

IN SCHOOL COMMITTEE
 Worcester, Massachusetts
 Thursday, June 18, 2020
 Agendas #20 & 20A

In order to participate in all future public meetings in the Esther Howland Chamber, please call 415-655-0001 (Access Code: 735751404) to participate.

The School Committee of the Worcester Public Schools met virtually in Open Session at 4:05 p.m. in the Esther Howland Chamber at City Hall on Thursday, June 18, 2020.

There were present at the Call to Order:

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

There was absent: Mayor Petty.

Vice-chairman Foley chaired the meeting from 4:05 p.m. to 5:24 p.m.

Mayor Petty arrived at 5:24 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

FY21
 Budget/responses
 and approval of

1. gb#0-138.2 - Administration/Administration/
 Mr. Monfredo/Ms. Novick
 (June 10, 2020)

To consider the proposed FY21 Budget and the responses to the following motions:

540103-92000 Transportation

Request that the Administration provide a report on the funds reimbursed to the City from the State from McKinney-Vento.

On a roll call of 6-0-1 (absent Mayor Petty), the response to the motion was accepted and filed.

500130-92000 Personal Services (Non Salary)
500130-96000

Request that the Administration provide an itemized report on the legal cost for services rendered prior to the School Committee meeting on Thursday, June 18, 2020.

Ms. Novick made the following motion:

Request that the Administration provide a detailed report on legal costs and categories for services rendered for each firm.

On a roll call of 6-0-1 (absent Mayor Petty), the motion was approved.

500152-92000 Facilities Department Non-Salary

Request that the Administration provide the percentage from the Foundation Budget for operations and maintenance that is funded in this account.

Ms. Novick suggested scheduling a meeting with the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education to discuss facilities.

On a roll call of 6-0-1 (absent Mayor Petty), the response to the motion was accepted and filed.

500-91110 Administration Salaries

Administration
Salaries/
500-91110

Miss Biancheria asked for clarification as to why the Director of Innovation Pathways is no longer partially funded by State grants.

Mr. Allen stated that the grant was phased out so the balance of that position is now fully funded in the General Fund Budget.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91110 Administration Salaries in the amount of \$14,249,909.

Teacher Salaries/
500-91111

500-91111 Teacher Salaries

Ms. Novick asked the Administration to publicly explain what non-renewals mean.

Superintendent Binienda explained that the non-renewals are not budget related. By June 15, those teachers that have under three years of experience in the WPS can be non-renewed without reason. Some reasons include, but are not limited to, lack of certification and only being hired for one year.

Miss Biancheria asked for a summary of the 87 teaching positions from Various Grants.

Mr. Allen gave a brief overview in which he stated that of the eighty-seven grant funded positions, half of them are Focused Instructional Coaches that would either come out of Title I or Title 2A. There are Chapter 74 teachers that are funded through the Perkins Grant and Title III coaching positions.

Mayor Petty made the following motion:

Request that \$120,000 be reduced from Account 500-91118 Supplemental Program Salaries Line N-Worcester Police Services and add the funds to Account 500-91111 Teacher Salaries Line D-Student Support Services in order to hire 2 School Adjustment Counselors.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91111 Teacher Salaries in the amount of \$185,342,212 as amended.

School Committee
Salaries/
500-91112

500-91112 School Committee Salaries

Ms. Novick pointed out that the 11% increase was due to the City Council increases as the School Committee salaries are tied into theirs.

Mr. Allen added that Mr. O'Connell also did not take a salary and therefore it was not budgeted.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91112 School Committee Salaries in the amount of \$98,628.

500-91114 Teacher Substitutes Salaries

Teacher Substitutes
Salaries/
500-91114

Mr. Monfredo stated that he was happy with the increase from \$75.00 to \$80.00 for Day by Day Substitute teachers.

Mr. Allen explained that the overall number of substitutes during the closure was significantly lower.

Ms. Biancheria wanted the public to know that the savings were used for the purchase of Chromebooks and other materials.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91114 Teacher Substitutes Salaries in the amount of \$2,439,515.

500-91115 Instructional Assistants Salaries

Instructional Assistants
Salaries/
500-91115

Ms. Novick asked for an explanation of the 10% drop in the Grant allocations to which Mr. Allen replied that it was an expected drop from Title I grant. The reduction is the result of both the State losing students and Worcester's percentage loss of low income students in relation to the whole state.

Miss Biancheria recused herself due to a conflict of interest.

On a roll call of 5-0-1-1 (absent Mayor Petty, recused Miss Biancheria), it was moved to approve Account 500-91115 Instructional Assistants Salaries in the amount of \$13,962,930.

