

## DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Approved minutes of the meeting of the Dudley-Charlton Regional School Committee, held Wednesday, June 24, 2020 at 7 p.m. via **Video Conferencing**.

Join Zoom Meeting

<https://us02web.zoom.us/j/83348418425?pwd=RjZ6aFRZTmROaHVnUnJtSU9pQlE5dz09>

Meeting ID: 833 4841 8425 Password: 7E1KSX

In attendance were members of the School Committee:

Pauline J. Aucoin  
Cathleen Carmignani  
Jordan W. Evans  
Catherine M. Kabala  
Kenneth J. Laferriere  
Stephanie A. Reed  
Jamie L. Terry

Also in attendance were Steven M. Lamarche, Superintendent of Schools, Richard J. Mathieu, Director of Finance and Operations, Brian J. Ackerman, Assistant Superintendent for Teaching and Learning; district administrators William F. Chaplin, Jennifer A. Desto, Dean W. Packard, Kathleen E. Pastore; district employees Mary Pierangeli, Kristin Griffith, Kim Lundquist; citizens: Jillien Anderson, Rachel Blessing, Eve Summer, Andrew Keefe, Devon Wallace; media representatives, Rich Earle, audio-visual coordinator, Sandra Sullivan, recording secretary.

### **I. Call to Order**

Mrs. Aucoin called the meeting to order at 7:00 p.m.

Mrs. Aucoin welcomed newly elected committee member Jordan Evans of Charlton. Ms. Evans assumes the one-year seat.

Mrs. Aucoin welcomed Brian J. Ackerman to our meeting, as the newly appointed Assistant Superintendent for Teaching and Learning.

### **II. First Order of Business: Reorganization of the Dudley-Charlton Regional School Committee**

Mr. Lamarche opened the floor for nominations:

*Chair – Mrs. Aucoin nominated Mr. Laferriere as chair, second by Mrs. Kabala.*

*Mr. Laferriere accepted the nomination, which was approved by unanimous roll call vote:*

*P. Aucoin: yes*

*C. Carmignani: yes*

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*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*K. Laferriere: yes*

*Mr. Laferriere assumed the chair and congratulated Ms. Evans, as well as Mrs. Terry and Mrs. Aucoin upon their election victories. Ms. Terry assumes the three-year seat vacated by Mary Antocci.*

*Mr. Laferriere thanked Mrs. Aucoin for serving as chair for a total of 14 years, as did Mrs. Kabala.*

*The chair opened the floor for nominations:*

*Vice Chair*

*Mrs. Kabala nominated Mrs. Aucoin as vice chair, second by S. Reed, and this was approved by unanimous roll call vote:*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

*Secretary –*

*Mrs. Kabala nominated Mr. Lamarche to serve as secretary, second by J. Terry, and this was approved by unanimous roll call vote:*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

*Treasurer*

*Mrs. Aucoin nominated Carol Baron to serve as District Treasurer, second by C. Kabala, and this was approved by unanimous vote:*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

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*Assistant Treasurer*

*Mrs. Aucoin nominated Mr. Lamarche to serve as Assistant Treasurer, second by C. Kabala, and this was approved by unanimous roll call vote:*

*Pa nom SL / ck*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

*Southern Worcester County Educational Collaborative Representative*

*Mrs. Aucoin nominated Mr. Lamarche as SWCEC Representative, second by Ms. Evans, and this was approved by unanimous roll call vote:*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

*Borrowing Authorization*

*Mrs. Reed motion, Mrs. Terry second to authorize the district treasurer, Carol Baron, to borrow from time to time, in anticipation of revenue of the financial year beginning July 1, 2020 and ending June 30, 2021, in accordance with the provisions of the Massachusetts General Laws, and to issue a note or notes, therefore, payable within one year, and to renew any notes or notes as may be given for a period of less than a year and this was approved by unanimous roll call vote.*

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

*SEPAC representative – Hold pending discussions and coordination with the director of pupil personnel services, and the superintendent.*

*2020-2021 subcommittee appointments –*

*Budget and Finance Subcommittee: P. Aucoin, C. Kabala, C. Carmignani*

*Committee members requested updates from this subcommittee be sent before school committee meetings.*

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*Policy Review Subcommittee: K. Laferriere, P. Aucoin, J. Evans*

*Capital Subcommittee will be combined with the Safety Subcommittee and may meet in response to successful application to the Massachusetts School Building Authority: J. Terry, P. Aucoin, K. Laferriere*

*Executive Session Minutes Review Subcommittee: C. Kabala, P. Aucoin, J. Evans.*

*Teaching and Learning Subcommittee: J. Terry, C. Carmignani participating remotely*

*School Year Calendar Review Subcommittee: J. Terry, S. Reed, P. Aucoin*

*Wage and Benefit Negotiation: appointments tabled*

*Mass. Nurses Association Negotiation Subcommittee: appointments tabled*

*Dudley-Charlton Teachers' Association Negotiation Subcommittee: appointments tabled*

Mr. Lamarche spoke about Central Office Administrative Liaison who will set the meeting times and agenda for the subcommittees.

