

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Regular Meeting #1338

Monday, February 10, 2020

7:00 PM

Media Center

Wachusett Regional High School

1401 Main Street, Holden

Wachusett Regional School District Committee

Kenneth Mills, Chair	Laura Kirshenbaum
Christina Smith, Vice-chair	Matthew Lavoie
Melissa Ayala	Linda Long-Bellil
Scott Brown	Amy Michalowski
Michael Dennis	Karl Ottmar
Maleah Gustafson	Asima Silva
Sherri Haber	Megan Weeks
Jeffrey Haynes	Linda Woodland
Robert Imber	Adam Young

Committee Members Absent:

Anthony DiFonso	Sarah LaMountain
Stephen Godbout	Benjamin Mitchel

Committee Members Participating Remotely:

None

Administration Present:

Darryll McCall, Superintendent of Schools
Robert Berlo, Deputy Superintendent
Daniel Deedy, Director of Business and Finance
Jeff Carlson, Director of Human Resources
Brendan Keenan, Director of Social Emotional Learning
Christine Smith, Administrator of Special Education
Rebecca Petersen, Executive Secretary to the Superintendent

Student Representatives Present:

None

Others present, who desired to be recorded as present (see attached Attendance Sheet – attachment 1).

Chair Mills called the meeting to order at 7:34 PM. He announced the meeting was being broadcast live on Channel 194 and is also streaming on HCTV.com.

I. Public Hearing

No members of the public wished to address the School Committee

II. Chair's Opening Remarks

Chair Mills welcomed to the meeting Mountview Middle School students Alex Baez, Luchik Belau-Lorberg, Aiden Livigne, and Lilliana Mostrototoro, along with Mountview Middle School Principal Erik Githmark and teachers Diana Pahl and Dawn Rooke. He invited Mountview Middle School Principal Githmark to the podium. Mr. Githmark thanked Chair Mills for the opportunity to address the Committee and he invited the students, Ms. Pahl, and Ms. Rooke to the podium. Ms. Pahl and Ms. Rooke gave a brief introduction to the Mountview Model United Nations Club and then invited the four students to address the Committee and share more detailed information about this club (attachment 2). At the conclusion of the student presentations, members were given the opportunity to ask questions. Mountview representatives were thanked for attending the meeting and were given a round of applause.

Chair Mills reviewed the format of the meeting, explaining the Committee would have the opportunity to discuss and review the information presented at the Annual Budget Hearing, following which the Committee could address other items in the Superintendent's Report.

III. Student Representatives' Reports

The Student Representatives were not in attendance.

IV. Superintendent's Report

Member input began.

Member Weeks thanked administration for adding two new teaching positions for Mountview Middle School to the proposed appropriation, also adding the need to address next year's grade 4 class sizes at Thomas Prince School. When asked, it was confirmed this need is known and could be addressed by the shuffling of current FTEs.

Member Imber asked what percentage of new money is to enhance programs, not what is needed to continue current programming.

At Member Long-Bellil's inquiry, Administrator of Special Education Smith approached the podium and spoke about the average of special education tuitions, and the projected savings based on students aging out in FY21.

Director Deedy approached the podium and spoke to the information on slide 36, Total Revenues.

Member Michalowski had questions about a vocational education director and elementary school counselors, which Superintendent McCall will provide detail at the next meeting.

Member Woodland asked how District administration made the decisions about the seven new positions included in the proposed budget.

Chair Mills reminded members to contact District administration in advance of the March 9, 2020 School Committee meeting, when the Committee will vote on the FY21 appropriation, if a member intends to amend the FY21 proposed budget for consideration at the March 9, 2020 meeting.

Member Gustafson commented about building more positions in the budget, in the event more funds are available and in light of the possible need for a new school in Holden in the years ahead.

Member Young asked for a breakdown of Special Education Tuitions decrease.

8:10 PM Member Brown left the meeting.

Member Dennis asked about breakage in salaries and stipends. Director Carlson, at the podium, explained Masters Step 5 is the placeholder being used when planning for new hires to replace retirees. Director Deedy at the podium spoke about savings due to retirements. Member Dennis had questions about offsets.

Members expressed interest in receiving information about the cost value of needs that are not included in the budget proposal, information Director Deedy offered to share.

Superintendent McCall, at Member Imber's inquiry, confirmed that adding two new FTEs at Mountview Middle School will not immediately solve the scheduling problems at that school. Superintendent McCall took a moment to speak about middle school scheduling.

Chair Mills called members' attention to attachments 7 & 8 of the Superintendent's Report, information about new revenue for the Member Towns. Some discussion about new revenue took place.

8:36 PM Member Michalowski left the meeting.

At the conclusion of discussion about the FY21 budget proposal, discussion of the Superintendent's Report ensued.

Superintendent McCall called members' attention to the Superintendent Goal Plan 2019-2020 – Update, which had been included in his Report (attachment 3). Superintendent McCall read through each of his goals and provided his update for the Committee. There was discussion about the Superintendent's Student Learning Goal (*By June 2020, the Superintendent will establish vision for a homework philosophy and align practice to ensure a more consistent application of homework protocols across the district.*) and what

is the Superintendent's vision around homework. Lengthy discussion of vision and protocols relating to homework continued.

9:04 PM Member Silva left the meeting.

Deputy Superintendent Berlo approached the podium to answer questions Member Young asked about the Textbook Plan.

