

On a roll call of 7-0, the School Committee recessed to Executive Session from 6:00 p.m. to 8:00 p.m.

The School Committee reconvened in Open Session at 8:03 p.m.

There were present at the second Call to Order:

Miss Biancheria, Mrs. Clancey, Mr. Foley, Ms. McCullough, Mr. Monfredo, Ms. Novick and Mayor Petty

The Pledge of Allegiance was recited.

Minutes/approval of

2. APPROVAL OF RECORDS

aor #0-20 - Clerk
(May 15, 2020)

To consider approval of the Minutes of the School Committee Meeting of Thursday, May 7, 2020.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

Against the motion: 0
7

The motion carried.

Executive Session Minutes/approval of

3. aor #0-21 - Clerk
(May 13, 2020)

To consider approval of the Executive Session Minutes of January 5, 2017, January 19, 2017, February 2, 2017, February 16, 2017, March 2, 2017, March 16, 2017, April 6, 2017, April 27, 2017, May 4, 2017, June 1, 2017, June 15, 2017, July 6, 2017, July 20, 2017, August 22, 2017, August 24, 2017, September 7, 2017, September 21, 2017, October 5, 2017, October 19, 2017, November 2, 2017, November 16, 2017, December 7, 2017 and December 21, 2017.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

4. gb #0-171 - Administration Student
(May 15, 2020) Representatives

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

On a roll call, the vote to file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

Mayor Petty allowed the following individuals to speak:

Robert Michel
Edward Dumphy, Co-Chair of CPPAC

Mr. Michel said he would like to see an increase in the percentage of males and persons of color being hired in the Worcester Public Schools.

Mr. Dumphy spoke in favor of implementing a new Student Information System. He believes that having such a system in place would provide a place to store data safely, transparency regarding discipline issues, gradebooks, more engaged learning and equity for all students.

Report of the
Superintendent/
Update on the
Student
Information
System
Procurement
Project

5. ROS#0-6 - Administration
(May 15, 2020)

UPDATE ON THE STUDENT INFORMATION SYSTEM
(SIS) PROCUREMENT PROJECT – Center for
Educational Leadership and Technology (CELT)

Bob Walton, Information Technology Officer, provided background on the current SAGE software which has gone from 300 staff and students to over 40,000. The Administration sought input from principals, parents, students, staff and community which lead to the hiring of a consultant from CELT (Center for Educational Leadership and Technology). He introduced Dr. John Phillippo, Founder and Executive Director of CELT to present the PowerPoint.

Dr. Phillippo stated that he was impressed by the positive school culture in the WPS which is a critical factor in the success of upgrading to a new system. He remarked that the interest from parents and students, who are part of the focus groups, was crucial. He said that the new SIS would provide a more streamlined point of entry for users and more consistent data, as well as new features that the SAGE system does not have.

Mr. Monfredo stated that this is long overdue and it is time to move forward.

Ms. Novick questioned the Administration's decision to hire a consultant rather than an internal employee.

Mr. Walton stated that although the plan was to initiate on-line grading, that would only be for a short period of time.

Ms. Novick requested a breakdown in cost to implement the system. She checked the section under the FY20 budget Non-Instructional Support Salaries and there was a half year position that had been added. There was no discussion with the School Committee about this process being changed. She also requested a further description of the islands.

Mayor Petty requested that the item be referred to the Standing Committee on Finance and Operations for further discussion.

Superintendent Binienda stated that the SIS is really needed and asked that the process not be held up.

On a roll call, the vote to refer the item to the Standing Committee on Finance and Operations was as follows:

For the motion: Miss Biancheria Mrs. Clancey, Mr. Foley, Ms. McCullough, Mr. Monfredo, Ms. Novick, Mayor Petty	7
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Against the motion:	$\frac{0}{7}$
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The motion carried.

6. REPORT OF THE STANDING COMMITTEE

The Standing Committee on Governance and Employee Issues met on Wednesday, May 13, 2020 at 3:30 p.m. in the Esther Howland South Chamber at City Hall.

qb #9-99 - Mr. Comparetto/Mr. O'Connell (March 13, 2019)

White & Brite
Cleaners/safety
precautions

Request that the Administration review the action taken by the Massachusetts Department of Environmental Protection against White & Brite Cleaners in Worcester and take necessary precautions to ensure that the students and staff at Gates Lane School are safe from exposure to contaminants.

On a roll call, the vote to file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo, Ms. Novick	3
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Against the motion:	$\frac{0}{3}$
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The motion carried.

Suspensions/
uniform
districtwide
standards

c&p #0-1 - Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a policy regarding clear and uniform districtwide standards for suspensions.

Mr. Davis stated that he believes that there is not a uniformed standard across the district and that each principal sets their own standards. He also stated that students in K-3 should not be given suspensions.

