

EXECUTIVE SESSION

The Mayor convened in Open Session in order to recess to Executive Session to:

- conduct strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel– Superintendent, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares. The Committee may reconvene in Open Session following the Executive Session.

The Mayor stated that the committee may reconvene in Open Session after Executive Session.

On a roll call of 6-0-1 (absent Miss Biancheria) the motion was approved.

The School Committee recessed to Executive Session at 7:07 p.m.

There were present at the Call to Order:

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

Miss Biancheria was absent.

Miss Biancheria arrived at 7:10 p.m.

Superintendent Binienda was in the City Manager’s Office and the Mayor discussed the proposed changes in her contract with her as well as the Action Items which are not part of her contract.

Others in attendance: Dr. Friel

- I. To conduct strategy in preparation for contract negotiations with nonunion personnel and to conduct negotiations with nonunion personnel– Superintendent, if an open meeting may have a detrimental effect on the collective bargaining position of the School Committee and the chair so declares. The Committee may reconvene in Open Session following the Executive Session.

Backup that was discussed:

1. Superintendent’s Contract March 14, 2016 – June 30, 2019
2. Proposed Amendments
3. Action Items which are not part of her contract.

The Mayor read the changes in the proposed New Contract for the Superintendent:

**Terms Sheet
As Reported to the School Committee
May 9, 2019**

- **Term** - Extend Term contract three years to June 30, 2022.
- **Salary** - Increased to \$215,000.00 per year with at least a two percent increase each July 1st.
- **Vacation Days** - Converts a one-year carry forward of unused vacation days into a buyback where she would be paid for up to 10 unused vacation days each year.
- **Annuity** - Adds an annuity plan whereby the Committee would contribute 3% of her annual salary into a deferred compensation plan.
- **Disability Insurance** - Decreased the annual amount to be paid by the Committee for disability insurance from \$3,500.00 to \$1,649.88 and eliminated the reference to "age 65."
- **Severance** - Decreased the Severance package from 18 to 12 months.
- **Scrivener's Changes** - Corrected the reference to the Open Meeting Law and corrected the spelling of "Cause".

It was moved to approve the following motion:

It was voted that Mayor Joseph M. Petty, be and he is hereby authorized on behalf of the Worcester School Committee to execute a successor Employment Contract with Mrs. Maureen F. Binienda to serve as the Superintendent of Schools for an additional three-year term through June 30, 2022; such Contract to contain various revisions as shown in the attached draft contract.

On a roll call of 5-2 (nays Mr. Comparetto and Mr. Foley), the Contract for Superintendent Binienda was approved.

It was moved to suspend the Rules of the School Committee to reconsider the vote on the contract for Superintendent Binienda.

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

It was moved to reconsider the vote on the contract for Superintendent Binienda.

On a roll call of 0-7, the motion to reconsider was defeated.

The Mayor read the Action Items, which will not be attached to her contract, in response to the concerns raised by parents, community leaders and organizations.

Data/Program/Training

1. School Department to create clear and transparent process to provide the necessary, student-sensitive data needed to do a thorough review of the suspension rates in our Worcester Public Schools (WPS). This should include the last 7 years of data.

Timeline: 90 days

2. Worcester State University to re-engage with our school department regarding the 2014 report, "Suspension in Worcester: A Continuing Conversation."

Timeline: 45 days

3. Incorporate comprehensive training practices focused on understanding cultural differences, unconscious bias, understanding racial disparities, and trauma informed care for all staff. Included in this training is MGL c.222 for all staff including School Committee.

Timeline: Plan for implementations by June to be reviewed by School Committee. Implementation underway by Fall 2019 for all Administrators, Principals and School Committee.

Policy

4. Review of the state's school discipline statute, MGL c.222, to ensure the WPS is in complete compliance with the law and make any necessary changes to WPS policies and procedures.

Timeline: Request that school contact and ask DESE review by September 2019

5. Continue to maintain an English Language Learner Parent Advisory Council that includes Community Based Organizations and Community Partners in compliance with law, which will work with both the Director of English Language Learners and the Chief Diversify Officer.

Timeline: By January 2020

6. Review the practice of out of school suspension for students in K-2 grade and work with community partners and internal staff to create an in-school program to provide counselling and assessment services for these students, contingent on proper funding and in-kind services.

Timeline: By January 2020

7. Create an Affirmative Action Advisory Committee that would work with the Human Resources Department and the Chief Diversity Officer. Provide a semiannual report to the School Committee, with the Human Resources Department and the Chief Diversity Officer, as to progress.

Timeline: By January 2020

8. Create a Superintendent's Latino Advisory Committee

Timeline: By January of 2020

9. Quarterly/biannual reports on the progress of the Strategic Plan

10. Review and maintain the existing suspension hearing and appeal practices so that the same WPS person is not allowed to do both hearings and appeals.
Timeline: Implement immediately

People/Positions

11. Hiring a Chief Diversity Officer who shall report to the Superintendent and who shall work collaboratively with the Department of Human Resources of the Worcester Public Schools

Timeline: goal of hire within six months

12. Review and assist a comprehensive plan with college presidents to do focused recruitment and retention plans to hire diverse teachers and support staff.

Timeline: Report from College Presidents Fall 2019

13. Provide a semi-annual report on the work of the English Language Learner Department and programs to the School Committee on compliance with best practices and Federal DOE guidelines

Timeline: Fall 2019

14. Work with the School Committee to consider and implement recommendations of the Mayors Commission where appropriate. Work with the Commission to benchmark projects .

Timeline: Fall 2019

On a roll call of 7-0 the Action Items, which will not be attached to her contract, in response to the concerns raised by parents, community leaders and organizations were approved.

It was moved to suspend the Rules of the School Committee to reconsider the action items in response to the concerns raised by parents, community leaders and organizations.

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

It was moved to reconsider the vote on the Action Items in response to the concerns raised by parents, community leaders and organizations.

On a roll call of 0-7, the motion to reconsider was defeated.

The Executive Session adjourned at 10:05 p.m.