Member Gustafson asked Superintendent McCall about the SOA (Student Opportunity Act) public hearing planned for the March 23, 2020 regular School Committee meeting, as mentioned in the Superintendent's Report.

9:13 PM Vice-chair Smith left the table.

Superintendent McCall spoke about the SOA, explained WRSD is a "short form" district. He further spoke about other topics that were included and other matters explained during a February 6, 2020 webinar. Chair Mills explained the Management Subcommittee will meet before the March 23, 2020 regular School Committee meeting and SOA will be on the agenda for that meeting.

B. Recommendations Requiring Action by the School Committee

Motion: To amend the 2019-2020 WRSDC meeting schedule, as presented.
(A. Young)
(M. Weeks)

9:16 Vice-chair Smith returned to the table.

Chair Mills explained the reason for requesting this change, moving the second regular School Committee meeting in April from April 27, 2020 to Thursday, April 30th due to the timing of the Superintendent's annual evaluation (attachment 4).

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion passed unanimously.

V. Unfinished Business

There was no unfinished business brought before the Committee.

VI. Secretary's Report

- A. Approval of #1337 Regular Meeting Minutes of the Wachusett Regional School District Committee held on January 27, 2020

Motion: To approve the minutes of the regular meeting of the WRSDC held on January 27, 2020.

(A. Young)

(L. Long-Bellil)

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland

Opposed:

None

Abstained:

Adam Young

The minutes were approved 14-0-1.

- B. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 23, 2019

Approval of minutes of September 23, 2019 executive session was passed over.

9:20 PM Member Dennis left the table.

VII. Treasurer's Report/Financial Statements

Chair Mills reminded the Committee that if there were questions regarding the Director of Business and Finance's report that Members should contact the Superintendent; if there were questions regarding the Treasurer's Report, Members should contact the Business/Finance Subcommittee Chair.

VIII. Committee Reports

- A. Management Subcommittee (K. Mills, Chair, C. Smith, Vice-chair, S. Brown, M. Dennis, R. Imber, M. Lavoie, A. Young)

Chair Mills reported a meeting of the Management Subcommittee will be scheduled in March.

- B. Education Subcommittee (R. Imber, Chair, C. Smith, Vice-chair, M. Ayala, S. Haber, L. Kirshenbaum, L. Long-Bellil, A. Silva)

Subcommittee Chair Imber reported the subcommittee did not meet the previous week, due to weather. Without objection, Subcommittee Chair Imber took the various policies out of order.

9:22 PM Member Dennis returned to the table.

Motion: To approve the first reading of Draft Policy 3625 **Policy Relating to Education Teaching about Alcohol, Tobacco, and Drugs**, waiving the reading.
(R. Imber)
(S. Haber)

Education Subcommittee Chair Imber spoke about the draft policy. At Member Lavoie's question about the fourth paragraph of the draft policy, Deputy Superintendent Berlo approached the podium and explained the intent of the language about approval by the School Committee of curriculum, instructional materials, and outcomes used in the program, noting similar language is included in a recently amended policy about curriculum adoption. Member Weeks raised questions about the definition of products, inquiring if such language/definitions should be included in this draft policy. Member Haber explained this draft policy is mandated and keeping to "appropriate, evidence-based alcohol, tobacco, and drug prevention education programs in grades K-12" covers what is mandated, and does not expand educating students on other products, though such education would not be prohibited. Member Lavoie added to the conversation.

Motion: To amend Draft Policy 3625 by adding a paragraph after the first paragraph of Draft Policy 3625 to read: "Tobacco products include but are not

limited to: cigarettes, cigars, little cigars, chewing tobacco, pipe tobacco and snuff and electronic cigarettes, electronic cigars, electronic pipes or other similar products that rely on vaporization or aerosolization.”

(M. Lavoie)

(M. Weeks)

Chair Mills gave members the opportunity to speak to the amendment on the floor. Education Subcommittee Chair Imber had no objections to the amendment, and Member Weeks confirmed the amendment addressed her concern and comments. Other members added comments. Chair Mills explained a simple majority is needed to pass the motion to amend. Member Haber confirmed District Counsel has reviewed the draft policies.

Vote on motion to amend:

In favor:

Michael Dennis
Maleah Gustafson
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks

Opposed:

Christina Smith
Melissa Ayala
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Linda Woodland
Adam Young

Abstained:

Kenneth Mills

The motion failed 6-8-1.

Some additional discussion ensued, including a question about the source and legal/cross references included at the bottom of the four draft motions.

Vote on main motion:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber

Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:
Matthew Lavoie

The motion was approved 14-1.

Motion: To approve the first reading of Draft Policy 5241.41 **Policy Relating to Personnel Management Drug-free Workplace Policy**, waiving the reading.

(R. Imber)

(M. Weeks)

Education Subcommittee Chair Imber spoke about the draft policy, and brief discussion ensued.

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:
Matthew Lavoie

The motion was approved 14-1.

Motion: To approve the first reading of 6431.1 **Policy Relating to Pupil Services Tobacco Products on School Premises Prohibited**, waiving the reading.

(R. Imber)

(L. Kirshenbaum)

Education Subcommittee Chair Imber spoke about the draft policy, and brief discussion ensued.

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion was unanimously approved.

Motion: To approve the first reading of 6433.1 ***Policy Relating to Pupil Services Alcohol, Tobacco, and Drug Use by Students Prohibited***, waiving the reading.

(R. Imber)

(L. Kirshenbaum)

Education Subcommittee Chair Imber spoke about the draft policy, and brief discussion ensued.