Mr. Monfredo stated to Mr. Davis that the principals need to have the jurisdiction to make judgments about suspensions because they witness what the infractions are and implement the Suspension Policy fairly and protect the safety of other students in the classroom. He informed him that staff is receiving extensive training in order to address suspension issues. He highlighted the need to reach out to parents and community groups in order to assist children who are in need of additional services.

Attorney Tobin stated that a legal opinion was provided to the Administration regarding this issue in January 2020 which concluded that School Committees have the authority to adopt general policies, however the policies cannot limit the discretion vested in school principals under state law. It would not be consistent with school statutory laws to have a School Committee policy that would limit the discretion of principals to impose suspensions. She also stated that the district has been engaging in significant training to address suspensions. In March, she reviewed a report on K-3 suspensions with the principals and there were significant safety issues resulting in no other alternative but to suspend the child in 99% of the cases.

Ms. Novick believes that it is developmentally inappropriate to suspend children as young as four. She supports the item to end suspensions below Grade 3.

Superintendent Binienda stated that the WPS has a clear and uniform policy (JIC-Student Discipline) and Attorney Tobin does training every year with principals and assistant principals. The district has done extensive work in hiring more School

Adjustment Counselors in order help students and maintain safe schools.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo, 2

Against the motion: Ms. Novick $\frac{1}{3}$

The motion carried.

c&p #0-2 - Clerk (January 2, 2020)

Age Appropriate
Touching/uniform
districtwide policy

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a uniform districtwide policy on age appropriate touching.

Mr. Davis referenced an incident in which a student was suspended for hugging a teacher and he would like the Administration to develop a policy regarding age appropriate touching.

Attorney Tobin stated that both Title IX and the Sexual Harassment Policy (ACAB) make references to unwanted touching of students and staff.

Ms. Novick suggested that a policy may not need to be drafted, but that the topic of inappropriate touching be addressed when the Health Curriculum is discussed in subcommittee.

Mrs. Clancey made the following motion:

Request that the item be referred to the Standing Committee on Teaching, Learning and Student Supports for discussion when selecting a Health Curriculum.

On a roll call, the vote to refer the item to the Standing Committee on Teaching, Learning and Student Supports for discussion when selecting a Health Curriculum was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo,
Ms. Novick 3

Against the motion: $\frac{0}{3}$

The motion carried.

Counselors and
Teachers/number of

c&p #0-3 - Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a policy of an adequate number of counselors and teachers.

Mr. Davis stated that in order to make the students more successful, the number of counselors and teachers need to be based on an objective standard.

In hiring new employees, he felt they should reflect the current student population.

Mr. Monfredo stated that the Administration has added 5 behavioral specialists, 2 guidance counselors, 2 Special Education teachers, 1 school adjustment counselor, 1 school psychologist, 1 safety center teacher, 5 instructional support positions and 1 ESL teacher this year at a cost of 1.3 million dollars.

Superintendent Binienda agreed that there is a need to increase the number of counselors, but is not certain what resources will be available in this years' budget.

Ms. Novick suggested that Mr. Davis and other members of the NAACP attend the Public Budget Hearing to speak to the hiring of more counselors.

Mr. Michel spoke to the item citing a document from the Massachusetts School Counseling Association which suggested that the optimal ratio for student to counselor should be 1:250.

On a roll call, the vote to file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo,
Ms. Novick 3

Against the motion: $\frac{0}{3}$

The motion carried.

c&p #0-4 - Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to a clear and uniform policy for the Worcester School District regarding emergency removals that do not have a racially adverse impact.

Emergency Removals/
uniform policy

Mr. Davis stated that last year, the district had more suspensions than the entire state combined and he believes something is wrong with the way emergency removals are implemented.

Attorney Tobin agreed that the numbers need to be reduced and that with the significant principal training, the expectation is that the rates will be lower.

Ms. Novick stated that a policy does not need to be drafted, but agreed that the reluctance to have a conversation in the context of race needs to be addressed.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo,	
Ms. Novick	3

Against the motion:	<u>0</u>
	3

The motion carried.

c&p #0-5 - Clerk (January 2, 2020)

To consider a communication from Gordon T. Davis, Chair of the Education Committee, Worcester Branch NAACP, relative to the establishment of a Residents' Advisory Commission which can formally petition the Worcester School Committee and to which the Worcester School Committee would be required to provide a response.

Residents' Advisory
Council/establishment
of

Mr. Davis spoke to the fact that the current policy for petitioning the School Committee excludes parents of WPS children who are not citizens of Worcester.

