March 15, 2018

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IN SCHOOL COMMITTEE Worcester, Massachusetts Thursday, March 15, 2018 Agenda #9

The School Committee of the Worcester Public Schools met in Open Session at 7:05 p.m. in the Esther Howland South Chamber at City Hall on Thursday, March 15, 2018.

There were present at the Call to Order:

Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

It was moved to recess to Executive Session:

Executive Session

1. <u>gb #8-99</u> -Administration (March 7, 2018)

To discuss strategy with respect to litigation for a Worker's Compensation for a <u>teacher</u>, 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 for <u>Administrative Secretaries</u>, if an open meeting may have a detrimental effect on the bargaining position of the School Committee and the chair so declares.

On a roll call, the vote was as follows:

For the motion: Mr. Comparetto, Mr. Foley
Miss McCullough, Mr. Monfredo,
Mr. O'Connell, Mayor Petty
6

0

Against the motion:

Absent: Miss Biancheria

The motion carried.

Miss Biancheria arrived at 6:15 p.m.

The Invocation was given by Reverend Aaron Payson from the Unitarian-Universalist Church.

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The Pledge of Allegiance was offered.

There were present at the second Call to Order:

Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty

# APPROVAL OF RECORDS

2 <u>aor #8-7</u> - (Clerk) (March 5, 2018)

To consider approval of the Minutes of the School Committee Meeting of Thursday, March 1, 2018.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, March 1, 2018.

#### **IMMEDIATE ACTION**

3. gb #8-76.1 - Administration/ Mr. Monfredo/ Mr. O'Connell/Mr. Foley/ Miss Biancheria/Miss McCullough/ Mayor Petty (February 17, 2018)

> To recognize Christine Foley, a teacher at South High Community School and her students who appeared on Fox News to highlight the Andy's Attic Program.

It was moved and voice voted to hold the item for the School Committee be held on Thursday, April 5, 2018.

Minutes/approval of

Recognition/South High Community School's students and Christine Foley/Held Student Representatives/ input from gb #8-86 - Administration (March 5, 2018)

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

It was moved and voice voted to file the item.

#### REPORT OF THE SUPERINTENDENT

Report of the Superintendent/ A Tale of Two Cities/Held 4. <u>ROS #8-5</u> - Administration (March 7, 2018)

#### A TALE OF TWO CITIES

It was moved and voice voted to hold the item for the School Committee be held on Thursday, April 5, 2018.

### REPORTS OF THE STANDING COMMITTEES

5. The Standing Committee on Governance and Employee Issues met at 4:06 p.m. on Tuesday, March 6, 2018 in Room 410 at the Dr. John E. Durkin Administration Building.

Physical Restraints Policy gb #7-125 - Administration (March 21, 2017)

To consider approval of the draft Policy and Procedures for Physical Restraints.

It was moved to approve the draft Policy and Procedures for Physical Restraint as contained in Annex A.

It was moved to approve the Policies and Procedures for Physical Restraint, as amended, under <u>Section J-Students</u>, subsection <u>JKAA - Physical Restraint of Students</u>, into the <u>Policy Manual</u>, as contained in Annex A of the backup for the item.

On a roll call of 2-0-1, (absent Miss Biancheria) the motion was approved.

FILE

c&p #6-7 - Clerk (August 24, 2016)

To consider a communication from a citizen expressing an interest in promoting civic engagement in the Worcester Public Schools by initiating a "Municipal Governance Day" which would give high school students an opportunity to learn how the municipal government works.

Mr. Foley made the following motion:

Request that the item be referred to the Administration for discussion with the Senate Bill No. S2306-An Act to promote and enhance civic engagement, a new bill filed on Beacon Hill by Senate President Harriette Chandler.

On a voice vote, the motion was approved.

gb #6-145 - Mr. O'Connell/Mr. Foley/Mr. Monfredo/Miss McCullough/ Mayor Petty (April 4, 2016)

To consider adoption of Policy JLCD of the Massachusetts Association of School Committees, regarding administration of medications to students.

FILE

Municipal Governance Day

JLCD Policy/ approved

Page 5

Policy Manual/Section JIH - Searches and Interrogations/ approved

Policy Manual/ Section KBBA - Non-Custodial Parents' Rights/ approved

Cell Phone and Social Media/ teaching responsible use of

# gb #6-36 - Mr. O'Connell/Mr. Monfredo/Miss McCullough (January 11, 2016)

To establish a Special Committee, consisting of at least three School Committee members, to continue the review of policies proposed for the Worcester Public Schools by the Massachusetts Association of School Committees.

It was moved to approve, as amended, Section <u>JIH</u> – <u>Searches and Interrogations</u>, as contained in Annex D of the backup.

