

III. APPROVAL OF RECORDS
Clerk
(January 6, 2019)

ITEM - aor #9-1
S.C. MEETING - 1-17-19

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 20, 2018.

PRIOR ACTION:

BACKUP:

Annex A (36 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, December 20, 2018.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve.

IN SCHOOL COMMITTEE
Worcester, Massachusetts
Thursday, December 20, 2018
Agenda #26

The School Committee of the Worcester Public Schools met in Open Session at 6:07 p.m. in the Council Chamber at City Hall on Thursday, December 20, 2018.

There were present at the Call to Order:

Miss Binienda, Mr. Comparetto, Mr. Foley,
Miss McCullough, Mr. Monfredo and Mayor Petty

Mr. O’Connell arrived at 6:15 p.m.

It was moved to recess to Executive Session:

- 1. gb #8-374 - Executive Session (Administration) Executive Session
(December 12, 2018)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #17/18-27.

To discuss strategy with respect to collective bargaining for Plumbers and Steamfitters - IUPE, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining for Tradesmen - IUPE, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares.

To discuss strategy with respect to litigation – Personnel Matter.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty	6
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Absent:, Mr. O’Connell	1
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Against the motion:	$\frac{0}{7}$
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The motion carried.

The School Committee recessed to Executive Session from 6:07 p.m. to 7:10 p.m.

The School Committee reconvened in Open Session at 7:15 p.m.

The invocation was given by Pastor Mark Nilson from Salem Covenant Church.

The Pledge of Allegiance was offered and Worcester Arts Magnet School Special Chorus sang the National Anthem.

2. Pursuant to action taken in Executive Session, it was moved to deny Grievance #17/18-27.

APPROVAL OF RECORDS

Minutes/
approval of

3. aor #8-23 - Clerk
(November 26, 2018)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 6, 2018.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, December 6, 2018.

IMMEDIATE ACTION

Recognition/
Christine Foley

4. qb #8-336.1 - Administration/Mr. Monfredo/
Miss Biancheria/Mr. O'Connell/
Mayor Petty/Miss McCullough
(December 20, 2018)

To recognize Christine Foley, Coordinator of Andy's Attic at South High Community School, for her role in assisting those in need within the community.

Mayor Petty, and Superintendent Binienda presented a certificate to Christine Foley Coordinator of Andy's Attic at South High Community School, for her role in assisting those in need within the community.

It was moved to suspend rule to take the following item out of order:

- 5. gb #8-369 - Mr. Comparetto/Mr. Foley/
Mr. Monfredo
(December 12, 2018) Health Education
Unit

Request that the Administration provide an update of the Sex Education unit in the Health Education curriculum.

Mayor Petty stated that Superintendent Binienda will be presenting her recommendation for the Sex Education unit for the Health Education Curriculum on Thursday, January 17, 2019 followed by a public meeting, either at subcommittee or the full School Committee. In addition, the Mayor stated that Matilde Castiel, Commissioner of Health and Human Services will speak to that topic at the January 17th School Committee meeting.

Chantel Bethea, Reverend Aaron Payson, Mary Mullaney, Gaal Aden and Jaquelyn Morales spoke to the item.

IMMEDIATE ACTION

- 6. gb #8-359 - Administration
(December 12, 2018) Student
Representative/
academic and
character awards
- Kwaku Nyarko (December 4, 2018)

To consider the feasibility of presenting more yearly academic and character awards, at the individual school level, to recognize students from each grade who excel in and out of school.

Mr. Monfredo requested that the Administration provide a report in January 2019 with ideas for implementing yearly academic and character awards.

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

Report of the
Superintendent/
End-of-Cycle
Summative
Evaluation for
Superintendent
Binienda

- REPORT OF THE SUPERINTENDENT**
7. **ROS #8-15 - Administration**
(December 12, 2018)

**END-OF-CYCLE SUMMATIVE EVALUATION
REPORT OF THE SUPERINTENDENT**

Mayor Petty provided the Superintendent's final End-of-Cycle Summative Evaluation Report in the form of a PowerPoint as follows:

The Educator Evaluation System is based on ratings for six SMART (Specific, Measurable, Attainable, Relevant and Timely) goals.

1. Professional Practice Goal

By June 2018, Mrs. Binienda will continue to develop skills in instructional leadership by completing all requirements of the second year of the New Superintendent's Induction Program.

On this goal, you will note that there were three Exceeded and four Met.

Joseph Petty	Exceeded
Dianna Biancheria	Exceeded
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Met
John Monfredo	Exceeded
Brian O'Connell	Met

2. Student Learning Goal

By November 2018, Mrs. Binienda will provide high quality learning opportunities and resources to all students through the development and implementation of a comprehensive curriculum.

On this goal, you will note that there were two Exceeded and five Met.

Joseph Petty	Met
Dianna Biancheria	Exceeded
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Met
John Monfredo	Exceeded
Brian O'Connell	Met

District Improvement Goal 3

By November 2018, Mrs. Binienda will develop a district technology plan that prioritizes and supports student learning and achievement through increasing the digital literacy skills of students, staff and district administration.

On goal 3, you will note that there was one Exceeded and six Met.

