

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Approved minutes of the meeting of the Dudley-Charlton Regional School Committee held Wednesday, July 14, 2021 at Charlton Middle School, 2 Oxford Road, Charlton, MA 01507, 7 PM.

In attendance were members of the School Committee:

Cathleen Carmignani
Jeanne R. Costello
Jordan Willow Evans
Catherine M. Kabala
Kenneth J. Laferriere
Jamie L. Terry, Vice Chair
Pauline J. Aucoin, Chair

District Administration: Steven M. Lamarche, Superintendent of Schools, Richard J. Mathieu, Director of Finance and Operations, Lorinda C. Allen, Director of Pupil Personnel Services; Principals Jennifer Lilley, Dean W. Packard, 30 citizens; Rich Earle, audio visual coordinator, Sandra Sullivan, secretary.

I. Call to Order

The chair called the meeting to order at 7:01 PM.

II. Pledge of Allegiance

III. Moment of Silence

The chair asked for a moment of silence in memory of district employees Cheryl Bielik and George Proulx who passed away recently.

V. Approval of Minutes

A. *Minutes of Regular Meeting of Wednesday, June 23, 2021*

A motion by J. Terry, second by J. Evans to approve the minutes of the meeting of Wednesday, June 23, 2021, as corrected, was approved by unanimous vote.

VI. Approval of the Warrant

Warrants were distributed and signed by members, who may also continue to sign them electronically.

| Accounts Payable | | Payroll | |
|------------------|-----------------------|--------------|-----------------------|
| 79 | \$59,3979.36 | 1448D | \$390,818.83 |
| 80 | \$53,819.16 | 1448P | \$1,068,528.56 |
| 81 | \$300,669.28 | | |
| 82 | \$25,376.00 | | |
| 1 | \$2,091,642.03 | | |
| 2 | \$183,075.54 | | |
| Total | \$3,248,561.37 | Total | \$1,459,347.39 |

VII. Citizens' Forum

Mrs. Aucoin read policy BEDH, Citizens' Forum, and under Item 2 established the duration of this agenda item as 30 minutes.

Carroll Sue Rehm, Downey Lane, Charlton, called attention to policies BBBA item #9, BDB #4 and the Massachusetts Association of School Committee's Code of Ethics in response to recent emails she received from school committee members and social media posts she has read.

Patrick McLeod, L. Stevens Road, Charlton, sought clarification concerning social media posts by Equity Committee member Jordan Evans, and the possible link to the district to what he termed “hate groups.” Ms. Evans clarified that she has no association with Mass. Equality.

Stefan Sage, Lincoln Point Road, Charlton, said it has been made clear that Critical Race Theory is not part of the district’s curriculum but the district’s professional development sessions with Dr. Sheldon Eakins involved Culturally Responsive Teaching. Mr. Sage said it is important to include students in all aspects of learning, especially in the content of culture. He said curriculum gets reshaped frequently.

Chris Daoust, Ramshorn Road, Charlton. Thanked the committee and administration for Monday’s Public Forum, and urged the committee to focus on social-emotional wellbeing.

Derek Donohue, Misty Meadow Lane, Dudley, asked if school districts receive funding or incentives from the state or federal government for hiring specific personnel to conduct professional development and if so, how much.

Carla Coan, Charlton, asked if there are plans for the fall and how students will return to school and will they wear masks.

Mr. Lamarche said the administration is preparing to open schools as there were pre-Covid. He said there is new CDC guidance, but no state guidance.

Marcia Wagner, Hickory Drive, Dudley, asked how citizens can learn of the committee’s responses to emails.

The committee agreed to set this as an agenda item to answer the questions raised Monday evening.

Mrs. Terry said she has not formed her answers to the questions asked Monday but will answer them during this upcoming agenda item.

Kelly Szela, Partridge Hill Road, Charlton, expressed concerns about the district moving forward with regards to policies and the reading curriculum. She asked is there is a written policy about how new curriculum is implemented. She said some of the decisions were mishandled and that school administrators were not made aware this program. She said this breaks the trust of our teachers who deserve the respect of their opinion. Ms. Szela stated the superintendent is not a good fit for the district.

Christina Spencer, Downey Lane, Charlton, questioned a reference in school committee minutes indicating the Equity Committee was reviewing student handbooks, and said this is not the Equity Committee’s purview, but belongs to the school committee. She asked if the Shepherd Hill Regional High School Critical Friends Group is paused along with the Equity Committee.