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

It was moved to approve, as amended, Section KBBA – Non-Custodial Parents' Rights, as contained in Annex G of the backup.

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

FILE

gb #6-307 - Miss McCullough/Mr. O'Connell/Mr. Monfredo/Ms. Colorio/Miss Biancheria (September 7, 2016)

Request that the Administration provide options for teaching responsible cell phone and social media use for middle and high school students.

The Worcester Public Schools has purchased the iSafe Ventures Digital Learning curriculum (www.isafe.org) which is a standards-based, common-core ready and age-appropriate curriculum. Plans are being developed so that all students can login to iSafe and participate for 3 lessons through classroom instruction. This serves as an e-rate certification.

Mr. Foley made the following motion:

Request that the Administration teach the students the dangers of social media especially of posting online and involve parents in these discussions.

On a voice vote, the motion was approved.

HOLD

gb #8-31 - Miss McCullough/Mr. Foley/Mr. Monfredo/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough (January 19, 2018)

Attendance Policy

Request that the Administration provide an update on the Attendance Policy currently in place and provide an:

- explanation of excused vs unexcused absences and
- the impact that the letters that are going home for chronic absenteeism are having on students and families.

gb #8-32 - Mr. Foley/Mr. Monfredo/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough (January 19, 2018)

Absences of students/review policy on

Request that the Administration review the policy regarding absences of students from school and consider distinguishing in their student records unexcused absences from excused absences due to documented illnesses or religious holidays.

(Consider these items together)

Ms. Mahoney provided an excellent explanation of the policy regarding excused and unexcused absences.

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Miss Biancheria made the following motion:

Request that the Administration study the feasibility of modifying the Attendance Policy, as contained in the <u>Policies Handbook</u>, especially excused and unexcused absences.

On a voice vote, the motion was approved.

Mr. Foley made the following motion:

Request that the Administration consider modifying the definition of excused and unexcused absences and consider including them on the report card.

On a voice vote, the motion was approved.

Mrs. Biancheria made the following motion:

Request that the School Committee review the letters that go home to the parents.

On a voice vote, the motion was approved.

**FILE** 

gb #7-323.1 Administration/Mr. O'Connell/Mr. Monfredo/Ms. Colorio (December 12, 2017)

Response of the Administration to the request to review the interim guidance of the U.S. Department of Education Office for Civil Rights on Title IX of the Education Amendments of 1972, and to determine whether any revisions need to be made to the policies and practices of the Worcester Public Schools in light of the guidance.

Civil Rights on Title IX of the Education Amendments of 1972/review of

Mr. Monfredo made the following motion:

Request that the School Committee approve, as amended, the policy on Nondiscrimination-Equal Opportunity/ Affirmative Action/Title IX-ADA Title I Section 504/Chapter 622 Grievance Procedure, as contained in Annex E of the backup and insert it into the Policies Handbook

On a roll call of 3-0, the motions were approved.

gb #7-355 - Lorenzo Hernandez (October 24, 2017)

To consider the following item from Lorenzo Hernandez, Ex-Officio Member of the School Committee:

To consider offering a cost free Driver's Education course for students at Worcester Technical High School.

FILE

gb #8-22.1 - Administration/Miss Biancheria/Mr. O'Connell/Mr. Monfredo (January 24, 2018)

Response of the Administration to the request to provide the following information relative to the process for DCF referrals to include:

- the timeframe for a principal to make a call to DCF, when needed
- the individuals who are notified of the phone call and
- the follow-up regarding the incident

FILE

Driver's Education Course

DCF/referrals process

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City Council/ disposal of the Joe DiMaggio Little League's baseball field

gb #6-202 - Mr. O'Connell/Ms. Colorio/Mr. Monfredo/Miss Biancheria (May 23, 2016)

To ask that the Roman Catholic Diocese of Worcester take whatever actions are necessary to safeguard the baseball field of the Joe DiMaggio Little League, and its surrounding property, for the use and enjoyment of the young people of the Shrewsbury Street - East Central Street neighborhood.

It was moved and voice voted to refer the item to the City Council.

FILE

Main South area/ safety and security needs of students and staff

gb #4-284 - Mr. O'Connell/Mr. Monfredo/Miss Biancheria/Miss Ramirez (October 21, 2014)

To cooperate with the Main South Community Development Corporation as to the safety and security needs of the students and staff of the Worcester public schools located in the Main South area, regarding utilization of the proceeds of the Byrne Criminal Justice Innovation Program grant received by the Main South CDC.

