The School Committee of the Worcester Public Schools met in Open Session at 7:07 p.m. in the Council Chamber at City Hall on Thursday, November 7, 2019.

There were present at the Call to Order:

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

There was absent: Miss Biancheria

The invocation was given by Reverend James M. Nally of St. George’s Church.

The Pledge of Allegiance was offered and the National Anthem was played.

A Moment of Silence was observed in memory of Brian A. O’Connell, a 36 year member of the Worcester School Committee, who impacted the lives of all students in the Worcester Public Schools and will be forever remembered for his intellectual prowess, dedication, kind spirit and moral and ethical character.

Moment of Silence/ Brian A. O’Connell

1. **APPROVAL OF RECORDS**

   **aor #9-21** - Clerk
   (October 29, 2019)

   To consider approval of the Minutes of the School Committee Meeting of Thursday, October 17, 2019.

   It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, October 17, 2019.

   Minutes/approval of...
Executive Session
Minutes/approval of

aor #9-22  -  Clerk  
(October 30, 2019)

To consider approval of the Executive Session Minutes of February 15, 2018, March 15, 2018, September 6, 2018, December 20, 2018 and October 17, 2019.

It was moved and voice voted to approve the Executive Session Minutes of the School Committee Meetings of February 15, 2018, March 15, 2018, September 6, 2018 and October 17, 2019.

Miss Biancheria arrived at 7:22 p.m.

REPORT OF THE SUPERINTENDENT

Report of the Superintendent/Office of Curriculum and Professional Development

ROS #9-12  -  Administration  
(September 9, 2019)

OFFICE OF CURRICULUM AND PROFESSIONAL LEARNING

Dr. Magdelena Ganias, Ed.D, Manager of Curriculum and Professional Development presented a PowerPoint highlighting the Office of Curriculum and Professional Learning. Some of the new programs include Big Ideas, a new middle school math program and language ambassadors, where students from high schools go to local elementary schools. New frameworks are on track including 5 new themes.

Mr. Foley made the following motions:

Request that the Administration provide a report, when data is available, on the success with Envision, the new math textbook.

Request that the Administration provide the results on the individual subject matter AP exams and compare those results to other districts.

On a voice vote, the motions were approved.
Ms. Colorio made the following motion:

Request that the Administration provide in a Friday letter, the statistics on the number of students who take Civics courses and the number of those students who register to vote in elections.

On a voice vote, the motion was approved.

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

3. **IMMEDIATE ACTION**

**gb #9-296.1 - Administration/Administration (October 4, 2019)**

To recognize the following North High School's art teachers who received the following awards from the Massachusetts Art Education Association:

- Lizzie Fortin - Art Educator of the Year, (Coach)
- Callie Mulcahy - Exceptional New Art Teacher of the Year

Mayor Petty and Superintendent Binienda presented certificates to Lizzie Fortin and Callie Mulcahy.

**PERSONNEL**

4. It was moved and voice voted to file Personnel Item 9-48 to 9-56.

9-48 The Superintendent has APPROVED the APPOINTMENT of the persons named below:


- Coonan, Kayla, Teacher, Business Education, Doherty, BA, Step 1, $48,310, effective September 23, 2019. Waiver: Digital Literacy/Computer Science 5-12.*

Giannino, Andrea, Special Education-Behavior Specialist, Systemwide, MA, Step 6, $69,008 effective October 7, 2019. Waiver: School Adjustment Counselor – all levels*

Griffin, Megan, Teacher, Elementary, Woodland, BA, Step 1, $48,310, effective October 7, 2019. Licensed: Elementary 1-6.*

Lane, David, Teacher, English as a Second Language, North, MA, Step 8, $71,150, effective October 21, 2019. Licensed: English as a Second Language 5-12.*


Madaus, Ann Marie, Teacher, Special Education, Chandler Elementary, BA, Step 1, $48,310, effective October 1, 2019. Licensed: Moderate Disabilities PreK-8.*

Magner, Robert, Teacher, Chemistry, WTHS, BA, Step 4, $57,393, effective September 3, 2019. Licensed: Chemistry 8-12.*

