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Webinar ID: 872 0388 8409

AGENDA #4

on: Thursday, January 20, 2022
at: 5:00 p.m. - Executive Session
6:00 p.m. - Regular Session
virtually in: Esther Howland South Chamber, City Hall

ORDER OF BUSINESS

I. CALL TO ORDER

INVOCATION

PLEDGE OF ALLEGIANCE

NATIONAL ANTHEM

II. ROLL CALL

III APPROVAL OF RECORDS

aor #2-1 - Clerk
(December 28, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 16, 2021.

Recommendation of Administration:
Approve on a roll call

aor #2-2 - Clerk
(January 5, 2022)

To consider approval of the Minutes of the School Committee Meeting of Monday, January 3, 2022 Agenda 1 - Straw Vote for the Vice-Chairperson and Seating Order.

Recommendation of Administration:
Approve on a roll call

aor #2-3 - Clerk
(January 5, 2022)

To consider approval of the Minutes of the School Committee Meeting of Monday, January 3, 2022 Agenda 2 - Inauguration.

Recommendation of Administration:
Approve on a roll call

aor #2-4 - Clerk
(January 5, 2022)

To consider approval of the Minutes of the School Committee Meeting of Monday, January 3, 2022 Agenda 3 - Acceptance of Rules.

Recommendation of Administration:
Approve on a roll call

aor #2-5 - Clerk
(January 6, 2022)

To consider approval of the Executive Session Minutes of October 27, 2021.

Recommendation of Administration:
Approve on a roll call

IV. MOTION FOR RECONSIDERATION – NONE

V. IMMEDIATE ACTION

gb #2-6- Administration
(January 4, 2022)

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

Stacia Zoghbi, Ex-Officio Worcester Technical High School
Nancy Tran North High School
Shelley Duodu South High Community School

Recommendation of Administration:
File

VI. REPORT OF THE SUPERINTENDENT

ROS #2-1 Administration
(January 12, 2022)

PORTRAIT OF A GRADUATE

Recommendation of Administration:
Accept and file

VII. COMMUNICATIONS AND PETITIONS

c&p #2-1 Clerk
(January 4, 2022)

To consider a communication from the EAW to consider approval of a donation of sick days to an Instructional Assistant at South High Community School.

Recommendation of Administration:
Refer to the Standing Committee on Governance and Employee Issues

c&p #2-2 Clerk
(January 10, 2022)

To consider a communication from the EAW to consider approval of a donation of sick days to a teacher at Quinsigamond School.

Recommendation of Administration:

Refer to the Standing Committee on Governance and Employee Issues

VIII. REPORTS OF THE STANDING COMMITTEES

The Standing Committee on Finance and Operations met virtually on Monday, December 20, 2021 at 7:00 p.m. in Room 410 of the Durkin Administration Building.

The Ad-Hoc Search Committee for the Next Superintendent met virtually on Thursday, January 13, 2022 at 4:45 p.m. in Room 410 of the Durkin Administration Building.

Recommendation of Administration:

Approve

IX. PERSONNEL

- 2-1 The Superintendent has APPROVED the APPOINTMENTS of the TEACHERS named below:

Berry, Deondra, Systemwide, Special Education, MA, step 1, effective 1/3/22
Burr, Marina, Grafton Street, Special Education, BA+15, step 8, effective 12/20/21
Cabrera, Jessica, Systemwide, Special Education, BA, step 2, effective 1/3/22
Daigle, Madison, North High School, Special Education, MA, step 2, effective 1/3/22
Konda, Sara, Systemwide, Special Education, MA, step 2, effective date 1/10/22
Poole, Julie, Worcester Technical High, Special Education, MA+15, step 7, effective date 1/10/22
Qirici, Venerika, Doherty High School, Special Education, BA, step 8, effective date 1/3/22
Robichaud, Amanda, Elm Park Community, Elementary, BA, step 1, effective date 1/3/22
Rodriguez, Everett, Claremont Academy, Music, BA+15, step 8, effective date 12/13/21
Safer, Mara, Systemwide, Elementary, MA, step 3, effective date 1/3/22

- 2-2 The Superintendent has APPROVED the RESIGNATIONS of the TEACHERS named below:

Burke, Brendan, Burncoat High School, Teacher, ESL, Resigned, ESL, effective 1/9/22
Milkowski, Sherri, Burncoat High School, Teacher, English, Resigned, Innovation Pathways, effective 12/21/21
O'Rourke, Kelly, Grafton Street, Teacher, Special Education, Resigned, Moderate Special Needs, effective 12/29/21
Omane, Frederick, Systemwide, Special Education, Teacher, Resigned, BCBA, effective 12/15/21
Salmon, Amanda, Claremont Academy, Teacher, Health, Resigned, Secondary, effective 12/10/21
Voyiatzis, Maria, Elm Park Community, Teacher, English, Resigned, Elementary, effective 12/31/21

- 2-3 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Gage, Melanie, Challenge Academy, Teacher, English, Retired, English, effective 1/5/22
Marshall, Sheila, Worcester Technical High, Teacher, Special Education, Retired, Resource Room, effective 12/31/21
Robbins, Sharon, North High School, Teacher, Social Studies, Retired, effective, 12/31/21
Roberts, Lee Ann, Burncoat Middle School, Teacher, English, Reading, Retired, effective 1/1/22
Wallace, Joanne, Systemwide, Teacher, Elementary, Teacher, Digital Learning, Retired, effective 12/27/21

- 2-4 The Superintendent has APPOINTED the person(s) named below to the position of School Bus Attendant 10 Month, permanent at a salary of \$16.89 minimum per hour to \$18.81 maximum per hour, from Civil Service List #321-056, effective as follows:

Forestal, Guerda 12/20/2021

- 2-5 The Superintendent has provisionally APPOINTED the person(s) named below to the position of 192 Day Word Processor, permanent/fulltime at a salary of \$20.95 (minimum) to \$26.26 per hour (maximum) effective as shown:

Gagnon, Danielle 1/3/2022

- 2-6 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Principal Account Clerk, permanent/fulltime at a salary of \$23.00 (minimum) to \$28.53 per hour (maximum) effective as shown:

Lowe, Cecelia 1/3/2022

- 2-7 The Superintendent has provisionally APPOINTED the person(s) named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$19.02 (minimum) to \$23.99 per hour (maximum) effective as shown:

Hernandez, Nelly 1/3/2022

**Recommendation of Administration:
File Personnel items 2-1 through 2-7**

X. GENERAL BUSINESS

gb #1-153.5 –Administration/Miss Biancheria
(December 14, 2021)

Response of the Administration to the motion to provide the updated list of repairs that the Code Department has requested be fixed in the school buildings.

**Recommendation of Administration:
Accept and file**

gb #1-253.1 –Administration/Ms. Novick/Mrs. Clancey/Ms. McCullough/
Mr. Monfredo
(January 12, 2022)

Response of the Administration to the request to post all homeschooling information, including all district-required forms, on the district website, and in all Department of Justice mandated languages.

Recommendation of Administration:
Accept and file

gb #1-322.1 –Administration/Ms. McCullough/Mrs. Clancey/Mr. Monfredo/
Ms. Novick
(January 12, 2022)

Response of the Administration to the request to review the policies for athletic eligibility.

Recommendation of Administration:
Accept and file

gb #1-324.1 –Administration/Ms. McCullough/Mrs. Clancey/Mr. Monfredo/
Ms. Novick
(January 12, 2022)

Response of the Administration to the request to review sport coach salaries and discuss in comparison to other area districts during budget.

Recommendation of Administration:
Accept and file

gb #1-325.1 –Administration/Ms. McCullough/Mrs. Clancey/Mr. Monfredo/
Ms. Novick
(January 12, 2022)

Response of the Administration to the request to evaluate the athletics budget pertaining to equipment, uniforms and other needs and discuss during budget.

Recommendation of Administration:
Accept and file

gb #1-337.1 –Administration/Ms. Novick
(January 7, 2022)

Response of the Administration to the motion to report back on the cost of full access to the Massachusetts Immunization Information System (MIIS) for all school nursing staff in the Worcester Public Schools and provide a periodic update on student vaccinations.

Recommendation of Administration:
Accept and file

gb #2-7 - Administration
(December 14, 2021)

To approve the following prior fiscal year payments:

- \$5,170.42 to Verizon
- \$506.66 to Grainger Industrial Supply
- \$5,006.32 to North River Collaborative
- \$13,488.57 to Van Pool Transportation
- \$36,044.89 to DATTCO School Bus to be funded from the insurance settlement account
- \$38,530 to Eagle Elevator

Recommendation of Administration:
Approve on a roll call

gb #2-8 - Administration
(December 16, 2021)

To adopt the FY22 General Fund Budget for the Worcester Public Schools in the amount of \$388,472,088, reflecting an increase of \$2,256,946 from the budget amount approved in June 2021, resulting from the final FY22 state budget.

Recommendation of Administration:
Approve on a roll call

gb #2-9 - Administration
(December 16, 2021)

To accept the Hartford/Junior Fire Marshal Grant in the amount of \$5,000.

Recommendation of Administration:
Approve on a roll call

gb #2-10 - Ms. Clancey
(December 20, 2021)

Request that the Administration review and report back all safety protocols for our schools, including each school's policy regarding visitors entering and exiting the buildings.

Recommendation of Administration:
Refer to the Administration

gb #2-11 - Ms. Clancey
(December 20, 2021)

Request that the Administration provide an update on each school with security guards, to include their role throughout the day and hours.

Recommendation of Administration:
Refer to the Administration

gb #2-12 - Administration
(January 10, 2022)

To accept the following donations:

- \$10,000 from AbbVie for swim and water safety lessons for all third graders at Chandler Elementary and Jacob Hiatt Magnet Schools
- donations totaling \$1,200 to the Diesel Tech Program at South High Community School:
 - \$300.00 from Casella Waste Systems
 - \$400.00 from Waste Connections US
 - \$500.00 from Sunbelt Rentals

Recommendation of Administration:
Approve on a roll call

gb #2-13 - Ms. Mailman
(January 11, 2022)

Request that the current practice of addressing members by Mr. Mrs. or Ms. be altered to adopt a professional practice that is gender neutral by addressing them by "member", with the exception of the Mayor.

Recommendation of Administration:
Approve on a roll call

gb #2-14 - Ms. McCullough
(January 11, 2022)

Request that the Administration work with the City and UMass Medical to explore the opportunity for the Worcester Public Schools to participate in the Practice Safe Skin Program, as proposed by Councilor Toomey.

Recommendation of Administration:
Refer to the Administration

gb #2-15 - Ms. Kamara
(January 12, 2022)

Request that the Administration consider establishing COVID testing sites in each of the four quadrants in conjunction with the City to provide greater accessibility of the tests to more students, parents and educators.

Recommendation of Administration:
Refer to the Administration

gb #2-16 - Ms. Kamara
(January 12, 2022)

Request that the Administration provide a report regarding the way in which the Administration is recording and monitoring all employees who have tested positive for COVID and indicate what procedures are in place for their return to school or the workplace.

Recommendation of Administration:

Refer to the Standing Committee on Governance and Employee Issues

gb #2-17 - Ms. Kamara
(January 12, 2022)

To discuss the roles and responsibilities of the chairs and vice chairs of the Standing Committees.

Recommendation of Administration:

Refer to the Standing Committee on Governance and Employee Issues

gb #2-18 - Ms. Novick
(January 12, 2022)

Request administration update the community on the Worcester Public Schools and COVID.

Recommendation of Administration:

Refer to administration for a standing item at each meeting

gb #2-19 - Ms. Novick
(January 12, 2022)

To align Policy DK with the City of Worcester Charter.

Recommendation of Administration:

Refer to the Standing Committee on Finance and Operations

gb #2-20 - Ms. Novick
(January 12, 2022)

To consider both one time and recurring building needs.

Recommendation of Administration:

Refer to the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education

gb #2-21 - Ms. Novick
(January 12, 2022)

To consider eliminating the test-out option within the employee vaccination requirement.

Recommendation of Administration:

Refer to Negotiations

gb #2-22 - Ms. Novick
(January 12, 2022)

To consider implementing a student vaccination requirement for participation in extracurricular activities.

Recommendation of Administration:

Refer to the Standing Committee on Governance and Employee Issues

gb #2-23 - Ms. Novick
(January 12, 2022)

To consider a pilot of provision of menstrual supplies at all secondary schools.

Recommendation of Administration:

Refer to the Standing Committee on Finance and Operations

gb #2-24 - Ms. Novick
(January 12, 2022)

To consider what observances are recognized by the Worcester Public Schools.

Recommendation of Administration:

Refer to the Standing Committee on Governance and Employee Issues

gb #2-25 - Ms. Novick
(January 12, 2022)

To make provision within all WPS secondary schools of space for prayer during the day for those whose religious observance requires it; relatedly; to add to the student handbook notification to students and families that such provision will be made as needed.

Recommendation of Administration:

Refer to the Standing Committees on Finance and Operations (for facilities) and Governance and Employee Issues (for policy)

gb #2-26 -Administration
(January 12, 2022)

To accept a funding commitment from the Federal Communication Commission, Universal Service Administrative Co., in the amount of \$7,375,056 for the purchase of 23,192 Chromebooks.

Recommendation of Administration:

Approve on a roll call

XI. EXECUTIVE SESSION

gb #2-27 - Administration
(January 12, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #21/22-01.

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, Custodians

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, Unit D, Computer Technicians.

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 – 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 – Contact Tracing Work/Compensation – Massachusetts Nurses Association for and on behalf of 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, 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 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 – Former Employee v. Worcester Public Schools, MCAD and Federal Court Litigation – Discrimination Claim.

XII. ADJOURNMENT

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

III. APPROVAL OF RECORDS
Clerk
(December 28, 2022)

ITEM - aor #2-1
S.C. MEETING - 1-20-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 16, 2021.

PRIOR ACTION:

BACKUP:

Annex A (13 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, December 16, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 5:00 p.m. in the Esther Howland Chamber at City Hall on Thursday, December 16, 2021.

There were present at the Call to Order:

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

There was absent: Miss Biancheria

1. **EXECUTIVE SESSION**

It was moved to recess to Executive Session and Mayor Petty stated that the committee would reconvene in Open Session.

On a roll call of 6-0-1 (absent Miss Biancheria), it was moved to recess to Executive Session at 5:04 p.m. to discuss the following items:

Miss Biancheria arrived at 5:10 p.m.

gb #1-344 - Administration
 (December 8, 2021)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #21/22-01.

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, Custodians.

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, Unit D, Computer Technicians.

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.

The School Committee recessed from Executive Session at 6:00 p.m. and reconvened in Open Session at 6:04 p.m.

There were present at the second Call to Order:

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

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

2. **APPROVAL OF RECORDS**

aor #1-32 - Clerk
(December 8, 2021)

To consider approval of the Minutes of the School Committee Meeting of Thursday, December 2, 2021.

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

3. **IMMEDIATE ACTION**

gb #1-331 - Administration
(December 6, 2021)

To consider input from the School Committee's student representatives.
Stacia Zoghbi, Ex-Officio Worcester Technical High School
Alisa St. Helene, Claremont Academy
Adalise Rivera Lugo, University Park Campus School

Student representatives Stacia Zoghbi and Adalise Rivera Lugo provided updates on:

- safe spaces in schools
- help with the Google survey and
- development of procedures on social media use.

Ms. Novick asked the Administration to remind English teachers to tell students to complete the survey.

Superintendent Binienda stated that the teachers are aware of the survey and requested that the students complete it.

4. Mayor Petty suspended the rules to take the following item out of order:

gb #1-343 - Administration

To consider recommendations from the School Safety Task Force on the removal of the School Resource Officers.

Mayor Petty stated that he and the City Manager created the School Safety Task Force which included Superintendent Binienda, staff members, students, parents, community members and other organizations. He introduced Eric Batista and Robert Pezzella who discussed the findings of the Task Force.

Mr. Batista discussed the School Safety Task Force's research relative to the school resource officers (SROs) and the different models that other districts use throughout the state and nation. He stated that the School Safety Task Force:

- conducted focus group meetings with students and parents
- provided a survey to task force members, students and parents

- analyzed what was happening across the state with SROs
- selected a school liaison model
- discussed how school climate plays a big role in the safety of students and facilities and
- researched and analyzed the data points and the difference in response time between the SRO in a school and the SLO in the community.

Mr. Batista stated that the Task Force members recommended the School Liaison Officer (SLO) model. After this model is in place, the Task Force will monitor and evaluate the progress for six months. Then it will reevaluate and make any necessary changes to the SLO model for the following school year. A survey on the SLO model will be provided, on a regular basis, to teachers, students and faculty for their feedback. He recommended that the item be referred to a subcommittee for further discussion and to allow for public input

Mayor Petty recommended that the item be referred to a joint meeting of the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

Mr. Monfredo stated that he feels that it is a mistake to remove the SROs from the schools but likes the idea of evaluating the new model in six months. He would like to see better relationships built between the police and the students.

Ms. McCullough asked if the SLO model will allow the police officers to be available to other schools within the quadrants.

Mr. Pezzella stated that the designated police officers will be available to all schools.

Mrs. Clancey asked if the SLO model will be implemented in January.

Mr. Pezzella stated that the Mass Training Center will start in mid to late January.

Mrs. Clancey asked if the School Committee will be responsible to allocate the \$727,000 for the SLO Budget.

Mr. Batista stated that the School Committee will not be responsible to allocate the \$724,000 for the salaries of the officers but will be responsible to allocate funds for the extra Wraparound Coordinators or any additional staff.

Ms. Novick stated that her concerns were the lack of:

- postings for the meetings of the Task Force
- involvement of the school district and the decision-making process and
- sufficient input at the four focus groups.

Ms. Novick stated that she was unhappy that the recommendation came from the City Manager's Office not from the School Committee. She asked if the SLO model counted toward the net school spending.

Mr. Batista stated that it did count for net school spending.

Ms. Novick made the following motion:

Request that the Memorandum of Understanding between the City of Worcester and the School Committee be provided to the School Committee prior to implementation.

On a voice vote, the motion was approved.

Mr. Pezzella stated that providing school safety is very complex and the School Liaisons are involved in the schools every day. They respond to a number of non-emergency issues, but they are also in the neighborhoods and homes of families to follow up on certain issues. The Administration is working on finding grant monies to help fund additional positions, if needed.

Superintendent Binienda stated that the Task Force Committee did not have the authority to add additional positions in the Worcester Public Schools. Therefore, these positions were added in the report for discussion by the School Committee. Additional funding would have to be allocated in order to add more support positions.

Mayor Petty stated that there were no Open Meeting Law violations with the meetings of the Task Force and that the City Manager is the person responsible for public safety in the City of Worcester and the police are under his authority. He also stated that the MOU will be brought forward to the School Committee once the draft is finalized.

On a roll call of 7-0, the item was referred to a joint meeting of the Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

5. Mayor Petty allowed Roger Nugent to address the School Committee.

Roger Nugent, President of the Educational Association of Worcester, discussed the union members' frustration over not receiving their retro pay and would like to know how the Administration is planning on rectifying this situation.

Mayor Petty stated that the City Manager had an item on the City Council agenda to approve a new financial system which will help alleviate any issues with paychecks.

6. **IMMEDIATE ACTION**

gb #1-329.1 - Administration/Administration
(December 6, 2021)

To recognize School Committee members Dianna Biancheria, John Foley and John Monfredo for their years of dedicated service to the Worcester Public Schools.

Mayor Petty congratulated School Committee members Dianna Biancheria, John Monfredo and Jack Foley on their many years of dedicated service to the City of Worcester and he presented them with Keys to the City.