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Linda Long-Bellil
Karl Ottmar

Megan Weeks
Linda Woodland
Adam Young

Opposed:
Matthew Lavoie

The motion was approved 14-1.

Motion: To approve the first reading of Deleted Policy 5241.4 **Policy Relating to Personnel Management Substance Abuse**, waiving the reading.

(R. Imber)

(S. Haber)

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:
None

The motion was unanimously approved.

Motion: To approve the first reading of Deleted Policy 5241.5 **Policy Relating to Personnel Management Smoking in District Facilities**, waiving the reading.

(R. Imber)

(S. Haber)

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis

Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion was unanimously approved.

Motion: To approve the first reading of Deleted Policy 6433 **Policy Relating to Pupil Services Substance Abuse**, waiving the reading.

(R. Imber)

(L. Kirshenbaum)

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion was unanimously approved.

Due to the time and with no objection from members, Chair Mills called for a motion to adjourn.

- C. Business/Finance Subcommittee (M. Dennis, Chair, B. Mitchel, Vice-chair, M. Gustafson, L. Long-Bellil, K. Ottmar)
- D. Legal Affairs Subcommittee (S. Brown, Chair, M. Lavoie, Vice-chair, R. Imber, A. Michalowski)
- E. Superintendent Goals and Evaluation Subcommittee (M. Lavoie, Chair, A. Michalowski, Vice-chair, A. DiFonso, K. Mills, M. Weeks)
- F. Facilities and Security Subcommittee (A. Young, Chair, L. Woodland, Vice-chair, S. Godbout)
- G. Audit Advisory Board (B. Mitchel, Chair)

H. Ad Hoc Subcommittees

- 1. Ad Hoc Subcommittee to Negotiate the Superintendent's Contract (K. Mills, Chair, M. Weeks, Vice-chair, S. Brown, M. Dennis, M. Lavoie)

I. Building Committees

J. School Council Reports:

Central Tree Middle School (S. Haber), Chocksett Middle School (L. Woodland), Davis Hill Elementary School (K. Mills), Dawson Elementary School (L. Kirshenbaum), Glenwood Elementary School (A. DiFonso), Houghton Elementary School (M. Ayala), Mayo Elementary School (A. Young), Mountview Middle School (S. Brown), Naquag Elementary School (M. Lavoie), Paxton Center School (K. Ottmar), Thomas Prince School (A. Silva), Wachusett Regional High School (L.

IX. Public Hearing

X. New Business

XI. Adjournment

Motion: To adjourn.

(R. Imber)
(A. Young)

Vote:

In favor:

Kenneth Mills
Christina Smith
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherrie Haber

Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Karl Ottmar
Megan Weeks
Linda Woodland
Adam Young

Opposed:
None

The motion was unanimously approved.

The meeting adjourned at 9:55 PM.

Respectfully submitted,

Darryll McCall, Ed.D.
Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – Sign-in sheets
- Attachment 2 – Mountview Middle School Model United Nations Club Presentation
- Attachment 3 – Superintendent Goal Plan 2019-2020 – Update
- Attachment 4 – Amended 2019-2020 WRSDC Meeting Schedule

Attachment 1

WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE
Regular Meeting
Monday, February 10, 2020

PLEASE **PRINT** YOUR NAME, YOUR ADDRESS, AND THE TOPIC YOU WISH TO DISCUSS, IF YOU WISH TO ADDRESS THE SCHOOL COMMITTEE DURING PUBLIC SESSION.

[illegible]

WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE
Regular Meeting
Monday, February 10, 2020

PLEASE **PRINT** YOUR NAME AND YOUR TOWN

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Model United Nations Club



Mountview Middle School

Mission

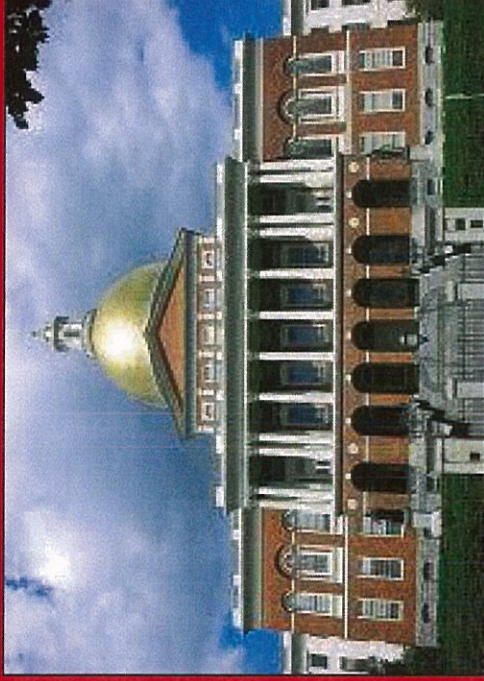
*To challenge students to look beyond
their communities by participating in
competitive conferences where they
gain an understanding of the world
while building critical thinking skills
and confidence~*

Vision

*To prepare students to become
better citizens of the world and
their local communities, and
empower them to become leaders
and to make change~*