500-91119 Custodial Salaries

Custodial Salaries/
500-91119

On a roll call of 7-0, it was moved to approve Account 500-91119 Custodial Salaries in the amount of \$7,541,209.

500-91120 Maintenance Services Salaries

Maintenance
Services Salaries/
500-91120

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91120 Maintenance Services Salaries in the amount of \$2,322,454.

Administrative
Clerical Salaries/

500-91121 Administrative Clerical
Salaries

500-91121

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91121 Administrative Clerical Salaries in the amount of \$3,607,045.

School Clerical
Salaries/
500-91122

500-91122 School Clerical Salaries

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91122 School Clerical Salaries in the amount of \$2,420,178.

Non-Instructional
Support Salaries/
500-91123

500-91123 Non-Instructional Support Salaries

Superintendent Binienda stated that two candidates applied for the Student Assignment Officer position but neither was recommended and the position is still open.

Mr. Monfredo requested that the Administration consider hiring a full time parent liaison in all schools.

Miss Biancheria wanted to acknowledge the work that the Information Technology Department has done over the past three months.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91123 Non-Instructional Support Salaries in the amount of \$2,738,924.

Crossing Guard
Salaries/
540-91124

540-91124 Crossing Guard Salaries

Miss Biancheria made the following motion:

Request that the Administration provide a report on the equipment and the condition of the equipment being used by crossing guards.

On a roll call of 6-0-1 (absent Mayor Petty), the motion was approved.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account **540-91124** Crossing Guard Salaries in the amount of \$518,320.

500-91133 Nursing and Clinical Care Salaries

Nursing and Clinical
Care Salaries/
500-91133

Ms. Novick requested that the Administration report publicly on the difficulties in hiring school nurses.

Miss Biancheria made the following motion:

Request that the Administration provide a list of the schools that have nurses to include the hours that they are on site.

Mr. Foley asked that an amendment be made to Miss Biancheria's motion to include a report on the gaps and the challenges relative to hiring school nurses.

On a roll call of 6-0-1 (absent Mayor Petty), the motion was approved as amended.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to approve Account 500-91133 Nursing and Clinical Care Salaries in the amount of \$5,973,882.

500-91134 Educational Support Salaries

Educational
Support Salaries/
500-91134

Mr. Monfredo asked for an explanation as to why the Literacy Tutors budget was cut by 30% to which Mr. Allen replied that it was to add some additional secondary support teaching positions.

Ms. Novick questioned why there were fewer Board Certified Behavioral Analyst positions.

Mrs. Seale stated that the district had to look at the compliance needs and shift positions towards teaching. The BCBA positions were swapped out in order to add three Special Education autism teaching positions.

Ms. Novick asked what schools currently employ wraparound coordinators.

Mr. Allen stated that they are located at the Level 4 schools and at Woodland Academy, North High School, Sullivan Middle School and Canterbury Street Magnet School.

Miss Biancheria asked for clarification on tutors being described as generally licensed teachers.

Superintendent Binienda explained that some have expertise in a particular field and are qualified to tutor.

Miss Biancheria made the following motion:

Request that the Administration provide an update within the next few months on how the \$500,000 was spent on Behavioral Health Specialists.

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

On a roll call of 7-0, it was moved to approve Account 500-91134 Educational Support Salaries in the amount of \$4,174,342.

Supplemental
Program Supplies/
500-91118

500-91118 Supplemental Program Salaries

Mayor Petty stated that he met with Councilor King who suggested that \$120,000 be moved from Line N-Worcester Police Services and move that money to Adjustment Counselors.

He also stated that the City Manager is going to be picking up the money for the Resource Officers in the City Budget.

Mr. Monfredo stated that he would like to have the WPS continue to have School Resource Officers at the schools.

Ms. Novick voiced her concerns about \$120,000 being enough to cover two School Adjustment Counselors and also referenced Holyoke Public Schools and its Restorative Justice Program which is quasi-independent and partially funded from a grant through the school system.

Mr. Foley stated that the district needs to be creative in implementing a Restorative Justice Program. He suggested eliciting the help of students to lead the efforts. He felt that this was a great investment of dollars.

Superintendent Binienda said there would be no change in SROs in schools.

Mayor Petty made the following motions:

Request that \$120,000 be reduced from Account 500-91118 Supplemental Program Salaries Line N-Worcester Police Services and add the funds to Account 500-91111 Teacher Salaries Line D-Student Support Services in order to hire 2 School Adjustment Counselors.

Request that the Administration provide a report on how other cities and towns have implemented their Restorative Justice practices.

On a roll call of 7-0, the motions were approved.

Miss Biancheria made the following motion:

Request that the Administration update the School Committee on the progress of the Restorative Justice Program.

