

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, December 19, 2019  
Agenda #22

The School Committee of the Worcester Public Schools met in Open Session at 6:10 p.m. in the Council Chamber at City Hall on Thursday, December 19, 2019.

There were present at the Call to Order:

Miss Biancheria, Ms. Colorio, , Mr. Foley, Miss McCullough, Mr. Monfredo and

There were absent: Mr. Comparetto and Mayor Petty

Mayor Petty arrived at 6:12 p.m.

It was moved to recess to Executive Session to discuss:

- |    |                                                          |                   |
|----|----------------------------------------------------------|-------------------|
| 1. | <u>gb #9-421</u> - Administration<br>(December 11, 2019) | Executive Session |
|----|----------------------------------------------------------|-------------------|

To discuss strategy with respect to litigation for a Worker's Compensation for a School Bus Driver, 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 litigation for a Worker's Compensation for a Facilities Coordinator, 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 or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares  
-Contractual Arbitration - Instructional Assistant/Educational Association of Worcester.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Janie Lanza Vowles, Personal Representative Estate of Suzanne F. Miville v. Worcester Public Schools, MCAD Docket No. 1785CV00162

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio, Mr. Foley, Miss McCullough, Mr. Monfredo,	5
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Against the motion:	0
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Absent: Mr. Comparetto and Mayor Petty	<u>2</u> 7
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The motion carried.

The School Committee recessed to Executive Session from 6:10 p.m. to 6:50 p.m.

The School Committee reconvened in Open Session at 7:00 p.m.

There were present at the second Call to Order:

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

The invocation was given by Reverend Richard Trainor of the Blessed Sacrament Church.

The Pledge of Allegiance was offered and the National Anthem sung by the Madrigals from Doherty Memorial High School.

2. APPROVAL OF RECORDS

Minutes/  
approval of

aor #9-25 - Clerk  
(December 11, 2019)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 5, 2019.

It was moved and voice voted to approve the Minutes of the School Committee Meeting of Thursday, December 5, 2019.

aor #9-26 - Clerk  
(December 11 30, 2019)

Executive Session  
Minutes/  
approval of

To consider approval of the Executive Session Minutes of January 21, 2016, February 25, 2016, April 7, 2016, April 28, 2016, November 17, 2016, August 29, 2017, January 18, 2018, February 1, 2018, April 5, 2018, August 23, 2018, March 21, 2019 and April 4, 2019.

It was moved and voice voted to approve the Executive Session Minutes of January 21, 2016, February 25, 2016, April 7, 2016, April 28, 2016, November 17, 2016, August 29, 2017, January 18, 2018, February 1, 2018, April 5, 2018, August 23, 2018, March 21, 2019 and April 4, 2019.

3. IMMEDIATE ACTION

gb #9-396.1 - Administration/Administration  
(December 6, 2019)

Recognition/  
Dante Comparetto

To recognize Dante Comparetto for his years of dedicated service to the Worcester Public Schools.

gb #9-398.1 - Administration/Administration  
(December 6, 2019)

Recognition/held

To recognize Senator Harriette Chandler for having received the 2019 Outstanding Woman State Legislator Supporting the Arts Award.

gb #9-412 - Administration  
(December 11, 2019)

Student  
Representatives

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

It was moved and voice vote to file the item.

Report of the  
Superintendent/  
Mid-Cycle Report

4. REPORT OF THE SUPERINTENDENT

ros #9-16 - Administration  
(December 11, 2019)

SUPERINTENDENT'S MID-CYCLE REPORT BASED ON  
HER GOALS

Superintendent Binienda presented an excellent PowerPoint relative to her Mid-Cycle Report based on her Goals and received positive feedback from the School Committee. She stated that the Summative Evaluation will take place in July 2020.

Mr. Monfredo made the following suggestions:

- improve the High Quality Teaching and Learning (HQTL) frameworks
- provide an update on the use of the districts' Stabilization Team and
- provide feedback from teachers regarding the Culturally Responsive Classroom Instruction.

