

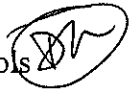
# *Wachusett Regional School District*

*Holden, Paxton, Princeton, Rutland, Sterling*

March 12, 2021

To: *Wachusett Regional School District Committee*

Michael Dennis, Chair	Linda Long-Bellil
Christina Smith, Vice-chair	Kenneth Mills
Melissa Ayala	Benjamin Mitchel
Krista Bennett	Karl Ottmar
Scott Brown	Michael Pantos, Jr.
Maleah Gustafson	Deidre Shapiro
Sherrie Haber	Asima Silva
Robert Imber	Jeffrey Sullivan
Laura Kirshenbaum	Kelly Williamson
Eric Knowlton	Linda Woodland
Matthew Lavoie	Adam Young

From: Darryll McCall, Ed.D., Superintendent of Schools 

SUBJECT: Superintendent's Report

## Posting

Attached is the updated posting of School Committee and subcommittee meetings for the coming months (attachment 1). You will note that a special meeting of the full Committee is posted for Tuesday, March 16th, in the event the Committee does not complete a vote in support of the proposed FY22 appropriation at the regular meeting on Monday. You will remember that we must provide the Member Towns with the School Committee approved FY22 Appropriation proposal 45 days in advance of the first Annual Town Meeting in May (May 8th in Rutland).

Below is the schedule for Member Town Annual Town Meetings:

May 8th - Rutland  
May 15th - Princeton  
May 17th - Holden  
June 14th - Sterling

The town of Paxton is determining the date to hold the ATM, which was originally scheduled for May 3rd but will now be held at a later time.

The Committee will meet on Monday, March 29th, at 7:00 PM via Google Meet in order for District administration to provide an update on plans for the reopening of school for in-person instruction for students kindergarten - grade 8 on Monday, April 5th, and also to review and discuss plans for full in-person instruction at the high school.

As has been the practice, Monday's regular School Committee meeting will be by remote participation via Google Meet. An invitation to the meeting has been sent/shared with members of the School Committee, the Student Representatives, Central Office executive staff, Senator Gobi and Representative Ferguson, and the president of the WREA. If you have not yet done so, please "accept" the invitation if you are intending to participate in the meetings. Using a laptop with the Meet connection is preferable, though calling in by cell phone is also an option, though not the preferred way to participate.

Monday's School Committee meetings will be streamed for the public through YouTube Live. A link to the stream will be posted on the WRSD homepage Monday afternoon. The meeting will also be broadcast live on HCTV.

Members of the public will have the opportunity to have their questions asked/comments made to be read by Chair Dennis at the meeting. A link to submit a public comment will be posted on the WRSD website prior to the meeting.

**For planning and quorum purposes, please advise if you are unable to participate in Monday evening's meetings.**

#### Subcommittee Assignments

Attached is the updated listing of subcommittee assignments (attachment 2).

#### Proposed Draft FY22 Budget

After working through several iterations of the budget over the past several weeks, we are sharing a proposed budget with the School Committee that takes into account the needs of our staff and students, while still understanding the financial constraints of the towns. While the proposed FY22 budget remains at 3.01% over FY21, we have further lowered the assessments to the towns through the use of both transportation stabilization and excess and deficiency. In the FY22 Assessment, we have lowered town assessments to an overall amount of \$2,826,087 through the use of transportation stabilization and excess and deficiency. We will review this with the full committee on Monday evening before there is a formal vote on the budget.

#### Reopening of Schools and "Vaccination Day" for WRSD Staff

This week, Commissioner Riley met with Superintendents to discuss the new requirement for k-5 students to attend school full time beginning the first week of April. I have shared our plan to return all k-8 students who are able to attend in-person by April 5th with families and will do so



again in my weekly newsletter this weekend. I have met with the WREA and we will be holding a Town Hall for teachers to ask questions about the reopening of school on a full time basis on the 18th. We have secured enough desks and chairs to properly space our classrooms throughout all k-8 schools and are working to make sure that schedules will have the appropriate learning time. Finally, I wish to remind all members of our community that we are moving into our third model of education this school year. Our administrators, teachers, and support staff are doing their very best to make all of this work for our students and I ask for your support and patience as we continue to redefine education this year and work toward a more learning model. I am very proud of the work they have done and continue to do around the clock to make educating our students possible.

The Wachusett Regional School District is pleased to announce a partnership with the town of Rutland's Vaccination Team that will allow for all District employees to be vaccinated with the Pfizer vaccine. In conjunction with the Rutland Vaccine Team, a private clinic for all District employees will be held this coming Wednesday, March 17th at Naquag Elementary School in Rutland. A schedule has been established for each school to follow with a window of time during the day when staff will be able to sign up for their vaccination appointments. We credit our quick turnaround time in establishing this clinic to our strong partnership with the Rutland Vaccination Team, which includes the Rutland Board of Health and Rutland Fire Department. The schedule allows for all of the 1,040 district employees to be vaccinated if they choose to do so. This is an excellent opportunity and will help staff to feel more confident about the eventual transition to full in-person learning. All students will be remote on March 17th, as all school nurses will be assisting in the vaccination clinic on that day.

### Transportation Updates

Following the vote of the full Committee on February 8, 2021 in support of the settlement agreement with AA Transportation of Shrewsbury, the finalized agreement was signed by both parties and a copy of the fully executed document is attached (attachment 3).

### Technology Update

- Technology Update

1:1 Chromebook Project: All Chromebooks for grade 6-8 students have been deployed. The WRSD 1:1 Program now covers grades 6 through 12.

Bandwidth Utilization: The table below shows average and peak bandwidth utilization for all schools during a typical school day, based on March statistics.

Circuit	Average Utilization	Peak Utilization
Central Tree / Naquag	21.5%	30.8%
Chocksett / Houghton*	8.1%	11.0%

Davis Hill	25.2%	44.7%
Dawson	26.6%	45.1%
Glenwood	14.8%	29.7%
Mayo	20.6%	49.4%
Mountview	14.6%	28.9%
Paxton	41.3%	65.2%
Thomas Prince*	9.3%	21.2%
WRHS	15.5%	29.1%

\*Utilization in Princeton and Sterling is typically lower than other sites because the fiber services offered in those locations include more bandwidth than is needed.

PC Upgrades: Most teachers' desktop computers have been upgraded ahead of previously planned refresh schedules in order to better support remote and hybrid instruction. At this time, technology staff members are identifying any remaining units in need of replacement. Additional computers have been purchased to facilitate those final upgrades.

Tech Help Center: Parents may request support through the District's Tech Help Center website (<https://www.wrsd.net/techhelp>). IT staff has responded to all inquiries within the same day - almost always in less than an hour. IT personnel have contacted a number parents by phone, as needed, to resolve urgent issues in a timely manner. Many parents have also requested help through email, either to a teacher or administrator, or directly to the IT staff. These requests have also been promptly addressed.

#### Class Size Update March 2021

Attached is a class size update, as of 3/3/2021 (attachment 4). This data outlines all elementary and middle school class sizes, by school and grade, based upon our most recent updated numbers. Policy 3510 *Class Size* recommends class sizes:

- o 19 - kindergarten through 2
- o 22 - grades 3 through 5
- o 23 - grades 6 through 12

### Requests for Information/Updates

- Report on Strategic Planning Process (Gustafson)

I have had additional conversations with Mac Reid of MARS about our district's Strategic Plan and the need to update the current plan. MARS will be drafting a proposal for the District that I will share with the Management Subcommittee at our next meeting. The timeline for the work to begin would be the fall with a completion date set for the spring.

- I would like to request the district administration initiate a reopening task force to begin the planning process for a full reopening. (Kirshenbaum)

Wednesday evening of this week, a meeting of the WRSD COVID-19 Task Force was held and I had the opportunity to hear feedback concerning our reopening plan. I appreciate the input and assistance provided by the various stakeholders, representatives from a wide range of positions and groups, as we move forward with the reopening of schools for in-person learning, beginning on April 5th for students in grades kindergarten - 8. Director of SEL Keenan facilitated the meeting, beginning with a presentation to drive the discussions (attachment 5). The Task Force will meet again on March 31st and we will keep the full Committee informed as the work of this Task Force continues.

The plan to return our k-8 students to in-person instruction on April 5th has been shared with families and staff.

### Administrative Update

Deputy Superintendent Berlo has submitted his intent to retire, effective June 30, 2021. Bob has been a valuable member of the executive staff for over five years, and his contributions to the District are very much appreciated. I am in the process of determining the best organization of the Central Office executive staff and I will keep the Committee informed as we move forward with posting to fill the Deputy Superintendent position.

### Student Representatives and Middle School Student Council

As mentioned by our Student Representatives at a previous meeting, the Student Councils at the middle schools have become more active and involved, and it was suggested/requested by Kate and Kenichi that representation from the middle school councils be invited to a School Committee meeting to be introduced and to be invited to provide an update from that level. These students will be invited to Monday's meeting and will be asked to address the Committee under the Student Representatives Report.

### Concussion Policy

Following the School Committee vote at the March 1, 2021 meeting, I have informed the Massachusetts DPH to assure the state of this district's concussion protocols (attachment 6).