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

540-91118 Supplemental Program Salaries

Supplemental
Program Salaries/
540-91118

Ms. Novick made the following motion:

Request that the Administration provide a report on the efficacy of the AVID program.

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

On a roll call of 7-0, it was moved to approve Accounts 500-91118 and **540-91118** Supplemental Program Salaries in the total amount of \$1,635,466 as amended.

540-97201 Transportation Overtime

Transportation
Overtime/
540-97201

On a roll call of 7-0, it was moved to approve Account **540-97201** Transportation Overtime in the amount of \$700,000.

500-97203 Custodian Overtime

Custodian
Overtime/
500-97203

On a roll call of 7-0, it was moved to approve Account 500-97203 Custodian Overtime in the amount of \$1,122,051.

500-97204 Maintenance Services
Overtime

Maintenance
Services
Overtime/
500-97204

On a roll call of 7-0, it was moved to approve Account 500-97204 Maintenance Services Overtime in the amount of \$161,627.

500-97205 Support Overtime

Support Overtime/
500-97205

On a roll call of 7-0, it was moved to approve Account 500-97204 Maintenance Services Overtime in the amount of \$73,780.

Mayor Petty made the following motion:

Request that the School Committee approve the FY21 Budget in the amount of **\$388,455,204**.

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

It was moved to suspend the rules to reconsider the FY21 Budget in the amount of **\$388,455,204**.

On a roll call of 7-0, it was moved to suspend the rules.

It was moved to reconsider the FY21 Budget in the amount of **\$388,455,204**.

On a roll call of 0-7, the motion to reconsider the FY21 Budget in the amount of **\$388,455,204** was defeated.

Nutrition Program/
50S502

Account 50S502 - Nutrition Program

Mayor Petty made the following motions:

Request that the School Committee approve Account 50S502 - Nutrition Program in the amount of \$15,146,573.

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

Grant Programs

Grant Programs

Request that the School Committee approve the Grant Programs in the amount of \$32,999,820.

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

Mr. Allen stated that there were 90% fewer meals delivered due to the closure. He said that the WPS is partnering with the YMCA with a Grant through Mass Hires to expand some home delivery programs.

Ms. Novick made the following motion:

Request that the Administration forward a letter to Congressman McGovern asking for assistance through the USDA for the loss of funding to the school Nutrition Program.

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

Mr. Foley made the following motion:

Request that Account 50S502 –Nutrition Program and Grant Programs be referred the Standing Committee on Finance and Operations.

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

Mayor Petty made the following motion:

Request that the School Committee approve the Other Special Revenue Funds in the amount of \$5,280,083.

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

2. EXECUTIVE SESSION

Executive Session

Mayor Petty stated that the School Committee will recess into Executive Session to discuss the following item:

It was moved to recess to Executive Session at 6:00 p.m. to discuss the following items:

Executive Session

gb #0-198 - Administration
(May 27, 2020)

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Coronavirus/COVID-19 Related Issues – Educational Association of Worcester, Units A & B (Educators/Administrators); Aides to the Physically Handicapped, Monitors and Drivers; Instructional Assistants; Parent Liaisons; Tutors; and Therapy Assistants.

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #19/20-20.

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 – Massachusetts Commission Against Discrimination Litigation – Former Employee.

On a roll call, the vote was as follows:

For the motion: Miss Biancheria, Mrs. Clancey, Mr. Foley, Miss 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.

The School Committee reconvened in Open Session at 7:46 p.m.

There were present at the second Call to Order:

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

A moment of silence was held in memory of Donna Rodrigues, longtime teacher and administrator in the Worcester Public Schools and wife of former Deputy Superintendent Marco Rodrigues, Ed.D.

The Pledge of Allegiance was recited.

APPROVAL OF RECORDS

3. aor #0-24 - Clerk Minutes/
approval of
(June 10, 2020)

To consider approval of the Minutes of the School Committee Meeting of Thursday, June 4, 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: $\frac{0}{7}$

The motion carried.

IMMEDIATE ACTION

4. gb #0-189.1 - Administration/Administration Recognition/
Mary E. Meade-
Montaque
(June 8, 2020)

To recognize Mary E. Meade-Montaque, Secondary Manager of Instruction and School Leadership for her 30 years of dedicated service to the Worcester Public Schools.

Superintendent Binienda, Mayor Petty and the School Committee recognized Dr. Mary E. Meade-Montaque, Secondary Manager of Instruction and School Leadership for her 30 years of dedicated service to the Worcester Public Schools.

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.

- Recognition/held 5. gb #0-199 - Administration/Administration
(June 8, 2020)

To recognize Mark Berthiaume, Student Assignment Officer, for his 43 years of dedicated service to the Worcester Public Schools.