Northeastern
University



MA State House



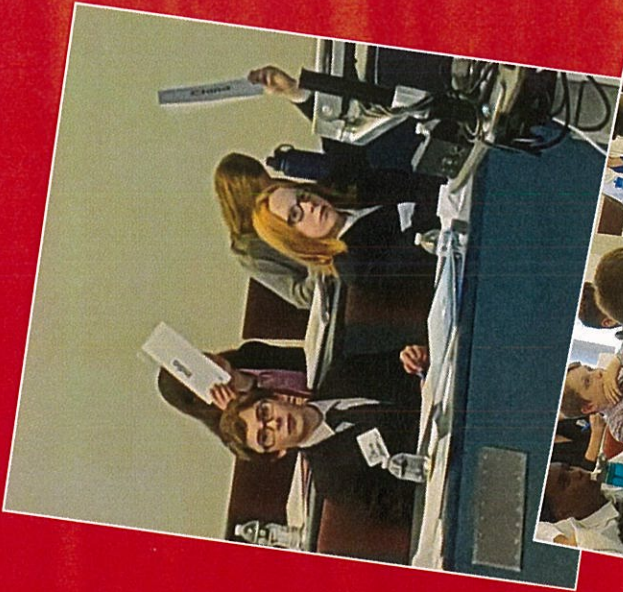
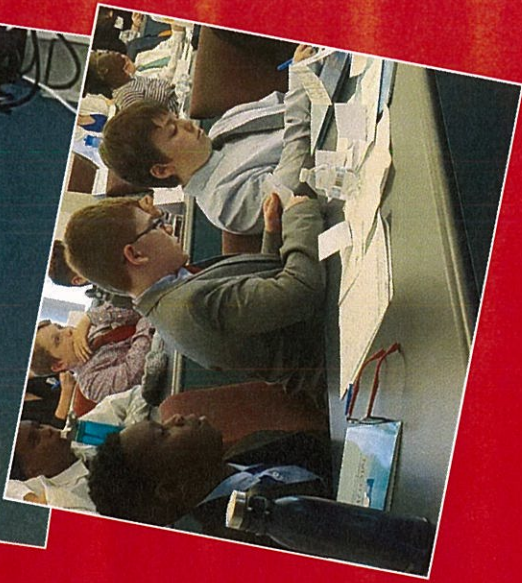
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STATE
UNIVERSITY



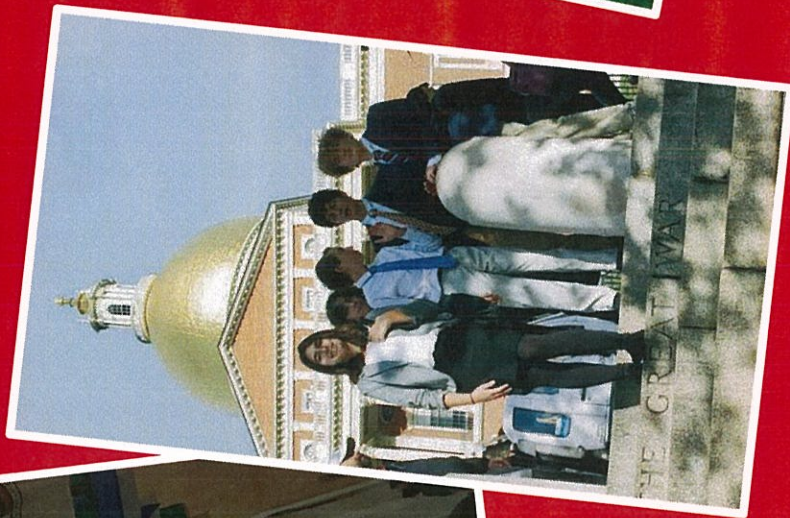
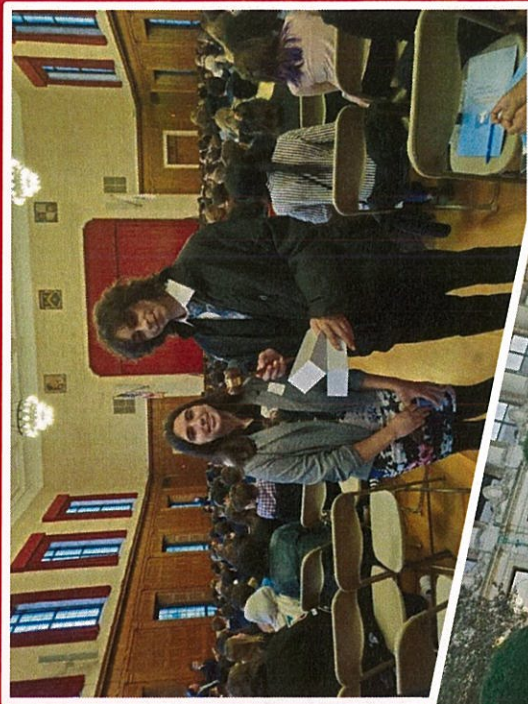
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UNIVERSITY