Mr. Monfredo stated that the WPS currently has:

- student representatives at the School Committee meetings
- student advisory councils at each high school
- a Superintendent's student advisory council
- PTOs and citywide parent groups and
- opportunities for residents to speak up at the School Committee level by contacting the clerk of the School Committee and filing a petition

With all this participation, he doesn't feel the need to establish a Resident Advisory Commission.

Superintendent Binienda believes that the School Committee and Administration does a great job of overseeing policy and budget and does not see the need for a Resident Advisory Commission.

Ms. Novick suggested that this item be considered with item gb #0-28 which pertains to the redrafting the School Committee rules.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo, Ms. Novick	3
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Against the motion:	$\frac{0}{3}$
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The motion carried.

Sick Time/
donating time to
colleague

c&p #0-8 - Clerk (February 19, 2020)

To consider a communication from the EAW to allow members of Doherty Memorial High School's faculty and staff to donate accrued sick time to a colleague who is experiencing significant health challenges.

Ms. Boulais stated that the Collective Bargaining Agreement for the Instructional Assistants has a sick bank currently in place.

Superintendent Binienda stated that the sick bank is based on how many days the employee has worked and this employee is not eligible.

Ms. Boulais informed the Committee that the person is no longer on leave and has returned to work.

On a roll call, the vote to accept and file the item was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo,
Ms. Novick 3

Against the motion: 0
3

The motion carried.

gb #0-93 - Administration (February 24, 2020)

To consider approval of the following updated MASC policies proposed to be included in the MASC Policy Manual:

Updated MASC
Policies/approval
of

BEDH Public Comment at School Committee Meetings
IC/ICA School Year/School Calendar
IE Organization of Instruction
IGA Curriculum Development
IGB Support Services Programs
IHAM Health Education
IHB Special Instructional Programs and
Accommodations
JC Attendance Areas
JCA Assignment of Students to School
JH Student Absences and Excuses
JLCB Immunization of Students

Superintendent Binienda requested that BEDH be held in order for a more detailed discussion with Attorney Tobin.

Dr. O'Neil requested that IHB be held in order for SPED to review the language.

Dr. O'Neil requested to amend IE by adding the words:

"The Primary/Elementary level includes schools with **some preschools and** kindergarten through **grade 5** and changing that to **grade 6,**"

and IGB by deleting "**speech correction**" and replacing "special education **assistance**" with "special education **services**".

On a roll call, the vote to hold Policies BEDH and IHB was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo, Ms. Novick	3
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Against the motion:	<u>0</u> 3
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The motion carried.

On a roll call, the vote to approve the item as amended was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo, Ms. Novick	3
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Against the motion:	<u>0</u> 3
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The motion carried.

Remote Learning/
survey

gb #0-166 -Ms. Novick/Mrs. Clancey/Mr. Foley/Ms. McCullough (February 24, 2020)

To create and administer a survey for students, families, and staff regarding current remote learning, to inform Phase III remote learning planning and work.

Ms. Novick suggested another survey be conducted on social media and translated to include questions she has extracted from other school districts. (See attached)

On a roll call, the vote to send the item back to the Full Committee was as follows:

For the motion: Mrs. Clancey, Mr. Monfredo,
Ms. Novick 3

Against the motion: 0
3

The motion carried.

7. **SCHOOL COMMITTEE ACTION**

At the School Committee level, Mrs. Clancey made the following amendment to gb #0-166 from the Standing Committee on Governance and Employee Issues report:

Remote
Learning/survey

Request that the survey be sent to families, students and staff in order to collect further data on the remote learning plan in Phase III.

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

On a roll call of 7-0, the School Committee approved the action of the Standing Committee on Governance and Employee Issues as amended.

GENERAL BUSINESS

8. **gb #0-172** - Administration
(May 7, 2020)

Donations/Acer
Gateway
Foundation

To accept a donation of fifty Chromebooks, with a value of \$17,000, from Acer Gateway Foundation.

Mayor Petty thanked Mr. Monfredo and the WEDF for all the work that was done to secure Chromebooks for all students.

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Ms. McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

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

The motion carried.

Donations/
 Chromebooks

9. gb #0-173 - Administration
 (May 7, 2020)

To accept a donation of thirty-five Chromebooks,
 with a value of \$9,100.00, from the following
 individuals:

-Kathy Jo Cook and John Martin
 KJC Law Firm
 10 Tremont Street, 6th Floor
 Boston, MA 02108

-Louis Aloise and Michael Wilcox
 Aloise & Wilcox, P.C.
 1 Exchange Place
 Worcester, MA 01608

-Richard J. Sullivan
 Sullivan & Sullivan, LLP
 83 Walnut Street
 Wellesley, MA 02481

In conjunction with the Massachusetts Academy of
 Trial Attorneys and its Executive Director, Paul
 Dullea.