#### Review of the Regional Agreement

The recently appointed Ad Hoc Subcommittee to Review the Regional Agreement has met to begin the task of conducting the five year review of this document. The subcommittee is planning to conduct a virtual public hearing on Thursday, April 8th, to provide members of the public and town officials with the opportunity to review and discuss the Regional Agreement, and for them to offer suggestions and recommendations about edits and amendments stakeholders might wish to have considered during this five year review. Ad Hoc Subcommittee Chair Mills will be reaching out to the Member Towns, informing them of the April 8th public hearing, and to also ask the towns to include a placeholder in each of the town's Annual Town Meeting warrants in the event the ad hoc subcommittee recommends amendments to this document, which would need to be considered by the five towns at a Town Meeting, either the Annual Town Meetings in May/June of this year or at Special Town Meetings if that becomes necessary.

#### Holden Garden Club Donations

Once again, the Holden Garden Club is generously donating grant funds to two of our schools. This year's recipients are Dawson Elementary School and WRHS, both schools to receive \$1,000 to help support garden projects at each school. Margaret Watson, Chair of the Holden Garden Club Grants Committee (and former WRSDC Chair) outlines the projects the schools intend to use these funds for, and we are very grateful for the Club's generosity (attachment 7). On the agenda for Monday's meeting is the Committee's acceptance of these grants.

#### Professional Development Winter 2021 Newsletter - (attachment 8)

#### Conflict of Interest Training

Every two years School Committee members, as municipal representatives, are required to complete Conflict of Interest online training. Below is the link to the site to complete this training. When completed, please share a copy of the Certificate of Completion with Randi Jacob ([randi\\_jacob@wrsd.net](mailto:randi_jacob@wrsd.net)) and with the Town Clerk in your hometown.

#### Conflict of Interest

#### Subcommittee Minutes (attachment 9)

- Minutes of the December 16, 2020 meeting of the Facilities and Security Subcommittee (Subcommittee Minutes 1)
- Minutes of the February 1, 2021 meeting of the Business/Finance Subcommittee (Subcommittee Minutes 2)
- Minutes of the February 4, 2021 meeting of the Diversity, Equity, and Anti-racism Subcommittee (Subcommittee Minutes 3)
- Minutes of the February 11, 2021 meeting of the Management Subcommittee (Subcommittee Minutes 4)
- Minutes of the February 24, 2021 meeting of the Management Subcommittee (Subcommittee Minutes 5)
- Minutes of the February 25, 2021 meeting of the Education Subcommittee (Subcommittee Minutes 6)

Should you have any questions, please contact me at your convenience.

cc: Executive Staff  
DM:rj

PLEASE POST

3/12/2021

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**Wachusett Regional School District Committee**

**REVISED Agenda**  
**Monday, March 15, 2021**  
**7:00 p.m.**

**Meeting to be conducted remotely, using Google Meet**

- I. Public Hearing
- II. Chair's Opening Remarks
- III. Student Representatives' Report (K. Gomi, K.Mangus)
- IV. Superintendent's Report
  - Recommendations Requiring Action by the School Committee
    - 1. Motion: To accept grant funds to Dawson Elementary School (\$1000) and Wachusett Regional High School (\$1000) from the Holden Garden Club.
    - 2. Fiscal 22 Budget Appropriations
      - a) Motion: To approve the *Proposed FY22 Appropriation*  
\$105,193,279 with assessments to the Member Towns
        - Holden           \$33,263,813
        - Paxton          \$7,207,874
        - Princeton       \$5,264,440
        - Rutland         \$13,807,477
        - Sterling        \$12,245,037
        - \$71,788,641
- Update on Return to School Plan
- V. Unfinished Business
- VI. Secretary's Report
  - A. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on August 24, 2020
  - B. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 14, 2020
  - C. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 29, 2020
  - D. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 9, 2020
  - E. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 17, 2020
  - F. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on December 7, 2020
  - G. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on February 8, 2021
  - H. Approval of the #1359 Regular Meeting Minutes of the Wachusett Regional School District Committee held on March 1, 2021
  - I. Approval of the #332 Special Meeting Minutes of the Wachusett Regional School District Committee held on March 8, 2021
- V11. Treasurer's Report/Financial Statements
- V111. Committee Reports
  - A. Management Subcommittee
  - B. Education Subcommittee
  - C. Business/Finance Subcommittee

- D. Legal Affairs Subcommittee
  - E. Superintendent Goals and Evaluation Subcommittee
  - F. Facilities and Security Subcommittee
  - G. Diversity, Equity, and Anti-Racism Subcommittee
  - H. Audit Advisory Board
  - I. Ad Hoc Subcommittees
  - J. Building Committees
  - K. School Council Reports
- IX. Public Hearing
- X. New Business.
- XI. Adjournment

*The above agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

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**Wachusett Regional School District Committee**

***Special Meeting***

**Tuesday, March 16, 2021**

**7:00 p.m.**

**Meeting to be conducted remotely, using Google Meet**

- I. Call to Order
- II. Approval of the *Proposed FY22 Appropriation*
- III. Adjournment

*The above agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

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**Education Subcommittee**

**Monday, March 22, 2021**

**6:00 p.m.**

**Meeting to be conducted remotely, using Google Meet**

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**Superintendent Goals and Evaluation Subcommittee**

**Monday, March 22, 2021**

**6:30 p.m.**

**Meeting to be conducted remotely, using Google Meet**

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**Diversity, Equity and Anti-Racism Subcommittee**

**Tuesday, March 23, 2021**

**7:00 p.m.**



Meeting to be conducted remotely, using Google Meet

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Facilities and Security Subcommittee

Thursday, March 25, 2021

6:30 p.m.

Meeting to be conducted remotely, using Google Meet

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Wachusett Regional School District Committee

*Special Meeting*

Monday, March 29, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

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Management Subcommittee

Thursday, April 1, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

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Ad Hoc Subcommittee to Review the Regional Agreement/Public Hearing

Virtual Public Hearing

Thursday, April 8, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

- I. Call to Order
- II. Virtual Public Hearing
- III. Adjournment

*The above agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.*

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Ad Hoc Subcommittee to Review the Regional Agreement

Wednesday, April 14, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet



# **Wachusett Regional School District Committee** **Subcommittee Assignments** **2020-2021**

ATTACHMENT 2  
 March 12, 2021

<u><b>Business/Finance</b></u>	<u><b>Education</b></u>	<u><b>Legal Affairs</b></u>	<u><b>Management</b></u>
Kenneth Mills, Chair	Christina Smith, Chair	Scott Brown, Chair	Michael Dennis, Chair
Maleah Gustafson, Vice-chair	Linda Long-Bellil, Vice-chair	Karl Ottmar, Vice-chair	Christina Smith, Vice-chair
Benjamin Mitchel	Krista Bennett	Robert Imber	Scott Brown
Karl Ottmar	Sherrie Haber	Laura Kirshenbaum	Matthew Lavoie
Jeffrey Sullivan	Robert Imber	Kelly Williamson	Kenneth Mills
	Laura Kirshenbaum		Asima Silva
	Deidre Shapiro		Adam Young

<u><b>Superintendent Goals and Evaluation</b></u>	<u><b>Facilities and Security</b></u>	<u><b>Diversity, Equity and Anti-Racism Subcommittee</b></u>
Matthew Lavoie, Chair	Adam Young, Chair	Asima Silva, Chair
Michael Dennis	Linda Woodland, Vice-chair	Linda Woodland, Vice-chair
Eric Knowlton	Krista Bennett	Melissa Ayala
Linda Woodland	Michael Pantos, Jr.	Krista Bennett
		Maleah Gustafson
		Laura Kirshenbaum
		Linda Long-Bellil

WRSD By-Laws specify the Chair of the School Committee is an ex-officio member of all standing subcommittees.

<u><b>Ad Hoc Subcommittee to Review the Regional Agreement</b></u>
Kenneth Mills, Chair
Kelly Williamson, Vice-chair
Scott Brown
Eric Knowlton
Matthew Lavoie
Karl Ottmar

<u><b>Audit Advisory Board</b></u>
Benjamin Mitchel, Chair
Adam Young, Vice-chair

<u><b>School Council Liaisons</b></u>
Central Tree Middle School – Matthew Lavoie
Chocksett Middle School – Kelly Williamson
Davis Hill Elementary School – Kelly Williamson
Dawson Elementary School – Laura Kirshenbaum
Glenwood Elementary School – TBD
Houghton Elementary School – Deidre Shapiro
Mayo Elementary School – Adam Young
Mountview Middle School – Scott Brown
Naquag Elementary School – Sherrie Haber
Paxton Center School – Karl Ottmar
Thomas Prince School – Asima Silva
WRHS – Kenneth Mills
Special Ed. Parent Advisory Council – Maleah Gustafson
ECC – Linda Woodland

3/8/2021

March 12, 2021

**AMENDMENT AND EXTENSION OF CONTRACTS****Between the****WACHUSETT REGIONAL SCHOOL DISTRICT****and****AA TRANSPORTATION CO., INC.**

February 11, 2021

This Agreement is entered into between the Wachusett Regional School District, (hereinafter "WRSD" or the "District") and AA Transportation Co., Inc., (hereinafter "AA") (collectively referred to as the "Parties") to amend and extend the contract for School Transportation dated June 19, 2018 (hereinafter "Home-to-School Transportation Contract") and the In-District and Selected Out-of-District SPED Van Transportation Contract, dated July 1, 2017, and to amend the Out- of-District SPED Contract dated July 1, 2016 (the three above-referenced contracts are collectively referred to as the "Transportation Contracts.")