Mrs. Clancey, Ms. McCullough and Ms. Novick thanked the three members for their combined 50 years of serving as School Committee members and their commitment to the WPS staff, students and families.

Superintendent Binienda thanked the three members for their time and dedicated service to the WPS.

Mayor Petty and Superintendent Binienda highlighted Miss Biancheria's accomplishments which included:

- Chapter 74 Programs
- safety in the schools
- state educational funding equity
- college career opportunities for students and
- support for the bus drivers, monitors, custodians and instructional assistants.

Mayor Petty and Superintendent Binienda highlighted Mr. Monfredo's accomplishments which included:

- early literacy for students
- distribution of over 917,000 books to students
- promotion of coats for kids and
- supporter of the save Mechanics Hall Project.

Mayor Petty and Superintendent highlighted Mr. Foley's accomplishments which included:

- advocacy for better Special Education services
- support for self-operated busses for the WPS
- support for Student Opportunity and ESSER Fund allocations and
- advocacy for University Park Campus School, Claremont Academy and Goddard School of Science and Technology.

Mayor Petty stepped down to allow Mr. Monfredo to chair the meeting from 7:25 p.m. to 7:50 p.m.

7. **REPORT OF THE STANDING COMMITTEE**

The Standing Committee on **Finance and Operations** met virtually on Tuesday, November 30, 2021 at 4:00 p.m. in Room 410 of the Durkin Administration Building.

gb #1-291 - Administration (October 25, 2021)

To accept the ARP-IDEA Grant from the Massachusetts Department of Elementary and Secondary Education in the amount of \$1,722,266.

Mr. Allen provided an overview of the ARP-IDEA Grant which will run out at the conclusion of FY24. The two new positions to be added for FY22 are the Evaluation Team Chairperson and the Assistive Technology Department Head. The Special Education Focused Instructional Coaches will not be filled until FY23. At the end of FY23, these positions will be subsumed in either the general budget funds or be part of the zero-based budget discussions for FY23.

Ms. Seale stated that the Special Education Department needs staff to assist with special needs teachers in areas of instruction, curriculum and specialty designed instructions. The two Focused Instructional Coaches will:

- strengthen the skills set
- target training for teachers of moderate special needs,
- help to meet the obligations of IEPs and
- promote inclusion opportunities for students with disabilities

These positions will be assigned to quadrants to work strategically with school-based staff.

The Assistive Technology Department Head will work closely with the Educational Technology Department and its team members to make sure that the district is aligned with the needs of students with disabilities in order to accelerate their learning.

Ms. Seale discussed the proposed change in job titles from Behavioral Consultants to Focused Instructional Coaches with an emphasis on social emotional learning. These four positions are currently funded through FY22. The only additional monies needed would be a total of \$12,000, \$4,000 for each coach.

Mr. Foley made the following motion:

To approve the American Rescue Plan (ARP)- Individual with Disabilities Education Act (IDEA) Grant in the amount of \$1,722,266 to include an Evaluation Team Chairperson and an Assistive Technology Department Head.

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

It was moved and voice voted to file the item.

gb #1-292 - Administration (October 25, 2021)

To accept the ARP – Early Childhood Grant from the Massachusetts Department of Elementary and Secondary Education in the amount of \$153,122.

Mr. Allen discussed the ARP-Early Childhood Grant and the Early Childhood Coordinator position which will be funded through FY23.

Ms. Seale stated that the new Early Childhood Coordinator will help with:

- child-find initiatives
- support and work closely with preschool teachers
- instructional practices
- evaluations and protocols

Mr. Foley made the following motion:

To approve the American Rescue Plan (ARP)-Early Childhood Grant in the amount of \$153,122 to include an Early Childhood Coordinator position.

On a roll call of 2-1 (absent Miss Biancheria, connectivity issues), the motion was approved.

On a voice vote the item was filed.

gb #0-33 - Mr. Foley/Mrs. Clancey/Ms. McCullough/Mr. Monfredo/Ms. Novick (January 8, 2020)

To include a standing item for "Transportation Update" at each Finance and Operations committee meeting with information provided regarding the problems facing student transportation and improvements experienced.

Mr. Allen provided information on the following:

- bus driver recruitment
- procurement of vehicles
- other updates

Bus Driver Recruitment

As of November 23, 2021, there were 27 people actively in training. Seven out of the 27 people in training acquired their 7D van license. These seven people are currently driving the bus routes that the National Guards had previously driven. The Commonwealth is conducting another 7D training class on December 4, 2021. Mr. Allen stated that updates will be provided at the December Standing Committee meeting.

Procurement of Vehicles

The district has awarded the bid of school buses as follows:

	<u>Vehicle Cost</u>	<u>Total Cost</u>
100 Type C Big Buses	\$99,580	\$9,958,000
38 Type A Mid-Size Bus	\$80,110	\$3,044,180
27 Type A Wheelchair Bus	\$84,030	<u>\$2,268,810</u>
Total Bid Award		\$15,270,990

Mr. Allen stated that the delivery of the vehicles is expected by June 1, 2022 and that the total bid was \$1,229,010 less than the amount included in the ESSER III application. He proposed that the ESSER savings could be used:

- to purchase additional school buses scheduled for regular replacement during the ESSER grant timeframe
- to purchase additional vehicles that may need to be expanded due to the possible change in walking radius or school start times.
- to apply the savings towards a higher capacity 7D van or
- for other district ESSER-eligible initiatives

Other Updates

- The recently signed Infrastructure Investment and Jobs Act will provide \$2.5 billion for new zero-emissions or electric school bus purchases and \$2.5 billion for low-emissions school buses. The Administration will explore the eligibility of applying for these funds for future school bus purchases.
- The Administration is exploring the feasibility of having a dedicated fuel location for up to 335 vehicles at or near the 115 Northeast Cutoff location.
- The Administration will provide the School Committee a 15-year vehicle replacement plan for all existing and newly purchased vehicles which will help to make informed decisions on future budgets and vehicle purchases.
- The Administration is preparing bid specifications for the purchase of 7D vans, which were approved in the ESSER III grant, and is expected to begin service for late FY23 or the FY24 school year.

Mr. Foley asked how long the training takes before a person gets their CDL license.

Mr. Allen stated that due to the fact that the School Committee has approved the additional training Job Descriptions, it will help accelerate the training process.

Mr. Hennessey stated that in order to obtain a CDL license, a person has to have 28 hours of classroom time and 32 hours behind the wheel. Once a person receives their CDL learner's permit, he/she can start receiving their 32 training hours on the road.

Ms. Novick suggested that information regarding bus driver recruitment and the free training opportunities be placed on the Worcester Public Schools' social media platforms.

Mr. Foley made the following motion:

Request that the item be held.

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

School Committee Action

gb #1-292

Ms. Novick asked for clarification of the 18 positions mentioned in the AARP-IDEA grant.

Ms. Seale stated that some of the positions in the AARP-IDEA grant are new positions and some are currently funded under the 240 grant. Since there was a shortage of funding in the 240 grant, the Administration is recommending allocating funds from the AARP-IDEA grant.

Ms. Novick asked how the 18 positions will be funded after the grant expires.

Ms. Seale stated that according to Mr. Allen, these positions would be subsumed under general funds.

On a roll call of 7-0, the Action Sheet for the Standing Committee on Finance and Operations was approved as amended.

8. PERSONNEL

1-50 The Superintendent has APPROVED the APPOINTMENTS of the TEACHERS named below:

Lutton, Angela, Woodland Academy, Music, BA+15, step 5, effective 12/1/21
 Minicozzi, Christian, North High School, Special Education, BA, step 1, effective 12/8/21
 Paulino, Sonia, Worcester Technical High, Vocational Education, VL 3, step 5, effective 12/6/21
 Rodriguez, Maite, La Familia Dual Language School, Elementary, BA, step 3, effective 11/29-21

1-51 The Superintendent has APPROVED the RESIGNATIONS of the TEACHERS named below:

Bocian, Christina, Gates Lane, Teacher, ESL, Resigned, ESL, effective 12/3/21
 Parker, Amanda, Lincoln Street, Teacher, Elementary, Resigned, Primary, effective 11/23/21
 Richards, Kristen, Forest Grove Middle School, Teacher, ESL, Resigned, ESL, effective 11/26/21

1-52 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Calcano, Elisabel, Chandler Magnet, Teacher, Bilingual, Retired, Dual Language, effective 11/24/21
 Juneau, Mary-Beth, Union Hill, Teacher, Elementary, Retired, Lead Teacher, effective 11/30/21

1-53 The Superintendent has APPOINTED the person(s) named below to the position of School Bus Attendant 10 Month, permanent at a salary of \$16.89 minimum per hour to \$18.81 maximum per hour, from Civil Service List #321-056, effective as follows:

Bazile, Rools	11/15/2021
Do Carmo, Eva	11/8/2021
Melendez, Tanisha	11/15/2021

- 1-54 The Superintendent has APPOINTED the person(s) named below to the position of Aide to the Physically Handicapped 10 Month, permanent at a salary of \$25.68 per hour, from Civil Service List #321-031, effective as follows:

Choruzek, Stanley	11/1/2021
Valdez, Liselotte	10/18/2021

- 1-55 The Superintendent has provisionally APPOINTED the person(s) named below to the position of Junior Custodian, permanent/fulltime at a salary of \$16.87 (minimum) to \$21.47 (maximum), per hour, effective as shown:

Houston, Ryan	10/18/2021
LaBreck, Paul	11/1/2021

- 1-56 The Superintendent has provisionally APPOINTED the person(s) named below to the position of 202 Day Word Processor, permanent/fulltime at a salary of \$20.95 (minimum) to \$26.22 per hour (maximum) effective as shown:

Beland, Tamara	11/29/2021
Nuzzolillo-Lemay, Dorry	11/8/2021

- 1-57 The Superintendent has provisionally APPOINTED the person(s) named below to the position of 189 Day Word Processor, permanent/fulltime at a salary of \$20.71 (minimum) to \$25.98 per hour (maximum) effective as shown:

Cortez, Lilibeth	11/15/2021
Neves-Marquez, Briana	11/15/2021
Particianone, Deena	11/15/2021

- 1-58 The Superintendent has provisionally APPOINTED the person named below to the position of 52 week Principal Account Clerk, permanent/fulltime at a salary of \$23.00 (minimum) to \$28.53 per hour (maximum) effective as shown:

Mezzanotti, Glenn	12/6/2021
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- 1-59 The Superintendent has provisionally APPOINTED the person(s) named below to the position of 52 week Word Processor, permanent/fulltime at a salary of \$19.02 (minimum) to \$23.99 per hour (maximum) effective as shown:

Boffoli, Jacqueline	11/15/2021
Ernst, Karen	12/7/2021

On a roll call of 7-0, Personnel items 1-55 to 1-59 were filed.

9. **REPORT OF THE SUPERINTENDENT**

Superintendent Binienda provided the following update regarding COVID-19 cases in the WPS:

Week of December 10-December 16

Students

- 197 positive cases
- 33 quarantined

Staff

- 35 positive cases
- 2 quarantined

Test and Stay cases were as follows:

Students

908 (283 more than the previous week)

Staff

197 (100 more than last week)

Mayor Petty asked if DESE had changed the WPS educational schedule for the week of December 20th.

Superintendent Binienda stated that a ConnectEd message was sent out regarding the week of December 20th which stated that Monday, Tuesday and Wednesday are full school days. Students will be returning to school on January 3, 2022. The Administration recommended that all students take home their Chromebooks, iPads and a hotspot in case the COVID situation changes and the system goes remote.

Ms. Novick asked if there are enough nursing staff in the schools.

Dr. McGovern stated that the system is currently short eight nurses. If the School Committee approves the Comprehensive School Health Services – Workforce Investment Grant, she could extend the overtime pay for the nurses who are working after hours doing contact tracing.

Ms. Novick ask the Superintendent to explain the process of notifying families that a student has been exposed to COVID.

Superintendent Binienda stated that if a student has been in close contact with someone who has COVID, the school nurse or a COVID lead person will contact the family or a letter will be sent to the student's home.

10. **GENERAL BUSINESS**

gb #0-382.1 - Administration/Ms. Novick/Ms. McCullough
(December 1, 2021)

To approve the final Worcester Technical High School's Tiered Lottery Admission requirements with allocation of seats proportional to middle schools' enrollment.

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

gb #1-332 - Administration
(November 30, 2021)

To accept the American Rescue Plan Act: Elementary and Secondary Education Emergency Relief (ESSER III) Grant in the amount of \$78,224,272.

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

Ms. Novick reminded the public of the Standing Committee on Finance and Operation's Public hearing on ESSER Funds to be held on Monday, December 20, 2021.

Mayor Petty stepped down to allow Miss Biancheria to chair the meeting from 7:52 p.m. to 7:57 p.m.

gb #1-333 - Administration
(November 30, 2021)

To accept the Coronavirus Response and Relief Supplemental Appropriations Act: Elementary and Secondary Education Emergency Relief (ESSER II) Grant in the amount of \$34,815,950.

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

gb #1-340 - Administration
(December 8, 2021)

To approve a prior fiscal year payment in the amount of \$100 to LearnWell.

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

gb #1-334 - Administration
(December 1, 2021)

To approve a prior fiscal year payment in the amount of \$1,444.82 to Ostrow Electric.

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

gb #1-335 - Administration
(December 2, 2021)

To accept a reimbursement of \$39,875 from the Massachusetts Department of Education for costs related to activities supporting the administration of the Pandemic EBT (P-EBT) program.

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

gb #1-336 - Administration
(December 2, 2021)

To consider approval of the following donations:

- \$250.00 from Dario Diesel Service Inc., to the Diesel Tech Program at South High Community School
- \$200.00 from Harr Motor Company to the Diesel Tech Program at South High Community School

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

Mayor Petty stepped down to allow Mr. Foley to chair the meeting from 7:57 p.m. to 8:11 p.m.

gb #1-337 - Ms. Novick
(December 8, 2021)

Request administration report back on the cost of full access to the Massachusetts Immunization Information System (MIIS) for all school nursing staff in the Worcester Public Schools.

Ms. Novick ask if nurses have access to the Massachusetts Immunization Information System (MIIS).

Dr. McGovern stated that the nurses have access to MIIS and every vaccine administered is entered into it. The SNAP Health Program which connects with the MISS system, is also used so nurses do not have to report the vaccines in two places. The Vaccine Nurse, who works at the Parent Information Center, has full access to all students' vaccine records.

Ms. Novick requested that the Administration provide a periodic update on student vaccinations.

Mr. Foley suggested that Ms. Novick's request be provided when Superintendent Binienda provides her updates on COVID-19 cases.

On a roll call of 7-0, the item was referred to the Administration.

gb #1-338 - Mrs. Clancey/Ms. Novick
(December 8, 2021)

Request that the Administration provide an update on any open teaching positions and recruitment strategies to fill them.

On a roll call of 7-0, the item was referred to the Administration.

gb #1-339 - Administration
(December 8, 2021)

To consider filing the list of outstanding General Business items or motions.

Ms. Novick requested that:

- gb0-263 be held due to the fact that some teachers are not following the fundraising policy and she would like the Administration to discuss the policy with principals and teachers to make certain they are following it.
- gb0-271 be held until the School Committee approves the Title IX Policy.
- gb1-253 be held until the Administration posts the homeschool forms on the website.

On a roll call of 7-0, the item was approved and gb 0-263, gb 0-217 and gb 1-253 were held.

gb #1-341 - Administration
(December 8, 2021)

To accept the American Rescue Plan (ARP) – Homeless Children and Youth II (HYC) Grant in the amount of \$596,779.

Ms. Novick asked if the grant monies will be utilized for creating a specialist and what the role will be for homeless projects.

Ms. Mahoney stated that the grant expires in June 2023 and that the specialist will coordinate all of the McKinney-Vento initiatives.

Ms. Novick asked if it was the intention of the Administration, after the three years, to move the position to the general funds in the Budget.

Ms. Mahoney stated that once the funding is no longer available then overseeing it would not be necessary.

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

gb #1-342 - Administration
(December 8, 2021)

To accept the Comprehensive School Health Services – Workforce Investment Grant in the amount of \$200,000.

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

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

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

On a roll call of 7-0, the meeting was adjourned at 8:11 p.m.

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

III. APPROVAL OF RECORDS
Clerk
(January 5, 2022)

ITEM - aor #2-2
S.C. MEETING - 1-20-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 3, 2022 Agenda 1 - Straw Vote for the Vice-Chairperson and Seating Order.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the Minutes of the School Committee Meeting of Monday, January 3, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee met in a special meeting at 5:05 p.m. in the Board Room at Mechanics Hall, Monday, January 3, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough and Mayor Petty

There was absent: Ms. O'Connell-Novick

GENERAL BUSINESS

1. gb #2-1 - Clerk
(December 28, 2021)

To take an informal straw vote of the School Committee Elect to determine the Vice-Chairperson for 2022.

On a roll call vote Mr. Johnson was selected, by straw vote, to serve as the Vice-Chairperson of the Worcester School Committee for 2022-23.

On a roll call, the vote was as follows:

For Mr. Johnson: Ms. Clancey, Mr. Johnson,
Ms. Kamara, Ms. McCullough
and Mayor Petty 5

For Ms. Novick: Ms. Mailman 1

Absent: Ms. O'Connell Novick $\frac{1}{7}$

The motion carried.

2. gb #2-2 - Clerk
(December 28, 2021)

To select the seating order of the 2022-23 Worcester School Committee.

M A Y O R

Ms. Clancey S E A T 4
Ms. Kamara S E A T 5
Ms. McCullough S E A T 6

Ms. O'Connell-Novick S E A T 1
Mr. Johnson S E A T 2
Ms. Mailman S E A T 3

The meeting adjourned at 5:10 p.m.

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

III. APPROVAL OF RECORDS
Clerk
(January 5, 2022)

ITEM - aor #2-3
S.C. MEETING - 1-20-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 3, 2022 Agenda 2 - Inauguration.

PRIOR ACTION:

BACKUP:

Annex A (7 pages) contains a copy of the Minutes of the School Committee Meeting of Monday, January 3, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee met with the City Council for the Inaugural Ceremonies at 5:35 p.m. at Mechanics Hall on Monday, January 3, 2022.

GENERAL BUSINESS

1. gb #2-3 - Clerk
(December 28, 2021)

Inaugural Ceremonies

The program for the Inaugural Ceremonies is contained in Annex A and the actions are as follows:

1. The Oath of Office was administered to the City Council and the School Committee by the Honorable Robert J. Pellegrini, U.S. District Court.
2. On a roll call by Mayor Petty, Mr. Johnson was unanimously elected as the Vice-Chairperson of the School Committee for 2022-23.
3. The Oath of Office was administered to the Vice-Chairs of the City Council and School Committee by the Honorable Robert J. Pellegrini, U.S. District Court to:
 - Donna Colorio - Vice-Chairperson of the City Council
 - Mr. Johnson - Vice-Chairperson of the School Committee for 2022-23
4. The Oath of Office was administered to Mayor Joseph M. Petty by the Honorable Robert J. Pellegrini, U.S. District Court.

2. gb #2-4 - Clerk
(December 28, 2021)

Election of the Vice-Chairperson of the School Committee for 2022.

It was moved to take a vote for the Vice-Chairman of the School Committee.

On a roll call vote, Mr. Johnson was unanimously elected as Vice-Chairman of the School Committee for 2022-23.

On a roll call, the vote was as follows:

For Mr. Johnson: Ms. Clancey, Mr. Johnson,
Ms. Kamara, Ms. McCullough
and Mayor Petty 5

For Ms. Novick: Ms. Mailman 1

Absent: Ms. O'Connell Novick $\frac{1}{7}$

The motion carried.

The meeting adjourned at 6:46 p.m.

