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CLERK OF THE SCHOOL COMMITTEE  
WORCESTER PUBLIC SCHOOLS  
20 IRVING STREET  
WORCESTER, MASSACHUSETTS 01609

AGENDA #40

on: Thursday, December 17, 2020  
at: 5:00 p.m. - Executive Session  
6:00 p.m. - Regular Session  
Virtually in: Room 410 at the Durkin Administration Building

ORDER OF BUSINESS

ACTION

I. CALL TO ORDER

INVOCATION

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

III. APPROVAL OF RECORDS

aor #0-44 - Administration  
(December 10, 2020)

To consider approval of the Minutes of the School Committee Meeting on Thursday, December 3, 2020.

IV. MOTION FOR RECONSIDERATION - NONE

V. IMMEDIATE ACTION

gb #0-375 - Administration  
(December 9, 2020)

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

Request that the School Committee provide information on student academic performance for Quarter One. (Fatima Daffaie)

To discuss the availability of extra help for ESL students after school. (Germania Balbuena Marte)

ACTION

VI. REPORT OF THE SUPERINTENDENT

ros#7-18.2 - Administration/Miss Biancheria/Mr. Monfredo  
(December 10, 2020)

Response of the Administration to the request to provide a list containing the number of homeless students and indicate the sites and ways in which the School Committee can provide help to them.

VII. COMMUNICATIONS AND PETITIONS - NONE

VIII. REPORT OF THE STANDING COMMITTEE -NONE

IX. PERSONNEL

0-14 The Superintendent has APPOINTED the person named below to the position of Aide to the Physically Handicapped, permanent/fulltime at a salary of \$17.04 (minimum) to \$21.00 (maximum) per hour, from Civil Service List #320-034, effective as follows:

Correa, Elizabeth 12/7/2020

0-15 The Superintendent has APPOINTED the person named below to the position 52 week Word Processor, permanent/fulltime at a salary of \$19.02 (minimum) to \$23.52 (maximum) effective as follows:

Piskator, Kelly 11/23/2020

0-16 The Superintendent has appointed the attached teacher positions for 2020-21.

0-17 The Superintendent has appointed the attached teacher Resignations and Retirements for 2020-21.

X. GENERAL BUSINESS

gb #9-101.2 - Administration/Mr. Comparetto  
(December 10, 2020)

Response of the Administration to the request to consider creating an initiative to provide more services and support for the system's approximately 2500 homeless students.

GENERAL BUSINESS (continued)ACTION

gb #0-138.5 - Administration/Ms. Novick  
(December 7, 2020)

Response of the Administration to the following motion from the FY21 Budget:

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

Request that the Administration provide a report on the how much it would cost the system to provide caps, gowns and tassels next year for graduating seniors.

gb #0-275.3 - Administration/Mr. Monfredo/Ms. McCullough  
(December 3, 2020)

Response of the Administration to the request to provide monthly updates on the air quality and HVAC work being done in the schools beginning September 17, 2020.

gb #0-292.1 - Administration/Ms. Novick/Mrs. Clancey/  
Ms. McCullough  
(December 3, 2020)

Response of the Administration to the request to have high school principals submit student representatives to the statewide and regional student advisory councils.

gb #0-376 - Miss Biancheria/Ms. McCullough  
(December 1, 2020)

Request that the Administration provide a report on the number of open positions with titles and salaries.

gb #0-377 - Administration  
(December 4, 2020)

To approve the following prior fiscal year payments:

1. \$2,040 to SEEM Collaborative
2. \$9,110.43 to Accept Educational Collaborative
3. \$233.39 to an employee for a half day sick bank day

gb #0-378 - Administration  
(December 8, 2020)

To approve the FY21 General Fund Budget for the Worcester Public Schools in the amount of \$372,398,668, reflecting a reduction of \$16,056,536 from the budget amount approved in June 2020 resulting from the reduction of the first year of Student Opportunity Act funding due to revised state budget estimates caused by the current COVID-19 pandemic.

GENERAL BUSINESS (continued)ACTION

gb #0-379 - Mr. Monfredo/Ms. McCullough  
(December 8, 2020)

Request that the Administration update the School Committee on the progress made during the current school year on dual enrollment to include:

- number of students enrolled at each college or university indicating the sending high school and
- any recommendations to expand during the 2021-22 school year

gb #0-380 - Miss Biancheria/Ms. McCullough/Mr. Monfredo  
(December 9, 2020)

Request that the Administration provide an update on the warehouse operations regarding PPE and supplies and include a report on the disbursement of supplies to other districts.

gb #0-381 - Ms. Novick/Ms. McCullough  
(December 9, 2020)

Request administration post a simple weekly dashboard of numbers of COVID-19 positive students and staff, sorted by remote or in buildings, as submitted to the state each week.

gb #0-382 - Ms. Novick/Ms. McCullough  
(December 9, 2020)

Request administration report on updates to the Worcester Technical High School admission process, its results, and its interaction with state attention and possible revision to admission requirements.

gb #0-383 - Administration  
(December 10, 2020)

To approve the following donations

1. ObjectiveEd software, valued at \$1,000, to the WPS Special Education Department from Memorial Foundation for the Blind.
2. a donation, valued at \$20,000 from Becker College in the form of \$50.00 Walmart gift cards to Chandler Elementary School to support the needs of families during this holiday season (i.e., food, supplies, gifts, etc.).
3. a donation from the College of the Holy Cross to Chandler Elementary School valued at \$800.00, in the form of gift cards in the amount of \$150.00 each to support the needs of sixteen families during this holiday season.

XI. EXECUTIVE SESSION

ACTION

gb #0-384 - Administration  
(December 8, 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 if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators).

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 –Yuisa Perez v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 1785-CV-01465-A.

III. APPROVAL OF RECORDS  
Clerk  
(December 9, 2020)

ITEM - aor #0-44  
S.C. MEETING - 12-17-20

ITEM:

To consider approval of the Minutes of the School Committee Meeting on Thursday, December 3, 2020.

PRIOR ACTION:

BACKUP:

Annex A (25 pages) contains a copy of the Minutes of the School Committee Meeting on Thursday, December 3, 2020.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, December 3, 2020  
Agenda #39

The School Committee of the Worcester Public Schools met virtually in Open Session at 5:00 p.m. in Room 410 of the Durkin Administration Building on Thursday, December 3, 2020.

There were present at the Call to Order:

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

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

1. EXECUTIVE SESSION

gb #0-374 - Administration  
(November 25, 2020)

Executive Session

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #20/21-3.

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 if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators). Court, Civil Action No. 1785-CV-01465-A.

On a roll call, the vote to recess to Executive Session 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 School Committee recessed to Executive Session from 5:04 p.m. to 6:10 p.m.

The School Committee reconvened in Open Session at 6:13 p.m.

There were present at the second Call to Order:

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

Moment of Silence 2. A moment of silence was offered in memory of the 21<sup>st</sup> anniversary of the 6 firefighters that died in the fire at the cold storage facility on December 3, 1999.

Grievance #20/21-3/denied 3. Pursuant to action taken in Executive Session, it was moved to deny Grievance #20/21-3.

On a roll call, the vote to deny Grievance #20/21-3 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. APPROVAL OF RECORDS

Minutes/ approval of aor #0-43 - Administration (November 10, 2020)

To consider approval of the Minutes of the School Committee Meeting on Thursday, November 19, 2020.



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.

5. IMMEDIATE ACTION

gb #0-355.1 - Administration/Mrs. Clancey/ Ms. McCullough/Mayor Petty (November 24, 2020) Recognition/  
University Park  
Campus School

To recognize University Park Campus School for ranking #57 in Massachusetts High Schools out of 1,368 in National Rankings by U.S. News and World Report for its performance on state tests, graduation rates and preparation of their students for college.

Superintendent Binienda spoke to the item. Kaitlin Snow from the University Park Campus School was in attendance to receive the accolades for the school.

On a roll call, the vote to recognize University Park Campus School 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.

Athletics/  
Winter Sports

6. The following item was taken out of order:

gb #0-372 - Administration  
(November 23, 2020)

Request that the School Committee approve the Administration's recommendation to begin both Swimming and Ice Hockey on December 14, 2020 and Basketball on January 4, 2021, with the caveat that no fans will be allowed at any athletic events.

Mr. Shea, Athletic Director, discussed the Administration's recommendation for winter sports. He stated that, due to the increase in COVID-19 cases, the Administration amended the item as follows:

Request that the School Committee approve the Administration's recommendation to begin all winter sports for the Worcester Public Schools, which includes boys and girls swimming, ice hockey and basketball on January 4, 2021.

Miss Biancheria made the following motion:

Request that the Administration provide a report regarding any decisions that the Administration or the MIAA makes in regards to additional changes in the date for all sports.

On a roll call, the vote to approve 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.

Ms. Novick stated that she could not support this item because she feels that it is creating an environment that will spread the virus.