**WHEREAS**, on March 10, 2020, Massachusetts Governor, Charles D. Baker, acting pursuant to the powers provided by Chapter 639 of the Acts of 1950 and Section 2 A of Chapter 17 of the General Laws, declared a state of emergency due to the outbreak of the 2019 novel Coronavirus ("COVID 19"); and

**WHEREAS**, Governor Baker ordered that all public and private elementary and secondary (K-12) schools in the Commonwealth, excluding residential and day schools for special needs students, shall suspend all normal, in-person instruction and other educational operations at the end of the school day on Monday, March 16, 2020 and shall not re-open for normal operations before Monday, June 29, 2020 (hereinafter the "Governor's Mandatory Closure"); and

**WHEREAS**, Governor Baker's suspension of in-person instruction and other educational operations in March 2019 resulted in AA not providing student transportation services to WRSD for sixty-two (62) school days in the spring of 2020; and

**WHEREAS**, AA contends that it is entitled to be paid the daily rate for all of its student transportation service for WRSD for being ready and willing to transport students had school resumed any time between the date of the original shutdown order and the end of the 2019-2020 school year; and

**WHEREAS**, WRSD contends that it is not obligated to pay AA for services that became impossible to deliver due to the COVID 19 Pandemic and the Governor's school shut down orders; and

**WHEREAS**, the Parties acknowledge G.L. chapter 42, Section 56, as amended by emergency legislation. G.L. chapter 92 of the Acts of 2020, Sections 12 and 13 is applicable to the Transportation Contracts between them for the 2019-2020 school year, and intend that this Agreement comply with those statutory provisions; and

**WHEREAS**, the Parties desire to avoid litigation regarding the enforceability of the Transportation Contracts between them for the 2019-2020 school year.



**NOW, THEREFORE**, in consideration of the mutual promises and undertakings contained herein, and for good and other valuable consideration recited herein, the receipt and sufficiency of which are acknowledged, the Parties agree as follows:

1. This Agreement modifies the above-referenced Transportation Contracts as they pertain to student transportation services that would have otherwise been delivered for the sixty-two (62) school days that occurred between the date of the Governor's above-referenced closure order and the scheduled last day of the 2019-2020 WRSD school year. The Parties acknowledge that there exists a dispute regarding the amount, if any, the WRSD is obligated to pay, and what lesser amount, if any, AA will accept for days on which in-school education transportation services are not being provided to WRSD during the 2020-2021 school year under the Transportation Contracts. This Agreement does not resolve that dispute, and each party retains all legal rights regarding that dispute. This Agreement does not establish any precedent or practice regarding how any future cessation or stoppage of student transportation services under the Transportation Contracts will be addressed by the Parties.
2. WRSD will pay AA \$560,740.01 as full settlement for all Home-to-School transportation services for the sixty-two (62) school days that WRSD schools were closed during the 2019-2020 school year due to the Governor's Mandatory Closure of schools. This amount represents the remaining balance due on the agreed upon settlement amount of fifty-five percent (55%) of the total contractual cost for Home-to-School regular education transportation that would have otherwise been paid had WRSD's schools been open for in-person learning during these sixty-two (62) days, after deducting therefrom the \$171,866.10 WRSD had already pre-paid to AA towards those 62 days. No other services such as field trips, athletics, special charters, or bus/van monitors will be billed or paid for during or pertaining to the sixty-two (62) day school closure period. Payment will be made in the usual course of business.
3. WRSD will pay AA \$229,528.46 as full settlement for all In-District Special Education (SPED) transportation services for the sixty-two (62) school days that WRSD schools were closed during the 2019-2020 school year due to the Governor's Mandatory Closure of schools. This amount represents fifty-five percent (55%) of the total contractual cost for In-District SPED transportation that would have otherwise been paid had WRSD's schools been open for in-person learning during these sixty-two (62) days. No other services such as field trips, athletics, special charters, or bus/van monitors will be billed or paid for during or pertaining to the school closure period. Payment will be made in the usual course of business.
4. The WRSD will also pay AA \$42,517.15 as full settlement for all Out-of-District SPED transportation services for the sixty-two (62) school days that WRSD schools were closed during the 2019-2020 school year due to the Governor's Mandatory Closure of schools. This amount represents fifty-five percent (55%) of the total contractual cost for SPED transportation that would have otherwise been paid had WRSD's schools been open in-person learning during these sixty-two (62) days. No other services such as field trips,



athletics, special charters, or bus/van monitors will be billed or paid for during or pertaining to the school closure period. Payment will be made in the usual course of business.

5. AA Transportation Co., Inc. shall submit to WRSD three invoices pursuant to this Agreement in the amounts referenced in Paragraphs 5, 6, and 7. Such invoices shall include language such as; *“Maintaining bus fleet equipment, staff, facilities, and all related operations in a readiness status at the disposal of the District during COVID-19 School Closure”* so as accurately capture the rationale for such payment.
6. AA affirms, in the sworn statement attached hereto as Attachment A, that it has received a Small Business Administration Paycheck Protection Program (PPP) loan under the federal CARES Act all or a part of which covers the period of the Governor’s Mandatory Closure for 2019-2020 school year beginning March 16, 2020 (“2020 PPP Loan”). AA is seeking to have the 2020 PPP Loan forgiven and converted into a grant. As of the date of this Agreement, AA affirms it has not received confirmation that any portion of the 2020 PPP Loan or any other loan it may have received all or a part of which covers the Applicable Period (defined as the period covering March 16, 2020 through June 30, 2020) has been forgiven. AA will notify the District upon receipt of notification of forgiveness of any portion of the 2020 PPP Loan or receipt of any other similar stimulus grant covering the Applicable Period. If the sum total of the payments being received from the District pursuant to this Agreement, when combined with the applicable pro rata portion of the 2020 PPP Loan forgiveness AA is seeking -- but has not yet received -- for the Applicable Period, exceeds the total amount WRSD would have otherwise paid under the Transportation Contracts for that same period, AA will issue a sworn affidavit certifying such, and AA will timely return any such overpayment to WRSD as either a cash refund or credit towards future services, as agreed upon by the District and AA.
7. This Agreement extends the terms of each of the: Home-to-School Transportation Contract; the In-District SPED Transportation Contract; and the Selected Out-of-District SPED Van Transportation Contract. With respect to the Home-to-School Transportation Contract, pursuant to Section 1: Term, WRSD agrees to, and by entering into this Agreement does, extend said Home-to-School Contract two (2) additional years from July 1, 2022 through June 30, 2024, according to the terms and conditions provided therein. Simultaneously, with the execution of this Agreement, WRSD and AA Transportation shall execute: the attached In-District SPED Transportation Contract for the period covering July 1, 2021 through June 30, 2024; and the Selected Out-of-District SPED Van Transportation Contract, extending the term of that contract for the period covering July 1, 2020 through June 30, 2022, according to the terms and conditions provided therein.

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]

This Agreement is made on this 26<sup>th</sup> day of February 2021.

Wachusett Regional School District

Print Name Daniel F. Dery  
Title: Dir. of Business & Finance  
Signature Daniel F. Dery

AA Transportation Co., Inc.

Print Name RONALD ESTERWEIN, President  
Signature Ronald Esterwein  
For AA Transportation Inc.



ATTACHMENT A

**AFFIDAVIT OF RONALD ERNENWEIN**

I, Ronald Ernenwein submit this affidavit on behalf of AA Transportation Co., Inc. ("AA")

1. I am the President of AA Transportation.
2. On or about April 1, 2020, AA Transportation applied for the federal government's Paycheck Protection Program (PPP) under the CARES Act.
3. AA was approved for a PPP loan on or about April 16, 2020 and it has received the PPP loan proceeds ("2020 PPP Loan").
4. AA is seeking to have the 2020 PPP Loan forgiven in whole or in part.
5. The payments being received from the Wachusett Regional School District pursuant to the Agreement dated February 11, 2021, when combined with the applicable pro rata portion of the 2020 PPP Loan forgiveness AA is seeking -- but has not yet received -- for the Applicable Period (defined as the period covering March 16, 2020 through June 30, 2020) does not exceed the total amount of money AA would have otherwise received from the Wachusett Regional School District pursuant to its Transportation Contracts for the period covering the 2019-2020 school year.
6. If the sum total of the payments being received from the Wachusett Regional School District pursuant to the Agreement dated February 11, 2021, when combined with the applicable pro rata portion of the 2020 PPP Loan forgiveness AA is seeking -- but has not yet received -- for the Applicable Period, exceeds the total amount WRSD would have otherwise paid under the Transportation Contracts (as defined in the Agreement dated February 11 2021) for that same period, AA will issue a sworn affidavit certifying such, and AA will timely return any such overpayment to WRSD as either a cash refund or credit towards future services, as agreed upon by the District and AA.

Signed and sworn to on this 28 day of February 2021.



Ronald Ernenwein, President  
AA Transportation Co., Inc.

ATTACHMENT B  
In-District Special Education (SPED) Transportation Services Contract

**AGREEMENT  
FOR  
IN-DISTRICT SPECIAL EDUCATION (SPED) TRANSPORTATION SERVICES**

This AGREEMENT made this 11th day of February 2021, between the **Wachusett Regional School District**, (hereinafter "the District") a school district with a usual place of business at 1745 Main Street, Jefferson, Worcester County, Massachusetts ("WRSD" or "District") and **AA Transportation**, a corporation having a usual place of business at 605 Hartford Turnpike, Shrewsbury, Massachusetts (the "Contractor.")

