 and motion gb #0-238

Mrs. Clancey made the following motion:

Request that the proposed goals of the Superintendent be amended as follows:

**Professional Practice Goal:**
During the 2020-21 school year, create a school and district community environment that promotes two-way communication with families and provide resources for effective student learning and performance.
NOTES (continued)

REPORT OF THE STANDING COMMITTEE (continued)

**Student Learning Goal:**
Fifty percent of students in grades four, five and six that participated in the Fall start baseline assessment will achieve a student growth percentage of forty or higher by June of 2021.

**District Improvement Goal 1:**
Increase diversity of new hires to 17% by June 2021 and continue to improve both the recruitment and retention rates. (Strategic Plan Benchmark 2021)

**District Improvement Goal 2:**
By June 2021, develop an annual budget that is aligned with the Strategic Plan.

**District Improvement Goal 3:**
Lower the out of school suspension rate by five percent for Special Education Group C students with emotional disabilities through evidence based targeted intervention and resources by June 2021.

On a roll call of 7-0, the goals as amended were approved.

GENERAL BUSINESS

gb #0-286.4

Superintendent Binienda discussed the updates of COVID-19 cases in the school system and also the Reopening Transition Plan for Group C students who will return to school on January 25, 2021.

Mayor Petty acknowledged the hard work of the teachers and administrators during remote learning.

Ms. Novick requested that the letter from the Commissioner be forwarded to the School Committee members.

Ms. Novick made the following motion:

Request that Mayor Petty forward a letter to the State Delegation regarding the spread of COVID-19 to students and the profound impact it has on them.

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

Mayor Petty stated that he feels that the right decisions have been made and will continue to be made in regards to students returning to school and that their safety and wellbeing will be the top priority.

On a roll call of 7-0, the item was discussed and held.
NOTES (continued)

GENERAL BUSINESS (continued)

gb #0-336.1

Superintendent Binienda stated that the Administration has not heard of any recent negative comments from students or parents regarding too much homework.

Mr. Sippel stated that many teachers have adjusted the length of assignments and deadlines to lighten the workload on students. He also stated that teachers, in conjunction with the guidance counselors, have been helping students with time management in order not to fall behind.

Ms. McCullough suggested that elementary students be given non-computer based work instead of being on the computer all day.

Fatima Daffaie, Ex-Officio member of the School Committee, stated that many high school students are happy with the changes with less remote homework assignments and are feeling they are now able to finish them in a timely manner.

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

gb #0-368

Miss Biancheria made the following motions:

Request that all School Committee members be allowed to add any additional information they feel is pertinent to the item.

Request that School Committee members be notified when the item will be discussed at the Standing Committee level.

Request that the item be held for discussion at the Standing Committee level at a later date due to the remote learning issues.

On a roll call of 7-0, the motions were approved.

Mr. Foley suggested that a retreat be scheduled to discuss operational norms.

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

gb #0-369

Ms. Novick made the following motion:

Request that the meeting, with the Legislative Delegation be scheduled within the first two weeks in January 2021.

On a roll call of 7-0, the motion was approved.
Mr. Shea, Athletic Director, discussed the Administration’s recommendation for winter sports. He stated that, due to the increase in COVID-19 cases, the Administration amended the item as follows:

Request that the School Committee approve the Administration’s recommendation to begin all winter sports for the Worcester Public Schools, which includes boys and girls swimming, ice hockey and basketball on January 4, 2021.

Miss Biancheria made the following motion:

Request that the Administration provide a report regarding any decisions that the Administration or the MIAA makes in regards to additional changes in the date for all sports.

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

Ms. Novick stated that she could not support this item because she feels that it is creating an environment that will spread the virus.

Mr. Shea stated that the Administration understands the concerns regarding COVID-19. If a parent and/or student does not wish to participate in any sports activities that it is not mandatory.

On a roll call of 6-1 (nay Ms. Novick), the item as amended was approved.

A moment of silence was offered in memory of the 21st anniversary of the 6 firefighters that died in the fire at the cold storage facility on December 3, 1999.

Pursuant to action taken in Executive Session, it was moved to deny Grievance #20/21-3.

On a roll call, the vote to deny Grievance #20/21-3 was as follows:
The Standing Committee on Finance and Operations met virtually at 5:05 p.m. on Tuesday, November 17, 2020 at the Durkin Administration Building in Room 410.

There were present: Miss Biancheria, Vice-Chairman McCullough and Chairman Foley

Representing Administration were: Mr. Allen, Superintendent Binienda, Dr. O’Neil and Dr. Friel

Others in attendance: G. Bares, S. Consalvo, S. Kyriazis, D. Lombardi and R. Walton

To review the status of the FY20 Budget and make appropriate transfers as required.

Mr. Allen spoke to the status of the FY20 Budget 4th Quarter report.

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

UPDATE ON THE STUDENT INFORMATION SYSTEM (SIS) PROCUREMENT PROJECT – Center for Educational Leadership and Technology (CELT)

Mr. Walton stated that the city is in the process of preparing a cost proposal.

Mrs. Kyriazis stated that a presentation for a full recommendation will be presented at the School Committee meeting on Thursday, December 17, 2020.

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

To review the status of the FY21 Budget and make appropriate transfers as required.

Mr. Allen spoke to the status of the FY21 Budget and appropriate transfers.

It was moved to approve the following transfers:
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OPERATIONAL BUDGET TRANSFERS

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<th>Description</th>
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</tbody>
</table>

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

On a roll call of 3-0, the item was held for the Second Quarter Report.