Mr. Foley suggested that:

- the performance goals include more levels of metrics and benchmarks for the for FY21 evaluation process.
- emphasis be placed on outcomes more than just input to understand more fully student performance.
- student data be broken down by category, to include but not limited to, income level, class level, race and ethnicity to better understand the successes and challenges the system faces to be able to direct the additional monies from the state properly.

Miss McCullough requested more information on science across the elementary level by the end of the school year.

Mayor Petty suggested that the School Committee have a retreat to discuss the Superintendent's goals for 2020-21 and also invite MASC Executive Director Glen Koocher to discuss the proposed additional monies for 2020-21.

Mr. Foley suggested that three Community Meetings be held in February to discuss the allotment of the proposed additional funding.

5. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met on Thursday, December 19, 2019 at 5:00 p.m. in the Esther Howland South Chamber at City Hall.

gb #8-153.2 - Administration/Administration (June 11, 2018)

Strategic Plan

To discuss the proposed Strategic Plan.

It was moved and voice voted to file the item.

gb #8-204 - Mr. Comparetto/Miss McCullough/Mr. Monfredo (June 13, 2018)

Development Specialist/  
consider creating

Request that the Administration consider creating a Development Specialist position to help raise much needed funding for the Worcester Public Schools.

It was moved and voice voted to file the item.

gb #8-301.1 - Administration/Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Mr. Foley/Miss McCullough/Mr. Monfredo (October 23, 2018)

Homeschool/  
educational plan  
approval process

Response of the Administration to the request to provide an update on the education plan approval process for homeschooled children and specify when the process will be completed for the current academic year, including an update on plans to expedite the process to assure its rapid and efficient completion for 2019-20.

It was moved and voice voted to file the item.

Policy/GCA

gb #9-42 - Mr. O'Connell/Miss Biancheria/Mr. Comparetto/Miss McCullough/Mr. Monfredo (January 30, 2019)

To establish a practice and procedure for expeditious compliance with School Committee Policy GCA ("All professional staff positions in the school system will be created initially by the Superintendent and approved by the School Committee.")

It was moved and voice voted to file the item.

Racial Equity/hire a consultant

gb #9-109 - Mr. Comparetto (March 13, 2019)

Request that the Administration consider hiring a consultant to study racial equity in the Worcester Public Schools.

It was moved and voice voted to file the item.

City Charter/consider updating

gb #9-132 - Mr. Comparetto (March 27, 2019)

Request that the City consider updating the City Charter by creating district School Committee seats.

It was moved and voice voted to file the item.

(Consider the gb #9-273 and gb #9-274 together)

Policy/cellphones in San Mateo California

gb #9-273 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of San Mateo (California) High School, based on a successful pilot project, of prohibiting use of cellphones in school by students during the academic day.

Policy/cellphone in Crestwood Ohio

gb #9-274 - Mr. O'Connell/Miss Biancheria/Mr. Monfredo (August 23, 2019)

To review the newly established policy and practice of the Crestwood (Ohio) Local School District which prohibits use of cellphones in schools by students except before and after school, at extracurricular activities and at school-related lunches.

Mr. Monfredo made the following motion:

Request that the Administration provide any potential changes from the principals for the cell phone policy by April 2020.

On a voice vote the motion was approved.

It was moved and voice voted to file gb #9-273 and gb #9-274.

gb #9-323 - Administration (September 24, 2019)

Policy/Alcohol, Tobacco  
and Drug Use by  
Students

To consider amendments to the current Alcohol, Tobacco and Drug Use by Students Prohibited Policy as contained in both the Student Handbook and the Policy Manual.

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

gb #9-325 - Administration (October 4, 2019)

Policy/JBB-Educational  
Equity

To consider approval of the MASC Policy JBB – Educational Equity to be included in the Policy Manual.

Mr. Monfredo made the following motion:

Request that the Alcohol, Tobacco and Drug Use by Students Prohibited Policy be approved as amended.