Mr. Shea stated that the Administration understands the concerns regarding COVID-19. If a parent and/or student does not wish to participate in any sports activities that it is not mandatory.

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

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

Against the motion: Ms. Novick  $\frac{1}{7}$

The motion carried.

7. IMMEDIATE ACTION

gb #0-365 - Administration  
(November 25, 2020)

Student  
Representative/  
input from

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

Request that the School Committee provide information on what is being done to prevent cyberbullying. (Fatimah Daffaie)

Cyberbullying

Fatima Daffaie, Ex-Officio member of the School Committee, stated that cyberbullying is an issue that is happening in breakout rooms and other online platforms outside of the classroom. She feels that it is important that the Administration remind students that bullying is wrong and needs to stop.

Mr. Pezzella discussed the Bullying Prevention Programs, the reporting process and the consequences of bullying that takes place in the schools. He further stated that, if a students know of any bullying taking place, they should report it by calling the anonymous Bullying Prevention Hotline.

Ms. McCullough suggested that the Administration remind students of the rules and regulations of cyberbullying.

Miss Biancheria made the following motion:

Request that the Administration forward to the staff and students information and recommendations that were received from the Cyberbullying Conference that took place at North High School.

On a roll call, the vote to approve 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.

Mrs. Kyriazis stated that the Digital Citizenship Program is one that addresses cyberbullying at the elementary school level.

Ms. Novick made the following amendment to Ms. Biancheria's motion:

Request that the Administration forward to the staff and students **in multiple languages** the information and recommendations that were received from the Cyberbullying Conference.

On a roll call, the vote to approve the motion 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.

Mr. Monfredo made the following motion:

Request that all teachers discuss the issues of cyberbullying with their students.

On a roll call, the vote to approve 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.

On a roll call, the vote to discuss 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.

#### REPORTS OF THE STANDING COMMITTEES

4. The Standing Committee on **Finance and Operations** met virtually at 5:05 p.m. on Tuesday, November 17, 2020 at the Durkin Administration Building in Room 410.

gb #9-266 -Administration (August 21, 2019)

FY20 Budget/  
status of transfers

To review the status of the FY20 Budget and make appropriate transfers as required.

Mr. Allen spoke to the status of the FY20 Budget 4<sup>th</sup> Quarter report.

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

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

Student Information  
System (SIS)  
Procurement Project

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

Mr. Walton stated that the city is in the process of preparing a cost proposal.

Mrs. Kyriazis stated that a presentation for a full recommendation will be presented at the School Committee meeting on Thursday, December 17, 2020.

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

FY21 Budget/  
transfers

gb #0-267 - Administration (August 18, 2020)

To review the status of the FY21 Budget and make appropriate transfers as required.

Mr. Allen spoke to the status of the FY21 Budget and appropriate transfers.

It was moved to approve the following transfers:

**DUE TO CURRENT STATE BUDGET REDUCTION:**

<u>Amount</u>	<u>From Account</u>	<u>Account Title</u>	<u>To Account</u>	<u>Account Title</u>
\$7,467,509	540103-92000	Transportation	500-92204	Instructional Materials, Line E.
\$4,335,139	500-91111	Teacher Salaries	500-92204	Instructional Materials, Line E.
\$799,707	500-91115	Instructional Assistants Salaries	500-92204	Instructional Materials, Line E.
\$515,780	500-92204	Instructional Materials	500-92204	Instructional Materials, Line E.
\$324,318	500-91114	Teacher Substitutes Salaries	500-92204	Instructional Materials, Line E.
\$317,161	500-91120	Maintenance Service Salaries	500-92204	Instructional Materials, Line E.
\$301,372	500130-92000	Personal Services	500-92204	Instructional Materials, Line E.
\$276,610	500123-96000	Health Insurance	500-92204	Instructional Materials, Line E.
\$241,441	500-91110	Administration Salaries	500-92204	Instructional Materials, Line E.
\$334,482	540-91124	Crossing Guard Salaries	500-92204	Instructional Materials, Line E.
\$149,314	500-91119	Custodial Salaries	500-92204	Instructional Materials, Line E.

\$138,272	500-91134	Educational Support Salaries	500-92204	Instructional Materials, Line E.
\$117,162	500-91133	School Nurse Salaries	500-92204	Instructional Materials, Line E.
\$89,303	500152-92000	Facilities Ordinary Maintenance	500-92204	Instructional Materials, Line E.
\$86,223	540-91117	Transportation Salaries	500-92204	Instructional Materials, Line E.
\$70,598	500-91121	Administrative Clerical Salaries	500-92204	Instructional Materials, Line E.
\$55,473	500-91123	Non Instructional Salaries	500-92204	Instructional Materials, Line E.
\$44,357	500-91122	School Clerical Salaries	500-92204	Instructional Materials, Line E.
\$27,500	500-91118	Supplemental Program Salaries	500-92204	Instructional Materials, Line E.
\$22,001	500-97203	Custodial Overtime Salaries	500-92204	Instructional Materials, Line E.
\$14,000	540-97201	Transportation Overtime Salaries	500-92204	Instructional Materials, Line E.
\$5,000	500136-92000	Miscellaneous Educational OM	500-92204	Instructional Materials, Line E.
\$3,169	500-97204	Maintenance Overtime Salaries	500-92204	Instructional Materials, Line E.
\$1,447	500-97205	Support Overtime Salaries	500-92204	Instructional Materials, Line E.

### OPERATIONAL BUDGET TRANSFERS

\$1,131,200	500-91134	Educational Support Salaries	500-91111	Teacher Salaries
\$180,000	500-91115	Instructional Assistants Salaries	500-91111	Teacher Salaries
\$157,612	500130-92000	Personal Services	500-91118	Supplemental Program Salaries
\$40,000	500-91118	Supplemental Program Salaries	500-91111	Teacher Salaries
\$15,680	500-92204	Instructional Materials	500-91111	Teacher Salaries
\$5,500	500-91118	Supplemental Program Salaries	500130-92000	Personal Services

\$590,000	500-91114	Teacher Substitutes	500137-96000	Unemployment Compensation
\$230,000	500-91115	Instructional Assistants Salaries	500137-96000	Unemployment Compensation
\$280,000	500-91119	Custodial Salaries	500137-96000	Unemployment Compensation
\$250,000	500-91123	Non Instructional Salaries	500137-96000	Unemployment Compensation

<b>Grants</b>	<b>FY21 Adopted Budget</b>	<b>FY21 Award</b>	<b>Difference</b>
Title I	\$11,585,589	\$11,065,503	-\$520,086
Title II Teacher Quality	\$1,238,673	\$1,114,170	-\$124,503
Title III	\$1,120,151	\$1,193,397	\$73,246
Title IV	\$789,078	\$837,290	\$48,212
IDEA	\$7,827,865	\$7,888,049	\$60,184
Perkins	\$474,016	\$456,639	-\$17,377
Secondary Allocation			

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

On a roll call of 3-0, the item was held for the Second Quarter Report.

Grant/Coronavirus Relief Fund

gb #0-284 - Administration (September 1, 2020)

To accept the CvRF Coronavirus Relief Fund School Reopening Grant in the amount of \$5,729,400.

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

FY20/Nutrition Program and Grant Programs

Motion gb #0-138.2 - Mr. Foley (June 18, 2020)

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

Ms. Lombardi stated that the district has been providing approximately 3,000 meals per day and is looking to expand home deliveries to 7 days a week.

Mr. Foley asked for an estimate on the number of students that currently require home delivery of meals and Ms. Lombardi stated that she would provide that number.

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



**SCHOOL COMMITTEE ACTION**

On a roll call of 7-0, the School Committee approved the action of the Standing Committee on **Finance and Operations** as amended.

gb #0-267

FY21 Budget/  
transfers

Ms. Novick made the following motion:

Request that the financial quarterly reports be posted on the WPS finance budget webpage.

On a roll call, the vote to approve 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: 0  
7

The motion carried.

It was moved to approve the following transfers:

**DUE TO CURRENT STATE BUDGET REDUCTION:**

	<u>From Account</u>	<u>Account Title</u>	<u>To Account</u>	<u>Account Title</u>
\$7,467,509	540103-92000	Transportation	500-92204	Instructional Materials, Line E.
\$4,335,139	500-91111	Teacher Salaries	500-92204	Instructional Materials, Line E.
\$799,707	500-91115	Instructional Assistants Salaries	500-92204	Instructional Materials, Line E.
\$515,780	500-92204	Instructional Materials	500-92204	Instructional Materials, Line E.
\$324,318	500-91114	Teacher Substitutes Salaries	500-92204	Instructional Materials, Line E.
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\$334,482	540-91124	Crossing Guard Salaries	500-92204	Instructional Materials, Line E.
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\$138,272	500-91134	Educational Support Salaries	500-92204	Instructional Materials, Line E.
\$117,162	500-91133	School Nurse Salaries	500-92204	Instructional Materials, Line E.
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\$86,223	540-91117	Transportation Salaries	500-92204	Instructional Materials, Line E.
\$70,598	500-91121	Administrative Clerical Salaries	500-92204	Instructional Materials, Line E.
\$55,473	500-91123	Non Instructional Salaries	500-92204	Instructional Materials, Line E.
\$44,357	500-91122	School Clerical Salaries	500-92204	Instructional Materials, Line E.
\$27,500	500-91118	Supplemental Program Salaries	500-92204	Instructional Materials, Line E.
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\$14,000	540-97201	Transportation Overtime Salaries	500-92204	Instructional Materials, Line E.
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\$1,447	500-97205	Support Overtime Salaries	500-92204	Instructional Materials, Line E.

