

**On July 16, 2022, the Commonwealth enacted Chapter 107 of the Acts of 2022, "An Act relative to extending certain state of emergency accommodations", which includes an extension of the option for public bodies to hold remote meetings until March 31, 2023, effective immediately.**

**To partake in the "Public Participation" section of this meeting, you may attend the meeting in-person within the meeting location, click on the link below to join via Zoom or by dialing the direct line as indicated.**

**Please click the link below to join the webinar:**

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Webinar ID: 821 2993 4748

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

#### AGENDA #23

The School Committee will hold a virtual and/or in person meeting:

on: Thursday, September 1, 2022  
at: 5:00 p.m.– Executive Session  
6:00 p.m. Regular Session  
in: Esther Howland South Chamber, City Hall

#### ORDER OF BUSINESS

#### **A. General Business Items taken in Executive Session**

gb 2-235 – Administration  
(August 25, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 20/21-11.

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

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares - Santiago v. Worcester Public Schools.

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.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – Educational Association of Worcester, Instructional Assistants Unit.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – NAGE R1-16 Cafeteria Workers.

**(Continued on next page.)**

## **General Business Items taken in Executive Session (continued)**

gb 2-235 (continued)

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester and Worcester School Committee, Grievance Arbitration - Sick Bank and Leave of Absence; Educational Association of Worcester and Worcester School Committee, Grievance Arbitration - Paid Administrative Leave; Former Employee and Worcester Public Schools, Statutory Arbitration Pursuant to Mass. G.L. c. 71; and Former Employee v. Worcester Public Schools, Massachusetts Commission Against Discrimination, Discrimination Charge.

### **A. Call to Order**

### **B. Pledge of Allegiance**

### **C. Roll Call**

### **D. Consent Agenda**

#### **i. Approval of Minutes**

AOR 2-24 - Clerk  
(August 24, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, August 18, 2022.

#### **ii. Approval of Donations**

gb #2-236 – Administration  
(August 3, 2022)

To accept the following donation:

- \$7,000 to the science and math programs at Clark Street Community School in memory of Paul J. Brown, Jr.

#### **iv. Initial filing of individual recognitions**

#### **v. Notices of interest to the district or to the public**

### **Recommendation of Administration**

**Approve the Consent Agenda items on a roll call.**

### **F. Items for Reconsideration**

### **G. Held Item**

**H. Recognitions**

gb #2-215.1 – Administration  
(August 23, 2022)

To recognize Jayxavien Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 3022.

**Recommendation of Administration**  
**Present certificate**

**I. Public Comment**

Any member of the public may address the Committee regarding any item before them for two (2) minutes. Those speaking will state their name, their residence, and the item on which they wish to speak for the record. Those speaking may do so in person or via remote participation. Those wishing to address the Committee in a language other than English are asked to notify the Clerk of the Committee in advance, so the Committee may be provided with an interpreter. Members of the Committee may not respond to the comments of the public at the meeting.

**J. Public Petitions**

**K. Report of the Superintendent**

ROS 2-11 - Administration  
(August 25, 2022)

WELCOME TO SCHOOL YEAR 2022-23

**Recommendation of Administration**  
**Accept and file.**

**L. Report of the Standing Committee**

**M. Student Advisory Committee item**

**N. Approval of Grants and other Finance Items**

gb 2-237 Administration  
(August 24, 2022)

To approve the following prior fiscal year payments:

-\$5,259.63 to a WPS employee for ELT stipends from 2015-2020  
-\$693.43 to a WPS employee for mileage reimbursement

**Recommendation of Administration**  
**Approve on a roll call.**

**O. General Business**

gb 2-18.12 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(August 25, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

**Recommendation of Administration**

**Provide an update and hold for the next meeting.**

gb 2-238 - McCullough  
(August 15, 2022)

To review past practices of what WPS has provided for routes, if any, for after school programs and possible options for the upcoming school year.

**Recommendation of Maker**

**Refer to the Standing Committee on Finance and Operations.**

**Recommendation of Administration**

**The Administration concurs with the maker.**

gb 2-239 - Administration  
(August 15, 2022)

To review the status of the FY23 Budget and make appropriate transfers as required.

**Recommendation of Administration**

**Refer to the Standing Committee on Finance and Operations.**

gb 2-240 - Administration  
(August 23, 2022)

To consider adoption of the Employee Social Media Policy.

**Recommendation of Administration**

**Approve on a roll call.**

gb 2-241 - Novick  
(August 23, 2022)

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

**Recommendation of Maker**

**Refer to the Standing Committee on Finance and Operations.**

**Recommendation of Administration**

**The Administration concurs with the maker.**

gb 2-242 - Administration  
(August 24, 2022)

To consider approval of the Job Description for a Contract Coordinator.

**Recommendation of Administration**  
**Approve on a roll call.**

gb 2-243 - Administration  
(August 24, 2022)

To consider an update to the FY23 Budget based on the final state budget adopted in July 2022.

**Recommendation of Administration**  
**Accept and file.**

gb 2-244 - Administration  
(August 24, 2022)

To consider an update of the Admissions Policy at Worcester Technical High School and recommend possible amendments.

**Recommendation of Administration**  
**Refer to the Standing Committee on Teaching, Learning and Student Supports.**

**P. ANNOUNCEMENTS**

**Q. ADJOURNMENT**

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

The Worcester Public Schools is an Equal Opportunity/Affirmative Action Employer/Educational Institution and does not discriminate regardless of race, color, ancestry, sex, gender, age, religion, national origin, gender identity or expression, marital status, sexual orientation, disability, pregnancy or a related condition, veteran status or homelessness. The Worcester Public Schools provides equal access to employment and the full range of general, occupational and vocational education programs. For more information relating to Equal Opportunity/Affirmative Action, contact the Human Resource Manager, 20 Irving Street, Worcester, MA 01609, 508-799-3020.

A. EXECUTIVE SESSION  
Administration  
(August 24, 2022)

ITEM - gb 2-235  
S.C. MEETING - 9-1-22

ITEMS:

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 20/21-11.

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

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares - Santiago v. Worcester Public Schools.

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PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Discuss.

- i. APPROVAL OF RECORDS  
Clerk  
(August 24, 2022)

ITEM - aor 2-24  
S.C. MEETING - 9-1-22

ITEM:

To consider approval of the Minutes of the School Committee Meeting of Thursday, August 18, 2022.

PRIOR ACTION:

BACKUP:

Annex A (16 pages) contains a copy of the Minutes of the School Committee Meeting of Thursday, August 18, 2022.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

IN SCHOOL COMMITTEE  
 Worcester, Massachusetts  
 Thursday, August 18, 2022  
 Agendas #22 and 22A

The School Committee of the Worcester Public Schools met in Open Session at 4:05 p.m. in the Esther Howland Chamber at City Hall on Thursday, August 18, 2022.

There were present at the Call to Order:

Mr. Johnson, Ms. Mailman, Ms. McCullough, Ms. O'Connell Novick and Mayor Petty

There were absent: Ms. Clancey and Ms. Kamara

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

## 1. Consent Agenda

### iii. Approval of Minutes

AOR 2-23 - Clerk  
 (July 25, 2022)

To consider approval of the Minutes of the School Committee Meeting of Thursday, July 21, 2022.

### iv. Approval of Donations

gb #2-213 - Administration  
 (August 3, 2022)

To accept the following donations:

- a used Dye Sublimation Setup from Worx Printing Cooperative to the WTHS Graphics Department consisting of a Sawgrass SG500 Sublimation Printer valued at approximately \$325.00 and a DC-MUG Full Wrap Mug Attachment valued at approximately \$288.00
- \$5,586 from Worcester Area Mission Society to Woodland Academy.

### iii. Notification of Personnel Records

2-34 The Superintendent has APPROVED the RESIGNATIONS of the persons named below:

Anderson, Heidi, Woodland Academy, Teacher, Elementary, Resigned, Kind/City, July 19  
 Arguello, Jennifer, Burncoat Middle School, Teacher, English, Resigned, English, August 4  
 Bigelow, Kevin, Burncoat High School, Teacher, ESL, Resigned, Innovation Pathways, July 18  
 Boucher, Raymond, Worcester Technical High, Teacher, Science, Resigned, Biology, June 17  
 Bove, David, Roosevelt, Teacher, Resigned, ESL, July 6  
 Bradley, Nicole, Systemwide, Focused Instructional Coach, Special Education, Resigned, July 7  
 Brayden, Erin, Goddard, Teacher, Elementary, Resigned, Primary, July 21  
 Brennan, Jennifer, Forest Grove Middle School, Teacher, Science, Resigned, Secondary, July 30  
 Brown-Dolan, Dayna, Burncoat High School, Teacher, English, Resigned, English, August 29  
 Cardogno, Rachel, Chandler Magnet, Teacher, Resigned, Transitional Bilingual Education, July 20  
 Caswell, Nancy, Systemwide, Teacher, Music, Resigned, Music, July 7  
 Chenevert, Sean, Burncoat Middle School, Teacher, Mathematics, Resigned, June 17  
 Ciampa, Patricia, Burncoat High School, Teacher, Foreign Language, Resigned, French, June 30  
 Clapp, Lauren, McGrath Elementary, Teacher, Elementary, Resigned, Kindergarten, August 2

Comeaux, Christopher, North High School, Teacher, Science, Resigned, Chemistry, June 17

Cote, Louis, Worcester Technical High, Teacher, English, Resigned, English, June 17

iii. Notification of Personnel Records (cont.)