McNamara, Anne, Teacher, Special Education, Sullivan, MA, Step 8, $77,489, effective September 16, 2019. Licensed: Severe Disabilities-all levels.*

Neillan, Clarisse, Teacher, Music, Claremont, BA, Step 1, $48,310, effective August 27, 2019. Licensed Music-all levels.*


Pettes, Andrea, Teacher, Special Education, Roosevelt, MA, Step 4, $63,731, effective October 15, 2019. Licensed: Severe Disabilities – all levels.*


Rolashevich, Diana, Teacher, Elementary, Wawecus, BA, Step 8, $71,150, effective October 21, 2019. Licensed: Elementary 1-6.*

Spencer, Jessica, Guidance Counselor, NCC Young Adult, MA, Step 4, $63,731, effective October 7, 2019. Licensed: School Guidance 5-12.*

Suzenski, Rebecca, Teacher, Animal Science, WTHS, VL1, Step 1, $48,310, effective August 26, 2019. Waiver: Animal Science Chapter 74 9-14.*

Velky, Matthew, Teacher, Special Education, Norback, BA, Step 8, $71,150, effective October 21, 2019. Licensed: Moderate Disabilities PreK-8.*
Viselli, Ashley, Teacher, Special Education, Union Hill, MA, Step 3, $61,091, effective August 27, 2019. Licensed: Moderate Disabilities PreK-8.*

Wright, Jeremiah, Teacher, English, Burncoat Middle, BA, Step 1, $48,310, effective September 6, 2019. Licensed: English 5-12.*

*prorated

Leaves of Absence

9-49 The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:


9-50 The Superintendent has ACCEPTED the RESIGNATION of the persons named below:


Cousineau, Kathleen, Teacher, Special Education, Systemwide, effective October 9, 2019.

Lefebvre, Christina, Teacher, Special Education, Nelson Place, effective October 21, 2019.

9-51 The Superintendent has ACCEPTED the RETIREMENT of the persons named below:

Earley, Gayle, Department Head, English as a Second Language, Systemwide, effective October 31, 2019.

Sebring, Mary, Teacher, English, South, effective October 25, 2019.

9-52 The Superintendent has APPOINTED the persons named below to the position of Driver Full Size School Bus, permanent/fulltime at a salary of $22.66 per hour, from Civil Service List #319-028, effective as follows:

Rodriguez, Yajaira 10/15/19
Rosado, Jose 10/15/19

9-53 The Superintendent has APPOINTED the person named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of $17.04 (minimum) to $21.00 (maximum) per hour, from Civil Service List #319-042, effective as follows:

Mercado, Samantha 10/21/19

9-54 The Superintendent has provisionally APPOINTED the person named below to the position of Word Processor, permanent/ fulltime at a salary of $20.31 (minimum) to $24.52 per hour (maximum) effective as shown:

McGinn, Elizabeth 10/15/19
9-55 The Superintendent has APPOINTED the person named below to the position of School Bus Attendant, permanent at a salary of $16.23 minimum per hour to $18.08 maximum per hour, from Civil Service List #319-029, effective as follows:

   Castillo, Nidia       10/15/19
   Iraheta, Telma     10/15/19
   Rodriguez, Jazmin   10/17/19

9-56 To review for informational purposes the Job Descriptions for:
   - TV Production/Communications part-time Media Specialist
   - Drug Educator

GENERAL BUSINESS

5. gb #8-359.1 - Administration/Mr. Monfredo
   (October 16, 2019)

Response of the Administration to the request 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.

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

6. gb #9-166.1 - Administration/Mayor Petty/Miss Blancheria/
   Mr. Comarettio/Mr. Foley/Miss McCullough/
   Mr. Monfredo/Mr. O’Connell
   (October 8, 2019)

Response of the Administration to the request to report on school funding of community nonprofits such as African Community Education, the Latino Education Institute and the South East Asian Coalition.