**FILE** 

Cell Phone Policy/ review of

qb #5-291 - Mr. Monfredo/Miss Biancheria/Mr. Foley (October 19, 2015)

Request that the School Committee review the policy on cell phones and gather information from all secondary principals.

Mr. Monfredo made the following amendment to the Cell Phone Policy:

Cell Phones may be used at after-school programs and off site school events.

On a voice vote, the motion as amended was approved.

FILE

#### SCHOOL COMMITTEE ACTION

The School Committee approved the action of the Standing Committee on Governance and Employee Issues as amended.

gb #5-291 - Mr. Monfredo/Miss Biancheria/Mr. Foley (October 19, 2015)

Request that the School Committee review the policy on cell phones and gather information from all secondary principals.

Mr. O'Connell made the following amendment to Mr. Monfredo's motion:

To amend the Cell Phone Policy to allow the use of cell phones during after-school programs, in school and off-site school events **except when any appropriate school official determines** otherwise.

On a voice vote, the cell phone policy as amendment was approved.

gb #6-36 - Mr. O'Connell/Mr. Monfredo/Miss McCullough (January 11, 2016)

To establish a Special Committee, consisting of at least three School Committee members, to continue the review of policies proposed for the Worcester Public Schools by the Massachusetts Association of School Committees.

Cell Phone Policy/ review of

Policy Manual/Section JIH – Searches and Interrogations/ approved It was moved to approve, as amended, Section <u>JIH</u> – <u>Searches and Interrogations</u>, as contained in Annex D of the backup.

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

Policy Manual/ Section KBBA - Non-Custodial Parents' Rights/ approved It was moved to approve, as amended, Section KBBA – Non-Custodial Parents' Rights, as contained in Annex G of the backup.

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

Physical Restraints Policy gb #7-125 - Administration (March 21, 2017)

To consider approval of the draft Policy and Procedures for Physical Restraints.

It was moved to approve the Policies and Procedures for Physical Restraint, as amended, under <u>Section J-Students</u>, subsection <u>JKAA - Physical Restraint of Students</u>, into the <u>Policy Manual</u>, as contained in Annex A of the backup for the item.

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

Civil Rights on Title IX of the Education Amendments of 1972/review of

gb #7-323.1 Administration/Mr. O'Connell/Mr. Monfredo/Ms. Colorio (December 12, 2017)

Response of the Administration to the request to review the interim guidance of the U.S. Department of Education Office for Civil Rights on Title IX of the Education Amendments of 1972, and to determine whether any revisions need to be made to the policies and practices of the Worcester Public Schools in light of the guidance.

Mr. Monfredo made the following motion:

Request that the School Committee approve, as amended, the policy on Nondiscrimination-Equal Opportunity/ Affirmative Action/Title IX-ADA Title I Section 504/Chapter 622 Grievance Procedure, as contained in Annex E of the backup and insert it into the Policies Handbook.

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

gb #7-355 - Lorenzo Hernandez (October 24, 2017)

To consider the following item from Lorenzo Hernandez, Ex-Officio Member of the School Committee:

To consider offering a cost free Driver's Education course for students at Worcester Technical High School.

Mr. O'Connell made the following motion:

Request that the item be referred to the Administration to interact with the petitioner in order to have him seek out any grant opportunities that would provide a driver's education course free of charge.

On a voice vote, the motion was approved.

### 6. PERSONNEL

8-16 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Bryant, Scott, Teacher, Music, Sullivan, MA, Step 8, \$74,473\* effective February 26, 2018. Licensed: Music – All Levels.

McAuliffe, Kalie, Teacher, Special Education, Systemwide, MA, Step 4, \$61,251\*, effective February 26, 2018. Licensed: Moderate Disabilities 5-12. Driver's Education Course

Appointments

## Resignations

8-17 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:

Fox, Ashley, Special Education, Columbus Park, effective February 23, 2018
Tanner, Alyssa, School Psychologist, Systemwide, effective February 26, 2018
Thompson, Carolyn, School Psychologist, Systemwide, effective March 2, 2018

#### Retirements

8-18 The Superintendent has APPROVED the RETIREMENT of the following persons named below:

Kemp, Devra, Teacher, Elementary, Goddard, effective February 28, 2018 Vuona, Debora, Teacher, Elementary, Vernon Hill, effective February 26, 2018

# Appointments

8-19 The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.46 per hour, from Civil Service List #318-002, effective as shown:

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8-20 The Superintendent has provisionally APPOINTED the persons named below to the position of Junior Custodian, permanent/fulltime at a salary of \$15.90 (minimum) to \$20.24 (maximum), per hour, effective as shown:

Appointments

Jackson, Stansfield Stapleton, Joseph 02/14/18 02/20/18

\*prorated

It was moved to file Personnel items 8-16 to 8-20.