### OPERATIONAL BUDGET TRANSFERS

\$1,131,200	500-91134	Educational Support Salaries	500-91111	Teacher Salaries
\$180,000	500-91115	Instructional Assistants Salaries	500-91111	Teacher Salaries
\$157,612	500130-92000	Personal Services	500-91118	Supplemental Program Salaries

\$40,000	500-91118	Supplemental Program Salaries	500-91111	Teacher Salaries
\$15,680	500-92204	Instructional Materials	500-91111	Teacher Salaries
\$5,500	500-91118	Supplemental Program Salaries	500130-92000	Personal Services
\$590,000	500-91114	Teacher Substitutes	500137-96000	Unemployment Compensation
\$230,000	500-91115	Instructional Assistants Salaries	500137-96000	Unemployment Compensation
\$280,000	500-91119	Custodial Salaries	500137-96000	Unemployment Compensation
\$250,000	500-91123	Non Instructional Salaries	500137-96000	Unemployment Compensation

<b>Grants</b>	<b>FY21 Adopted Budget</b>	<b>FY21 Award</b>	<b>Difference</b>
Title I	\$11,585,589	\$11,065,503	-\$520,086
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IDEA	\$7,827,865	\$7,888,049	\$60,184
Perkins	\$474,016	\$456,639	-\$17,377
Secondary Allocation			

On a roll call, the vote to approve 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.

On a roll call, the vote to hold the item for the Second Quarter Report 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. The Standing Committee on **Governance and Employee Issues** met virtually at 4:36 p.m. on Tuesday, November 24, 2020 at the Durkin Administration Building in Room 410.

MASC Policies/  
approval of

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:

- BEDH - Public Comment at School Committee Meetings
- IHB - Special Instructional Programs and Accommodations

Mrs. Clancey made the following motion:  
Request that the School Committee approve the following MASC Policies:

- BEDH - Public Comment at School Committee Meetings
- IHB - Special Instructional Programs and Accommodations

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

Worcester Voter  
Registration  
Initiative

c&p #0-12 - Clerk (June 21, 2020)

To consider a communication from Kwaku Nyarko relative to the Worcester Voter Registration Initiative partnering with the Worcester Public Schools to increase voter turnout in the city through community engagement, workshops, and civics lessons catered towards the youth.

Mr. Monfredo made the following motion:

Request that the Administration forward the petition to the City Clerk's office requesting that a meeting take place with the two petitioners to discuss ideas for additional community support for the schools with civic engagement projects.

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

Mrs. Clancey made the following motion:

Request that the item be referred to Colleen Kelly, History and Social Studies Curriculum Liaison, to invite members of the Worcester Voter Registration Initiative to speak to students in Civics classes.

On a roll call of 3-0, it was moved to provide a report from Colleen Kelly in a Friday Letter in March 2021 regarding the ongoing voting initiatives taking place in the schools.

Mr. Amoah discussed the Worcester Registration Voter Initiative and wanted to collaborate with the Worcester Public Schools to discuss with students the importance of voting and civic engagement throughout the community. He also discussed the importance of community leaders discussing with students, on a face to face basis, the importance of voting in national and local elections.

ROS #0-12 - Administration (November 11, 2020)

Superintendent's  
Goals and  
Benchmarks

SELF EVALUATION, GOALS AND BENCHMARKS OF  
THE SUPERINTENDENT FOR 2020-21

motion gb #0-238 - Mayor Petty (August 5, 2020)

Superintendent's  
Goals

Request that the Superintendent's goals be referred to the Standing Committee on Governance and Employee Issues for formulation of new goals to be brought back to the Full Committee.

(These items were considered together.)

Mr. Monfredo made the following motion:

Request that the Professional Practice Goal be approved as stated.

On a roll call of 1-2 (yeah Mr. Monfredo), the motion was defeated.

Mrs. Clancey made the following motion:

Request that the proposed goals of the Superintendent be amended as follows:

<b>Superintendent Binienda's Proposed Goals</b>	<b>School Committee's proposed amendments to the goals</b>
<b>Professional Practice Goal:</b>	
Starting in August 2020, participate in monthly professional learning opportunities to further develop my leadership skills and to inform district decisions.	It was moved and voice voted to discuss this goal at the Committee Meeting on December 3, 2020.
<b>Student Learning Goal:</b>	
By June 2021, 100% of school- based teams will use data to identify achievement gaps and implement improvement practices and resources to support learning for each student.	To halve the difference of student benchmark data for grades 4, 5 and 6 in math by June 2021.
<b>District Improvement Goal 1:</b>	
Throughout the 2020-2021 school year, develop a plan for staff recruitment and retention and implement strategies that will increase access to well qualified, diverse candidates by 17%. (Strategic Plan Benchmark 2021)	Throughout the 2020-21 school year, increase the hiring of well qualified, diverse professional candidates by 17 percent and continue to improve both the recruitment and retention rates.
<b>District Improvement Goal 2:</b>	
By June 2021, develop an annual budget that is aligned with the Strategic Plan and ensures equitable and efficient distribution of resources.	By June 2021 develop an annual budget that is aligned with the Strategic Plan.
<b>District Improvement Goal 3:</b>	
By June 2021, create a learning environment that reduces barriers through use of the frameworks of Culturally Responsive Teaching, Universal Design for Learning, and strength-based decision making.	To lower the student suspension rate by *_____percent in Group C through alternative interventions.  *It should be noted that the Superintendent indicated that she would provide the percent at the School Committee meeting on December 3, 2020.

On a roll call of 3-0, the proposed goals as amended were approved.

On a roll call of 3-0, ROS #0-12 and motion gb #0-238 were filed at the Standing Committee level.

## **SCHOOL COMMITTEE ACTION**

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

ROS #0-12 and motion gb #0-238

Superintendent's  
Goals/approval of

Mrs. Clancey made the following motion:

Request that the proposed goals of the Superintendent be amended as follows:

### **Professional Practice Goal:**

During the 2020-21 school year, create a school and district community environment that promotes two-way communication with families and provide resources for effective student learning and performance.

### **Student Learning Goal:**

Fifty percent of students in grades four, five and six that participated in the Fall start baseline assessment will achieve a student growth percentage of forty or higher by June of 2021.

### **District Improvement Goal 1:**

Increase diversity of new hires to 17% by June 2021 and continue to improve both the recruitment and retention rates. (Strategic Plan Benchmark 2021)

### **District Improvement Goal 2:**

By June 2021, develop an annual budget that is aligned with the Strategic Plan.

### **District Improvement Goal 3:**

Lower the out of school suspension rate by five percent for Special Education Group C students with emotional disabilities through evidence based targeted intervention and resources by June 2021.

On a roll call, the vote to approve the goals 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.

6. GENERAL BUSINESS

COVID-19 and  
Remote Learning/  
update on

gb #0-286.4 - Administration/Mayor Petty/  
Miss Biancheria/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo/  
Ms. Novick  
(November 25, 2020)

To provide a brief update on COVID-19 and remote learning.

Superintendent Binienda discussed the updates of COVID-19 cases in the school system and also the Reopening Transition Plan for Group C students who will return to school on January 25, 2021.

Mayor Petty acknowledged the hard work of the teachers and administrators during remote learning.

Ms. Novick requested that the letter from the Commissioner be forwarded to the School Committee members.

Ms. Novick made the following motion:

Request that Mayor Petty forward a letter to the State Delegation regarding the spread of COVID-19 to students and the profound impact it has on them.

On a roll call, the motion was approved 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 stated that he feels that the right decisions have been made and will continue to be made in regards to students returning to school and that their safety and wellbeing will be the top priority.

On a roll call, the vote to discuss and hold 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.

gb #0-336.1 - Administration/Mrs. Clancey/ Mrs. McCullough/Mr. Monfredo/ Ms. Novick Students Workload during Remote Learning  
(November 16, 2020)

Response of the Administration to the request to make certain that there is district consistency regarding workload assigned to students during remote learning to include work for both the school day and homework assignments.

Superintendent Binienda stated that the Administration has not heard of any recent negative comments from students or parents regarding too much homework.