It was moved and voice voted to accept and file the item.
7. gb #9-195.6 - Administration/Miss Biancheria (October 23, 2019)  
FY20 Budget/ responses to motions  
Response of the Administration to the following motions from the FY20 Budget:  

500-91110 - Administration Salaries  
Request that the Administration provide the Job Description for the Innovation Pathway Coordinator position at Worcester Technical High School in line C. School Based Supervision. If feasible, consider sharing this position with the Doherty Memorial High School's Engineering Program. Miss Biancheria

500152-92000 - Facilities Department Non-Salary  
Request that the Administration provide a report as to the increase in testing and indicate what was done in the schools, as contained in line F Environmental Management Systems. Miss Biancheria  

It was moved and voice voted to accepted and file motion A and refer motion B to the Standing Committee on Finance and Operations

8. gb #9-255.1 - Administration/Mr. O'Connell/ Miss Biancheria/Mr. Monfredo (October 8, 2019)  
Vertical Banners/ consider installing  
Response of the Administration to the request to consider installation of vertical banners in the vicinity of schools, highlighting the colors and iconic symbols of the schools, funded where feasible by donations of the schools’ corporate partners and supportive businesses and citizens.

Mr. Monfredo made the following motion:

Request that the Administration provide a list of the schools that are interested in obtaining banners for their schools and the schools that currently have banners.

On a voice vote, the motion was approved.

As a result of the above mentioned motion, principals can, if they wish, seek sponsorship from their corporate sponsors.
"Kids in School Rule"

9. gb#9-271.1 - Administration/Mr. Monfedo/ Miss Blancheria/Miss McCullough/ Mr. O'Connell
   (October 30, 2019)

Response of the Administration to the request to continue its collaborative work with various agencies in dealing with the needs of homeless and foster children and consider reviewing the Cincinnati model entitled "Kids in School Rule."

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

Fire Drills

10. gb #9-285.2 - Administration/Mr. O'Connell
    (October 9, 2019)

Response of the Administration to the request to provide a report indicating the dates of the fire drills at each school.

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

Fourteen Action Steps

11. gb #9-327 - Administration/Mayor Petty
    (October 7, 2019)

To consider answers to the fourteen Action Steps made by Mayor Petty and approved by the School Committee:

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. This should include the last 7 years of data.
2. Worcester State University to re-engage with our school department regarding the 2014 report, "Suspension in Worcester: A Continuing Conversation."
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 c222. For all staff including School Committee.
4. Review of the state's school discipline statute, MGL c222, to ensure the city is in complete compliance with the law and make any necessary changes to our policies and procedures.
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.
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.
7. Create an Affirmative Action Advisory Committee that would work with the Human Resource 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.
8. Create a Superintendents Latino Advisory Committee.
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.
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.
12. Review and assist a comprehensive plan with college presidents to do focused recruitment and retention plans to hire diverse teachers and support staff.
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.

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

Mayor Petty requested that the item be referred to the Standing Committee on Teaching, Learning and Students supports for further discussion.

It was moved and voice voted to file items gb #9-160, 9-161, 9-162.1, 9-163, 9-164 and 9-165.1.

gb #9-347 - Administration
(October 11, 2019)

To set a date to recognize Steven and Andrew Levy for their generous donation to the new Rice Square School library in memory of their mother, Seena Levy who taught 2nd grade reading there for 28 years.

It was moved and voice voted to set the date of Thursday, November 21, 2019.

Student Handbook/Code of Conduct/review of

13. gb #9-348 - Miss McCullough/Mr. Foley/Mr. Monfredo
(October 14, 2019)

Request that representatives from the school review the Student Handbook with students at the start of the school year regarding punishable offenses with emphasis on the Code of Conduct section.

Miss McCullough made the following motion:

Request that the Administration include the item and the backup on the next Principals meeting agenda.

On a voice vote, the motion was approved.

It was moved and voice voted to file the item.
14. **gb #9-349** - Miss McCullough/Mr. Foley/ Mr. Monfredo  
   (October 14, 2019)  
   NoticeAbility Curriculum

Request that the Administration invite educators who currently teach or train NoticeAbility Curriculum and consider implementing it for students with dyslexia.

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

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

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

It was moved and voice voted to refer the item to the Standing Committee on Governance and Employee Issues.

16. **gb #9-351** - Miss McCullough/Miss Biancheria/ Mr. Foley/Mr. Monfredo/Mayor Petty  
   (October 17, 2019)  
   Forward letter

To forward a letter of recognition to Kellie Shea, Burncoat Dance Instructor, for receiving the Dance Educator Advocacy Award at the 32nd Annual Champions of Arts Education Advocacy Award ceremony.