WHEREAS, WRSD is interested in entering into an Agreement for the purpose of providing adequate Special Education In-District Transportation services for the school children of the WRSD District in conformity with all legal requirements and with local policies for a period of three (3) years for the period covering July 1, 2021-June 30, 2024; and

WHEREAS, the Contractor submitted a quotation for the services sought by the WRSD, and the Contractor's quotation has been found by the WRSD to be acceptable; and

NOW THEREFORE, in consideration of the foregoing and for other valuable consideration, the receipt whereof is hereby acknowledged, the WRSD and the Contractor mutually agree as follows:

**ARTICLE 1: The Contract Documents:** The In-District SPED Contract (hereinafter "Contract") documents consists of the following:

- a. This Agreement.
- b. Transportation Contract Specifications. (See, Attachment 1.)
- c. The Excel Spreadsheet that costs out the services listed in Section 4. (See, Attachment 2.)
- d. The Performance Bond.
- e. All provisions required by law to be inserted in this Agreement whether actually inserted or not.

These form the Contract and are as fully a part of the Contract as if attached to this Agreement or repeated therein. The Contract represents the entire and integrated agreement between the parties and supersedes all prior negotiations, representations or agreements, written or oral. No changes or modifications shall be made hereto other than by means of a writing signed by the District.

**ARTICLE 2: The Work of this Contract:** The Contractor hereby agrees to transport, for the school year 2021-2022, 2022-2023, and 2023-2024 special needs students attending the public schools of the District on such days as school is in session in addition to weekends and any other times warranted by the Wachusett Regional School District. The Contractor agrees at all times to furnish careful, competent and experienced operators for said transportation. The District expressly reserves the right to disapprove an operator or and to require the Contractor to furnish another satisfactory to the District.



**ARTICLE 3: Date of Commencement and Completion.** Effective July 1, 2021 and ending June 30, 2024.

**ARTICLE 4: Contract Sum.** The District shall pay the Contractor in current funds for the Contractor's full and satisfactory performance of the Contract unless mutually agreed upon due to changes in student transportation, in accordance with the terms of the Transportation Specifications which are incorporated herein in Attachment 1 and made part of this Contract. The Contractor will only bill for those days said transportation is provided. As it has done in the past, the District reserves the right to increase or decrease the number of vans for the duration of the contract. The per diem vehicle rates and Monitor rates below are fixed as follows. (The actual amount owed each year will continue to be based on the number of each type of vehicle provided on a given day and the number of days on which transportation is provided. The below numbers are estimates based on anticipated days transportation is provided.)

**July 1, 2021 to June 30, 2022. (Year 1)**

4.1	Wheelchair vans/vehicles, if applicable 3 x (\$ 228.04 /Van/Day) x $\approx$ 200 days=	<u>\$136,824.00</u>
4.2	Six to Eight-passenger Vans/Vehicles 36 x (\$ 242.05/Van/Day) x $\approx$ 200 days=	<u>\$1,742,760.00</u>
4.3	Price per Monitor per day \$83.43 x 4 vehicle x approx. 200 days	<u>\$66,744.00</u>
	<u>Total (Year 1)</u>	<u>\$1,946,328.00</u>

**July 1, 2022 to June 30, 2023. (Year 2)**

4.4	Wheelchair vans/vehicles, if applicable 3 x (\$ 234.88 /Van/Day) x $\approx$ 200 days=	<u>\$140,928.00</u>
4.5	Six to Eight-passenger Vans/Vehicles 36 x (\$ 249.31/Van/Day) x $\approx$ 200 days=	<u>\$1,645,446.00</u>
4.6	Price per Monitor per day \$85.93 x 4 vehicles x app. 200 days	<u>\$68,744.00</u>
	<u>Total (Year 2)</u>	<u>\$1,855,118.00</u>



**July 1, 2023 to June 30, 2024. (Year 3)**

4.7	Wheelchair vans/vehicles, if applicable 3 x (\$241.92 /Van/Day) x ≈200 days=	<u>\$145,152.00</u>
4.8	Six to Eight-passenger Vans/Vehicles 33 x (\$ 256.79/Van/Day) x ≈200 days=	<u>\$1,694,814.00</u>
4.9	Price per Monitor per day \$88.51 x 4 vehicles x app. 200 days	<u>\$70,808.00</u>
	<u>Total, Year 3</u>	<u>\$1,910,774.00</u>
	Three Year Total	<u>\$5,712,220.00</u>

**ARTICLE 5: Payments.** The District shall require invoices to be submitted by Contractor and all payments to be rendered within thirty (30) days of receipt of the invoice, and the District will render payments in a prompt and businesslike manner.

**ARTICLE 6: Termination.** The Contractor shall fulfill all aspects of this Contract, and the District reserves the right to terminate this Contract without notice for good cause. The District will endeavor to provide thirty (30) days written notice with cause.

**ARTICLE 7: Suspension.** The District may suspend the work or services of the Contractor for failure of the Contractor to comply fully with the terms thereof.

**ARTICLE 8. Performance Bond.** The District agrees to reimburse the Contractor for the cost of a Performance Bond subject to the submission of an invoice and supporting documentation.

**ARTICLE 9. Appropriation.** This Contract is subject to appropriation or availability of other funds by the District for the purpose of special needs pupil transportation as determined by the District in their sole discretion. The obligation of the Wachusett Regional School District under this Contract shall be dependent on annual availability and appropriation of funds for the purpose of special needs pupil transportation as determined by the District in its sole discretion. The District shall give AA Transportation thirty (30) days written notice of such termination for lack of funds.

**ARTICLE 10: Insurance.** The Contractor agrees to keep in force at all times during the term of this Contract General Liability and Automobile Liability insurance covering each vehicle in amounts of not less than:

- General Liability Coverage      \$2,000,000.00
- General Aggregate                \$2,000,000.00
- Personal Injury Limit            \$1,000,000.00
- Each Occurrence Limit         \$1,000,000.00

- Property Damage \$ 100,000.00

The Contractor agrees to keep in force Worker's Compensation coverage with the following limits:

- Bodily Injury by Accident \$ 500,000.00
- Bodily Injury per employee \$ 500,000.00

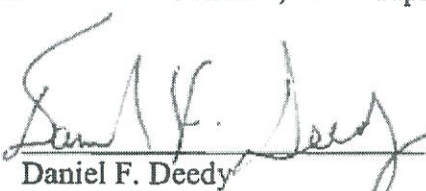
The Contractor shall deliver to the District Certificates of Insurance which indicate the District as an additional named insured upon the execution of this Contract by the Contractor.

**ARTICLE 11: CORI.** The Contractor agrees to comply with M.G.L. c. 6, section 172 G (CORI) and obtain authorizations from all employees or volunteers prior to employment or volunteer service in conjunction with this contract in order to obtain all available criminal offender record information and juvenile data for all employees or volunteers. The District will perform all CORI checks and inform the Contractor as to suitability of employees or volunteers.


**ARTICLE 12: Transportation Specifications:** The Wachusett Regional School District agrees to compensate the Contractor at the per diem vehicle and Monitor rates set forth in Section 4 above for the days that transportation is provided. The District reserves the right to increase and/or reduce the type of and the number of vans the Contractor is to provide for the duration of the contract.

IN WITNESS WHEREOF, the Wachusett Regional School District, and AA Transportation have duly executed this Contract, and a duplicate thereof, on the day and year first above written.

By:

  
Daniel F. Deedy  
Director of Business and Finance  
Wachusett Regional School District  
Jefferson, Massachusetts

By:

  
Ronald Ernenwein, President  
AA Transportation  
Shrewsbury, Massachusetts



**Attachment 1**  
**WACHUSETT REGIONAL SCHOOL DISTRICT**  
**Transportation Contract Specifications**

The price is fixed per van per day. The number of vans may fluctuate throughout the year. Transportation is for students to be transported to the schools within the District.

The following items are part of the Agreement for In-District Special Education Transportation Services to which this Attachment pertains.

- Drivers must be trained in basic First Aid at Contractor's expense.
- Contractor must be able to provide Monitors on short notice.
- Contractor must consolidate rides/vans when possible but not at the expense of the student's welfare or maximum ride time, taking traffic, etc. into consideration and at the District's discretion.
- Contractor must be able to add, delete or otherwise modify routes in a timely manner upon request of the District.
- Contractor agrees to provide a dedicated staff person who shall exclusively oversee the coordination of services under this Agreement and shall be the District's point of contact regarding the operation of In-District SPED transportation services.
- The Contractor agrees to submit CORI forms and copies of driver's licenses for all drivers and prior to their driving for the District they must receive written approval. They must also all be fingerprinted and have the receipt for fingerprints.
- Contractor agrees to submit a written report within 24 hours of any incidence involving physical or verbal violence to the Principal of the School and one to Randi Jacob, Administrative Assistant Special Education.
- Contractor agrees to alert the parent/guardian and Randi Jacob, Administrative Assistant Special Education upon drop off of the student if any incidents have occurred with that student that day.
- Contractor will submit, in writing, any changes to routes and the costs.
- The District reserves the right to have other individuals who are not otherwise affiliated with the Contractor -- such as a person who is employed by an outside agency contracted with the District or is employed by the District -- to ride in vans if and when the District deems it necessary.
- Contractor must detail the full cost of the van and list all stops and timing of the route.
- Contractor is responsible for ensuring that the duties of its monitors are carried out. This includes but is not limited to making sure that the student's belongings are with the student when he/she leaves the van.
- It is at the District's sole discretion as to whether Contractor shall be held financially responsible for items that were left on the vehicle and not recovered.