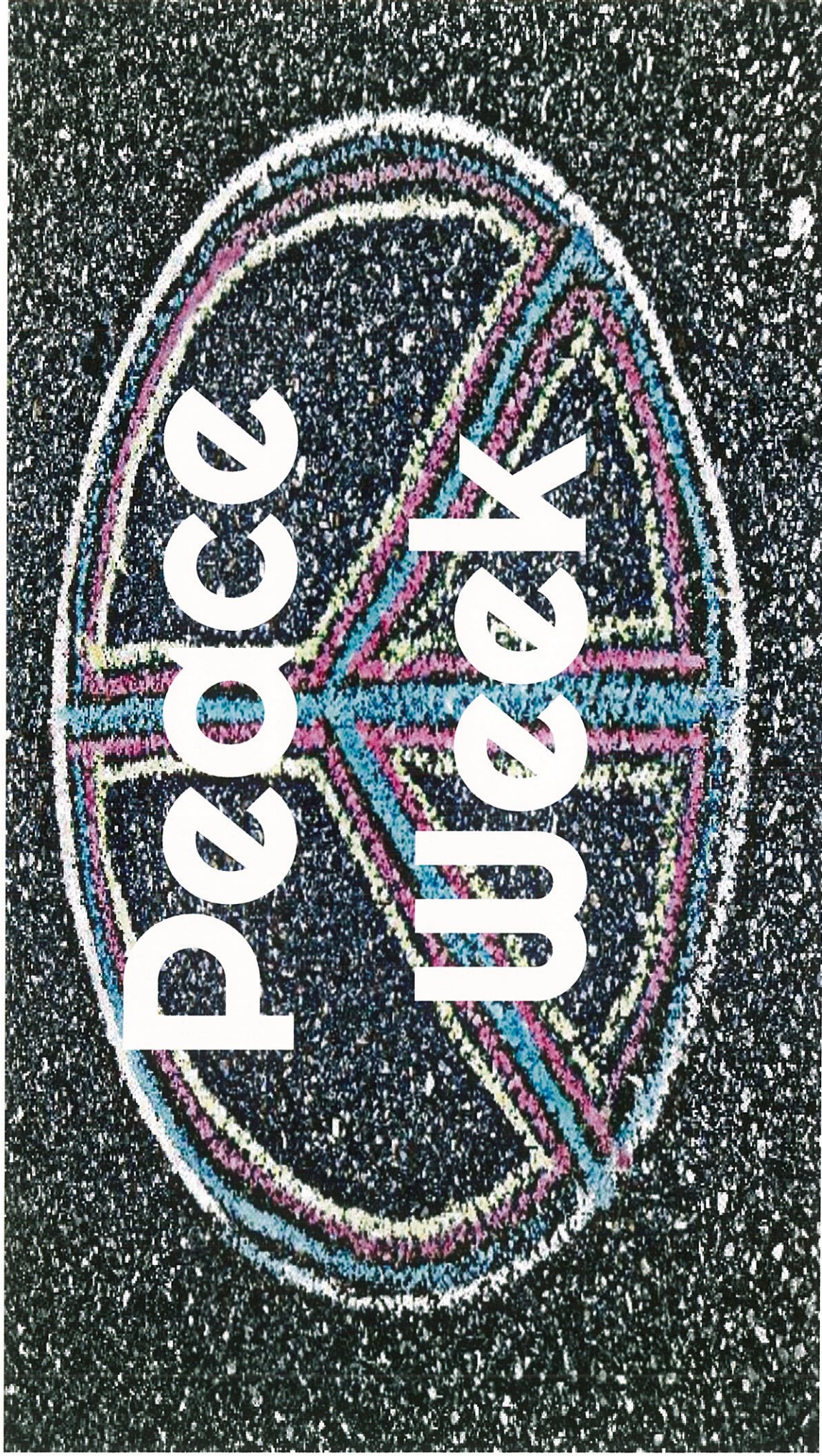
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UNIVERSITY



Best Delegate
Award



puce products



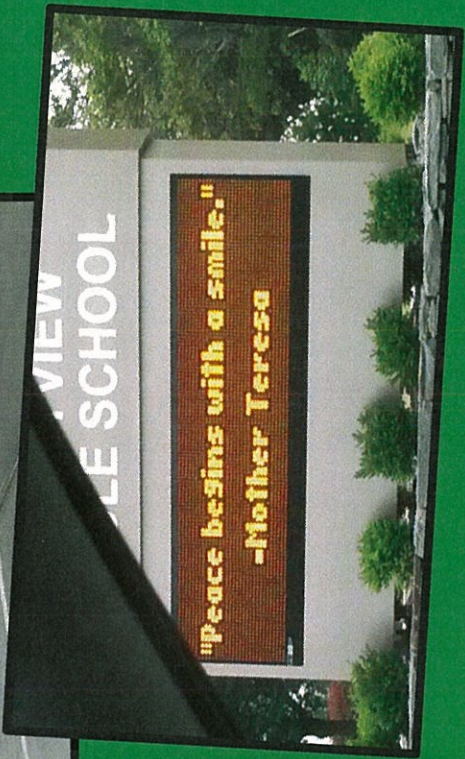
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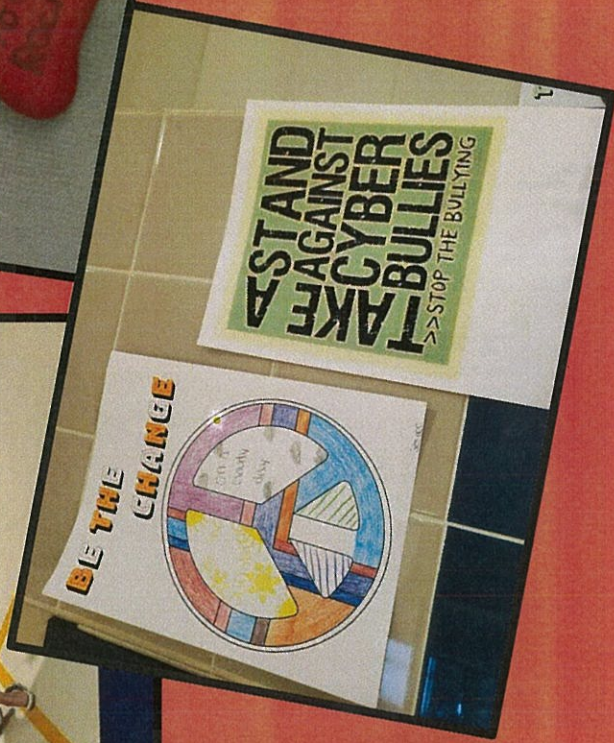
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-MAHATMA GANDHI