County, Michael, New Citizens - Secondary, Teacher, ESL, Resigned, Social Studies, June 17

Crawford, Andrew, City View, Teacher, Special Ed., Resigned, Moderate Disabilities, June 17

Cruz, Elena, Jacob Hiatt Magnet, Teacher, ESL, Resigned, ESL, July 26

DaFonte, Julia, Systemwide, Speech & Language Pathologist, Special Ed., Resigned, June 18

Daigle, Madison, North High, Teacher, Special Ed., Resigned, Moderate Disabilities, June 17

Deary, Gene Michael, Vernon Hill, Teacher, Elementary, Resigned, Primary, July 18

Delgado, Danielle, North High School, Guidance Counselor, Guidance, Resigned, June 17

Desilets, Seth, Burncoat Middle School, Teacher, Other, Resigned, Technology, July 22

DiLeo, Lindsey, Systemwide, School Adjustment Counselor, Resigned, School Adjustment, July 27

DiRenzo, Meghan, Union Hill, Teacher, Elementary, Resigned, Primary, August 4

Donahue, Jacqueline, Woodland, Speech & Language Pathologist, Special Ed, Resigned, July 22

Donoghue, Kayla, Canterbury Street, Teacher, Elementary, Resigned, Preschool, June 17

Eiben, Melissa, Systemwide, Teacher, Special Ed., Resigned, Learning Disabilities, June 17

Farrington, Jennifer, City View, Teacher, Elementary, Resigned, Intermediate, June 17

Garceau, Emily, Belmont Community, Teacher, Elementary, Resigned, Primary, 17-Jun-22

Gray, Gersham, Claremont Academy, Teacher, Science, Resigned, Physics, June 23

Greiner, Angela, North High School, Teacher, English, Resigned, English, July 29

Griffin, Janie, Gates Lane, Teacher, Music, Resigned, Music, July 21

Grueter, Beth, City View, Focused Instructional Coach, Elementary, Resigned, July 20

Gutierrez Gonzalez, Borja, Chandler Magnet, Teacher, ESL, Resigned, Dual Language, July 26

Harrison, Lisa, Rice Square, Teacher, ESL, Resigned, ESL, August 4

Henrickson, Kendra, Systemwide, School Psychologist, Psychologists, Resigned, July 1

Henry, Matthew, Systemwide, Teacher, Art, Resigned, Arts, June 17

Horak, Ashley, Heard Street, Teacher, ESL, Resigned, ESL, June 17

Horgan, Kathleen, Sullivan Middle School, Teacher, ESL, Resigned, ESL, August 4

Johnson, Beverly, Worcester East Middle School, Teacher, English, Resigned, July 31

Kach, Ann, Worcester Technical, Teacher, Vocational Ed., Resigned, Allied Health - 74, June 10

Kaplan, Alyssa, South High School, Teacher, Mathematics, Resigned, Secondary, June 17

Kelly, Kerri, Burncoat Elementary, Teacher, Elementary, Resigned, Kindergarten, June 17

Koen, Daniel, North High School, Teacher, Social Studies, Resigned, Social Studies, July 18

Koopman, Sarah, Burncoat Elementary, Teacher, Elementary, Resigned, Intermediate, July 29

Kortsarz, Yael, Systemwide, Teacher, Music, Resigned, Music, June 17

Kushe Christo, Elona, Vernon Hill, Teacher, ESL, Resigned, ESL, July 29

Lesniak-Brothers, Jacqueline, Quinsigamond, Teacher, Elementary, Resigned, Primary, June 24

Lombardo, Natalie, Systemwide, Teacher, ESL, Resigned, ESL, August 1

Looney, James, Claremont Academy, Asst. Principal, Administration - Unit B, Resigned, July 1

Maldonado, Danielle, Systemwide, Teacher, Music, Resigned, Music, August 1

Markham, Lauren, Norrback Avenue, Teacher, Elementary, Resigned, Primary, July 29

Marquis, Ashley, Quinsigamond, Teacher, Elementary, Resigned, Intermediate, June 17

Matson, Julie, Burncoat High School, Department Head, English, Resigned, Secondary, August 3

McAuliffe, Kalie, Fanning Building - Transition Program, Teacher, Special Ed., Resigned, August 2

McGrath, Jillian, Union Hill, Teacher, Elementary, Resigned, Primary, July 18

McNamara, Meaghan, Nelson Place, Teacher, Special Ed., Resigned, Kindergarten, July 26

Mickunas, Margaret, Sullivan Middle School, Teacher, English, Resigned, August 8

Minter, Maya, Woodland Academy, Teacher, Elementary, Resigned, Intermediate, June 17

Minucci, Kaila, Belmont Community, Teacher, Elementary, Resigned, Intermediate, June 27

Morales-Ahmed, Andrea, Systemwide, School Psychologist, Psychologists, Resigned, June 17

Mulcahy, Scott, Nelson Place, Asst. Principal, Administration - Unit B, Resigned, June 17

Notaro, David, Gerald Creamer Center, Teacher, Mathematics , Resigned, July 25  
 Oliva, Sandra, Elm Park Community, Teacher, Elementary, Resigned, Intermediate, June 17  
 Poitras, Monica, Nelson Place, Principal - 42 Week, Administration , Resigned, June 30  
 Quercio, Michelle, Forest Grove , Focused Instructional Coach, English, Resigned, August 1

iii. Notification of Personnel Records (cont.)

Quist, Sarah, Goddard, Teacher, ESL, Resigned, 17-June 17  
 Regan, Delaney, Sullivan Middle School, Teacher, English, Resigned, English, August 1  
 Renaud, Judith, Woodland Academy, Teacher, Elementary, Resigned, Intermediate, July 15  
 Ridick, Kathryn, Elm Park Community, Teacher, ESL, Resigned, ESL, July 28  
 Rizzo, Stephanie, Norrback Avenue, Teacher, Special Education , Resigned, SAIL, June 17  
 Rouleau, Kelsey, Canterbury Street, Teacher, Special Education, Resigned, Life Skills, July 22  
 Sexton, Amanda, Systemwide, School Adjustment Counselor, Resigned, July 18  
 Shipley, Henley, Belmont Community, Teacher, Elementary, Resigned, Primary, June 17  
 Smith, Adriana, Doherty High School, Teacher, English, Resigned, Secondary, July 17  
 Sullivan, Christopher, Sullivan Middle School, Teacher, Science , Resigned, Biology, July 18  
 Tetreault, Jacquelyn, Union Hill, Teacher, Elementary, Resigned, Primary, July 30  
 Thompson, Mallory, Vernon Hill, Teacher, Elementary, Resigned, Intermediate, June 17  
 Thomson, Meghan, Durkin Administration, Department Head, Special Ed., Resigned, July 26  
 Torres, Yangtze, Chandler Magnet, Teacher, Resigned, Transitional Bilingual Ed., July 15  
 Traina, Matthew, Worcester East Middle School, Teacher, Science, Resigned, Biology, June 17  
 Tran, Vince, Claremont Academy, Teacher, Mathematics, Resigned, Secondary, June 30  
 Trueman, Hannah, Sullivan Middle School, Teacher, English, Resigned, Reading, June 17  
 Vignaly, Janet, New Citizens - Secondary, Teacher, ESL, Resigned, Mathematics, July 22  
 von Schmidt-Penta, Karl-Josef, Worcester East Middle , Teacher, Music, Resigned, June 17  
 Watkins, Maegan, South High School, Librarian, Library Media, Resigned, June 17  
 Wheeler, Jaime, Burncoat Elementary, Focused Inst. Coach, Special Ed. Resigned, Lead July 13  
 White, Kimberly, Forest Grove Middle , Department Head, Special Ed., Resigned, August 1  
 Young, John, West Tatnuck, Principal - 42 Week, Administration, Resigned, Elementary, June 24

2-35 The Superintendent has APPROVED the RETIREMENTS of the persons named below:

Amon-Karanja, Ann, Forest Grove Middle School, Teacher, Special Ed. Retired, June 30  
 Bares, Gregory, Durkin Administration, Manager, Administration, Retired, Federal, June 30  
 Bastien, Deborah, Goddard, Teacher, Elementary, Retired, Intermediate, June 30  
 Binienda, Maureen, Durkin Administration, Superintendent, Administration, Retired, June 30  
 Bourdeau, David, St Casimir, Teacher, Industrial Arts, Retired, Industrial Arts, June 30  
 Burison, Marie, Doherty High School, Teacher, Social Studies, Retired, Social Studies, June 30  
 Cantwell, Lisa, Quinsigamond, Teacher, Elementary, Retired, Primary, June 30  
 Champeau, Steve, WTHS, Department Head, Vocational Ed., Retired, Graphic Arts-74, June 30  
 Clapp, Roger, Jacob Hiatt Magnet, Focused Instructional Coach, Elementary, Retired, June 30  
 Datta, Jyoti, Jacob Hiatt Magnet, Principal - 52 Week, Administration, Retired, Elem., June 30  
 Donahue, Deborah, Burncoat Middle School, Teacher, Reading, Retired, July 1  
 Donahue, Margaret, Burncoat High School, Teacher, Art, Retired, June 30  
 Ferrante, Mary Anne, Systemwide, Teacher, Phys Education , Retired, June 30  
 Galvin, Allison, Nelson Place, Teacher, Elementary, Retired, Intermediate, June 30  
 Goodhile, Sally, Systemwide, Physical Therapist, Special Education , Retired, June 30  
 Goodsitt, Greg, South High School, Teacher, Special Education, Retired, Inclusion, June 30  
 Gribouski, John, Burncoat Elementary, Asst. Principal, Administration - Unit B, Retired, June 30  
 Juneau, David, Gerald Creamer Center - Evening High School, Coordinator - Principal, Administration - Unit B, Retired, Special Education, June 30

