

**DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT**

Approved minutes of the meeting of the Dudley-Charlton Regional School Committee held Wednesday, May 12, 2021 at Shepherd Hill Regional High School, 7 PM live and via Live Stream - Vimeo: <https://vimeo.com/544593220>  
Video Conferencing - Zoom: <https://zoom.us/j/99589959655>

In attendance were members of the School Committee:

Attending in person were Cathleen Carmignani, Jeanne R. Costello, Jamie L. Terry, Kenneth J. Laferriere.

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

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.

Attending remotely were Dan D’Arcangelo, Jennifer A. Desto, Dean W. Packard, Christopher E. Starczewski, Kelly True, Rich Earle.

**I. Call to Order**

The chair called the meeting to order at 7:04 PM.

**II. Pledge of Allegiance**

**III. Moment of Silence**

The chair welcomed Jeanne Costello to her first meeting as a member of the Dudley-Charlton Regional School Committee. Ms. Costello, representing Charlton, was elected Saturday, May 1, 2021 to the three-year term vacated by former committee member Stephanie Reed.

**IV. Approval of Minutes**

*A. Minutes of Regular Meeting of Wednesday, April 28, 2021*

A motion by C. Kabala, second by J. Evans to approve the minutes of the regular meeting of Wednesday, April 28, 2021, was approved unanimously by roll call vote:

- C. Carmignani - yes
- J. Costello - yes
- J. Evans – yes
- C. Kabala - yes
- J. Terry - yes
- P. Aucoin - yes
- K. Laferriere - yes

**V. Approval of the Warrant**

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

<b>Accounts Payable</b>	<b>Amount</b>	<b>Payroll Warrants</b>	<b>Amount</b>
66	\$162,120.78	1436D	\$478,911.68
67	\$477,765.83	1436P	\$1,324,328.30
<b>Total</b>	<b>\$639,886.61</b>	<b>Total</b>	<b>\$1,803,239.98</b>

**VI. Citizens’ Forum**

No one spoke at this time.

**VII. Communications**

Mrs. Terry thanked the school nurses as this is National School Nurses's Day. Mrs. Terry said the district nurses have worked incredibly hard throughout the year, assisting the school committee with guidance that changes every day. Mrs. Terry said nurses have also assisted parents, students and staff during this pandemic which is hopefully coming to an end.

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

Miss Cluett reported on AP exams, spring sports and the Class of 2021's preparations for graduation activities. The Shepherd Hill Show Choir performed for the first time in person this year last weekend in Waltham. The National Honor Society concluded its fund raiser and the Go for the Gold Cornhole Tournament. Students observed Teacher Appreciation Week May 3-7.

**IX. Superintendent's Report**

Mr. Lamarche is pleased to report the new tradition that was born out of the pandemic last year with the Class of 2020 and which will continue this year. The Senior Recognition Procession will be held Sunday, May 23, 2021 beginning at Shepherd Hill at 9:30 AM, and moving through Dudley to Charlton to end at Charlton Middle School.

Mr. Lamarche said while a few weeks of in-person learning may make it seem as if we are moving back to normal, he cautioned that the protocols must remain in place for the last few weeks of school. This is the latest guidance from the Massachusetts Department of Elementary and Secondary Education, and the Center for Disease Control. Covid is still in our communities.

Mr. Lamarche announced the 2020-2021 Quo Vadis Award winners:

**Cara Bartlett:** Teacher of grade 1 special education at Charlton Elementary School since 2019. Her colleagues noted this is only Cara's second year in the district. When a special education teacher went out on leave, Mrs. Bartlett took over some of her testing requirements and started teaching half of her caseload on top of hers so those children would be serviced. She also supported the grade one team when technology was an issue at the beginning of the year by creating choice boards. She assisted a grade one substitute by allowing her to access everything she created for Google Classroom.