Mr. Sippel stated that many teachers have adjusted the length of assignments and deadlines to lighten the workload on students. He also stated that teachers, in conjunction with the guidance counselors, have been helping students with time management in order not to fall behind.

Ms. McCullough suggested that elementary students be given non-computer based work instead of being on the computer all day.

Fatima Daffaie, Ex-Officio member of the School Committee, stated that many high school students are happy with the changes with less remote homework assignments and are feeling they are now able to finish them in a timely manner.

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.

SAT Testing/  
report on

gb #0-337.1 - Administration/Miss Biancheria/  
Mrs. Clancey/Ms. McCullough/  
Mr. Monfredo  
(November 17, 2020)

Response of the Administration to the request to provide a report that includes the number of students, teachers, nurses and additional staff that participated in the SAT testing at the school 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.

Special Education  
Services/report on

gb #0-362.1 - Administration/Ms. McCullough/  
Miss Biancheria/Mrs. Clancey  
(November 24, 2020)

Response of the Administration to the request to provide a report on the tracking of Special Education services that are currently being provided remotely to students.

gb #0-363.1 - Administration/Ms. McCullough/  
Miss Biancheria/Mrs. Clancey  
(November 24, 2020)

Special Education  
Testing/update on

Response of the Administration to the request to provide an update on Special Education testing to include the types that are taking place, the timeline updates and any other pertinent information.

**(These items were considered together.)**

On a roll call, the vote to refer the items 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.

gb #0-366 - Ms. McCullough/Mrs. Clancey/  
Mr. Monfredo/Ms. Novick  
(November 19, 2020)

Virtual Open  
Houses/  
dates for

Request that the Administration provide the dates for all virtual open houses that will be taking place and ensure that the dates are communicated to families.

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.

Donations

gb #0-367 - Administration  
(November 23, 2020)

To approve the following donations in the amounts of:

- \$64.64 to Woodland Academy from Lifetouch
- \$100.00 to the Graphics Communication Department at WTHS from the Chapter 9 of the 173rd Airborne Brigade Association

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.

School Committee  
Operational Norms

gb #0-368 - Ms. Novick/Mrs. Clancey/  
Ms. McCullough  
(November 23, 2020)

To create Worcester School Committee operational norms.

Miss Biancheria made the following motions:

Request that all School Committee members be allowed to add any additional information they feel is pertinent to the item.

Request that School Committee members be notified when the item will be discussed at the Standing Committee level.

Request that the item be held for discussion at the Standing Committee level at a later date due to the remote learning issues.

On a roll call, the vote to approve 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.

Mr. Foley suggested that a retreat be scheduled to discuss operational norms.

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.

gb #0-369 - Ms. Novick/Mrs. Clancey/  
Ms. McCullough/Mr. Monfredo  
(November 23, 2020)

Worcester  
Legislative  
Delegation/set up  
meeting

To set a date to meet with the Worcester legislative delegation to impress upon all the dire consequences on failing to implement the Student Opportunity Act in FY22.

Ms. Novick made the following motion:

Request that the meeting, with the Legislative Delegation be scheduled within the first two weeks in January 2021.

On a roll call, the vote to approve 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.

Student  
Opportunity Act/  
support for

gb #0-370 - Ms. Novick/Mrs. Clancey/  
Ms. McCullough  
(November 23, 2020)

To collaborate with the other Gateway City  
Committees, superintendents, and business offices,  
along with MASC, MASS, and MASBO in educating  
all stakeholders on the need for implementation of  
the Student Opportunity Act in FY22.

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.

Hilltop Group  
Holding LLC/  
lease agreement

gb #0-371 - Administration  
(November 23, 2020)

To authorize the Administration to enter into a lease  
agreement of up to five years with Hilltop Group  
Holdings LLC for the parking lot associated with the  
Durkin Administration Building.

On a roll call, the vote to authorize the lease  
agreement 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.

gb #0-373 - Administration  
(November 25, 2020)

Prior Fiscal Year  
Payments

To consider approval of the following prior fiscal  
year payments:

1. \$1,168.00 to Casey Engineered Maintenance  
Systems
2. \$10,878.08 to Savvas Learning Company

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.

On a roll call, the vote to adjourn the meeting at  
8:03 p.m. 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.

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

V. IMMEDIATE ACTION  
Administration  
(December 9, 2020)

ITEM - gb #0-375  
S.C. MEETING - 12-17-20

ITEM:

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

Request that the School Committee provide information on student academic performance for Quarter One. **(Fatima Daffaie)**

To discuss the availability of extra help for ESL students after school. **(Germania Balbuena Marte)**

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss and file.



VI. REPORT OF THE SUPERINTENDENT  
Administration/Mr. Monfredo/Miss Biancheria  
(December 10, 2020)

CURRENT ITEM - ROS #7-18.2  
S.C. MEETING - 12-17-20

1ST ITEM	ROS #7-18	S.C.MTG. 12-7-17
2ND ITEM	ROS #7-18.1	S.C.MTG. 10-3-19
3 RD ITEM	ROS #7-18.2	S.C.MTG. 12-17-20

ITEM:

Response of the Administration to the request to provide a list containing the number of homeless students and indicate the sites and ways in which the School Committee can provide help to them.

ORIGINAL ITEM: Administration/Mr. Monfredo/Miss McCullough/Ms. Colorio/  
Mr. O'Connell/Mr. Foley/Miss Biancheria  
(November 8, 2017)

SOCIAL EMOTIONAL LEARNING DEPARTMENT

PRIOR ACTION:

11-2-17 - (gb #7-363) Referred to the Administration.

Mr. Monfredo made the following motion:

Request that the Administration provide a Report of the Superintendent in January 2018 on Social and Emotional Learning.

On a voice vote, the motion was approved.

**(Continued on page 2.)**

BACKUP: (Consider with gb #9-101.2.)

Annex A (1 page) contains a copy of the Administration response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file ros#7-18.2 and gb #9-101.2.

PRIOR ACTION (continued)

- 12-7-17 - Maura Mahoney, SEL Manager, presented an informative overview of Social Emotional Learning as explained in the backup for the item.  
Mr. Monfredo made the following motion:  
Request that the Administration provide an evaluation of the HEARS program with emphasis placed on its successes and its recommendations.  
On a voice vote, the motion was approved.  
Miss Biancheria made the following motion:  
Request that the Administration provide a list containing the number of homeless students and indicate the sites and ways in which the School Committee can provide help to them.  
On a voice vote, the motion was approved.
- 10-3-19 - (Considered with gb #9-101.1).  
Mr. Monfredo made the following motions:  
Request that the Administration provide a report at the School Committee meeting on November 21, 2019 regarding options for raising resources for mentoring and tutoring from local colleges to benefit WPS homeless students.  
On a voice vote, the motion was approved.  
Mr. Foley made the following motion:  
Request that the Administration provide a report in the form of a Report of the Superintendent regarding long term approaches to provide support services for homeless students in conjunction with representatives from the City and community.  
On a voice vote, the motion was approved.  
gb #9-101.1  
Mr. Comparetto made the following motion:  
Request that the Administration provide a report on its initiatives for direct support to homeless students and their families and include any options for expansion of those services.  
On a voice vote, the motion was approved.

There are currently 1942 students identified as homeless under the federal McKinney-Vento definitions. Of this total, 386 are in shelter (either a shelter program or in scattered site apartment locations), and the largest number (1399) are doubled up. Additionally, there are 338 students in foster care. It is likely that the number is greater, especially for those who are doubled up. This 1942 is as of 12/9/20, and the total of students who have been homeless since the beginning of the school year is 2174-as of 10/1/20.

WPS receives McKinney Vento funding to provide many supports to students. Current services for students and families are:

- Case Management, referral, liaison between families and community supports and service
- Meeting with parents in shelters, and in the community
- Funding for activities for students and families-camps, enrichment, field trips, transportation
- Funding for emergency supplies for families, medical, clothing, personal care, other necessities
- Uber cards so families can attend meetings at school in the community, and to access supports like meal sites and food pantries. Also purchase wagon/cart so families can do laundry, go to feeding sites, food pantries, etc.
- Housing Stabilization-we have full time housing advocate who works directly with families to assist in maintaining and obtaining housing stability.
- Monthly Housing stabilization workshops through Worcester Housing Authority
- Provision of supplies to assist with remote learning-technology, hotspots, headphones, and guidance to set up learning environment
- Supplies for enrichment activities in shelters-art, craft, games, physical activity materials. Purchasing books for libraries in home/shelters
- Monthly meetings with community partners to support Families-Student Family Development Council and Homeless Support Subcommittee.
- Since pandemic, at least 2 meetings per week with community partners.

As needs of families become known, and shift, we are able to alter and enhance what we do to support families and students.