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



**CITY OF WORCESTER
INAUGURAL EXERCISES**

**MONDAY, JANUARY 3, 2022
MECHANICS HALL**



AS NEW ENGLAND'S SECOND-LARGEST CITY, WITH
A POPULATION OF 206,000, WORCESTER
COMBINES THE HISTORIC CHARM OF A SMALL
TOWN WITH THE CONVENIENCES AND
ATTRACTIONS OF A THRIVING METROPOLIS.





PLEDGE OF ALLEGIANCE
GRACE UWIMANA & BENJAMIN KAGIGI

STAR SPANGLED BANNER
SADIE O'CONOR
COLLEGE OF THE HOLY CROSS
CLASS OF 2022

WELCOME
PRESIDENT VINCENT D. ROUGEAL
COLLEGE OF THE HOLY CROSS

INVOCATION
REVEREND AARON R. PAYSON
UNITARIAN UNIVERSALIST CHURCH OF WORCESTER

GUEST SPEAKERS
EDWARD J. MARKEY
U.S. SENATOR

JAMES P. MCGOVERN
U.S. CONGRESSMAN

MAURA HEALEY
COMMONWEALTH OF MASSACHUSETTS
ATTORNEY GENERAL

DEBORAH B. GOLDBERG
COMMONWEALTH OF MASSACHUSETTS
TREASURER

MUNICIPAL ELECTION RESULTS
NOVEMBER 2, 2021
NIKOLIN VANGJELI
WORCESTER CITY CLERK

**OATHS OF OFFICE TO THE CITY COUNCILORS
AND SCHOOL COMMITTEE MEMBERS**
HONORABLE ROBERT J. PELLEGRINI
MASSACHUSETTS DISTRICT COURT

ANNEX A





MAYOR

HONORABLE JOSEPH M. PETTY

CITY COUNCILORS

**MORRIS A. BERGMAN, DONNA M. COLORIO, ETEL
HAXHIAJ, KHRYSTIAN E. KING, CANDY MERO-
CARLSON, THU NGUYEN, SARAI RIVERA,
SEAN M. ROSE, GEORGE J. RUSSELL,
KATHLEEN M. TOOMEY**



SCHOOL COMMITTEE

**LAURA CLANCEY, JERMAINE L. JOHNSON,
JERMOH V. KAMARA, SUSAN M. MAILMAN,
MOLLY O. MCCULLOUGH,
TRACY O'CONNELL NOVICK**

III. APPROVAL OF RECORDS
Clerk
(January 5, 2022)

ITEM - aor #2-4
S.C. MEETING - 1-20-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, January 3, 2022 Agenda 3 - Acceptance of Rules.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the Minutes of the School Committee Meeting of Monday, January 3, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The School Committee of the Worcester Public Schools met in Open Session at 6:50 p.m. in Mechanics Hall on Monday, January 3, 2022.

There were present at the Call to Order:

Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman,
Ms. McCullough and Mayor Petty

There was absent: Ms. O'Connell-Novick

GENERAL BUSINESS

1. gb #2-5 - Clerk
(December 28, 2021)

To accept the policies, by-laws and rules of the previous School Committee, such policies, by-laws and rules to be in force until changes are effected as required by Rule 9368.13.

It was moved to approve the item.

On a roll call, the vote was as follows:

For the motion:	Ms. Clancey, Mr. Johnson, Ms. Kamara, Ms. Mailman, Ms. McCullough and Mayor Petty	6
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Against the motion:	0
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Absent: Ms. O'Connell Novick	$\frac{1}{7}$
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The motion carried.

The meeting adjourned at 6:55 p.m.

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

III. APPROVAL OF RECORDS
Clerk
(January 6, 2022)

ITEM - aor #2-5
S.C. MEETING - 1-20-22

ITEM:

To consider approval of the Executive Session Minutes of October 27, 2021.

PRIOR ACTION:

BACKUP:

Annex A (6 pages) contains a copy of the Executive Session Minutes of the School Committee Meeting of October 27, 2021.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

Mayor Petty convened the virtual meeting in Open Session in order to recess virtually into Executive Session at 12:02 p.m. to discuss:

- 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- Requirement of Vaccination of Employees of the Worcester Public Schools and Related COVID-19 Vaccination Verification Policy - 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.

On a roll call of 5-0-2 (absent Mrs. Clancey and Miss Biancheria), the motion was approved.

Mayor Petty stated that the committee would reconvene in Open Session after Executive Session.

There were present at the Call to Order:

Mr. Foley, Ms. McCullough, Mr. Monfredo and Ms. Novick and Mayor Petty

There were absent: Mrs. Clancey and Miss Biancheria

Superintendent Binienda represented the Administration.

Others in attendance: Attorney Sweeney, Ms. Boulais, Mr. Allen, Dr. O'Neil and Dr. Friel

- I. 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- Requirement of Vaccination of Employees of the Worcester Public Schools and Related COVID-19 Vaccination Verification Policy - 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.

Attorney Sweeney discussed the Coronavirus/COVID-19- Requirement of Vaccination for the Employees of the Worcester Public Schools and Related COVID-19 Vaccination Verification Policy - 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.

The School Committee recessed from Executive Session at 12:45 p.m. and reconvened in Open Session at 12:47 p.m.

Miss Biancheria arrived at 12:47 p.m.

Ms. McCullough left at 12:47 p.m.

There were present at the second Call to Order:

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

There were absent: Mrs. Clancey and Ms. McCullough

gb #1-288 - Administration
(October 22, 2021)

To consider approval of the Coronavirus/COVID -19 Vaccination Verification Policy.

On a roll call of 5-2 (absent Mrs. Clancey and Ms. McCullough), the following Coronavirus/COVID-19 Vaccination Verification Policy was approved.

**WORCESTER SCHOOL COMMITTEE
COVID-19 VACCINATION VERIFICATION POLICY**

1. Policy Statement

It is the policy of the Worcester School Committee to take appropriate actions to protect the health and safety of employees of the Worcester Public Schools and the public, and to prevent or minimize the exposure to, and further spread of the COVID-19 virus, in all Worcester Public Schools' workspaces. To achieve such goals, vaccinations and/or continuous testing shall be required for all employees of the Worcester Public Schools.

In compliance with the deadlines stated below, all employees of the Worcester Public Schools must verify their COVID-19 vaccination status. All employees who do not verify that they are fully vaccinated in accordance with the deadline identified below must submit proof of a negative COVID-19 screening test result every 7 days to continue to work for the Worcester Public Schools.

2. Applicability

This policy applies to all employees of the Worcester Public Schools and volunteers, both part-time and full-time, including but not limited to those employees who perform work in any schools, school buildings, school department offices, school department worksites, and on school buses or other modes of transportation.

3. Definitions

a. "Fully Vaccinated"

Employees are considered "fully vaccinated:"

1. Two weeks after their second dose of a vaccine that requires an initial 2-dose series; or
2. Two weeks after a single-dose vaccine.

b. "Partially Vaccinated"

Employees are considered "partially vaccinated" if:

1. They have not received their second dose of a vaccine that requires an initial 2-dose series; and/or
2. They received their single dose vaccine or the second dose of a vaccine that requires an initial 2-dose series, less than 2 weeks prior to the compliance deadline.

4. Compliance Deadlines

1. All Employees: All employees must submit verification of vaccination status on or before **November 1, 2021**.
2. Employees who must submit COVID-19 test results: Employees who are not fully vaccinated must submit the results of a COVID-19 test result for a test conducted not more than 72 hours before the employee's scheduled time to report to work on **November 1, 2021**. After employees submit the initial test results, employees who are not fully vaccinated must submit additional test results every 7 days, unless and until they become fully vaccinated. If an employee verifies that the employee has taken the test in a timely manner, but the employee has not yet received the result, the employee may report to work pending the outcome of the test provided that that employee has no COVID-related symptoms.
3. Employees eligible for a third dose: Employees whom the Worcester Department of Public Health deems eligible for a third dose of a vaccine must submit verification of their updated vaccination status within 30 days of eligibility.
4. Employees eligible for a booster dose: Employees whom the Worcester Department of Public Health deems eligible for a booster dose must submit verification of their updated vaccination status within 30 days of eligibility.
5. All Employees: All Employees who receive a phone call or email from an agent or representative of the Worcester Public Schools with questions regarding any matter related to this policy shall promptly and truthfully respond to the Worcester Public Schools' agent or representative. Any such questions will be narrowly tailored and limited to the specific requirements of this policy.

5. Vaccine Verification Process

Employees must upload a copy of their COVID-19 vaccination card, or other confirmation of vaccination status from a health care provider to the City of Worcester's Vaccine Verification Portal. Information submitted must include (1) employee's name; (2) employee's date of birth; (3) the manufacturer of the vaccine; (4) the number of doses received; and (5) the dates on which the employee received the doses.

If an employee does not have access to the technology necessary to upload this information, the employee may present a hard copy of the required information to the Human Resources Department of the Worcester Public Schools for processing. The City and Worcester Public Schools shall maintain the confidentiality of records uploaded to the portal, and shall not release any information to any third party except a vendor engaged to administer this policy, unless required to do so by law, or by a state or federal agency.

6. Test Result Verification Process

Employees must upload a copy of their initial COVID-19 test results to the City of Worcester's Vaccine Verification Portal. Acceptable tests include viral tests, which check specimens from your nose or your mouth to determine whether you are currently infected with the virus that causes COVID-19, and include test specimen collection processes involving either saliva or nasal swab. The Worcester Public Schools will accept a PCR test, but will not accept a rapid test or a home test for the test result verification process.

After submission of the initial test result, employees must submit COVID-19 test results to the City of Worcester's Vaccine Verification Portal every 7 days, unless and until the employee becomes fully vaccinated. All test results submitted must show a specimen collection not more than 72 hours prior to the time when the employee submits the test results.

In the event that an employee receives a positive test result, the employee must report the positive result in the City of Worcester's Vaccine Verification Portal or, if unable to do so, notify the Human Resources Department for the Worcester Public Schools, and must isolate at home in accordance with the guidance issued from the City of Worcester Department of Public Health.

Fully vaccinated employees who do not receive a third dose or a booster dose within 30 days of eligibility will be subject to the test result verification process, commencing on the 31st day after eligibility, until submission of verification of the required third and/or booster doses.

If an employee does not have access to the technology necessary to upload this information, the employee may present a hard copy of the required information to, or otherwise seek the assistance of, the Human Resources Department for the Worcester Public Schools for processing.

7. Exemptions

All requests for an exemption must be submitted to the Human Resources Department for the Worcester Public Schools on the attached "Request for an Exemption from the Worcester School Committee's COVID-19 Vaccination Verification Policy" form. Exemption requests shall be approved or denied at the discretion of the Chief Human Resources Officer.

Employees on an approved leave of absence are not required to submit proof of vaccine status or COVID-19 test results while on leave. Employees returning to work from an approved leave must submit verification of fully vaccinated status or submit to the required testing within 3 days of returning to work.

Employees in isolation due to a positive COVID-19 test result will be exempt from testing requirements for 90 days from the date of the positive test result. On the 91st day after the positive test result, such employees must produce documentation showing either full vaccination status in accordance with Section 5 of this policy, or a negative test result in accordance with Section 6 of this policy.

Employees for whom the Worcester Public Schools approved an accommodation required by law may be exempt from some or all of the requirements contained in this policy. Employees who wish to request an accommodation must submit an exemption form to the Human Resources Department for the Worcester Public Schools, and participate in an interactive conference with the Human Resources Department. Employees will not be considered exempt unless and until the Human Resources Department formally approves an exemption and/or a reasonable accommodation.

If an illness or health condition prevents an employee's timely submission of vaccine verification documentation or test results, employees may submit medical documentation with the exemption form to excuse a late or untimely submission. If the Chief Human Resources Officer is satisfied with the documentation submitted, the Chief Human Resources Officer may authorize the employee to use sick leave in accordance with the medical documentation and/or until the employee submits the required vaccine verification documentation or test results.

Employees may submit a request to the Human Resources Department for the Worcester Public Schools for an exemption from the requirements of this policy. Exemptions will be reviewed on a case by case basis, and will be approved or denied at the discretion of the Human Resources Department, the Superintendent, and/or the Worcester Department of Public Health. Denials shall not be arbitrary or capricious, and the employee will be notified of the decision in writing.

8. Access to Vaccines

COVID-19 vaccines are free and available to employees of the Worcester Public Schools in many locations. The Commonwealth of Massachusetts provides vaccine information at vaxfinder.mass.gov.

9. Access to Testing

COVID-19 tests are available to employees of the Worcester Public Schools in many locations. The Commonwealth of Massachusetts provides a list of available testing sites at www.mass.gov/info-details/find-a-covid-19-test. Many sites offer free testing, but employees must verify in advance whether the testing site charges a fee. The Worcester Public Schools is not responsible for the cost of testing.

10. Failure to Comply

Employees who fail to comply with the terms of this policy, and do not receive an exemption in accordance with Section 7, to the extent that they have vacation leave available, will be charged vacation leave until the employee complies with provisions of this policy. If an employee whose vacation leave has exhausted or if an employee who does not have vacation leave fails to comply with the terms of this policy and does not receive an exemption in accordance with Section 7, such employee will be placed on unpaid administrative leave until the employee achieves compliance. Any employee who refuses to comply with the policy for more than thirty (30) days will be deemed to have abandoned their employment with the Worcester Public Schools.

Nothing in this policy is intended to modify collective bargaining agreements. Nothing in this policy is intended to negate employees' compliance with other policies, guidelines, laws, regulations, directives and orders regarding COVID-19.

This policy is effective as of November 1, 2021.

The Executive Session adjourned at 12:50 p.m.

V. IMMEDIATE ACTION
Administration
(January 4, 2022)

CURRENT ITEM - 2-6
S.C. MEETING - 1-20-22

ITEM:

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

Stacia Zoghbi, Ex-Officio	Worcester Technical High School
Nancy Tran	North High School
Shelley Duodu	South High Community School

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

File.

VI. REPORT OF THE SUPERINTENDENT
Administration
(January 12, 2022)

ITEM - ros #2-1
S.C. MEETING - 1-20-22

ITEM:

PORTRAIT OF A GRADUATE

PRIOR ACTION:

BACKUP:

Annex A (17 pages) contains a copy of the PowerPoint presentation.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.



We ARE the Future



PORTRAIT OF A GRADUATE

A Portrait of a Graduate represents a **school district's vision for the 21st century skills, character traits, and/or social-emotional competencies that students need to succeed** in college, career, and life. The process of building and implementing a Portrait of a Graduate is a community effort.



From Here, Anywhere

From Today to Tomorrow

Engaged Student, Learner



Equity Driven
Reflective Learner,
Effective Communicator and
Responsible Collaborator, Critical
Thinker

Understand the Journey, Know Our Story



OUR PARTNERS



The Barr Foundations Core Values

- Strive for excellence
- Invest in leaders
- Act with humility and modesty
- Adopt a long-term perspective
- Embrace risk
- Demonstrate curiosity

NGLC believes in unleashing the power of education leaders and teachers to lead their local communities—students, parents and families, boards, and employers—to redesign their schools around the most impactful forms of learning we all know and have experienced.

WHY?
Reimagine
Education in
Worcester

It is necessary for us to build a success framework for an age of acceleration.

Students will need to learn to navigate in today's complex world both for their own personal advancement and fulfillment and to work with others to address the world's challenges.

Four Primary Implications

- 9th Grade Success Towards Graduation
- Rigor and Relevance
- College Planning
- Equity

How?

- Understanding and addressing the whole child
- Engaging staff in research
- Learning from other school district's that have met with success
- Collaboration and teamwork with many partners across the district and New England

Portrait of a Graduate:

What are the hopes, aspirations, and dreams that our community has for our young people?

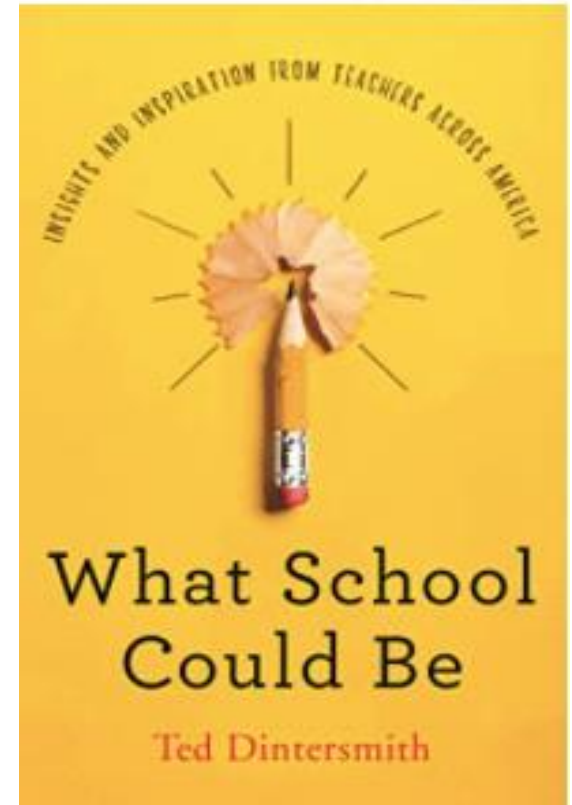
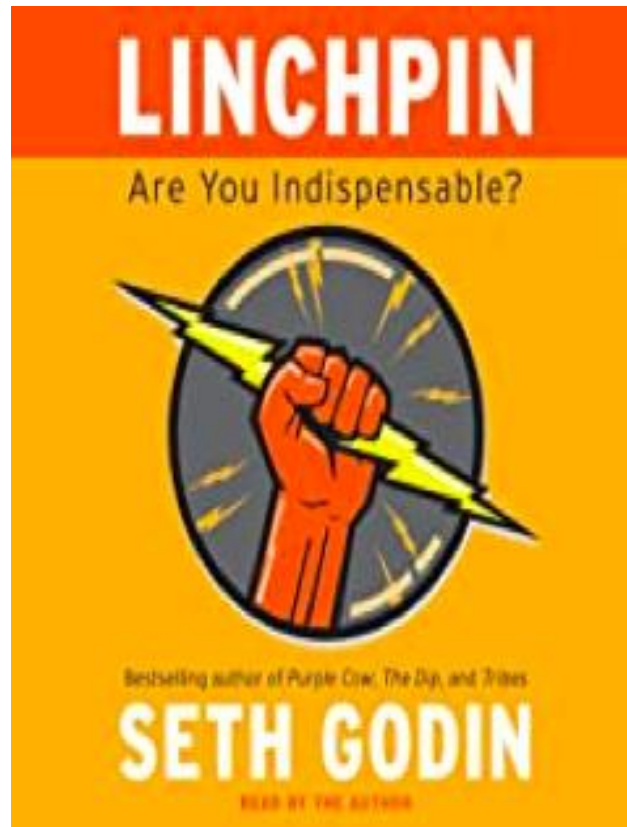
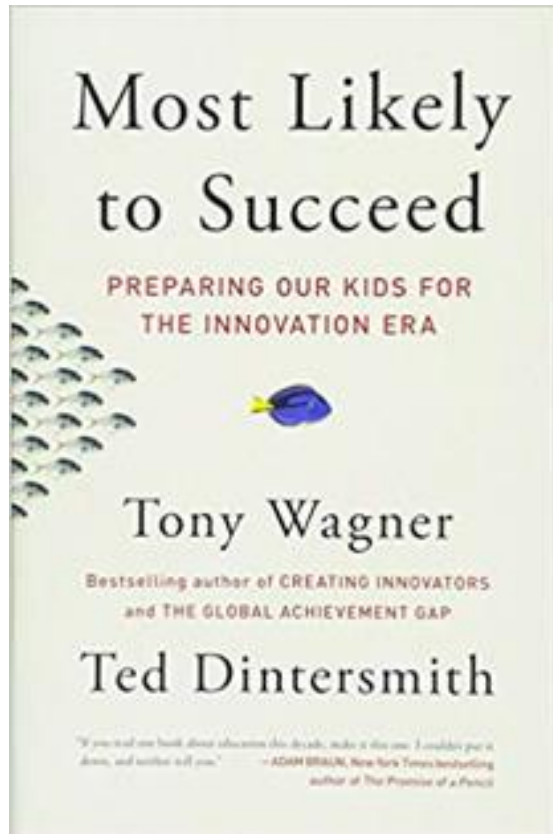
What are the skills and mindsets that our children need for success in this rapidly changing and complex world?