**Attachment 2**  
**Existing Excel Spreadsheet to be inserted here**

SPED In District Transportation Cost  
FY21 through FY24  
FINAL Per Ron Ermenwein and Dan Deedy Call on 1.8.21

	FY21	Per Day	# of days	# of vans	Total	FY22	Per Day	# of days	# of vans	Total	% Change	FY23	Per Day	# of days	# of vans	Total	% Change	FY24	Per Day	# of days	# of vans	Total	% Change
HAL																							
Need Char Van		\$ 221.40	170	3	\$112,914.00		\$ 228.04	200	3	\$136,624.00	6.64		\$ 234.88	200	3	\$140,928.00	6.84		\$ 241.92	200	3	\$145,152.00	7.04
Passenger Van		\$ 235.00	170	33	\$1,310,350.00		\$ 242.05	200	36	\$1,742,760.00	7.05		\$ 249.31	200	33	\$1,645,446.00	7.26		\$ 256.79	200	33	\$1,694,814.00	7.48
in Vans		\$ 193.32	170	0	\$0.00		\$ 199.12	200	0	\$0.00	5.80		\$ 205.09	200	0	\$0.00	5.97		\$ 211.25	200	0	\$0.00	6.16
onix		\$ 81.00	170	4	\$55,080.00		\$ 83.43	200	4	\$66,744.00	2.43		\$ 85.93	200	4	\$68,744.00	2.50		\$ 88.51	200	4	\$70,808.00	2.59
					<u>\$1,486,344.00</u>					<u>\$1,946,328.00</u>						<u>\$1,946,328.00</u>						<u>\$1,910,774.00</u>	

ATTACHMENT 4  
March 12, 2021

	K	1	2	3	4	5	6	7	8	
Davis Hill	15	11	18	20	21	24	16	16	15	Mountview
	16	13	18	21	21	26	17	16	17	
	18	14	18	22	23	29	20	16	18	
	18	14	19		23		21	19	19	
Dawson							21	19	20	
	18	17	17	21	19	26	21	19	21	
	18	17	19	22	20	27	22	19	24	
	19	17	20	23	21	27	22	19	26	
Mayo		19	22		21		22	20	26	
							22	21	27	
	19	16	19	21	22	23	23	24	29	
	19	17	19	24	22	23	24	25	29	
Naquag Glenwood	19	17	20	25	23	23				
	20	18	20		23	24				
	19	18	19	24	18	20	6	11	12	
	20	18	20	24	18	21	12	11	14	
Houghton	17	21	22	23	18	19	17	15	14	
						20	18	17	16	
								18	16	
Paxton	17	19	20	15	25	21	22	18	23	
	18	21	21	17	25	22	22	22	24	
							23	23	25	
Thomas Prince	15	17	14	17	18	17	22	20	22	
	18	18	16	18	21	19	24	22	22	
3/3/2021										



# WRSD COVID-19 Reopening Task Force

March 10, 2021  
6:00 - 7:15 PM

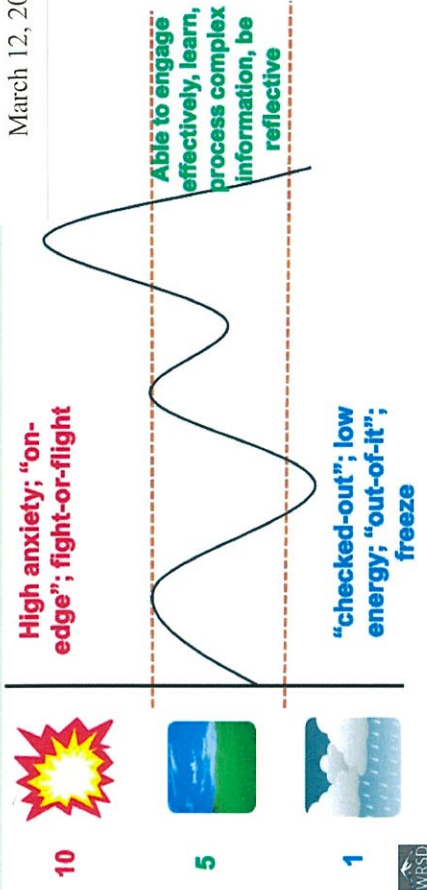
Please type into  
the chat...

Your role(s) in the  
district  
(parent, student,  
teacher, etc.)



# Window of Stress Tolerance

ATTACHMENT 5  
March 12, 2021



## Group Norms

1. Sit with the uncertainty
2. Assume positive intent
3. Agree/disagree with ideas (not people)
4. Take an inquiry stance (ask questions)
5. Share "air time" / equal voice

## Agenda

1. Welcome
2. Introduction of new Task Force members
3. Return to Full In-Person Learning plan review
4. Discussion & Feedback
5. Closing



### Guiding Discussion Questions:

1. *What is important for the district keep in mind in planning for a return to in-person learning?*
2. *What are you worried about?*
3. *What are you hopeful about?*
4. *What do you believe will help us move forward?*

## Return to Full In-Person Learning

### Return to Full In-Person Learning

- MA Education Board votes to give emergency authority to reopen schools (March 5, 2021) - All k-5 schools to reopen by April 5th
- Reopening plans are preliminary, and depend on the status of the COVID-19 pandemic at the time of reopening (DPH/BOH directives, prevalence of cases)
- The intent is to provide in-person learning for any families wishing to have their children return to school more regularly
- Currently reviewing parent responses for Cohort C students to project participation for in-person learning
- Teacher vaccinations will assist in moving this process forward

### Overview: K-8

Date	Task	Status
Mon 3/1/21	Share DESE intentions and timeline to return to full in-person learning with the School Committee and gather feedback	Complete
Mon 3/1/21	Meet with BoH's to review DESE intentions to return to in-person at the elementary level and assess current data	Complete
Tues 3/2/21	WRSD school nurse trainers trained for BinaxNOW COVID-19 testing procedure	Complete
Wed 3/3/21	Begin on-site needs analysis (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principals	Complete
Wed 3/3/21	WRSD school nurses initial training in BinaxNOW COVID-19 testing	Complete
Thurs 3/4/21	Communicate initial plan to families on return to full in-person and	Complete
Thurs 3/4/21	Survey families about selecting a learning model - responses due by Wed. 3/10	Complete



## Overview: K-8

Date	Task	Status
Thurs 3/4/21	Central Office meets with WREA to share intention to return to full in-person learning and initial details	Complete
Fri 3/5/21	Continue on-site needs analysis (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principals	Complete
Fri 3/5/21	Communicate intentions and dates for return to full in-person with transportation providers.	Complete
Thurs 3/5/21	Transportation meeting: student updates and working through any potential concerns	Complete
Fri 3/5/21	Board of Education permits Commissioner to order schools to return to in-person learning <i>DESE to share information with school districts during upcoming week</i>	Complete
Sat 3/6/21	Information shared with families through Superintendent's weekly newsletter	Complete

Wachusett Regional School District

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## Overview: K-8

Date	Task	Status
Mon 3/8/21	Review return to school plan with SC	Complete
Tues 3/9/21	Meet with Food Service Manager to discuss scaling up food production and serving more lunches	Complete
Mon 3/8/21 - Thurs 3/11/21	Meetings (as needed) at each school to brainstorm possible solutions to school-specific problems	In Progress
Wed 3/10/21	Head Custodian Meeting: Share plan, dates, desk spacing, and milestones of plan	Complete
Wed 3/10/21	Central Office meeting with building principals to discuss next steps and share more details	Scheduled
Wed 3/10/21	WRSD school nurses final training in BinaxNOW COVID-19 testing	Scheduled
Wed 3/10/21	Task Force Meeting to gain feedback from stakeholders	Scheduled
Thurs 3/11/21	Central Office meets WREA leadership to formally launch the process	Scheduled
Thurs 3/11/21	Begin to develop a detailed K-8 plan with school leadership teams based on an analysis of family survey data to determine any modifications for Cohort C support, implications to staffing, instruction and busing.	Scheduled

Wachusett Regional School District

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## Overview: K-8

Date	Task	Status
Thurs 3/11/21	Second transportation meeting: student updates and working through any potential concerns	Scheduled
Fri 3/12/21	Information shared with families through Principals' weekly newsletter	Scheduled
Sat 3/13/21	Update for families through Superintendents weekly newsletter	Scheduled
Mon 3/15/21	Meet with BoH's to further review return to school and assess further data associated with safety	Scheduled
Mon 3/15/21	Provide elementary schools with information about any anticipated student shifts and staffing implications based on family commitments and Cohort C support plan	Planned

Wachusett Regional School District

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## Overview: K-8

Date	Task	Status
Week of 3/15/21	Review schedules for students on Individual Educational Plans (IEPs)	Planned
Wed 3/17/21	COVID-19 vaccinations for staff	Scheduled
Thurs 3/18/21	Town Hall for K-8 educators with the Central Office/Principals	Scheduled
Thurs 3/18/21	Transportation meeting: student updates and discussion of any concerns	Planned
Fri 3/19/21	Information shared with families through Principals' weekly newsletter	Scheduled

Wachusett Regional School District

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## Overview: K-8

Date	Task	Status
3/22/21-3/26/21	Staff meetings focused on transition to full in-person learning	Planned
Wed 3/24/21	WRSD school nurses meeting preparing for school reopening	Scheduled
Thurs 3/25/21	Transportation meeting: final updates	Planned
Fri 3/26/21	Information shared with families through Principals' weekly newsletter	Planned
Mon 3/29/21	Meet with BoH's to make a final recommendation	Scheduled
Wed 3/31/21	WRSD school nurses meeting preparing for school reopening	Scheduled
Fri 4/2/21	Communicate final school plans and details to families, including readiness for in-person learning and COVID trends	Planned