On a roll call, the vote to hold the item for the meeting of Thursday, July 16, 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.

6. Mayor Petty asked for a suspension of the rules in order for the public to speak.

State Representative Mary Keefe, Kwaku Nyarko, Nelly Medina and Isabel Gonzalez-Webster spoke to the issue of investing in a Restorative Justice Program.

Representative Keefe spoke specifically to the moral responsibility the district has to create a better environment for students and Administration. She is hopeful that the Worcester Public Schools will move forward with a plan similar to the one currently being used in Holyoke.

Kwaku Nyarko believed that if there had been a Restorative Justice Program during his time in the Worcester Public Schools, some of his classmates may have benefitted from such a program instead of being suspended.

Nelly Medina believes that a Restorative Justice Program has been known to lower suspension rates and improve performance.

Isabel Gonzalez-Webster stated that she would like to see Worcester commit more money for wraparound services and become less dependent on police presence in the schools. She said that with COVID-19 and the civil unrest in the country, she feels the need is even greater for those services.

COMMUNICATION AND PETITIONS

7. c&p #0-11 - Clerk
(June 10, 2020)

Communication and
Petition/
sick time approval

Pursuant to Rule 41, which requires a previous 2/3 vote of the School Committee, consider a request by the EAW to docket a petition on the School Committee calendar, prior to the passage of 3 months since an unfavorable vote was taken by the School Committee.

Beth Kaake spoke on behalf of the petitioner and asked for the item to be reconsidered.

Mr. Monfredo requested that the item be voted on and approved.

It was moved to request that the School Committee vote to allow members of the faculty and staff of Doherty Memorial High School to donate eight accrued sick days to an Instructional Assistant.

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
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Against the motion:	$\frac{0}{7}$
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The motion carried.

8. REPORTS OF THE STANDING COMMITTEES

The Standing Committee on Teaching, Learning and Student Supports met virtually at 3:00 p.m. on Tuesday, June 9, 2020 in the Esther Howland South Chamber at City Hall.

Two year
Kindergarten

gb #9-313 -Mr. Monfredo/Miss Biancheria /Mr. Foley/Mr. O'Connell (September 17, 2019)

Request that the Administration establish a committee by November to include early learning teachers to review the two year kindergarten 1 program for students who are four years old and lack the necessary readiness skills for school success.

Mr. Monfredo stated that Worcester is the only school district with the late start date of December 31.

Dr. O'Neil stated that the Administration will look at research done on the subject and will send an email by Friday to solicit committee members.

Mr. Monfredo made the following motions:

Request that the Administration work with the city administration and check on various schools to see if it is possible to secure space for additional pre-school or K1 programs.

Request that the Administration move the start date from December 31 to November 1 and then to September 1 by the 2021-22 school year.

Request that the Administration consider implementing a pilot program for kindergarten and Grade 1.

On a voice vote, the motions were approved.

On a roll call of 3-0, the item was held for a report in October.

School Health
Clinics

gb #9-334 - Mr. Comparetto/Mr. Monfredo (October 9, 2019)

Request that the Administration provide a report on school health clinics to include the current number of schools and the kind of services that are available to students.

Mr. Monfredo asked if there were any plans to expand the health clinics to other schools in the future.

Superintendent Binienda responded that funding for school based health clinics has not increased.

Mr. Foley stated that health clinics are an essential part of the school system, and in light of the COVID-19 crisis, students will be in need of additional support.

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

gb #9-383 - Mr. Comparetto (November 13, 2019)

Safe Zones

Request that the Mayor and School Committee establish Worcester Public Schools' Safe Zones.

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

gb #9-385 - Mr. Comparetto/Mr. Foley (November 13, 2019)

Diverse Workforce

Request that the Administration incorporate best practices for creating a diverse workforce.

Chairman McCullough stated that the Mayor has created a task group to address the hiring of a diverse workforce and will present the results in a report.

Mr. Monfredo stated that the Administration has hired Ivonne Perez as its Chief Diversity Officer.

Mr. Foley remarked that a diverse workforce is an essential part of moving forward.

Mr. Monfredo made the following motion:

Request that the Administration provide a report in May 2021 on the progress being made by the new Chief Diversity Officer in conjunction with the Mayor's report.

On a voice vote, the motion was approved.

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

K-2 Suspensions/
moratorium on

gb #9-387 - Mr. Comparetto (November 13, 2019)

Request a moratorium on suspending K-2 students for non-violent offenses.

Dr. O'Neil explained that suspension is a last resort and the following steps are taken before suspending a student:

- teacher redirecting and
- support from guidance and school adjustment counselors and Administration

Mr. Monfredo stated that the principals are receiving training and again suggested that the Administration reach out to parents and community groups for assistance.