**Gloria Gould:** Teacher of Kindergarten at Mason Road School since 2006. Mrs. Gould is retiring in June but has been part of the Dudley-Charlton Regional School District for 15 years. Her colleagues said Ms. Gould is one of the most kind, thoughtful, dedicated, supportive, and encouraging educators. The students who enter her classroom are always well cared for yet challenged at an appropriate level. Ms. Gould always sees the positive in each child and will do whatever it takes to see each child succeed. She is a team player and always supports her colleagues. She is able to establish positive and respectful relationships with parents. Gloria is retiring this year and, it goes without saying, she is truly going to be missed. She is the true definition of an amazing classroom teacher.

**X. New Business**

- A. Report of the Budget and Finance Subcommittee and the Director of Finance and Operations – Catherine Kabala and Director Mathieu

Mrs. Kabala said the subcommittee met yesterday to with an agenda of two items: FY 22 budget and Capital Outlay Report. Mr. Mathieu will address these items.

1. FY22 Budget

Mr. Mathieu said it appears the district has reached a compromise budget based on the number as voted at the last school committee meeting. Mr. Mathieu said this has been a hard fought, challenging year in which one-time revenues were used to keep assessments low and to get through town meeting and deal with unprecedented times. Mr. Mathieu said it is time to look toward the future. This is tied into capital planning as well and meetings with town leaders are necessary to reach a mutual understanding about the needs of the district and the abilities of the towns to support these endeavors. It is critical that we not fall behind again.

Mr. Lamarche concurred. He said he participated in a Blackstone Valley Education Foundation seminar today on Problem Based Learning in the classroom. This is what needs to be happening in school finances as well. We need to identify the challenges and move it forward toward a solution. There are consequential challenges in Dudley-Charlton. He expressed appreciation for the support we have had for the FY 21 budget, but now we need to come up with best solutions for FY 22.

## 2. Donations

Massachusetts Emergency Management Agency (MEMA) donated PPE supplies such as Goggles, temporal thermometers, isolation gowns and sanitizing wipes.

A motion by P. Aucoin, second by C. Kabala to accept the items as presented, was approved unanimously by roll call vote:

C. Carmignani - yes  
J. Costello - yes  
J. Evans – yes  
C. Kabala - yes  
J. Terry - yes  
P. Aucoin - yes  
K. Laferriere - yes

### B. Report of the Capital Outlay/Safety Committee – Director Mathieu

The subcommittee reviewed the report on the middle school roofs conducted by Nault Architects of Worcester. Mr. Mathieu said the bottom line is that a full replacement of the roofs is more cost effective than renovations. We now want to take that information and bundle it with some other items and bring them forward to the towns for discussion in the summer when we are talking about our budget. The subcommittee discussed the possibility of seeking funding from the towns in the fall. Another major item is the plan to provide permanent bleachers.

Mrs. Terry commended the detail in the report and its outline of the choices stating there seems to not be another choice.

### C. Update Mason Road – “A day in the Life” – Principal Desto

Mrs. Desto shared a video of the day in the life showing pictures of students enjoying full day in person school.

### D. Request for enrollment of an exchange student at Shepherd Hill RHS – Principal Chaplin

This is the second request under school committee policy JF as the committee approved a student at the April 14 meeting. Mr. Lamarche recommended approval of this request.

A motion by J. Terry, second by C. Carmignani to approve the enrollment of a second foreign exchange student Lena Bernhardt, was approved unanimously by roll call vote:

C. Carmignani - yes  
J. Costello - yes  
J. Evans – yes  
C. Kabala - yes  
J. Terry - yes  
P. Aucoin - yes  
K. Laferriere - yes

### E. Update Teaching and Learning – Dr. Ackerman

Dr. Ackerman reported the early adopter cohort of the CKLA program has taken many positive steps forward. Some groups have completed their initial unit, others are at various points of the implementation process. As a means of

supporting the ongoing efforts of teachers and students, district and building administrators have conducted non-evaluative classroom visits to watch the program in action to measure student vocabulary and engagement, as well as the materials. A follow up review session will be held among administrators and educators will be provide a continuous feedback loop as the program is positioned for a full rollout next fall.