Wachusett Regional School District

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## Overview: K-8

Date	Task	Status
Mon 4/5/21	The first day of K-8 full in-person learning	Planned
Ongoing	Obtain and analyze feedback from stakeholders	Planned

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
Mon 3/1/21	Share DESE intentions and timeline to return to full in-person learning and gather initial School Committee feedback	Complete
Wed 3/3/21	Communicate District K-8 initial information on returning to full in-person learning to 9-12 families	Complete
Wed 3/3/21	Communicate K-8 intention to return to full in-person to 9-12 staff	Complete
Wed 3/3/21	WRHS nurses initial training in BinaxNOW COVID-19 testing	Complete
Thurs 3/4/21	Central Office meets with association leadership to share intention to return to full in-person learning and initial details	Complete
Fri 3/5/21	Begin on-site needs analysis at the high school (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principal	In Progress
Sat 3/6/21	Information shared with families through Superintendent's weekly newsletter	Complete

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
Wed 3/10/21	Head Custodian Meeting: Share plan, dates, desk spacing, and milestones of plan	Complete
Wed 3/10/21	Central Office meeting with building principals to discuss next steps and share more details	Scheduled
Wed 3/10/21	Task Force Meeting to ask for feedback from stakeholders	Scheduled
Thurs 3/11/21	Central Office meets with association leadership to formally launch the process	Scheduled

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
Week of 3/15/21	Share initial details with staff	Planned
Week of 3/15/21	Share initial details with students and families	Planned
Mon 3/15/21	Begin to develop a detailed 9-12 plan with school and district leadership teams	Planned
Wed 3/17/21	COVID-19 vaccinations for staff	Scheduled
Fri 3/19/21 - 4/2/21	Parent survey on selecting a learning model - response due date is Fri. 4/2 (5:00 PM)	Planned

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
Mon 3/22/21	Meet with BoH's to review current COVID data	Planned
Wed 3/24/21 - 4/5/21	Review at-risk students and possible schedule changes as a result of return to full in-person learning	Planned
Mon 3/29/21	Meet with BoH's to review current COVID data	Planned
Fri 4/2/21	Information shared with families through Principals' weekly newsletter	Planned

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
Mon 4/5/21	Further refine plan based on an analysis of family survey data to determine any modifications for Cohort C support, implications to staffing, instruction and busing	Planned
Mon 4/5/21	meeting to review current COVID data	Planned
Tues 4/6/21	Parental Survey Regarding Returning	Planned
Tues 4/6/21	Communication to families about any changes to class assignments, specific details about return to full-in person, and other pertinent information, such as school readiness for in-person learning and COVID trends	Planned
Thurs 4/8/21	Provide staff with information about anticipated student shifts and staffing implications based on final plan	Planned
Thurs 4/8/21	Transportation meeting: Final student changes	Planned
Fri 4/9/21	Information shared with families through Principals' weekly newsletter	Planned

Wachusett Regional School District

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## Overview: 9-12

Date	Task	Status
4/12/21 - 4/16/21	Staff meetings focused on transitioning to full in-person learning	Planned
Mon 4/12/21	Meet with BoH's to make a final recommendation	Planned
Wed 4/14/21	Preparation time for teachers (Asynchronous learning day)	Planned
Thurs 4/15/21	Transportation Meeting (if needed): Final updates	Planned
Thurs 4/15	Town Hall for 9-12 educators with the Central Office/School Administration 3:00 PM to 4:00 PM	Planned
Fri 4/16/21	Communicate final plans and details to families	Planned

Wachusett Regional School District

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Date	Task	Status
4/19/21 - 4/23/21	Finish moving additional desks back into classrooms	Planned
Mon 4/26/21	The first day of full in-person learning 9-12	Planned
Ongoing	Obtain and analyze feedback from stakeholders	Planned

**Guiding Discussion Questions:**

1. *What is important for the district keep in mind in planning for a return to in-person learning?*

2.

3.

4.

**Guiding Discussion Questions:**

1.

2. *What are you worried about?*

3.

4.

**Guiding Discussion Questions:**

1.

2.

3. *What are you hopeful about?*

4.

### Guiding Discussion Questions:

- 1.
- 2.
- 3.
4. *What do you believe will help us move forward?*

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### Guiding Discussion Questions:

1. *What is important for the district keep in mind in planning for a return to in-person learning?*
2. *What are you worried about?*
3. *What are you hopeful about?*
4. *What do you believe will help us move forward?*

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## *Wachusett Regional School District*

*Holden, Paxton, Princeton, Rutland, Sterling*

*Sent electronically*

March 9, 2021

Mr. Steven Smyth  
Policy Coordinator  
Injury Prevention and Control Program  
Massachusetts Department of Public Health  
250 Washington Street – 4<sup>th</sup> Floor  
Boston, MA 02108

Dear Mr. Smyth:

As the regular meeting of the Wachusett Regional School District Committee held on Monday, March 1, 2021, the full Committee reviewed Policy 6613.2 *Policy Relating to Pupil Services Athletic Concussion Policy*, dated 3/12/18. Upon review of the existing policy, the School Committee **affirms** Policy 6613.2 accurately reflects the position of the Wachusett Regional School District relating to concussion protocols.

If additional action is required aside from what is outlined above, please advise.

Sincerely,

Darryll McCall, Ed.D.  
Superintendent of Schools

cc: Wachusett Regional School District Committee  
Jennifer Lynch, Curriculum Specialist – Athletics  
[steven.smyth@state.ma.us](mailto:steven.smyth@state.ma.us)  
[steven.smyth@massmail.state.ma.us](mailto:steven.smyth@massmail.state.ma.us)

Enc.  
DM:rlp

**POLICY RELATING TO PUPIL SERVICES**

**ATHLETIC HEAD INJURY AND CONCUSSION POLICY**

The safety of students is a high priority for the Wachusett Regional School District. Students who sustain head injuries while in extracurricular athletic activities and those involved in their treatment must follow the protocol based on 105 C.M.R 201.000 (<http://www.mass.gov/eohhs/docs/dph/com-health/injury/105-cmr-201.pdf>) found online on the high school and middle schools' websites as well as in the student handbooks.

Students who have sustained a head injury must be appropriately evaluated according to the protocol. In order to resume athletic activity, a medical clearance and authorization form must be submitted indicating that the student has recovered. Return to academics will be consistent with the protocol.

District administration, athletic staff, and nursing staff will review the protocol annually to ensure that it is current and reflects best practice. The School Committee will review and revise this policy as needed, but at least bi-annually.

First Reading:	02/13/12
Second Reading:	02/27/12

Amendment First Reading:	02/22/16
Amendment Second Reading:	03/14/16

Amendment First Reading:	02/12/18
Amendment Second Reading:	03/12/18

WRSDC Policy 6613.2

To: Michael Dennis, Chair of the Wachusett Regional School Committee

From: Margaret Watson, Chair of the Grants Committee, Holden Garden Club

Subject: HGC Grant Funding

Date: March 7, 2021

Hello, Michael:

The Holden Garden Club is pleased to offer grant funding this year to Dawson Elementary School and the Wachusett District High School. We ask that the Wachusett Regional School Committee accept these gifts.

The Dawson Elementary School has been awarded the sum of \$1000. to develop a rainwater harvesting system to feed the existing garden beds. The funding will allow the school to purchase gutters to catch the rainwater from the roof, a rainwater harvesting tank, and a soaker hose irrigation system. The experience for the students will be a STEM challenge; eighty-seven students will be involved in researching, designing, and building the system.

The Wachusett District High School has been awarded the sum of \$1000. to expand and rebuild existing garden beds and add three new beds. The Agriculture Club will be involved in planting low maintenance fruit trees, and plant, mulch, and weed the beds. The engineering classes will design what needs to be built, and the MakerSpace students will also be involved.

We would like to acknowledge the assistance and generosity of Jed's Hardware Store and the help of the Holden Community Garden Committee in giving advice to the schools who have built rainwater harvesting systems. This is truly a community effort that provides students with hands-on experiences, putting into practice those principles they have learned in the classroom.

The funding for the school grants is obtained solely through the Annual Plant Sale which will be held in May of this year. We hope that the public will continue to support our efforts giving students gardening experience.

Best wishes to you, members of the WRSC, and staff,

Margaret Watson, Chair, Grants Committee for the Holden Garden Club

CC/ Darryll McCall, Superintendent





Like

Embed

1

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# Professional Development Committee

Winter 2021

## Thank you!

We've received some exciting requests for the Professional Development Day scheduled for May 10, 2021. Thank you for your input. The committee really appreciates it. This is the best way for us to stay connected to your needs and wants in this very trying year.

The committee is currently in progress of contacting presenters you have requested and scheduling them for our May PD day. We have some promising offerings for specific subjects; however, we are also looking into presenters that are supportive of all of our needs, including workshops in: mindfulness, anxiety, and social justice.

Although it is past our official input date, we are still interested in hearing from you. Please reach out to the committee in any of the following capacities:

### Proposal Type 1: Topic Request

A topic request proposal is merely a request that the Professional Development Committee consider identifying a presenter who is able to deliver one or more sessions on a topic you would like to explore further. Topic requests should be as specific as possible. For example, 'Science content' does not provide enough guidance. A more specific request might be, "Using technology to support student learning in middle school earth science'.