Mr. Foley would like to work to find alternatives before suspending students.

Superintendent Binienda pointed out that K-2 students are not suspended for non-violent offenses. They are given an emergency removal which counts as a suspension.

Mr. Foley made the following motion:

Request that the Administration provide a report citing the examples, definition and number of non-violent K-2 suspensions over the past 3 years and compare them to this years' numbers.

On a voice vote, the motion was approved.

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

Curriculum/
real American
history

gb #9-408 - Mr. Comparetto/Miss McCullough (November 26, 2019)

Request that the Administration consider incorporating real American history into the curriculum.

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

gb #9-409 - Mr. Comparetto/Miss McCullough
(November 26, 2019)

Teaching Tolerance/
review
recommendations

Request that the Administration review recommendations made by the organization Teaching Tolerance for culturally appropriate Thanksgiving programming.

Superintendent Binienda stated that culturally responsive training regarding holidays is being addressed.

Mr. Foley made the following motion:

Request that the Administration review the recommendations contained in Teaching Tolerance and compare some of the findings to the WPS policy on cultural sensitivity.

On a voice vote, the motion was approved.

Chairman McCullough made the following motion:

Request that the Administration provide an update in October on the results of the culturally responsive training.

On a voice vote, the motion was approved.

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

gb #0-35 _____ Mr. Monfredo/Miss Biancheria/
Mrs. Clancey/Mr. Foley/Ms. McCullough/
Ms. Novick _____ (January 8, 2020)

Dual Language/
update on Grants

Request that the Administration provide an update on the Dual Language expansion initiative made possible through grants awarded to the Worcester Public Schools.

Mrs. Melendez provided an overview of the Dual Language and Transitional Bilingual Education Programs which is the instructional model to help accelerate language and bridge the gap with Latino Students. An assessment was done on the recent research on best practices which allowed them to apply for a grant from the state. The grants were specific to evaluate, align and expand the program. The current programs are as follows:

Chandler Magnet, Roosevelt and Woodland
(Elementary)and
Burncoat Middle and High (Secondary)

Plans for expansion are as follows:

New one way Dual Language program
Dual Language to 8th grade and
High school Dual Language program

Erin Goldstein spoke about the process for selecting curriculum. Through feedback from educators, other districts and publishers, the American Reading Curriculum was selected. The department is working with families by holding virtual Open Houses which had over 100 individuals in attendance, but due to the COVID-19 pandemic, some work has been delayed.

Mr. Monfredo made the following motion:

Request that the Administration provide a report in the Fall with updates on the Conference.

On a voice vote, the motion was approved.

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

It was moved to hold the following items:

Latino Students/
annual report

gb #9-384 - Mr. Comparetto/Mr. Foley
(November 13, 2019)

Request that the Superintendent present an annual report on the status of education for Latino students.

Restorative Justice
Practices

gb #9-386 - Mr. Comparetto/Mr. Foley
(November 13, 2019)

Request that the Administration provide an update on current restorative justice practices.

Equity Audit

gb #9-388 - Mr. Comparetto (November 13,
2019)

Request an "equity audit" of the Worcester Public Schools in accordance to best practices.

gb #0-101 - Mr. Monfredo (March 5, 2020)

Full-Day Pre-School Program/
available space for

Request that the Administration work with the City Administration to see if there is a building available for the expansion of a full-day pre-school program.

motion (gb #9-195.2) Mr. O’Connell (June 20, 2019)

Request that the Administration provide a report on the funding that the Worcester Public Schools receives through Education Access Channel 11 revenues, and provide information on the four positions and refer the report to the Standing Committee on Teaching Learning and Student Supports for discussion with gb #9-207.

motion (gb #9-195.2) Mr. O’Connell (June 20, 2019)

FY20 Budget/grant section

Request that the Various Grant Program section of the Budget be referred to the Standing Committee on Teaching, Learning and Student Supports.

On a roll call of 3-0, the motion to hold was approved.

SCHOOL COMMITTEE ACTION

On a roll call the School Committee approved the action of the Standing Committee on Teaching, Learning and Student Supports as stated 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.

The Standing Committee on Finance and Operations met virtually at 5:00 p.m. on Thursday, June 11, 2020 in the Esther Howland South Chamber at City Hall.

Student
Information
System/update on

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

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

Mr. Foley stated that he was sure that the School Committee members are in support of a new Student Information System (SIS) and wish to discuss the following:

- the hiring of an SIS consultant
- the cost factor for this year and next year and information regarding training

Mr. Allen stated that information was provided regarding a projected 5-year Budget plan for the SIS.