Annex A  
Personnel 0-16

<b>New Hire Teachers 2020-2021</b>							
<b>LName</b>	<b>FName</b>	<b>Location</b>	<b>Contract_Disc</b>	<b>Status</b>	<b>Hire_Date</b>	<b>Degree</b>	<b>Step</b>
Bertrand	Matthew	North High School	Assessments	Acting – 1 Year	30-Nov-20	CAGS/2M	8
Bocian	Christina	Gates Lane	ESL	Acting – 1 Year	02-Dec-20	MA	8
DeHaan	Caroline	South High School	Foreign Language	Acting – 1 Year	16-Nov-20	MA	8
Higgins	Eileen	Systemwide	Special Education	Acting – 1 Year – Waiver	01-Dec-20	BA	1
Scales	Emily	Norrback Avenue	Special Education	Acting – 1 Year – Waiver	16-Nov-20	BA	4
Vargas	Stephanie	Tatnuck Magnet	Special Education	Acting - 1 Year	19-Nov-20	BA	2

Annex A  
Personnel 0-17

<b>Teacher Retirements</b>						
<b>LName</b>	<b>FName</b>	<b>Location</b>	<b>Title</b>	<b>Contract_Disc</b>	<b>Status</b>	<b>Exit_Date</b>
Lucey	Cornelius	North High School	Teacher	Industrial Arts	Retired	14-Nov-20
Mercado	Gustavo	South High School	Teacher	Foreign Language	Retired	20-Nov-20
Murphy	Dorothy	Systemwide	Teacher	Psychologists	Retired	12-Nov-20
Murphy	Kathleen	University Park	Teacher	Mathematics	Retired	07-Nov-20

X. GENERAL BUSINESS  
Administration/Mr. Comparetto  
(December 10, 2020)

ITEM - gb #9-101.2  
S.C. MEETING - 12-17-20

1ST ITEM gb #9-101 S.C.MTG. 3-21-19  
2ND ITEM gb #9-101.1 S.C.MTG. 10-3-19  
3 RD ITEM gb #9-101.2 S.C.MTG. 12-17-20

ITEM:

Response of the Administration to the request to consider creating an initiative to provide more services and support for the system's approximately 2500 homeless students.

ORIGINAL ITEM: Mr. Comparetto (March 13, 2019)

Request that the Administration consider creating an initiative to provide more services and support for the system's approximately 2500 homeless students.

PRIOR ACTION:

3-21-19 - Referred to the Administration.

10-3-19 - (Considered with ros #7-18.1).

Mr. Monfredo made the following motions:

Request that the Administration provide a report at the School Committee meeting on November 21, 2019 regarding options for raising resources for mentoring and tutoring from local colleges to benefit WPS homeless students.

On a voice vote, the motion was approved.

BACKUP: (Consider with ROS #7-18.2)

Annex A (1 page) contains the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file ros#7-18.2 and gb #9-101.2.

PRIOR ACTION (continued)

10-3-19 - Mr. Foley made the following motion:  
(continued) Request that the Administration provide a report in the form of a Report of the Superintendent regarding long term approaches to provide support services for homeless students in conjunction with representatives from the City and community.

On a voice vote, the motion was approved.

gb #9-101.1

Mr. Comparetto made the following motion:

Request that the Administration provide a report on its initiatives for direct support to homeless students and their families and include any options for expansion of those services.

On a voice vote, the motion was approved.

Annex A  
gb #9-101.2  
Page 1

There are currently 1942 students identified as homeless under the federal McKinney-Vento definitions. Of this total, 386 are in shelter (either a shelter program or in scattered site apartment locations), and the largest number (1399) are doubled up. Additionally, there are 338 students in foster care. It is likely that the number is greater, especially for those who are doubled up. This 1942 is as of 12/9/20, and the total of students who have been homeless since the beginning of the school year is 2174-as of 10/1/20.

WPS receives McKinney Vento funding to provide many supports to students. Current services for students and families are:

- Case Management, referral, liaison between families and community supports and service
- Meeting with parents in shelters, and in the community
- Funding for activities for students and families-camps, enrichment, field trips, transportation
- Funding for emergency supplies for families, medical, clothing, personal care, other necessities
- Uber cards so families can attend meetings at school in the community, and to access supports like meal sites and food pantries. Also purchase wagon/cart so families can do laundry, go to feeding sites, food pantries, etc.
- Housing Stabilization-we have full time housing advocate who works directly with families to assist in maintaining and obtaining housing stability.
- Monthly Housing stabilization workshops through Worcester Housing Authority
- Provision of supplies to assist with remote learning-technology, hotspots, headphones, and guidance to set up learning environment
- Supplies for enrichment activities in shelters-art, craft, games, physical activity materials. Purchasing books for libraries in home/shelters
- Monthly meetings with community partners to support Families-Student Family Development Council and Homeless Support Subcommittee.
- Since pandemic, at least 2 meetings per week with community partners.

As needs of families become known, and shift, we are able to alter and enhance what we do to support families and students.

X. GENERAL BUSINESS  
Administration/Ms. Novick  
(December 7, 2020)

CURRENT ITEM - gb #0-138.5  
S.C. MEETING - 12-17-20

1ST ITEM	gb #0-138	S.C. MTG. 4-16-20
2ND ITEM	gb #0-138.1	S.C. MTG. 6-4-20
3 RD ITEM	gb #0-138.2	S.C. MTG. 6-18-20
4 TH ITEM	gb #0-138.3	S.C. MTG. 7-16-20
5 TH ITEM	gb #0-138.4	S.C. MTG. 8-27-20
6 TH ITEM	gb #0-138.5	S.C. MTG. 12-17-20

ITEM:

gb #0-138.5 - Administration/Ms. Novick  
(December 7, 2020)

Response of the Administration to the following motion from the FY21 Budget:

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

Request that the Administration provide a report on the how much it would cost the system to provide caps, gowns and tassels next year for graduating seniors.

ORIGINAL ITEM: Administration (April 6, 2020)

To set the dates for the FY21 Budget Hearings.

PRIOR ACTION:

6-4-20 - Ms. Novick made the following motion:  
Request that the Administration provide a report on the how much it would cost the system to provide caps, gowns and tassels next year for graduating seniors.  
On a roll call of 7-0, the motion as approved.

BACKUP:

Annex A (1 page) contains a copy of the Administration's response to the above motion.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File the motion relative to the FY21 Budget.

# Estimate



PO Box 598  
 Charlton, MA 01507

Date	Estimate #
12/1/2020	333

Name / Address
Worcester Public Schools Accounts Payable 20 Irving Street Worcester, MA 01609

Project

Description	Qty	Rate	Total
Graduation Cap-Gown & Tassel Package	1,881	20.00	37,620.00
Shipping*	7	75.00	525.00
* Unless shipping directly to students' homes like 2020 Graduation		0.00	0.00

THIS IS FOR QUOTING PURPOSES.	<b>Total</b>	\$38,145.00
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X. GENERAL BUSINESS  
Administration/Mr. Monfredo/  
Ms. McCullough  
(December 10, 2020)

CURRENT ITEM - gb #0-275.3  
S.C. MEETING - 12-17-20

1ST ITEM	gb #0-275 S.C.MTG. 9-3-20
2ND ITEM	gb #0-275.1 S.C.MTG. 9-17-20
3 <sup>RD</sup> ITEM	gb #0-275.2 S.C. MTG. 10-15-20
4 <sup>th</sup> ITEM	gb #0-275.3 S.C. MTG. 12-17-20

ITEM:

Response of the Administration to the request to provide monthly updates on the air quality and HVAC work being done in the schools beginning September 17, 2020.

ORIGINAL ITEM: Mr. Monfredo/Ms. McCullough (August 25, 2020)

Request that the Administration provide monthly updates on the air quality and HVAC work being done in the schools beginning September 17, 2020.

PRIOR ACTION:

- 9-3-20 - Mr. Monfredo stated that he would like the Administration to continue to keep the teachers and parents informed of the work being done with the HVAC systems in the schools.  
Ms. Novick questioned what the timeline is for the completion of the work on the HVAC systems to which Mr. Allen stated that it is scheduled to be completed by the end of the calendar year.  
On a roll call of 7-0, it was moved to refer the item to the Administration.
- 9-17-20 - On a roll call of 7-0, the item was held for updates at the meeting of October 15, 2020.
- 10-15-20 - On a roll call of 7-0, the update was accepted and the item was held for the meeting of Thursday, November 19, 2020.

BACKUP:

Annex A (2 pages) contains a copy of the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and hold.

WORCESTER PUBLIC SCHOOLS  
VENTILATION MONTHLY REPORT  
Report #3 for December 2020

Strategy 1: Summer Filter Replacement

**Status as of December 2020: Complete**

**Filter replacement will occur on a quarterly basis. Filter replacements will be replaced with highest MERV rating upon recommendation of Ventilation Systems Analysis (see below).**

Strategy 2: Ventilation System Repairs

December 2020: The HVAC assessment initiative, the Honeywell ionization project, and the WPS in-house staff have identified various mechanical failures and deficiencies in some of our systems. Repair work is currently ongoing.