To make a Topic Request, please send an email to the District Professional Development Committee @ [professional\\_development\\_committee@wrsd.net](mailto:professional_development_committee@wrsd.net).

### Proposal Type 2: Presenter Request

A presenter request proposal is a request for a specific presenter on a specific topic. Perhaps you have participated in an opportunity with a particularly engaging presenter, or have heard of an organization or presenter you would like to see. To make a Presenter Request, please send an email to [professional\\_development\\_committee@wrsd.net](mailto:professional_development_committee@wrsd.net), and include all the necessary information, such as a name of the presenter, the organization they work for, the topic or title of presentation, a website, and any contact information.

### Proposal Type 3: Request to Facilitate

If you have ever wanted to deliver a workshop for your colleagues, this is your opportunity to share your expertise! You can present solo or with a partner/team. You can present for one, two, or all three of the day's two-hour sessions. Facilitators receive double the number of PDPs that participants receive.

#### Accessibility

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Aa

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jennifer tellier

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Given the unprecedented circumstances of this year, we are also offering members the option of choosing a self-directed plan for the day. This could be for part or all of the day.

Do you have some videos you saved for workshops you just didn't have the time to attend? How about a cohort of teachers you'd like to meet with? This is a great opportunity!

Rather than attending a workshop at that time, you can pursue a self-directed avenue and simply complete a form to report on your progress.



### Aaron O'Connor

Hello, my name is Aaron O'Connor and I am your new district Technology Integration Specialist for all of the pre-k-5 schools. I have been teaching upper elementary for many years now, having just left a 5/6th grade hybrid model classroom where I taught completely synchronous lessons daily. Last year I finished my masters in curriculum and teaching where I put a heavy course focus on technology integration. I am here to provide and help I can to reinforce your teaching with technology. Please reach out to me with any questions, thoughts, or ideas that may have. I can't promise I'll have the answers but I will do anything I can to find them for/with you. I am very much looking forward to working with you and helping with your daily teaching. My email is:

[aaron\\_oconnor@wrsd.net](mailto:aaron_oconnor@wrsd.net).

You can also check on my website where I am adding resources and informative videos and have linked a weekly Wednesday sign-up for virtual meeting slots



### Technology Integration Specialists

Let's give a warm WRSD welcome to our two new Technology Integration Specialists, here to assist with all of your technology needs. Reach out to them via their emails or through Mojo Helpdesk.

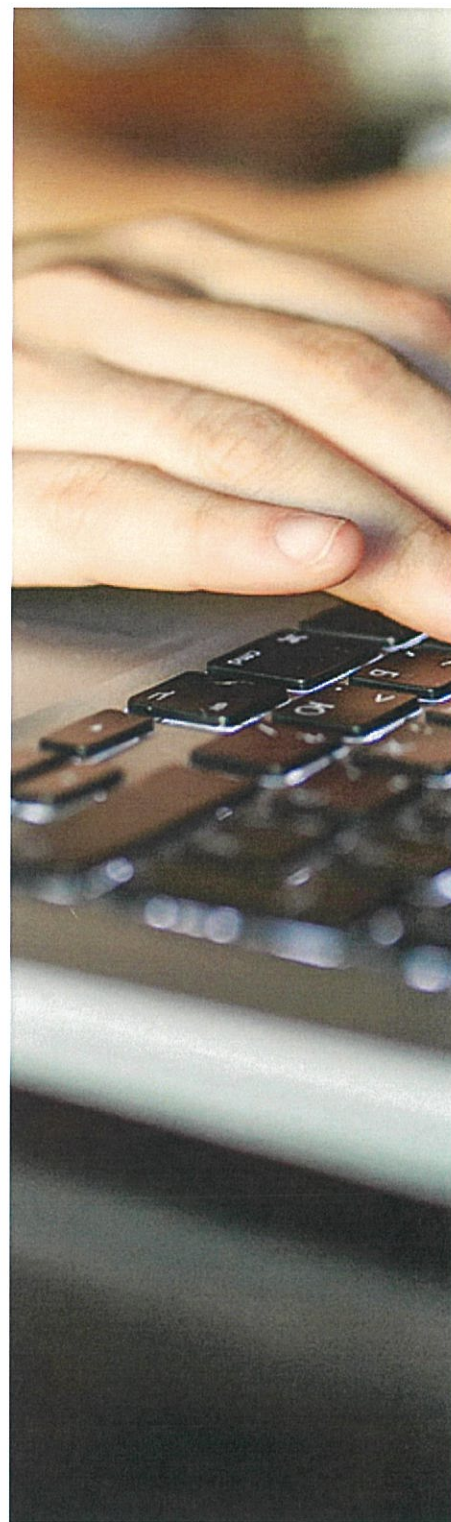


### Matt Haynes

Hi everyone! My name is Matt Haynes and I'll be serving as the new Technology Integration Specialist for all WRSD middle schools. I began my career teaching high school music, but I found a passion for hybrid and online instruction over a decade ago (a simpler time...) and haven't looked back.

Since writing and teaching my first online course for VHS Learning (Virtual High School), I've been authoring and teaching courses for students as well as professional development for teachers interested in digital teaching and learning. Most recently, I worked as an elementary-level TIS and helped teachers and administrators navigate a fall start with both hybrid and fully-remote cohorts.

I'm really excited to be helping the Wachusett schools, from which my grandfather (Holden High), my dad, and I all graduated! I can be reached anytime via email at [matthew\\_haynes@wrsd.net](mailto:matthew_haynes@wrsd.net).







be sending out info soon on optional PD sessions, coaching/co-teaching cycles, and virtual office hours for middle school teachers.



## Missing PD?

Are you need of something to help you recertify that you don't see being offered here? Don't forget that each WREA member is eligible for up to a \$400 reimbursement for money spent on PD. Be sure to submit a form.

## Hope & Resilience Series

This series of virtual opportunities is open to all Wachusett Regional faculty, staff, and administration.



**Jean Paul Paulynice**  
**"From Surviving to Thriving:  
 The 3 Principles to Help You Thrive in  
 Any Situation"**

Jean Paul is an author and motivational speaker who lives in the Wachusett District. This live webinar will focus on the principles for promoting resilience, and will include Jean Paul's personal story of growing up in poverty in Haiti, the challenges he faced, and the ways he overcame these challenges.

**Tuesday, March 30th at 4:00 PM  
 via Zoom**



Email: [HopeSeries@wrsd.net](mailto:HopeSeries@wrsd.net) for more information  
 Enrollments limits apply. We hope to accommodate all registration requests.



**Kimberly McClure**  
 Kimberly is a yoga teacher and self-care coach. As a former teacher, she understands the unique stress experienced by educators.

**"Mandala Self-Care Sessions"**  
 In these Monday night Self-Care Meet-ups you'll be invited to listen, consider and color along. Each week introduces a new set of practical self-care tools that can be easily integrated into real life.

**"Sunday, Settle, & Soothe"**  
 These gentle mindful yoga classes provide an opportunity to wind down, relax, and reset before the work week. No yoga experience is required.

## WRSD Hope & Resilience series website

This series is an opportunity to further bolster our collective and individual resilience and hope through a series of opportunities for everyone who works in the district.



Connect with jennifer tellier

jennifer is using Smore newsletters to spread the word online.

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WACHUSETT REGIONAL SCHOOL DISTRICT  
**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**  
**FACILITIES AND SECURITY SUBCOMMITTEE**

Wednesday, December 16, 2020  
6:30 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

Approved Minutes

In Attendance: Adam Young, Chair, Krista Bennett, Michael Pantos, Linda Woodland

Administration: Robert Berlo, Deputy Superintendent  
Daniel Deedy, Director of Business and Finance

Others: Carolyn Beaumier, WREA

I. Call to Order

Chair Young called the meeting to order at 6:34 PM.

Chair Young welcomed Member Bennett and Member Pantos to the subcommittee, thanking them for volunteering to serve on the subcommittee.

II. Election of Vice-chair

Motion: To nominate Member Woodland to serve as Vice-chair of the Facilities and Security Subcommittee.

(K. Bennett)

(A. Young)

Adam Young – Member Woodland  
Krista Bennett – Member Woodland  
Michael Pantos – Member Woodland  
Linda Woodland – Member Woodland

By roll call vote, Member Woodland was elected Vice-chair of the Facilities and Security Subcommittee.

III. Approval of Minutes



Motion: To approve the minutes of the November 16, 2020 meeting of the Facilities and Security Subcommittee.

(L. Woodland)  
(A. Young)

Roll call vote:

*In favor:*

Adam Young  
Linda Woodland

*Opposed:*

None

*Abstained:*

Krista Bennett  
Michael Pantos

The minutes were approved 2-0-2.

IV. Subcommittee Overview

- Subcommittee Functions and Duties
- Review of previous work of Subcommittee for new members
- Current matters before the Subcommittee
- Future work of the Subcommittee

For the benefit of the new members, Chair Young and Member Woodland spoke about the functions and duties of this subcommittee, past actions and activities, and future plans and expectations.

Chair Young suggested bringing a summary of our functions and duties, potentially based on Fall River's documents, to a future Facilities and Security Subcommittee meeting. Director Deedy reviewed the MEMA through FEMA grant for PPE, with anticipated \$96,891 reimbursed to the District once the narrative is submitted and grant approved. The Reopening grant secured by Deputy Superintendent Berlo will expire on December 30, 2020. Director Deedy anticipates submitting another MEMA/FEMA grant in the near future. Currently, the Facilities and Security Subcommittee will continue to look at in-person learning from the facilities point of view, review and update/amend as required School Committee policies, and discuss potential new buildings for Holden including an updated space for the ECC. A 10-year Capital Plan will also be brought forward to look at re-prioritizing parts due to Covid-19. Director Deedy explained that these expenditures will need to be brought before the towns' Selectboards and Finance/Advisory Committees in anticipation of Annual Town Meetings per the Regional Agreement.