It was moved and voice voted to set the date of Thursday, December 5, 2019.

17. **gb #9-352** - Administration  
   (October 21, 2019)  
   Chapter 74 Revolving Fund/Automotive Program/ creation of

To authorize the Administration to create a Chapter 74 Revolving Fund for the Automotive Program at South High Community School.
Miss Biancheria made the following motion:

Request that the Administration keep the School Committee informed on the progress of securing funds from the State for the After Dark program and incorporate unions into the program to possibly provide students with potential employment opportunities.

On a voice vote, the motion was approved.

It was moved and voice voted to grant authorization.

Prior Fiscal Year 18.  
Payment/ School Nursing Substitute  

\[ gb \text{ #9-353} \] - Administration  
(October 21, 2019)

To approve a prior fiscal year payment in the amount of $451.44 to a School Nursing Substitute.

On a roll call, the vote was as follows:

For the motion:  Miss Biancheria, Ms. Colorio, 
Mr. Comparetto, Mr. Foley, 
Miss McCullough, Mr. Monfredo, 
Mayor Petty  

Against the motion:  

The motion carried.

General Business 19.  
Items or motions/ filing of  

\[ gb \text{ #9-354} \] - Administration  
(October 23, 2019)

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

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

Bus 20.  
Transportation/ consider providing for students that live less than 2 miles  

\[ gb \text{ #9-355} \] - Miss McCullough/Miss Biancheria/ Mr. Foley/Mr. Monfredo  
(October 23, 2019)

Request that the Administration explore the feasibility of providing bus transportation to secondary students that live less than 2 miles from school.
It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations.

21. **gb #9-356 - Administration**  
(October 23, 2019)  
Grant/Mass Skills Capital

To accept the Mass Skills Capital Grant in the amount of $210,000.00.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Comparetto, Mr. Foley,  
Miss McCullough, Mr. Monfredo,  
Mayor Petty  
7

Against the motion:  
0  
7

The motion carried.

22. **gb #9-357 - Miss McCullough/Mr. Foley/  
Mr. Monfredo**  
(October 23, 2019)  
Fundraising Policies/ensure compliance

Request that the Administration require each school and staff member (including coaches) be made aware of the school fundraising policies and ensure that they are being followed at each school.

Miss McCullough made the following motion:

Request that the Administration include the item and the response on the next Principals meeting agenda.

On a voice vote, the motion was approved.

It was moved and voice voted to file the item.

23. **gb #9-358 - Administration**  
(October 23, 2019)  
Burncoat Middle and High Schools/ installation of flashing signs

To consider installing flashing signs in both directions in the proximity of the Burncoat Middle and High schools.
It was moved and voice voted to refer the item to the City Manager and the Traffic and Parking Committee.

Crew Team Boat/ restoration of

**gb #9-359**  -  Miss Biancheria/Mr. Foley/
Miss McCullough/Mr. Monfredo
(October 28, 2019)

Request that the Administration provide a report on crew team boats to include repairs and possible restoration of the O'Connell boat to
Request that the Administration provide information on the condition of crew team boats and consider, if feasible, restoration of the Brian A. O'Connell boat.

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

Home School
Assignments/ change in

**gb #9-360**  -  Administration
(October 29, 2019)

To consider a change in home school assignments to Nelson Place School, Forest Grove Middle School, and Doherty Memorial High School for certain streets in the vicinity of upper Chester Street.

It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations.

Alternative School/lease agreement

**gb #9-361**  -  Administration
(October 29, 2019)

To authorize the Administration to enter into a lease agreement for ten years for the Alternative School.

It was moved and voice voted to grant authorization.