What are the implications for the design of the learning experiences—and equitable access to those experiences—we provide in our school systems?

This must be a community-wide effort



Research and Informed Decision Making



Community Effort, Through the hearts and minds of our stakeholders

Student Focus Groups, 2019, 2021

CPAC, 2019

Building Advisory Councils

Parent Focus Groups, 2021

Principal Focus Group, 2019 & 2021

Update at monthly Principal Meeting 21-22

Teacher Focus Group 4 design dates, 2019 - 2020

Teacher Focus Group, 2021

**Support Agencies, College and Univ. 2020 & 2021
(WEC, LEI, ACE, Mass EdCO, Boys and Girls Club,
etc)**

WorkForce Development 2019 & 2021

City-wide Survey

**The Portrait of a Graduate will help us
synthesize, combine and align all of our
efforts.**

**It will also give us a common understanding
from Pre-School through High School
Graduation and beyond.**

**It will provide us with a framework from
which we will continuously evaluate and
adjust our practice to meet the changing
world our students are entering.**

What do we want for our students in WPS?

We want Worcester Public School graduates to be **prepared for the challenges of tomorrow** and **empowered to better our community and world**. Particularly considering the challenges faced over the last 19 months, but also as you imagine what it will take for our graduates to succeed in our rapidly changing and increasingly more complex world, think about each of your children and those in your neighborhood.

Beyond academics, what individual skills do you think graduates will need to master?

Poll Everywhere:

 Text **CATHERINEKNO302** to **37607** once to join

Skills for Tomorrow, School Committee 2022

We want Worcester Public School graduates to be **prepared for the challenges of tomorrow** and **empowered to better our community and world**. Particularly considering the challenges faced over the last 19 months, but also as you imagine what it will take for our graduates to succeed in our rapidly changing and increasingly more complex world, think about each of your children and those in your neighborhood. Beyond academics, what individual skills do you think graduates will need to master?

Stakeholder Voices:

actions collaboration
regulation exposure analysis
emotion
confidence
communication
time-management thought
data
financial-literacy
ability critical mindfulness inform
thoughtfulness analyze
decisions

willingness minded
flexibility
thinking
critical
adaptability
move
learn
communication open
management skills
adaptable ability autonomy
coping compassion empathy

computer literacy
taking critical-thinking
communication
skills
empathy
compassion research
writing
college level math critical
self-awareness
problem-solver
executive
self adaptability
problem-solving
humanity
consumer/lifeskills

Status of the Portrait of a Graduate work

The Portrait of a Graduate will help us synthesize, combine and align all of our efforts.

It will also give us a common understanding from Pre-School through High School Graduation and beyond.

It will provide us with a framework from which we will continuously evaluate and adjust our practice to meet the changing world our students are entering.

- **Synthesize all data collected**
- **Engage educators in building out a language for teaching and learning:
Domains, Indicators, and Look Fors**
- **Propose WPS Portrait of a Graduate to Worcester Public School Leaders (Feb.)**
- **Invite WPS students to create graphic that will represent the Worcester Public School, Portrait of a Graduate (Feb. / Mar.)**
- **Build out curriculum, instructional strategies to support all students in acquiring the skills in the Portrait of a Graduate (Spring 2022)**
- **Develop communication to share with whole community, most especially students and parents using recorded student voice**
- **Support for four of the five core Standards for NEASC Accreditation intended to promote an effective learning organization with the capacity to meet the needs of all students**

The Work of Imagining the Future for our Students

“Most Likely to Succeed”

[Most Likely to Succeed | Official Trailer |](#)

“What Schools Could Be”

[Ted Dintersmith: What Schools Could Be: Insights and Inspirations from Teachers Across America](#)

[The Future of Work](#)

We need to consider the following
models:

Are we approaching or have we arrived?

We must be critical because the next century is
just around the corner.

20th Century Model ELA skills needed to succeed

- Clear penmanship
- Proper spelling and grammar
- Sound vocabulary
- Ability to read written materials (novels, poems, plays)
- Ability to write in complete sentences

21st Century Model ELA skills needed to succeed

- Use sound vocabulary
- Read a wide variety of written materials (novels, poems, plays, essays, news) critically
- Communicate clearly across multiple media forms, with a range of styles
- Form and justify independent bold perspectives
- Ask thoughtful questions
- Engage in constructive debate

20th Century Model Math skills needed to succeed

- Memorization of low-level procedures
- Pattern recognition
- Ability to perform calculations by hand
- Speed
- Accuracy
- Ability to perform well under time pressure

21st Century Model Math skills needed to succeed

- Deeply understanding a problem
- Structuring the problem and representing it symbolically
- Creative problem solving
- Critical evaluation of first-pass results
- Estimation, statistics and decision making
- Taking chances, risking failure and more.....

This must be a community-wide effort



THANK YOU:

There are far too many individuals and groups that contributed to this work to mention all of them without having to ask forgiveness for leaving someone out. However, there are a few that deserve specific recognition for their dedication and passion for the students of WPS, they are: Students and staff, as well as community partners, that volunteered hours of their time District Administration, District Partners, and the Superintendent's Advisory Council who graciously accepted the invitation to engage in the process

Attuned, The Barr Foundation, and NGLC (Next Generation Learning Challenges) for walking us through this process and keeping us on course lending us their their knowledge and the their expertise along the way.

VII. COMMUNICATION & PETITION

Clerk

(January 4, 2022)

ITEM - c&p #2-1

S.C. MEETING - 1-20-22

ITEM:

To consider a communication from the EAW to consider approval of a donation of sick days to an Instructional Assistant at South High Community School.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the petition.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.



January 4, 2022

Mayor Joseph Petty
c/o Dr. Helen Friel Clerk of School Committee
20 Irving Street
Worcester, MA 01609

VIA Email Scan

Dear Dr. Friel,

Heather Burden, South High School teacher and I would like to speak at the next School Committee meeting on January 20th.

We will be speaking about donating sick days to a co-worker (IA at South High).
Please let us know when we will be presenting.

Sincerely,

A handwritten signature in black ink that reads "Roger Nugent". The signature is written in a cursive style.

Roger Nugent
EAW President

VII. COMMUNICATION & PETITION

Clerk

(January 10, 2022)

ITEM - c&p #2-2

S.C. MEETING - 1-20-22

ITEM:

To consider a communication from the EAW to consider approval of a donation of sick days to a teacher at Quinsigamond School.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the petition.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.



January 10, 2022

Mayor Joseph Petty
c/o Dr. Helen Friel Clerk of School Committee
20 Irving Street
Worcester, MA 01609

VIA Email Scan

Dear Dr. Friel,

Due to the urgent need, Lorraine Gibbs, Quinsigamond IA and I would like to speak at the next School Committee meeting on January 20th.

We will be speaking about donating sick days to a co-worker (Teacher at Quinsigamond).

Please let us know when we will be presenting.

Sincerely,

A handwritten signature in black ink that reads "Roger Nugent". The signature is written in a cursive style.

Roger Nugent
EAW President

Committee Members
John Foley, Chairman
Molly McCullough, Vice Chairman
Dianna Biancheria

AGENDA #7
F/O
12-20-21
Page 1

A C T I O N S

The Standing Committee on Finance and Operations met virtually at 7:00 p.m. on Monday, December 20, 2021 at the Durkin Administration Building in Room 410.

There were present: Ms. McCullough and Chairman Foley

There was absent: Miss Biancheria

Mrs. Clancey and Ms. Novick were also in attendance.

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

Others in attendance: J. Johnson, J. Kamara, S. Mailman and C. Rich

gb #1-271 - Ms. Novick (September 29, 2021)

Provide opportunities for public input on the district's plans for Elementary and Secondary Schools Emergency Relief funding, as required by the American Rescue Plan Act of 2021.

Superintendent Binienda stated that the district has received the SOA application back from the State with the opportunity to change some of the requested funding, based on the current needs of the students. The SOA was written prior to the pandemic so there may be different areas that need to be adjusted. The district needs to inform the State regarding what is coming from SOA and ESSER funding by April 1, 2022. She also stated that Latino, special needs and EL students are the three prioritized areas.

Mr. Allen provided an overview of the ESSER 3 Year Spending Plan. The Worcester Public Schools received three ESSER grants totaling one hundred and twenty-two million dollars. The ESSER III Grant and spending plan requires stakeholder input. Each grant has an end date as follows:

ESSER I ends in 2023
ESSER II ends in 2024 and
ESSER III ends in 2025

Of the ESSER III funds, 20% must be used to combat loss of instructional time or learning loss and other activities that are necessary to maintain the operation and continuity of services and continuing to employ existing staff. He stated that the funds can be used on any activity that is eligible under any other federal entitlement grant or other activities used to support the district's response to COVID.

DESE recommends that the funding be used in the areas of Academics, Social and Emotional Learning and Operations and Capital.

Mr. Allen stated that building projects are allowed, but must be related to disease mitigation and be approved by DESE.

He stated that the district spending plan may change over the next two years based on the needs of the district and in response to the pandemic.

Mr. Foley stated that it is important to invest in Social and Emotional Learning and mental health issues and since this is non-recurring funding, to be careful not to build recurring funding into this allocation of funds.

Christopher Rich, president of Support Our Fine Arts (S.O.F.A), stated that he would like the Administration to consider using a portion of the SOA funds to benefit the Arts Programs.

Ms. Kamara stated that she would like the Administration to expand STEM programs.

On a roll call of 2-0-1 (absent Miss Biancheria), the meeting adjourned at 7:27 p.m.

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

Committee Members

Molly McCullough, Chairperson
Jermoh Kamara
Tracy Novick

AGENDA #1

AHSC

1-13-22

Page 1

A C T I O N S

The Ad Hoc Search Committee for the selection of the next Superintendent of the Worcester Public Schools met virtually at 4:47 p.m. on Thursday, January 13, 2022 in Room 410 at the Durkin Administration Building.

The following members of the Ad Hoc Committee were present:

Ms. Novick, Ms. Kamara and Chair McCullough

Others in attendance: J. Drennan, Dr. Greenwood, I. Walters and Dr. Friel

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

To begin the process and engage with a search consultant to conduct a national search to recruit and hire a Superintendent for the Worcester Public Schools with an effective 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.

Chair McCullough stated that the listening sessions regarding the selection of the next Superintendent will be held virtually from January 18th through January 26th. These sessions, which will have interpreters available, will be held for community members, administration, staff, students and parent groups. She stated that the information regarding the listening sessions is contained on the WPS website and on social media. If individuals are unable to attend any of the listening sessions, they can contact Ms. McCullough at mcculloughm@worcesterschools.net or Dr. Greenwood, Co-founder of the search firm Greenwood/Asher and Associates at jangreenwood@greenwoodsearch.com.

Ms. Drennan stated that the questions that will guide each session are as follows and are on the website:

- What are the professional leadership competencies needed in the position as superintendent or the Worcester Public Schools?
- What are the interpersonal competencies needed in the position as superintendent?
- Is there a particular background you think is needed in the position as superintendent?
- What are the accomplishments you would like to see the new superintendent achieve in the next few years?
- What do you see to be the main challenge(s) facing the new superintendent?
- What are your points of pride within the system?

These questions will be asked of each applicant for consistency.

Chair McCullough stated that an artificial intelligence survey, which is in the process of being finalized, will provide additional input for the search firm and the search committee. The anticipated deadline for applicants is March 4, 2022 and the search committee will be conducting the initial screening of applicants, as well as the initial rounds of interviews in Executive Session, due to confidentiality.

Ms. Drennan stated that once the listening sessions are completed, the search firm can formulate the job description based on the information it receives from the sessions. She also stated that the search firm will have the job description ready for the School Committee's approval on the February 3 2022 School Committee meeting. The firm would like to advertise for the position in February.

Ms. Novick stated that she would like to make certain that the full search committee understands that they are subject to the Open Meeting Law. Individuals that are serving on it cannot have conversations about the superintendent search outside of the search committee meetings. She asked that a copy of the confidentiality statement be forwarded to her so she can sign it.

Ms. Kamara asked if there will be a demographic breakdown of participants for the meetings.

Chair McCullough stated that the artificial intelligence survey could track the demographic breakdown of participants. The goal is to have all community partners share information regarding the listening sessions to encourage all community members to participate.

Ms. Novick asked if a quick summary of the listening session information could be translated into multiple languages to be shared with community groups.

Ms. Kamara asked if the listening sessions will be recorded and if individuals are able to access the chat feature. If so, will that be part of the stored data?

Ms. Drennan stated that the chat feature will be on for the listening sessions and the meetings can be recorded. When the sessions begin, the questions will appear in the chat feature so individuals can see them as they log on to the meeting.

Chair McCullough stated that if the meetings are being recorded, they would not be for public viewing.

Ms. Kamara asked if the recorded meetings, chats and the written information by the firm would be part of the collected data.

Ms. Novick stated that, if the meetings and chats were recorded, that would undermine the confidentiality of staff members and they may not feel comfortable submitting an honest answer to the questions. She also stated that if the Zoom meetings are being done by the search firm, those documents belong to the firm not the Worcester Public Schools.

Chair McCullough stated that the search firm understands the importance of collecting and keeping the data but also wants to make sure people are sharing their thoughts freely.

On a roll call of 3-0, the meeting adjourned at 5:20 p.m.

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

X. GENERAL BUSINESS
Administration/Miss Biancheria/
(December 14, 2021)

CURRENT ITEM - gb #1-153.5
S.C. MEETING - 1-20-22

1ST ITEM gb #1-153 S.C.MTG. 6-3-21
2ND ITEM gb #1-153.5 S.C.MTG. 1-20-22

ITEM:

Response of the Administration to the motion to provide the updated list of repairs that the Code Department has requested be fixed in the school buildings.

ORIGINAL ITEM: Miss Biancheria
(June 3, 2021)

500146-92000 Building Utilities

Miss Biancheria made the following motion:

Request that the Administration provide, in September 2021, the updated list of repairs that the Code Department has requested be fixed in the school buildings.

PRIOR ACTION:

BACKUP:

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

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

Response: The list of repairs that were identified during the 2021 Building Department inspection cycle are as follows:

Items found across the district at most schools:

- Exit signs lighting out
- Emergency lights out
- Ceiling tiles missing
- Ceiling tiles stained
- Sticking doors
- Broken electrical cover plates

Items found at several locations:

- Loose handrails
- Fire extinguisher not tagged
- Open electrical box
- Generator log missing
- Loose grab bar
- Inspection documentation not on site

Other location-specific recommendations:

- Stage curtain not tagged
- Fire Department Connection signage
- Broken motion detector
- Masonry repairs needed
- Need vent for oven
- Fire door not closing properly

Repairs identified by the Building Department are address throughout the district and are ongoing.

X. GENERAL BUSINESS
Administration/Ms. Novick/Mrs. Clancey/
Ms. McCullough/Mr. Monfredo
(January 12, 2022)

CURRENT ITEM - gb #1-253.1
S.C. MEETING - 1-20-22

1ST ITEM
2ND ITEM

S.C.MTG. 9-23-21
S.C.MTG. 1-20-22

ITEM:

Response of the Administration to the request to post all homeschooling information, including all district-required forms, on the district website, and in all Department of Justice mandated languages.

ORIGINAL ITEM: Ms. Novick/Mrs. Clancey/Ms. McCullough/Mr. Monfredo
(September 14, 2021)

Request administration post all homeschooling information, including all district-required forms, on the district website, and in all Department of Justice mandated languages.

PRIOR ACTION:

9-23-21 - It was moved and voice voted to refer the items to the Administration.

12-16-21 - (See gb #1-339.)

Ms. Novick requested that the item be held until the Administration posts the homeschool forms on the website.

BACKUP: There are no district-required forms. The district's homeschooling page ([Social Emotional Learning Homeschooling](#)) now includes a sample plan form caregivers may choose to use in submitting their homeschooling plan. It is provided in the dominant languages as required by the Department of Justice.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

X. GENERAL BUSINESS
Administration/Ms. McCullough/
Mrs. Clancey/Mr. Monfredo/Ms. Novick
(January 12, 2022)

CURRENT ITEM - gb #1-322.1
S.C. MEETING - 1-20-22

1ST ITEM	gb #1-322	S.C.MTG. 12-2-21
2ND ITEM	gb #1-322.1	S.C.MTG. 1-20-22

ITEM:

Response of the Administration to the request to review the policies for athletic eligibility.

ORIGINAL ITEM: Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick
(November 19, 2021)

Request that the Administration review the policies for athletic eligibility.

PRIOR ACTION:

12-2-21 - Ms. McCullough asked if the Spring sport eligibility policy could be reviewed.
On a voice vote, the item was referred to the Administration.

BACKUP: In the attachments, you will find the Worcester Public Schools Athletic Requirements/Attendance policy. Marco Rodriguez, Mary Meade-Montaque, and Dolores Gribouski wrote this in 2014-2015. The School Committee approved the new policy as well. Superintendent Binienda and Athletic Director David Shea discussed the policy and do not feel there should be a change in the middle of the year. The administration recommends and will request that the Quadrant Office and Athletic Department collaborate to get feedback from the principals and athletic liaisons at each of the schools about these policies and identify any recommendations for changes.

Annex A (2 pages) contains a copy of the Worcester Public Schools Athletic Requirements/Attendance policy.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

- Threats (GL c. 275, §4) (GL c. 209A, §7). An expression of intention and an ability in circumstances that would justify apprehension on the part of the recipient.
- Disruption of School Assembly (GL c. 272, §40). Whoever willfully interrupts or disturbs a school or other assembly of people met for a lawful purpose.
- Civil Rights Violation (GL c. 265, §§37, 38). No person, whether or not acting under color of law, shall by force or threat of force, willfully injure, intimidate or interfere with, or attempt to injure, intimidate or interfere with, or oppress or threaten any other person in the free exercise or enjoyment of any right or privilege secured to them by the constitution or laws of the Commonwealth or by the constitution or laws of the United States.
- Malicious Destruction of Property (GL c. 266, §127). Whoever destroys or injures the personal property, dwelling house or building of another.

Athletes and Participants in School-Related Activities

General

Athletes and participants in school-related activities shall be governed by local and state law, MIAA regulations, the Policies Handbook of the Worcester Public Schools, and rules included in the Worcester Public Schools Code of Conduct for Athletes and Participants in School-Related Activities.

Academic Requirements

1. A student must secure during the last marking period preceding the contest (e.g., second quarter marks determine third quarter eligibility) a grade of 65 or above in four traditional yearlong major courses. Yearlong major courses are equivalent to a Carnegie Unit which is a minimum of 1.0 credits. In addition, a student's overall average of all yearlong courses must be a C or above.
2. A student cannot at any time represent a school unless that student is taking courses that would be the equivalent of four traditional yearlong major courses.
3. To be eligible for the fall marking period, students are required to have passed four yearlong classes with a 65 or above. In addition, a student's overall average of all yearlong courses must be a C or above. Students in grades 10, 11 or 12 are eligible for a one-time-only waiver during their high school years. The waiver is applicable if the student does not meet the C average (minimum of 70) on all yearlong courses in the previous academic year. Incoming 9th graders are exempt from academic requirement for the first quarter only.
4. Academic eligibility of all students shall be considered as official and determining only on the published date when the report cards for that ranking period are to be issued to the caregivers of all students.
5. Incomplete grades may not count towards eligibility.
6. A student who repeats work upon which they once received credit cannot count that subject a second time for eligibility.
7. A student cannot count for eligibility any subject taken during the summer, unless that subject has been previously pursued and failed.