Joseph Petty	Met
Dianna Biancheria	Exceeded
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Met
John Monfredo	Met
Brian O'Connell	Met

District Improvement Goal 4

By November 2018, Mrs. Binienda will strengthen educator and administrator capacity by providing effective professional development, monitoring of practice and use of the MA DESE evaluation system.

On goal 4, you will note that there were two Exceeded, four Met and one Significant Progress.

Joseph Petty	Met
Dianna Biancheria	Exceeded
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Significant Progress
John Monfredo	Exceeded
Brian O'Connell	Met

Other Goal 5

Through November 2018, Mrs. Binienda will continually analyze district data to increase rigorous learning opportunities for all students through advanced and specialized courses, implementation of career pathways and supportive interventions..

On goal 5, you will note that there were two Exceeded and five Met.

Joseph Petty	Met
Dianna Biancheria	Exceeded
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Met
John Monfredo	Exceeded
Brian O'Connell	Met

Other Goal 6

"Through November 2018, Mrs. Binienda will continually support the development of a positive school climate in all schools by monitoring intensified research tiered interventions of social and emotional learning and by consistent enforcement of appropriate disciplinary rules and procedures."

On goal 6, you will note that there were one Exceeded, five Met and one Significant Progress.

Joseph Petty	Met
Dianna Biancheria	Met
Dante Comparetto	Met
Jack Foley	Met
Molly McCullough	Significant Progress
John Monfredo	Exceeded
Brian O'Connell	Met

The composite individual ratings for the six SMART Goals were:

Exceeded	11
Met	29
Significant Progress	2
Some Progress	0
Did Not Meet	0

The following are the individual ratings and the composite for the assessment of progress toward the Goals.

	Professional Practice	Student Learning	District Improvement
Joseph Petty	Exceeded	Met	Met
Dianna Biancheria	Exceeded	Exceeded	Met
Dante Comparetto	Met	Met	Met
Jack Foley	Met	Met	Met
Molly McCullough	Met	Met	Met
John Monfredo	Exceeded	Exceeded	Met
Brian O'Connell	Met	Met	Met

You will note that, for the assessment of progress toward the goals, the composite scores were:

Exceeded	5
Met	16
Significant Progress	0
Some Progress	0
Did Not Meet	0

There are 4 Standards of effective Professional Practice which are rated at four levels of performance: Unsatisfactory, Needs Improvement, Proficient and Exemplary as shown below:

Standard I: Instructional Leadership

The following chart indicates the individual ratings.

	I-A Curriculum	I-B Instruction	I-C Assessment	I-D Evaluation	I-E Data- Informed Decision Making
Joseph Petty	Proficient	Proficient	Proficient	Proficient	Exemplary
Dianna Biancheria	Proficient	Exemplary	Exemplary	Exemplary	Exemplary
Dante Comparetto	Proficient	Proficient	Proficient	Proficient	Proficient
Jack Foley	Proficient	Exemplary	Proficient	Proficient	Proficient
Molly McCullough	Proficient	Proficient	Needs Improvement	Proficient	Exemplary
John Monfredo	Proficient	Proficient	Exemplary	Exemplary	Exemplary
Brian O'Connell	Proficient	Proficient	Proficient	Proficient	Proficient

The composite ratings for Standard I were:

Exemplary	10
Proficient	24
Needs Improvement	1
Unsatisfactory	0

Commendations

- “Superintendent Binienda has met or exceeded most of her performance goals and has made certain that principals make use of effective strategies to improve their educational practices.”

-Mayor Petty
- “Under Superintendent Binienda’s leadership, the team was successful in helping educators to improve instructional high quality learning practices for all students.”

-Dianna Biancheria
- “Progress is being made on early literacy and improving elementary schools.”

-Dante Comparetto
- “Superintendent Binienda has addressed poor performance at the elementary level and has taken action to bring new leadership and improved professional practices to the classroom, often with grant support from the state.”

-John Foley

- "Superintendent Binienda does an excellent job utilizing data and creating responses based on it."
-Molly McCullough
- "There has been a great deal of high quality professional development and also accountability to determine what the best practices are for the district."
-John Monfredo
- "Superintendent Binienda's effort to develop and attain meaningful, actionable and measurable professional practices, student learning and school improvement goals, are particularly commendable."
-Brian O'Connell

Recommendations for Improvement

- "The system needs a comprehensive reproductive health education unit for middle and high school students."
-Mayor Petty
- "The system needs to have more fully functioning school site councils."
-Dante Comparetto
- "I do see the need to develop that next generation of principals across all grade levels who can create and sustain a culture of learning and high expectations in their schools."
-John Foley
- "I have concerns regarding pulling DAB Administration out of their roles to fill in for failing principals rather than using Assistant Principals or other certified staff members."
-Molly McCullough

Standard II: Management and Operations

The following chart indicates the individual ratings.