On a roll call of 3-0, the policy as amended was approved.

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 file the item.

Policies/approval  
of

gb #9-377 - Administration (November 7, 2019)

To consider approval of the following MASC Policies:

- JB – Equal Educational Opportunities
- JFABD - Homeless Students: Enrollment Rights And Services
- JFABE - Educational Opportunities For Military Children
- JFABF - Educational Opportunities For Children In Foster Care

Mr. Monfredo made the following motion:

Request that MASC Policies JB, JFABD, JFABE and JFABF be approved.

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

6. **SCHOOL COMMITTEE ACTION**

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

7. **PERSONNEL**

Appointments

9-65 The Superintendent has APPROVED the APPOINTMENT of the persons named below:

Boucher, Raymond, Teacher, Biology, Technical, BA, Step 2, \$50,945, effective December 9, 2019. Licensed: Biology 8-12.\*

Gonzalez, Margarita, Teacher, Bilingual-Special Education, Chandler Magnet, DOC, Step 8, \$89,312, effective December 10, 2019. Licensed: Special Needs N-9.\*

Graham, Kaitlyn, Teacher, Special Education, St. Casimir's, MA, Step 5, \$66,372 + alternative stipend of \$4,831, effective December 9, 2019. Licensed: Moderate Disabilities PreK-8.\*

Jillson, Callin, Teacher, Special Education, Systemwide, MA, Step 2, \$57,286, effective December 2, 2019. Licensed: Deaf and Hard of Hearing – all levels.\*

McNamara, Meaghan, Teacher, Special Education-Kindergarten, Nelson Place, BA +15, Step 3, \$57,213, effective December 2, 2019. Licensed: Moderate Disabilities PreK-8.\*

O'Harra, Christopher, Teacher, Culinary Arts, Technical, VL3, Step 1, \$54,650, effective December 2, 2019. Waiver: Culinary Arts - Chapter 74. \*

Zick, Laura, Teacher, Special Education, Nelson Place, MA, Step 8, \$77,489, effective December 9, 2019. Waiver: Moderate Disabilities PreK-8.\*

*\*prorated*

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|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| 9-66 | The Superintendent has ACCEPTED the RESIGNATION of the person named below:<br><br>Dufault, Kara, Teacher, Special Education, Nelson Place, effective December 6, 2019.                                                                                                                                                            | Resignation                                    |
| 9-67 | The Superintendent has ACCEPTED the RETIREMENT of the persons named below:<br><br>Habib, Zorita, Teacher, Special Education, Systemwide, effective December 15, 2019.<br><br>Perlman, Lisa, Teacher, Elementary, Belmont, effective December 17, 2019.<br>Ryan, Patricia, Teacher, English, Sullivan, effective December 1, 2019. | Retirements                                    |
| 9-68 | The Superintendent has APPROVED the LEAVE OF ABSENCE of the persons named below:<br><br>Fahl, Andrea, Teacher, Elementary - 4 <sup>th</sup> Prep, Norrback, December 5, 2019 – June 30, 2020.<br><br>Rapp, Elizabeth, Teacher, Elementary, Chandler Elementary, December 2, 2019 – June 30, 2020.                                 | Leaves of Absence                              |
| 9-69 | The Superintendent has APPOINTED the person named below to the position of Cafeteria Substitute Helper, permanent/intermittent at a salary of \$14.00 per hour, from Civil Service List #319-044, effective as shown:<br><br>Balkishun, Karishma                                                                                  | Appointment/<br>Cafeteria Substitute<br>Helper |

12/9/19

GENERAL BUSINESS

Programs/  
afterschool and  
out of school

8. gb #9-144.1 - Administration/Mr. Comparetto  
(December 5, 2019)

Response of the Administration to the request to provide a report on after school and out of school programming to include, but not be limited to, attendance and results.

It was moved and voice voted to file the item.