VIII. Communications

Mrs. Carmignani said committee members have received many communications, and are going through them to answer as many as we can.

Mrs. Aucoin said she has responded to all emails and said that if she missed anyone it was not intentional.

IX. Superintendent’s Report

Mr. Lamarche had no report this evening.

X. New Business

- A. Report of the Director of Finance and Operations - Director Mathieu
 1. Donation

There were no donations to report this evening.

2. Disposal of Surplus Property

Mr. Mathieu requested the committee's approval to dispose of surplus materials. He said the four elementary school have requested permission to declare the Houghton Mifflin reading series materials as surplus. Dudley Elementary School and Heritage School have requested additional items be declared as surplus.

The chair entertained a motion to accept as surplus the items as listed and dispose of them, and this was made by C. Kabala, second by K. Laferriere.

There were questions about how the items would be disposed.
Mr. Laferriere withdrew his second, Mrs. Kabala withdrew her motion

The chair entertained a motion to declare the items as surplus.

This motion was made by C. Kabala, seconded by K. Laferriere.

Mrs. Terry asked if teachers able to keep the items given the concern she had raised about the new reading program.

Mrs. Carmignani moved to table this item until further information about where these are being donated can be presented, Mrs. Terry seconded.

Mrs. Costello suggested removing the motions and make a motion to declare as surplus but that nothing will be removed until Mr. Mathieu returns with idea of what can be sold and where the items can go.

The vote on the motion to table the item was defeated by a vote of 2 in favor, 5 opposed.
Voting in favor were C. Carmignani, J. Terry. Opposed were P. Aucoin, J. Costello, J. Evans, C. Kabala, K. Laferriere

Mr. Laferriere withdrew his second on the second motion. Mrs. Kabala withdrew her second motion.

A motion by C. Kabala, second by K. Laferriere to declare as surplus the listed materials from the two elementary schools in Dudley and Charlton and to dispose them as Mr. Mathieu and the administration deems appropriate, and this was approved by unanimous vote.

Mr. Lamarche said the administration will work on where the books end up. Mr. Mathieu said he will report to the committee where the items end up.

Mrs. Carmignani said we need to communicate with teachers about what their desires are with the materials that are in their rooms.

3. Update Champions - Before and After School Program

Mr. Mathieu offered an update on the Champions program. The four elementary schools have the numbers needed to run the program. The district will continue to publicize the programs with the hopes that numbers will increase at the middle schools. Mr. Mathieu said 70 families have signed up for the service. Champions will host open houses in both towns for families to hear about the program. They will coordinate with the District so that they can be present at any school open houses as well.

High school students will be allowed to work in the programs as mentors.

B. Update Specialized Summer Programs – Director Allen

Mrs. Allen reported on the Extended School Year Program that is required under the law for students with special

needs. Mrs. Allen reported there are 150 students and 56 staff members have been participating since camp began on July 6. The program runs Monday-Thursdays from 8:30 AM to 1:30 PM.

A PK camps is also running as an extended program that started today and will run Tuesday, Wednesday and Thursday for students on IEPs and that helps the preschoolers build readiness skills and social interaction.

C. Superintendent's Evaluation – Mr. Lamarche

The School Committee will evaluate the Superintendent at its August 25 meeting.

Ms. Costello suggested the committee allow former member Stephanie Reed to conduct the evaluation. Ms. Costello was elected in May.

Mrs. Kabala said this is not appropriate as her role as a school committee member ended May 1. Mrs. Aucoin and Mr. Laferriere agreed.

A motion by C. Carmignani, second by J. Terry to allow former member Stephanie Reed to evaluate the Superintendent in a non- voting manner, pending legal approval, was approved by a vote of 4 in favor, 3 opposed.

In favor were C. Carmignani, J. Costello, J. Evans, J. Terry.

Opposed here P. Aucoin, C. Kabala, K. Laferriere.

Mrs. Aucoin agreed to reach out to Mrs. Reed and whether she is interested. The district's legal counsel will be asked to determine whether a former member can evaluate the superintendent.

Mr. Lamarche submitted his self-evaluation goals to the committee and these were approved at the meeting of October 14:

1. Establish Dudley-Charlton RSD organizational leadership to navigate and implement a high quality, comprehensive learning program to all students during the COVID-19 pandemic.
2. Establish methods and methodologies to identify individual student achievement and progress as a result of the various models of learning implemented during the COVID-19 pandemic.
3. Advocate for a district-wide culture that embraces equity for all students, staff and community members.