### iii. Notification of Personnel Records (cont.)

Kirrane, Paul, Burncoat Middle School, Teacher, Mathematics, Retired, June 30  
 Lee, Kathleen, Thorndyke Road, Principal - 42 Week, Administration, Retired, Elem., June 30  
 Mallgren, Diane, Midland Street, Teacher, ESL, Retired, June 30  
 Mann, Margaret, WTHS, Department Head, Vocational Ed. Retired, Early Childhood-74, June 30  
 McKeon, Barbara, Doherty High School, Teacher, Mathematics, Retired, MCAS, June 30  
 McSherry, Christine, Worcester Arts Magnet, Asst. Principal, Admin. - Unit B, Retired, July 19  
 Mihelioudakis, Ekaterini, Sullivan Middle School, Teacher, Special Ed., Retired, Life Skills, June 30  
 Moore, James, Burncoat High School, Teacher, English, Retired, English, June 30  
 Noponen, Barbara, Systemwide, Teacher, Special Ed., Retired, Learning Disabilities, June 30  
 Ohan, Annmarie, Forest Grove Middle School, Teacher, Health, Retired, Secondary, June 30  
 O'Neil, Susan, Durkin Administration, Deputy Superintendent, Administration, Retired, June 30  
 O'Neil, Kathryn, St Casimir, Teacher, Special Education, Retired, Moderate Disabilities, June 30  
 O'Neill, Teresa, North High School, Asst. Principal, Administration - Unit B, Retired, June 30  
 Pappas, Christopher, St Casimir, Teacher, Industrial Arts, Retired, Industrial Arts, June 30  
 Peters, Mark, Worcester East Middle School, Teacher, Health, Retired, Health, June 30  
 Petrella, Siobhan, WTHS, Principal - 42 Week, Admin. - Unit B, Retired, Secondary, June 30  
 Quinn, Ann Marie, Doherty High School, Teacher, English, Retired, English, June 30  
 Quist, Joanne, Sullivan Middle School, Asst. Principal, Administration - Unit B, Retired, July 19  
 Remington, Patrick, May Street, Teacher, Elementary, Retired, Intermediate, July 30  
 Ritacco, Donna, St Casimir, School Adjustment Counselor, Retired, School, June 30  
 Rogan, Sharon, Vernon Hill, Teacher, Special Ed., Retired, Moderate Disabilities, June 30  
 Rovezzi, Christine, Gates Lane, Focused Instructional Coach, Elementary, Retired, June 30  
 Scarrell, Robin, Forest Grove Middle School, Department Head, Science, Retired, June 30  
 Shea, Deirdre, May Street, Teacher, Elementary, Retired, Primary, June 30  
 Sirignano, Tina, Doherty High School, Teacher, Foreign Language, Retired, Spanish, June 20  
 Soucy, Brenda, Wawecus Road, Teacher, Elementary, Retired, Intermediate, June 30  
 Thibodeau, Ellen, Sullivan Middle School, Teacher, Science, Retired, Mathematics, June 30  
 Thompson, Arlene, WTHS, Department Head, Vocational Ed., Retired, Cosmetology-74, June 30  
 Tuttle, Kelly, Chandler Elementary, Teacher, Elementary, Retired, Primary, July 28  
 Walsh, Nancy, Gates Lane, Teacher, ESL, Retired, June 30  
 Wiser, Patricia, Canterbury Street, Teacher, ESL, Retired, June 30  
 Zimkiewicz, Charlene, Lake View, Teacher, Elementary, Retired, Kind/City, June 30  
 Zinkus, Maria, Roosevelt, Teacher, Elementary, Retired, Kindergarten, June 30

### iv. Initial filing of individual recognitions

gb #2-214 – McCullough  
 (July 28, 2022)

To congratulate Worcester Technical High School educator Kim Youkstetter on being awarded the 2022 Entrepreneurship Honorable Mention Award by Kendall College at National Louis University and the Center for Advancement of Foodservice Education (CAFÉ) for taking her students' dream culinary businesses and turning them into a revenue-generating reality.

gb #2-215 – Administration  
 (August 3, 2022)

To set a date to recognize Jay-Xavier Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 2022.

v. Notices of interest to the district or to the public

On a voice vote, the consent agenda was approved.

**2. Items for Reconsideration**

**3. Held Item**

gb 2-203 - Johnson  
(July 26, 2022)

Request that the Superintendent update the School Committee on the MOU with Worcester Police Department for School Liaison Officers and provide updates at subsequent School Committee meetings to include plans for a working MOU.

Superintendent Monárrez stated that she has met with the Worcester Police Department and brought that information to the Mayor's Safety Task Force. She stated that the next step is to meet with Pre K-Grade 12 principals to peruse the draft MOU and provide feedback and she will bring a draft, if ready, to the School Committee meeting on September 15, 2022. Otherwise, it will be presented at the October 6, 2022 meeting.

Member Mailman asked if the district follows the state language. Mayor Petty stated that it starts with the state language and is then modified.

Superintendent Monárrez added that they looked at other districts which shared the same guiding principles for a sampling.

On a voice vote, the item was held.

**4. Recognitions**

**5. Public Comment**

Stacia Zoghbi spoke in favor of gb 2-234 regarding backpacks.

**6. Public Petitions**

**7. Report of the Superintendent**

ROS 2-10 - Administration  
(August 3, 2022)

**SUMMARY OF 2022 SUMMER LEARNING PROGRAMS**

Ellen Kelley presented an overview of the Elementary Programs and highlighted the following:

- a focus on academics and social emotional learning
- involvement of two to three adults per classroom
- enrichment blocks (Art, Music, PE and games)
- small group tutoring in Math and ELA and
- virtual tutoring

Dr. Sippel presented an overview of the Secondary Summer Schools' programs and stated that ten sites participated in the three week program which focused on:

- Acceleration and Enrichment
- Credit recovery for high school students

- Generation Teach and
- Early Summer Academy

Both Ms. Kelley and Dr. Sippel stressed the need for earlier planning, continued partnerships with community based organizations and expansion of summer programs.

On a voice vote, the item was accepted and filed.

## **8. Reports of the Standing Committees**

The Standing Committee on Finance and Operations met on Monday, August 15, 2022 at 5:03 p.m. in Room 410 at the Durkin Administration Building.

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 the monthly update on the school bus driver hiring status, vehicle procurement and other issues pertaining to the district's operated transportation system. As of August 9, 2022, there were 17 WPS owned big busses, 49 leased busses and a total of 11 new busses on the property. At present, there are 63 WPS owned midsize busses, 38 leased busses for a total of 101 midsize busses on the property.

There are a total of:

- 74 drivers of big busses which is 27 below the planned number of bus routes
- 95 drivers of midsize busses which is enough to cover all the bus routes and
- 96 bus monitors which is one more than needed for the planned bus routes.

Thirty-four drivers are in training, 16 of whom have their CDL permits and are working on their full license and 18 of them are working on obtaining their permits. Once they have their CDL licenses, the district will have one driver per bus route.

Mr. Allen stated that there is an Open House for transportation recruitment on Wednesday, August 17, 2022 from 12:00 p.m. to 7:00 p.m. at 115 North East Cut Off. He also stated that the bus routes are expected to be on the student portal by August 23, 2022 at [WOOEDU.org](http://WOOEDU.org) and on the WPS website at [Worcesterschools.org/versatrans-my-stop/](http://Worcesterschools.org/versatrans-my-stop/). The links will provide instructions on how to download the MyStop application onto a mobile device. If individuals have any questions or concerns, they can call (508) 799-3241.

Member Kamara asked if the 34 drivers in training would cover the gap of 27 drivers needed for all the bus routes and inquired as to how many were waiting to get an appointment to get their licenses. She also asked for the definition of double trips.

Mr. Allen stated the 34 individuals in training will cover the gap of 27 bus drivers. He also stated that the meaning of double trips is that a bus would drop off students at the school and pick up more students to be dropped off at the same school before the start of school day.

Mr. Hennessey stated that if an individual does not have bus driving training or a CDL, he/she will need to have 28 hours of classroom training and 32 hours of driving training. If an individual has a CDL license, but does not have a passenger or school bus S endorsement, he/she will need 40 hours of classroom training.

A full road test will be required, which includes a safety check and road maneuvers. If an individual takes the test without an airbrake vehicle, he/she will not be able to drive the WPS busses because they are all equipped with airbrakes. He also stated that he will provide the number of individuals waiting to receive an appointment for a road test.

Member Mailman asked if a person could drive the busses on a permit and if everyone that is hired is full time.

Mr. Allen stated that they could not drive the busses on a permit, but as part of the training program, individuals who had received their 7D van licenses would be allowed to drive the passenger vans. Currently, the contract is for full time work but the administration is exploring other options for part-time or occasional drivers.

Chair Novick asked that if the district is planning on running some double routes, how would it be prepared for them?

Mr. Allen stated that the intent is to align the first drop-off in the morning approximately 15 minutes before the start time and do a quick pickup and drop-off, where appropriate, before the school day begins. Mr. Hennessey will know where the double trips will occur by next week and notices will be forwarded to the schools for them to plan for the early drop-offs in the morning and second pickups in the afternoon. Communication from the schools and the use of MyStop will provide parents and students the information they need regarding the location of the busses.

Chair Novick made the following motion:

Request that the item be filed.

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

gb 2-92 – Clancey/McCullough/Johnson/Kamara/Mailman (March 8, 2022)

Request that the Administration provide quarterly reports regarding building maintenance to include timeframes on when work will begin and be concluded.

Mr. Bedard stated that there were 28 custodial vacancies and the custodial staff has been working diligently to get the school buildings ready for the first day of school. He also indicated that the athletic field preparations have begun and the lead time on supplies like electrical equipment, mechanical equipment and plumbing supplies continue to delay projects.

Mr. Bedard stated that the drinking water sampling for Lead and Copper was completed in May and the process of turning on or off fixtures and placing signage will be completed during the week of August 14<sup>th</sup>. Letters will be forwarded to principals to notify them of what the reading of the sampling was in their school and the information will be put on the WPS website. The quarterly PCB inspections are scheduled for Burncoat High and Doherty Memorial High schools and the asbestos activities three-year inspections are ongoing.

Mr. Allen stated that the \$150,000 SWIG School Water Improvement Grant from Mass. Clean Water Trust will provide funding for 15 water bottle filling stations in various schools. This will help alleviate the worry about the lead and copper in the drinking water.

Mr. Bedard stated that the:

- boiler replacements projects have begun at Belmont Community School, Chandler Magnet School, City View School and Goddard School of Science and Technology.
- boiler replacement at Vernon Hill School is in the designing stage.

- largest MSBA funded project will take place at Worcester Arts Magnet School over the next few years. This year, the roof will be completed by August 22, 2022.
- replacement of the hot water systems are being put in at Burncoat High and Burncoat Middle schools.
- bleachers at Burncoat High School are under design.
- general locker repairs will take place at Claremont Academy
- gym floor at Elm Park Community School is in the demolition stage and the bleachers will be installed during the second shift
- walk-in refrigerator will be replaced at Norrback Avenue School
- fire alarms are being replaced at West Tatnuck School

Mr. Bedard stated that once the fixed set of projects are laid out in the Capital Funding, it does not always mean that those projects will take place due to the fact that if a boiler breaks down or an emergency happens, the monies will need to be reallocated for those purposes.

Member Kamara asked if the elevator at Vernon Hill School and the roof in the lunch room at Grafton Street School are being fixed.

