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

## AGENDA #27

on: Thursday September 2, 2021  
at: 4:00 p.m. - Executive Session  
5:00 p.m. - Regular Session  
virtually in: Esther Howland South Chamber, City Hall

### ORDER OF BUSINESS

### ACTION

#### I. CALL TO ORDER

##### INVOCATION

##### PLEDGE OF ALLEGIANCE

##### NATIONAL ANTHEM

#### II. ROLL CALL

#### III. APPROVAL OF RECORDS

aor #1-23 - Clerk  
(August 13, 2021)

To consider approval of the Minutes of the School Committee Meeting  
of Thursday, August 26, 2021.

#### IV. MOTION FOR RECONSIDERATION – NONE

#### V. IMMEDIATE ACTION - NONE

#### VI. REPORT OF THE SUPERINTENDENT

ROS #1-10 - Administration  
(August 26, 2021)

RETURN TO SCHOOL - 2021-2022

#### VII. COMMUNICATIONS AND PETITIONS - NONE

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ACTIONVIII. REPORT OF THE STANDING COMMITTEES - NONEIX. PERSONNEL - NONEX. GENERAL BUSINESS

gb 1-153.4 - Administration/Mayor Petty/Miss Biancheria  
(August 26, 2021)

Response of the Administration to the following motions:

Request that the Administration provide a financial plan to include ways to use the ESSER funds, taxpayer levies, leasing and any other alternatives when operating the new bus system. (Mayor Petty)

Request that the Administration seek a legal opinion to be provided at the September 2, 2021 meeting regarding representation of the Teamsters when hiring bus drivers. (Mayor Petty)

Request that the Administration provide a report on the type of fuel that will be used to run the busses to include the benefits of using diesel fuel versus gas. (Miss Biancheria)

gb #1-218 - Administration  
 (August 18, 2021)

To accept the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant in the amount of \$393,008.

gb #1-227.1 - Ms. McCullough  
 (August 23, 2021)

To discuss the student parking situation at Doherty Memorial High School for the 2021-22 school year.

gb #1-228 - Administration  
 (August 23, 2021)

To approve a prior fiscal year payment in the amount of \$2,205.80 to The New England Center for Children-ACE.

gb #1-229 - Administration  
 (August 23, 2021)

To consider approval of the pay raises for the attached list of Non-Represented Employees – Administrators and Non-Represented Employees – Non-Administrators for FY20 and FY21.



GENERAL BUSINESS (continued)ACTION

gb #1-230 – Ms. Novick  
(August 27, 2021)

To send a letter to our state delegation, joining with others across the state in advocating for the Massachusetts Department of Public Health to add the COVID-19 vaccine to those vaccinations required to attend Massachusetts public schools as appropriate by age, and for the Legislature to take such action if the Department declines to.

gb #1-231 – Ms. Novick  
(August 27, 2021)

To consider district action in light of the revision of the Department of Elementary and Secondary Education's August 20 FAQ as of August 25 to provide for remote learning for students who are quarantining.

gb #1-232 – Mayor Petty  
(August 31, 2021)

To consider options, if necessary, to begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent of schools for the Worcester Public Schools with an effective start date of JULY 1, 2022. Prior to the commencement of the search process, the School Committee, in collaboration with the consultant, will develop and implement a comprehensive, inclusive, public process to solicit input from all members of the Worcester community regarding the needs of the district and the characteristics and skillsets required in the next Superintendent of schools.

XI. EXECUTIVE SESSION

gb #1-233 - Administration  
(August 30, 2021)

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, Parent Liaisons.

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, Instructional Assistants.

**(Continued on next page.)**



EXECUTIVE SESSION (continued)ACTION

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, 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, Tutors.

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 - NAGE R1-156, 52 Week Secretaries.

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 - NAGE R1-16, Cafeteria Workers.

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 – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

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 – International Union of Public Employees, Tradesmen, Local -135.

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 – Massachusetts Nurses Association, Worcester School Nurses.

**(Continued on next page.)**



EXECUTIVE SESSION (continued)ACTION

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 Health and Safety Issues, Fall 2021, All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Unit D, Computer Technicians.

gb #1-213 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

gb #1-214 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.

XII. ADJOURNMENT

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



III. APPROVAL OF RECORDS  
Clerk  
(August 30, 2021)

ITEM - aor #1-23  
S.C. MEETING - 9-2-21

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, August 26, 2021.

PRIOR ACTION:

BACKUP:

Annex A (20 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, August 26, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



IN SCHOOL COMMITTEE  
Worcester, Massachusetts  
Thursday, August 26, 2021  
Agenda #26 and 26A

The School Committee of the Worcester Public Schools met in Open Session at 4:17 p.m. in the Esther Howland Chamber at City Hall on Wednesday, August 26, 2021.

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

There were present at the Call to Order:

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

APPROVAL OF RECORDS

aor #1-21 - Clerk  
(August 4, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, July 22, 2021.

aor #1-22 - Clerk  
(August 13, 2021)

To consider approval of the Minutes of the School Committee Meeting of Wednesday, August 11, 2021.

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

COMMUNICATION AND PETITION

c&p #1-7 - Clerk  
(August 17, 2021)

To consider a communication from Alexandra Koukakis, President of NAGE 01-156, 52 Week Administrative Secretaries Local, to authorize a sick leave bank and allow its members to voluntarily donate sick days to a colleague.

Ms. Novick stated that the employee is currently not being paid and requested that this be taken care of until the item is brought before the Standing Committee.

On a roll call of 7-0, the item was referred to the Standing Committee on Governance and Employee Issues.

REPORT OF THE STANDING COMMITTEE

Standing Committee on **Finance and Operations** met virtually at 4:33 p.m. on Wednesday, August 18, 2021 in Room 410 at the Dr. John E. Durkin Administration Building.



There were present: Miss Biancheria, Ms. McCullough and Chairman Foley

Representing Administration were: Mr. Allen, Superintendent Binienda and Dr. Friel

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

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

Mr. Allen provided a final summary of the FY21 in relation to the adopted budget. He stated that there were additional remote savings, but also additional costs incurred due to COVID resulting in a positive balance of \$3.00.

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

gb 1-153.2 - Administration/Ms. Novick (June 28, 2020)

Response of the Administration to the request to hold C and D for discussion for the July 22, 2021 meeting:

C. Request that the Administration provide a report on the number of bus drivers needed in order to appropriately fill the district needs. (Ms. Novick)

D. Request that the Administration provide a report on whether Federal Grant funds may be used for the purchase of school buses. (Ms. Novick)

Mr. Allen stated that currently the shortage of Durham bus drivers is 19 for 87 big busses.

Chairman Foley asked the Administration to address its plans for the shortage.

Superintendent Binienda responded that she is continuing discussions with the Durham Regional Manager and Customer Service Manager and will be providing an update to the School Committee no later than Monday, August 23, 2021.

Mr. Allen stated that interviews to hire 5- 6 bus drivers are scheduled for this week.

Mr. Foley stated that with students returning full-time to schools, it will be difficult to re-route the busses and felt that there is not adequate time to assess the situation. He asked for an estimate of the absenteeism rate for Durham drivers to which Mr. Allen replied that the average is 10 drivers per day.

Mr. Allen reported that DESE has approved ESSER spending due to COVID as a justification to use those funds for bus transportation. He stated that the current status of the contract with Durham is a two year contract for FY21-22 with an option of a third year for FY23. Mr. Allen stated that the vote for the one year extension must be voted on by October 1, 2021.

Mr. Foley voiced his concerns regarding Durham management. He stated that some of the issues included but were not limited to:

- driver shortfalls
- not fulfilling route obligations
- lack of GPS software
- lack of communication with families

He also stated that if WPS had its own self-operating network, it would potentially:



- improve communication with families
- result in a 3 million dollar per year savings with potentially 4 million dollar savings if ESSER funds were used
- allow for a later start time for high schools
- result in a reduction of the current 2-mile requirement
- allow for an increase in funding other WPS programs
- reduce the cost of field trips

Mr. Foley made the following motion:

Request that the School Committee not exercise the third year option of the transportation contract with Durham School Services.

On a roll call of 2-1 (nay Miss Biancheria) the motion was approved.

Mr. Foley made the following motions:

Request that the Worcester Public Schools take responsibility for the operations of transportation services beginning with the end of the 2021-22 school year.

Request that the School Committee direct the Administration to immediately begin to build the additional support to effectively run the transportation network including the recruitment, hiring and training of bus drivers.

Request that the Worcester Public Schools use existing ESSER funding to acquire the vehicles necessary to run the transportation system.

On a roll call of 3-0, the motions were approved.

Miss Biancheria made the following motions:

Request that the Administration give Durham bus drivers priority when hiring WPS drivers.

Request that the Administration consider the feasibility of purchasing busses from Durham.

Request that the Administration utilize the Allegro building and provide a comprehensive cost analysis to include maintenance and fuel costs.

Request that the WPS understand that Durham drivers are represented by the Teamsters Local 170 and that WPS drivers will be represented by the Educational Association of Worcester.

Request that all Job Descriptions for prospective employees of the self-operating network be provided to the School Committee.

Mr. Foley made the following amendment to Miss Biancheria's motion:

Request that the Administration report back monthly to the Standing Committee on Finance and Operations on the progress being made to move to a self-operating system to include staffing, capital expenditures and location costs.



Superintendent Binienda stated that she did not agree with the way in which this information was introduced. She said that the School Committee voted against a self-operating bus system in 2019 and that motion saved the budget. She further indicated that Durham has been a good partner and that the shortage of busses is a nationwide issue. That issue would not change if WPS were to run its own system. She strongly indicated that ESSER funding should not be used for the purchase of busses but rather for much needed programs for students in the WPS.

She stated that Durham has offered to work with the WPS to make the transportation system successful. It recommended that the WPS could purchase one-half of the needed busses and Durham would purchase the other half of buses for one year.

The Standing Committee on **Finance and Operations** met virtually at 4:10 p.m. on Thursday, August 26, 2021 in the Esther Howland Chamber of City Hall.

gb 1-153.2 - Administration/Ms. Novick (June 28, 2020)

Response of the Administration to the request to hold C and D for discussion for the July 22, 2021 meeting:

- C. Request that the Administration provide a report on the number of bus drivers needed in order to appropriately fill the district needs. (Ms. Novick)
- D. Request that the Administration provide a report on whether Federal Grant funds may be used for the purchase of school buses. (Ms. Novick)

Miss Biancheria made the following motions:

Request that the Administration consider giving Durham bus drivers priority when hiring WPS drivers.

Request that the Administration consider the feasibility of purchasing busses from Durham.

Request that the Administration utilize the Allegro building and provide a comprehensive cost analysis to include maintenance and fuel costs.

Request that the WPS understand that Durham drivers are currently represented by the Teamsters Local 170 and that WPS drivers are currently represented by the Educational Association of Worcester.