Subsequent areas of focus presented on Feb. 10

1. Student Learning Goal, Focus Indicator I-B -Instruction
2. Professional Practice Goal, Focus Indicator II-A- Environment and III-D Family Concerns.
3. District Improvement Goas, Focus Indicator IV-B, Cultural Proficiency.

A Memorandum of Understanding was signed with the Dudley-Charlton Teachers Association for no evaluations of teachers and administrators this year. Only the superintendent is being evaluated.

Mrs. Carmignani stated it is important in terms of transparency to start giving the public Google Drive Access to all school committee items.

Mr. Lamarche said he is available to meet with each committee member to view evidence of his goals.

Mrs. Carmignani asked whether there is other supporting evidence attached to the Teach Point/Vector system.

Mrs. Terry said this document does not provide physical evidence.

Mr. Lamarche said it provides context to the writings.

Ms. Evans said she considers Mr. Lamarche's document to be evidence.

Mrs. Terry said the committee reviewed the process with MASC Field Director Tracy Novick and should not fall back on past practices.

Mr. Laferriere said the process agreed upon in the fall was not followed through the year.

Mrs. Carmignani said the evaluation was postponed to give Mr. Lamarche time to gather evidence.

XI. Next Meeting Dates

School Committee Meeting: Wednesday, August 25, 2021, Shepherd Hill Regional High School, 7 PM

Via Video Conferencing

Budget and Finance Subcommittee: TBD

Policy Review Subcommittee: Friday, July 16, 2021, 10 AM

Curriculum Subcommittee for Teaching and Learning: TBD

Capital Outlay/Safety Subcommittee: Friday, July 16, 2021, 11:00 AM

XII. Future Agenda Items: DCRSD Strategic Plan Progress Report (August), Special Education Transportation (August) Superintendent's Evaluation (July/August), School Committee summer workshop (July/August), Approval of DCRSD Student Handbooks (August), Fall opening, Showcase of Social Emotional Learning, School Committee's Response to the Forum, Strategic Planning (September), Role of the School Committee, Google Drive access to school committee documents

XIII. Executive Session: To discuss strategy with respect to collective bargaining [**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.

The chair entertained a motion to enter Executive Session to discuss strategy with respect to collective bargaining [**non-union personnel**] as the open meeting may have a detrimental effect on the bargaining position of the public body and to return to open session for a vote or votes if necessary and to adjourn. This motion was made by K. Laferriere, second by J. Terry, and approved by unanimous roll call vote at 9:02 PM:

C. Carmignani - yes

J. Costello - yes

J. Evans – yes

C. Kabala - yes

K. Laferriere -yes

J. Terry - yes

P. Aucoin - yes

The committee returned to open session at 10:02 PM:

A motion by C. Carmignani, second by K. Laferriere to approve an annual salary range for the position of Interim Assistant Principal at Charlton Middle School of \$90,000-\$95,000, was approved by unanimous vote.

Mrs. Terry noted that she voted in favor because this is an interim position.

A motion by K. Laferriere, second by J. Terry to approve an annual salary range for the position of Executive

Administrative Assistant for the Central Office as \$52,000-\$57,000, and the compensation for serving as Secretary to the School committee as \$150 per meeting of 2 hours, with an additional \$25 per hour for meetings above two hours, and this was approved by unanimous vote.

A motion by C. Kabala, second by J. Costello to set the annual salary range for the position of Student Services Coordinator as \$87,000 to \$92,000, was approved by unanimous vote.

A motion by C. Kabala, second by J. Terry to set the annual salary range for the position of Director of Public Facilities as \$85,000-\$90,000 (one-year ESSER grant funded), was approved by unanimous vote.

A motion by J. Evans, second by J. Costello to set the annual stipend rate for the District Webmaster as \$8,500, was approved by unanimous vote.

Mr. Laferriere noted the district needs to eventually look to establish a permanent webmaster position when the budget allows.

XIV. Adjourn

A motion by K. Laferriere, second by J. Terry to adjourn the meeting was approved by unanimous vote at 10:04 PM.

Items used for this meeting include:

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|---|---|---|--|
| <i>Agenda for Meeting of Wednesday, July 14, 2021</i> | <i>Minutes of School Committee Meeting of June 23, 2021</i> | <i>Report of the Director of Finance and Operations</i> | <i>Report of the Director of Pupil Personnel Services – ESY Update</i> |
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Respectfully submitted by Sandra Sullivan, Secretary