Mr. Bedard stated that the freight elevator at Vernon Hill School has significant issues and is beyond having parts replaced. There is no timeline on the repairs and discussions will take place regarding installing a new one. The cafeteria ceiling at Grafton Street school has begun and will be completed before the beginning of the school year.

Member Mailman asked if the system has ever outsourced for custodians.

Mr. Allen stated that outsourcing has not been used for custodial help but that is a conversation that could occur in the future.

Chair Novick asked if the Administration has a timeline for the installation of the bottle filling stations.

Mr. Bedard stated that there is one year to complete the grant and once the materials and fixtures come in, there will be a better understanding of the timeline.

Chair Novick asked if five boilers are a typical number to have work being done on during the year.

Mr. Allen stated that most MSBA funding is used for boiler replacements and there are times when some boilers fail and need to be worked on immediately.

Mr. Bedard stated that there are at least 2 to 4 boilers in a school and it is not uncommon to have five boilers in the system to be down. When an MSBA boiler project begins in a school, all of the boilers, pumps, wiring, controls, pads, lights are replaced and the room is repainted.

Chair Novick asked what the plans are going to look like for responding to the NEASC report for Burncoat High School and for an update on the work that Honeywell had done and is doing in the school regarding air quality and the HVAC systems.

Mr. Allen stated that the Administration received a proposal from Honeywell which will be submitted to DESE for ESSER Capital approval. Once approved, most schools will be getting some level of Honeywell improvements. Nault Siemens will be addressing the upgrades for schools with air filtrations systems to MERV 13. What has been done through the summer was the planning process for the work to continue and the proposal to be sent to DESE for its approval. The work is scheduled to be completed in 2024.

Chair Novick asked if there will be an update on the ESSER Funds regarding HVAC and ventilations systems.

Mr. Allen stated that the Administration would provide a quarterly report once the approval is obtained from DESE for the HVAC work.

Member Mailman requested that a copy of the two PowerPoints presented be forwarded to the School Committee.

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

### **SCHOOL COMMITTEE MEETING**

Mr. Allen provided an update on the August 17<sup>th</sup> Open House and stated that forty people signed up for training and if they complete the program, it will put the district at its full budget amount.

On a voice vote, the Action Sheet was approved as stated.

### **9. Student Advisory Committee item**

### **10. Approval of Grants and other Finance Items**

gb 2-216 Administration  
(July 19, 2022)

To approve the following prior fiscal year payments:

- \$1,163 to Claremont Academy for Collaborative Problem Solving
- \$2,117.85 to Stadium System, Inc.
- \$160 to AA Transportation
- \$227.81 to a WPS employee for mileage reimbursement
- \$693.43 to a WPS employee
- \$529.20 to Capstone
- \$120 to a WPS employee for RN License renewal
- \$2,582.75 to Clean Harbors
- \$3,220 to Gatehouse Media
- \$507.45 to Hank's Marine
- \$3,753.07 to Hartman Publishing
- \$281.20 to a WPS employee for mileage reimbursement
- \$180 to a WPS employee for RN License Renewal
- \$179.53 to Motion Industries
- \$318.78 to NAPA Auto Parts
- \$19.30 to a WPS employee for June 2022 mileage reimbursement
- \$50.31 to a WPS employee for May 2022 mileage reimbursement
- \$28.08 to a WPS employee for April 2022 mileage reimbursement
- \$226,537.50 to Ride Rite for SPED transportation services
- \$53.47 to a WPS employee for May 2022 mileage reimbursement
- \$131.04 to a WPS employee for June 2022 mileage reimbursement
- \$1,925 to Sutton Public Schools
- \$383.45 to Unifirst
- \$46,930 to College Board
- \$318.60 to parents for transportation reimbursement
- \$1,600 to AA transportation
- \$13,748.16 to City of Boston-Horace Mann School for the Deaf
- \$9,670.20 to Evergreen Center Inc.
- \$6,132 to North Shore Education Consortium
- \$16,420 to Southern Worcester County Educational Collaborative-Project Grow
- \$51,570 to Springfield Public Day Elementary School
- \$6,378.28 to Valley Collaborative

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

gb 2-217 Administration  
(August 9, 2022)

To accept the Career Technical Initiative Grant administered by Commonwealth Corporation on behalf of the Workforce Skills Cabinet in the amount of \$270,000.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

gb 2-218 Administration  
(August 9, 2022)

To accept the Early College Full School and Expansion Year 2; Fund Code 175 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Early College in the amount of \$500,000.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

On a voice vote, the item was referred to the Standing Committee on Teaching, Learning and Student Supports for discussion.

gb 2-219 Administration  
(August 9, 2022)

To accept the Supporting Students' Social Emotional Learning, Behavioral & Mental Health, and Wellness Through Multi-Tiered Systems of Supports (SEL & Mental Health Grant); Fund Code 613 Grant from the Massachusetts Department of Elementary and Secondary Education Continuation administered by the Office of Student and Family Support College in the amount of \$85,000.

Member O'Connell-Novick asked for more information regarding the assignment of WPS staff to students in the after school programs and Dr. Morse stated that this grant offers a new component to the wellness and support strategy that WPS plans to build.

Mayor Petty asked if Dr. Castiel was involved in the Mental Health counseling.

Dr. Monárrez stated that the task force is engaging with the DPH to design a wellness comprehensive plan.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

gb 2-220 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 North High School in the amount of \$237,021.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

gb 2-221 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 Worcester Technical High School in the amount of \$311,000.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

gb 2-222 Administration  
(August 9, 2022)

To accept the Skills Capital Grant FY23 Round 1 Innovation Pathways Program in the amount of \$75,000.

On a roll call of 5-0-2 (absent Clancey and Kamara), the item was approved.

Member Kamara arrived at 4:40 p.m.

gb 2-223 Administration  
(August 9, 2022)

To accept the Laura Bush Foundation for America's Libraries Grant in the amount of \$5,000.

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

gb 2-224 Administration  
(August 9, 2022)

To accept the UNUM Equitable Pathways Grant in the amount of 5,000.

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

gb 2-225 Administration  
(August 9, 2022)

To accept the SWIG School Water Improvement Grant from Mass. Clean Water Trust in the amount of \$150,000.

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

### **13. General Business**

gb 2-18.11 - Administration/Novick/Clancey/Johnson/Kamara/Mailman  
(July 25, 2022)

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

Superintendent Monárrez provided an update stating that there were 14 staff that tested positive. She met virtually with DESE Commissioner Riley and there were no changes in the guidance from the end of last year. She stated that a medical waiting room will be in each school and will be staffed with CNAs or nurses. The state is no longer providing PPEs or masks, but the district will be using ESSER funds for purchasing and distributing those supplies to students and families. The Test and Stay program has been lifted and she is not recommending mandatory masking. The state will be providing guidance on Monkeypox and Dr. McGovern and her staff will be alerted to the symptoms. The state is also no longer requiring that the WPS report the number of COVID positive cases to them. Students will be sent home with testing kits and it will be up to the families to report positive results to the schools.

Member O'Connell Novick asked what the protocol is when a positive case is reported.

Mr. Allen stated that they would isolate for a minimum of 5 days and then revert to the masking policy.

Member O'Connell Novick asked if there is anything being done to increase the number of students that have been vaccinated. Dr. Monárrez stated that the district will continue to advocate for vaccinations.

On a voice vote, the item was held for updates at the next meeting.

gb 2-74.2 Novick/Clancey/Johnson/Kamara/Mailman/McCullough  
(August 9, 2022)

To consider an update on the municipal broadband committee.

Member Kamara asked what the process was for selecting members to serve on the committee and Mayor Petty stated that they are appointed by the city.

On a voice vote, the item was filed.

gb 2-226 - Clancey  
(July 20, 2022)

Request that the Administration provide an update on student/staff Chromebooks for the 2022-23 school year.

Mr. Walton provided an update on the Chromebook refresh and replenish program for the 2022-23 school year. There are 23,192 student Chromebooks with 1,000 spares. Instructional Assistants will be receiving Mac Air Books. Dr. Kyriazis stated that devices for PreK-Grade 3 will remain in the classroom.

Member McCullough asked what was the replacement plan for damage to the Chromebooks. Mr. Walton stated that the student will bring the damaged Chromebook to school and a replacement would be provided. The damaged device would be checked out by a WPS IT professional, fixed and returned back to the student who would then return the loaner device.

On a voice vote, the item was filed.

Mayor Petty left the meeting at 5:20 p.m. Vice Chair Johnson chaired the rest of the meeting.

gb 2-227 - Administration  
(July 25, 2022)

To select a voting delegate and an alternate for the Annual Business Meeting of the Massachusetts Association of School Committees, scheduled for November 1, 2022.

Vice-Chair Johnson nominated Member Mailman to be the delegate and Member Clancey as the alternate.

On a voice vote, Member Mailman was selected as the MASC voting delegate and Member Clancey as the alternate.

gb 2-228 - Novick  
(August 3, 2022)

To consider changing the School Committee date in November from November 3, 2022 to November 10, 2022.

On a voice vote, the item was approved.

Member Clancey arrived at 5:40 p.m.

gb 2-229 - Novick  
(August 4, 2022)

To review and, as appropriate, file outstanding items sent to Administration.

On a voice vote, the following items were held:

gb 0-138.2, gb 2-18.11, gb 2-57, gb 2-11, gb 2-91, gb 2-121, gb 1-265 and gb 2-40.

On a voice vote, gb 2-150 and gb 2-151 were referred to the Standing Committee on Teaching, Learning and Student Supports.

On a voice vote, gb 2-144 was referred to the Standing Committee on Governance and Employee Issues.

On a voice vote, the following items were filed:

gb 1-247, gb 2-191, gb 2-46, gb 2-76, gb 2-148, gb 2-149, gb 0-176.1, gb 0-203, gb 0-263, gb 1-116, gb 1-153, gb 1-249, gb 1-242, gb 2-52, gb 2-137, gb 1-153.1, gb 2-187, gb 2-33, gb 2-165.1, gb 1-301, gb 2-138, gb 1-281, gb 0-229.1, gb 8-54, gb 9-313, gb 2-73.1, gb 8-356.1, gb 1-236.1, gb 1-218 and gb 1-241

On a voice vote, the item was filed.

gb 2-230 - Administration  
(August 4, 2022)

To consider an increase in the Day-by-Day Substitute rate of pay from \$85 to \$110.