Request that all Job Descriptions for prospective employees of the self-operating network be provided to the School Committee.

Mr. Foley made the following amendment to Miss Biancheria's motion:

Request that the Administration report back monthly to the Standing Committee on Finance and Operations on the progress being made to move to a self-operating system to include staffing, capital expenditures and location costs.

On a roll call of 3-0, the motions were approved.

## **SCHOOL COMMITTEE MEETING**

It was moved and voice voted to suspend the rules to allow Steve Schmuck, Durham Vice President of Operations and Jennifer O'Connor to speak to and item



from the Standing Committee on Finance and Operations which met virtually on Wednesday, August 18, 2021 at 4:30 p.m. in Room 410 of the Durkin Administration Building, and on Thursday, August 26, 2021 at 4:10 p.m. in the Esther Howland Chamber at City Hall.

Mr. Schmuck requested that the Worcester Public Schools consider a third year option with its contract with Durham Bus Services.

Superintendent Binienda stated that she does not recommend that the district take over its own bus company. She questioned the statements being made that there have been ongoing problems with Durham management, as she has been the contact person with them. She believes that Durham and the WPS should continue to work collaboratively. She feels that with a nationwide bus shortage and the pandemic, this is not the time to switch to a self-operated bus system. She also stated that ESSER funding was to be used for providing for student needs, not for the purchasing of busses. She spoke with Bill Bell at DESE and he also does not recommend using the ESSER funding although it is allowable.

Mr. Monfredo stated that owning its own bus company is not the mission of the WPS.

Mayor Petty relinquished the chair at 4:40 p.m. to Vice-Chairman Foley in order to speak to the item.

Mayor Petty stated that he understands the concerns, but noted that WPS currently has its own busses and feels that experience is beneficial. He believes that if the WPS were in control of all the busses, there might be less problems.

Mayor Petty returned to chair the meeting at 4:45 p.m.

Miss Biancheria stated that in 2019 she was not in favor of the WPS owning and operating its own bus system, but felt that over the last two years and with the purchase of the Allegro building, that the Administration has set itself up for a successful transition to owning their own system.

Miss Biancheria asked Administration for the results from the 2019 request to provide an audit to which Superintendent Binienda responded that due to COVID, the district was unable to locate a company willing to do an independent audit.

Ms. Novick stated that an enormous number of student hours have been missed due to transportation issues. She feels that these issues are disrespectful to students, teachers, families and drivers. She wanted to note that evaluating cost benefits is a core function of the Finance and Operations department and they did what was asked of them.

Ms. McCullough felt that the 2019 defeated vote was so that the district could assess the financial implications of a self-operating system and to allow Durham the opportunity to fix the problems. She still receives complaints from parents regarding the lack of a GPS system.

Mr. Foley stated that he and the other School Committee members have been receiving calls from families because Durham was not available to take the calls.



He also stated that the cost analysis can be done by taking the number of current WPS owned busses and expanding that information to the number of new busses and build a safe buffer.

Ms. O'Connor, a bus driver for Durham, stated that many of the problems encountered were due to the way in which WPS schedules the routes.

On a roll call of 6-1, (nay Mr. Monfredo), the Finance and Operations Action Sheets were approved as amended.

**(The following motions were taken collectively).**

Mayor Petty made the following motions:

Request that the Administration provide a financial plan to include ways to use the ESSER funds, taxpayer levies, leasing and any other alternatives when operating the new bus system.

Request that the Administration seek a legal opinion, to be provided at the September 2, 2021 meeting, regarding the role of the School Committee as to the continuation of representation of the Teamsters when hiring bus drivers.

Miss Biancheria made the following motion:

Request that the Administration provide a report on the type of fuel that will be used to run the busses to include the benefits of using diesel fuel versus gas.

On a voice vote, the motions were approved.

**(The following motions were taken separately).**

Mr. Monfredo made the following motions:

Request that the Administration review the needs of students first before embarking on the purchasing of busses.

On a roll call of 2-5, (yeas Miss Biancheria and Mr. Monfredo), the motion was defeated.

Request that the Administration schedule an independent audit to assess the costs of running a bus company.

On a roll call of 2-5, (yeas Miss Biancheria and Mr. Monfredo), the motion was defeated.

It was moved and voice voted to suspend the rules to reconsider the votes from the two Finance and Operations meetings.

On a roll call of 1-6, (yea Mr. Monfredo), the motion to reconsider was defeated.

REPORT OF THE SUPERINTENDENT

ROS #1-9 - Administration  
(June 11, 2021)



## UPDATES ON WORCESTER PUBLIC SCHOOLS' BILINGUAL PROGRAMS

Carmen Melendez, Manager of the Office of Multilingual Education and Assistant Director Erin Goldstein, provided an update on the Worcester Public Schools' Bilingual Programs. Ms. Melendez highlighted the many successes and the expansion of the Dual Language Programs over the past three years. She stated that the program is now available at Burncoat Middle and High Schools. She noted the acquisition of La Familia Dual Language School serves as a model for other opportunities for expansion.

Ms. Goldstein spoke about the cohort Bilingual Education Certificate Program and stated that twenty-six educators participated in the program last year and twenty-six more will be starting in October. She explained that this year a lottery system was created to ensure that every student has the opportunity to participate in the Dual Language Program.

Mrs. Melendez asked for the School Committee's assistance in continuing to promote the program and advocating at the state level for both funding and a change in monolingual assessment.

Information was shared regarding the opening of La Familia Dual Language School which will be held on Saturday, September 25<sup>th</sup> from 11 a.m.- 2 p.m.

Ms. Novick made the following motions:

Request that the Administration consider provide a report on the number of other districts that use multilingual programs in order for the School Committees of those districts to work in unison with Worcester to advocate at the state level.

Request that the Administration consider allow English learners to opt for a dual language program in Spanish after transitioning out of a transitional bilingual education program.

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

It was moved and voice voted to suspend the rules to allow a parent of a student at La Familia School to speak to some of her concerns.

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

## GENERAL BUSINESS

It was moved and voice voted to suspend the rules to allow Bob Hazelton to speak to item gb# 1-227 from the Supplemental Agenda.

gb #1-227 - Ms. McCullough  
(August 23, 2021)

To discuss the student parking situation at Doherty Memorial High School for the 2021-22 school year.

Mr. Hazelton stated that the limited parking at Doherty Memorial High School will have an impact on those seniors who have internships and may not be allowed to



have a car at school. He suggested an alternative such as sub-leasing parking space at the Park Avenue Price Chopper.

Ms. McCullough stated that she has been working with Councilors Wally and Rose on potential solutions to the parking situation. She will be coordinating the plans with the Mayor and Superintendent Binienda.

Superintendent Binienda stated that the total number of seniors who applied for the lottery is not known. The lottery will be held on Thursday or Friday. She also explained that South High Community School is having the same problem and there is no parking allowed at that school.

Mayor Petty made the following motion:

Request that the Administration provide a report at the September 2, 2021 meeting to include the liability and safety issues when using parking spaces in areas surrounding Doherty Memorial High School.

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

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

#### REPORT OF THE STANDING COMMITTEE

The Standing Committee **on Governance and Employee Issues** met virtually at 4:32 p.m. on Tuesday, August 10, 2021 in Room 410 at the Dr. John E. Durkin Administration Building.

ros #0-9 - Administration (September 23, 2020)

RENNIE CENTER FOR EDUCATION RESEARCH & POLICY – REPORT ON THE TECHNOLOGY SECTION FROM THE STRATEGIC PLAN

ros #1-7 - Administration (April 7, 2021)

RENNIE CENTER-PROGRESS ON STRATEGIC PLAN

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

Jennifer Davis Carey and Eric Kneeland discussed the proposed plans to update the five subsections of the Strategic Plan.

Mr. Kneeland stated that one of the proposed objectives will be to:

- assign a Community Engagement Committee (CEC) which will incorporate lessons learned through the Strategic Plan
- reflect current circumstances caused and exacerbated by the pandemic and
- provide community engagement and input on appropriate benchmarking, outcomes and data metrics for each of the five subsections of the Strategic Plan.

He proposed that working groups be established for each of the five subsections which would include members of the Community Engagement Committee and one member of the Standing Committee on Governance and Employee Issues.



Ms. Davis Carey proposed that that WEC would provide summaries of each of the subsection in March 2022.

Ms. Novick requested that the Administration provide the school district data for each of the subsections of the Strategic Plan in order to be reviewed in meetings of the Standing Committee on Governance and Employee Issues.

Mrs. Clancey made the following motion:

Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan.

Ms. Novick amended Mrs. Clancey's motion as follows:

Request that the Administration provide the school district data for each of the five subsections of the Strategic Plan and **work in collaboration with WEC and the Worcester Research Bureau.**

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

HELD

## **SCHOOL COMMITTEE MEETING**

On a roll call of 7-0, the School Committee approved the action of the Standing Committee.

## **PERSONNEL**

- 1-23 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Bousquet, Heather, Teacher, Norrback Avenue, Elementary, effective August 12, 2021  
Epaul, Michelle, Teacher, Woodland Academy, Art, effective August 13, 2021  
Feeley, Christopher, Teacher, Systemwide, Special Education, effective August 2, 2021  
Ferraro, David, Teacher, Sullivan Middle School, Special Education, effective July 29, 2021  
Gagne, Kayla, Teacher, Vernon Hill, Elementary, effective July 26, 2021  
Goodell, Linda, Teacher, North High School, ESL, effective July 29, 2021  
Hensley, Lizabeth, Department Head, Worcester Technical High, Vocational Education, effective July 12, 2021  
Janeczak, Hannah, Teacher, Norrback Avenue, Special Education, effective 4, 2021  
Johnson, Deanna, Teacher, Clark Street, Elementary, effective August 8, 2021  
Livesay, Carmen, Teacher, Clark Street, ESL, effective August 13, 2021  
Ockene, Daniel, Teacher, South High School, Special Education, effective July 27, 2021  
Pepple, Dagogo, Teacher, Rice Square, Special Education, effective July 21, 2021  
Robert, Anna, School Adjustment Counselor, Systemwide, School Adj Couns, effective August 6, 2021  
Russo, Danielle, Teacher, Forest Grove Middle School, Music, effective August 10, 2021  
Souza, Taryn, Teacher, Sullivan Middle School, Music, effective July 23, 2021  
Tsoutsis, Mishana, Teacher, Columbus Park, Elementary, effective July 22, 2021  
Vichill, Danielle, Teacher, Woodland Academy, Elementary, effective August 4, 2021

- 1-24 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Bland, Ricky, Teacher, North High School, Other, effective July 16, 2021



O'Donoghue, Lori, Teacher, Lake View, Elementary, effective July 21, 2021

It was moved and voice voted to file Personnel items 1-23 and 1-24.