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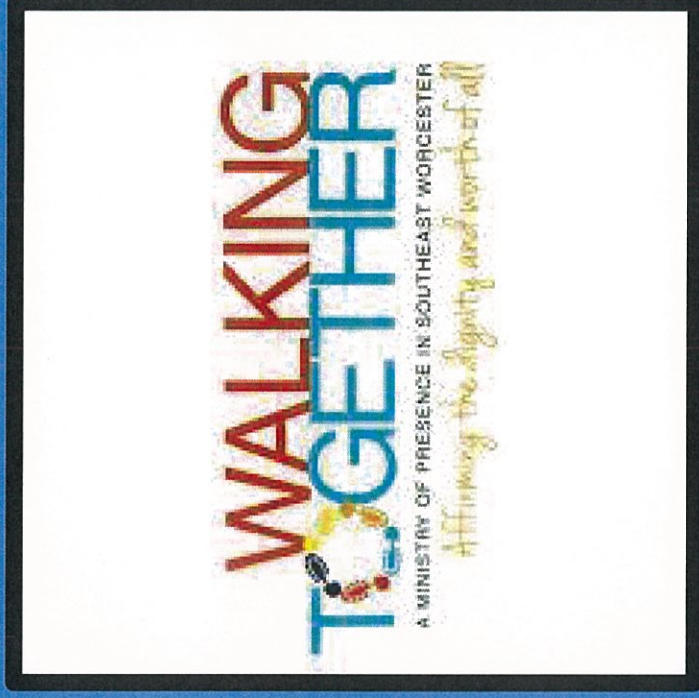




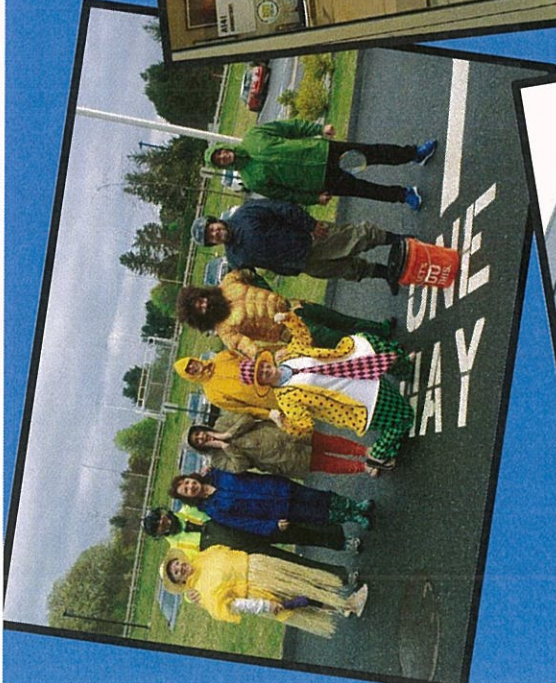
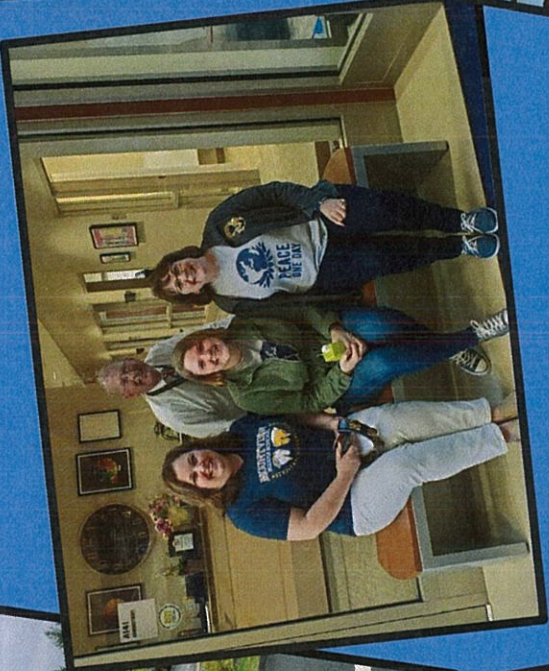
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GLOBAL