<table>
<thead>
<tr>
<th>Grants</th>
<th>FY21 Adopted Budget</th>
<th>FY21 Award</th>
<th>Difference</th>
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<td>Title II Teacher Quality</td>
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<td>Title III</td>
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<td>Title IV</td>
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<td>IDEA</td>
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<td>Perkins Secondary Allocation</td>
<td>$474,016</td>
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</tbody>
</table>

HOLD

gb #0-284 -   Administration (September 1, 2020)

To accept the CvRF Coronavirus Relief Fund School Reopening Grant in the amount of $5,729,400.

On a roll call of 3-0, the item was filed.
Motion qb #0-138.2 - Mr. Foley (June 18, 2020)

Request that Account 50S502 – Nutrition Program and Grant Programs be referred to the Standing Committee on Finance and Operations.

Ms. Lombardi stated that the district has been providing approximately 3,000 meals per day and is looking to expand home deliveries to 7 days a week.

Mr. Foley asked for an estimate on the number of students that currently require home delivery of meals and Ms. Lombardi stated that she would provide that number.

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

On a roll call of 3-0, the meeting adjourned at 5:51 p.m.

Helen A. Friel, Ed.D.
Clerk of the School Committee
The Standing Committee on Governance and Employee Issues met virtually at 4:36 p.m. on Tuesday, November 24, 2020 at the Durkin Administration Building in Room 410.

There were present: Mr. Monfredo, Ms. Novick and Chairman Clancey

Representing Administration: Ms. Boulais, Dr. O’Neil, Superintendent Binienda and Dr. Friel

Others in attendance: K. Amoah, C. Melendez-Quintero, Dr. Morse, C. Kuriacose, K. Seale, M. Mahoney, S. Kyriazis, T. Sippel and Dr. Ganias

To consider approval of the following updated MASC policies proposed to be included in the MASC Policy Manual:

BEDH  Public Comment at School Committee Meetings
IHB  Special Instructional Programs and Accommodations

Mrs. Clancey made the following motion:

Request that the School Committee approve the following MASC Policies:

BEDH  Public Comment at School Committee Meetings
IHB  Special Instructional Programs and Accommodations

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

To consider a communication from Kwaku Nyarko relative to the Worcester Voter Registration Initiative partnering with the Worcester Public Schools to increase voter turnout in the city through community engagement, workshops, and civics lessons catered towards the youth.

Mr. Monfredo made the following motion:

Request that the Administration forward the petition to the City Clerk's office requesting that a meeting take place with the two petitioners to discuss ideas for additional community support for the schools with civic engagement projects.

On a roll call of 3-0, the motion was approved.
Mrs. Clancey made the following motion:

Request that the item be referred to Colleen Kelly, History and Social Studies Curriculum Liaison, to invite members of the Worcester Voter Registration Initiative to speak to students in Civics classes.

On a roll call of 3-0, it was moved to provide a report from Colleen Kelly in a Friday Letter in March 2021 regarding the ongoing voting initiatives taking place in the schools.

Mr. Amoah discussed the Worcester Registration Voter Initiative and wanted to collaborate with the Worcester Public Schools to discuss with students the importance of voting and civic engagement throughout the community. He also discussed the importance of community leaders discussing with students, on a face to face basis, the importance of voting in national and local elections.

**ROS #0-12 - Administration (November 11, 2020)**

**SELF EVALUATION, GOALS AND BENCHMARKS OF THE SUPERINTENDENT FOR 2020-21**

**motion_gb #0-238 - Mayor Petty (August 5, 2020)**

Request that the Superintendent’s goals be referred to the Standing Committee on Governance and Employee Issues for formulation of new goals to be brought back to the Full Committee.

(These items were considered together.)

Mr. Monfredo made the following motion:

Request that the Professional Practice Goal be approved as stated.

On a roll call of 1-2 (yeah Mr. Monfredo), the motion was defeated.

Mrs. Clancey made the following motion:

Request that the proposed goals of the Superintendent be amended as follows:
Superintendent Binienda’s Proposed Goals | School Committee’s proposed amendments to the goals
---|---

**Professional Practice Goal:**

Starting in August 2020, participate in monthly professional learning opportunities to further develop my leadership skills and to inform district decisions.  

It was moved and voice voted to discuss this goal at the Committee Meeting on December 3, 2020.

**Student Learning Goal:**

By June 2021, 100% of school-based teams will use data to identify achievement gaps and implement improvement practices and resources to support learning for each student.  

To halve the difference of student benchmark data for grades 4, 5 and 6 in math by June 2021.

**District Improvement Goal 1:**

Throughout the 2020-2021 school year, develop a plan for staff recruitment and retention and implement strategies that will increase access to well qualified, diverse candidates by 17%. (Strategic Plan Benchmark 2021)  

Throughout the 2020-21 school year, increase the hiring of well qualified, diverse professional candidates by 17 percent and continue to improve both the recruitment and retention rates.

**District Improvement Goal 2:**

By June 2021, develop an annual budget that is aligned with the Strategic Plan and ensures equitable and efficient distribution of resources.  

By June 2021 develop an annual budget that is aligned with the Strategic Plan.

**District Improvement Goal 3:**

By June 2021, create a learning environment that reduces barriers through use of the frameworks of Culturally Responsive Teaching, Universal Design for Learning, and strength-based decision making.  

To lower the student suspension rate by *_______* percent in Group C through alternative interventions.  

*It should be noted that the Superintendent indicated that she would provide the percent at the School Committee meeting on December 3, 2020.

On a roll call of 3-0, the proposed goals as amended were approved.
ROS #0-12 and motion gb #0-238 (continued)

On a roll call of 3-0, ROS #0-12 and motion gb #0-238 were filed at the Standing Committee level.

On a roll call of 3-0, it was moved to adjourn the meeting at 7:45 p.m.

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