Attendance

1. A student who is absent from school will not participate in any school-related activity. This includes in-house suspensions.
2. A student must be in school for at least three (3) hours to be able to participate in any school-related activity.
3. Any student with five (5) or more unexcused absences will be excluded from the club or team for the remainder of the current sports season. A student with ten (10) or more unexcused absences will be ineligible for any club or team for the remainder of the academic year.

Head Injuries and Concussions in Extracurricular Activities

Consistent with the requirements of Chapter 166 of the Acts of 2010, An Act Relative to Safety Regulations for School Athletic Programs:

1. At or before the start of each sport or band season, all students who plan to participate in extracurricular athletic activities shall complete and submit to the coach, athletic director, or band director a current WPS Permission Form, signed by both the student and the caregiver, that provides comprehensive history with up-to-date information relative to concussion history; any head, face or cervical spine injury history; and any history of co-existent concussive injuries.
2. Any student, who during a practice or competition, sustains a head injury or suspected concussion, or exhibits signs and symptoms of a concussion, shall be removed from the practice or competition immediately and may not return to the practice or competition that day.
3. The student shall not return to play unless and until the student provides medical clearance and authorization as specified in 105 CMR 201.011.

All head injuries must be reported to the nursing administrative office, including those that occur outside of the school prior to the start of the sports season or physical activity. caregivers must also complete the history of head injury section on the **Extracurricular Athletic Activities Permission Form**.

Additional information, including the *Post Sports-related Head Injury Medical Clearance and Authorization Form*, can be found on the Worcester Public Schools website: <https://worcesterschools.org/wp-content/uploads/handbook/HEAD%20INJURY%20MEDICAL%20CLEARANCE%20FORM.pdf>

Chemical Health MIAA Rule 62

From the earliest fall practice date, to the conclusion of the academic year or final athletic event (whichever is later), a student shall not, regardless of the quantity, use, consume, possess, buy/sell, or give away any beverage containing alcohol; any tobacco product (including e-cigarettes, Vape pens and all similar devices); marijuana (including synthetic); steroids; or any controlled substance. This policy includes products such as "NA or near beer", inhalants (defined as any substance that produces a mind-altering effect when inhaled), and misuse of over-the-counter medications and substances used for the purposes of altering one's mental state. It is not a violation for a student to be in possession of a legally defined drug specifically prescribed for the student's own use by their doctor.

X. GENERAL BUSINESS
Administration/Ms. McCullough/
Mrs. Clancey/Mr. Monfredo/Ms. Novick
(January 12, 2022)

CURRENT ITEM - gb #1-324.1
S.C. MEETING - 1-20-22

1ST ITEM gb #1-324 S.C.MTG. 12-2-21
2ND ITEM gb #1-324.1 S.C.MTG. 1-20-22

ITEM:

Response of the Administration to the request to review sport coach salaries and discuss in comparison to other area districts during budget.

ORIGINAL ITEM: Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick
(November 19, 2021)

Request that the Administration review sport coach salaries and discuss in comparison to other area districts during budget.

PRIOR ACTION:

12-2-21 - On a voice vote, the item was referred to Negotiations.

BACKUP: The coach salaries are attached for each sport based on Steps 1, 2, and 3. The athletic liaison stipend is \$3,090. Salaries are established as part of the budget and collective bargaining process. Comparison to other districts will need to include the accompanying responsibilities and parameters/job description, which may vary by district and possibly by sport.

Annex A (1 page) contains a copy of the coaches' salaries.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

WORCESTER PUBLIC SCHOOLS

Athletic Coaches

	<u>2%</u>			<u>2%</u>		
	<u>First Day of School 2020-2021</u>			<u>First Day of School 2021-2022</u>		
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
✓Varsity Football	4,508	4,886	5,265	4,598	4,983	5,370
✓Assistant JV Football	2,596	2,847	3,100	2,647	2,904	3,162
✓Freshman Football	2,596	2,847	3,100	2,647	2,904	3,162
✓Varsity Soccer B/G	3,376	3,502	3,628	3,444	3,572	3,701
✓JV Soccer B/G	2,299	2,424	2,551	2,345	2,473	2,602
✓Varsity Field Hockey	3,123	3,502	3,628	3,185	3,572	3,701
✓JV Field Hockey	2,299	2,424	2,551	2,345	2,473	2,602
✓Cross Country	2,672	2,798	2,924	2,726	2,854	2,982
✓Volleyball B/G	2,672	2,798	2,924	2,726	2,854	2,982
✓JV Volleyball B/G	2,299	2,425	2,550	2,345	2,473	2,601
✓Golf B/G	2,321	2,446	2,574	2,367	2,495	2,625
Varsity Basketball B/G	4,265	4,391	4,517	4,351	4,478	4,607
JV Basketball B/G	2,712	2,837	2,968	2,766	2,893	3,027
Freshman Basketball	2,712	2,837	2,968	2,766	2,893	3,027
Indoor Track	2,672	2,798	2,924	2,726	2,854	2,982
Varsity Hockey	4,265	4,391	4,517	4,351	4,478	4,607
Asst./JV Hockey	2,715	2,840	2,968	2,769	2,897	3,027
Swimming B/G	4,032	4,157	4,284	4,113	4,241	4,369
Wrestling	3,372	3,497	3,623	3,439	3,567	3,696
Varsity Baseball	3,487	3,612	3,738	3,556	3,684	3,813
JV Baseball	2,321	2,446	2,574	2,367	2,495	2,625
Varsity Softball	3,487	3,612	3,738	3,556	3,684	3,813
JV Softball	2,321	2,446	2,574	2,367	2,495	2,625
Tennis B/G	2,353	2,478	2,605	2,400	2,528	2,657
Outdoor Track	2,968	3,093	3,219	3,027	3,155	3,284
Lacrosse B/G	3,254	3,379	3,505	3,319	3,446	3,575
JV Lacrosse	2,299	2,424	2,551	2,345	2,473	2,602
✓Crew Fall/Spring	3,254	3,379	3,505	3,319	3,446	3,575
Head Crew			4,079			4,161
High School Intermurals						
Middle School Basketball Winter						
Middle School Intramural			905			923
Middle School Coordinator						
Unified Sports						
Unified Sports Coordinator						
Elementary School Coaches						
Elementary League Directors						
Elementary Coordinator						
Cheerleading Coaches			2,298			2,344

Appendix D

Middle School Volleyball - FALL
 Middle School Soccer - Spring \$923.00
 Middle School Hockey (Forest Hills) FALL

X. GENERAL BUSINESS
Administration/Ms. McCullough/
Ms. Clancey/Mr. Monfredo/Ms. Novick
(January 12, 2022)

CURRENT ITEM - gb #1-325.1
S.C. MEETING - 1-20-22

1ST ITEM gb #1-325 S.C.MTG. 12-2-21
2ND ITEM gb #1-325.1 S.C.MTG. 1-20-22

ITEM:

Response of the Administration to the request to evaluate the athletics budget pertaining to equipment, uniforms and other needs and discuss during budget.

ORIGINAL ITEM: Ms. McCullough/Mrs. Clancey/Mr. Monfredo/Ms. Novick
(November 19, 2021)

Request that the Administration evaluate the athletics budget pertaining to equipment, uniforms and other needs and discuss during budget.

PRIOR ACTION:

12-2-21 - Ms. McCullough requested that the Administration and Athletic Department provide a report on how the funding for the necessary equipment and uniforms will be sustained in the future.
On a voice vote, the item was referred to the Administration.

BACKUP: The spring 2020 athletic season was canceled due to COVID-19. The district allocated the unused funding to the athletic department for supplies, equipment, and uniforms. Please see the attachment that contains the bid list from May 1, 2020. The same process was followed in response to the cancellation of the winter season in 2020-2021. Please see the second attachment from March 25, 2021. These two bids document all the equipment, supplies, and uniforms purchased for our high school and middle school teams throughout the district. Athletic director David Shea worked with the athletic liaisons from each of the seven high schools and the middle school coordinator to identify purchasing needs.

Annex A (21 pages contains a copy of the bid list for May 1, 2020 and the bid documents for all the equipment, supplies, and uniforms purchased.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

REQUISITION NO. FS167
DATE 5/1/2020
PURCHASE ORDER _____

FY '20

SHIP TO CODE _____

CONSIGN TO David Shea

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

ORG/ACCT

VENDOR NUMBER _____

VENDOR NAME

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE

1/5/2022

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<u>QUANTITY</u>	<u>UNIT MEASURE</u>	<u>DESCRIPTION</u>	<u>UNIT \$</u>	<u>TOTAL \$</u>
		Athletics Bid List (page 2)	\$ -	\$ -
			\$ -	\$ -
2	ea.	Daktronics Pana View BB-2101 Basketball Scoreboards	\$ -	\$ -
		comes with RC-200 handheld controller kit, RC-200 receiver kit. Indoor border stripe and installation.	\$ -	\$ -
			\$ -	\$ -
45	ea.	Nike Dri-Fit Victory Solid Golf Shirts (short sleeve)	\$ -	\$ -
		15 royal blue mens sizes: 4 small, 5 medium, 2 large,	\$ -	\$ -
		3 XL, 1 XXL	\$ -	\$ -
		15 maroon mens sizes: 5 medium, 9 large, 1 XXL	\$ -	\$ -
		15 navy blue womens sizes: 3 small, 6 medium, 4 large, 2 XL	\$ -	\$ -
			\$ -	\$ -
		Track Equipment (High School) Must be NFHS approved.	\$ -	\$ -
4	ea.	Discus (low spin) 2 boys @ 1.6 kg and 2 girls at 1 kg	\$ -	\$ -
4	ea.	Shot Putts (cast iron) 2 boys @ 12 lbs and 2 girls at 4 kg	\$ -	\$ -
4	ea.	Javelin: 2 boys @ 800 g and 50-60 m and 2 girls @ 600 g and 40-50 m	\$ -	\$ -
15	ea.	Aluminum Rocker Hurdles	\$ -	\$ -
			\$ -	\$ -
		Wrestling Equipment	\$ -	\$ -
15	ea.	Compression T-shirts and Board shorts. Sizes Include:	\$ -	\$ -
		4 medium, 2 large, 3 XL, 3 XXL, 2 XXXL, 1 XXXXL.	\$ -	\$ -
15	ea.	Cliff Kean fusion head gear (white cup with royal blue straps)	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022

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[illegible]

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VENDOR NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

<u>QUANTITY</u>	<u>UNIT MEASURE</u>	<u>DESCRIPTION</u>	<u>UNIT \$</u>	<u>TOTAL \$</u>
		Athletics Bid List (page 4)	\$ -	\$ -
			\$ -	\$ -
		Boys and Girls Track Uniforms:	\$ -	\$ -
125	ea.	Nike Mens Breathe Race Day singlet breathe fabric with mesh back, scoop neck, minimal seams. Colors include	\$ -	\$ -
		25 Maroon (Doherty & Logo) 25 Forest Green (Burncoat &	\$ -	\$ -
		Logo) 25 Royal Blue (Worcester Tech & Logo) 25 Black	\$ -	\$ -
		(Main South & Logo) 25 Scarlet Red (South & Logo)	\$ -	\$ -
		All jerseys use white lettering for school name and logo top	\$ -	\$ -
		chest opposite Nike Swoosh. Sizes for each color are:	\$ -	\$ -
		5 small, 6 medium, 9 large, 5 XL	\$ -	\$ -
			\$ -	\$ -
125	ea.	Nike Womens Breathe Race Day singlet breathe fabric with	\$ -	\$ -
		mesh back, scoop neck, minimal seams. Colors include	\$ -	\$ -
		25 Maroon (Doherty & Logo) 25 Forest Green (Burncoat &	\$ -	\$ -
		Logo) 25 Royal Blue (Worcester Tech & Logo) 25 Black	\$ -	\$ -
		(Main South & Logo) 25 Scarlet Red (South & Logo)	\$ -	\$ -
		All jerseys use white lettering for school name and logo top	\$ -	\$ -
		chest opposite Nike Swoosh. Sizes for each color are:	\$ -	\$ -
		3 extra small, 5 small, 9 medium, 6 large, 2 XL	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

REQUISITION NO. FS167
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SHIP TO CODE _____

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

VENDOR NUMBER _____

ADDRESS _____

F.I.D. _____

CONTRACT # _____

<u>QUANTITY</u>	<u>UNIT MEASURE</u>	<u>DESCRIPTION</u>	<u>UNIT \$</u>	<u>TOTAL \$</u>
		Athletics Bid List (page 6)	\$ -	\$ -
			\$ -	\$ -
		Field Hockey Uniforms (Continued)	\$ -	\$ -
80	ea.	Nike Women's Digital Motion Racerback Singlet (821984)	\$ -	\$ -
		White Home Uniforms:	\$ -	\$ -
		20 Burncoat- White with forest green letters & numbers.	\$ -	\$ -
		Burncoat on front, numbers 1-20 on back. Nike swoosh	\$ -	\$ -
		arm hole band, neck inset, neck band all Forest Green.	\$ -	\$ -
		20 Doherty- White with maroon letters & numbers.	\$ -	\$ -
		Doherty on front, numbers 1-20 on back. Nike swoosh Vegas	\$ -	\$ -
		Gold, arm hole band Vegas Gold, neck inset Vegas Gold,	\$ -	\$ -
		neck band Vegas Gold.	\$ -	\$ -
		20 Worcester Tech; White with Royal Blue letters and numbers	\$ -	\$ -
		Worcester Tech on front, numbers 1-20 on back. Nike swoosh	\$ -	\$ -
		arm hole band, neck inset, neck band all Royal Blue.	\$ -	\$ -
		20 South- White with Scarlett Red letters and numbers.	\$ -	\$ -
		South on front and numbers 1-20 on back. Nick swoosh, arm	\$ -	\$ -
		hole band, neck inset and neck band all Scarlett Red.	\$ -	\$ -
		Uniform sizes for all 4 schools are: 4 small, 10 medium,	\$ -	\$ -
		4 large, 2 XL both Home and Away sets.	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022

**Worcester Public Schools
PURCHASE ORDER REQUISITION**

REQUISITION NO. FS167

DATE 5/1/2020

FY '20

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VENDOR NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List (page 8)	\$ -	\$ -
			\$ -	\$ -
		Boys and Girls Cross Country Uniforms	\$ -	\$ -
125	ea.	Mens Champion Augusta wicking shoulder insert tank	\$ -	\$ -
		100% nylon tricot with wicking finish.	\$ -	\$ -
		25 Maroon (Doherty & Logo) 25 Forest Green (Burncoat & Logo) 25 Royal Blue (Worcester Tech & Logo) 25 Scarlett	\$ -	\$ -
		Red (South & Logo) 25 Red (Main South & Logo) All jerseys	\$ -	\$ -
		use white lettering. School name and logo top left chest	\$ -	\$ -
		opposite Nike Logo except for Main South which has black.	\$ -	\$ -
		Sizes for each set of 25 are 6 small, 7 medium, 8 large, 4 XL.	\$ -	\$ -
125	ea.	Mens GTM 3" Dash Shout 100% polyester micro filament	\$ -	\$ -
		Interlock with 100% polyester Jersey knit brief lining.	\$ -	\$ -
		25 each Maroon, Forest Green, Royal Blue, Scarlett Red,	\$ -	\$ -
		Red. Sizes include 6 small, 7 medium, 8 large, 4 XL for each	\$ -	\$ -
		set of 25.	\$ -	\$ -
125	ea.	Women's Champion Augusta wicking shoulder inset tank	\$ -	\$ -
		100% nylon tricot with wicking finish.	\$ -	\$ -
		25 Maroon (Doherty & Logo) 25 Forest Green (Burncoat & Logo) 25 Royal Blue (Worcester Tech & Logo) 25 Scarlett	\$ -	\$ -
		Red (South & Logo) 25 Red (Main South & Logo) All jerseys	\$ -	\$ -
		use white lettering. School name and logo top left chest	\$ -	\$ -
		opposite Nike Logo except for Main South which has black.	\$ -	\$ -
		Sizes for each set of 25 are 3 extra small, 6 small, 6 medium	\$ -	\$ -
		8 large, 2 XL.	\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

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CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE

<u>QUANTITY</u>	<u>UNIT MEASURE</u>	<u>DESCRIPTION</u>	<u>UNIT \$</u>	<u>TOTAL \$</u>
		Athletics Bid List (page 9)	\$ -	\$ -
			\$ -	\$ -
125	ea.	Boys and Girls Cross Country Uniforms (Continued)	\$ -	\$ -
		Women's GTM 3" Dash Short 100% polyester micro filament	\$ -	\$ -
		Interlock with 100% polyester jersey knit brief lining.	\$ -	\$ -
		25 Maroon, 25 Forest Green, 25 Royal Blue, 25 Scarlett Red,	\$ -	\$ -
		25 Red. Sizes include 3 extra small, 6 small, 6 medium,	\$ -	\$ -
		8 large, 2 XL.	\$ -	\$ -
			\$ -	\$ -
26	ea.	Ice Hockey Equipment	\$ -	\$ -
		Practice Series Reversible Hockey Jersey "W" on the front	\$ -	\$ -
		14 Black: 3 Goalle cut, 4 large, 7 XL	\$ -	\$ -
		3 Royal Blue: 1 large, 2 XL	\$ -	\$ -
		3 Kelly Green: 1 large, 2 XL	\$ -	\$ -
		3 Red: 1 large, 2 XL	\$ -	\$ -
		3 Gold: 1 large, 2 XL	\$ -	\$ -
52	ea.	Athletic Game Knit Hockey Socks	\$ -	\$ -
		26 white with navy blue and baby blue	\$ -	\$ -
		26 navy blue and baby blue with white	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022

REQUISITION NO. FS167
DATE 5/1/2020
PURCHASE ORDER _____

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SIGNATURE

1/5/2022

1/5/2022

**Worcester Public Schools
PURCHASE ORDER REQUISITION**

REQUISITION NO. FS167

DATE 5/1/2020

FY '20

PURCHASE ORDER _____

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ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

ORG/ACCT _____

VENDOR NUMBER _____

VENDOR NAME _____

ADDRESS _____

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F.I.D. _____

CONTRACT # _____

SIGNATURE _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List (page 12)	\$ -	\$ -
			\$ -	\$ -
		Baseball Uniforms	\$ -	\$ -
100	ea.	Nike Stock Vapor Select 1 Button Jersey (Home)	\$ -	\$ -
100	ea.	Nike Stock Vapor Select 1 Button Jersey (Away)	\$ -	\$ -
		Colors include:	\$ -	\$ -
		Doherty: 20 maroon / 20 white	\$ -	\$ -
		Burncoat: 20 Forest Green / 20 white	\$ -	\$ -
		South: 20 Scarlett Red / 20 white	\$ -	\$ -
		North: 20 Orange / 20 grey	\$ -	\$ -
		Worcester Tech: 20 royal blue / 20 white	\$ -	\$ -
		Sizes for each school and set of 20 include: 6 medium,	\$ -	\$ -
		10 large, 4 XL	\$ -	\$ -
			\$ -	\$ -
		Cheerleading Uniforms	\$ -	\$ -
40	ea.	Classic CC Fusion V-neck Shell with Full Back	\$ -	\$ -
		North: 20 orange (school name), Worcester Tech: 20 Royal	\$ -	\$ -
		Blue (school name) All shells are in school color with black	\$ -	\$ -
		and white lettering and school initials on front. Sizes for each	\$ -	\$ -
		set of 20 are: 6 small, 8 large, 6 XL.	\$ -	\$ -
40	ea.	Classic CC Fusion Classic Waist Skirt.	\$ -	\$ -
		North: 20 orange (school name), Worcester Tech: 20 Royal	\$ -	\$ -
		Blue (school name) All skirts are in school color with black	\$ -	\$ -
		and white design and school mascot on the right side. For	\$ -	\$ -
		each school and set of 20, sizes include: 6 small, 8 large,	\$ -	\$ -
		6 XL.	\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022