The district will move forward with its After School Out of School Time (ASOST) program funded by a grant from DESE. Students entering grades 1-4 in the fall will be selected. Middle and secondary school students will have access to programming this summer. This program is designed to address academic gaps and support social and emotional learning in a fun, relaxed atmosphere, which will include an arts and physical education experience.

Additionally, students in the middle and secondary grades will have access to summer programming. At the middle schools, a group of teachers and administrators are meeting this week to develop the framework for a summer program. More details will follow shortly. At SHRHS, there will be multiple algebra remote sessions for incoming 9th graders. These sessions will focus on foundational and prerequisite content required to have success in a secondary Algebra classroom.

As the district seeks to align K-12 curriculum, instruction and intervention, a team has convened to review the current practices of Multi- Tiered Systems of Support (MTSS), a framework of academic, social-emotional, attendance, and behavioral support for students.

The middle schools have applied for placement in a DESE sponsored History Curriculum Pilot Program which provides materials, professional development, and linkage with surrounding Massachusetts districts to increase our depth and breadth of knowledge in both history and social studies.

The district will form a Curriculum Council, scheduled to begin exploratory meetings in the near future, with the goal of full implementation for next school year. The council will consist of approximately 25-30 members. Opportunities for participation will be available from K-12. Teachers and administrators will work collaboratively and have regular meetings with DESE that include other Massachusetts school districts. The charge of this council will be to review our curriculum, instructional materials/practices, and participate in potential pilot programs. The goal is to establish and maintain a regular cycle of curriculum review, with each major content area to have actionable goals in a given academic year.

Dr. Ackerman reported late breaking news that Shepherd Hill seniors Ariana Rizzo and McKenzie Parrettie earned second place for their STEM projects from a state-wide field of biomedical science projects.

Shepherd Hill has been awarded a Project Lead the Way sustainability grant in the amount of \$14,973, which Dr. Ackerman said will take us to even higher levels in the pathway program.

F. Enrollment of students of DCRSD staff in accordance with Collective Bargaining Agreements  
Mr. Lamarche said there is language in both the Dudley-Charlton Teachers Association and Massachusetts Nurses Association contracts to allow the children of staff living outside of the district but in Massachusetts to enroll their children. One request has been received and Mr. Lamarche said it can be accommodated.

Mr. Lamarche recommended approval of this request.

A motion by P. Aucoin, second by J. Terry to approve the enrollment of students in accordance with Collective Bargaining Agreement, was approved unanimously on roll call vote:

- C. Carmignani - yes
- J. Costello - yes
- J. Evans – yes

C. Kabala - yes  
J. Terry - yes  
P. Aucoin - yes  
K. Laferriere - yes

- G. Request for unpaid leave of absence per Massachusetts Nurses Association Article XIV sec. E.  
*Other leaves of absence without pay may be granted by the school committee*

The chair entertained a motion to approve this request.

A motion was made by C. Kabala, second by P. Aucoin to approve the leave of absence from the start of the 2021-2022 school year until March 2022.

Mrs. Terry, Mrs. Carmignani and Mr. Laferriere recused themselves from this vote.

Mrs. Kabala said taking this leave would allow the staff member to complete her master's degree requirements and said the committee should be encouraging all to earn advanced degrees.

Mr. Laferriere said he is uncomfortable discussing personnel matters and does not believe this is in the school committee's purview.

Mrs. Kabala said we have done this in the past and the request is public record. Mrs. Kabala said the contract states such leaves may be granted by the school committee.

Mrs. Aucoin said there is language regarding the approval of leaves in the contract and should be discussed by the committee.