Home Rule Petition/ support of

**gb #9-362**  -  Miss Biancheria/Mr. Foley/
Miss McCullough/ Mr. Monfredo
(October 29, 2019)

Request that the School Committee forward a letter to the City Council and City Manager in support of Order 95 as follows:
Request City Manager work with NAGE Local 495 to implement the following Home Rule Petition: Be it enacted by the Senate and the House of Representatives in the General Court Assembled, and by authority of the same, as follows: Notwithstanding the provision of any general or special law to the contrary, the personal administrator shall certify any active employee who served in a civil service position in the city of Worcester as a provisional or provisional promotion employee for at least six months prior to the "effective date of passage of this Act," to permanent civil service status in that position. (Mayor Petty)

It was moved and voice voted to forward a letter and keep the School Committee apprised regarding the disposition of this item.

28. gb #9-363 - Miss McCullough/Miss Biancheria/ Mr. Foley/Mr. Monfredo/Mayor Petty (October 30, 2019)

Request that the Administration forward a letter to the Worcester Technical High School's carpentry students for making a ramp for their student teacher from WPI.

It was moved and voice voted to forward a letter.

29. gb #9-364 - Administration (October 30, 2019)

To approve a prior fiscal year payment in the amount of $10,012.00 to The Center for Applied Behavioral Instruction.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty

Against the motion:

The motion carried.
Gender Neutral Bathrooms 30. 

gb #9-365 - Mr. Comparetto/Mr. Foley/Miss McCullough/ Mr. Monfredo

(October 30, 2019)

Request that the Administration install at least one single stall gender neutral bathroom in all new WPS buildings.

It was moved and voice voted to refer the item to the Standing Committee on Finance and Operations and City Manager.

People's Budget Quarterly Forum 31. 

gb #9-366 - Mr. Comparetto

(October 30, 2019)

Request that the Administration organize a people's budget quarterly forum for February of 2020.

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

School Committee Recognitions 32. 

gb #9-367 - Mr. Comparetto/Mr. Foley

(October 30, 2019)

Request that the Administration consider a new time and place for School Committee recognitions.

Miss Biancheria requested that the item be filed on a roll call.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,
Miss McCullough, Mr. Monfredo, Mayor Petty 5

Against the motion: Mr. Comparetto, Mr. Foley 2

The motion carried.
33. gb #9-368 - Mr. Comparetto/Mr. Foley/Mr. Monfredo
   (October 30, 2019)

   Soccer Programs

   Request that the Administration provide a report on all soccer programs in the WPS and investigate ways to increase the programming in all schools.

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

34. gb #9-369 - Administration
   (October 30, 2019)

   Donations

   To consider approval of the following donations:

   - $200.00 to the George and Marie Maloney Scholarship Fund from various donors
   - $809.75 to Lake View School from Lifetouch
   - $1,000.00 to Lincoln Street Elementary School from Great Clips
   - $500.00 to Worcester Technical High School Life Skills from Harvard Pilgrim Health Care
   - $250.00 to Chandler Magnet School from the Worcester Education Development Foundation
   - $398.00 to the Worcester Public Schools to use for parent involvement incentive for completing the technology in the home survey

35. gb #9-370 - Administration
   (October 30, 2019)

   Grant/STARS Residencies/Worcester Arts Magnet School

   To accept the STARS Residencies FY20 Grant-Worcester Arts Magnet School in the amount of $4,900.00.

   On a roll call, the vote was as follows:

   For the motion: Miss Biancheria, Ms. Colorio, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty 7

   Against the motion: 0 7

   The motion carried.
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Grant/STARS Residencies/Jacob Hiatt Magnet School

36. gb #9-371 - Administration (October 30, 2019)

To accept the STARS Residencies FY20 Grant-Jacob Hiatt Magnet School in the amount of $4,100.00.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty 7

Against the motion: 0

The motion carried.

Grant/STARS Residencies/Chandler Elementary School

37. gb #9-372 - Administration (October 30, 2019)

To accept the STARS Residencies FY20 Grant-Chandler Elementary School in the amount of $3,900.00.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Comparetto, Mr. Foley, Miss McCullough, Mr. Monfredo, Mayor Petty 7

Against the motion: 0

The motion carried.

Veterans Day Events

Mayor Petty announced that the city will be holding events on Monday, November 11 in commemoration of Veterans Day.

Elections

Mayor Petty congratulated all those who won seats in the election on Tuesday, November 5, 2019.

The meeting adjourned at 9:22 p.m.

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