## GENERAL BUSINESS

gb 1-72.1 - Administration/Mr. Monfredo/Miss Biancheria/  
Mrs. Clancey/Mr. Foley  
(August 18, 2021)

Response of the Administration to the request to inform parents of children who will be entering kindergarten about the importance of enrolling them in school for the 2021-22 school year.

**motion:**

Request that the Administration provide an update in July and August regarding the recruitment efforts. **(Mr. Monfredo)**

Mr. Monfredo asked for the current kindergarten enrollment and Dr. O'Neil stated that the number is approximately 1600.

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

Vice-Chairman Foley chaired the remainder of the meeting.

gb #1-179.1 - Administration/Mr. Monfredo/Miss Biancheria/  
Mrs. Clancey/Ms. McCullough/Ms. Novick

Response of the Administration to the request to provide a report in August on the Summer School Programs to include:

- academic progress
- attendance
- community involvement
- number of ELL students
- number of grades 1 and 2 students

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

gb 1-153.3 - Administration/Miss Biancheria/Mr. Foley  
(August 18, 2021)

Response of the Administration to following motions from the FY22 Budget:

500146-92000 Building Utilities

Request that the Administration provide a report on the number employees by department who have cell phones provided by the Worcester Public Schools and indicate who is using the long-distance services. **(Miss Biancheria)**

**540103-92000 Transportation**

Mr. Foley asked that the Administration keep the School Committee informed over the summer as to the number of Durham bus drivers available for the beginning of school. **(Mr. Foley)**

500-92204 Instructional Materials



Request that the Administration provide a report in August regarding the supplies the principals have purchased to date using the \$1 per pupil for elementary recess supplies in line A-Instructional Materials.

**(Miss Biancheria)**

It was moved and voice voted to accept and file the motions relative to the FY21 Budget.

gb #1-202 - Administration  
(July 21, 2021)

To accept the Project Lead the Way Launch Program Grants awarded to:

- Elm Park Community School - \$16, 765, over three years
- Tatnuck Magnet School - \$16,598, over three years
- West Tatnuck School- \$16,918, over three years

Ms. Novick made the following motion:

Request that the Administration provide a report on the future costs incurred once the Project Lead the Way Grant expires.

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), the item was approved.

gb #1-203 - Administration  
(July 26, 2021)

To approve the following donations:

- 3 AEDs with a cash value of \$5,283, from the Josh Thibodeau Helping Hearts Foundation
- \$200.00 from Marjorie & David Cohen to the South High Community School Food Pantry

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

gb #1-204 - Administration  
(July 30, 2021)

To consider approval of the Building Use Fees Policy.

Ms. Novick requested that the item be referred to the Standing Committee on Finance and Operations for deliberation.

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

gb #1-205 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough/Mayor Petty  
(July 30, 2021)



To congratulate the students, staff and Administration for the many successes of the 2021 graduating class who were accepted at over 140 different institutions in 26 states, Washington, D.C. Puerto Rico, Canada and Scotland.

Mr. Monfredo stated that the WEDF provided computers to many of the graduating students.

It was moved and voice voted to file the item.

gb #1-206 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/  
Mr. Monfredo  
(July 30, 2021)

Request that the Administration determine how our high school students can help with landscaping/yard work for seniors in the community and receive credit for their documented work.

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

gb #1-207 - Administration  
(August 5, 2021)

To approve the following prior fiscal year payments:

- \$547.47 to a nurse for back pay
- \$120.00 to a nurse for license renewal
- \$2,475.36 to the Worcester Police Department for the security at South High Community School
- \$1,237.68 to the Worcester Police Department for graduation details
- \$267.72 to Northeast Electrical
- \$358.75 to Jostens
- \$472.16 to Great America Financial Services
- \$1,535.60 to Boston Children's Hospital (Neurology Foundation)
- \$1,591.29 to Joseph E. Moldover, Psy.D., PC
- \$6,694 to three employees for calculation errors

Ms. Novick questioned why the graduation detail was included since it was already allotted in the Budget.

Superintendent Binienda stated that this payment was for police presence and for the positioning of chairs and tents for the middle school graduations.

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

gb #1-208 - Administration  
(August 10, 2021)

To review the status of the FY22 Budget and make appropriate transfers as required.

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

gb #1-209 - Mr. Monfredo/Mrs. Clancey/Ms. McCullough/Mayor Petty  
(August 10, 2021)



Request that the Administration forward a letter of appreciation to the Worcester Woo Sox for participating in the Worcester: The City that Reads book drive in which over 2000 books were collected that will be given to new teachers.

It was moved and voice voted to forward a letter.

gb #1-210 - Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(August 16, 2021)

Request the administration list all those whose contracts are with the superintendent who are currently:

1. on automatic one year renewals of their contract;
2. beyond one year renewals;
3. beyond the renewal language of their contract otherwise and
4. have no written contract at all.

Report to be current to the filing date of this item (8/16/21)

It was moved and voice voted to refer the item to the Administration for a report at the September 2, 2021 meeting.

gb #1-211 - Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(August 16, 2021)

Request administration outline the process, timeline, and specific funding sources for any WPS acquisition of former Becker College buildings, including how any such acquisition fits into the district's facilities master plan, what options are available to the Committee in considering this, and how the administration intends to fund maintenance of any such additional buildings.

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

gb #1-212 - Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(August 16, 2021)

Request administration report on the process and timeline for the security plan reportedly being created by the city administration for the Worcester Public Schools, including names and positions of those involved and consulted, and timeline for reporting out for consideration of the Committee.

Ms. Novick stated that she would like the item referred to the administration to work with the city administration to provide the information.

On a roll call of 6-1-1, (nay Miss Biancheria and absent Mayor Petty), the item was referred to the Administration.

**(The following items were taken together).**

gb #1-213 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.



gb #1-214 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.

Mr. Monfredo made the following motion:

Request that the Administration provide a report at the September 2, 2021 meeting stating that all unions within the Worcester Public Schools adopt a mandatory vaccination policy to be administered prior to the middle of September.

Mr. Foley made the following motion:

Request that items gb #1-213 and #1-214 be referred to Executive Session.

It was moved and voice voted to refer the items to Executive Session.

gb #1-215 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/ Mr. Monfredo  
(August 18, 2021)

Request that the Administration review the feasibility of utilizing retired IA staff as part time employees in areas of need such as reading and math at specific school sites under request of these services.

It was moved and voice voted to refer the item to the Administration for a report in the first week of November.

gb #1-216 - Miss Biancheria/Mrs. Clancey/Ms. McCullough/Ms. Novick/  
Mr. Monfredo (August 18, 2021)

Request that the Administration provide a spreadsheet of all costs for accommodations at the new facilities/transportation site of Allegro including number of staff and departments who will be occupying site part time and full time.

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

gb #1-217 - Administration  
(August 18, 2021)

To accept the Career and Technical Education Partnership Implementation Grant in the amount of \$213,314.

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

gb #1-218 - Administration  
(August 18, 2021)

To accept the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant in the amount of \$393,008.



Ms. Novick asked for the item to be held for the meeting of September 2, 2021 to include the backup detailing how the money will be spent.

It was moved and voice voted to hold the item for the meeting of Thursday, September 2, 2021.

gb #1-219 - Administration  
(August 18, 2021)

To accept the Early Literacy Screening Assessment and Professional Development Grant in the amount of \$5,511.

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

gb #1-220 - Administration  
(August 18, 2021)

To accept the Innovation Pathways Grant in the amount of \$15,000.

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

gb #1-221 - Administration  
(August 18, 2021)

To accept the Klarman Family Foundation Grant in the amount of \$75,000.

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

gb #1-222 - Administration  
(August 18, 2021)

To set a date to recognize Jake Bersin, Health and Physical Education Liaison, for being selected as the 2021 Honor Award recipient by the Massachusetts Association of Health, Physical Education, Recreation and Dance.

It was moved and voice voted to set the date of Thursday, October 7, 2021.

gb #1-223 - Mrs. Clancey/Ms. McCullough/Ms. Novick/Mr. Monfredo  
(August 18, 2021)

Request that the Administration collaborate with Spectrum Health Services to develop a plan regarding the safety concerns in the area of Lincoln Street School.

Mrs. Clancey stated that she toured the area around the school and was concerned about the amount of debris around the playground area.

Mrs. Clancey made the following motion:

Request that the Administration forward a letter to Spectrum Health Services expressing the safety concerns and urge them to work with the city and school officials to address those concerns.

It was moved and voice voted to approve the motion.



Miss Biancheria stated that Spectrum members were in attendance at a community meeting, but did not speak. She requested a copy of the response provided from Spectrum after the letter is sent.

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

gb #1-224 - Ms. Novick/Mrs. Clancey/Mr. Monfredo  
(August 19, 2021)

Request administration prioritize lunch outdoors for all students. When weather precludes such arrangements, request administration utilize spaces throughout the buildings creatively in order to have students who are eating separated widely.

Superintendent Binienda stated that she would share Ms. Novick's recommendations with principals.

Ms. Novick requested that Administration encourage principals to communicate any staffing or costs incurred to the Superintendent and that she relay that information to the School Committee.

Mr. Foley stated that lunch is an issue since schools will be at full capacity and there needs to be some creative ideas in order to reduce the transmission of the virus.

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

gb #1-225 - Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo  
(August 19, 2021)

Request administration discuss further the "test and stay" protocol with the School Committee and medical advisors prior to implementation.

Superintendent Binienda stated that the WPS was accepted into the Test and Stay program that is run by the CIC. She said that it was decided to go with the rapid test. She explained that if the student is asymptomatic or has mild symptoms, is vaccinated or unvaccinated, they must have parental permission in order to be tested. The consent form can be found on the WPS website and will also be accessible on the Health Portal. If the students test negative, they may remain in school even if they have been in close contact however, the test needs to be performed five days in a row. The recording of the test will go directly to the Department of Public Health. If you are sick, you are not eligible for the test. If the test is positive, the student will be sent to Family Health Center in order to receive the PCR test.

Ms. McCullough asked what happens if a student does not have parental consent and Superintendent Binienda stated that the student would have to stay home.

Ms. Novick requested an update in September on how this program is working.

It was moved and voice voted to refer the item to the Administration for a report in September.

## EXECUTIVE SESSION



It was moved to recess to Executive Session and Vice-Chairman Foley stated that the committee would be reconvening in Open Session.

On a roll call of 7-0, it was moved to recess to Executive Session at 7:55 p.m. to discuss the following items:

gb #1-226 - Administration  
(August 19, 2021)

To discuss strategy with respect to litigation for a Worker's Compensation for a Bus Monitor, if an open meeting may have a detrimental effect on the litigating position of the School Committee and the chair so declares.

To discuss strategy with respect to collective bargaining 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 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 - Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries.

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 - NAGE R1-156, 52 Week Secretaries; and NAGE R1-16, Cafeteria Workers.