Dr. Monárrez stated that WPS was well below other districts in Massachusetts in regards to pay rates for day by day substitutes and believes that the increase may attract a larger number of teachers.

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

gb 2-231 - Clancey  
(August 8, 2022)

To create a policy governing the use of day-to-day substitutes.

Member Clancey requested a report from the Superintendent on the progress regarding the policy.

On a voice vote, the item was referred to the Administration.

**Items gb 2-232 and 2-233 were taken together.**

gb 2-232 - Administration  
(August 10, 2022)

To vote to execute the Contract for Employment between the Worcester School Committee and Brian E. Allen for the position of Deputy Superintendent, Chief Operating Officer and Chief Financial Officer for the period of July 21, 2022 through June 30, 2025.

gb 2-233 - Administration  
(August 10, 2022)

To vote to execute the Contract for Employment between the Worcester School Committee and Marie Morse for the position of Assistant Superintendent, Teaching and Learning for the period of July 21, 2022 through June 30, 2025.

Vice Chair Johnson made the following motion:

Request that gb 2-232 and gb 2-233 be held for the next School Committee meeting.

Member O'Connell Novick stated that she did not feel comfortable with two long serving employees working without a signed contract.

On a roll call of 3-3-1 (yeas Clancey, Kamara and McCullough), (nays Johnson, Mailman and O'Connell Novick), absent Mayor Petty the motion failed.

Member McCullough requested that her vote be changed from yea to nay.

gb #2-234 - Clancey  
(August 16, 2022)

To consider eliminating the following line on page 13 of the Student Handbook "**Students will be permitted to carry backpacks made of a mesh or transparent material at the secondary level**". Eliminating this line will allow students to carry backpacks, of any material, while in school.

Member Kamara stated she was not comfortable knowing that students are allowed to carry backpacks that are not transparent and felt that it could pose a safety issue.

On a roll call of 5-1-1 (nay Kamara, absent Mayor Petty) the item was approved.

It was moved to recess to Executive Session and Vice-Chair Johnson stated that the Committee would reconvene in Open Session.

On a roll call of 6-0-1 (absent Mayor Petty), it was moved to recess to Executive Session at 6:28 p.m. to discuss the following items:

**14. General Business Items taken in Executive Session**

gb 2-212 - Administration  
(August 4, 2022)

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 20/21-11.

To discuss strategy with respect to collective bargaining and to conduct collective bargaining regarding Grievance 21/22-36.

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

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Deputy Superintendent, Chief Operating Officer and Chief Financial Officer Elect Brian E. Allen.

To conduct strategy sessions in preparation for negotiations with nonunion personnel and/or to conduct negotiations with nonunion personnel – Assistant Superintendent, Teaching and Learning Elect Marie D. Morse.

To discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares – Successor Contract Negotiations – NAGE R1-16 Cafeteria Workers.

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares – Educational Association of Worcester v. Worcester Public Schools, MCAD Docket No. 20WEM02609 (Class Action Case); Various Individual MCAD Cases Filed by Employees Relating to Reasonable Accommodation Requests; and Worcester School Committee and Educational Association of Worcester, Department of Labor Relations, Case No. MUP-20-8368.

The School Committee reconvened in Open Session at 8:55 p.m.

Pursuant to action taken in Executive Session, it was moved to deny Grievance #21/22-36.

On a roll call of 6-0-1 (absent Mayor Petty), Grievance #21/22-36 was denied.

Pursuant to action taken in Executive Session, it was moved to execute the contract for Brian Allen as Deputy Superintendent, Chief Operating Officer and Chief Financial Officer for a period commencing July 21, 2022 through June 30, 2025 which includes:

- Extensions of one year on July 1st of each year unless SC exercised right not to extend
- Compensation: \$225,000 and raises same as non-reps in subsequent fiscal years
- Full-time and full-year position
- 15 sick days, cumulative to 200
- Standard sick leave buyback
- Non-Union Sick Bank
- Extended Illness Leave
- Bereavement and other customary leaves of absences
- Three personal days
- 25 vacation days with buyback of unused days
- Annuity
- Deferred compensation plan – 3%
- Termination for good cause or termination by Superintendent with 90 days' notice

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

Pursuant to action taken in Executive Session, it was moved to execute the contract for Dr. Marie Morse as the Assistant Superintendent, Teaching and Learning for a period commencing July 21, 2022 through June 30, 2025 which includes:

- Extensions of one year on July 1st of each year unless SC exercised right not to extend
- Compensation: \$198,750 and raises same as non-reps in subsequent fiscal years
- Full-time and full-year position
- 15 sick days, cumulative to 200
- Standard sick leave buyback
- Non-Union Sick Bank
- Extended Illness Leave
- Bereavement and other customary leaves of absences
- Three personal days
- 25 vacation days with buyback of unused days
- Annuity

Deferred compensation plan – 3%

Termination for good cause or termination by Superintendent with 90 days' notice

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

On a roll call of 6-0-1 (absent Mayor Petty), the meeting was adjourned at 9:00 p.m.

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

ii. APPROVAL OF DONATIONS  
Administration  
(August 24, 2022)

ITEM - gb 2-236  
S.C. MEETING - 9-1-22

ITEM:

To accept the following donations:

- \$7,000 to the science and math programs at Clark Street Community School in memory of Paul J. Brown, Jr.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

H. RECOGNITIONS  
Administration  
(August 23, 2022)

CURRENT ITEM - gb 2-215.1  
S.C. MEETING - 9-1-22

1ST ITEM

gb 2-215

S.C.MTG. 8-18-22

ITEM:

To recognize Jayxavien Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 3022.

ORIGINAL ITEM: Ms. Novick/Ms. Clancey/Mr. Johnson/Ms. Kamara/  
Ms. Mailman (January 12, 2022)

To set a date to recognize Jayxavien Nuñez for his act of heroism by assisting the students involved in the tragic car accident on July 23, 3022.

PRIOR ACTION:

8-18-22 - Set the date of Thursday, September 1, 2022.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Present certificate.

H. REPORT OF THE SUPERINTENDENT  
Administration  
(August 25, 2022)

ITEM - ROS 2-11  
S.C. MEETING - 9-1-22

ITEM:

WELCOME TO SCHOOL YEAR 2022-23

PRIOR ACTION:

BACKUP:

The backup will be provided prior to the meeting.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

N. APPROVAL OF GRANTS and OTHER FINANCE ITEMS  
Administration  
(August 24, 2022)

ITEM - gb 2-237  
S.C. MEETING - 9-1-22

ITEM:

To approve the following prior fiscal year payments:

- \$5,259.63 for ELT stipends from 2015-2020 to a WPS employee
- \$693.43 to a WPS employee for mileage reimbursement

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

O. GENERAL BUSINESS  
Administration/Novick/Clancey/  
Johnson/Kamara/Mailman  
(August 24, 2022)

CURRENT ITEM - gb 2-18.12  
S.C. MEETING - 9-1-22

1ST ITEM	gb 2-18	S.C.MTG. 1-20-22
2ND ITEM	gb 2-18.1	S.C.MTG. 2-3-22
3RD ITEM	gb 2-18.2	S.C.MTG. 2-17-22
4 TH ITEM	gb 2-18.3	S.C.MTG. 3-3-22
5 <sup>th</sup> ITEM	gb 2-18.4	S.C. MTG. 3-17-22
6 <sup>th</sup> ITEM	gb 2-18.5	S.C. MTG. 4-7-22
7 <sup>th</sup> ITEM	gb 2-18.6	S.C.MTG. 5-5-22
8 <sup>th</sup> ITEM	gb 2-18.7	S.C.MTG. 5-19-22
9 <sup>TH</sup> Item	gb 2-18.8	S.C.MTG. 6-2-22
10 <sup>th</sup> Item	gb 2-18.9	S.C.MTG. 6-16-22
11 <sup>th</sup> ITEM	gb 2-18.10	S.C.MTG. 7-21-22
12 <sup>th</sup> ITEM	gb 2-18.11	S.C.MTG. 8-18-22
12 <sup>th</sup> ITEM	gb 2-18.12	S.C.MTG. 9-1-22

ITEM:

Response of the Administration to the request to update the community on the Worcester Public Schools and COVID.

ORIGINAL ITEM: Ms. Novick/Ms. Clancey/Mr. Johnson/Ms. Kamara/  
Ms. Mailman (January 12, 2022)

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

PRIOR ACTION:

- 1-20-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of January 14-January 20  
Students  
-936 positive cases  
-36 quarantined  
Staff  
-142 positive cases  
-1 quarantined  
Test and Stay cases:  
Students  
-922  
Staff  
-42  
Ms. Novick asked that the Administration continue to enforce mask wearing especially for staff.  
She also asked the Administration to contact Honeywell in order to provide a report on the feasibility of moving the portable filters into cafeterias that do not currently run them.  
On a roll call of 7-0, the item was held for an update at each meeting.

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Provide an update and hold for the next meeting.

PRIOR ACTION (continued)

- 2-3-22 - School Committee Member Novick asked if the Administration is planning for another vaccination clinic and urged it to communicate on a regular basis with families regarding the importance of vaccinations. She also asked if the Administration had heard from Honeywell regarding relocation of the portable ventilation units to cafeterias.

Mr. Allen stated that Honeywell had supported the use of the portable units in the cafeterias.

Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.

Superintendent Binienda provided the updated COVID results as follows:

Week of January 28-February 3

Students

-243 positive cases

-20 quarantined

Staff

-48 positive cases

-0 quarantined

Test and Stay cases:

Students

-290

Staff

-25

School Committee Member McCullough made the following motion:

Request that the Administration consider lifting the spectator restrictions at student sport events by Wednesday, February 9, 2022, pending the City Manager's decision.

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

Hold for the next meeting.