Policy/pick-up  
and drop-off

9. gb #9-226.1 - Administration/Miss McCullough/  
Miss Biancheria/Mr. Monfredo/  
Mr. O'Connell  
(November 11, 2019)

Response of the Administration to the request to review pick-up and drop-off policies for all schools to ensure student safety and smooth traffic flow.

Miss McCullough suggested that the Administration encourage students at Belmont Street Community School to use the footbridge and not cross the very busy road.

It was moved and voice voted to file the item.

Cursive Writing

10. gb #9-227.3 - Administration/Mr. Monfredo  
(November 27, 2019)

Response of the Administration to the request to provide a report on the system's plan to continue teaching cursive writing in grades 4 and 5.

Mr. Monfredo made the following motion:

Request that the Administration forward a letter to principals encouraging them to use cursive writing in the Language Arts period.

On a voice vote, the motion was approved.

It was moved and voice voted to file the item.

11. gb #9-413 - Administration  
(December 4, 2019) Prior Fiscal Year  
Payment/teacher
- To approve a prior fiscal year payment in the amount of \$1,144.18 to a teacher.
- On a voice vote, the motion was approved.
- On a roll call, the vote was as follows:
- For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mayor Petty 6
- Against the motion: 0
- Absent: Mr. Comparetto  $\frac{1}{7}$
- The motion carried.
12. gb #9-414 - Administration  
(December 4, 2019) Prior Fiscal Year  
Payment/MicroNet  
Associates, Inc.
- To approve a prior fiscal year payment in the amount of \$625.00 to MicroNet Associates, Inc.
- On a voice vote, the motion was approved.
- On a roll call, the vote was as follows:
- For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mayor Petty 6
- Against the motion: 0
- Absent: Mr. Comparetto  $\frac{1}{7}$
- The motion carried.

## Donations

13. gb #9-415 - Administration  
(December 4, 2019)

To consider approval of the following donations:

- \$380.00 from Dogfather Vending, LLC to Worcester Technical High School
- \$100.00 from donors to the George & Marie Maloney Scholarship Fund
- \$100.00 from 495 Truck Center to City View School
- \$27.00 from a donor to the Worcester Public Schools

On a voice vote, the motion was approved.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mayor Petty 6

Against the motion: 0

Absent: Mr. Comparetto  $\frac{1}{7}$

The motion carried.

RESPECTfully/  
incorporate into  
the Sex Ed  
Curriculum

14. gb #9-416 - Miss McCullough/Mr. Foley/  
Mr. Monfredo  
(December 4, 2019)

Request that the Administration consider incorporating the campaign entitled "RESPECTfully" when the Sex Ed Curriculum is established.

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

15. gb #9-417 - Miss Biancheria/Mr. Foley/  
Miss McCullough/Mr. Monfredo  
(December 10, 2019) Brian A. O'Connell  
Tribute/form a  
committee for
- Request that the Administration consider forming a Committee consisting of School Committee administrators, staff and a representative from the Mayor's office to discuss plans to initiate a fitting tribute and dedication to Brian A. O'Connell, an outstanding former member of the School Committee who served from 1983 to 2019.
- The Mayor appointed Dr. Friel to work with him on a fitting tribute to Mr. O'Connell
- It was moved and voice voted to refer the item to the Administration.
16. gb #9-418 - Administration Outstanding Items and  
Motions  
(December 11, 2019)
- To consider filing a list of outstanding General Business items or motions.
- It was moved and voice voted to accept and file the list of outstanding items and motions.
17. gb #9-419 - Administration Prior Fiscal Year  
Payment/teacher  
(December 11, 2019)
- To approve a prior fiscal year payment in the amount of \$1,323.00 to a teacher.
- On a voice vote, the motion was approved.
- On a roll call, the vote was as follows:
- For the motion: Miss Biancheria, Ms. Colorio,  
Mr. Foley, Miss McCullough,  
Mr. Monfredo, Mayor Petty 6
- Against the motion: 0
- Absent: Mr. Comparetto  $\frac{1}{7}$
- The motion carried.