	II-A Environment	II-B Human Resources Management and Development	II-C Scheduling and Management Information Systems	II-D Law, Ethics, and Policies	II-E Fiscal Systems
Joseph Petty	Proficient	Exemplary	Proficient	Exemplary	Exemplary
Dianna Biancheria	Exemplary	Exemplary	Exemplary	Exemplary	Proficient
Dante Comparetto	Proficient	Proficient	Proficient	Proficient	Proficient
Jack Foley	Proficient	Exemplary	Proficient	Exemplary	Exemplary
Molly McCullough	Proficient	Proficient	Proficient	Proficient	Proficient
John Monfredo	Exemplary	Exemplary	Exemplary	Exemplary	Exemplary
Brian O'Connell	Proficient	Proficient	Proficient	Proficient	Proficient

The composite ratings for Standard II were:

Exemplary	15
Proficient	20
Needs Improvement	0
Unsatisfactory	0

Commendations

- "Superintendent Binienda allocated and managed expenditures well in the Budget that reflected her goals for the system."
-Mayor Petty
- "Superintendent Binienda succeeded in empowering administrators by providing them with adequate resources and support to address the academic, health, emotional and social needs of all students."
-Dianna Biancheria
- "I am pleased with the increase in student supports, clinicians and wraparound services."
-Dante Comparetto

- "Superintendent Binienda and her staff continue to manage the operations of the district at a very high level despite being severely limited by resources."
-John Foley
- "I feel the system falls in the middle regarding this Standard."
-Molly McCullough
- "Superintendent Binienda has been a strong advocate in leading the way to increase state-wide funding for the Gateway districts and she has continued to look for grant funding to assist in areas where there is a lack of resources."
-John Monfredo
- "Training of principals in the maintenance of an orderly and efficient school environment has been extensive and Superintendent Binienda has stressed the ability of principals in this area in her hiring decisions."
-Brian O'Connell

Recommendation for Improvement

- "The system should work harder to cultivate, recruit and hire more teachers of color to reflect the composition of the school district."
-John Foley
- "The system needs to work harder on hiring quality people for appropriate positions."
-Molly McCullough
- "The system should implement a more transparent, community-oriented budget preparation approach, with community input BEFORE the Administration has developed its own draft budget."
-Brian O'Connell

Standard III: Family and Community Engagement

The following chart indicates the individual ratings.

	III-A Engagement	III-B Sharing Responsibility	III-C Communication	III-D Family Concerns
Joseph Petty	Exemplary	Exemplary	Exemplary	Exemplary
Dianna Biancheria	Exemplary	Exemplary	Exemplary	Exemplary
Dante Comparetto	Proficient	Proficient	Proficient	Proficient
Jack Foley	Needs Improvement	Needs Improvement	Needs Improvement	Proficient
Molly McCullough	Proficient	Proficient	Proficient	Proficient
John Monfredo	Exemplary	Exemplary	Exemplary	Proficient
Brian O'Connell	Proficient	Exemplary	Exemplary	Exemplary

The composite ratings for Standard III were:

Exemplary	14
Proficient	11
Needs Improvement	3
Unsatisfactory	0

Commendations

- "The growth of the business/community partnerships is truly becoming one of the hallmarks of Superintendent Binienda's leadership and her community engagement is truly incredibly high as evidenced by the fact that she is always visible and accessible."
-Mayor Petty
- "Superintendent Binienda has succeeded in working collaboratively with various community leaders and stakeholders to establish a meaningful Strategic Plan that will enhance the education for all students."
-Dianna Biancheria

- "Strides have been made in community and family involvement."
-Molly McCullough
- "Superintendent Binienda has continued that strong quality of communicator in addressing family needs and has advocated for more community services within our schools to teach students the importance of giving back to their community."
-John Monfredo
- "I commend Superintendent Binienda for her outreach to the community, for her presence at a wide range of school programs and activities, for her willingness and ability to listen to staff, students, family and community concerns and her interest in addressing their concerns to the degree feasible."
-Brian O'Connell

Recommendation for Improvement

- "The system needs to do a better job communicating to parents in their native languages. The Administration needs to be looking at best practices from other school districts with similar demographics."
-Dante Comparetto
- "The system needs to find new avenues for genuine conversations and to listen more to what our families and our communities have to offer in support of the schools."
-John Foley
- "The system needs to continue to ensure that family and community voices are heard and that it act on them in an effective/efficient manner."
-Molly McCullough

- “The system needs to focus on having all schools represented on the Citywide Parent Planning Advisory Council, and on School Site Councils which often have limited parent and community involvement. These meetings occur at hours that make participation by many working parents effectively impossible.”

-Brian O’Connell

Standard IV: Professional Culture
The following chart indicates the individual ratings.

	IV-A Commitment to High Standards	IV-B Cultural Proficiency	IV-C Communication	IV-D Continuous Learning	IV-E Shared Vision	IV-F Managing Conflict
Joseph Petty	Exemplary	Proficient	Exemplary	Exemplary	Proficient	Exemplary
Dianna Blancheria	Exemplary	Exemplary	Exemplary	Proficient	Exemplary	Exemplary
Dante Comparetto	Proficient	Proficient	Proficient	Proficient	Proficient	Proficient
Jack Foley	Proficient	Proficient	Proficient	Proficient	Proficient	Proficient
Molly McCullough	Exemplary	Proficient	Proficient	Proficient	Proficient	Proficient
John Monfredo	Exemplary	Proficient	Exemplary	Proficient	Exemplary	Proficient
Brian O’Connell	Proficient	Proficient	Exemplary	Exemplary	Proficient	Proficient

The composite ratings for Standard IV were:

Exemplary	15
Proficient	27
Needs Improvement	0
Unsatisfactory	0

Commendations

- “Superintendent Binienda helps administrators to become good decision makers by developing strong core values.”
 -Mayor Petty

- "Superintendent Binienda has succeeded, with the help of her team, to set a very positive tone prior to the first day of school for all staff which involved an inspirational speaker who succeeded in motivating all in attendance to improve their teaching practices."