- 2-17-22 - Superintendent Binienda provided an update on the COVID cases for February 11-17:

Students 68 positive

Staff 19 positive

Test and Stay 62 positive students and 5 positive staff

74% of staff are vaccinated

19% of students are vaccinated (two shots)

16,983 students have received one shot

**(continued on Page 3)**

PRIOR ACTION (continued)

- 2-17-22 - School Committee Member Mailman stated that she reviewed the data on the state website for the MIIS (Massachusetts Immunization Information System) which indicated that 5-11 year olds were 38.9% vaccinated and 12-15 year olds were 72% vaccinated. She requested that the Superintendent's weekly email update should also contain vaccine updates for students and staff.  
School Committee Member Kamara requested that the update include graphs indicating the numbers by positive cases and vaccinations broken down by quadrants.  
Hold for updates at the next meeting.
- 3-3-22 - Superintendent Binienda provided the updated COVID results as follows:  
Week of February 18 through March 3  
Students  
-36 positive cases  
-0 quarantined  
Staff  
-10 positive cases  
-0 quarantined  
Test and Stay cases:  
Students  
-24  
Staff  
-4  
Superintendent Binienda stated that she would provide more information regarding vaccine clinics at the next School Committee meeting.  
School Committee Member Mailman asked if there were any updates on the number of vaccinations.  
Superintendent Binienda stated that she would be forwarding them to the School Committee members on Friday, March 4, 2022.  
Vice-Chair Johnson asked if the vaccination numbers had changed.  
Superintendent Binienda stated that the numbers come from the Department of Public Health who are the ones who provide the vaccination shots.  
School Committee Member Kamara requested that the Administration invite Dr. Castiel to a School Committee Meeting to provide an updated report regarding vaccination clinics, the number of people who have received vaccinations and indicate what has been done throughout the city.  
On a roll call of 6-0-1 (absent Ms. Novick), the item was held for the next meeting.
- (continued on Page 4)**

PRIOR ACTION (continued)

- 3-17-22 - Superintendent Binienda provided the COVID-19 numbers for the week of March 3 through March 11.  
Students  
13 positive  
0 quarantined  
22 Test and Stay  
Staff  
6 positive  
0 quarantined  
0 Test and Stay  
Member O'Connell-Novick asked for the districtwide vaccination numbers. Superintendent Binienda reported the following DPH numbers from March 7, 2022:  
Of the 23,829 WPS students, 2,722 have received one dose, 8,238 have received 2 doses and 815 have received a booster (3 doses). The number of students in compliance is 9,049 or 37.97 percent. The total number of students who have received at least one dose is 11, 860 or 49 percent.  
Superintendent Binienda stated that the district is partnering with UMASS and DPH to provide vaccination clinics for staff and students. She also stated that DESE provided extra test kits and that 19,100 tests were received last week and another 56,000 are expected within the next few days.  
It was moved and voice voted to hold the item for updates at the next meeting.
- 4-7-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 1 through April 7.  
Students  
33 positive  
1 quarantined  
115 Test and Stay  
Staff  
24 positive  
0 quarantined  
13 Test and Stay  
Mayor Petty asked if the number of cases per school could be provided to the parents.  
Superintendent Binienda stated that she discussed this with the health professionals who have suggested that that information not be published. Member Novick asked that the data on the website be updated weekly and inquired as to whether or not there are elevated levels of absences among students and staff.  
Superintendent Binienda stated that there is a slightly elevated level of absences due to a stomach flu occurring in the schools.  
On a roll call of 7-0, the item was held for updates at the next meeting.

**(continued on Page 5)**

PRIOR ACTION (continued)

- 5-5-22 - Superintendent Binienda provided the COVID-19 numbers for the week of April 29 through May 5th.  
Students  
131 positive  
0 quarantined  
304 Test and Stay  
Staff  
60 positive  
0 quarantined  
22 Test and Stay  
She stated that the Commissioner of Education extended the Test and Stay until the end of the school year due to the increases in COVID cases. She also stated that the City Manager will be releasing a statement on May 15<sup>th</sup> regarding requirements for staff regarding the vaccinations and testing.  
Ms. Novick stated that she would like her colleagues to remember that they are their own independent bargaining units when it comes to dealing with vaccinations and the staff. The City Manager sets policy for the City side not for the school side. She asked for an update on the vaccinations of students and staff.  
Superintendent Binienda stated that the regular vaccinations for students are almost all up to date. A ConnectEd message will be sent out regarding the second set of COVID shots for students and staff. The City has been running vaccination clinics and she will get the data from them to provide to the School Committee at a later date.  
On a roll call of 7-0, the item was held for updates at the next meeting.
- 5-19-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 13 through May 19.  
Students  
252 positive (1 quarantined), 449 Test and Stay  
Staff  
84 positive, 45 Test and Stay  
Superintendent Binienda strongly recommended that students and staff wear masks and encouraged vaccinations and boosters.  
The update on vaccinations is as follows:  
First Dose 1,929 (8.1%)  
Second Dose 8,469 (35.55%)  
Booster (6.74%)  
Totally Compliant (at least one dose) 50.37 %  
The information will be posted on the WPS website.  
On a voice vote, the item was held for updates at the next meeting.  
**(continued on Page 6)**

PRIOR ACTION (continued)

- 6-2-22 - Superintendent Binienda provided the COVID-19 numbers for the week of May 27th through June 2nd.  
Students  
99 positive  
0 quarantined  
204 Test and Stay  
Staff  
27 positive  
0 quarantined  
10 Test and Stay  
She stated that the COVID test kits were ordered for summer school and the medical waiting rooms and the CNAs will be maintained for summer school and for the 2022-23 School Year. State guidelines have changed to only test symptomatic students and the Administration needs to have a discussion whether to purchase the test and stay kits.  
Member Clancey asked how much it would cost the system to purchase the test and stay kits.  
Superintendent Binienda stated that the Administration will have to inquire of the cost of the kits.  
Member Novick stated that there are monies from the ESSER grant was set aside to help combat the pandemic.  
Superintendent Binienda stated that the ESSER monies that was put aside is for the contract with the Family Health Center to provide testing for students and for PPEs.  
Member Novick inquired as to the ongoing efforts to increase vaccination rates. She also asked if the Administration is planning to take down the Plexiglas over the summer.  
Superintendent Binienda stated that students can receive the vaccinations through the Department of Public Health and summer clinics will begin prior to the 2022-23 school year. She also stated that a discussion will take place with Mr. Allen, Mr. Bedard and Mr. Pezzella to remove the Plexiglas within the schools.  
On a roll call of 7-0, the item was held for updates at the next meeting.
- 6-16-22 - Superintendent Binienda provided the following update on COVID cases for June 10-June 15:  
Students  
41 positive  
0 quarantined  
68 Test and Stay  
Staff  
24 positive  
0 quarantined  
5 Test and Stay  
Member Johnson asked if the district was going to be participating in the Test and Stay program when school reconvenes in the Fall and Superintendent Binienda stated that the Commissioner will be providing an update in July.  
It was moved and voice voted to hold the item for the July meeting.

PRIOR ACTION (continued)

- 7-21-22 - Dr. Monárrez provided the following update on COVID cases from July 15<sup>th</sup> through the 21<sup>st</sup>:
- Students  
0 –summer school students are not being tested
- Staff  
6 positive
- Dr. Monárrez recommended that the Administration keep track of the COVID data for the first two months before recommending that the School Committee consider filing the item.
- Member Johnson asked for an updated report regarding the participation in the Test and Stay program when school reconvenes in the Fall.
- Dr. Monárrez stated that she will provide a response at the next School Committee Meeting..
- It was moved and voice voted to hold the item for the July meeting.
- 8-18-22 - Superintendent Monárrez provided an update stating that there were 14 staff that tested positive. She met virtually with DESE Commissioner Riley and there were no changes in the guidance from the end of last year. She stated that a medical waiting room will be in each school and will be staffed with CNAs or nurses. The state is no longer providing PPEs or masks, but the district will be using ESSER funds for purchasing and distributing those supplies to students and families. The Test and Stay program has been lifted and she is not recommending mandatory masking. The state will be providing guidance on Monkeypox and Dr. McGovern and her staff will be alerted to the symptoms. The state is also no longer requiring that the WPS report the number of COVID positive cases to them. Students will be sent home with testing kits and it will be up to the families to report positive results to the schools.
- Member O’Connell Novick asked what the protocol is when a positive case is reported.
- Mr. Allen stated that they would isolate for a minimum of 5 days and then revert to the masking policy.
- Member O’Connell Novick asked if there is anything being done to increase the number of students that have been vaccinated. Dr. Monárrez stated that the district will continue to advocate for vaccinations.
- On a voice vote, the item was held for updates at the next meeting.

O. GENERAL BUSINESS  
McCullough  
(July 20, 2022)

ITEM - gb 2-238  
S.C. MEETING - 9-1-22

ITEM:

To review past practices of what WPS has provided for routes, if any, for after school programs and possible options for the upcoming school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Standing Committee on Finance and Operations.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

O. GENERAL BUSINESS  
Administration  
(August 15, 2022)

ITEM - gb 2-239  
S.C. MEETING - 9-1-22

ITEM:

To review the status of the FY23 Budget and make appropriate transfers as required.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Finance and Operations.

O. GENERAL BUSINESS  
Administration  
(August 23, 2022)

ITEM - gb 2-240  
S.C. MEETING - 9-1-22

ITEM:

To consider adoption of the Employee Social Media Policy.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the Employee Social Media Policy.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

# POLICY FOR EMPLOYEE USE OF SOCIAL MEDIA, WEBSITES, BLOGS, & OTHER ONLINE SOCIAL TOOLS

## I. Purpose

The Worcester Public School District recognizes the importance of technology and the use of modern online tools as a means to educate our students. The District also acknowledges that it has an obligation to protect student data and to maintain professional boundaries between our staff and the community. Everyone working for the District is a public employee and has an obligation to represent themselves responsibly within the community. Employees at all levels are role models for our students, both within the school and out in the community. This policy addresses staff's use of online tools such as websites, social networks, forums, virtual environments, and other online social tools. The District does not prohibit staff from using social media tools for personal use, but such use is prohibited during the work day except on breaks or when authorized by the principal, Superintendent or designee. In addition, the District prohibits posting any information online that violates state or federal laws or District policies.