# GENERAL BUSINESS

7. <u>gb #8-58.1</u> - Administration/Mr. Comparetto/ Mr. O'Connell/Mr. Monfredo (February 7, 2018) Teaching Careers/ training pipeline for

Response of the Administration to the request to work collaboratively with Quinsigamond Community College, Worcester State University and other colleges in Worcester to develop a pipeline of students interested in pursuing a teaching career in Worcester.

Mr. Foley made the following motion:

Request that the Administration provide a report, in a Friday Letter indicating the total number of teachers that have gone through the Future Teachers Program, especially teachers of color.

On a voice vote, the motion was approved.

Mr. O'Connell made the following motion:

Request that Annex A of the backup be referred to the Standing Committee on Teaching, Learning and Student Supports and to be considered with gb#8-94.

On a voice vote, the motion was approved.

It was moved and voice voted to accept the response to the motion and hold the item for responses to further motions.

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Innovation Pathway Grant

8. <u>gb #8-87</u> - Administration (February 23, 2018)

To accept the Innovation Pathway Grant in the amount of \$10,000.

It was moved to approve the Innovation Pathway Grant.

For the motion: Miss Biancheria, Mr. Comparetto,

Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell,

Mayor Petty

Against the motion:

<u>0</u>

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The motion carried.

Administrative Professional Day/ forward e-mail 9. <u>gb #8-88</u> - Mr. Monfredo/Miss McCullough/ Mr. O'Connell/Miss Biancheria (February 23, 2018)

Request that the Administration forward an e-mail of appreciation during the week of April 23<sup>rd</sup> to secretaries and administrative assistants in celebration of Administrative Professional Day for all the hard work they constantly display.

Miss Biancheria requested that her name be added to the item.

It was moved and voice voted to refer the item to the Administration.

10. gb #8-89 - Mr. O'Connell/Miss McCullough/ Mr. Monfredo/Miss Biancheria (February 26, 2018)

To determine whether the February 13<sup>th</sup> decision of the Massachusetts Supreme Judicial Court in <u>Public Employee Retirement Administration Commission v. Contributory Retirement Appeal Board (SJC-12331)</u> requires any change in practice regarding sick or vacation payments, if any, made to employees receiving workers' compensation.

Miss Biancheria requested that her name be added to the item.

Mr. O'Connell made the following motion:

Request that the Administration review the decision and make its own modifications, if any are required, to its own practices in order to be in full compliance with the decision from Massachusetts Supreme Judicial Court.

On a voice vote, the motion was approved.

It was moved and voice voted to refer the item to the Administration.

11. <u>gb #8-90</u> - Administration (February 26, 2018)

To consider approval of prior fiscal year payments:

- \$6,366.84 for Seven Hills Groton, MA Pediatric Center.
- \$4,396 for Durridge Radon Implementation.

Public Employee Retirement Administration Commission v. Contributory Retirement Appeal Board

Prior Fiscal Year Payments It was moved to approve the prior fiscal year payments.

For the motion: Miss Biancheria, Mr. Comparetto,

Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty

Against the motion:

<u>0</u> 7

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The motion carried.

Approve Rule 29 of the School Committee as amended

12. <u>gb #8-91</u> - Administration (March 1, 2018)

To consider an amendment to number 29 of the School Committee Rules as follows:

The Clerk of the School Committee will e-mail a copy the items for the agenda for each School Committee meeting to the School Committee members on the Wednesday prior to each Friday's delivery inquiring as to an interest in co-sponsoring the various items on the agenda. The School Committee members will complete a form and forward it back to the Clerk of the School Committee on or before **Noon on the Thursday prior to the Friday delivery.** 

Miss Biancheria made the following amendment to the item:

The Clerk of the School Committee will e-mail to the School Committee a copy of the items for the agenda, with the maker's names, on the Wednesday prior to each Friday's delivery inquiring as to an interest in co-sponsoring the various items on the agenda. The School Committee members will complete a form and forward it back to the Clerk of the School Committee on or before Noon on the Thursday prior to the Friday delivery.

It was moved to approve Rule 29 of the School Committee as amended.

For the motion: Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough,

Mr. Monfredo, Mr. O'Connell,

Mayor Petty

Against the motion:

0

The motion carried.

13. gb #8-92 - Administration (March 1, 2018)

**Donations** 

To consider approval of the following donations:

-\$10,000, on behalf on the Digital Federal Credit Union (DCU), for scholarships to graduating seniors.

-\$25,000, on behalf of the Hanover Insurance Group Foundation, for the Hanover Insurance Academy for the Arts at Burncoat Middle School.