-Dianna Biancheria

- "Overall, there has been a strong professional culture created with high expectations for teachers and a shared vision for student success."

-John Foley

- "Superintendent Binienda has high expectations for the district."

-Molly McCullough

- "Superintendent Binienda is a strong believer in promoting high standards across the district by her actions and by initiating change within our district."

-John Monfredo

- "Superintendent Binienda has made excellent progress in her effort to establish and maintain a professional culture in the Worcester Public Schools which reflects an openness and commitment to learning."

-Brian O'Connell

Standard IV- Professional Culture Recommendations for Improvement

- "I would like to see continued leadership development for Assistant Principals and for those teachers who want to move into leadership positions."

-Mayor Petty

- "In order to achieve success, the system needs to utilize appropriate staff who can successfully support Superintendent Binienda's initiatives so that she has time to focus on overall district needs."

-Molly McCullough

OVERALL ASSESSMENT OF THE PERFORMANCE ON
THE STANDARDS

The following chart indicates the overall rating of each School Committee member on the standards.

	Standard I Instructional Leadership	Standard II Management and Operations	Standard III Family and Community Engagement	Standard IV Professional Culture
Joseph Petty	Proficient	Exemplary	Exemplary	Exemplary
Dianna Blancheria	Exemplary	Exemplary	Exemplary	Exemplary
Dante Comparetto	Proficient	Proficient	Proficient	Proficient
Jack Foley	Proficient	Exemplary	Needs Improvement	Proficient
Molly McCullough	Proficient	Proficient	Proficient	Proficient
John Monfredo	Proficient	Exemplary	Exemplary	Proficient
Brian O'Connell	Proficient	Proficient	Exemplary	Proficient

The composite ratings for Standards I, II, III and IV were:

Exemplary	11
Proficient	16
Needs Improvement	1
Unsatisfactory	0

Overall Summative Evaluation on the Goals and Standards

	Summative
Joseph Petty	Exemplary
Dianna Biancheria	Exemplary
Dante Comparetto	Proficient
Jack Foley	Proficient
Molly McCullough	Proficient
John Monfredo	Exemplary
Brian O'Connell	Exemplary

The composite ratings for the Overall Summative Evaluation on the Goals and Standards were:

Exemplary	3
Proficient	4
Needs Improvement	0
Unsatisfactory	0

EVALUATOR COMMENTS

- "Superintendent Binienda has proven to be very capable as Superintendent. What has impressed me the most has been her ability to turn around a failing school. Working with school leadership and teachers, she has shown that her hands-on approach can change school culture for the better."

-Mayor Petty.

- "Superintendent Binienda epitomizes all that a model Superintendent should be, one who brings the best out of her staff which results in good outcomes for all students in the Worcester Public Schools."

-Dianna Biancheria

- "We all recognize the importance of showing more significant academic improvements for students of all ages, but also understand the limitations the district faces with the lack of revenues and the inappropriate levels of funding with the Foundation Budget Formula."
-John Foley
- "I am very happy to see progress made to date with Superintendent Binienda who appears to be aligning her practices with the professional practice goal, the student learning goal, and the district improvement goals."
-Dante Comparetto
- "I believe that we need to continue to work on the quality of our administrators and not only the quantity but quality of our advanced placement and rigorous learning opportunities."
-Molly McCullough
- "The final outcomes of several of Superintendent Binienda's goals have not yet been reached primarily due to resource constraints across the district."
-John Foley
- "I remain concerned that we still do not challenge some of our students to achieve academically at the maximum level of which they are capable - i.e., to work well ahead of their "comfort level," and to derive from this experience the confidence, self-discipline and satisfaction which will encourage and support superlative achievement throughout their lives."
-Brian O'Connell
- "I believe that Superintendent Binienda has worked toward setting goals that are appropriate for herself, students and the district which have a high impact on student learning."
-Molly McCullough

- "Superintendent Binienda has done an outstanding job in restructuring her administrative team to focus on improving teaching practices at the school level and supporting staff in their work. This has resulted in building morale within the teaching force and an over-all positive feeling about our schools in the community."

-John Monfredo

- "I am particularly pleased with the increase in the number of Model United Nations Clubs and robotics programs, with expansion of the dual language program at Burncoat Middle, with the new Chapter 74 programs, with the varied and expansive initiatives in both digital literacy and the visual and performing arts, and with the formulation of a language proficiency rubric for world language writing."

-Brian O'Connell

The final step in this evaluation process is a rating on the impact on Student Learning. This chart indicates 4 high and 3 moderate.

	Summative
Joseph Petty	Moderate
Dianna Biancheria	High
Dante Comparetto	Moderate
Jack Foley	Moderate
Molly McCullough	High
John Monfredo	High
Brian O'Connell	High

High	4
Moderate	3
Low	0

I, on behalf of the School Committee, would like to thank Superintendent Binienda for her tremendous personal commitment to the success of our schools. I look forward to working with her, her management team and my colleagues as we seek to make the Worcester Public Schools one of the best urban school districts in the country.