LOCAL

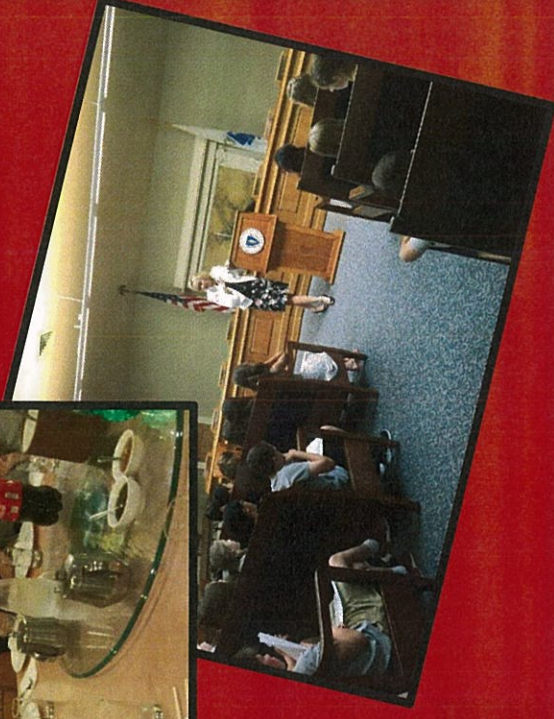




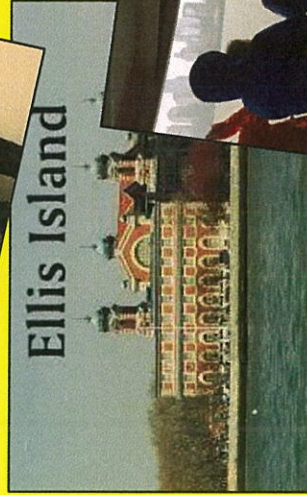
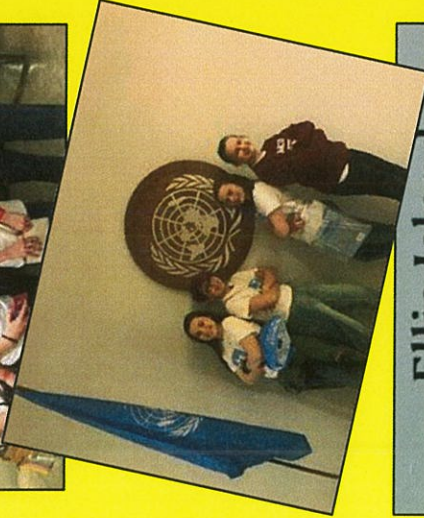
JENNY AND THE RIPPERS!

FIELD TRIPS

EDWARD M.
KENNEDY
INSTITUTE



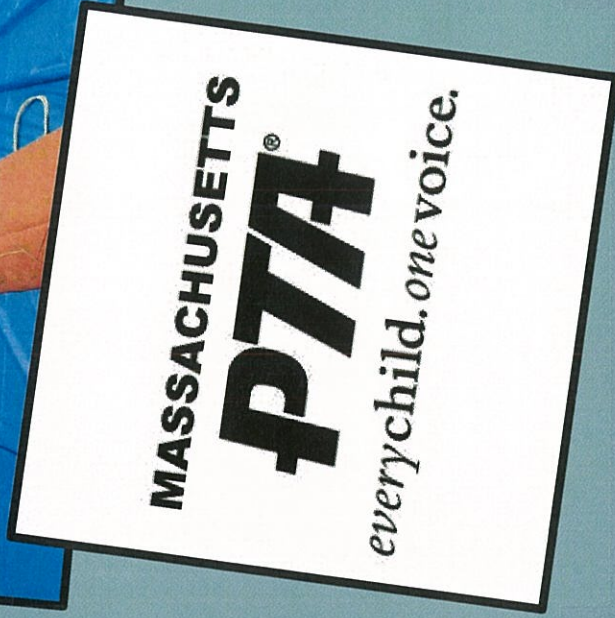
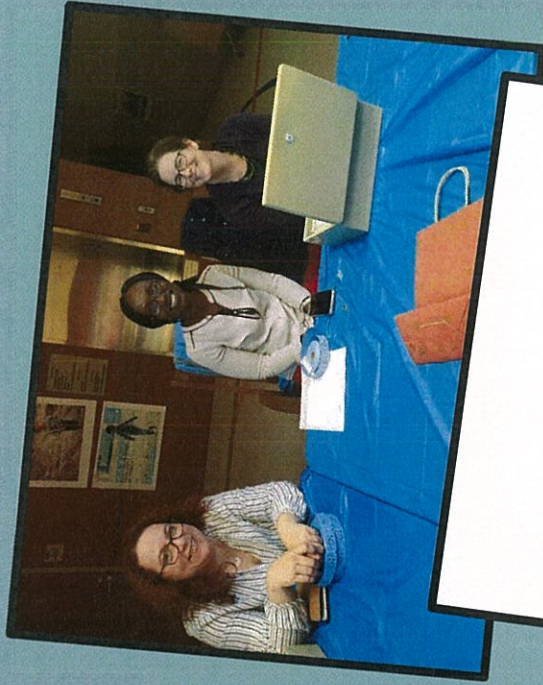
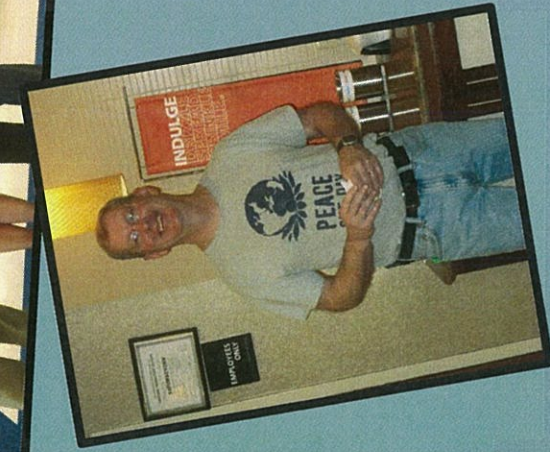
NEW YORK CITY



INTERNATIONAL BREAKFAST



SUPPORT



Superintendent Goal Plan 2019-2020 - Update

APPROVED by WRSDC 10/7/2019

UPDATED 2/7/2020

Educator—Name/Title: Darryll McCall, Ed.D, Superintendent

Primary Evaluator—Name/Title: WRSDC

Check all that apply Proposed Goals X Final Goals Date: 10/07/2019

A minimum of one student learning goal and one professional practice goal are required. **Team goals must be considered** per 603 CMR 35.06(3)(b). Attach pages as needed for additional goals or revisions made to proposed goals during the development of the Educator Plan.