The Center for Educational Leadership and Technology (CELT) consulting firm has been working with the following stakeholder groups to gather input from:

- students
- parents
- classroom teachers
- school principals/assistant principals
- district Administrators and support staff
- School Committee and community members

The new SIS will:

- improve the use of data to guide and inform student learning anywhere and at anytime.
- be much more user-friendly and intuitive.
- become the cornerstone of WPS' data management architecture.
- increase the use of data to improve decision-making and redirect costs.
- support more contemporary education reforms and post-COVID19 data management needs.
- encourage data use by parents, teachers, and students.
- streamline State and Federal reporting requirements.

The following proposed timeline for the implementation of the SIS is as follows but will need to be adjusted, due to the pandemic:

- Planning and Orientation March – April 2020
- Data Collection and Needs Analysis - April – May 2020
- Draft & Vet Functional Requirements and Bid Specifications May 26 – June 12, 2020
- Advertise & Circulate RFP June 15 – July 10, 2020
- Evaluate RFP Responses Jul 13 – July 24, 2020
- Vendor Demonstrations and Reference Checks – Aug. 3 – Aug. 7, 2020
- Vendor Selection – Aug. 10 – Aug. 14, 2020
- Develop/Negotiate Contract Aug. 17 – Aug. 21, 2020
- Plan/Conduct Implementation – Aug. 24, 2020 – Dec. 17, 2021

Mr. Walton discussed the proposed 5-year financial impact that the SIS will have on the system. He stated that the larger expenses will be during the first 2 years at approximately ten dollars per student per year which averages out to be \$250,000 for 2 years.

Mr. Foley asked for the cost of the consultant's fee with CELT.

Mr. Walton responded that it would be approximately \$89,000.

Mr. Foley asked if there would be any offset savings by not using SAGE and would the system need to buy additional hardware to run the new system.

Mr. Walton stated that there would be no savings in the personnel section but there would be about a \$25,000 to \$40,000 per year savings in the infrastructure section. He further stated that there would be no additional cost for hardware due to the fact that the new system would all be Cloud based.

Ms. McCullough asked why the spreadsheet reflects a downward trend to \$10,000 in year 5.

Mr. Walton responded that it was due to the fact that the system's trainers will be training others on the SIS.

Miss Biancheria inquired as to what the greatest challenge will be in the development of the new SIS system.

Mr. Walton stated that one of the greatest challenges will be the migration of all the students' information into the new system. He also indicated that the other challenge would be the long-term training.

Ms. Kyriazis discussed some of the elements that are part of a comprehensive SIS training and support program.

Ms. Novick requested a copy of the Cost Estimates for SIS Needs Analysis, Procurement, and Implementation spreadsheet and further requested what the Administration expects as an increase year to year with the new SIS.

Mr. Walton stated that after the 5-year contract is up, the estimated increase could be from 5% to 10% but the Administration would negotiate the increase with the vendor.

Ms. Novick asked if there was a cost benefit analysis done.

Mr. Walton stated that the SIS Committee had done a cost analysis. If the system were to upgrade SAGE, the estimated cost would be around \$700,000 to \$800,000 in staffing. The Administration would have to hire 3 additional Developers, one Graphic Designer, one Usability Designer, a Project Manager/Business Analyst and a Security Officer. It would take 24 months to do this and would be more expensive and not have all the features that a new SIS would have.

Mr. Dumphy, Co-chair of the CPPAC, stated that the community fully supports the SIS system.

Superintendent Binienda stated that the system is in need of an updated SIS system and fully supports moving forward. She stated that the research and time that went into the searching for the best system was a long process.

Miss Biancheria made the following motion:

Request that the Administration provide a report on the timeline for the training that would occur for the transition from Sage to the new SIS.

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

Facilities/
cleanup schedule

10. gb #9-179.1 - Administration/Miss Biancheria
(June 5, 2020)

Response of the Administration to the request to provide a report at the end of July detailing the facilities department schedule for cleanup of the schools.

Miss Biancheria requested an update on the plans for cleaning the schools before reopening in light of COVID-19.

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.

Facilities/
2019 summer
projects

11. gb #9-191.1 - Administration/Miss Biancheria/
Mr. O'Connell
(June 5, 2020)

Response of the Administration to the request to provide a report to be prepared by the Facilities Department of the projects both in the schools and on the grounds surrounding them for the Summer of 2019 and indicate the action plan regarding the following ongoing issues:

- the wall adjacent to Lake View School
- repairs to the wall on the westside of Tatnuck Magnet School and
- plans in connection with installation of a pathway from Flagg Street School to St. Paul Drive.

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.