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 – International Union of Public Employees, Plumbers & Steamfitters, Local - 125; and International Union of Public Employees, Tradesmen, Local -135.

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, Instructional Assistants Unit.

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 – Educational Association of Worcester and Worcester School Committee, American Arbitration Association Case Number 01-20-0014-9199, Non-Payment of Spring Athletic Coaches.

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 Health and Safety Issues, Fall 2021 – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of



Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons;

Educational Association of Worcester, Tutors; and Educational Association of Worcester, Therapy Assistants.

To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel – Superintendent of Schools.

On a roll call of 7-0, the meeting adjourned at 7:55 p.m.

The Worcester School Committee reconvened in Open Session at 9:10 p.m.

1. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries for the period of July 1, 2020 through June 30, 2022.

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

It was moved to suspend the Rules of the School Committee to reconsider the item.

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

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries for the period of July 1, 2020 through June 30, 2022.

On a roll call of 0-7, the motion to reconsider was defeated.

2. Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Educational Association of Worcester, Units A/B for the period of September 1, 2020 through August 31, 2022.

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

It was moved to suspend the Rules of the School Committee to reconsider the item.

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

Pursuant to action taken in Executive Session, it was moved to ratify the Memorandum of Agreement between the Worcester School Committee and the Educational Association of Worcester, Units A/B for the period of September 1, 2020 through August 31, 2022.

On a roll call of 0-7, the motion to reconsider was defeated.

3. Pursuant to action taken in Executive Session, it was moved to approve a Worker's Compensation Settlement in the amount of \$22,503 for a School Bus Driver.



On a roll call of 7-0, the Worker's Compensation Settlement was approved.

It was moved to suspend the Rules of the School Committee to reconsider the item.

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

Pursuant to action taken in Executive Session, it was moved to approve a Worker's Compensation Settlement in the amount of \$22,503 for a School Bus Driver.

On a roll call of 0-7, the motion to reconsider was defeated.

Mayor Petty announced that the start time of the School Committee meeting on September 2, 2021 has changed to 4:00 p.m. for Executive Session and 5:00 p.m. for Regular Session.

It was moved and voice voted to adjourn the meeting at 9:20 p.m.

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



VI. REPORT OF THE SUPERINTENDENT  
Administration  
(August 26, 2021)

ITEM - ros #1-10  
S.C. MEETING - 9-2-21

ITEM:

RETURN TO SCHOOL - 2021-2022

PRIOR ACTION:

BACKUP:

Annex A (23 pages) contains a copy of the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



# Worcester Public Schools Return to School, 2021-2022

*Superintendent Maureen Binienda*

**WORCESTER**  
PUBLIC SCHOOLS





## Schools & Students

*"I can't wait to  
see Goddard  
students  
filling every  
seat."*

-Goddard Elementary  
School Principal



## Objectives

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Share district updates for the 2021- 2022 school year from

- Our Schools & Students
- Our Staff
- Our Foundation Documents
- Our Priorities

*"I look forward to having students in school in person with us, fostering relationships, and watching them grow."*

-Worcester East Middle Principal



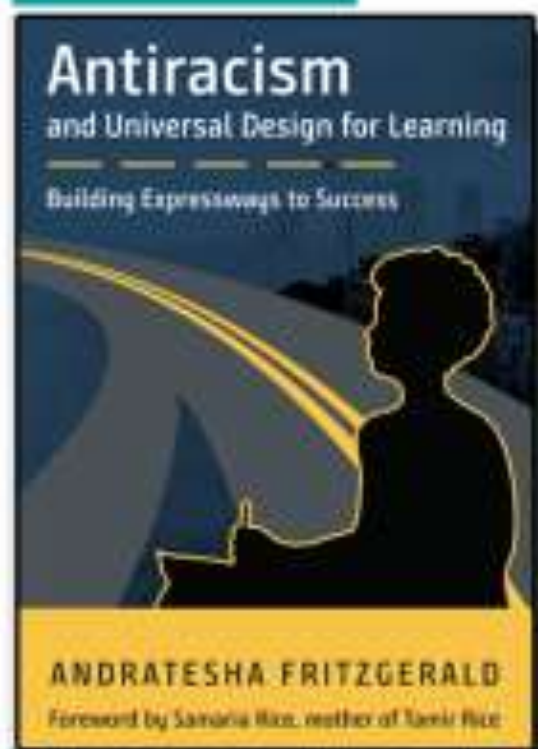
23,672+ students

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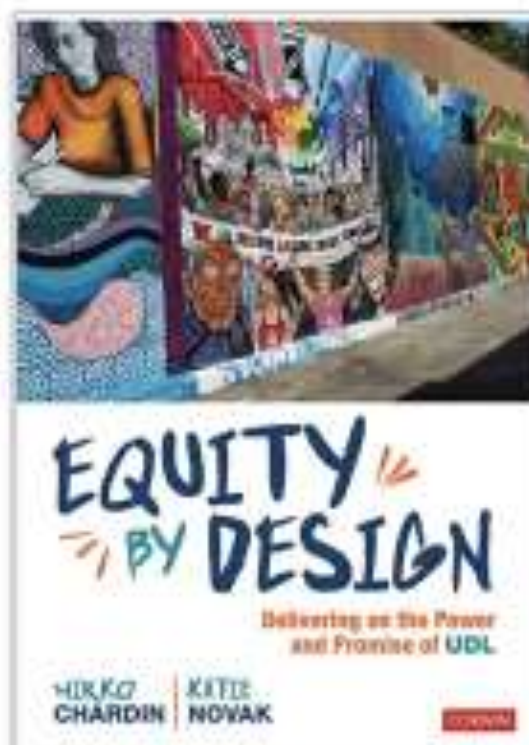
5,477 staff



## Leadership Series



Andratesha Fritzgerald



Mirko Chardin



CAST



## New Teacher Orientation

Operations

School Based Supports

District Overview by Department

Asynchronous Modules to Extend Learning







3 New Principals

1 New Building

1 New School

1 New Auditorium

250 New Hires



## Brian O'Connell Auditorium- South High Community School

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*"A great man shows his greatness by the way  
he treats others"*

*Thomas Carlyle*

On Friday, September 17, 2021,  
the newly built auditorium at  
South High School will be dedicated  
and named after the beloved  
former School Committee Member  
Brian O'Connell.



## Opening New Doors



### *La Familia Dual*

"One language sets you  
in a corridor for life.  
Two languages open every  
door along the way."

*Francis Smith*





# Dual Language Conference

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*Second Annual Conference*

## *Embracing Multilingualism*

*Working together to build a community of  
diversity, inclusion and equity in our schools*



This conference is for all educators and parents/guardians in DL/TBE programs,  
and all other WPS educators interested in learning more about multilingualism in education.



## WPS Convening



**Everyone is a champion!**

*Save the Date*

**FRIDAY AUGUST 27 2021 @ NOON**

**Opening of School Convening**

**COMING TO YOUR SCHOOL VIRTUALLY VIA LIVE STREAM**

from **POLAR PARK**

**AXLE**

**Let's get it party!**

WPS is proud to host the Opening of School Convening, a virtual event that will bring together students and staff from across the district. The event will be held on Friday, August 27, 2021, at 12:00 PM. The event will be streamed live on the WPS website. The event will be a great opportunity for students and staff to connect and celebrate the start of the school year. The event will be a virtual event, so students and staff can participate from anywhere. The event will be a great opportunity for students and staff to connect and celebrate the start of the school year. The event will be a virtual event, so students and staff can participate from anywhere. The event will be a great opportunity for students and staff to connect and celebrate the start of the school year. The event will be a virtual event, so students and staff can participate from anywhere.





## Supporting All Learners

*"I am excited  
for school to  
begin to  
finally have all  
my kids in one  
place."*

*-Union Hill  
Principal*



## Safe & Secure Schools

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Quarantine Protocols

Health and Safety Precautions

Ongoing Communication

Employee Guidance



Worcester Public Schools

### Employee Back-to-School Guidance

August, 2021

Information provided by:

Massachusetts Department of Secondary and Elementary Education

Massachusetts Department of Public Health

Maureen Birienda, Superintendent

Robert Pezzella, Safety Director (COVID-19 Leader)



## Performing Arts

Concert band is offered at:

- Worcester East Middle School (new this year!)
- Forest Grove Middle School (new this year!)
- Sullivan Middle School
- Burncoat Middle School

Winds Lessons coming to Quinsigamond School

Orchestra is offered at:

- Burncoat Middle and High Schools
- Forest Grove Middle School (new this year!)





# Science

A focus on Science Discourse through a lens of:

- Culturally Responsive Practices
  - Bryan Brown - "Science in the City"
- Making thinking visible through anchoring phenomena
  - Partnerships with WPI and DESE introducing OpenSoEd
  - "Visible Learning in Science" book study - Secondary science teachers districtwide
- Science Practice based instruction (hands-on)
  - Focused professional learning for preK-12 with materials provided.
  - Engineering is Elementary for 4-6 districtwide
  - Engineering a Story for preK-3 districtwide
- Project Lead the Way schools:
  - Doherty, Forest Grove, Jacob Hiatt, Elm Park Community, West Tatnuck, & Tatnuck Magnet





## Visual Arts

### Virtual Arts Festival!

- Over 1,000 works on display from every school in WPS
- Team of 51 Art Teachers contributing works from each school
- 65 year legacy continued in

**MAKING, GIVING, SHARING!**

WORCESTER PUBLIC SCHOOLS  
2021 VIRTUAL ARTS FESTIVAL

### AP Art History Class Updates:

- Increased enrollment from 20 students to 50 students
- Addition of new instructor: 2 classes (accessible to more students in district)
- Addition of alumni mentor program
- UDL Lab Class: Both classes will host virtual and physical rounds in support of UDL learning and implementation
- Follow updates on Twitter: @APAHWAM, Instagram: apahwam
- Course highlighted at CAST Summer Symposium 2021



# Math



Focusing on the three key areas that have implications for equitable access to high-quality mathematics teaching and learning:

1. **A focus on grade-level content**  
On-grade-level mathematics content must be the focus of students' work.
1. **Instruction through equitable, effective teaching practices**  
Position all students as competent, confident, and capable learners and doers of mathematics.
1. **Planning for advocacy**  
Engage in work that supports all students' equitable access to high-quality, meaningful mathematics.

**Teacher & Family Guidebooks**

ST Math guidebooks are free for teachers and families to support your students' math learning in the classroom and at home. Inside is a collection of hands-on activities, games, and math stories to practice and explore math concepts.