Budget and Finance Subcommittee: R. Mathieu

Policy Review Subcommittee: S. Lamarche

Capital and Safety Subcommittee: S. Lamarche

Executive Session Review Subcommittee: S. Lamarche

Teaching and Learning Subcommittee: B. Ackerman

School calendar Study Committee: S. Lamarche

**III. Approval of Minutes**

*Minutes of Regular Meeting of Wednesday, June 3, 2020*

Motion by P. Aucoin, second by S. Reed to approve the minutes of the meeting of Wednesday, June 3, 2020, was approved by a vote of 6 in favor, 1 abstention:

*C. Carmignani: yes*

*J. Evans: abstain*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

**IV. Citizens' Forum**

Mr. Laferriere read a statement to set expectations for proceeding under this agenda item, which is governed by District Policy BEDH.

Speaking to the committee were:

Eve Summer, Dudley, parent of a 6-year-old and a 3-year-old. She said this year was full of challenges. She said there is now a heightened racial awareness, and changes must be made. She expressed her

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support of the anti-racism resolution presented by the Massachusetts Association of School Committees, and urged swift implementation of safe initiatives for black, indigenous individuals and people of color. She urged the district to offer professional development opportunities in equity.

Devon Wallace, Charlton, parent of four children. He said he is impressed with the caring and compassion exhibited by the school district as his children have attended the schools. He said discrimination and bias cannot be tolerated, and urged the district to consider a full, diverse slate of candidates for all open positions, and to review policies with respect to hiring to change the language as necessary. Mr. Wallace expressed his serious concerns about statements of bias and hate that have been put out on social media. He asked that anything that has or will be surfaced be investigated fully. He asked for 10 seconds of silence to honor those lives lost to hate or misunderstanding.

**V. Communications**

Mrs. Reed shared the concern she had heard expressed by parents about budget cuts and the availability of AP work as no summer work is being offered. Mr. Lamarche said there is no definite budget information available from the state right now, and if the state asks for reductions, we will need to comply.

Mr. Chaplin said AP courses are running, but not at 100%. The lack of summer assignments is because they do not want to ask students to do work over the summer for courses that might be cut in the fall.

**VI. Superintendent's Report**

Mr. Lamarche welcomed Ms. Evans to the committee, stating he has worked with her when as a member of the Dudley-Charlton Education Foundation.

Mr. Lamarche welcomed Dr. Brian Ackerman to the meeting, staying the new assistant superintendent has jumped right in. Dr. Ackerman thanked the committee and communities for the welcome, and said he is excited for all the possibilities.

Mr. Lamarche congratulated Mrs. Terry upon her election to the three-year seat in Charlton.

Mr. Lamarche thanked Karen Ares for her work as STEM Director and Interim Assistant Superintendent. He said the Dudley-Charlton Regional School District has gained state recognition for its Pathways programs that were developed under her leading. The district is better today because of her.

Mr. Lamarche recognized those educators who have turned the page and are preparing for the next chapter of their lives. Retiring in 2020 are: Charles Brooks, Jennifer Cozzens, Lee Ann Daley Cooke, Maureen Davis, Nancy Dion, Anita Hickey, Bridge McNamara, Maribeth McNamara, Gerry Millete, Karen Potter, Cindy Rawson, Kathleen Roehrs, Karin Warinsky.

**Reopening committee**

Mr. Lamarche reported that this committee has continued its work, meeting weekly, and in the coming weeks will be relying on DESE guidance to prepare for reopening schools in September. The committee is readying a survey which will be sent to parents.

The committee has established goals for each subgroups:

*Operations and Resources*

- Establish daily health and safety protocols for students and staff for all potential models of schooling next year.

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- Establish protocols to deal with inevitable urgent and emergent health and safety concerns.
- Determine the potential costs to accomplish goals #1 and #2.