**Status as of December 2020: Work on-going as needed repairs are identified.**

Strategy 3: Ventilation Systems Assessment

To determine the existing conditions of buildings and ventilation equipment listed below, the district is working with a building architect and a mechanical engineering firm that specializes in the design & commissioning of HVAC equipment.

The architectural survey consists of the following:

- Document the square footage for each room.
- Determine whether rooms have the current code-minimum natural ventilation and calculate the existing natural ventilation for each room.
- Summarize the data collected for each building in a spreadsheet.
- Color-code the floor plans for graphical representation of the spreadsheet information.

The engineering survey consists of the following:

- Survey each building's current HVAC system(s).
- Identify ventilation type and capabilities.
- Determine filtration capabilities of various system types.
- Review of general ventilation control features (where applicable).
- Sample temperature, relative humidity, CO and CO<sub>2</sub> within representative samplings of spaces in schools, as well as baseline outside of school exterior.
- Review of existing HVAC plans (as made available) to ascertain original design intent regarding ventilation capacity.
- Review of current HVAC ventilation system controls and associated sequences with school facility personnel, as well as the schools control provider (where applicable).
- Review of control drawings (as applicable) for each school.

**Status as of December 2020:**

- All the architectural surveys are to be completed by December 10, 2020.
- The engineering surveys are approximately 65% currently complete and are planned to be finished by December 17, 2020.
- The data consolidation by architect and ventilation assessment contractors is currently underway.
- The final report generation has begun. The report submission to the Worcester Public Schools will occur through end of December.

**Strategy 4; Needlepoint Bipolar Ionization**

In addition, the City of Worcester and Worcester Public Schools are working with Honeywell to install needlepoint bipolar ionization upgrades in the ventilation systems of each school equipped with ventilation systems, as well as stand-alone needlepoint bipolar ionization and filters for schools without mechanical systems. This system although not a guarantee of a complete safe indoor air environment. Like vaccines, masks, and social distancing, it is another tool to help mitigate risk.

Here is a link to a short video explaining how it works <https://globalplasmasolutions.com/how-it-works>.

Needlepoint bipolar ionization is considered a very effective method of improving air quality. Ionization is used to absorb and neutralize pollutants; kill volatile organic compounds, viruses, bacteria and mold; and effectively manage disease control in buildings (NBI is widely used in hospitals). A long-term benefit of this equipment is the reduction of indoor air quality issues in schools – mold, virus, and other pollutants.

**Status as of December 2020:**

- The final loan authority approval and Honeywell change order has been executed.
- The design & engineering of the various applications has been completed.
- The procurement delivery of the materials has been completed for the most part, and final components are currently being procured and delivered.
- The installation of the equipment in the mechanical systems is well underway and will be completed in December.
- The installation of portable units is underway and will be completed in January.
- The installation of sensors is currently being scheduled and will be completed in January.
- Building Management System upgrades will be occurring at the completion of the work.

X. GENERAL BUSINESS  
Administration/Ms. Novick/  
Mrs. Clancey/Ms. McCullough  
(December 3, 2020)

CURRENT ITEM - gb #0-292.1  
S.C. MEETING - 12-17-20

1ST ITEM gb #0-292 S.C.MTG. 9-17-20  
2ND ITEM gb #0-292.1 S.C.MTG. 12-17-20

ITEM:

Response of the Administration to the request to have high school principals submit student representatives to the statewide and regional student advisory councils.

ORIGINAL ITEM: Ms. Novick/Mrs. Clancey/Ms. McCullough (September 9, 2020)

Request that the Administration request high school principals submit student representatives to the statewide and regional student advisory councils.

PRIOR ACTION:

BACKUP: Annex A (1 page) contains the Administration's response to the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

Worcester Public Schools  
**Central Massachusetts Regional Student Advisory Council (RSAC)  
 2020-2021 Delegates**

School	Delegate #1	Delegate #2	School Advisor
Burncoat High School	Lily Bialkin Grade 12	Rachel Oppong Grade 11	Katie O'Leary
Claremont Academy	Nareichka Melendez Mercado Grade 12	Gian Treska Grade 12	Kimberly Surette
Doherty Memorial High School	<i>Loise Obeng*</i> Grade 12	Victoria Peters Grade 11	Carolyn Waters
South High Community School	Abigail McDermott Grade 12	Jessica Cohen Grade 12	Jamie Penny Burden
University Park Campus School	<i>Germania Balbuena Marte*</i> Grade 12	Jennifer Ha Grade 12	Brendan O'Malley
Worcester Technical High School	<i>Sarah Tran*</i> Grade 12	<i>Ivanna Amoako*</i> Grade 10	Stephanie Stockwell
North High School	<i>Delegates pending</i>		

**\*We are delighted to report that Ivanna Amoako, Germania Baibuena Marta, Loise Obeng, and Sarah Tran were elected by the RSAC to represent Central Massachusetts on the state Student Advisory Council!**

X. GENERAL BUSINESS  
Miss Biancheria/Ms. McCullough  
(December 1, 2020)

ITEM - gb #0-376  
S.C. MEETING - 12-17-20

ITEM:

Request that the Administration provide a report on the number of open positions with titles and salaries.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Administration  
(December 4, 2020)

ITEM - gb #0-377  
S.C. MEETING - 12-17-20

ITEM:

To approve the following prior fiscal year payments:

1. \$2,040 to SEEM Collaborative
2. \$9,110.43 to Accept Educational Collaborative
3. \$233.39 to an employee for a half day sick bank day

PRIOR ACTION:

BACKUP:

1. The Purchase Order was closed in error.
2. The Purchase Order was closed in error.
- 3.

Employee ID	REASON	AMOUNT
758	½ sick bank day	\$233.39

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS  
Administration  
(December 8, 2020)

ITEM - gb #0-378  
S.C. MEETING - 12-17-20

ITEM:

To approve the FY21 General Fund Budget for the Worcester Public Schools in the amount of \$372,398,668, reflecting a reduction of \$16,056,536 from the budget amount approved in June 2020 resulting from the reduction of the first year of Student Opportunity Act funding due to revised state budget estimates caused by the current COVID-19 pandemic.

PRIOR ACTION:

BACKUP:

Annex A (10 pages) contains a copy of the FY21 Final Adopted Budget.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



**Worcester Public Schools  
 FY 21 BUDGET UPDATE: FINAL ADOPTED BUDGET  
 December 1, 2020**

As part of the tax rate setting process, the City Council has adopted a final FY21 Budget for the City of Worcester, including the budget for the Worcester Public Schools. This action finalizes the FY21 General Fund Budget. The only change to the appropriation that can now occur would be related to any mid-year state budget reductions (known as 9c cuts).

The original budget approved in June used the initial budget amounts as presented by the Governor in January 2020. The House and Senate did not release a state budget version until Fall 2020. The Governor provided updated budget estimates in July and October. All recent versions of the state budget used the same amounts for Chapter 70 State Aid and tuition assessments, but different amounts for charter school reimbursement. The final adopted budget reflects the Senate version of charter school reimbursement.

The final state funding commitment only includes Chapter 70 increases for inflation and enrollment only, that while will keep all school districts at foundation, the budget does not include any of the funding for the phase-in of the Student Opportunity Act.

The following is the General Fund Budget as originally adopted compared to the final FY21 General Fund Budget based on the Worcester City Council action as part of the city's tax rate setting process:

	<b>Original Adopted Budget (June 2020)</b>	<b>Final Adopted Budget (December 2020)</b>	<b>Change from Original Budget</b>
General Fund Revenue			
Chapter 70 State Aid (Total)	\$293,503,420	\$277,395,997	-\$16,107,423
Charter School Reimbursement	\$4,490,822	\$3,007,423	-\$1,483,399
Total City Contribution	<u>\$123,327,975</u>	<u>\$123,327,975</u>	<u>\$0</u>
Total General Fund Revenue	<u>\$421,322,217</u>	<u>\$403,731,395</u>	-\$17,590,822
Less Tuition Assessments:			
Charter School Tuition Assessment	\$29,496,484	\$28,085,167	-\$1,411,317
School Choice Tuition Assessment	\$3,176,771	\$3,045,212	-\$131,559
Special Education Revenue Offset	<u>\$193,758</u>	<u>\$202,348</u>	\$8,590
Total Tuition Assessments	<u>\$32,867,013</u>	<u>\$31,332,727</u>	-\$1,534,286
<b>TOTAL GENERAL FUND BUDGET:</b>	<b>\$388,455,204</b>	<b>\$372,398,668</b>	<b>-\$16,056,536</b>

Again, the School Committee has already approved, and the Administration has implemented changes to the budget to reflect all of these budget reductions. School Committee approval is needed at this time to adopt the final FY21 Budget as approved by the Worcester City Council. The account level details of the budget reductions are attached reflecting changes already implemented based on prior School Committee actions.