## II. Statement of Policy

The School Committee recognizes the importance of social media for its employees, and acknowledges that staff has the right under the First Amendment, to speak on matters of public concern. Further, this policy is not meant to infringe on the rights of both union and non-union employees to engage in lawful, concerted activities under MGL Ch. 150E for the purpose of collective bargaining or other mutual aid or protection on social media sites. However, the School Committee will regulate the use of social media by employees, including employees' personal use of social media, when such use:

- interferes or disrupts the work of the school district
- is used to harass coworkers or other members of the school community
- creates a hostile work environment
- breaches student or employee confidentiality, including but not limited to posting data, documents and photographs
- crosses professional conduct or professional boundaries as defined in the
- implies that the employee is acting as an agent of the school district by referencing school or district images, logos, official names, or proprietary property

Employees who violate this policy may face discipline up to and including termination, consistent with School Committee policies and/or collective bargaining agreements, if applicable.

## III. Definition

Public social media networks are defined as online tools that allow interaction between one or more parties through postings, comments, or messages.

## IV. Requirements

All Worcester Public employees are expected to act professionally. Those viewing social media sites may view the employee as a representative of the school and/or the District. This is especially true when the employee is referring to the District, its schools, students, families, programs, activities, employees, or volunteers. The District requires employees to observe the following rules on any social media networks:

- A. The employee must not post any information online that violates state or federal laws or District policies.
- B. Employees should not use their Worcester Public School's email address for communications on public social media networks that have not been approved by the District.
- C. Employees may not act as a spokesperson for the District or post comments as a representative of the District, except as authorized by the Superintendent or the Superintendent's designee.
- D. Employees may not disclose information on any social media network that is confidential or proprietary to the District, its students, or employees or that is protected by data privacy laws.
- E. Employees may not use or post the District logo on any social media network without express written permission from the Superintendent, or designee.
- F. Employees may not post images of students on any social media network without written parental consent, except for images of students taken at public events
- G. When referring to the District, its schools, students, families, programs, activities, employees, or volunteers on any social media network, employees must be professional in all communications (text, images, or other). Employees shall not engage in communications or conduct that is harassing, threatening, bullying, libelous, or defamatory, or that encourages illegal activity or the inappropriate use of alcohol, use of illegal drugs, or sexual behavior, or an act recognized as discriminatory under the law.
- H. The District recognizes that students, staff, or other members of the public may create social media sites representing clubs, teams, or other student groups within the District. When employees choose to join or interact with these social networking sites, they do so as a de facto representative of the District.
- I. Employees have responsibility for maintaining appropriate employee-student relationships at all times and have responsibility for addressing observed inappropriate behavior or activity on these social media networks.

An employee who is responsible for a social media posting that fails to comply with the rules and guidelines set forth in this policy may be subject to discipline, up to and including termination.

O. GENERAL BUSINESS  
Novick  
(August 23, 2022)

ITEM - gb 2-241  
S.C. MEETING - 9-1-22

ITEM:

To consider monthly updates on the implementation of district-operated transportation during the 2022-23 school year.

PRIOR ACTION:

BACKUP:

RECOMMENDATION OF MAKER:

Refer to the Standing Committee on Finance and Operations.

RECOMMENDATION OF ADMINISTRATION:

The Administration concurs with the maker.

O. GENERAL BUSINESS  
Administration  
(August 24, 2022)

ITEM - gb 2-242  
S.C. MEETING - 9-1-22

ITEM:

To consider approval of the Job Description for a Contract Coordinator.

PRIOR ACTION:

BACKUP:

Annex A (1 page) contains a copy of the Job Description for a Contract Coordinator.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Approve on a roll call.

WORCESTER PUBLIC SCHOOLS  
WORCESTER, MASSACHUSETTS

**JOB DESCRIPTION**

**Position:** Contract Coordinator

**Reports to:** Director of Payroll, Procurement, and Accounts Payable

**Accountability Objective:** Position is responsible for the development and management of district contracts.

Principal Responsibilities:

- Responsible for the coordination and/or written development of all district documents including but not limited to, scope of the services in accordance with the City of Worcester Law Department.
- Required to provide all project management of contracts from initiation to full execution, as well as securing the purchase order in accordance with City Purchasing requirements.
- Required to provide contract management support through the lifecycle of contract.
- Responsible for the coordination and execution of amendments and extensions.
- Responsible to serve as the main point of contact between the School Department, City of Worcester Law Department, City Purchasing and external vendors.
- Proactively identify, build and maintain strong strategic relationships with School Department program managers, City of Worcester Law Department, City Purchasing and external vendors.
- Required to develop, implement and maintain database of all School Department contracts, and create reporting options to monitor contract expiration dates.
- Monitor and implement contract provisions based on the agreements (e.g., CPI increases), and ensure that contracts are renewed and updated as necessary.
- Maintain insurance certificates and other required certifications current for all agreements.
- Develop procedures to support internal stakeholders, as well as external vendor management.
- Responsible for the electronic retention and maintaining of all contract documents.
- Other job-related duties, as assigned.

**REQUIRED QUALIFICATIONS:**

1. Bachelor's degree in business or public administration, finance, accounting, or related field
2. Proven ability to organize and prioritize tasks
3. Attention to detail and high level of accuracy
4. Proficiency with Microsoft Office applications, as well as Google Suite
5. Motivated with the ability to work collaboratively & independently in a fast-paced environment

**DESIRED QUALIFICATIONS:**

1. Master's Degree in business or public administration, finance, accounting, or related field
2. 1 to 3 years of direct experience of contract related materials
3. Experience with and knowledge of K-12 education
4. Experience with and knowledge of Massachusetts Chapter 30B procurement requirements

**WORK YEAR:** Full-year position (Non-Represented)

**WORK DAY:** Full-time work schedule; 8:30am - 4:30pm

**SALARY:** \$58,468 - \$78,686

O. GENERAL BUSINESS  
Administration  
(August 24, 2022)

ITEM - gb 2-243  
S.C. MEETING - 9-1-22

ITEM:

To consider an update to the FY23 Budget based on the final state budget adopted in July 2022.

PRIOR ACTION:

BACKUP:

Annex A (2 pages) contains a copy of the FY23 Final State Budget changes.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Accept and file.

On July 28, 2022, Governor Baker signed the FY23 state budget resulting in final Chapter 70 State Aid, along with school choice and charter school tuition assessments and reimbursements. Overall, the final state budget provides the Worcester Public Schools \$945,067 less than the adopted budget amount.

The final FY23 Budget reflects the second-year phase-in of a planned six-year phase-in of the Student Opportunity Act as used in the School Committee's adopted budget amount. The City's required local contribution also remains the same as the adopted budget amount, which is \$5.4 million, or 7.4% greater than the FY22 amount

Charter school tuition assessments increased by \$334,788 in the final state budget, primarily due to transportation assessments for the Learning First Charter School that were not included in prior charter school tuition assessments (an increase of \$876,567), offset by a decrease in the projected number of 32 charter school students totaling \$541,779. The FY23 final state budget fully funds the charter school tuition assessment formula.

School choice tuition assessments increased by \$417,217 in large part based on the final school choice assessment from the prior year, and the final FY22 school choice assessment in June was \$96,969 higher than the most recent prior estimate from March—not including virtual school students. Pre-enrollment estimates from the two Commonwealth Virtual Schools for the upcoming school year increased from 149 in FY22 to 171 students in FY23.

The FY23 Final State Budget changes are as follows:

	<b>Adopted Budget Amount</b>	<b>Final State Budget</b>	<b>Difference</b>
General Fund Revenue			
Chapter 70 State Aid (Total)	\$316,240,166	\$316,240,166	\$0
Total City Contribution	<u>\$132,423,481</u>	<u>\$132,423,481</u>	<u>\$0</u>
Total General Fund Revenue	<b>\$448,663,647</b>	<b>\$448,663,647</b>	<b>\$0</b>
Less Tuition Assessments:			
Charter School Tuition Assessment	-\$33,484,857	-\$33,819,645	-\$334,788
Charter School Reimbursement	\$6,336,777	\$6,149,202	-\$187,575
School Choice Tuition Assessment	-\$3,495,419	-\$3,912,636	-\$417,217
Special Education Revenue Offset	<u>-\$217,996</u>	<u>-\$223,483</u>	<u>-\$5,487</u>
Total Tuition Assessments	<b><u>-\$30,861,495</u></b>	<b><u>-\$31,806,562</u></b>	<b><u>-\$945,067</u></b>
<b>Total General Fund Budget:</b>	<b>\$417,802,152</b>	<b>\$416,857,085</b>	<b>-\$945,067</b>

The Acting City Manager has agreed that he will recommend that the City Council appropriate anticipated FY22 Free Cash to fully offset this change in the state budget, thus resulting in no change for the Worcester Public Schools FY23 Budget. This will occur during the tax-setting process in November 2022. The Administration is extremely grateful to the Acting City Manager for his recommendation to hold the district budget harmless using one-time free cash funds. Otherwise, the district will offset this reduction using ESSER funds to ensure that there will be no impact on the programs, positions, or services for this fiscal year.

FY23 Federal Entitlement Grants have been provided to districts from the Massachusetts Department of Elementary and Secondary Education. The district uses the prior year (FY22) actual grant awards until final amounts are known. The following is a summary of the changes for

the FY23 Federal Entitlement Grants compared to the amounts used in the FY23 Budget Book.

<b>Grant Name</b>	<b>FY23 Adopted Budget</b>	<b>FY23 Actual Award</b>	<b>Difference</b>
Title I	\$13,035,972	\$12,872,191	-\$163,781
Title II Teacher Quality	\$1,269,520	\$1,106,058	-\$163,462
Title III	\$1,142,698	\$1,210,123	\$67,425
Title IV	\$748,170	\$933,096	\$184,926
IDEA	\$7,978,530	\$8,032,117	\$53,587
Perkins Secondary Allocation	\$556,051	\$531,717	-\$24,334
<b>Difference</b>	<b>\$24,730,941</b>	<b>\$24,685,302</b>	<b>-\$45,639</b>

The district will utilize anticipated carry-forward funds from these grants to cover these shortfalls. Grant spending will be adjusted to these actual awarded amounts as part of the FY24 Budget process.

The annual budget spending is monitored by the School Committee through the Standing Committee on Finance and Operations through the Quarterly Budget Status Report.

O. GENERAL BUSINESS  
Administration  
(August 24, 2022)

ITEM - gb 2-244  
S.C. MEETING - 9-1-22

ITEM:

To consider an update of the Admissions Policy at Worcester Technical High School and recommend possible amendments.