**Worcester Public Schools
PURCHASE ORDER REQUISITION**

REQUISITION NO. FS167
DATE 5/1/2020
PURCHASE ORDER _____

FY '20

SHIP TO CODE _____

CONSIGN TO David Shea

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

ORG/ACCT _____

VENDOR NUMBER _____

VENDOR NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List (page 13)	\$ -	\$ -
			\$ -	\$ -
		Boys Volleyball Uniforms	\$ -	\$ -
120	ea.	Chromagear Jersey 100% Extreme Microfiber Cationic	\$ -	\$ -
		Colorfast Polyester with moisture management fibers.	\$ -	\$ -
		Sleeveless jersey with contrast color self-material white	\$ -	\$ -
		side inserts angled toward front of jersey. Colors include:	\$ -	\$ -
		20 Doherty (Maroon), 20 Burncoat (Forest Green), 20 North	\$ -	\$ -
		(Black), 20 Worcester Tech (Royal Blue), 20 Main South	\$ -	\$ -
		(Red), 20 South (Scarlett Red). All jerseys use white	\$ -	\$ -
		numbering on back and school name on front. For each set	\$ -	\$ -
		of 20 the sizes and numbers are: 3 small (# 1, 2, 3),	\$ -	\$ -
		9 medium (# 4-12), 5 large (# 13-17), 3 XL (# 18-20)	\$ -	\$ -
			\$ -	\$ -
		Girls Volleyball Uniforms	\$ -	\$ -
120	ea.	Chromagear Renegade Design Jersey 100% Poly Flat Knit	\$ -	\$ -
		Crew Neck Womens Long Sleeve. Colors include:	\$ -	\$ -
		20 Doherty (Maroon with gold sleeves), 20 Burncoat (Forest	\$ -	\$ -
		Green with white sleeves), 20 North (Black with orange	\$ -	\$ -
		sleeves), 20 Worcester Tech (Royal Blue with white sleeves),	\$ -	\$ -
		20 South (Scarlett Red with white sleeves), 20 Main South	\$ -	\$ -
		(Red with black sleeves) All jerseys use white lettering and	\$ -	\$ -
		school name on front and numbering on back. For each set of	\$ -	\$ -
		20 the sizes and numbers are: 3 small (# 1, 2, 3), 9 medium	\$ -	\$ -
		(# 4-12), 5 large (# 13-17), 3 XL (# 18-20).	\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

REQUISITION NO. FS167
DATE 5/1/2020
PURCHASE ORDER

SHIP TO CODE _____

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

VENDOR NUMBER _____

ADDRESS _____

F.I.D. _____

CONTRACT # _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List (page 14)	\$ -	\$ -
			\$ -	\$ -
		Boys Basketball Uniforms	\$ -	\$ -
150	ea.	Nike Mens Custom Elite Crossover Digital Jersey.	\$ -	\$ -
		Colors include: Doherty (15 maroon / 15 gold), Burncoat (15 forest green / 15 white), North (15 black / 15 orange), South (15 scarlett red / 15 white), Worcester Tech (15 royal blue / 15 white). Jerseys numbered 1-15. Sizes include: 3 medium, 5 large, 4 XL, 3 XXL.	\$ -	\$ -
150	ea.	Nike Mens Custom Elite Crossover Digital Shorts.	\$ -	\$ -
		Same exact information as above for schools, colors, & sizes.	\$ -	\$ -
			\$ -	\$ -
		Girls Basketball Uniforms	\$ -	\$ -
120	ea.	Nike Women's Custom Finals Digital Jersey.	\$ -	\$ -
		Colors include: Burncoat (15 forest green / 15 white), North (15 black / 15 orange), South (15 scarlett red / 15 white), Worcester Tech (15 royal blue 15 white), Jerseys numbered 1-15. Sizes include: 3 small, 6 medium, 6 large, 2 XL.	\$ -	\$ -
120	ea.	Nike Women's Custom Finals Digital Shorts. Same schools, colors, # of shorts and sizes as jerseys.	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

REQUISITION NO. FS167
DATE 5/1/2020
PURCHASE ORDER _____

SHIP TO CODE _____

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

VENDOR NUMBER _____

ADDRESS _____

F.I.D. _____

CONTRACT # _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List (page 15)	\$ -	\$ -
			\$ -	\$ -
25	ea.	Wilson GST F1003 Footballs. NFHS and MIAA approved.	\$ -	\$ -
			\$ -	\$ -
2	doz.	White Field Hockey Balls. NFHS and MIAA approved. Official size and weight.	\$ - \$ -	\$ - \$ -
			\$ -	\$ -
5	doz.	Orange Field Hockey Balls. NFHS and MIAA approved. Official size and weight.	\$ - \$ -	\$ - \$ -
			\$ -	\$ -
30	ea.	Varsity Volleyballs. Spalding VB5 Red/White/Blue leather volleyball. (72-13338). Official Ball of the MIAA. NFHS approved.	\$ - \$ - \$ -	\$ - \$ - \$ -
			\$ -	\$ -
50	ea.	Varsity Soccer Balls. Spalding TF-5000 (64-7929) Official Ball of the MIAA and NFHS approved.	\$ - \$ -	\$ - \$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

**Worcester Public Schools
PURCHASE ORDER REQUISITION**

REQUISITION NO. FS128

DATE 3/25/2021

FY '21

PURCHASE ORDER _____

SHIP TO CODE _____

CONSIGN TO David Shea

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

ORG/ACCT _____

VENDOR NUMBER _____

VENDOR NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List Page 1	\$ -	\$ -
8	sets	Flexible Corner Flags. Once piece construction.	\$ -	\$ -
		1/2' flexible PVC upright. Steel spring base with ground stake. 4 flags per set.	\$ -	\$ -
10	ea.	Portable soccer goals. Rigid steel and fiberglass pole	\$ -	\$ -
		patented design. No tools needed. Tear resistant nylon netting. Includes carry case. 6' H x 12' W	\$ -	\$ -
5	ea.	Trainer/Rebounder Soccer Goal. 7' H x 21' W. Made of	\$ -	\$ -
		1 7/8" diameter heavy wall aluminum tubing. 30" steel	\$ -	\$ -
		anchoring shoes with permanent spikes. 3 mm 4"	\$ -	\$ -
		polyethylene net and carry bag.	\$ -	\$ -
80	ea.	Practice Field Hockey Balls. Molded composite plastic	\$ -	\$ -
		construction for extended use. Official size and weight for	\$ -	\$ -
		high school field hockey.	\$ -	\$ -
		Field Hockey Goalie Equipment: 8 each of the following items:	\$ -	\$ -
8	ea.	OBO Cloud Throat Protector (Adult Large)	\$ -	\$ -
8	ea.	OBO Cloud Body Armour (Adult Large)	\$ -	\$ -
8	ea.	OBO Cloud Leg Guards (Adult Large)	\$ -	\$ -
8	ea.	OBO Cloud Kickers (Adult Large)	\$ -	\$ -
8	ea.	OBO Cloud Left Hand Blocker (Adult Large)	\$ -	\$ -
8	ea.	OBO Cloud Right Hand Protector (Adult Large)	\$ -	\$ -
8	ea.	Wheelie Goalie Bag (Adult)	\$ -	\$ -
8	ea.	OBO Cloud Overpants (Adult Large)	\$ -	\$ -
8	ea.	OBO Poly P Helmet (Adult Large)	\$ -	\$ -
			\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022

1/5/2022

1/5/2023

1/5/2022

**Worcester Public Schools
PURCHASE ORDER REQUISITION**

REQUISITION NO. FS128

DATE 3/25/2021

FY '21

PURCHASE ORDER _____

SHIP TO CODE _____

CONSIGN TO David Shea

ADDRESS Foley Stadium 305 Chandler St. Worcester, MA 01602

ORG/ACCT _____

VENDOR NUMBER _____

VENDOR NAME _____

ADDRESS _____

CITY/STATE/ZIP _____

F.I.D. _____

CONTRACT # _____

SIGNATURE _____

QUANTITY	UNIT MEASURE	DESCRIPTION	UNIT \$	TOTAL \$
		Athletics Bid List Page 5	\$ -	\$ -
100	ea.	Women's Nike Park II Dri Fit Soccer Shorts. Colors and sizes include: 25 Maroon (6 Sm, 9 Med, 7 Lg, 3 XL),	\$ -	\$ -
		25 Forest Green (6 Sm, 9 Med, 7 Lg, 3 XL),	\$ -	\$ -
		25 Royal Blue (6 Sm, 9 Med, 7 Lg, 3 XL),	\$ -	\$ -
		25 Scarlett Red (6 Sm, 9 Med, 7 Lg, 3 XL)	\$ -	\$ -
15	ea.	Anti-Burst Fitness Balls. 65 cm Yellow.	\$ -	\$ -
3	ea.	Bulk Fitness Thera Bands. High School level. 6" W x 150' long	\$ -	\$ -
		Latex rolls.	\$ -	\$ -
30	ea.	K-350 Stop watches.	\$ -	\$ -
20	ea.	Elite High School Hurdles. Has to meet High School specifications under NFHS and MIAA.	\$ -	\$ -
6	ea.	Fiberglass measuring tapes. 330' - 100 m	\$ -	\$ -
10	ea.	Competition High School Track Starting Blocks. All steel components. Spring coated plunger for pedal adjustment.	\$ -	\$ -
		Complete with spikes for all surfaces.	\$ -	\$ -
6	ea.	Low Push/Pull Training Sled with harness included.	\$ -	\$ -
10	ea.	Varsity High School Baseball Catcher's Mitt. Must be NFHS approved. Pre-oiled leather.	\$ -	\$ -
10	ea.	Varsity High School Softball Catcher's Mitt. Must be NFHS approved. Pre-oiled leather.	\$ -	\$ -
1	ea.	Collegiate Series Tunnel Net. 70' L x 14' W x 12' H.	\$ -	\$ -
		2 mm size 1 3/4 square mesh. UV treated - 100% waterproof	\$ -	\$ -
		185 lb breaking strength. 2.0 mm #24 twisted knotted polyethylene.	\$ -	\$ -
			\$ -	\$ -
		SUB-TOTAL	\$ -	\$ -
		SHIPPING AND HANDLING	\$ -	\$ -
		TOTAL	\$ -	\$ -

1/5/2022
1/5/2022

1/5/2022

X. GENERAL BUSINESS
Administration/Ms. Novick
(January 7, 2022)

ITEM - gb #1-337.1
S.C. MEETING - 1-20-22

1ST ITEM gb #1-337 S.C.MTG. 12-16-21
2ND ITEM gb #1-337.1 S.C.MTG. 1-20-22

ITEM:

Response of the Administration to report back on the cost of full access to the Massachusetts Immunization Information System (MIIS) for all school nursing staff in the Worcester Public Schools.

ORIGINAL ITEM: Ms. Novick
(December 8, 2021)

Request administration report back on the cost of full access to the Massachusetts Immunization Information System (MIIS) for all school nursing staff in the Worcester Public Schools.

PRIOR ACTION:

12-16-21 - Ms. Novick asked if nurses have access to the Massachusetts Immunization Information System (MIIS).
Dr. McGovern stated that the nurses have access to MIIS and every vaccine administered is entered into it. The SNAP Health Program which connects with the MIIS system, is also used so nurses do not have to report the vaccines in two places. The Vaccine Nurse, who works at the Parent Information Center, has full access to all students' vaccine records.
Ms. Novick requested that the Administration provide a periodic update on student vaccinations.
Mr. Foley suggested that Ms. Novick's request be provided when Superintendent Binienda provides her updates on COVID-19 cases.
On a roll call of 7-0, the item was referred to the Administration.

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

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

The WPS Nursing Department has been utilizing the Massachusetts Immunization Information System (MUS) to search and add patient Immunization Records, view, edit, or add Immunizations, and to run individual patient reports since September 25, 2018. This function is operable with our SNAP electronic health record. The additional cost to the Department when this function was purchased for 70 users/nurses was \$3,500.00 yearly.

The Vaccine update as of January 7, 2020:

- COVID-19 vaccine
 - o 5,243 students have received the COVID-19 vaccine with a total of 9,572 doses administered
- state mandated vaccines
 - o 66% of students are compliant for the Polio vaccine
 - o 66% of students are compliant for Varicella vaccine
 - o 65% of students are compliant for the Diphtheria/Tetanus vaccine
 - o 59% of students are compliant for the Tdap/Pertussis vaccine
 - o 33% of students are compliant for the Measles/Mumps/Rubella vaccine.

The vaccine non-compliant rates are higher than any year since 2014 and are impacted by the pandemic and related access issues. WPS typically averages 94% compliance.

The school nurses continue to work diligently to contact families about vaccines required for their children and vaccination is available through the W.P.S. James L. Garvey Parent Information Welcome Center.

X. GENERAL BUSINESS
Administration
(December 14, 2021)

ITEM - gb #2-7
S.C. MEETING - 1-20-22

ITEM:

To approve the following prior fiscal year payments:

- \$5,170.42 to Verizon
- \$506.66 to Grainger Industrial Supply
- \$5,006.32 to North River Collaborative
- \$13,488.57 to Van Pool Transportation
- \$36,044.89 to DATTCO School Bus to be funded from the insurance settlement account
- \$38,530 to Eagle Elevator

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Administration
(December 16, 2021)

ITEM - gb #2-8
S.C. MEETING - 1-20-22

ITEM:

To adopt the FY22 General Fund Budget for the Worcester Public Schools in the amount of \$388,472,088, reflecting an increase of \$2,256,946 from the budget amount approved in June 2021, resulting from the final FY22 state budget.

PRIOR ACTION:

BACKUP:

Annex A (17 pages) contains a copy of the FY22 Budget update:final adopted Budget.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

WORCESTER PUBLIC SCHOOLS
FY 22 BUDGET UPDATE: FINAL ADOPTED BUDGET
December 15, 2021

As part of the tax rate setting process, the City Council has adopted a final FY22 Budget for the City of Worcester, including the budget for the Worcester Public Schools. This action finalizes the FY22 General Fund Budget. The change reflects the final state budget, reflecting an increase in the Chapter 70 funding for the Student Opportunity Act, as anticipated on page 145 of the FY22 Budget Book (attached).

The original budget approved in June used the initial budget amounts as presented by the Governor in January 2021. The Governor's Budget used one-seventh phase-in of the Student Opportunity Act. The House and Senate versions of the state budget used a one-sixth phase in of the Student Opportunity Act funding, reflecting a \$2,256,946 increase for the Worcester Public Schools.

The following is the General Fund Budget as originally adopted compared to the final FY22 General Fund Budget based on the Worcester City Council action as part of the city's tax rate setting process:

	FY22 Initial Budget (June 2021)	FY22 Final Adopted Budget	Change
General Fund Revenue			
Chapter 70 State Aid	\$289,004,989	\$291,115,647	\$2,110,658
Charter School Reimbursement	\$4,946,129	\$5,521,488	\$575,359
Total City Contribution	<u>\$127,052,444</u>	<u>\$127,052,444</u>	<u>\$0</u>
Total General Fund Revenue	\$421,003,562	\$423,689,579	\$2,686,017
Less Tuition Assessments:			
Charter School Tuition Assessment	\$31,203,984	\$31,612,921	\$408,937
School Choice Tuition Assessment	\$3,397,816	\$3,406,130	\$8,314
Special Education Revenue Offset	<u>\$186,620</u>	<u>\$198,440</u>	<u>\$11,820</u>
Total Tuition Assessments	<u>\$34,788,420</u>	<u>\$35,217,491</u>	<u>\$429,071</u>
TOTAL GENERAL FUND BUDGET:	\$386,215,142	\$388,472,088	\$2,256,946

The FY22 Budget recommended to allocate this increase towards Kindergarten Instructional Assistant salaries and related health insurance costs that were moved to ESSER funding as part of the district's enrollment sustainability funds (or "hold harmless").

The Administration recommends that the FY22 Budget line items be adopted as follows:

Account	Original Amount	Recommended Amount	Increase
Account 500-91115 Instructional Assistant Salaries	\$11,026,304	\$12,764,152	\$1,737,848
Account 500123-96000 Health Insurance	\$53,647,839	\$54,166,937	\$519,098
FY22 WPS Final Budget	\$386,215,142	\$388,472,088	\$2,256,946



General Fund Summary

During the 2020-21 school year, the district and many other school districts in Massachusetts experienced an unprecedented, pandemic-related student enrollment decline. In Worcester, the total decline of 1,058 students was most notably a decrease of 746 students at the pre-kindergarten and kindergarten grade levels. The result of this enrollment decline is a \$9.7 million reduction in funding based on the per-pupil-based foundation budget formula. A decline of this enrollment amount would normally

FY22 Hold Harmless Enrollment Funding Plan



result in a reduction of 34 teacher positions (among other line items). However, the district expects that these students will return in the 2021-22 school year, and as a result, there is a need to maintain all 591 elementary teacher positions from the FY21 budget to accommodate this potential enrollment increase.

The district advocated the state legislature to enact hold harmless enrollment funding in the FY22 state budget. The proposal would have allowed the state to use the higher enrollment of either the 2019-20 or 2020-21 school year for the FY22 foundation budget calculations. Absent state legislative approval on this proposal, the district will utilize federal ESSER funds to sustain staffing and services levels in anticipation of the enrollment increase, with expected corresponding increases in state funding for the 2022-23 school year. To support this funding plan, the following costs have been removed from the FY22 General Fund Budget and allocated to federal ESSER funding. These funds will be returned to the General Fund Budget next year.

Account	Item Transferred to ESSER Funds	Amount
91114	Day by Day Substitutes	\$1,071,000
91115	Kindergarten Instructional Assistants	\$2,143,754 *
91118	Recreation Worcester	\$100,000
91118	Gerald Creamer Evening Program	\$300,757
91118	Advanced Placement Salaries	\$77,000
91118	AVID Salaries	\$36,160
91118	Mentoring Stipends	\$63,000
91118	Music Enrichment Program Salaries	\$15,000
91118	Summer and Evening Guidance	\$9,500
91123	Parent Liaison Salaries	\$173,500
91133	Clinical Care Salaries	\$783,531
91134	Literacy Tutors	\$505,681
91134	MCAS Tutors	\$280,359
97203	Custodial Overtime	\$1,144,492
500123	Health Insurance for Kindergarten IAs	\$628,172 *
500130	Advanced Placement Supplies and Services	\$193,180
500136	Chromebook Leases	\$1,253,274
540103	Transportation: Special Education (Summer Programming)	\$361,822
540136	Building Rental: Chandler Elementary Annex - YMCA	\$228,204
540136	Building Rental: Dual Language - St. Stephen's Church	\$132,000
540136	Building Rental: Alternative School	\$184,720
Total Spending Transferred to ESSER Funds		\$9,685,106

* The House of Representatives FY22 Budget provides Worcester with \$2.4 million more than the amount used in the Governor's Budget. If the House of Representatives Budget is the final Chapter 70 allocation to Worcester, these two line items will be restored to the General Fund Budget.