The roll call vote was as follows:

C. Carmignani - abstain  
J. Costello - abstain  
J. Evans – yes  
C. Kabala - yes  
J. Terry - abstain  
P. Aucoin - yes  
K. Laferriere - abstain

The motion passes with three votes in the affirmative.

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

The subcommittee presented two policies to the full committee for consideration.

1. BBAA – Overview of the School Committee – 1<sup>st</sup> Read

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

C. Carmignani - yes  
J. Costello - yes  
J. Evans – yes  
C. Kabala - yes  
J. Terry - yes  
P. Aucoin - yes  
K. Laferriere - yes

A motion by C. Kabala, second by P. Aucoin to approve Policy BBAA on first read was approved unanimously by roll call vote:

- C. Carmignani - yes
- J. Costello - yes
- J. Evans – yes
- C. Kabala - yes
- J. Terry - yes
- P. Aucoin - yes
- K. Laferriere - yes

2. BDA – School Committee Organizational Meeting – 1<sup>st</sup> Read

A motion by J. Evans, second by C. Kabala to waive the reading aloud of Policy BDA was approved unanimously by roll call vote:

- C. Carmignani - yes
- J. Costello - yes
- J. Evans – yes
- C. Kabala - yes
- J. Terry - yes
- P. Aucoin - yes
- K. Laferriere - yes

A motion by C. Kabala, second by J. Evans to approve Policy BDA on first reading was approved unanimously on roll call vote:

- C. Carmignani - yes
- J. Costello - yes
- J. Evans – yes
- C. Kabala - yes
- J. Terry - yes
- P. Aucoin - yes
- K. Laferriere - yes

Mrs. Kabala noted the full committee will no longer appoint a representative to the Southern Worcester County Educational Collaborative as that representative is governed by the collaborative's bylaws as the superintendent.

The committee discussed the subcommittee's recommendation to delete the calendar review subcommittee.

**XI. Next Meeting Dates**

**School Committee Meeting:** Wednesday, May 26, 2021 7:00 PM, Charlton Middle School and Via Zoom

**Budget and Finance Subcommittee:** *Tentative:* Tuesday, May 25, 2021, 4:00 PM

**Policy Review Subcommittee:** Friday, June 4, 2021, 9:00 AM

**Curriculum Subcommittee for Teaching and Learning:** Tuesday, June 8, 2021, 2:30 PM

**Capital Outlay/Safety Subcommittee:** Friday, June 4, 2021, 11:00 AM

**XI. Future Agenda Items:** Update Fiscal Year 2021, Update Fiscal Year 2022, Dudley-Charlton Leadership Council (May), Update Equity Committee (May), MARS Update (May), Heritage School Virtual STEAM Race (May), School Committee Reorganization (June), DCRSD Strategic Plan Progress Report (July), Superintendent's Evaluation (July/August), School Committee summer workshop (July/August)

**XII. Adjourn**

A motion by C. Carmignani, second by J. Terry to adjourn the meeting was approved unanimously by roll call vote at

**Minutes of the School Committee  
Meeting of Wednesday, May 12, 2021**

8:27 PM:

C. Carmignani - yes

J. Costello - yes

J. Evans – yes

C. Kabala - yes

J. Terry - yes

P. Aucoin - yes

K. Laferriere - yes

Items used for this meeting include:

<b>Agenda for May 12, 2021</b>	<b>Minutes of Wednesday, April 28, 2021</b>	<b>Superintendent's Report</b>	<b>Policies BBAA, BDA</b>
<b>Class of 2021 Recognition Procession and Route</b>	<b>District Capital Plan, Draft, 2021-2026</b>	<b>Report of the Director of Finance and Operations</b>	<b>Teaching and Learning Report</b>
<b>Request for leave of absence</b>	<b>Shepherd Hill Regional High School Exchange Student Enrollment request</b>	<b>Minutes of the Policy Review Subcommittee: 3/18/2021 and 4/9/2021</b>	

Respectfully submitted by Sandra Sullivan, recording secretary