**WORCESTER PUBLIC SCHOOLS  
2020-2021 BUDGET ACCOUNT SUMMARY  
FINAL BUDGET UPDATE**

<u>Account</u>	<u>Account Title</u>	<u>Adopted</u>	<u>Reduced Appropriation</u>	<u>Final Budget</u>
500-91110	Administration Salaries	\$14,249,909	-\$241,441	\$14,008,468
500-91111	Teacher Salaries	\$185,342,212	-\$4,554,773	\$180,787,439
500-91112	School Committee Salaries	\$98,628		\$98,628
500-91114	Teacher Substitutes Salaries	\$2,439,515	-\$324,318	\$2,115,197
500-91115	Instructional Assistants Salaries	\$13,962,930	-\$799,707	\$13,163,223
500-91116	Coach Salaries	\$712,702		\$712,702
540-91117	Transportation Salaries	\$4,374,990	-\$86,223	\$4,288,767
500-91118	Supplemental Program Salaries	\$1,635,466	-\$47,500	\$1,587,966
500-91119	Custodial Salaries	\$7,541,209	-\$149,314	\$7,391,895
500-91120	Maintenance Service Salaries	\$2,322,454	-\$317,161	\$2,005,293
500-91121	Administrative Clerical Salaries	\$3,607,045	-\$70,598	\$3,536,447
500-91122	School Clerical Salaries	\$2,420,178	-\$44,357	\$2,375,821
500-91123	Non Instructional Salaries	\$2,738,924	-\$55,473	\$2,683,451
540-91124	Crossing Guard Salaries	\$518,320	-\$334,482	\$183,838
500-91133	School Nurse Salaries	\$5,973,882	-\$117,162	\$5,856,720
500-91134	Educational Support Salaries	\$4,174,342	-\$138,272	\$4,036,070
540-97201	Transportation Overtime Salaries	\$700,000	-\$14,000	\$686,000
500-97203	Custodial Overtime Salaries	\$1,122,051	-\$22,001	\$1,100,050
500-97204	Maintenance Overtime Salaries	\$161,627	-\$3,169	\$158,458
500-97205	Support Overtime Salaries	<u>\$73,780</u>	<u>-\$1,447</u>	<u>\$72,333</u>
	Salary Total	\$254,170,164	-\$7,321,398	\$246,848,766
500101-96000	Retirement	\$19,683,751		\$19,683,751
540103-92000	Transportation	\$18,030,031	-\$7,467,509	\$10,562,522
500122-92000	Athletic Ordinary Maintenance	\$465,819		\$465,819
500123-96000	Health Insurance	\$51,521,725	-\$328,174	\$51,193,551
500125-92000	Other Insurance Programs	\$63,086		\$63,086
500129-96000	Workers Compensation	\$1,967,646		\$1,967,646
500130-92000	Personal Services	\$2,662,087	-\$301,372	\$2,360,715
500132-92000	Tuition	\$20,068,553		\$20,068,553
500133-92000	Printing & Postage	\$317,272		\$317,272
500-92204	Instructional Materials	\$3,965,969	-\$543,780	\$3,422,189
500136-92000	Miscellaneous Educational OM	\$4,141,378	-\$5,000	\$4,136,378
500137-96000	Unemployment Compensation	\$732,000		\$732,000
500146-92000	Building Utilities	\$6,230,254		\$6,230,254
500152-92000	Facilities Ordinary Maintenance	<u>\$4,435,469</u>	<u>-\$89,303</u>	<u>\$4,346,166</u>
	Non Salary Total	\$134,285,040	-\$8,735,138	\$125,549,902
	<b>Total General Fund Budget</b>	<b>\$388,455,203</b>	<b>-\$16,056,536</b>	<b>\$372,398,668</b>





Edward M. Augustus, Jr.  
City Manager

CITY OF WORCESTER

cm2020nov19015856

Attachment for Item # 9.35 A

November 24, 2020

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend City Council's approval of the attached adjustments required to finalize the Fiscal Year 2021 budget, as received from Timothy J. McGourthy, Chief Financial Officer, and forwarded for the consideration of your Honorable Body.

As part of the annual budget process, the City's budget is developed and predicated on assumptions of revenue by both the Commonwealth and the City based upon the most accurate information available at the time. Once the budget is formulated and adopted by City Council, revenue updates and other adjustments are necessary during the fiscal year to finalize the annual City budget. To complete the budget prior to submission of the City's annual tax recapitulation (Tax Recap) to the Department of Revenue, the adjustments must be recommended to and approved by City Council.

Included in the budget adjustments are updates to the Cherry Sheet revenues and expenses, which have occurred since the adoption of the City's Fiscal Year 2021 budget. This is an unusual year in that the State's budget is not yet approved. Therefore, we are using the Fiscal Year 2021 Senate Ways & Means Budget Proposal which was recently released on November 13, 2021. This proposal, which is similar in large part to the Governor's Budget Proposal and House Ways & Means Proposal, includes reductions in unrestricted general government aid, state-owned land, Chapter 70, and charter school revenues totaling \$18,826,771. These reductions are partially offset by decreases in charter school assessments and school choice, totaling \$1,542,876. The net change to the Worcester Public Schools Fiscal Year 2021 budget appropriation is a reduction of \$16,056,536. The Worcester Public Schools have been



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planning for this reduction, which will be absorbed through various cost saving measures. This financial recommendation also appropriates the Fiscal Year 2021 certified free cash and Additional New Growth in accordance with the City's Financial Integrity Plan.

I respectfully recommend the approval of the following recommended adjustments:

<b>Source:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
461100	Loss of Taxes State Land	\$ (342.00)
467000	Unrestricted General Government Aid	(1,235,607.00)
466303	Public School Aid (Chapter 70)	(16,107,423.00)
466305	Public School Aid (Charter)	(1,483,399.00)
	<b>Total</b>	<b>\$ (18,826,771.00)</b>
<b>Use:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
39818	Mosquito Control	\$ 970.00
39807	Regional Planning	142.00
38915	Charter School Spending Tuition	(1,411,317.00)
38917	School Choice	(131,559.00)
39811	Special Education - Chapter 766	8,590.00
500-92000	Worcester Public Schools Ordinary Maintenance	(16,056,536.00)
900-92000	City Manager's Contingency	(1,237,061.00)
	<b>Total</b>	<b>\$ (18,826,771.00)</b>
<b>Source:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
95920	Free Cash	\$ 10,254,138.00
<b>Use:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
35921	Bond Stabilization Fund	\$ 5,127,069.00
04T803	OPEB Trust Reserve	3,076,241.40
121-92000	Court Judgements	262,000.00
680-92000	Technical Services Ordinary Maintenance	49,500.00
110-93000	EAM Ordinary Maintenance	25,000.00
550-92000	Library Ordinary Maintenance	15,000.00
260-91000	Fire Personal Services	48,018.14
260-97000	Fire Overtime	3,771.13
720-92000	Parks Ordinary Maintenance	175,000.00
900-92000	City Manager's Contingency	1,472,538.33
	<b>Total</b>	<b>\$ 10,254,138.00</b>
<b>Source:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
4122021	Additional New Growth	\$ 2,052,723.00
<b>Use:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
04D802	Capital Campaign Stabilization Fund	1,026,361.50
04D810	New High School Fund	1,026,361.50
	<b>Total</b>	<b>\$ 2,052,723.00</b>



Free cash generated at the conclusion of Fiscal Year 2020 has been certified by the Department of Revenue at \$10,254,138. Per the City's updated long-term financial plan, the distribution of free cash is as follows: 50% to the Bond Stabilization Fund, 30% to the OPEB Trust Reserve, and 20% for operational and capital needs, as described below:

**\$5,127,069.00 to the Bond Stabilization Fund:**

Per the City's long-term financial plan, 50% of free cash is allocated to the Bond Rating Stabilization Fund. In the updated financial plan approved by City Council, the bond stabilization threshold was increased from 5% to 10% to meet the new norms and bond rating agency expectations. This contribution will increase the Bond Rating Stabilization Fund to 5.52% of fiscal year operating funds. The City's bond rating has improved based on our continued discipline in adhering to our commitment to build reserves, saving millions of tax dollars as we continue to rely on borrowing for large capital projects.

**\$3,076,241.40 to the OPEB Trust Reserve Fund:**

Per the City's long-term financial plan, 30% of free cash is allocated to the OPEB Trust Reserve Fund. The City's OPEB liability of more than \$900M is a significant long-term financial risk to the City, as reported in the City's annual CAFR. This allocation will bring the OPEB Trust Reserve Fund total to approximately \$24M, and is a step toward mitigating the City's long-term risk. This is another component of the City's fiscal discipline that is justly recognized by the bond rating agencies and will ultimately impact our OPEB liability as our discount rate increases as a result of the investment of our funds.