Edward M. Augustus, Jr.
City Manager



CITY OF WORCESTER

November 23, 2021

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend City Council's approval of the attached adjustments required to finalize the Fiscal Year 2022 budget, as received from Timothy J. McGourthy, Chief Financial Officer, and forwarded for the consideration of your honorable body.

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

Included in the budget adjustments are updates to Cherry Sheet revenues and expenses which have occurred since the adoption of the City's Fiscal Year 2022 budget. The final State budget includes increases in both Chapter 70 and Charter Public School Aid totaling \$2,686,017. There is also a small increase in State Owned Land totaling \$26,728. These increases are partially offset by increased assessments for Special Education, School Choice, and Charter School tuition, totaling \$615,691. The net change to the Worcester Public Schools Fiscal Year 2022 budget appropriation is an increase of \$2,070,326.

Source:		
Account	Description	Amount
461100	Loss of Taxes State Land	\$ 26,728.00
466303	Public School Aid (Chapter 70)	2,110,658.00
466305	Public School Aid (Charter)	575,359.00
39818	Mosquito Control	10.00
900-92000	City Manager's Contingency	27,733.01
	Total	\$ 2,740,488.01
Use:		
Account	Description	Amount
39807	Regional Planning	54,471.01
38915	Charter School Spending Tuition	408,937.00
38917	School Choice	8,314.00
39811	Special Education - Chapter 766	198,440.00
500-91000	Worcester Public Schools Salaries	2,070,326.00
	Total	\$ 2,740,488.01

This financial recommendation also appropriates the Fiscal Year 2022 certified free cash and Additional New Growth in accordance with the City's Financial Integrity Plan, as well as American Rescue Plan Act of 2021 (ARPA) Revenue Recovery funds.

Free cash generated at the conclusion of Fiscal Year 2021 has been certified by the Department of Revenue at \$19,363,912. Per the City's updated long-term financial plan, the distribution of free cash is as follows: 50% to the Bond Rating Stabilization Fund, 30% to the OPEB Trust Reserve, and 20% for operational and capital needs, as described below:

\$9,681,956.00 to the Bond Rating Stabilization Fund:

Per the City's long-term financial plan, 50% of free cash is allocated to the Bond Rating Stabilization Fund. In the updated financial plan approved in 2017 by City Council, the bond stabilization threshold was increased from 5% to 10% to meet the new norms and bond rating agency expectations. This contribution will increase the Bond Rating Stabilization Fund to 6.5% of fiscal year operating funds. The City's bond rating has improved based on our continued discipline in adhering to our commitment to build reserves, saving millions of tax dollars as we continue to rely on borrowing for large capital projects.

\$5,809,173.60 to the OPEB Trust Reserve Fund:

Per the City's long-term financial plan, 30% of free cash is allocated to the OPEB Trust Reserve Fund. The City's OPEB liability of more than \$1B is a significant long-term financial risk to the City, as reported in the City's annual CAFR. This allocation will bring the OPEB Trust Reserve Fund total to approximately \$34M, and is a step toward mitigating the City's long-term risk. This is another component of the City's fiscal discipline that is justly recognized by the bond rating agencies and will ultimately help mitigate our OPEB liability by increasing our discount rate as a result of the investment of our funds.

\$3,872,782.40 to Operational and Capital Needs:

Per the City's long-term financial plan, 20% of free cash can be allocated to one-time operational and capital needs that were not identified at the time of budget development. For Fiscal Year 2022, these adjustments address a wide range of priorities and provide additional resources for increased operating costs as well as continued investments in the City's urban landscape and assets. As a result of the pandemic, and restricted operations and expenses, many communities throughout the Commonwealth have seen an influx of free cash from Fiscal Year 2021. This administration has worked diligently to identify strategic investments that are not American Rescue Plan Act of 2021 (ARPA) eligible and are one-time costs, or seed funding. Below is detailed information on the proposed uses of free cash under this category:

\$40,000.00 for the Worcester Public Library:

This allocation represents the continued investment in the preservation of the Green Collection. The Worcester Public Library was founded in 1859 when Dr. John Green, a prominent Worcester resident, donated his personal library to the city. The Green Collection consists of nearly 8,000 volumes dating from the 16th to the 19th centuries bound in cloth, leather, parchment, alum-tawed skin, and paper. The diverse collection includes many rare books on theology and religion, philosophy, art, architecture, science, and nature, and it forms the nucleus around which the Worcester Public Library grew. The Library successfully obtained a Library Services and Technology grant from the Massachusetts Board of Library Commissioners to fund a collections-level assessment to identify the particular needs for the protection and preservation of the Green Collection and a comprehensive five-year preservation plan was developed. This \$40,000 allocation supports the preservation priorities for the collection in this fiscal year.

\$43,500.00 for Elections Office:

The Elections Office has incurred additional costs associated with the municipal election held earlier this month. In addition to costs incurred on November 2, 2021, this office also incurred costs associated with early voting. These costs include temporary election worker wages, overtime for existing departmental staff, and printing and supply costs.

\$802,000.00 for the Department of Public Works & Parks:

This allocation will provide funding for multiple initiatives within the DPW&P. The Parks Department will receive \$425,000 for tree replacement and memorial rehabilitations. Of this total, \$325,000 is being allocated to continued tree plantings throughout the City as part of the reforestation of the urban landscape. These funds will allow for the installation of more than 300 trees within the public right of way or within public parks. These tree plantings will be diverse in species and conform to our standard policy of “Right Tree – Right Place” as promoted by the National Arbor Foundation. The remaining \$100,000 will be used for the rehabilitation of City memorials. The Department of Public Works will receive \$377,000 for the purchase of various pieces of equipment. The largest of the equipment purchases will be an additional street sweeper. The remaining equipment being purchased with this allocation will be used at the Millbury Street Residential Drop-Off Center.

\$175,000.00 for the Office of Sustainability & Resilience:

As part of the Fiscal Year 2022 Budget, the Office of Sustainability & Resilience was created. This new City department includes the Blue Space Division, made up of two full time staff responsible for monitoring water quality in the City’s four major lakes, creating environmental management plans, and hosting educational workshops for residents. This \$175,000 investment will provide funding for the design and construction of a new alum station at Indian Lake, which will be used to monitor and manage the cyanobacteria levels of the lake. It is expected that this new station will minimize, or even potentially eliminate, the need to shut Indian Lake down for recreational activities due to cyanobacteria outbreaks.

\$472,000.00 for Department of Public Facilities:

Similar to the Office of Sustainability & Resilience, the Department of Public Facilities was also created in Fiscal Year 2022 to maintain and manage various City assets. This funding will be used to complete building improvements at various City buildings without having to borrow additional capital funds. A portion of this funding, \$112,000, will be used to purchase a computer maintenance management software system that will be used by Public Facilities staff to manage building rehabilitation projects. An allocation of \$60,000 will be used for the exterior lighting of City Hall.

\$200,000.00 for Injured on Duty:

In acknowledgement of M.G.L. Chapter 148 Acts of 2018, amending Chapter 32, Section 94B, which grants firefighters a legal presumption that several cancer diagnoses are a result of activities in the line of duty, the Injured on Duty budget was increased in Fiscal Year 2021. Due to an unanticipated large claim payout earlier this fiscal year, an additional appropriation of \$200,000 is necessary at this time.

\$60,000.00 for Economic Development:

This investment will provide funding for a study of Worcester's Minority & Women's Business Enterprise (MWBE) environment and capacities. This study, carried out by the University of Massachusetts Donahue Institute, will compile and build upon similar studies undertaken in the Commonwealth, updating the City on best practices and recommendations moving forward, including more targeted contracting percentage goals.

\$167,261.00 for Assessor's Office:

This allocation provides additional support to the Assessor's Office so that appraisal services can be completed for taxable real property, per Department of Revenue requirements. As part of these services, on-site inspections and photographs of all improved apartment buildings with four or more units, commercial, and industrial properties will be completed. This work is necessary as the City completes its revaluation year.

\$100,000 for Fire Department:

This appropriation will initiate the creation of a new Fire Commissioner position during Fiscal Year 2022. This position is one of the recommendations identified in the safety report completed by Emergency Services Consulting International (ESCI). This Administration is committed to implementing the recommendations of the ESCI report to create a safer work environment for the employees of the Worcester Fire Department.

\$509,480.38 and \$818,044 for Fire Department Stabilization:

For the past few years, funding has been included in the Capital Campaign Stabilization Fund to allow for the design and construction of a new South Division Fire Station. This allocation will commit additional funds to a newly created Fire Department Stabilization account, as outlined further below in this memorandum.

In addition, we have include for City Council consideration, the commitment of new growth over budget – \$818,044 – to also go toward the Fire Department Stabilization Fund per the Mayor's Order dated October 12, 2021 and since Tabled Under Privilege calling for these revenues to be dedicated to the Fire Department's Community Risk Assessment Master Plan.

\$1,303,541.02 for Body Worn Cameras/Contingency:

This allocation, in conjunction with \$196,458.98 of ARPA Revenue Recovery funds for a total investment of \$1.5M, is being set aside for the implementation of police body worn cameras. The funding is being transferred to the Contingency account at this time so that the Administration, building on lessons learned by the Human Rights Commission, can work with City Council, the Worcester Police Department, and Local 911, NEPBA, to identify the specific purposes (training, equipment, leases, etc.) and costs of the new program as well as negotiate the details of implementation.

Source:		
Account	Description	Amount
39520	Free Cash	\$ 19,363,912.00
Use:		
Account	Description	Amount
04R801	Bond Stabilization Fund	\$ 9,681,956.00
04T803	OPEB Trust Reserve	5,809,173.60
550-92000	Public Library Ordinary Maintenance	40,000.00
150-91000	Elections Salaries	22,000.00
150-97000	Elections Overtime	5,000.00
150-92000	Elections Ordinary Maintenance	16,500.00
720-92000	Parks Ordinary Maintenance	425,000.00
410-93000	Public Works Capital Outlay	377,000.00
113-92000	Sustainability Ordinary Maintenance	175,000.00
112-92000	Public Facilities Ordinary Maintenance	172,000.00
112-93000	Public Facilities Capital Outlay	300,000.00
174-96000	Injured On Duty	200,000.00
043-92000	Economic Development Ordinary Maintenance	60,000.00
670-92000	Assessing Ordinary Maintenance	167,261.00
260-91000	Fire Department Salaries	100,000.00
04D812	Fire Department Stabilization	509,480.38
900-92000	City Manager's Contingency	1,303,541.02
	Total	\$ 19,363,912.00

Source:		
Account	Description	Amount
4122021	Additional New Growth	\$ 818,044.00
Use:		
Account	Description	Amount
04D812	Fire Department Stabilization	\$ 818,044.00

In addition to free cash and Additional New Growth, the City will recognize and appropriate ARPA Revenue Recovery funds in the amount of \$7,096,458.98 in Fiscal Year 2022. These funds represent revenue losses recognized during the height of the COVID-19 pandemic and are being appropriated to the Department of Public Works, the Worcester Fire Department, and Contingency. DPW funding will be used for various street and sidewalk infrastructure work in the amount of \$6,400,000, and Fire Department funding will be used to purchase safety equipment for incoming firefighter recruits in the amount of \$500,000. The Contingency allocation of \$196,458.98 will be used in conjunction with the free cash transfer of \$1,303,541.02 for police body worn cameras.

Source:		
Account	Description	Amount
484070	ARPA Revenue Recovery	7,096,458.98
Use:		
Account	Description	Amount
410-93000	Public Works Capital Outlay	6,400,000.00
2609-93000	Fire Department Capital Outlay	500,000.00
900-92000	City Manager's Contingency	196,458.98
	Total	7,096,458.98

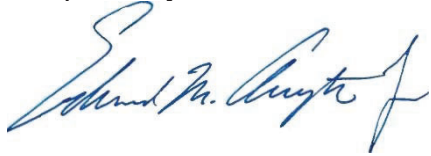
In addition to aforementioned budgetary adjustments, the below transfers will also be necessary to provide adequate funding for various departmental budgets through the remainder of Fiscal Year 2022. The most notable transfer is the establishment of the Fire Department Stabilization Fund, as referenced above, which will be used to fund the design and construction of the new South Division Fire Station. Over the past three years, funding for this project has been appropriated to the Capital Campaign Stabilization Fund. Transferring these funds to the dedicated Fire Department Stabilization Fund will allow for clear tracking of funds set aside for this important project.

Source:		
Account	Description	Amount
04D802	City Manager's Stabilization	\$ 4,526,361.50
661-94000	Debt Principal	459,169.50
900-92000	Contingency	77,000.00
	Total	\$ 5,062,531.00
Use:		
Account	Description	Amount
04D812	Fire Department Stabilization	\$ 4,526,361.50
662-94000	Debt Interest	459,169.50
550-91000	Public Library Salaries	55,000.00
113-97000	Sustainability Overtime	18,000.00
610-92000	Budget Office Ordinary Maintenance	4,000.00
	Total	\$ 5,062,531.00

We developed these budgetary adjustments to strategically aid this City Council and Administration in making necessary investments in operational opportunities. The financial priorities included in this proposal support goals and objectives outlined by this City Council and move us forward in our quest to ensure a thriving City, strong

neighborhoods, equitable opportunities, and sound fiscal and operational government now and in the future.

Respectfully submitted,

A handwritten signature in blue ink, reading "Edward M. Augustus, Jr.", with a stylized flourish at the end.

Edward M. Augustus, Jr.
City Manager

Edward M. Augustus, Jr.
CITY MANAGER



CITY OF WORCESTER
ADMINISTRATION & FINANCE

Timothy J. McGourthy
CHIEF FINANCIAL OFFICER

To: Edward M. Augustus, Jr., City Manager
From: Timothy J. McGourthy, Chief Financial Officer
Date: November 23, 2021
Re: Fiscal Year 2022 Budget Adjustments

The City's annual operating budget is developed and based on certain assumptions of revenue estimates by both the Commonwealth and the City at the time of budget development. From the time the budget is formulated, recommended to, and adopted by the City Council, revenues, inclusive of state aid, are finalized and adjustments are required to establish the annual City budget. The Fiscal Year 2022 budget follows this process and requires City Council's approval of the below adjustments in order to finalize the budget for submission of the City's annual tax recapitulation (Tax Recap) to the Department of Revenue.

Included in the necessary adjustments are transfers that recognize changes in the Cherry Sheet revenues and expenses, which have occurred since the adoption of the City's Fiscal Year 2022 budget. Also included in the below transfers are appropriations of the prior year (FY2021) certified free cash and Additional New Growth in accordance with the City's revised financial plan, which has been adopted by City Council. A new funding source being recognized in these transfers is the appropriation of American Rescue Plan Act of 2021 (ARPA) Revenue Recovery funds. These funds are being appropriated to eligible City expenses, per the Interim Final Rule.

Source:		
Account	Description	Amount
461100	Loss of Taxes State Land	\$ 26,728.00
466303	Public School Aid (Chapter 70)	2,110,658.00
466305	Public School Aid (Charter)	575,359.00
39818	Mosquito Control	10.00
900-92000	City Manager's Contingency	27,733.01
	Total	\$ 2,740,488.01
Use:		
Account	Description	Amount
39807	Regional Planning	54,471.01
38915	Charter School Spending Tuition	408,937.00
38917	School Choice	8,314.00
39811	Special Education - Chapter 766	198,440.00
500-91000	Worcester Public Schools Salaries	2,070,326.00
	Total	\$ 2,740,488.01

Source:		
Account	Description	Amount
39520	Free Cash	\$ 19,363,912.00
Use:		
Account	Description	Amount
04R801	Bond Stabilization Fund	\$ 9,681,956.00
04T803	OPEB Trust Reserve	5,809,173.60
550-92000	Public Library Ordinary Maintenance	40,000.00
150-91000	Elections Salaries	22,000.00
150-97000	Elections Overtime	5,000.00
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04D812	Fire Department Stabilization	509,480.38
900-92000	City Manager's Contingency	1,303,541.02
	Total	\$ 19,363,912.00

Source:		
Account	Description	Amount
4122021	Additional New Growth	\$ 818,044.00
Use:		
Account	Description	Amount
04D812	Fire Department Stabilization	\$ 818,044.00

Source:		
Account	Description	Amount
484070	ARPA Revenue Recovery	7,096,458.98
Use:		
Account	Description	Amount
410-93000	Public Works Capital Outlay	6,400,000.00
2609-93000	Fire Department Capital Outlay	500,000.00
900-92000	City Manager's Contingency	196,458.98
	Total	7,096,458.98

Source:		
Account	Description	Amount
04D802	City Manager's Stabilization	\$ 4,526,361.50
661-94000	Debt Principal	459,169.50
900-92000	Contingency	77,000.00
	Total	\$ 5,062,531.00
Use:		
Account	Description	Amount
04D812	Fire Department Stabilization	\$ 4,526,361.50
662-94000	Debt Interest	459,169.50
550-91000	Public Library Salaries	55,000.00
113-97000	Sustainability Overtime	18,000.00
610-92000	Budget Office Ordinary Maintenance	4,000.00
	Total	\$ 5,062,531.00

I respectfully recommend the submission of these necessary transfers to City Council for approval prior to setting of the Fiscal Year 2022 tax rate.

Sincerely,



Timothy J. McGourthy
Chief Financial Officer



Edward M. Augustus, Jr.
City Manager

CITY OF WORCESTER

cm2021dec09105038

Attachment for Item # 9.37 A

December 14, 2021

TO THE WORCESTER CITY COUNCIL

COUNCILORS:

I respectfully recommend that One Hundred Eighty Six Thousand Six Hundred Twenty Dollars And No Cents (\$186,620.00) be transferred from Account #900-92000, City Manager's Contingency, and be appropriated to Account #500-91000, Worcester Public School Salaries, to provide additional funding to the Worcester Public Schools based on an adjustment to the Fiscal Year 2022 Cherry Sheet Assessments for Special Education.

Respectfully submitted,



Edward M. Augustus, Jr.
City Manager



OFFICE OF THE CITY MANAGER, CITY HALL, WORCESTER, MA 01608
TELEPHONE (508) 799-1175 | FAX (508) 799-1208
EMAIL: citymanager@worcesterma.gov





The City of
WORCESTER

Administration & Finance
Timothy J. McGourthy, Chief Financial Officer
City Hall, 455 Main Street, Worcester, MA 01608
P | 508-799-1225 F | 508-799-1097
treasurer@worcesterma.gov

To: Edward M. Augustus, Jr., City Manager
From: Timothy J. McGourthy, Chief Financial Officer
Date: December 9, 2021
Re: Finance Request

I respectfully recommend that One Hundred Eighty Six Thousand Six Hundred Twenty Dollars And No Cents (\$186,620.00) be transferred from Account #900-92000, City Manager's Contingency, and be appropriated to Account #500-91000, Worcester Public School Salaries, to provide additional funding to the Worcester Public Schools based on an adjustment to the Fiscal Year 2022 Cherry Sheet Assessments for Special Education.

Sincerely,

Timothy J. McGourthy,
Chief Financial Officer

X. GENERAL BUSINESS
Administration
(December 16, 2021)

ITEM - gb #2-9
S.C. MEETING - 1-20-22

ITEM:

To accept the Hartford/Junior Fire Marshal Grant in the amount of \$5,000.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

*Worcester Public Schools
Grants Office*

Grant Acceptance Form

Name of Grant:	The Hartford/Junior Fire Marshal
Type of Funder:	Corporate Private Foundation – The Hartford
Awarded Amount:	\$5,000.00
Grant Funding Period:	September 1, 2021 through June 30, 2022
Project title:	Junior Fire Marshal
Program coordinator:	O'Neil
Purpose:	To support the fire safety/fire prevention education efforts and programming for all student in Kindergarten through Grade 3.
Description of the program:	Building on educational curriculum, holding fire safety awareness events or purchasing smoke detectors and/or batteries for students and their families.
Program location:	Worcester Public Schools
Outcomes and Measures:	Students and their families will know how to prevent fires and what to do if they face one.