Student Learning Goal <i>Check whether goal is individual or team; write team name if applicable.</i>	Professional Practice Goal <i>Check whether goal is individual or team; write team name if applicable.</i>
<p>Individual <input checked="" type="checkbox"/> Team: Superintendent, Deputy Superintendent, Principals</p> <ul style="list-style-type: none"> - By June 2020, the Superintendent will establish vision for a homework philosophy and align practice to ensure a more consistent application of homework protocols across district. <p>Update - We have completed reading <i>The Homework Myth</i> and information was collected during three PLT meetings concerning our reading conversations. Leading these structured conversations laid the groundwork for a broad discussion regarding homework after completing the book. Using these conversations have allowed me to better define my ideas around a vision of homework for WRSD.</p> <p>A teacher survey was developed with input from administration and teachers. The survey was administered over 1 week and almost 300 teachers completed the survey. We are reviewing survey data now.</p>	<p>Individual <input checked="" type="checkbox"/> Team: Superintendent, Deputy Superintendent</p> <ul style="list-style-type: none"> - The Superintendent, by leading professional learning experiences focused on the development of culturally proficient knowledge and skills, will ensure administrators share his vision for the Wachusett district and are consistent in their practice <p>Update - Over the past several months, I have worked with our PLT on the Homework Myth book, choosing to wait to read <i>Unconscious Bias</i> with principals until this month. We will be reading the first three chapters of this book in the next few weeks and will include a program of study as well. At our next PLT meeting, we will be reviewing chapters 1-3, breaking up into small working groups for discussion before coming back together with the whole group. Exit survey data will be gathered concerning the process.</p> <p>Next steps will be to complete the Implicit Bias survey and continue with the book. This will lead to a broader discussion concerning the concept of</p>

Next steps are to survey parents and begin to analyze data points from both surveys.	implicit bias and how the administrative team will begin to further the discussion in each of the schools during the next school year.
<p align="center">District Improvement Goal <i>Check whether goal is individual or team; write team name if applicable.</i></p>	<p align="center">District Improvement Goal <i>Check whether goal is individual or team; write team name if applicable.</i></p>
<p>Individual</p> <p><input checked="" type="checkbox"/> Team: Superintendent, Central office administration, Town Administrators</p> <p>- By June 2020, the superintendent will develop a 10 year plan of action to address enrollment trends throughout the district</p> <p>Update - Thus far, a draft staffing plan has been developed to assist with planning moving forward. I have met with local town officials (Holden) to review space issues in buildings. I will be meeting with the other communities in the near future. Principals have assessed learning spaces available in their respective buildings. NESDEC recently updated their projections for FY21 and I am incorporating those new numbers into the planning process. Once the staffing plan is formalized, I will meet with town officials to give an overview of building capacity in each town.</p> <p>Final outcomes associated with this project will include options available to local communities and the District in terms of the utilization of buildings, funds, and student programming.</p>	<p>Individual</p> <p><input checked="" type="checkbox"/> Team: Superintendent, Central office administration, building principals</p> <p>- By April 2020, the superintendent will update the Bullying Prevention and Intervention Plan (BPIP), working with the administrative team, educators and the community in the process.</p> <p>Update - The BPIP review committee is comprised of the Director of SEL, three counselors, two building administrators, two parents, two police officials, and one SC rep. We have had two meetings thus far where we have reviewed different parts of the plan and have made general recommendations.</p> <p>Next steps will include another meeting on 2/13 where we will make final recommendations, a plan of action for dissemination of the plan, and defining data points for determining the impact of the plan in the future.</p>

S.M.A.R.T.: S=Specific and Strategic; M=Measurable; A=Action Oriented; R=Rigorous, Realistic, and Results-Focused; T=Timed and Tracked

Attachment 4

Wachusett Regional School District Committee June 2019-May 2020

March 9, 2020	Location: Wachusett Regional High School, Holden
March 23, 2020	Location: Wachusett Regional High School, Holden
April 6, 2020	Location: Wachusett Regional High School, Holden
April 30, 2020 (Thursday)	Location: Wachusett Regional High School, Holden
May TBD	Location: Wachusett Regional High School, Holden
June 10, 2019	Location: Wachusett Regional High School, Holden
July 9, 2019 (Tuesday)	Location: Wachusett Regional High School, Holden
August 19, 2019	Location: Wachusett Regional High School, Holden
September 16, 2019	Location: Wachusett Regional High School, Holden
October 7, 2019	Location: Wachusett Regional High School, Holden
November 4, 2019	Location: Wachusett Regional High School, Holden
December 9, 2019	Location: Wachusett Regional High School, Holden
January 13, 2020	Location: Wachusett Regional High School, Holden
January 27, 2020	Location: Wachusett Regional High School, Holden
February 10, 2020	Location: Wachusett Regional High School, Holden

(approved by the WRSDC 5/23/2019)
(revision approved by the WRSDC 7/9/2019)
(revision approved by the WRSDC 12/9/2019)