On a roll call, the vote to approve the item was as
 follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Ms. McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

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

The motion carried.

10. gb #0-174 Mr. Monfredo/Miss Biancheria/ Mrs. Clancey/Mr. Foley/Ms. McCullough (May 11, 2020) Graduations/review latest plans

Request that the Administration review the latest graduation plans with the School Committee.

Mayor Petty requested more details, by Tuesday, regarding the eight graduations to include how diplomas are going to be handed out.

Superintendent Binienda stated that the schools were working on some ideas but they wanted to keep them secret from the students so they could be surprised. She said she would have the information sent to the School Committee by Tuesday.

On a roll call, the vote to file the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

11. gb #0-175 - Administration (May 12, 2020) Course Approval/ Strategic Thinking

To consider approval of a course entitled Strategic Thinking.

On a roll call, the vote to refer the item to the Standing Committee on Teaching, Learning and Student Supports was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

Course Approval/
ARC Core

12. gb #0-176 - Administration
(May 12, 2020)

To consider approval of the ARC Core literacy in English and Spanish for elementary students in grades K-6 Dual Language and Transitional Bilingual Education classrooms.

On a roll call, the vote to refer the item to the Standing Committee on Teaching, Learning and Student Supports was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

Online Book
Program/Worcester
Public Library

13. gb #0-177 - Mr. Monfredo/Miss Biancheria/
Mrs. Clancey
(May 13, 2020)

Request that the Administration work with the Worcester Public Library and the City Council Standing Committee to see what can be done about an order book online program at all of the branch libraries and to take whatever safety precautions that are necessary and report on its findings in June.

Mr. Monfredo stated that he has a few thousand children's books to donate prior to the summer break at the school sites.

On a roll call, the vote to refer the item to the City Manager was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

14. gb #0-178 - Administration (May 13, 2020) Prior Fiscal Year Payment/Arbitrator

To consider approval of a prior fiscal year payment to Mary Ellen Shea, Arbitrator, in the amount of \$3,340.94 for services rendered.

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

15. gb #0-179 - Administration (May 13, 2020) Prior Fiscal Year Payment/custodian

To consider approval of a prior fiscal year payment to a WPS custodian in the amount of \$578.00.

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

Donations

- 16. gb #0-180 - Administration
(May 13, 2020)

To consider approval of the following donations:

- \$1,000 from donors to the New Citizen's Center
- \$30.40 from Box Tops for Education to Burncoat Street Preparatory School
- \$47.60 from Box Tops for Education to City View Discovery School
- \$75.00 from Box Tops for Education to Tatnuck Magnet School
- \$14.00 from Box Tops for Education to Woodland Academy

On a roll call, the vote to approve the item was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Ms. McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

Against the motion: 0
7

The motion carried.

- 17. gb #0-181 - Mr. Monfredo/Ms. McCullough
(May 13, 2020)

Request that the School Committee support the NOW MORE THAN EVER Resolution.

On a roll call, the vote to support the item was as follows:

NOW MORE THAN EVER Resolution/
support of

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

18. gb #0-182 - Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo
(May 13, 2020) Federal Support for
Education/COVID-19

Request that the Administration call on the
Congressional Delegation to support further
substantive federal support for education due to the
COVID-19 crisis and resulting economic impacts.

Ms. Novick stated that MASC will be having a forum
with Congressman McGovern on Friday, May 29,
2020.

On a roll call, the vote to forward a letter to the
Congressional Delegation was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
Mr. Foley, Ms. McCullough,
Mr. Monfredo, Ms. Novick,
Mayor Petty 7

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

The motion carried.

19. gb #0-183 - Ms. Novick/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo
(May 13, 2020) School Committee
Representatives
2020-21/members
of

Request that the Administration report on results of
student election of Worcester School Committee
representatives for the 2020-21 year as called for in
MGL Ch. 71, sec. 38M.

On a roll call, the vote to refer the item to the
Administration for a report back on June 4, 2020 was
as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Ms. McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

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

The motion carried.

Worcester
 Technical High
 School/after
 school and
 evening courses

20. gb #0-184 - Miss Biancheria
 (May 13, 2020)

Request that the Administration review the opportunities available at Worcester Technical High School for after-school and evening courses to earn certificates that enable the participants to become apprentices or be employed in a career field.

On a roll call, the vote to refer the item to the Administration was as follows:

For the motion: Miss Biancheria Mrs. Clancey,
 Mr. Foley, Ms. McCullough,
 Mr. Monfredo, Ms. Novick,
 Mayor Petty 7

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

The motion carried.

Mayor Petty announced that this year's Memorial Day festivities will be held virtually on Monday, May 25, 2020 at 3:00 p.m.

The meeting adjourned at 9:28 p.m.

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