*Social Emotional Health and Safety*

- Design and implement opportunities for Dudley Charlton Regional School District staff to communicate, connect, and learn about their own social, emotional and physical health needs and capacities, through webinars, workshops and training, as well as support teachers in recognizing the social and emotional needs of themselves and their students.
- Create emotionally and physically safe, supportive and engaging learning environments both online and in person that promote and support all students' academic, physical, social and emotional needs.
- Create opportunities for families to recognize, communicate, connect, and receive support and guidance for their family's social, emotional and physical health needs. Utilizing referrals to outside agencies and resources to support all students and families.

*Instruction*

- Establish clear and concise communication regarding instructional practices and the use of technology.
- Establish clear and concise guidelines regarding attendance, assessment, and grading for all students.
- Develop a plan to deliver Special Education services and interventions to students.

*Communication and Consultation*

- Communicate clearly, simply and frequently as we prepare for any form of reopening.
- Establish communications that are positive and build a strong sense of community.
- Construct communication that identifies incremental steps and long-term

National change

Because the school committee will address this topic formally under the last agenda item, Mr. Lamarche noted as a school district we have a responsibility to ensure that its policies and civil liberties of its students and staff are upheld. He said we embrace our public identity, and must welcome everyone free of bias and racism.

Mr. Lamarche presented the coordinators who ensure equity and access as required by state and federal law:

- Title VI of the Civil Rights Act of 1964 Coordinator - Dr. Brian Ackerman
- Equal Educational Opportunities Act Coordinator – Dr. Brian Ackerman
- Title IX of the Education Amendments Act of 1972 Coordinator – Dr. Brian Ackerman
- M.G.L. Chapter 76, Section 5 School Attendance Coordinator – Ms. Ann Marie LaFond
- Section 504 of the Rehabilitation Act Coordinator – Ms. Lorinda Allen
- Title I of the Elementary and Secondary Act of 1965 Coordinator – Dr. Brian Ackerman
- American with Disabilities Act Coordinator – Ms. Lorinda Allen
- McKinney-Vento Homeless Education Assistant Act Coordinator – Ms. Lorinda Allen

Mr. Lamarche said the district will reestablish an Equity Committee to review instructional programs. He said the Equity Committee was first establish in 2018, but became inactive with leadership changes. The committee will decide collectively what this committee will look like.

**VII. New Business**

A. Report of the Director of Finance and Operations (*Vote Required*)

- *FREC Bids: Athletics, Computer, Copy paper, Custodial, Frozen Foods, Milk and Dairy, Non-Food Paper, School Supplies*

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Mr. Mathieu asked for acceptance of these bids through the purchasing cooperative.

The committee opted to approve the bids in one vote:

A motion was made by C. Kabala, second by P. Aucoin to accept all FREC Purchasing Cooperative bids as presented this evening to supply Athletics, Computer, Copy paper, Custodial, Frozen Foods, Milk and Dairy, Non-Food Paper, and School Supplies, and this was approved by unanimous roll call vote:

*C. Carmignani: yes*  
*J. Evans: yes*  
*C. Kabala: yes*  
*S. Reed: yes*  
*J. Terry: yes*  
*P. Aucoin: yes*  
*K. Laferriere: yes*

Mr. Mathieu said in view of the current positive market conditions, it is prudent to renew the district's electricity contracts which expire in November. At this time a 24-month contract appears to offer the most advantageous terms. Mr. Mathieu recommended extending the electricity procurement for 24 months through an energy broker, at a renewal rate of .08461 per kw hr.

A motion by C. Kabala, second by S. Reed to extend the electricity procurement for 24 months through an energy broker, at a renewal rate of .08461 per kw hr, and this was approved by unanimous roll call vote:

*C. Carmignani: yes*  
*J. Evans: yes*  
*C. Kabala: yes*  
*S. Reed: yes*  
*J. Terry: yes*  
*P. Aucoin: yes*  
*K. Laferriere: yes*

- *In-District Special Education Transportation Contract*

This item was tabled until the July 2020 meeting, pending finalization of a clause. Mr. Mathieu noted the vendor has agreed to a price freeze for the three years of the contract.

Mr. Mathieu offered an update on the closure of FY 20. There are still outstanding purchase orders, and at this point there is between \$1 million -\$1.3 million remaining.

*Update on FY 21 Budget -*

B. Recap of Town Meetings

Mr. Mathieu noted town meetings in Charlton and Dudley have concluded, with both towns approving the assessments. Mr. Mathieu said the district has a formal, if not final budget, and has avoided the state 1/12<sup>th</sup> budget process. There is still no concrete budget information available from the state. More will be known in July.

Mrs. Terry inquired about the outstanding food service lunch accounts, with Mr. Mathieu reporting between \$20,000-22,000 is outstanding.

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The district has committed to serving food to students through June.

**C. Report on the End of the 2019-2020 School Year**

Mr. Lamarche said year successfully closed down on June 18 after exhausting months of difficult navigation. Mr. Lamarche noted teachers have signed up for professional development opportunities to enhance their remote learning skills, and associated technology. Mr. Lamarche asked principals to weigh in on the challenges presented to students and staff during this time.

Mrs. Pastore said Heritage School promoted two key tenants: growth mindset and collaboration. She said students were challenged, but not overwhelmed.

Mr. Packard said the year at Charlton Middle School ended with much emotions from staff and students as they said goodbye. He said the staff benefited from cross district cooperation and collaboration, and all gained new tools.

Mr. Chaplin said the staff and students worked very hard to make the pieces fit. He said the school did the very best it could to celebrate the class of 2020.

Mrs. Terry said she received positive feedback on the Class of 2020 celebration, and that all students felt recognized.

Mr. Laferriere thanked the staff, students and parents for their efforts during these unprecedented times.

**D. Update on Shepherd Hill Regional High School Overseas Travel Cancellation**

Global Awareness Program Director Mary A. Pierangeli has been asked to provide an update on the cancelation of the April 2020 trip to Eastern Europe due to the Covid-19 pandemic, and efforts to provide a best possible return on the investment. Although the travel company, EF Educational Tours, does not provide a full refund, there are other ways to obtain a full reimbursement. Mrs. Pierangeli said these include traveling in 2021 or 2022, transferring the voucher to another student, or to a sibling, and using the voucher on another EF product.

Mrs. Pierangeli has dealt exclusively with EF Educational Tours throughout the 35 years of Shepherd Hill travel opportunities. The company has developed its Peace of Mind program to deal with unforeseen global circumstances that allows for a changed tour date, or a future travel voucher. The April 2020 trip was moved to August 2020 but did not reach the required numbers before the date was moved again to August 2021. This trip would compete with the planned April 2021 travel.

Mrs. Aucoin said it is unacceptable that EF cannot offer a full refund. Mrs. Pierangeli said other travel companies are offering even less of a refund. The voucher could be exchanged for a cash refund minus \$565 in administrative costs. Mrs. Pierangeli said EF begins their work on the trip as soon as it is booked, making deposits. They are, in effect, in the middle between the tour group and other vendors who are likely waiting for their own refunds, or accepting vouchers or no reimbursements for those services booked, but not used.

**E. Update on Extended School Year Program – Director of Pupil Personnel Services.**



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In Mrs. Allen absence this evening, Mr. Lamarche offered the report on the plan to offer an extended school year program to students on IEPs to maintain their skills or to maintain progress gained over the school year.

There are currently 178 students who are eligible for extended school year services that will be offered remotely starting July 6, 2020. Students will be connected to a teacher, tutor or service provider who will provide lessons and therapies virtually and/or by monitoring mailed activities.

Following DESE guidance to begin moving toward opening buildings for in-person extended school year services, the plan is to bring approximately 60 students into the buildings for the last two to three weeks of the summer program. These classes would be held in Charlton, using the required guidelines of personal protection equipment and social distancing. Surveys were sent to all families.

Participating staff members have indicated they are willing to do whatever is needed, whether remote or in person classes.

**F. Consideration of MASC Resolutions (Vote Required)**

Mr. Laferriere explained that the Massachusetts Association of School Committee's Board of Directors has recommended that the attached resolutions be considered by the entire membership. The resolutions address a) funding for the expenses related to COVID-19 including supplies and equipment needed to help schools reopen safely, and b) the response to issues of racism, equity, and diversity that have moved to center stage as the result of the events across the country during the past few weeks. Mr. Laferriere read the resolutions into the record:

- **Covid-19 State Funding**

WHEREAS, if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS, it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

WHEREAS, the state cannot expect mandatory COVID-19 safety guidelines to be followed without also ensuring that each school district has the funds required to implement these guidelines; therefore, let it be

RESOLVED: that the state must guarantee every school district full reimbursement for whatever COVID-19 expenses are required to follow state mandates.

We must ensure a statewide school re-opening that is safe, responsible and equitable. There can be no unfunded mandates for Covid-19.

A motion was made by C. Kabala, second by J. Terry to accept to the resolution for Covid -19 state funding, and this was approved by unanimous roll call vote:

*C. Carmignani: yes*  
*J. Evans: yes*  
*C. Kabala: yes*  
*S. Reed: yes*  
*J. Terry: yes*  
*P. Aucoin: yes*

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*K. Laferriere: yes*

- Anti-Racism Resolution

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS, it is the responsibility that every district provide to all district staff, including School Committee members annual professional development on diversity, equity and inclusion; and

WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS, we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

RESOLVED: that [District] and all the school districts in the Commonwealth must guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

We must ensure our own school culture and that of every district in the Commonwealth is anti-racist, that acknowledges that all lives cannot matter until black lives matter.

A motion was made by P. Aucoin, second by J. Evans to support the Anti-Racism Resolution, and this was approved by unanimous roll call vote.

*C. Carmignani: yes*

*J. Evans: yes*

*C. Kabala: yes*

*S. Reed: yes*

*J. Terry: yes*

*P. Aucoin: yes*

*K. Laferriere: yes*

**VIII. Next Meeting Dates**

**School Committee Meeting:** Wednesday, July 22, 2020 7 p.m.  
Wednesday, August 12, 2020 7 p.m.

The meetings will be held remotely, ia video conferencing, pending further guidance from the state.

**Budget and Finance Subcommittee:** TBD

**Policy Review Subcommittee:** TBD

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- IX. Future Agenda Items:** Reopening Committee, Fiscal Year 2021,
- X. Executive Session:** *“...To discuss strategy with respect to collective bargaining [Massachusetts Nurses Association] or litigation if in open session may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares.” Reconvene for votes if necessary and to adjourn at 8:50 p.m.*

The chair entertained a motion to enter executive session to discuss strategy with respect to collective bargaining [Massachusetts Nurses Association] or litigation if in open session may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares,” and to return to open session for a vote, if necessary, and to adjourn, and this was approved by unanimous roll call vote at 8:50 p.m.

*C. Carmignani: yes  
J. Evans: yes  
C. Kabala: yes  
S. Reed: yes  
J. Terry: yes  
P. Aucoin: yes  
K. Laferriere: yes*

Enter exec session at 8:51 p.m.  
MNA negotiation team: CK, PA

Recapped negotiation sessions  
Salaries collapsed in 3<sup>rd</sup> year.

**Motion to leave to enter regular session at 9:07**

*C. Carmignani: yes  
J. Evans: yes  
C. Kabala: yes  
S. Reed: yes  
J. Terry: yes  
P. Aucoin: yes  
K. Laferriere: yes*

The committee returned to open session at 9:07 p.m.

A motion by P. Aucoin, second by C. Kabala, to ratify and accept the Collective Bargaining Agreement Between the Massachusetts Nurses Association and the Dudley-Charlton Teachers' Association, was approved by a vote of 6 in favor, with 1 abstention.

*C. Carmignani: yes  
J. Evans: abstain  
C. Kabala: yes  
S. Reed: yes  
J. Terry: yes*

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*P. Aucoin: yes*  
*K. Laferriere: yes*

Mr. Lamarche will send the MNA an email informing them of this vote this evening.

Mr. Lamarche just received an email alert that there will be an article in the Boston Globe about the fall reopening of schools. The governor is expected to hold a press conference on the subject tomorrow.

**XI. Adjourn**

The chair entertained a motion to adjourn, and this was made by S. Reed, second by C. Carmignani, and approved by unanimous vote at 9:13 p.m.

*C. Carmignani: yes*  
*J. Evans: yes*  
*C. Kabala: yes*  
*S. Reed: yes*  
*J. Terry: yes*  
*P. Aucoin: yes*  
*K. Laferriere: yes*

**Items used for this meeting include**

Agenda for Wednesday, June 24, 2020	Minutes of meeting of Wednesday, June 3, 2020	Superintendent's Report
Report of the Director of Finance and Operations	FREC Purchasing Cooperative Bids and Analysis: <i>FREC Bids: Athletics, Computer, Copy paper, Custodial, Frozen Foods, Milk and Dairy, Non-Food Paper, School Supplies</i>	MASC Resolutions: Covid 19 State Funding School Committee Anti-Racism Resolution
Director of Pupil Personnel Services Extended School Year Program	GAP program report on Easter Europe travel cancelation	
<b>Warrants 89, 90, 91, 92, 93, 94 approved electronically</b>		

*Respectfully submitted by Sandra Sullivan, recording secretary*