Congratulations Superintendent Binienda on a job well done!

Superintendent Binienda received a very positive End of Cycle Summative Evaluation by Miss Biancheria, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mr. O'Connell and Mayor Petty.

It was moved and voice voted to accept and file the item.

Miss Biancheria made the following motion:

Request that the School Committee commence negotiations between the Mayor and Superintendent Binienda for a 3 year contract for the Superintendent.

On a voice vote the motion was approved

8. **REPORT OF THE STANDING COMMITTEE ON FINANCE AND OPERATIONS**

gb #8-233 -Administration (July 18, 2018)

FY19 Budget/first
quarter report

To review the status of the FY19 Budget and make appropriate transfers as required.

Mr. Allen provided an update on the First Quarter Report for the FY19 Budget.

It was moved to approve the following transfers:

Amount	From Account	Account Title	To Account	Account Title
\$90,000	500122-92000	Athletics OM	500103-97201	Transportation Salaries
\$400,000	500-91111	Teacher Salaries	500130-92000	Personal Services
\$250,746	500-91111	Teacher Salaries	500136-92000	Miscellaneous OM
\$9,254	500-91111	Teacher Salaries	540136-92000	Miscellaneous OM
\$300,000	500-91111	Teacher Salaries	500129-92000	Workers Compensation
\$300,000	500-91111	Teacher Salaries	500132-92000	Special Education Tuition
\$130,000	500-91111	Teacher Salaries	500152-92000	Facilities Ordinary Maintenance
\$20,000	500-91111	Teacher Salaries	500-92204	Instructional Supplies
\$100,000	500-91111	Teacher Salaries	500-91110	Administration

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

Snow Removal
Equipment

qb #8-291.1 - Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo/Mr. O'Connell (September 26, 2018)

Request that the Administration provide a report on the availability of snow removal equipment for individual school sites or available for school use to include snow blowers and plow trucks.

Hold.

SCHOOL COMMITTEE ACTION

The School Committee approved the action of the Standing Committee on Finance and Operations as amended.

gb #8-233

It was moved to approve the following transfers:

Amount	From Account	Account Title	To Account	Account Title
\$90,000	500122-92000	Athletics OM	500103-97201	Transportation Salaries
\$400,000	500-91111	Teacher Salaries	500130-92000	Personal Services
\$250,746	500-91111	Teacher Salaries	500136-92000	Miscellaneous OM
\$9,254	500-91111	Teacher Salaries	540136-92000	Miscellaneous OM
\$300,000	500-91111	Teacher Salaries	500129-92000	Workers Compensation
\$300,000	500-91111	Teacher Salaries	500132-92000	Special Education Tuition
\$130,000	500-91111	Teacher Salaries	500152-92000	Facilities Ordinary Maintenance
\$20,000	500-91111	Teacher Salaries	500-92204	Instructional Supplies
\$100,000	500-91111	Teacher Salaries	500-91110	Administration

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

9. PERSONNEL

8-56 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Appointments

Elsayyad, Hossam, Teacher, English as a Second Language, Elm Park, DOC, Step 2, \$67,081 effective November 26, 2018. License pending: English as a Second Language Prek-6. *

Freeman, Michael, Assistant Director of Transportation, Bus Yard, \$90,000 effective November 26, 2018. *

Kelly, Kerri, Teacher, Elementary, Burncoat Prep, MA, Step 7, \$69,547 effective November 29, 2018. Licensed: Early Childhood Prek-2.*

Loewen, Kelly, Teacher, English as a Second Language, Grafton Street, BA, Step 1, \$46,894 effective November 30, 2018. Licensed: English as a Second Language Prek-6. *

Mascetta, Jordan, Teacher, Special Education, Jacob Hiatt, MA, Step 1, \$53,048 effective December 10, 2018. Licensed: Moderate Disabilities Prek-8. *

Souza, Taryn, Teacher, Music, Sullivan – Goddard Scholars, MA, Step 8, \$75,218 effective November 29, 2018. Licensed: Music – All levels.