PRIOR ACTION:

BACKUP:

Annex A (3 pages) contains a copy of information regarding the item.

RECOMMENDATION OF MAKER:

RECOMMENDATION OF ADMINISTRATION:

Refer to the Standing Committee on Teaching, Learning and Student Supports.

The Administration recommends that the School Committee maintain the current CVTE admissions policy without significant revisions for the 2023-2024 school year given the positive demographic outcomes that have resulted from the first year of its implementation. The Administration also suggests that a review of the CVTE admissions policy and a minor revision be considered by the Standing Committee on Teaching, Learning, and Student Supports at its next meeting.

## **BACKGROUND**

On June 22, 2021 the Massachusetts Board of Elementary and Secondary Education adopted new regulations for admissions to vocational technical schools and vocational programs at comprehensive high schools (CVTE). The Worcester School Committee approved a major revision of its CVTE admissions policy on December 16, 2021, (1) establishing a tiered lottery system with seats allocated to each feeder school in proportion to the share each had of the district's 8th grade enrollment\* and (2) stating that the School Committee would review the policy on an annual basis. State regulations require the district to submit an annual attestation regarding the equity of its admissions policy to the Department of Elementary and Secondary Education (DESE) by October 1.

## **OUTCOMES FROM 2022-2023 ADMISSIONS CYCLE**

Both the percentages of students classified as English Learners who applied and those who were accepted into the incoming class at WTHS increased substantially under the new policy relative to previous years. The percentage of applicants classified as English Learners jumped from 12.9% in 2021 to 17% in 2022 (the portion of potential applicants in 2021 who were English Learners was 20% and 18.9% in 2022). The percentage of initially accepted students classified as English learners for 2021-2022 was 11.1%; for 2022-2023 the percentage was 16.5% (see attached graphs). It should be noted that WPS has been under scrutiny for several years from DESE and the US Department of Justice due to the discrepancy between percentage of English Learners accepted at Worcester Tech and the percentage of English Learners who were eligible to apply for admission.

The percentage of Students with Disabilities accepted under the new admissions policy also increased from 15.8% for SY22 to 17% for SY23. For SY23 the discrepancy between the percentage of SWD accepted and the percentage of SWD eligible to apply was the lowest it has been since DESE has been reporting this data. The gender balance also shifted to align more closely with the overall district population. The students accepted for 2021-2022 was 64% female; the tiered lottery for 2022-2023 yielded an accepted cohort that was approximately 55% female.

The percentages of students of color and economically disadvantaged students accepted into the 9th grade class continue to closely match the representation of these groups in the overall district population.

## **REVISION TO BE CONSIDERED**

A rare circumstance that was not foreseen in the development of the admissions policy was how to handle 8th grade applicants who are siblings. In 2022, there was at least one case in which siblings (twins, in fact) applied for admission to WTHS from the same feeder school and were assigned to the same tier in the lottery. The number of one sibling was drawn to be accepted while that of the other was drawn for the waiting list. These siblings will therefore be attending different high schools.

The School Committee is asked to consider inserting the following language into the WPS CVTE Admissions policy as Section V.1.ii.5.:

*"There may be cases when 8th grade siblings may apply for admission to WTHS from the same feeder school and are assigned to the same tier for the lottery. As the tiered lottery is a random drawing, one sibling may be accepted for a seat allocated to their school while the other sibling(s) might be placed on the waiting list. If this occurs, the parent/guardian may notify the WTHS administration of the circumstance and provide legal documentation of the applicants' sibling status. After a review of the documentation, WTHS may then allocate additional seats to accommodate any*

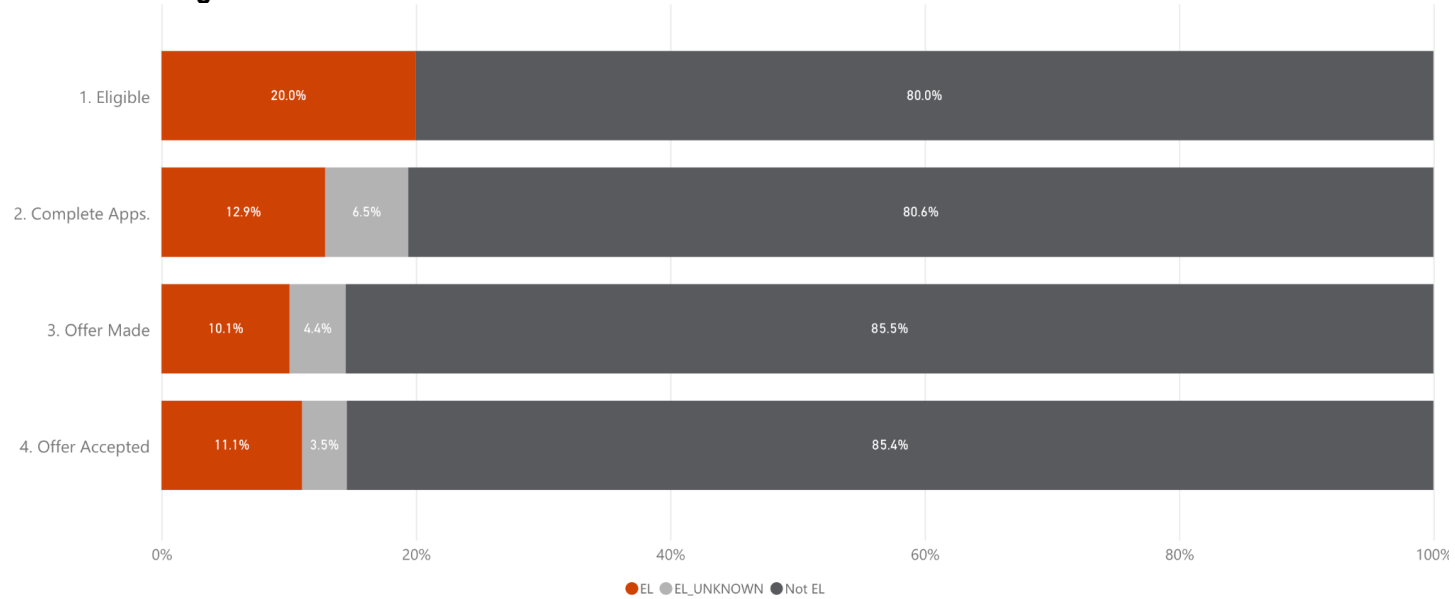
*sibling(s) who were placed through the lottery on the waiting list.”*

### **RATIONALE**

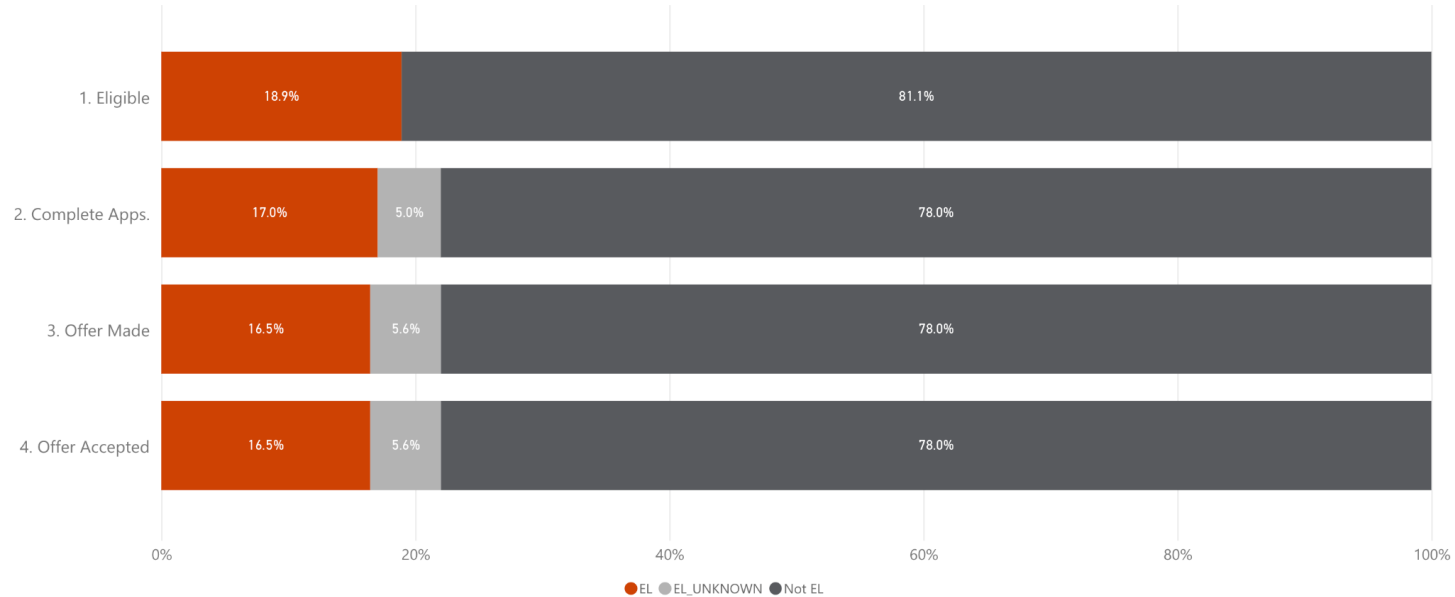
The policy adopted by the School Committee in December 2021 has significantly increased the representation of English Learners among the students accepted into the freshman class at WTHS. The discrepancy between the percentage accepted and the percentage of English Learners among the eligible applicants in the district is the lowest since DESE began collecting this data. The representation of other populations of students has also been maintained or improved under the new policy.

*\*Note: The proportional allocation of seats to each feeder school applies to WTHS admissions, but not to admissions for the CVTE programs at the district’s comprehensive high schools.*

## WTHS Admissions for 2021-2022: English Learners\*\*



## WTHS Admissions for 2022-2023: English Learners\*\*



\*\*Data provided by the Massachusetts Department of Elementary and Secondary Education (DESE), 2022. Data can be accessed here:

<https://app.powerbigov.us/view?r=eyJrIjoieYjMzODhkZWYtYzY5Ny00Y2VILWJkNTAtNGIxMGM0MTEwODVhliwidCI6IjNIODYxZDE2LTQ4YjctNGEwZS05ODA2LTljMDRkODFiN2lyYSJ9>