**\$2,050,827.60 to Operational and Capital Needs:**

Per the City's long-term financial plan, 20% of free cash can be allocated to one-time operational and capital needs that were not identified at the time of budget development. For Fiscal Year 2021, these adjustments address increased operating costs as well as continued investments in the City's urban landscape and assets. As a result of the pandemic, this fiscal year, and likely those following, are highly unpredictable in terms of both revenues and expenses. State mandated closures intended to limit the spread of COVID-19 have significant impacts on local revenues,



while the cost of mitigating and addressing outbreaks have significant impacts on expenses. To date, we have been fortunate to receive CARES Act-related grant funding through the Commonwealth and the Federal Emergency Management Agency to support many of these unanticipated costs. As of December 30, 2020, however, the COVID-19 grant funds will expire. At that time, any additional COVID-19 related costs will need to be absorbed in the City's operating budget. Therefore, we are both identifying specific expenditures based on needs to date as well as directing significant funds to the City Manager's Contingency to prepare for any unforeseen shortfalls or expenses experienced before the end of the fiscal year. Below is detailed information on the proposed uses of free cash under this category:

**\$262,000 for Court Judgments:**

A settlement claim related to the Mercantile Sidewalk project that is part of the CitySquare development project is expected to be paid in Fiscal Year 2021. This settlement claim finalizes issues related to water infiltration between public and private properties.

**\$49,500 for Technical Services:**

As part of the City's due diligence in acquiring an Enterprise Resource Planning system (ERP), a contract amendment in the amount of \$49,500 was executed between the City and Berry Dunn McNeil & Parker, LLC, for ongoing consulting services related to the procurement process. These costs were not anticipated at the time of Fiscal Year 2021 budget development, and therefore were not factored into Technical Services' ordinary maintenance budget.

**\$40,000.00 for the Worcester Public Library:**

Two priorities are included in this transfer; \$15,000 for the continued preservation of the Green Collection and \$25,000 for carpet replacement at the Frances Perkins Branch. The Worcester Public Library was founded in 1859 when Dr. John Green, a prominent Worcester resident, donated his personal library to the city. The Green Collection consists of nearly 8,000 volumes dating from the 16<sup>th</sup> to the 19<sup>th</sup> centuries bound in cloth, leather, parchment, alum-tawed skin, and paper. The diverse collection includes many rare books on theology and religion, philosophy, art, architecture, science and nature, and it forms the nucleus around which the Worcester Public Library grew. The Library successfully obtained a Library Services and Technology grant from the Massachusetts Board of Library



Commissioners to fund a collections-level assessment to identify the particular needs for the protection and preservation of the Green Collection and a comprehensive five-year preservation plan was developed. This \$15,000 allocation supports the preservation priorities for the collection in this fiscal year. The carpet in the main floor of the Frances Perkins Branch, including the children's area, is more than fifteen years old and is heavily worn. Its replacement has been on the WPL's list of planned, but unfunded, capital expenses for some time. This funding will be transferred to the Division of Energy & Asset Management as manager of WPL properties.

**\$51,789.27 for the Worcester Fire Department:**

This transfer represents retroactive salary and overtime payments paid to members of the WFD Class of 2014 and WFD personnel receiving temporary promotions. Members of the Class of 2014 were due a one-step increase in 2019 that was not received at the time it was due. The temporary promotion retroactive pay is the result of a pay differential from 2018-2020. A Civil Service ruling specified that a temporary promotion for individuals being paid in a higher rank receive the difference in pay regardless of their working status (sick, vacation, IOD, personal leave, etc.). This transfer will replenish the salary and overtime accounts that incurred these unbudgeted retroactive payments.

**\$175,000 for the Department of Public Works & Parks:**

This \$175,000 allocation will enable DPW&P to continue to plant trees throughout the City as part of the reforestation of the urban landscape. These funds will allow for the installation of more than 300 trees within the public right of way or within public parks. These tree plantings will be diverse in species and conform to our standard policy of "Right Tree – Right Place" as promoted by the National Arbor Foundation.

**\$1,475,538.33 for the City Manager's Contingency:**

In light of this year's unpredictability, and in accordance with City Council concerns, a significant portion of the free cash is recommended for designation to the City Manager's Contingency, making it available for anticipated and unforeseen challenges during the remainder of the fiscal year. This allocation includes, but is not limited to, COVID-19 related costs incurred after the

expiration of Federal and State grant funds, as well as DCU operational support, body cameras for the Worcester Police Department, and a small match for a State grant for the acquisition of Heron Pond conservation lands.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Edward M. Augustus, Jr.", written in a cursive style.

Edward M. Augustus, Jr.  
City Manager





**CITY OF WORCESTER, MASSACHUSETTS**  
Department of Administration and Finance  
Budget Office Division

Annex A  
gb #0-378  
Page 9

Timothy J. McGourthy  
Chief Financial Officer

---

**To:** Edward M. Augustus, Jr., City Manager  
**From:** Timothy J. McGourthy, Chief Financial Officer  
**Date:** November 19, 2020  
**Re:** Finance Request

The City's annual operating budget is developed and based on certain assumptions of revenue estimates by both the Commonwealth and the City at the time of budget development. From the time the budget is formulated, recommended to, and adopted by the City Council, revenues, inclusive of state aid, are finalized and adjustments are required to establish the annual City budget. The Fiscal Year 2021 budget follows this process and requires City Council's approval of the below adjustments in order to finalize the budget for submission of the City's annual tax recapitulation (Tax Recap) to the Department of Revenue.

Included in the necessary adjustments are transfers that recognize changes in the Cherry Sheet revenues and expenses, which have occurred since the adoption of the City's Fiscal Year 2021 budget. These revised amounts are based on the Fiscal Year 2021 Senate Ways & Means Budget proposal as the Commonwealth's budget has yet to be finalized. Also included in the below transfers are appropriations of the prior year (FY2020) certified free cash and Additional New Growth in accordance with the City's revised financial plan, which has been adopted by City Council.



<b>Source:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
461100	Loss of Taxes State Land	\$ (342.00)
467000	Unrestricted General Government Aid	(1,235,607.00)
466303	Public School Aid (Chapter 70)	(16,107,423.00)
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<b>Source:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
4122021	Additional New Growth	\$ 2,052,723.00
<b>Use:</b>		
<b>Account</b>	<b>Description</b>	<b>Amount</b>
04D802	Capital Campaign Stabilization Fund	1,026,361.50
04D810	New High School Fund	1,026,361.50
	<b>Total</b>	<b>\$ 2,052,723.00</b>

I respectfully recommend the submission of these necessary transfers to City Council for approval prior to setting of the Fiscal Year 2021 tax rate.

Sincerely,



Timothy J. McGourthy  
 Chief Financial Officer

X. GENERAL BUSINESS  
Mr. Monfredo/Ms. McCullough  
(December 8, 2020)

ITEM - gb #0-379  
S.C. MEETING - 12-17-20

ITEM:

Request that the Administration update the School Committee on the progress made during the current school year on dual enrollment to include:

- number of students enrolled at each college or university indicating the sending high school and
- any recommendations to expand during the 2021-22 school year

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Miss Biancheria/Ms. McCullough/Mr. Monfredo  
(December 9, 2020)

ITEM - gb #0-380  
S.C. MEETING - 12-17-20

ITEM:

Request that the Administration provide an update on the warehouse operations regarding PPE and supplies and include a report on the disbursement of supplies to other districts.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. Novick/Ms. McCullough  
(December 9, 2020)

ITEM - gb #0-381  
S.C. MEETING - 12-17-20

ITEM:

Request administration post a simple weekly dashboard of numbers of COVID-19 positive students and staff, sorted by remote or in buildings, as submitted to the state each week.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS  
Ms. Novick/Ms. McCullough  
(December 9, 2020)

ITEM - gb #0-382  
S.C. MEETING - 12-17-20

ITEM:

Request administration report on updates to the Worcester Technical High School admission process, its results, and its interaction with state attention and possible revision to admission requirements.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on School and Student Performance.

X. GENERAL BUSINESS  
Administration  
(December 10, 2020)

ITEM - gb #0-383  
S.C. MEETING - 12-17-20

ITEM:

To approve the following donations

1. ObjectiveEd software, valued at \$1,000, to the WPS Special Education Department from Memorial Foundation for the Blind.
2. a donation, valued at \$20,000, from Becker College in the form of \$50.00 Walmart gift cards to Chandler Elementary School to support the needs of families during this holiday season (i.e., food, supplies, gifts, etc.).
3. a donation from the College of the Holy Cross to Chandler Elementary School valued at \$800.00 in the form of gift cards in the amount of \$150.00 to support the needs of sixteen families during this holiday season.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

XI. EXECUTIVE SESSION  
Administration  
(December 8, 2020)

ITEM - gb #0-384  
S.C. MEETING - 12-17-20

ITEM:

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 if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Units A & B (Educators/Administrators).

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 –Yuisa Perez v. Worcester Public Schools, et al., Worcester Superior Court, Civil Action No. 1785-CV-01465-A.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.