ST Math	Teacher Guidebooks	Family Guidebooks
<p>ST Math</p> <p>Teacher Guidebooks</p> <p>Download Grade 4 &amp; 5 (PDF)</p> <p>Download Grade 1 (PDF)</p> <p>Download Grade 2 (PDF)</p> <p>Download Grade 3 (PDF)</p> <p>Download Grade 4 (PDF)</p> <p>Download Grade 5 (PDF)</p> <p>Download Grade 6 (PDF)</p>	<p>Download Grade 4 &amp; 5 (PDF)</p> <p>Download Grade 1 (PDF)</p> <p>Download Grade 2 (PDF)</p> <p>Download Grade 3 (PDF)</p> <p>Download Grade 4 (PDF)</p> <p>Download Grade 5 (PDF)</p>	<p>Download Grade 4 &amp; 5 (PDF)</p> <p>Download Grade 1 (PDF)</p> <p>Download Grade 2 (PDF)</p> <p>Download Grade 3 (PDF)</p> <p>Download Grade 4 (PDF)</p> <p>Download Grade 5 (PDF)</p>



## Before & After School Programs

All schools will offer a variety opportunities that include extra academic instruction and enrichment for groups of students

- tutoring
- literacy instruction
- math instruction
- homework assistance
- clubs
- youth leadership opportunities
- advisories
- enrichment
- computer instruction
- mentoring
- sports, recreation and games
- art
- music
- drama
- enrichment







# WPS Foundational Documents

*"I'm so excited  
for my  
classroom to be  
filled with  
excited  
learners."*

-Grade 5 Teacher



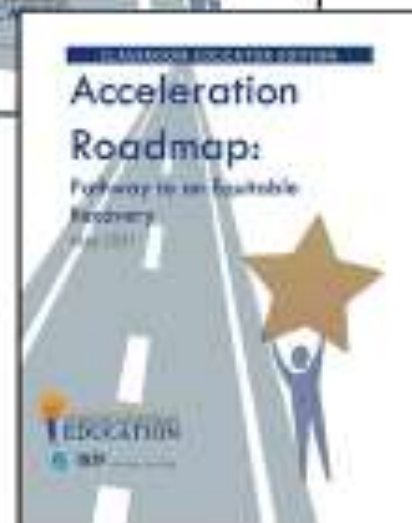
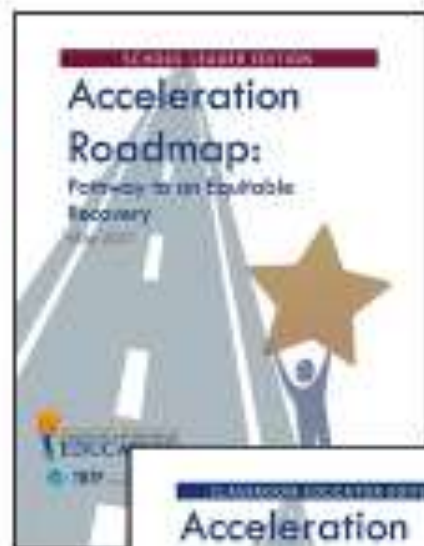
## Coherence Framework

- Aligned
- Clear
- Focused on key practices
- Comprehensive
- Universal framework
- Consistency
- Iterative

*If we align our work intentionally  
Then we achieve coherence and improved results*











## Framing Structures

*"I am looking  
forward to  
seeing what my  
new teachers  
are like."*

-Grade 3 Student



## What informs our work...

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WIDA - World Class Instructional Design and Assessment

UDL - Universal Design for Learning

CRP - Culturally Responsive Practices

ISTE - International Society for Technology and Education

DESE - MA Turnaround Practices

SEL - Social Emotional Learning

Special Education Supports



"We will look back at this and remember this return to school as something special; things we took for granted before: human interaction, chances to be together, share, communicate and learn in person were sorely missed and something we will treasure." - WPS Administrator

"Super excited to meet all of my new students; grateful to learn from them and honor each and every one of them." - High School Teacher

**WORCESTER**  
PUBLIC SCHOOLS



X. GENERAL BUSINESS  
Administration/Miss Biancheria  
(August 26, 2021)

CURRENT ITEM - gb 1-153.4  
S.C. MEETING - 8-26-21

1ST ITEM	gb #1-153	S.C. MTG. 6-3-21
2ND ITEM	gb #1-153.1	S.C. MTG. 6-17-21
3RD ITEM	gb #1-153.2	S.C. MTG. 7-22-21
4 <sup>TH</sup> ITEM	gb #1-153.3	S.C. MTG. 8-26-21
5 <sup>TH</sup> ITEM	gb#1-253.4	S.C. MTG. 9-2-21

ITEM:

Response of the Administration to the following motions:

Request that the Administration provide a financial plan to include ways to use the ESSER funds, taxpayer levies, leasing and any other alternatives when operating the new bus system.  
(Mayor Petty)

Request that the Administration seek a legal opinion to be provided at the September 2, 2021 meeting regarding representation of the Teamsters when hiring bus drivers.  
(Mayor Petty)

Request that the Administration provide a report on the type of fuel that will be used to run the busses to include the benefits of using diesel fuel versus gas. (Miss Biancheria)

PRIOR ACTION:

8-26-21 - It was moved and voice voted to suspend the rules to allow Steve Schmuck, Durham Vice President of Operations and Jennifer O'Connor to speak to an item from the Standing Committee on Finance and Operations which met virtually on Wednesday, August 18, 2021 at 4:30 p.m. in Room 410 of the Durkin Administration Building, and on Thursday, August 26, 2021 at 3:45 p.m. in the Esther Howland Chamber at City Hall.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Hold for the meeting of Thursday, September 23, 2021.



PRIOR ACTION (continued)

8-26-21 (continued)

Mr. Schmuck requested that the Worcester Public Schools consider a third year option with its contract with Durham Bus Services.

Superintendent Binienda stated that she does not recommend that the district take over its own bus company. She questioned the statements being made that there have been ongoing problems with Durham management, as she has been the contact person with them. She believes that Durham and the WPS should continue to work collaboratively. She feels that with a nationwide bus shortage and the pandemic, this is not the time to switch to a self-operated bus system. She also stated that ESSER funding was to be used for providing for student needs, not for the purchasing of busses. She spoke with Bill Bell at DESE and he also does not recommend using the ESSER funding although it is allowable.

Mr. Monfredo stated that owning its own bus company is not the mission of the WPS.

Mayor Petty relinquished the chair at 4:40 p.m. to Vice-Chairman Foley in order to speak to the item.

Mayor Petty stated that he understands the concerns, but noted that WPS currently has its own busses and feels that experience is beneficial. He believes that if the WPS were in control of all the busses, there might be less problems.

Mayor Petty returned to chair the meeting at 4:45 p.m.

Miss Biancheria stated that in 2019 she was not in favor of the WPS owning and operating its own bus system, but felt that over the last two years and with the purchase of the Allegro building, that the Administration has set itself up for a successful transition to owning its own bus system.

Miss Biancheria asked Administration for the results from the 2019 request to provide an audit to which Superintendent Binienda responded that due to COVID, the district was unable to locate a company willing to do an independent audit.

Ms. Novick stated that an enormous number of student hours have been missed due to transportation issues. She feels that these issues are disrespectful to students, teachers, families and drivers. She wanted to note that evaluating cost benefits is a core function of the Finance and Operations department and they did what was asked of them.

Ms. McCullough felt that the 2019 defeated vote was so that the district could assess the financial implications of a self-operating system and to allow Durham the opportunity to fix the problems. She still receives complaints from parents regarding the lack of a GPS system.

Mr. Foley stated that he and the other School Committee members have been receiving calls from families because Durham was not available to take them. He also stated that the cost analysis can be done by taking the number of current WPS owned busses and expanding that information to the number of new busses and build a safe buffer.

Ms. O'Connor, a bus driver for Durham, stated that many of the problems encountered were due to the way in which WPS schedules the routes.

On a roll call of 6-1, (nay Mr. Monfredo), the Finance and Operations Action Sheets were approved as amended.

**(The following motions were taken collectively).**



PRIOR ACTION (continued)

8-26-21 (continued)

Mayor Petty made the following motions:

Request that the Administration provide a financial plan to include ways to use the ESSER funds, taxpayer levies, leasing and any other alternatives when operating the new bus system.

Request that the Administration seek a legal opinion, to be provided at the September 2, 2021 meeting, regarding the role of the School Committee as to the continuation of representation of the Teamsters when hiring bus drivers.

Miss Biancheria made the following motion:

Request that the Administration provide a report on the type of fuel that will be used to run the busses to include the benefits of using diesel fuel versus gas.

On a voice vote, the motions were approved.

**(The following motions were taken separately).**

Mr. Monfredo made the following motions:

Request that the Administration review the needs of students first before embarking on the purchasing of busses.

On a roll call of 2-5, (yeas Miss Biancheria and Mr. Monfredo), the motion was defeated.

Request that the Administration schedule an independent audit to assess the costs of running a bus company.

On a roll call of 2-5, (yeas Miss Biancheria and Mr. Monfredo), the motion was defeated.

It was moved and voice voted to suspend the rules to reconsider the votes from the two Finance and Operations meetings.

On a roll call of 1-6, (yea Mr. Monfredo), the motion to reconsider was defeated.



X. GENERAL BUSINESS  
Administration/Administration  
(August 27, 2021)

CURRENT ITEM - gb #1-218  
S.C. MEETING - 9-2-21

1ST ITEM gb #1-218 S.C.MTG. 8-26-21

ITEM:

To accept the American Rescue Plan (ARP) Homeless Children/Youth (HCY) I Implementation Grant in the amount of \$393,008.

PRIOR ACTION:

8-26-21 - Ms. Novick asked for the item to be held for the meeting of September 2, 2021 to include the backup detailing how the money will be spent. It was moved and voice voted to hold the item for the meeting of Thursday, September 2, 2021.

BACKUP: Supported by the McKinney Vento Homeless Education Act, the goal of who are homeless enroll in and attend school, and have racially equitable and culturally responsive opportunities to succeed in school through the following grant program purposes:

- A. To address the immediate basic needs of students who are homeless;
- B. To ensure students who are homeless have access to the educational programming, services, and opportunities they need due to gaps created by COVID-19 and homelessness;
- C. To support districts in locating and identifying students who are homeless; and
- D. To ensure district staff are trained and have the capacity to support students who are homeless.

Annex A (11 pages) contains a copy of the Grant Acceptance Form.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



### Grant Acceptance Form

**Name of Grant:** American Rescue Plan (ARP) Homeless Children/ Youth (HCY) I

**Type of Funder:** ARP ESSER Funds through Massachusetts Department of Elementary and Secondary Education

**Awarded Amount:** Fund Code 301 = \$393,008

**Grant Funding Period:** July 14, 2021 through June 30, 2022 (Year 1)

**Project title:** American Rescue Plan (ARP) Homeless Children/ Youth (HCY) I

**Program coordinator:** Mahoney/O'Neil

**Purpose:** Supported by the McKinney Vento Homeless Education Act, the goal of this targeted federal grant is to provide funding for programs that ensure students who are homeless enroll in and attend school, and have racially equitable and culturally responsive opportunities to succeed in school through the following grant program purposes:

- A. To address the immediate basic needs of students who are homeless;
- B. To ensure students who are homeless have access to the educational programming, services, and opportunities they need due to gaps created by COVID-19 and homelessness;
- C. To support districts in locating and identifying students who are homeless; and
- D. To ensure district staff are trained and have the capacity to support students who are homeless.