*

*prorated

Resignations	8-57	<p>The Superintendent has ACCEPTED the RESIGNATION of the persons named below:</p> <p>Holden, Seth, Teacher, Enrichment, Systemwide, effective December 7, 2018. Isaac, Elizabeth, Teacher, English as a Second Language, Claremont, effective November 20, 2018.</p>																		
Retirements	8-58	<p>The Superintendent has ACCEPTED the RESIGNATION for Purposes of RETIREMENT of the persons named below:</p> <p>Borges, Carmelo, Teacher, Elementary, Vernon Hill, effective December 3, 2018. Daley, Deborah, Assistant Principal, Nelson Place, effective December 9, 2018. Keating, Shawn, Teacher, Special Education, North, effective December 3, 2018. Tangney, Ann, Teacher, Elementary, Burncoat Prep, effective December 3, 2018.</p>																		
Appointments	8-59	<p>The Superintendent has APPOINTED the persons named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$13.73 per hour, from Civil Service List #318-058, effective as shown:</p> <table border="0" style="margin-left: 40px;"> <tr> <td>Michelle DiRoberto</td> <td style="text-align: right;">11/27/18</td> </tr> <tr> <td>Mildred Graham</td> <td style="text-align: right;">11/26/18</td> </tr> <tr> <td>Annah Killebrew</td> <td style="text-align: right;">11/28/18</td> </tr> <tr> <td>Laura Laloi-Joseph</td> <td style="text-align: right;">11/28/18</td> </tr> <tr> <td>Heather Landry</td> <td style="text-align: right;">11/28/18</td> </tr> <tr> <td>Savannah Madera</td> <td style="text-align: right;">11/14/18</td> </tr> <tr> <td>Oscar Rodriguez</td> <td style="text-align: right;">11/27/18</td> </tr> <tr> <td>Peter Salas</td> <td style="text-align: right;">11/14/18</td> </tr> <tr> <td>Felix Sevuvor</td> <td style="text-align: right;">12/12/18</td> </tr> </table>	Michelle DiRoberto	11/27/18	Mildred Graham	11/26/18	Annah Killebrew	11/28/18	Laura Laloi-Joseph	11/28/18	Heather Landry	11/28/18	Savannah Madera	11/14/18	Oscar Rodriguez	11/27/18	Peter Salas	11/14/18	Felix Sevuvor	12/12/18
Michelle DiRoberto	11/27/18																			
Mildred Graham	11/26/18																			
Annah Killebrew	11/28/18																			
Laura Laloi-Joseph	11/28/18																			
Heather Landry	11/28/18																			
Savannah Madera	11/14/18																			
Oscar Rodriguez	11/27/18																			
Peter Salas	11/14/18																			
Felix Sevuvor	12/12/18																			

GENERAL BUSINESS

10. gb #7-94.1 - Administration/Miss Biancheria/
Mr. O'Connell/Ms. Colorio/
Mr. Monfredo
(December 12, 2018)
- Grant/Career and
Technical Education
Partnership/
progress report

Response of the Administration to the request to provide a progress report on the Career and Technical Education Partnership Implementation Grant which provides students opportunities to participate in manufacturing and other career pathways at Worcester Technical High School.

It was moved and voice voted to accept and file the item.

11. gb #7-143.1 - Administration/Miss Biancheria/
Ms. Colorio/Mr. O'Connell/
Mr. Monfredo
(December 12, 2018)
- Bullying Prevention
and Education
Conference

Response of the Administration to the request to provide a report on the 2017 Annual Bullying Prevention and Education Conference to include explanations regarding:

- the six rules in reference to the awareness of bullying and
- the activities and solutions that will be implemented during the 2017-18 school year

Miss Biancheria requested that a presentation be made at a School Committee meeting regarding the six rules of Bullying Prevention in the Worcester Public Schools.

It was moved and voice voted to accept and file the item.

School Funding
Lawsuit

12. gb #8-56.1 - Administration/Mr. O'Connell/
Miss Biancheria
(December 12, 2018)

Response of the Administration to the requests to receive an update from the Brockton Public Schools regarding the School Funding Lawsuit and a statement as to the Superintendent's position regarding the lawsuit.

It was moved and voice voted to accept and file the item.

Recruitment
Initiatives

13. gb #8-58.2 - Administration/Mr. O'Connell/
Miss Biancheria
(December 10, 2018)

Response of the Administration to the requests to:

- provide a report as to recruitment initiatives outside of Worcester and
- seek information from other school districts as to how they recruit new teachers.

It was moved and voice voted to accept and file the item.

Massachusetts
Supreme Judicial
Court decision/
SJC-12331

14. gb #8-89.1 - Administration/Mr. O'Connell
(December 10, 2018)

Response of the Administration to the request to review the Massachusetts Supreme Judicial Court decision in Public Employee Retirement Administration Commission v. Contributory Retirement Appeal Board (SJC-12331), and make its own modifications, if any are required, to its own practices in order to be in full compliance with the decision.

It was moved and voice voted to accept and file the item.

15. gb #8-123.7 - Administration/Miss Biancheria/
Mr. Foley/Mr. O'Connell
(December 12, 2018) FY19 Budget

Responses of the Administration to the motions from the FY19 Budget to provide:

- a Report of the Superintendent on Instructional Technology
- a listing of the expenditures from the Out of State Travel account
- a report on the Unemployment Compensation Account regarding funding
- a report on an outside assessment of the current telephone lines

It was moved and voice voted to accept and file the responses to the motions.

16. gb #8-128.1 - Administration/Mayor Petty/
Miss Biancheria/Mr. Comparetto/
Mr. Foley/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(December 12, 2018) Public Safety
Events/
organizational
chart

Response of the Administration to the request to work with the City Manager's office to develop an organizational chart and communication procedures for any public safety events in the Worcester Public Schools.

It was moved and voice voted to accept and file the item.

17. gb #8-151.1 - Administration/Miss McCullough/
Miss Biancheria/Mr. Comparetto/
Mr. Foley/Mr. Monfredo/
Mr. O'Connell
(December 12, 2018) Vocational-
Technical
Opportunities

Response of the Administration to the request to provide a progress report regarding additional vocational/technical opportunities for students not admitted to Worcester Technical High School.

It was moved and voice voted to accept and file the item.

Budget/allocation of funds after the House and Senate approve the Budget

18. gb #8-214.1 - Administration/Mr. Monfredo
(December 12, 2018)

Response of the Administration to the request to provide a report on the allocation of funds after the House and Senate approve the Budget.