12. gb #9-195.8 - Administration/Miss Biancheria (June 5, 2020) FY20 Budget Responses

Response of the Administration to the following motion from the FY20 Budget:

540103-92000 Transportation

Request that the Administration provide a report on the results of the bidding process for the contracted/leased buses.

On a roll call, the vote to accept and file the response to the motion 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.

13. gb #9-221.1 -Administration/Miss Biancheria/ Ms. McCullough/Mr. Monfredo/ Mr. O'Connell (June 5, 2020) Cafeterias/ listing of

Response of the Administration to the request to provide a list of the number of schools that don't have a cafeteria and the accommodations that are made for students at these sites.

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.

Roosevelt School/
information on
land purchased

14. gb #0-167.1 -Administration/Miss Biancheria/
Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(June 5, 2020)

Response of the Administration to the request to
provide information from the City Manager in
reference to land purchased on Grafton Street near
Roosevelt School which will provide accommodations
for parking and traffic flow.

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.

Worcester Public
Library/online
book ordering

15. gb #0-177.1 - Administration/Mr. Monfredo/
Miss Biancheria/Mrs. Clancey
(June 10, 2020)

Response of the Administration to the request to 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 made the following motion:

Request that the Administration send out a ConnectEd
message in June, July and August alerting parents of
the opportunity to pick up books on loan from the
Worcester Public Library.

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

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.

16. gb #0-200 - Mr. Monfredo/Miss Biancheria/
Mrs. Clancey/Mr. Foley/
Ms. McCullough/Ms. Novick
(June 1, 2020) Registration/
2020-21 pre-
school and
kindergarten

Request that the Administration work with the community (social agencies and inner-faith groups) to reach out to parents about signing up for pre-school and kindergarten classes for the 2020-21 school year.

On a roll call, the vote to refer the item to the Administration for a report in August 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.

17. gb #0-201 - Administration Donations
(June 5, 2020)

To accept the following donations:

- \$500.00 to Tatnuck Magnet School from I.U.O.E. Local No. 4 Social Action Committee
- \$50.00 to the UPCS Scholarship in memory of Donna Rodrigues from a staff member of the Hudson Public Schools

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.

Attendance Rates/
 forward letters

18. gb #0-202 - Mr. Monfredo/Miss Biancheria/
 Mrs. Clancey/Mr. Foley/
 Ms. McCullough/Mayor Petty
 (June 7, 2020)

Request that the Administration forward letters of congratulations to the following schools that achieved a student attendance rate of 95.9% or better for the 2019-20 school year.

- | | |
|---------------------------------|---------------------------|
| Worcester Technical High School | University Park Campus |
| Belmont Community School | Flagg Street School |
| Heard Street School | Lake View School |
| May Street School | Midland Street School |
| Tatnuck Magnet School | Thorndyke Road School |
| Worcester Arts Magnet School | Chandler Magnet School |
| Francis J. McGrath School | Jacob Hiatt Magnet School |
| West Tatnuck School | |

On a roll call, the vote to forward letters 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 #0-203 - Mrs. Clancey/Mr. Foley/Ms. McCullough/
Mr. Monfredo/Ms. Novick
(June 7, 2020)

Arrests/
School Resource
Officers

Request that the Administration provide a report on the number of students arrested in the Worcester Public Schools since the implementation of the School Resource Officer Program.

Mrs. Clancey made the following amendment to the item:

Request that the Administration provide a detailed report broken down by schools, years and types of offenses.

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

On a roll call, the vote to refer the item to the Administration as amended 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.

20. gb #0-204 - Ms. Novick/Ms. Clancey/Mr. Foley/
Ms. McCullough/Mr. Monfredo
(June 9, 2020)

Resolution/
COVID-19

To pass the attached resolution calling for full reimbursement of state mandated COVID-19 related costs and forward to the appropriate authorities.

Ms. Novick made the following motion:

Request that the Administration forward letters to the Local Delegation in support of the resolution.

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

On a roll call, the vote to pass the resolution 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.

FY21 Budget
items/filed

21. gb #0-205 - Administration
(June 9, 2020)

To consider all items filed by the School Committee that have budgetary implications in light of the FY21 Budget.

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.

22. gb #0-206 - Administration Grant/SPED
(June 10, 2020) Targeted Program
Improvement

To accept the SPED Targeted Program Improvement Grant in the amount of \$1,500.

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.

23. gb #0-207 - Miss Biancheria/Mr. Foley/Ms. McCullough/
 Mr. Monfredo/Ms. Novick
 (June 10, 2020)

COVID-19/
 opening of school

Request that the Administration review the process specifically for opening of school buildings vis à vis the COVID 19 pandemic

Miss Biancheria stated that this item was meant to specifically address the process for the cleaning of the schools that will need to take place prior to the opening.