**Description of the program:** To provide wraparound services which could include academic supports, trauma informed care, social emotional support, and mental health services as well as housing intervention for families in need.

**Program location:** Worcester Public Schools

**Outcomes and Measures:** Worcester Public Schools staff will provide, or work with a qualified contractor to provide interventions for students and their families who are in need of services.



## FY2022: American Rescue Plan — Homeless Children and Youth I Grant

Fund Code: 301

**Purpose:**

Supported by the McKinney Vento Homeless Education Act, the goal of this targeted federal grant is to provide funding for programs that ensure students who are homeless enroll in and attend school, and have racially equitable and culturally responsive opportunities to succeed in school through the following grant program purposes:

- A. To address the immediate basic needs of students who are homeless;
- B. To ensure students who are homeless have access to the educational programming, services, and opportunities they need due to gaps created by COVID-19 and homelessness;
- C. To support districts in locating and identifying students who are homeless; and
- D. To ensure district staff are trained and have the capacity to support students who are homeless.

**Priorities:**

This grant program prioritizes funds to support the education of students who are homeless through culturally responsive, high-quality programming that advance equity, including racial equity, in any or all of the following:

1. programming designed to raise awareness of the needs and rights of students who are homeless throughout the district and community;
2. tutoring, supplemental instruction, and other educational services that help students who are homeless maximize achievement;
3. providing developmentally appropriate early childhood education programs, not otherwise provided through federal, state, or local funding for preschool children who are homeless;
4. providing services and assistance to attract, engage, and retain students who are homeless, particularly those that are not enrolled in school, in public school programs and services provided to housed students;
5. providing before- and after-school programs, mentoring, and/or summer programs for children and youth who are homeless, and services/assistance to attract, engage, and retain students who are homeless in these programs;
6. collaborating with external agencies to provide students and families who are homeless with medical, dental, mental health, and other community and state services;
7. providing for the meaningful involvement of parents/guardians who are homeless in their student's education;
8. providing violence prevention counseling, referrals to counseling and/or address the needs of students who are homeless and domestic violence survivors;
9. providing supplies to non-school facilities and adapting these facilities to enable them to provide services; and
10. providing extraordinary or emergency services to eligible students as necessary to enroll and retain them in school.

**Eligibility:**

All current McKinney-Vento Homeless Education grantees [Fiscal Year (FY) 2021 Fund Code (FC) 310] are eligible.



**Funding Type:**

Federal CFDA 84.425

**Funding:**

Approximately \$2,200,000 is available under the American Rescue Plan — Homeless Children and Youth I.

Using homeless student enrollment data submitted to the Massachusetts Department of Elementary and Secondary Education (DESE) for the 2018-2019 school year districts/consortia can submit applications based on approximately \$121 per student who is homeless. *See eligible districts and maximum funding amounts per district .*

Applicant districts must include collaboration — with community-based organizations committed to advancing racial equity — through a local Homeless Education Service Coordination Committee or other established local committee or council addressing homelessness.

If more funding becomes available it will be distributed under the same guidelines that appear in this RFP document.

**Note:** *Additional funding under the American Rescue Plan - Homeless Children and Youth II is anticipated to be available in FY2022 and will be distributed under the US Education Department's guidelines to any district that served students who were homeless in 2018-2019.*

*Funding is contingent upon availability. All dollar amounts listed are estimated/approximate and are subject to change. If more funding becomes available it will be distributed under the same guidelines that appear in this RFP document.*

**Fund Use:**

Programs can either expand or improve services provided through a school's general academic program but cannot replace that program (supplement not supplant). To the extent practicable, activities and services are to integrate students who are homeless and students who are housed.

Districts may provide services through programs on school grounds, at other facilities, or may use funds to enter into contracts with other agencies to provide services for children and youth who are homeless. McKinney-Vento funds may provide the same services to students who are housed to ensure that program activities integrate students who are homeless.

Grant funds cannot be used to pay for the district's Homeless Education Liaison, a position required in all school districts, unless the liaison has responsibilities in the district beyond those required by the McKinney-Vento Homeless Assistance Act.

Funds may be used to support any activities/ expenses necessary to facilitate the identification, enrollment, retention, and educational success of homeless children and youth, such as:

- a. providing wraparound services (which could be provided in collaboration with and/or through contracts with community-based organizations, and could include academic supports, trauma informed care, social-emotional support, and mental health services);
- b. purchasing needed supplies (e.g., PPE, eyeglasses, school supplies, personal care items);
- c. providing transportation to enable children and youth to attend classes and participate fully in school activities;
- d. purchasing cell phones or other technological devices for unaccompanied youth to enable the youth to attend and fully participate in school activities;



- e. providing access to reliable, high-speed internet for students through the purchase of internet connected devices/equipment, mobile hotspots, wireless service plans, or installation of Community Wi-Fi Hotspots (e.g., at homeless shelters), especially in underserved communities;
- f. paying for short-term, temporary housing (e.g., a few days in a motel) when such emergency housing is the only reasonable option for COVID-safe temporary housing and when necessary to enable the homeless child or youth to attend school and participate fully in school activities (including summer school); and
- g. providing store cards/prepaid debit cards to purchase materials necessary for students to participate in school activities

**Project Duration:**

Upon approval – 6/30/2022 (Year 1)\*

\* The period of availability for this grant award can be extended beyond Year 1 by utilizing the multi-year feature for this Funding Opportunity in EdGrants. The extended period is broken up by fiscal year, as follows: 7/1/2022 – 6/30/2023 (Year 2); 7/1/2023 – 9/30/2023 (Year 3).

**Program Unit:**

Student and Family Support

**Contact:**

Sarah Slautterback

**Phone Number:**

(781) 873-9522

**Date Due:**

Friday, June 18, 2021

**Proposals must be received at the Department by 5:00 p.m. on the date due.**

**Required Forms:**

Part I — General — Program Unit Signature Page — (Standard Contract Form and Application for Program Grants)

Part II — Budget — To be entered directly into EdGrants

Part III — Required Program Information (including budget narrative)

McKinney-Vento Homeless Education Activity Form

McKinney-Vento Homeless Education Grant Assurances

**Submission**

**Instructions:**

**Submit all required grant materials through EdGrants**

In EdGrants, districts are required to create and name the project. Please use the following naming convention for your "Applicant Project Name" in EdGrants:

**FY2021 FC301 - American Rescue Plan - Homeless Children and Youth I Grant [Applicant Name]**



All items listed under the required forms section of this RFP should be uploaded / attached in the Attachments List formlet of the Application Submission in EdGrants. This includes a signed / scanned PDF of Part I / Coversheet with Superintendent's signature as well as Schedule A form, if applicable to your district. The final budget the applicant is requesting will be entered directly into EdGrants as part of the application submission process.

**For Guidance Documents regarding EdGrants**, visit EdGrants: User Guides and Information.

Please note: It is up to the district to determine who they want to add as EdGrants Front Office users in order to submit grant application as well as payment request information. Please review the EdGrants: User Security Controls to make informed decisions regarding assigning your district level users.





OFFICE OF THE GOVERNOR  
**COMMONWEALTH OF MASSACHUSETTS**  
STATE HOUSE • BOSTON, MA 02133  
(617) 725-4000

**CHARLES D. BAKER**  
GOVERNOR

**KARYN E. POLITO**  
LIEUTENANT GOVERNOR

July 14, 2021

Dear Superintendent Binienda,

Congratulations! I am pleased to notify you that Worcester Public Schools has been awarded a FY22 American Rescue Plan - Homeless Children and Youth I (Fund Code 301) grant of \$393,008.

I want to thank you for your commitment to providing academic opportunities and support services for students who are homeless. Through this funding and your continued support, we hope to expand access to great educational opportunities for every child in the Commonwealth.

You will be receiving further instructions from the Department of Elementary and Secondary Education on next steps, and please feel free to contact Kristen McKinnon, Assistant Director of Student and Family Support, [Kristen.A.McKinnon@mass.gov](mailto:Kristen.A.McKinnon@mass.gov) if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads "Charles Baker".

Governor Charles D. Baker

A handwritten signature in blue ink that reads "Karyn E. Polito".

Lt. Governor Karyn E. Polito




**MASSACHUSETTS DEPARTMENT OF ELEMENTARY AND SECONDARY EDUCATION  
STANDARD CONTRACT FORM AND APPLICATION FOR PROGRAM GRANTS**

**PART I – GENERAL**

<b>A. APPLICANT:</b> Worcester Public Schools	<b>District Code:</b>	0	3	4	8
<b>ADDRESS:</b> 20 Irving Street					
Worcester, MA 01609					
<b>TELEPHONE:</b> ( 508 ) 799-3108					

<b>B. APPLICATION FOR PROGRAM FUNDING</b>				
<b>FUND CODE</b>	<b>PROGRAM NAME</b>	<b>PROJECT DURATION</b>		<b>AMOUNT REQUESTED</b>
<b>FY2022</b>	<b>FEDERAL – Targeted Grant</b> Administered by the Office of Student and Family Support	<b>FROM</b>	<b>TO</b>	<b>\$393,008</b>
<b>FC 301</b>	<b>American Rescue Plan – Homeless children and Youth Grant</b>	Upon Approval	6/30/2022*	
<p><b>C. I CERTIFY THAT THE INFORMATION CONTAINED IN THIS APPLICATION IS CORRECT AND COMPLETE; THAT THE APPLICANT AGENCY HAS AUTHORIZED ME, AS ITS REPRESENTATIVE, TO FILE THIS APPLICATION; AND THAT I UNDERSTAND THAT FOR ANY FUNDS RECEIVED THROUGH THIS APPLICATION THE AGENCY AGREES TO COMPLY WITH ALL APPLICABLE STATE AND FEDERAL GRANT REQUIREMENTS COVERING BOTH THE PROGRAMMATIC AND FISCAL ADMINISTRATION OF GRANT FUNDS.</b></p>				

<b>AUTHORIZED SIGNATORY:</b> 	<b>TITLE:</b> Superintendent
<b>TYPED NAME:</b> Maureen F. Binienda	<b>DATE:</b> 6/9/2021

\* The period of availability for this grant award can be extended beyond Year 1 by utilizing the multi-year feature for this Funding Opportunity in EdGrants. The extended period is broken up by fiscal year, as follows: 7/1/2022 – 6/30/2023 (Year 2); 7/1/2023 – 9/30/2023 (Year 3).



## PART III - REQUIRED PROGRAM INFORMATION

All applicants must respond to questions 1 through 4 (budget).