It was moved and voice voted to accept and file the item.

Facilities Master Plan/Symmes, Maine & McKee Association, Inc.

19. gb #8-234.1 - Administration/Miss Biancheria/
Miss McCullough/Mr. Monfredo/
Mr. O'Connell
(December 12, 2018)

Response of the Administration to the request to provide an update on the Facilities Master Plan Report, prepared by Symmes, Maine & McKee Association, Inc.

Hold for the meeting on Thursday, January 17, 2019.

2018 Accelerated Repairs Projects

20. gb #8-235.1 - Administration/Miss Biancheria/
Mr. Monfredo/Mr. O'Connell/
Miss McCullough
(December 12, 2018)

Response of the Administration to the request to provide an update on the 2018 Accelerated Repair Projects and include recommendations for 2018-19.

Hold for the meeting on Thursday, January 17, 2019.

21. gb #8-236.1 - Administration/Miss Biancheria/
Miss McCullough/Mr. Monfredo/
Mr. O'Connell
(December 12, 2018) SchoolDude/
requests and
concerns
- Response of the Administration to the request to provide the SchoolDude's recommendations for 2018-19 and include the 2018 requests for issues and concerns at school sites.
- Hold for the meeting on Thursday, January 17, 2019
22. gb #8-271.1 - Administration/Mr. Foley
(December 12, 2018) Opening of Schools
Event
- Response of the Administration to the request to consider changing the date of the Opening of Schools Event in order to give the teachers time to prepare their classrooms for the opening of school.
- It was moved and voice voted to accept and file the item.
23. gb #8-289.1 - Administration/Miss Biancheria/
Mr. Comparetto/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(December 12, 2018) Transportation
Operations/
Fremont Street
facility
- Response of the Administration to the request to provide a report on all transportation operations that were transferred to the Fremont St. facility and include all administrative vacancies that were advertised along with new or additional bus routes that were added.
- Hold for the meeting on Thursday, January 17, 2019.
24. gb #8-290.1 - Administration/ Miss Biancheria/
Mr. Comparetto/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(November 28, 2018) Bus
Transportation/
report
- Response of the Administration to the request to provide a report on the Worcester Public Schools' bus transportation system and include information relative to the ten new buses operated by the Worcester Public Schools and indicate the routes of said buses.
- Hold for the meeting on Thursday, January 17, 2019.

Bus Stops/
changes in

25. gb #8-341.1 - Administration/Miss Biancheria/
Mr. Monfredo/Mr. O'Connell
(November 12, 2018)

Response of the Administration to the request to review the process by school for requesting changes or additions to bus stops.

(These items were considered together.)

Hold for the meeting on Thursday, January 17, 2019.

Public Employees/
State's guidelines
political
fundraising efforts

26. gb #8-309.1 - Administration/Mr. Comparetto/
Mr. Foley/Miss McCullough/
Mr. Monfredo/Mr. O'Connell
(December 12, 2018)

Response of the Administration to the request to interact with the City Manager and City Solicitor to make certain that all City of Worcester employees are fully informed about the State's guidelines regarding appointed and public employees' public participation in political fundraising efforts and endorsements.

It was moved and voice voted to accept and file the item.

Recognition/
forward letters

27. gb #8-360 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. O'Connell/
Mayor Petty
(November 30, 2018)

To forward letters of congratulations to the following individuals who were honored by Friendly House for their outstanding community participation as part of its Galaxy of Stars event:

Thomas Toney, Assistant Principal at Grafton Street School
Terry Wallis, Coach at Doherty Memorial High School
Charles Payson, Honor Student/star athlete at Doherty Memorial High School
Christine Foley, teacher at South High Community School

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

28. gb #8-361 - Miss McCullough/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Mr. Monfredo/Mr. O'Connell
(November 30, 2018) Flags/condition of

To check on the condition of all the flags in the Worcester Public Schools and make certain they are well maintained to be flown daily.

It was moved and voice voted to file the item.

29. gb #8-362 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. O'Connell/
Mayor Petty
(December 6, 2018) Recognition/
forward letter

To forward a letter of congratulations to Andrea Cook, a Music teacher at Burncoat Middle School, for having an article published in the Massachusetts Educator's Quarterly Journal regarding innovative approaches to the teaching of music at the middle school level.

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

30. gb #8-363 - Miss McCullough/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Mr. Monfredo/Mr. O'Connell/
Mayor Petty
(December 6, 2018) Recognition/
forward letter

To forward a letter to Ellie Marhefka, a Data Accountability Specialist, for her years of dedicated service to the Worcester Public Schools.

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

Prior Fiscal Year
Payment/
CollegeBoard

31. gb #8-364 - Administration
(December 6, 2018)

To approve a prior fiscal year payment in the amount of \$56,497 to be made payable to the CollegeBoard.

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

Against the motion: 0
Absent: Miss Biancheria $\frac{1}{7}$

The motion carried.