Superintendent Binienda stated that any information regarding the opening of schools will be on the website. There will be a meeting of all Superintendents on Friday, June 19, 2020 with the Commissioner that may provide some information that can be passed along. In addition, she said that the CARES Act is due by June 30th.

Mayor Petty made the following motion:

Request that a meeting be scheduled after July 4th in order for Superintendent Binienda to outline the plans for the re-opening of schools.

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

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.

Free Lunch Tally/
funding

24. gb #0-208 - Miss Biancheria/Mr. Foley/
Ms. McCullough/Mr. Monfredo/
Ms. Novick
(June 10, 2020)

Request that the Administration discuss the free lunch tally decrease in comparison to actual enrollment numbers and the effect this will have on any/all funding.

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.

COVID-19/
new student
enrollment

25. gb #0-209 - Miss Biancheria/Mrs. Clancey/
Mr. Foley/Ms. McCullough/
Mr. Monfredo
(June 10, 2020)

Request that the Administration review the process for enrollment of new students and the necessary steps to make certain, if needed, that the necessary services and evaluation of services are provided relative to COVID 19 limits.

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.

26. gb #0-210 - Ms. Novick/Mrs. Clancey/Mr. Foley/
 Ms. McCullough
 (June 10, 2020) Policy and Student
 Handbook/
 equity audit

To conduct an equity audit of the Worcester Public
 Schools' policies and student handbook.

On a roll call, the vote to refer the item to the Standing
 Committee on Governance and Employee Issues 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.

27. gb #0-211 - Ms. Novick/Mrs. Clancey/Mr. Foley/
 Ms. McCullough
 (June 10, 2020) Retreat/School
 Committee

To conduct a summer retreat on implicit and
 institutional bias for the Worcester School Committee.

Ms. Novick suggested that various independent
 facilitators be considered.

Mr. Monfredo would like to see the retreat facilitated by
 the district's cultural responsive consultant.

Superintendent Binienda suggested the same training
 as the district leadership receives.

Mayor Petty suggested that Mr. Foley provide dates for
 the retreat to be scheduled.

On a roll call, the vote to refer the item to the School Committee to schedule and plan a retreat 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.

Training/
institutional and
therapeutic
support

28. gb #0-212 - Ms. Novick/Mrs. Clancey/Mr. Foley/
Ms. McCullough
(June 10, 2020)

Request that the Administration provide institutional and therapeutic support and training for discussions of race, ethnicity, and bias in school settings.

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.

Attorney General's
Model MOU/
resource
officers/review of

29. gb #0-213 - Ms. Novick/Mrs. Clancey/Mr. Foley/
Ms. McCullough
(June 10, 2020)

To review for possible implementation the Massachusetts Attorney General's Model Memorandum of Understanding for School Resource Officers.

Ms. Novick stated that Attorney General Healy worked with the State, Chiefs of Police and the Massachusetts Association of School Superintendents and created a model Memorandum of Agreement between school districts and municipal police departments.

Ms. McCullough would like to review the current Memorandum of Agreement between the WPS and Student Resource Officers.

Mayor Petty suggested that the School Committee review both Memoranda of Agreements for comparative purposes.

On a roll call, the vote to refer the item to the Standing Committee on Governance and Employee 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.

30. gb #0-214 - Ms. Novick/Mrs. Clancey/Mr. Foley/
Ms. McCullough/Mr. Monfredo
(June 10, 2020) Reopening School/
potential cost of

To review the cost analysis of June 8, 2020 prepared by the American Association of School Administrators and the Association of School Business Officials, International, regarding the potential costs of reopening schools.

Ms. Novick requested that this item be referred to the Administration for review and discussion at the special meeting in July.

On a roll call, the vote to refer the item to the Administration for review and discussion at the special July meeting 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.

Donation/
UMass Medical
School

31. gb #0-216 - Administration
(June 16, 2020)

To accept a donation in the total amount of \$76,500 from UMass Medical School with a breakdown of \$73,500 for the purchase of hotspots in the North Quadrant and \$3,000 for a remote Grade K-1 Summer School Program in the North Quadrant.

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.

Donation/
Greater Worcester
Community
Foundation COVID
Fund

32. gb #0-217 - Administration
(June 16, 2020)

To accept a donation in the amount of \$100,000 from the Greater Worcester Community Foundation COVID Fund which was given to the WEDF, a 501c3 and donated to the WPS, for the purchase of hotspots.

Ms. Novick made the following motion:

Request that the Administration provide in a Friday letter the results of the hotspot survey and a copy of the mapping with the designations.

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

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.

The meeting adjourned at 9:31 p.m.

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