Proposals must provide culturally responsive, high-quality programming that advances equity, including racial equity.

1. Contact information:

a. District name	Worcester Public School
b. Homeless liaison (name, phone and email)	Maura Mahoney, Manager of Social Emotional Learning 508-799-3175 mahoneym@worcesterschools.net
c. Grant contact (name, phone and email)	Gregg Bares, Manager of Grant Resources 508-799-3108; <a href="mailto:baresg@worcesterschools.net">baresg@worcesterschools.net</a>

2. Needs:

In 250 words or less describe how these ARP-HCY funds will address the needs identified by the Service Coordination Committee formed under the district's Homeless Education Grant (FC 310 FY2021) Include:

- a. how funds will be used to address the immediate needs of needs of children and youth who are experiencing homelessness

As outlined in budget and activity forms, funds will be used to provide short-term emergency housing, stipends for staff to work with students, participation in out-of-school time academic and enrichment programming, transportation and supplies required to provide access/participation, and purchase of emergency supplies and technology needed for access.

- b. community-based resources and services that are specifically responsive to the immediate needs of students of color; and

WPS will work with established and emerging community partners to deliver services, provide access to supports, and provide PD to partners about available resources, and professional development for WPS staff to facilitate school and community wide awareness of needs and available supports for students

- c. the district's coordination with Title I and ESSER funding to address the immediate needs of children and youth who are experiencing homelessness.

Worcester Public Schools will leverage the use of Title I funds to address the needs of homeless children and youth by supporting extended learning opportunities for students. Included in this are academic support programs to help these students. These programs are held during the school year and assist students who may be in need of tutoring. Additionally students experiencing homelessness will be identified and recruited for appropriate summer activities, to help close academic/achievement gaps. Parent engagement efforts and initiatives are also supported through the use of Title I funds. These funds, and ESSER funding will be used to maintain continuity of afterschool and summer activities at secondary and alternative education sites. It is expected that with the reliability of these supports we will see better academic, social and emotional outcomes for homeless youth and for youth with the highest levels of risk factors in the district.

3. Activities:

Using the American Rescue Plan-Homeless Children and Youth Grant Activity Form for FY2022 (see RFP Required Forms section), identify the selected Grant Priorities and identify the program activities that address the needs and resources above.

The Activities Form has been included as part of this application.



#### 4. Budget:

Line Item	Line Total	Budget Purpose and Explanation
Line 4 – Stipends	\$100,000	<p>The following stipend activities will be supported through</p> <ul style="list-style-type: none"> <li>(a) Stipends for staff to work with students and families experiencing homelessness or at-risk.</li> <li>(b) After-school tutoring of students, at school or at shelters or other community locations</li> <li>(c) Delivery of clinical, mental and behavioral health services at school, shelter or other community locations</li> <li>(d) Outreach to parents to access services to obtain housing supports and other needed services</li> <li>(e) Work with community partners to increase awareness of needs and supports available to WPS students and families</li> <li>(f) Professional development for WPS staff and community partners.</li> </ul> <p>Estimated at \$100,000 over the course of two years.</p>
Line 6 – Contractual	\$100,000	Community Partner for Housing Stabilization: WPS will contract with a community partner to provide funding to families to secure housing resources = \$100,000
Line 7 – Supplies and Materials	\$100,000	WPS will provide funding for the purchase of: materials and equipment, supplies needed to participate in activities, emergency supplies, personal hygiene, medical supplies and other items. Devices for students to access programming, schools, tec. and other wireless hotspots to provide internet access when not in use = \$100,000
Line 9 – Other	\$84,991	Safe transportation of students = \$84,991
Line 10 – Indirect	\$8,017	<p>City of Worcester Indirect Costs at Agreed Upon rate</p> <p>FC301 = \$8,017</p>
<b>TOTAL</b>	<b>\$393,008</b>	



**Name of Grant Program:** American Rescue Plan Homeless Children and Youth Education Grant

**Fund Code:** 301

**Activity Form - Instructions**

- a. On the form (below) using the left-hand column provided enter the **Grant Priority Number** for each activity, selected from the following list.
- 1) programming designed to raise awareness throughout the district and community including professional development opportunities for homeless education liaisons;
  - 2) tutoring, supplemental instruction, and other educational services that help homeless students reach the same challenging state content and student performance standards to which all students are held;
  - 3) developmentally appropriate early childhood education programs, not otherwise provided through federal, state, or local funding for homeless preschool children;
  - 4) services and assistance to attract, engage, and retain homeless students, particularly those that are not enrolled in school, in public school programs or services provided to housed students;
  - 5) before- and after-school programs, mentoring, summer programs for homeless children and youth, and services/assistance to attract, engage, and retain homeless students in these programs;
  - 6) collaborating with external agencies to provide homeless students and families with medical, dental, mental health, and other community and state services;
  - 7) meaningful involvement of homeless parents in their student's education;
  - 8) violence prevention counseling, referrals to counseling, and/or address the needs of homeless students who are domestic violence survivors;
  - 9) supplies to non-school facilities and/or adapting these facilities to enable them to provide services; and
  - 10) extraordinary or emergency services to eligible students as necessary to enroll and retain them in school.
- b. In the column labeled **Activities** identify the specific program activities and the person responsible for the activity and collaborating partners. Please indicate if the activity addresses racial, cultural and/or linguistic barriers/inequities.
- c. Under **Who is Served** enter the individuals to be served/trained (e.g., students, staff, parents) by the activity.
- d. In the column labeled **Measurable Outcomes** identify which indicators/data points will be used to determine the success of the activity. For example:
- 1) Attendance information for targeted students, staff and /or schools;
  - 2) Academic performance data (e.g. grades, attendance rates, completed assignments, MCAS scores);
  - 3) Pre- and post-program measurements (e.g., surveys of staff, students, parent trainings); and/or
  - 4) Anecdotal evidence of the overall impact and satisfaction with grant activities from a variety of individuals (e.g., teachers, administrators, parents, students).



**AMERICAN RESCUE PLAN HOMELESS CHILDREN AND YOUTH GRANT  
FY2022 ACTIVITY FORM**

<b>Grant Priority Number</b>	<b>Activities Responsible party and collaborating partner</b>	<b>Who is served</b>	<b>Measurable Outcomes</b>
10	WPS will collaborate with a community partner to provide funding for short term emergency housing. Funding will allow families to be safely and adequately housed until other housing resources are accessed. WPS Housing Stabilization staff will work directly with all families who receive funding, to secure housing resources. \$100,000 for the duration of the grant.	WPS families who face immediate homelessness while awaiting housing assistance	-Number of students/families accessing emergency funds. This should reduce number of students being identified as homeless by maintaining housing -Anecdotal and survey feedback
1.2	WPS staff will work with students and families experiencing homelessness or at risk of homelessness. Stipends for WPS staff will support: -After school tutoring of students, at school, shelter or other community locations -Delivery of clinical, mental and behavioral health services at school, community or shelter locations -Outreach to parents to access services to obtain housing supports, and other needed services. -Work with community partners to increase awareness of needs and supports available to WPS students and families -PD for WPS staff and community partners \$100,000 for duration of grant.	Students and families identified as eligible in adherence to McKinney Vento guidelines	-Number of students/families receiving supportive services/outreach -Number of hours of direct service provided -Anecdotal and survey feedback
5,2,4,7	WPS will pay for students to participate in before, after school activities, as well as programs available during school breaks, summer. -Transportation to access programs \$84,991 for duration of grant	Students and families identified as eligible in adherence to McKinney Vento guidelines	-Number of students, and programs attended -Use of transportation to access activities-transportation provided or Uber/Lyft cards distributed to parents -Parent surveys, feedback -Anecdotal and survey feedback
8,8,10	WPS will provide funding for purchase of: -materials,equipment, supplies needed to participate in activities -emergency supplies, personal hygiene,medical supplies and other items -Devices for students to access programing, school,etc, and wireless hotspots to provide internet access when not otherwise available \$100,000 for duration of grant	Students and families identified as eligible in adherence to McKinney Vento guidelines	-Inventory of items purchased, and students served -Surveys of parents to determine need/interest -Anecdotal and survey feedback



X. GENERAL BUSINESS  
Administration/Ms. McCullough  
(August 27, 2021)

CURRENT ITEM - gb #1-227.1  
S.C. MEETING - 9-2-21

1ST ITEM gb #1-227 S.C.MTG. 8-26-21  
2ND ITEM gb #1-227.1 S.C.MTG. 9-2-21

ITEM:

Response of the Administration to the request to discuss the student parking situation at Doherty Memorial High School for the 2021-22 school year.

ORIGINAL ITEM: Ms. McCullough (August 23, 2021)

To discuss the student parking situation at Doherty Memorial High School for the 2021-22 school year.

PRIOR ACTION:

8-26-21 - It was moved and voice voted to suspend the rules to allow Bob Hazelton to speak to item gb# 1-227 from the Supplemental Agenda.  
Mr. Hazelton stated that the limited parking at Doherty Memorial High School will have an impact on those seniors who have internships and may not be allowed to have a car at school. He suggested an alternative such as sub-leasing parking space at the Park Avenue Price Chopper.  
Ms. McCullough stated that she has been working with Councilors Wally and Rose on potential solutions to the parking situation. She will be coordinating the plans with the Mayor and Superintendent Binienda.  
Superintendent Binienda stated that the total number of seniors who applied for the lottery is not known. The lottery will be held on Thursday or Friday. She also explained that South High Community School is having the same problem and there is no parking allowed at that school.  
Mayor Petty made the following motion:  
Request that the Administration provide a report at the September 2, 2021 meeting to include the liability and safety issues when using parking spaces in areas surrounding Doherty Memorial High School.  
On a roll call of 7-0, the motion was approved.  
It was moved and voice voted to refer the item to the Administration.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



X. GENERAL BUSINESS  
Administration  
(August 23, 2021)

ITEM - gb #1-228  
S.C. MEETING - 9-2-21

ITEM:

To approve a prior fiscal year payment in the amount of \$2,205.80 to The New England Center for Children-ACE.

PRIOR ACTION:

BACKUP:

The final invoice received after the fiscal year end.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



X. GENERAL BUSINESS  
Administration  
(August 23, 2021)

ITEM - gb #1-229  
S.C. MEETING - 9-2-21

ITEM:

To consider approval of the pay raises for the attached list of Non-Represented Employees – Administrators and Non-Represented Employees – Non-Administrators for FY 20 and FY20.

PRIOR ACTION:

Annex A (3 pages) contains a copy of the list of Non-Represented Employees – Administrators and Non-Represented Employees – Non-Administrators for FY 20 and FY20.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.