-\$350, on behalf of the Boston Museum of Science, to Woodland Academy for bus funding for the student's field trip to the museum.

It was moved to approve the donations.

For the motion: Miss Biancheria, Mr. Comparetto,

Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell, Mayor Petty

Against the motion:

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The motion carried.

14. gb #8-93 -Miss Biancheria/Miss McCullough/ Mr. Monfredo/Mr. O'Connell

(March 2, 2018)

Request that the Administration provide a report on the students' participation with Earth Day activities on April 7, 2018 including projects completed with school sites and support from the community for the school sites.

Earth Day/ participation in

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Miss Biancheria made the following motion:

Request that the Administration provide a report on the <u>Working for Worcester</u> events that will take place on April 7, 2018.

On a voice vote, the motion was approved.

It was moved and voice voted to refer the item to the Administration.

Worcester:Future Teacher Program/ consider expanding 15. <u>gb #8-94</u> - Mr. Monfredo/Miss McCullough/ Mr. O'Connell (March 2, 2018)

Request that the Administration consider expanding the <u>Worcester: Future Teachers</u> <u>Program</u> in conjunction with Worcester State University in an effort to recruit the best and brightest students.

Mr. Monfredo suggested that the Administration forward a Future Teachers Plan to the Standing Committee on Teaching, Learning and Student Supports by the end of the year.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.

Selam Van Voohis and Burncoat High School Dance Team/forward letters

16.

gb #8-95 - Miss McCullough/Mr. Monfredo/ Mr. O'Connell/Mayor Petty (March 4, 2018)

To forward letters of congratulations to:

1. Selam Van Voohis, a senior at Doherty Memorial High School, as the 2018 Girls Inc. National Scholar Program and for receiving a \$20,000 Lucile Miller Wright scholarship from Girls Inc. (Mr. Monfredo)  Kellie Shea and Nia Nelson, coaches and the Burncoat High School Dance Team for having won their 5<sup>th</sup> State Title in Hip Hop at the MSSAA Dance Team State Competition. (Miss McCullough)

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Mr. Monfredo made the following motion:

Request that the names of the students from the Burncoat High School's Dance Team be put on the next School Committee Meeting Agenda.

On a voice vote, the motion was approved.

It was moved and voice voted to forward letters of congratulations.

17. <u>gb #8-96</u> - Administration/Miss McCullough/ Mr. Monfredo/Mr. O'Connell/ Mayor Petty/Miss Biancheria/ Mr. Comparetto (March 4, 2018)

Recognitions/ set date

To set the date to recognize the following:

1. All-State Concert Band

Oved Rico, French Horn, South High Community School

Central Massachusetts Music Educators Association Senior Music Festival

Oved Rico, French Horn, South High Community School Zachary Roy, Bass- Voice, South High Community School Aaron Balboa, Cello, Burncoat High School Joshua Landry, Percussion, Burncoat High School

# Central Massachusetts Music Educators Association Junior Music Festival

Sienna Leone, Violin, Sullivan Middle
School
David Cardoso, Violin, Burncoat Middle
School
Trevor Jones, Trombone, Burncoat Middle
School
Thais Sobrinho, Alto Voice, Burncoat Middle
School
Julia Leitko Soprano, Voice, Burncoat
Middle School
(Administration)

 Karen Doyle and Ann Reitzell, Advanced Placement teachers at Burncoat High School, as two of the twenty-nine Mass Insight Education & Research Institute 2018 Partners in Excellence Award. (Miss McCullough)

Mr. Comparetto and Miss Biancheria requested that their names be added to the item.

It was moved and voice voted to set the date of Thursday, April 26, 2018.

School Libraries

18. <u>gb #8-97</u> - Mr. Comparetto/Miss McCullough/ Mr. Monfredo/Mr. O'Connell (March 7, 2018)

Request that the Administration provide a report on school libraries.

Mr. Comparetto made the following motion:

Request that the Administration provide a report on that the numbers of libraries in the Worcester Public Schools and indicate:

- how many have librarians
- who is using them and
- what is the impact on the community.

On a voice vote, the motion was approved.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Supports.

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19. <u>gb #8-98</u> - Administration (March 4, 2018)

To congratulate Brian Allen, Chief Financial and Operations Officer, for receiving the 2017-18 Meritorious Budget Award (MBA) from the Association of School Business Officials International (ASBO).

It was moved to Congratulate Brian Allen for receiving the 2017-18 Meritorious budget Award.

The meeting adjourned at 7:50 p.m.

Helen A. Friel, Ed.D. Clerk of the School Committee Meritorious Budget Award/congratulate Brian Allen