Donations

32. gb #8-365 - Administration
(December 8, 2018)

To consider approval of the following donations:

- \$250.00 from CMMB Inc./Kathleen Fitzgerald Fund to support the Exhilarate Worcester Initiative at Woodland Academy
- \$250.00 from Webster Five Cents Savings Bank to support the Exhilarate Worcester Initiative at Woodland Academy
- \$3,286.85 from Eventbrite to support the Exhilarate Worcester Initiative at Woodland Academy
- \$7,789.50 from the Worcester Arts Magnet Parent Group to Worcester Arts Magnet to help fund the purchase of Chromebooks and Chromebook cart
- \$500.00 from the Aaron & Gertrude Weiss Donor Advised Fund to Goddard Scholars Academy
- \$1,000.00 from the Pappas Scholarship Fund to be used for scholarships at Worcester Technical High School
- \$3,000.00 from the Pappas Scholarship Fund to be used for scholarships at South High Community School
- A donation of a Grab-and-Go Serving Cart valued at approximately \$10,000.00 to be used at South High Community School from the generosity of the PepsiCo Foundation in partnership with the National Dairy Council, New England Dairy Council and NFL Fuel Up to Play 60.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Mr. O'Connell,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

33. gb #8-366 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Mr. O'Connell
(December 10, 2018) Parent
Conferences/
consider for grades
K-3

Request that the Administration consider having parent conferences for K-3 parents during a Professional Development Day in October.

It was moved and voice voted to refer the item to the Standing Committee on Teaching, Learning and Student Support for a report in February 2019.

34. gb #8-367 - Mr. Monfredo/Miss Biancheria/
Mr. Comparetto/
Mr. Foley/Miss McCullough/
Mr. O'Connell/Mayor Petty
(December 10, 2018) Recognition/
forward letter

To forward a letter to Robert Pezzella, Director of School Safety, for coordinating the Youth and Drug Conference, sponsored by the Worcester Public Schools, which was held at North High School for agencies in Central Massachusetts. and select personnel.

It was moved and voice vote to forward a letter of recognition.

Miss Biancheria stated that she would have like to have seen more adjustment councilors at the meeting and suggested that school staff have access to review the taped program.

Superintendent Binienda stated that a speaker from the conference will be presenting information to the Principals at one of their meetings.

U.S. Department
of Agriculture/
rules on school
meal flexibilities

35. gb #8-368 - Mr. O'Connell/ Miss Biancheria/
Mr. Comparetto/Mr. Foley/
Miss McCullough/Mr. Monfredo
(December 10, 2018)

To review the United States Department of Agriculture Press Release No. 0263.18. announcing a "final rule on school meal flexibilities," and to ask the administration to determine whether the rule, which "is designed to make meals more appetizing to students, and to reduce food waste," warrants any modification in the meals offered to students and staff in the Worcester Public Schools.

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

Superintendent Binienda stated that a Report of the Superintendent will be provided regarding nutrition in the schools.

Discipline Policy/
marijuana use

36. gb #8-370 - Mr. Comparetto/Mr. Foley/
Mr. Monfredo
(December 12, 2018)

Request that the Administration review and make necessary changes to discipline policies, if needed, regarding marijuana use.

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

Statements of
Interest

37. gb #8-371 - Administration
(December 12, 2018)

To authorize the Administration to submit Statements of Interest to the Massachusetts School Building Authority for the following Accelerated Repair Projects for 2019:

Burncoat Preparatory School
Roof Replacement
Lincoln Street School
Boiler Replacement
Tatnuck Magnet School
Roof Replacement
Worcester East Middle School
Roof Replacement

It was moved and voice voted to amend the item to include a roof replacement for Vernon Hill School and to add window/door to Worcester East Middle School.

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

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Mr. O'Connell,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

38. qb #8-372 Administration FY19 Budget/
(December 12, 2018) increase

To approve an increase in the FY19 Budget in the amount of \$3,417,794 in the following accounts reflecting the final state budget amounts for Chapter 70 State Aid and other adjustments and adopt the general fund budget in the amount of \$345,058,676.

Account	Account Name & Description	Amount
500-91110	Administration Salaries (C. School Based Supervision)	\$90,500
500-91111	Teacher Salaries	\$2,400,794
500-91123	Non-Instructional Support (C. District Support)	\$65,500
500-91134	Educational Support (E. Tutors - Literacy)	\$500,000
500123-96000	Health Insurance	\$361,000

On a roll call, the vote as was as follows:

For the motion: Miss Biancheria, Mr. Comparetto,
Mr. Foley, Miss McCullough,
Mr. Monfredo, Mr. O'Connell,
Mayor Petty 7

Against the motion: $\frac{0}{7}$

The motion carried.

Attendance Policy/
alignment of

39. qb #8-373 - Administration
(December 13, 2018)

To align the Attendance Policy from the Student Handbook to the Policy Manual.

In Section JH –Student Absences and Excuses , delete the 2nd and 3rd paragraphs and insert Numbers 1-5 from page 54 of the Student Handbook. (Annexes A & B)

Insert the first two paragraphs from page 55 of the Student Handbook after paragraph six into Section JH of the Policy Manual. (Annex C)

It was moved and voice voted to approve the item to be forwarded to the MASC.

School Committee
Meeting/
cancellation

40. Mayor Petty announced that the School Committee Meeting on Thursday, January 3, 2019 would be cancelled and, if needed, a meeting could be scheduled for Thursday, January 10, 2019.

The meeting adjourned at 9-20 p.m.

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