August 4, 2021

Gregory Bares
Worcester Public Schools
20 Irving Street
Worcester, MA 01609

Dear Gregory,

The Hartford is pleased to support the Worcester Public Schools in Worcester, MA. In this capacity, The Hartford has committed \$5,000 to support your school district's fire safety education efforts and programming for all K-3 students.

We ask that the funds from this grant be leveraged within one calendar year from the grant date and to provide a formal report within this grant timeframe as to how the funds were leveraged. The parameters of this grant can be customized to your individual school system's needs, and may include, but are not limited to, building on educational curriculum, holding fire safety events or purchasing smoke detectors (and/or batteries) for students and their families.

We also encourage you to take advantage of our free, digital fire safety curriculum at JuniorFireMarshal.com

We ask that our company be referred to as **The Hartford** in any materials you publish regarding this commitment and to have the opportunity to review prior to publication. Payment will be processed and sent shortly in the amount of \$5,000.

We look forward to our continued partnership. On behalf of The Hartford and its Junior Fire Marshal program, thank you for your commitment to keeping children fire safe.

Sincerely,

Kathleen Weitz
Corporate Sustainability
The Hartford

BUDGET

For the purchase of fire safety and prevention materials to include curriculum, smoke detectors and/or batteries

Funds needed for fire safety/prevention activities

Total	\$5,000.00
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X. GENERAL BUSINESS
Ms. Clancey
(December 20, 2021)

ITEM - gb #2-10
S.C. MEETING - 1-20-22

ITEM:

Request that the Administration review and report back all safety protocols for our schools, including each school's policy regarding visitors entering and exiting the buildings.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. Clancey
(December 20, 2021)

ITEM - gb #2-11
S.C. MEETING - 1-20-22

ITEM:

Request that the Administration provide an update on each school with security guards, to include their role throughout the day and hours.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Administration
(January 10, 2022)

ITEM - gb #2-12
S.C. MEETING - 1-20-22

ITEM:

To accept the following donations:

- \$10,000 from AbbVie for swim and water safety lessons for all third graders at Chandler Elementary and Jacob Hiatt Magnet Schools
- donations totaling \$1,200 to the Diesel Tech Program at South High Community School:
 - \$300.00 from Casella Waste Systems
 - \$400.00 from Waste Connections US
 - \$500.00 from Sunbelt Rentals

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Ms. Mailman
(January 11, 2022)

ITEM - gb #2-13
S.C. MEETING - 1-20-22

ITEM:

Request that the current practice of addressing members by Mr. Mrs. or Ms. be altered to adopt a professional practice that is gender neutral by addressing them by "member", with the exception of the Mayor.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

X. GENERAL BUSINESS
Ms. McCullough
(January 11, 2022)

ITEM - gb #2-14
S.C. MEETING - 1-20-22

ITEM:

Request that the Administration work with the City and UMass Medical to explore the opportunity for the Worcester Public Schools to participate in the Practice Safe Skin Program, as proposed by Councilor Toomey.

PRIOR ACTION:

BACKUP: Councilor Toomey's Item:

Request City Manager request the Commissioner of Health and Human Services and Commissioner of Public Works and Parks, as well as any other appropriate agencies, work with UMass Medical and their student Christopher Fay to enact the Practice Safe Skin Program, which is part of IMPACT Melanoma's national campaign. Further, request City Manager include the Worcester Public Schools sport departments, the city's colleges, the Worcester Red Sox, the Worcester Bravehearts, public and private golf courses and any other entities that would be appropriate for establishing the program in the city.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. Kamara
(January 12, 2022)

ITEM - gb #2-15
S.C. MEETING - 1-20-22

ITEM:

Request that the Administration consider establishing COVID testing sites in each of the four quadrants in conjunction with the City to provide greater accessibility of the tests to more students, parents and educators.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Administration.

X. GENERAL BUSINESS
Ms. Kamara
(January 12, 2022)

ITEM - gb #2-16
S.C. MEETING - 1-20-22

ITEM:

Request that the Administration provide a report regarding the way in which the Administration is recording and monitoring all employees who have tested positive for COVID and indicate what procedures are in place for their return to school or the workplace.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

X. GENERAL BUSINESS
Ms. Kamara
(January 12, 2022)

ITEM - gb #2-17
S.C. MEETING - 1-20-22

ITEM:

To discuss the roles and responsibilities of the chairs and vice chairs of the Standing Committees.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-18
S.C. MEETING - 1-20-22

ITEM:

Request administration update the community on the Worcester Public Schools and COVID.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the administration for a standing item at each meeting.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-19
S.C. MEETING - 1-20-22

ITEM:

To align Policy DK with the City of Worcester Charter.

PRIOR ACTION:

BACKUP: Annex A (1 page) contains a copy of Policy DK (Payment Procedures).

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Finance and Operations.

File: DK

PAYMENT PROCEDURES

All claims for payment from school department funds will be processed in accordance with regulations developed by the Superintendent. Payment will be authorized against invoices properly supported by approved purchase orders, with properly submitted vouchers, or in accordance with salaries and salary schedules approved by the School Committee.

As an operating procedure, the Committee will receive monthly lists of bills (warrants) for payment from school department funds. The lists will be certified as correct and approved for payment by the School Committee and then forwarded to the municipal auditor for processing and subsequent payment by the municipal treasurer. Actual invoices, statements, and vouchers will be available for inspection by the School Committee." This is mandated by Massachusetts General Laws Chapter 41, Section 56, and nothing in the City Charter or City of Worcester Revised Ordinances Part Two, Article Eleven, Section 2 (attached) affects this requirement. Until we make this part of our policies and practices, we are in violation of Massachusetts law.

The Superintendent and authorized designees shall submit invoices or payrolls for payment to the City Auditor to perform a pre-audit of financial transactions for municipal departments, including the school department.

The Superintendent will be responsible for assuring that budget allocations are observed and that total expenditures do not exceed the amount allocated in the budget for all items.

The school building administrators will be responsible for observing budget allocations in their respective schools.

LEGAL REF.: M.G.L. [41:41](#); [41:52](#)

City of Worcester Revised Ordinances, Part Two, Article 11, Section 2

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-20
S.C. MEETING - 1-20-22

ITEM:

To consider both one time and recurring building needs.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Joint Standing Committee on Finance and Operations and the City Council's Standing Committee on Education.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-21
S.C. MEETING - 1-20-22

ITEM:

To consider eliminating the test-out option within the employee vaccination requirement.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to Negotiations.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-22
S.C. MEETING - 1-20-22

ITEM:

To consider implementing a student vaccination requirement for participation in extracurricular activities.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-23
S.C. MEETING - 1-20-22

ITEM:

To consider a pilot of provision of menstrual supplies at all secondary schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Finance and Operations.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-24
S.C. MEETING - 1-20-22

ITEM:

To consider what observances are recognized by the Worcester Public Schools.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Governance and Employee Issues.

X. GENERAL BUSINESS
Ms. Novick
(January 12, 2022)

ITEM - gb #2-25
S.C. MEETING - 1-20-22

ITEM:

To make provision within all WPS secondary schools of space for prayer during the day for those whose religious observance requires it; relatedly; to add to the student handbook notification to students and families that such provision will be made as needed.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committees on Finance and Operations (for facilities) and Governance and Employee Issues (for policy).

X. GENERAL BUSINESS
Administration
(January 12, 2022)

ITEM - gb #2-26
S.C. MEETING - 1-20-22

ITEM:

To accept a funding commitment from the Federal Communication Commission, Universal Service Administrative Co., in the amount of \$7,375,056 for the purchase of 23,192 Chromebooks.

PRIOR ACTION:

BACKUP: Annex A (8 pages) contains a copy of the Emergency Connectivity Fund (ECF) Funding Commitment Decision Letter.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

The FCC's Emergency Connectivity Fund (ECF) is a \$7.17 billion program that will help schools and libraries provide the tools and services their communities need for remote learning during the COVID-19 emergency period. ECF will help provide relief to millions of students, school staff, and library patrons and will help close the homework gap for students who currently lack necessary Internet access or the devices they need to connect to classrooms.

The Worcester Public Schools applied to receive 23,192 Chromebooks for 1st grade - 12th grade (PreK students are not eligible) and has successfully received funding for this purpose.

The district will not receive this money directly, rather it will receive Chromebooks. The contracted vendor, Whalley Computer, will handle the purchasing, setup, licensing, asset tagging, and delivery of the devices to the district, and Whalley Computer will apply for and receive the funding to complete this project. The cost of this project will be \$7,375,056.00 and be 100% covered by the ECF Fund.

The Administration requests that the School Committee to accept the grant of 23,192 Chromebooks. This procurement will allow for the replacement of Chromebooks reaching the end of term leases and sustains the district's 1:1 Chromebook initiative for the following 4-5 years without additional general fund support.

January 10, 2022

ECF Funding Commitment Decision Letter

2021

Contact Information:

Robert Walton
WORCESTER PUBLIC SCHOOL DIST
20 IRVING ST
WORCESTER MA 01609 - 2432
waltonb@worcesterschools.net

ECF FCC Form 471: ECF222120416**BEN:** 120307**Obligation File:** 7**Application Nickname:** ECFWPSCB2021Rnd2

Totals

Total Committed	\$7,375,056.00
------------------------	-----------------------

What is in this letter?

Thank you for submitting your Emergency Connectivity Fund (ECF) funding application.

Attached to this letter, you will find the funding statuses for the ECF FCC Form(s) 471, Services Ordered and Certification Form, referenced above.

The Universal Service Administrative Company (USAC) is sending letters to both the associated applicant and the service provider(s) so that you can work together to complete the funding process.

Next Steps

Submit Requests for Reimbursement to the Emergency Connectivity Fund (ECF) Portal.¹

The Commission in the *Emergency Connectivity Fund Report and Order* provided two ways for applicants to be able to invoice for eligible equipment and services through the Emergency Connectivity Fund Program.² Applicants and service providers, who agree to invoice on behalf of the applicant(s), are allowed to submit ECF Program requests for reimbursement.

¹ The *Emergency Connectivity Fund Report and Order* directed USAC to make the invoicing system available 15 days after the issuance of the first wave of commitments for the Emergency Connectivity Fund Program. *Establishing the Emergency Connectivity Fund to Close the Homework Gap*, WC Docket No. 21-93, Report and Order, FCC 21-58, para. 98 (rel. May 11, 2021) (*Emergency Connectivity Fund Report and Order*). If your funding commitment was released as part of the first wave, you may need to wait 15 days prior to submitting your request for reimbursement. USAC will announce when the invoicing system is available and requests for reimbursement can be submitted.

² *Emergency Connectivity Fund Report and Order*, at para.93.



BEN Name: WORCESTER PUBLIC
SCHOOL DIST
BEN: 120307

ECF FCC Form 471: ECF222120416
Obligation File: 7

- **If you (the applicant) are invoicing:** After receiving the ECF-supported eligible equipment and/or services, you will file the [ECF FCC Form 472](#), the Billed Entity Applicant Reimbursement (BEAR) Form to invoice for reimbursement of the ECF-supported eligible equipment and/or services. If you request reimbursement prior to paying your service provider(s), you will be required to provide verification that you paid your service provider(s) within 30 days of receipt of funds.
- **If your service provider(s) is invoicing:** The service provider(s) must provide the ECF-supported eligible equipment and/or services and then file the [ECF FCC Form 474](#), the Service Provider Invoice (SPI) form, to invoice for reimbursement for the ECF-supported eligible equipment and/or services provided.

Applicants and service providers, who agree to invoice on behalf of the applicant(s), must provide invoices detailing the items purchased, along with the requests for reimbursement. In general, any request for reimbursement submitted without the necessary information will be rejected with an explanation as to the deficiency, and the funding recipient will need to timely resubmit its invoice submission in order to receive reimbursement.

Notice on Rules and Requirements

The applicants' receipt of funding commitments is contingent on their compliance with all federal, statutory, regulatory, and procedural requirements of the ECF Program and the FCC's rules. This also includes the certifications under penalty of perjury contained in their funding application(s). Funding recipients are subject to audits and other reviews that the Commission and other appropriate authorities may undertake periodically to ensure that committed funds are being used in accordance with such requirements and for their intended purpose. Please see paragraphs 116-134 of the Commission's *Emergency Connectivity Fund Report and Order* for more information regarding the Program's documentation, certification, and audit requirements.

As referenced in paragraph 101 of the *Emergency Connectivity Fund Report and Order*, attached to this letter is the full text of Appendix A to 2 CFR Part 170, which provides additional information about the reporting requirements for reporting executive compensation (through <https://www.sam.gov>) and subaward activity (through <http://www.fsrs.gov>) under the Federal Funding Accountability and Transparency Act of 2006 as amended by the Digital Accountability and Transparency Act of 2014 (collectively the Transparency Act or FFATA/DATA Act) for award and subaward payments that equal or exceed \$30,000.

On behalf of the FCC, USAC may be required to reduce or cancel funding commitments that were not issued in accordance with these requirements, whether due to action or inaction of USAC, the applicant, or the service provider. The Commission and other appropriate authorities may pursue enforcement actions and other means of recourse to collect improperly disbursed funds.

How to Appeal or Request a Waiver of a Decision

You can appeal or request a waiver of a decision in this letter within 30 calendar days of the date of this letter. Failure to meet this deadline will result in an automatic dismissal of your appeal or waiver request. Please note that this is shorter than the deadline for appeals in the E-Rate Program.



BEN Name: WORCESTER PUBLIC
SCHOOL DIST
BEN: 120307

ECF FCC Form 471: ECF222120416

Obligation File: 7

Note: The Federal Communications Commission (FCC) will not accept appeals of ECF Program decisions that have not first been submitted and addressed in the Emergency Connectivity Fund (ECF) Portal. However, if you are seeking a waiver of ECF Program rules, you must submit your request directly to the FCC and not in the ECF Portal. Waivers of the ECF Program rules cannot be addressed within the ECF Portal.

- To submit an appeal that is not a waiver, visit the Appeals section in the [Emergency Connectivity Fund \(ECF\) Portal](#) and provide the required information. USAC will reply to your appeal submissions to confirm receipt. Visit the ECF Program's [website](#) for additional information on submitting an appeal, including step-by-step instructions.
- To request a waiver of the FCC's rules, please submit your request to the FCC in proceeding number WC Docket No. 21-93 using the [Electronic Comment Filing System](#) (ECFS). Include your contact information, a statement that your filing is a waiver request, identifying information, the FCC rule(s) for which you are seeking a waiver, a full description of the relevant facts that you believe support your waiver request and any related relief, and any supporting documentation.

For all appeals and waivers, be sure to keep a copy of your entire appeal or waiver document, including any correspondence and documentation, and provide a copy to the affected service provider(s).



BEN Name: WORCESTER PUBLIC
SCHOOL DIST
BEN: 120307

ECF FCC Form 471: ECF222120416

Obligation File: 7

ECF Funding Commitment Decision Overview

2021

Funding Commitment Decision Overview

Funding Request Number (FRN)	Service Provider Name	Amount Requested	Amount Committed	Status
ECF2190032432	Whalley Computer Associates, Inc.	\$7,375,056.00	\$7,375,056.00	Funded



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FRN ECF2190032432	Service Type Equipment	Status Funded
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Dollars Committed			
Monthly Cost		One-time Cost	
Months of Service	12		
Total Eligible Recurring Charges	\$0.00	Total Eligible One Time Charges	\$7,375,056.00
Total Charges		\$7,375,056.00	
Committed Amount		\$7,375,056.00	

Dates	
Service Start Date	7/1/2021
Service End Date	6/30/2022
Service Delivery Date	6/30/2022
Invoice Deadline Date	8/29/2022

Service Provider Information	
Service Provider	Whalley Computer Associates, Inc.
SPIN (498ID)	143004498

Consultant Information	
Consultant Name	
Consultant's Employer	
CRN	

Funding Commitment Decision Comments

The Unmet Needs section three indicating the number of connected devices and/or broadband connections to be distributed using funds from the Emergency Connectivity Fund has been updated based on the applicant response received.



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Appendix A to Part 170—Award Term

I. Reporting Subawards and Executive Compensation

a. *Reporting of first-tier subawards.*

Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that equals or exceeds \$30,000 in Federal funds for a subaward to a non-Federal entity or Federal agency (see definitions in paragraph e. of this award term).

2. *Where and when to report.*

- i. The non-Federal entity or Federal agency must report each obligating action described in paragraph a.1. of this award term to <http://www.fsrs.gov>.
- ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)

3. *What to report.* You must report the information about each obligating action that the submission instructions posted at <http://www.fsrs.gov> specify.

b. *Reporting total compensation of recipient executives for non-Federal entities.*

1. *Applicability and what to report.* You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if—

- i. The total Federal funding authorized to date under this Federal award equals or exceeds \$30,000 as defined in 2 CFR § 170.320;
- ii. in the preceding fiscal year, you received—
 - (A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR § 170.320 (and subawards), and
 - (B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR § 170.320 (and subawards); and,
- iii. The public does not have access to information about the compensation of the executives through periodic reports filed under sections 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. §§ 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

2. *Where and when to report.* You must report executive total compensation described in paragraph b.1. of this award term:

- i. As part of your registration profile at <https://www.sam.gov>
- ii. By the end of the month following the month in which this award is made, and annually thereafter.

c. *Reporting of Total Compensation of Subrecipient Executives.*

1. *Applicability and what to report.* Unless you are exempt as provided in paragraph d. of this award term, for each first-tier non-Federal entity subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated executives for the subrecipient's preceding completed fiscal year, if—

- i. in the subrecipient's preceding fiscal year, the subrecipient received—
 - (A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR § 170.320 (and subawards) and,



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(B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and

ii. The public does not have access to information about the compensation of the executives through periodic reports filed under sections 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. §§ 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

2. *Where and when to report.* You must report subrecipient executive total compensation described in paragraph c.1. of this award term:

- i. To the recipient.
- ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.

d. *Exemptions.*

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

- i. Subawards, and
- ii. The total compensation of the five most highly compensated executives of any subrecipient.

e. *Definitions.* For purposes of this award term:

1. Federal Agency means a Federal agency as defined at 5 U.S.C. § 551(1) and further clarified by 5 U.S.C. 552(f).
2. Non-Federal entity means all of the following, as defined in 2 CFR part 25:
 - i. A Governmental organization, which is a State, local government, or Indian tribe;
 - ii. A foreign public entity;
 - iii. A domestic or foreign nonprofit organization; and
 - iv. A domestic or foreign for-profit organization
3. *Executive* means officers, managing partners, or any other employees in management positions.
4. *Subaward*:
 - i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.
 - ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 CFR § 200.331).
 - iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.
5. *Subrecipient* means a non-Federal entity or Federal agency that:
 - i. Receives a subaward from you (the recipient) under this award; and
 - ii. Is accountable to you for the use of the Federal funds provided by the subaward.
6. *Total compensation* means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR § 229.402(c)(2)).

XI. EXECUTIVE SESSION
Administration
(January 12, 2022)

ITEM - gb #2-27
S.C. MEETING – 1-20-22

ITEM:

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance #21/22-01.

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, Custodians.

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, Unit D, Computer Technicians.

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 – 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 – Contact Tracing Work/Compensation – Massachusetts Nurses Association for and on behalf of 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, 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 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 – Former Employee v. Worcester Public Schools, MCAD and Federal Court Litigation – Discrimination Claim.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.