# WORCESTER PUBLIC SCHOOLS

## List of Non-Represented Employees –

Administrators 2% increase effective July 1,

2020

applicable to all salary and stipend payments

2% increase effective July 1, 2021

applicable to all salary and stipend  
payments

<u>Title</u>	<u>of</u>	<u>Positions</u>
<u>Employee Count</u>		
Assistant Manager of English Language Learners & Community Engagement		1
Assistant to Superintendent/Clerk to School Committee		1
Budget Director		1
Chief Diversity Officer		1
Chief Financial and Operations Officer		1
Chief Human Resources Officer		1
Deputy Superintendent		1
Director of Human Resources		1
Elementary Principal		34
Information Technology Officer		1
Manager of English Language Learners & Community Engagement		1
Manager of Instruction & School Leadership		3
Manager of Instructional Technology & Digital Learning		1
Manager of School and Student Performance		1
Manager of Social Emotional Learning		1
Manager of Special Education & Intervention Services		1
New Citizen Center Principal		1
Secondary Principal		<u>11</u>
<b>Total Positions</b>		<b>63</b>
<u>Special Revenue Funded Positions</u>		
Assistant Manager of Curriculum & Professional Learning*		1
Assistant Manager of Instructional Technology & Digital Learning*		1
Manager of Curriculum & Professional Learning		1
Manager of Grants Resources		<u>1</u>
<b>Total Positions</b>		<b>4</b>

\*New Position in FY22



## WORCESTER PUBLIC SCHOOLS

### List of Non-Represented Employees – Non-

Administrators 2% increase effective July 1, 2020  
applicable to all salary and stipend payments

2% increase effective July 1, 2021  
applicable to all salary and stipend  
payments

<u>Title of Positions</u>	<u>Employee Count</u>
Administrative Clerical - Non-Represented Positions	10
Assistant Director of Transportation	1
Behavioral Health Specialists	4
CAD/Draftsman	1
Certified Nursing Assistant	26
Clinical Care Coordinator	1
Coordinator of Building & Grounds	1
Coordinator of Building Assessments	1
Coordinator of Nursing Services	1
Custodial Supervisor	1
Data Specialist	1
Director of Facilities	1
Director of Payroll, Procurement & Accounts Payable	1
Director of School Safety	1
Director of Transportation	1
Environmental Health & Safety Coordinator	1
EPL Testers	3
Facilities Supervisor	1
Financial Analyst	3
Financial Coordinator	1
Informatics/CQI Nurse & Vaccine Manager	1
Interpreters	3
Licensed Practical Nurse	13
Mechanic	1
Media Application Specialist	1
Online Media Specialist	1
Operations Supervisor	1
Payroll Coordinator	1
Safety & Training Supervisor	1
Senior Software Developer	1
Senior Systems Analyst	1
Service Manager	1
Software Quality Assurance Analyst	1
Student Database Trainer	2
Technology Support Specialist	2



List of Non-Represented Employees – Non- Administrators (Continued)

Translation Coordinator	1
Transportation Liaisons	3
Transportation Router	2
Web Application/Analyst	<u>2</u>
<b>Total Positions</b>	<b>105</b>

Special Revenue Funded Positions

ABA Coordinators*	3
Administrative Clerical - Non-Represented Positions	1
Case Manager	1
Coordinator - Parent & Family Connections	1
Data Analyst	2
Director of Evening Programs	1
Grant Program Specialist	3
Grant Writer/Researcher	2
Housing Stability Advocate	1
Production Assistant	3
Program Evaluation Specialist	1
Specialist - Community Resources	1
Television Producer	1
Testing and Evaluation Specialist	<u>1</u>
<b>Total Positions</b>	<b>19</b>

School Nutrition Revenue Funded Positions

Assistant Director of Compliance & Training	1
Assistant Director of Culinary Operations	1
Assistant Director of Finance & Operation	1
Coordinator of Support & Marketing	1
Financial Analyst	1
Lead Baker Trainer	1
Lead Chef Trainer	1
Production Chef	1
Director of School Nutrition	1
Nutrition Supervisors	<u>4</u>
<b>Total Positions</b>	<b>13</b>

Non-Benefit Eligible Positions:

Crossing Guards	110
Literacy Tutors	35
MCAS Tutors	<u>14</u>
<b>Total Positions</b>	<b>159</b>

\*New Position in FY22



X. GENERAL BUSINESS  
Ms. Novick  
(August 27, 2021)

ITEM - gb #1-230  
S.C. MEETING - 9-2-21

ITEM:

To send a letter to our state delegation, joining with others across the state in advocating for the Massachusetts Department of Public Health to add the COVID-19 vaccine to those vaccinations required to attend Massachusetts public schools as appropriate by age, and for the Legislature to take such action if the Department declines to

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of a sample letter.

RECOMMENDATION OF MAKER:

To send a letter.

RECOMMENDATION OF ADMINISTRATION:

Forward letter.



The FDA granting full approval to Pfizer-BioNTech's coronavirus vaccine for people 16 and over is welcome news, and should spur us into a new phase in combatting COVID-19 and ending the pandemic. A critical step forward will be requiring a COVID-19 vaccination for school attendance, just as we require children to receive vaccinations for measles, pertussis, diphtheria, chicken pox, and other communicable diseases. As our State Representative, we are asking for your help in securing this by either action of the Massachusetts Department of Public Health or modifying Section 15 of chapter 76 of the General Laws (the law governing vaccine requirements and school attendance.)

The MDPH has the authority to require all students ages 16 and up to be immunized against COVID-19. This would be the most straightforward path forward, but the MDPH has made no comments about any COVID-19 vaccine requirements, and Gov. Baker said in May that there are no plans for a vaccine mandate for school attendance.

<https://www.bostonglobe.com/2021/05/13/metro/baker-mass-wont-mandate-COVID-19-19-vaccine-students-return-school/> We have known for months that the full FDA approval was coming. The MDPH should have a plan to mandate the vaccine, or a clear medical and scientific rationale for why they are not. If the MDPH chooses not to act, what oversight authority does the state legislature have to investigate why and how that choice was made?

If the MDPH does not use its authority under the law to mandate the COVID-19 vaccine for school attendance, the next step is for the legislature to amend Section 15 of chapter 76 of the General Laws. Any change in the law should be flexible to allow for the addition of younger children as the FDA grants approval for their age groups. If necessary, how soon could this legislation be introduced?

We have no time to lose. School starts in much of Massachusetts the week of Aug. 30. Throughout the pandemic we have seen people in all levels of government – local, state, and national – say that the needs of children are paramount. Unfortunately, more often than not those words are not backed up by action. Let's change that by taking the crucial step of requiring the COVID-19 vaccine for school attendance to protect children's health.

Sincerely,



X. GENERAL BUSINESS  
Ms. Novick  
(August 27, 2021)

ITEM - gb #1-231  
S.C. MEETING - 9-2-21

ITEM:

To consider district action in light of the revision of the Department of Elementary and Secondary Education's August 20 FAQ as of August 25 to provide for remote learning for students who are quarantining.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

To discuss and take action as necessary.

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.



X. GENERAL BUSINESS  
Mayor Petty  
(August 31, 2021)

ITEM - gb #1-232  
S.C. MEETING - 9-2-21

ITEM:

To consider options, if necessary, to begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent of schools for the Worcester Public Schools with an effective start date of JULY 1, 2022. Prior to the commencement of the search process, the School Committee, in collaboration with the consultant, will develop and implement a comprehensive, inclusive, public process to solicit input from all members of the Worcester community regarding the needs of the district and the characteristics and skillsets required in the next Superintendent of schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Prerogative of the School Committee.



IX. EXECUTIVE SESSION  
Administration  
(August 30, 2021)

ITEM - gb #1-233  
S.C. MEETING - 8-2-21

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 – Successor Contract Negotiations – Educational Association of Worcester, Parent Liaisons.

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, Instructional 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, 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, Tutors.

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 - NAGE R1-156, 52 Week Secretaries.

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 - NAGE R1-16, Cafeteria Workers.

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 – International Union of Public Employees, Plumbers & Steamfitters, Local – 125.

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 – International Union of Public Employees, Tradesmen, Local -135.

**(Continued on page 2.)**

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.



ITEMS (continued)

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 – Massachusetts Nurses Association, Worcester School Nurses.

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 Health and Safety Issues, Fall 2021, All Worcester Public Schools Bargaining Units – Educational Association of Worcester Units A & B (Educators/Administrators); Educational Association of Worcester, Aides to the Physically Handicapped, Monitors and Drivers; Educational Association of Worcester, Instructional Assistants; Educational Association of Worcester, Parent Liaisons; Educational Association of Worcester, Tutors; Educational Association of Worcester, Therapy Assistants; NAGE R1-156, 52 Week Secretaries; NAGE R1-16, Cafeteria Workers; International Union of Public Employees, Plumbers & Steamfitters, Local – 125; International Union of Public Employees, Tradesmen, Local -135; Massachusetts Nurses Association, Worcester School Nurses; Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Educational Secretaries; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Custodians; Massachusetts Laborers' District Council for and in behalf of Worcester Public Service Employees Local Union 272 of the Laborers' International Union of North America, AFL-CIO, Unit D, Computer Technicians.

gb #1-213 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

gb #1-214 - Mr. Monfredo/Ms. Novick  
(August 16, 2021)

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.



X. GENERAL BUSINESS  
Mr. Monfredo  
(August 16, 2021)

ITEM - gb #1-213  
S.C. MEETING - 9-2-21

ITEM:

Request that the Administration work with the EAW to follow the lead of the NEA and support mandatory vaccinations and have regular COVID testing for those who are unable to receive the vaccine.

PRIOR ACTION:

8-26-21 - (Considered with gb #1-214.)  
Mr. Monfredo made the following motion:  
Request that the Administration provide a report at the September 2, 2021 meeting stating that all unions within the Worcester Public Schools adopt mandatory vaccinations and that those vaccinations be administered by the middle of September.  
Ms. Novick stated that if it is the will of the committee to do this, then the appropriate place for these items is in Executive Session for discussion.  
Mr. Foley made the following motion:  
Request that items gb #1-213 and #1-214 be referred to Executive Session.  
It was moved and voice voted to refer the items to Executive Session

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss



X. GENERAL BUSINESS  
Mr. Monfredo  
(August 17, 2021)

ITEM - gb #1-214  
S.C. MEETING - 9-2-21

ITEM:

Request that the Administration reach out to the EAW to join the MTA and the NEA in mandating that all EAW members receive vaccinations by the middle of September.

PRIOR ACTION:

8-26-21 - (Considered with gb #1-213.)  
Mr. Monfredo made the following motion:  
Request that the Administration provide a report at the September 2, 2021 meeting stating that all unions within the Worcester Public Schools adopt mandatory vaccinations and that those vaccinations be administered by the middle of September.  
Ms. Novick stated that if it is the will of the committee to do this, then the appropriate place for these items is in Executive Session for discussion.  
Mr. Foley made the following motion:  
Request that items gb #1-213 and #1-214 be referred to Executive Session.  
It was moved and voice voted to refer the items to Executive Session

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss