

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Approved minutes of the meeting of the Dudley-Charlton Regional School Committee held Wednesday, April 14, 2021 at Shepherd Hill Regional High School, 68 Dudley-Oxford Road, Dudley at 7 p.m. and via Live Stream - Vimeo: <https://vimeo.com/530420603> and Video Conferencing - Zoom: <https://zoom.us/j/98765098882>.

School Committee members attending in person were Kenneth J. Laferriere, Chair, Cathleen Carmignani, Stephanie A. Reed at 7:12 PM, Jamie L. Terry, Michaela Cluett, student representative.

Attending remotely were Pauline J. Aucoin, Vice Chair, Catherine M. Kabala.

Members Jordan W. Evans joined the meeting remotely at 9:30 PM, and Stephanie A. Reed arrived in person at 7:12 PM.

Also attending in person were Steven M. Lamarche, Superintendent of Schools, Richard J. Mathieu, Director of Finance and Operations, Brian J. Ackerman, Assistant Superintendent for Teaching and Learning, Lorinda C. Allen, Director of Pupil Personnel Services, Sandra Sullivan, secretary.

Attending remotely were district administrators William F. Chaplin, Daniel D'Arcangelo, Jennifer A. Desto, Christopher E. Starczewski, Kelly True, newly appointed principals Jennifer Lilley and Peter Olson; Moderator Rich Earle.

I. Call to Order

The meeting came to order at 7:04 PM.

II. Pledge of Allegiance

Officers of the Shepherd Hill National Honor Society led the pledge. The board had just arrived following the induction ceremony for 34 new members.

III. Moment of Silence

IV. Approval of Minutes

A. Minutes of Regular Meeting of Wednesday, March 24, 2021

A motion by P. Aucoin, second by C. Kabala to approve the minutes of the meeting of Wednesday, March 24, 2021, as corrected, was approved by a roll call vote of 5 in favor, 2 absent:

C. Carmignani -yes
J. Evans - absent
C. Kabala - yes
S. Reed - absent
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

B. Minutes of Executive Session of Wednesday, March 24, 2021

A motion by P. Aucoin, second by C. Kabala to approve the minutes of the executive session of Wednesday, March 24, 2021, was approved by a roll call vote of 5 in favor, 2 absent.

C. Carmignani -yes
J. Evans - absent
C. Kabala - yes
S. Reed - absent
J. Terry - yes

- P. Aucoin - yes
- K. Laferriere - yes

Mrs. Reed arrived at 7:12 p.m.

V. Approval of the Warrant

Warrants continue to be approved by a majority of members electronically:

Warrant #	Amount
58	\$303,687.47
59	\$638,036.17
60	\$290,313.29
61	\$111,324.42
Total	\$1,343,361.35

VI. Citizens' Forum

No one spoke at this time.

VII. Communications

There were no communications.

VIII. Student Representative Report – Ms. Michaela M. Cluett

Miss Cluett offered updates on activity at Shepherd Hill Regional High School as students prepare for five full days of in person learning:

The Show Choir captured first place in the Twin Lakes Festival. Fantasy was awarded 1st place and best overall vocals. Illusion captured 3rd place, best band and best small ensemble awards.

The Student Council attended the virtual Massachusetts Association of Student Council's Spring Conference and also captured three awards including for its Top 10 project for Season of Hope this past winter.

The National Honor Society Battle of the Borders has concluded after collecting 4,000 paper goods. The Cornhole Tournament for students and teachers will resume after the spring break. The NHS inducted 34 new members this evening.

The Drama Club hosts a virtual production of *The Show Must Go On*, April 29, May 1 and May 7.

IX. Superintendent's Report

1. The district welcomed K-4 students back to school for five full days on Monday, April 5. He said it is exciting to have them all back in the building. Central Office administrators visited the students last week in their schools.
2. Our own Michaela Cluett has been named a National Honor Society Scholar for representative the four pillars: scholarship, service, leadership and character.
3. Henry Weiland was name as an MIAA student athlete of the month.
4. As Spring Break is next week, Mr. Lamarche urged families to observe the protocols and follow advisories.
5. June 18 has been identified as the last day of school.

X. New Business

- A. Introduce the next Charlton Elementary School Principal, Ms. Jennifer Lilley and the Heritage Elementary School Principal, Mr. Peter Olson

Mr. Lamarche introduced Jennifer R. Lilley of Paxton, currently assistant principal in the Ashburnham-Westminster Regional School District as the new principal of Charlton Elementary School, pending contract negotiations. She is a former Fine Arts and Wellness DDM Coordinator in Maynard, a K-3 Specialist Team Leader and music teacher. She is earning her second Master's degree, and holds a CAGS in Educational Leadership and Management.

Heritage School

Peter Olson was selected as the new Principal of Heritage School. Mr. Olson has served as the Assistant Principal of Charlton Middle School since 2009. He is a former middle school science teacher and mathematics teacher and coach.

B. Report of the Budget and Finance Subcommittee and the Director of Finance and Operations –

1. Donations

To Charlton Elementary School from Planet Aid	\$35.25
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A motion by P. Aucoin, second by C. Kabala to accept the donation as presented was approved by a roll call vote of 6 in favor, one absent.

- C. Carmignani -yes
- J. Evans - absent
- C. Kabala - yes
- S. Reed - yes
- J. Terry - yes
- P. Aucoin - yes
- K. Laferriere - yes

There was no report of the Budget and Finance Subcommittee as the meeting was rescheduled to Tuesday, April 27th.

2. FEMA

Mr. Mathieu said the district has filed for reimbursement for the cost of personal protection equipment (PPE) and other items that may not be reimbursed. Guidance was released last week indicating PPE is not reimbursable, but those items used for opening schools would be.

Mr. Mathieu said the district spent \$75,000 for PPE.

3. Green Communities

As the deadline for the applications for this competitive municipal grant opportunity draws closer, both towns have indicated that school projects are included in the planning, meaning the district might be able to address \$100,000 in upgrades. Dudley will apply in the fall.

4. FY22 Budget

Mr. Mathieu said the Senate and House Ways and Means Committee issued a joint statement last week on the FY 22 Budget to say they have reached a consensus on local aid accounts. Mr. Mathieu said this comes after 13 months of uncertainty, but adds a bit more certainty. The House released its budget today, and although there is no breakdown for all accounts, it appears Chapter 70 has not changed from the governor's budget. Mr. Mathieu said this is not a surprise. Regional transportation aid was increased from the governor's budget. Mr. Mathieu anticipated this increase, and will update the committee once the budget is released tomorrow.

Mr. Lamarche and Mr. Mathieu continue meeting with the town administrators, and have learned that the town is in the same predicament as the district with needs outweighing available resources. Mr. Mathieu said the district does not want to harm their operations.

Mr. Mathieu presented a second draft of a potential budget showing the effect if some of the new requested positions are approved. He remains hopeful for resolution before town meetings. Mr. Mathieu said the Ways and Means budget does not include the requirement to use our Esser II monies to reduce town assessments.

Mr. Laferriere thanked the towns for including the district in the Green Communities grant applications.

C. Update DCRSD COVID Dashboard – Anne Marie DeMorris

Mrs. DeMorris introduced the dashboard that is designed to allow families to access up-to-date information about COVID as it is ever changing. Mrs. DeMorris offered insight for families in filling out the student screening forms as well as pooled testing opportunities. Mrs. DeMorris stressed the need among the community to self-certify each day that school is in session. She said self-certification forms provide a way to communicate with staff and school nurses, and there is no need to fill these out on the weekends unless the person is under quarantine.

Mrs. DeMorris said there have been many sign-ups for the pooled testing which is funded by DESE.

D. Report of the Curriculum Subcommittee for Teaching and Learning and the Assistant Superintendent for Teaching and Learning – Dr. Brian Ackerman

Dr. Ackerman shared the news that the Dudley-Charlton Regional School District was successful in its application for DESE's After School Out of School Time (ASOST) grant in the amount of \$70,000. The district is one of a select number awarded funds for a program of this size. With those funds, the district will offer a camp for students to help close learning gaps created by COVID-19 closures and instruction. The district has also applied for a grant through Webster 5 Bank to create remote math ramp-up opportunities this summer.

E. Update Extended School Year (ESY) services – Lorinda Allen

Mrs. Allen said plans are underway for a six-week summer program for children on IEPs and who receive targeted speech, occupational and physical therapies. These camps are different from the academic intervention programs as highlighted by Dr. Ackerman, and will be held at Charlton Elementary School, Charlton Middle School, and Heritage, as well as Shepherd Hill Regional High School from July 6 through August 16.

F. Update Equity Committee – Dr. Brian Ackerman

Dr. Ackerman said the District Equity Committee has connected with the New Boston Coalition, which has formed in the effort to erect a monument for Martin Luther King and Coretta Scott King as a symbol of anti-racism and an impetus to confront equity and injustice. While the coalition is now focused on the Boston area, plans are to include other Massachusetts entities in its anti-racism work. The Equity Committee will meet with Tammy Tai, Deputy Director of the New Boston Coalition at the end of April.

In the Dudley-Charlton Regional School District, professional staff will receive further training in June from Dr. Sheldon Eakins of the Leading Equity Center.

Additionally, Dr. Eakins will conduct three virtual sessions with A Better Hill student group as the school year draws to a close. This Critical Friendship Group will look at students' work and explore how they can spread Anti-Racist and Anti-Bias actions among their peers.

G. Report of the Policy Subcommittee – Kenny Laferriere and Steven Lamarche

1. BE – School Committee Meetings – 2nd Read

A motion by P. Aucoin, second by C. Kabala to waive the reading of Policy BE was approved by roll call vote:

C. Carmignani - yes

C. Kabala - yes

S. Reed - yes

J. Terry - yes

P. Aucoin - yes
K. Laferriere - yes

A motion by C. Kabala, second by P. Aucoin to approve the amendment to Policy Be and adopt on second reading was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere – yes

2. BH – School Committee Public Communications – 2nd Read

A motion by C. Kabala, second by S. Reed to waive the reading of Policy BH was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

A motion by P. Aucoin, second by S. Reed to adopt of Policy BH on second reading was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

3. BHC – School Committee Staff Communications – 2nd Read

A motion by S. Reed, second by C. Carmignani to waive the reading of Policy BHC was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

A motion by C. Carmignani, second by S. Reed to adopt Policy BHC on second read was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

4. KE – General Complaints from the Community – 2nd Read

A motion by S. Reed, second by C. Kabala to waive the reading of Policy KE was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

A motion to amend policy KE and adopt on second reading was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

5. IKE – Promotion and Retention of Students – 2nd Read

A motion by C. Carmignani, second by P. Aucoin to waive the reading of Policy IKE was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

A motion by C. Kabala, second by S. Reed to approve the amendments to Policy IKE and adopt on second reading was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

6. JK – Student Discipline – 1st Read

A motion by S. Reed, second by C. Kabala to waive the reading of Policy JK was approved by roll call vote:

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

Mr. Lamarche said this policy was amended following feedback received from DESE.

A motion by S. Reed, second by C. Kabala to approve Policy JK on first reading was withdrawn and action tabled pending further edits.

7. BBAA – Purpose and Role of School Committee – 1st Read

Mr. Laferriere read this policy aloud.

A motion by C. Kabala, second by S. Reed to approve Policy BBAA on first reading was withdrawn and action tabled pending further edits and a review with district policy BBBA.

H. Update transitions – Steven Lamarche

Welcomed back K-4. Exciting, a return to schooling full days with masks on.

1. Report – April 5, 2021 (K-4) Principal Desto and Principal True

Mrs. Desto, Mrs. True reported on the first days of five in person learning saying kids enjoyed reconnecting with their friends although they were a little tired at the mid-point of the day.

2. Report – Social Emotional Learning (SEL) – Principal True

A member of the Dudley Elementary School Council suggested the school administer a survey to find out how kids are feeling. Mrs. True said 300 kids took the survey, and the results were amazing. Mrs. True said the answers showed kids with bland responses to those who were really open about how they are feeling. The survey was offered to give everyone a voice.

There has been discussion about using this tool in the future and to expand it across the district.

3. Monday, April 26, 2021 (5-12)

Secondary students return April 26, and are advised to rest up as stamina will be needed in the afternoon.

Mr. Lamarche said there will be some spaces that will offer less than 6 feet between students. There has been no evidence of transmissions at this point. The district is planning for the change of returning to school on eighth day of quarantine.

Mr. Starczewski, Mr. Olson and Mr. Chaplin shared some plans for the transition, and credited administrators teachers were credited for creating connection points through the transition. There will be no changes to the teacher of records to maintain consistency.

XI. Next Meeting Dates

School Committee Meeting: Wednesday, April 28, 2021 7:00 PM, Charlton Middle School and Zoom

Budget and Finance Subcommittee: Tuesday, April 27, 2021, 4:00 PM

Policy Review Subcommittee: Friday, May 7, 2021, 9:00 AM

Curriculum Subcommittee for Teaching and Learning: Tuesday, May 4 at 2:30 PM

Capital Outlay/Safety Subcommittee: Friday, May 7, 2021, 11:00 AM

XI. Future Agenda Items: Update Fiscal Year 2021, Update Fiscal Year 22, School Choice, Dudley-Charlton Leadership Council (May), Update SHRHS end of the year activities, enrolling DCRSD students of staff per agreements, leave of absence request.

XII. Executive Session: To discuss strategy with respect to **[non-union personnel]** if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.

A motion by S. Reed, second by J. Terry to enter executive session to discuss strategy with respect to **[non-union personnel]** if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares, and to reconvene in open session for a vote or votes if necessary and to adjourn, was approved by roll call vote at 9:30 PM.

C. Carmignani - yes
C. Kabala - yes
S. Reed - yes
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

The committee returned to open session at 11:27 PM.

Ms. Evans had joined the meeting remotely at 9:30 PM.

A motion by S. Reed, second by C. Kabala to approve a 2% increase to 2020-2021 salaries for the Director of Pupil Personnel Services, The Director of Finance and Operations, and the Superintendent of Schools, 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

A motion by J. Terry, second by C. Carmignani to set a 2021-2022 Annual Salary Rate for newly appointed Charlton Elementary School Principal Jennifer Lilley as \$107,500, was approved by a vote of four in favor, three opposed on roll call vote:

Voting in favor were C. Carmignani, J. Evans, J. Terry and K. Laferriere. Opposed were C. Kabala, S. Reed, P. Aucoin.

C. Carmignani - yes
J. Evans – yes
C. Kabala - no
S. Reed - no
J. Terry - yes
P. Aucoin - no
K. Laferriere - yes

A motion by J. Terry, second by C. Kabala to set a 2021-2022 Annual Salary Rate for newly appointed Heritage School Principal Peter J. Olson as \$107,500, was approved by roll call vote of six in favor, one opposed:

Voting in favor were C. Carmignani, J. Evans, J. Terry, P. Aucoin, K. Laferriere. S. Reed was opposed.

C. Carmignani - yes
J. Evans – yes
C. Kabala - yes
S. Reed - no
J. Terry - yes
P. Aucoin - yes
K. Laferriere - yes

A motion by C. Carmignani, second by J. Evans to a 2021-2022 Annual Salary Rate for Mason Road School Principal

Jennifer A. Desto, was approved by a vote of 4 in favor, 3 opposed:

- C. Carmignani - yes
- J. Evans – yes
- C. Kabala - no
- S. Reed - no
- J. Terry - yes
- P. Aucoin - no
- K. Laferriere - yes

Voting in favor were C. Carmignani, J. Evans, J. Terry, K. Laferriere; Opposed were P. Aucoin, C. Kabala, S. Reed.

A motion by C. Carmignani, second by S. Reed to set a 2021-2022 Annual Salary Rate for Dudley Elementary School Principal Kelly True as \$107,500 was approved on roll call vote by a vote of 4 in favor, 3 opposed.

Voting in favor were C. Carmignani, J. Evans, J. Terry, K. Laferriere; Opposed were C. Kabala, S. Reed, P. Aucoin.

- C. Carmignani - yes
- J. Evans – yes
- C. Kabala - no
- S. Reed - no
- J. Terry - yes
- P. Aucoin - no
- K. Laferriere - yes

XIII. Adjourn

A motion by J. Terry, second by S. Reed to adjourn the meeting was approved by unanimous roll call vote at 11:33 PM.

- 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, April 14, 2021	Minutes of Regular Meeting of Wednesday, March 24, 2021	Minutes of Executive Session of Wednesday, March 24, 2021	Superintendent’s Report of April 9, 2021
Reports of the Assistant Superintendent: Equity Committee Update; Teaching and Learning Subcommittee update	Report of the Finance Director, Friday, April 9, 2021	Report of the Director of Pupil Personnel, Friday, April 9, 2021	Policies: BBAA, BE, BG, BH, BHC, IKE, JK, KE
Dudley Elementary School Social Emotional Learning Survey Results	Budget and Finance Subcommittee Minutes 3/9/21		

Respectfully submitted by Sandra Sullivan, Secretary