Next steps: summary of subcommittee functions and duties, an update on the 10-year Capital Plan.

V. COVID-19

- Current Status

Deputy Superintendent Berlo reported on the on-going work with Boards of Health, school nurses, and internal administration for when to close classrooms vs schools vs District. Covid cases continue on a linear increase despite only about 200-300 students in-person since October. The District looks at potential close contacts inside the school and passes the information to the relevant Board of Health to develop a return to school date. The District's record of information for this process is well-used and appreciated by the Boards of Health. WRSD and towns continue to collaborate.

- Administration update on any events and lessons since last meeting with those students and personnel that are in-person.

Deputy Superintendent Berlo reported that when a positive Covid case is reported by the principal, he and/or Director of SEL Brendan Keenan, school nurse, and the relevant Board of Health representative consult with the individual to document potential close contacts and determine a return to school date. Each case requires approximately 60-90 minutes of time from Central Office to determine necessary details. Protocols for signing in and out of buildings continue to be refined, along with other systems for contact tracing. Vice-chair Woodland asked if contact tracing is only forward looking (ie, to look at potential new infections) or also backward looking (ie, to look at where the infection came from). Only the former is within the purview of the school district despite retracing steps from 48 hours prior to a positive test. Deputy Berlo clarified that distance and time of exposure are the main factors in determining a close contact as masks do not impact the protocol set out by the CDC or DPH. WREA Secretary Beaumier added that related service providers who are assigned to multiple buildings may be missed in communications over a positive case, and the communication procedure should be updated. Deputy Berlo confirmed that the District is committed to improving communication going forward.

- Remote:
  - i. Current IT Capability and Expansion Potential, if needed

All school buildings currently have fiber internet, except Sterling (to go live December 22, 2020), which will give the District the opportunity to increase bandwidth with the provider on an as-needed basis. 1,200 Chromebooks are being processed, to be distributed to 6-8th graders in January so that Wachusett will officially have a 1:1 program in place for grades 6-12. At



that time, borrowed Chromebooks will be returned and processed to return to Chromecarts for classroom use. Because standalone middle schools will have 1:1 Chromebooks, those can be redeployed to elementary schools for home use or Chromecarts. A second batch of 1,200 Chromebooks are beginning to arrive, though ordered earlier, starting with about 170 which will complete the supply of Chromebooks to middle school students. A survey on technology was distributed to staff, with questions to determine what equipment is needed (microphones, monitors, stands/podiums, etc.). Existing desktops are being refurbished with updated processors or other necessary parts to adapt to the increased computing demand. The ECC continues to need specific updates on internet infrastructure due to the age of the building. Member Pantos inquired on the level of IT staff in the District. Deputy Berlo reported that while the high school has a dedicated IT staff, about seven or so are spread throughout the other District schools. Currently the District is interviewing for an Elementary Technology Integration Specialist and Middle School Technology Integration Specialist, to augment the high school staff already in place. These positions will focus on teacher training as well as provide in-the-moment technical support.

ii. Other issues related to remote/SPED in person

Schools continue to require snow and ice removal. Director Deedy reported constructive conversations with local DPWs to ensure that school grounds will be maintained as the District still requires use of the buildings and pays for the maintenance. WREA Secretary Beaumier shared a document listing outstanding issues noted by in-building staff: extreme temperatures, deployment of air purifiers, and additional plexiglass for those who requested. Deputy Berlo to follow up as most concerns were thought to be completed. Member Pantos inquired if the ECC HVAC was a pneumatic system and if there was a plan to change this. Director Deedy pointed to the intention to reprioritize facilities items in the Capital Plan due to Covid.

● Reopening:

i. Criteria for reopening

Deputy Berlo presented the Draft Decision Matrix, developed closely with a Board of Health, Central Office administration, and town Selectboards. Discussion on the six domains of major criteria and four risk levels, as a tool to focus discussion on reopening or closing on a classroom, school, and District level. Minor criteria were edited out to maintain functionality of the matrix as a way to focus discussion on action.

ii. HVAC Update

Member Pantos asked if there are other outstanding ventilation issues and CO2 monitors. Deputy Berlo reported that some schools are in the midst of



minor repairs and lead custodians are being trained to use the monitors and calculate fresh air changes per hour. Vice-chair Woodland asked if the ECC and other buildings with individual rooms with low air changes per hour are being addressed. Deputy Berlo reported that these are time intensive tasks that are impacted by low staffing at the moment, but are getting worked through.

iii. Status of Buildings

1. Spacing within classrooms

Deputy Berlo updated the subcommittee on the issue of maintaining 6 feet of distance between students. The high school has difficulty achieving consistent 6 feet between people due to small classrooms, and the other schools may have difficulties due to specific cohorts on certain days. At the moment, only larger spaces can be used for mask breaks for those affected by the distancing and class time would be spent closer than 6 feet apart. All members reiterated the importance of enforcing the CDC guidelines of maintaining consistent 6 feet of spacing between people in school buildings. Discussion ensued about bus routes and spacing, as only 3 feet distance can be maintained on buses, with minimal enforcement available. Vice-chair Woodland asked administration to ensure this information is clearly communicated to parents as this is significantly under the 6 feet of spacing the CDC (and District) established for safety.

iv. Logistics issues

1. Contact Tracing

Deputy Berlo reported on contact tracing protocols, which are expected to continue to be refined. Each case requires about 60-90 minutes of administration time. Subcommittee Chair Young asked if this can be scaled to when 2,500-3,000 students are in our buildings on any given day, and Deputy Berlo confirmed that the team as is could not handle this influx. A bigger team is needed. Some can be filled with other personnel and volunteers like the recently created Community Volunteer Task Force of licensed medical personnel.

2. Personnel

Discussion ensued regarding the District's need for mid-level administrators, specifically a Director of Facilities so that personnel are not diverted from expected duties in their job descriptions. Director Deedy added that while the district is making these building and safety investments through one-time grants, there is a need to validate these expenses by prioritizing the upkeep on the buildings moving forward. Director Deedy will deliver to this subcommittee a

report on a third-party analysis of reallocating funds, as well as a report on the savings realized in oil procurement and other utilities. These savings could be reallocated to a position for the long-term sustainability of the District facilities. All members expressed support in creating or revising a position of Director of Facilities for FY22, as well as making sure that the District offers up-to-date compensation for such a position.

Substitutes continue to be a limited resource. Currently principals can hire a building substitute (three for the high school). When more teachers are quarantined than available substitutes, administrators and other personnel will be tapped to fill in as monitors for the classroom while teachers will teach from home/quarantine. Some classes will need to be moved to remote only. In some cases multiple classes will be grouped together in larger rooms in order to share a monitor while the students log into their Google Meet from the school building without an in-person teacher.

### 3. PPE Quantities and Distribution

Deputy Berlo reported on PPE purchasing history and timely disbursement to the schools, and anticipates another purchase in about a month. Director Deedy will look for another grant opportunity through MEMA/FEMA. Funds held from textbooks as well as revolving funds are areas looked to for reserves in case of an emergent need for PPE purchasing. Types of already purchased masks were listed, as well as the requests for specialty masks for band instruments (a hole to insert the instrument, and additional mask for the ends) and clear masks for speech/language therapy.

## VI. Review/Discuss/Amend WRSDC Policies:

- P7113 ***Policy Relating to Support Operations – Facility Usage for Day Care Programs***
- P7158 ***Policy Relating to Support Operations – Emergency Evacuation***

In advance of the meeting, members were provided with copies of the current policies. Both policies were held for a future policy-focused meeting in January or February 2021. Subcommittee Chair Young would like to begin with the above policies since they were last reviewed in the 1990s, and to research if Policy 7156 might supplant Policy 7158, based on comparisons to policies searchable on MASC's website.

Next steps: Administration would like to present drafts at the next Facilities and Security Subcommittee meeting with suggested changes, especially as some of these



were based on policies from a different state and may not be in keeping with current MA law. Members will also utilize MASC's policy search tool to read example policies for comparison.

VII. Next Meeting

TBD

VIII. New Business

Director Deedy asked if it is appropriate for subcommittees other than the Business/Finance Subcommittee to bring forward a new position of Director of Facilities for the new budget to the full School Committee. Subcommittee Chair Young felt it appropriate.

IX. Adjournment

Motion: To adjourn.

(M. Pantos)  
(K. Bennett)

Roll call vote:

*In favor:*

Adam Young  
Linda Woodland  
Krista Bennett  
Michael Pantos

*Opposed:*

None

The motion passed unanimously.

The meeting adjourned at 9:47 PM.

Respectfully submitted,  
Linda Woodland, Vice-Chair  
Facilities and Security Subcommittee  
LW:rlp

**WACHUSETT REGIONAL SCHOOL DISTRICT**

**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**

MINUTES

*Business/Finance Subcommittee*

Monday, February 1, 2021  
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Michael Dennis, Chair, Kenneth Mills, Vice-chair, Maleah Gustafson, Karl Ottmar

Absent: Benjamin Mitchel

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

Others: Mary Lampron-Shepherd, WREA  
Kimberley McCormack, WREA  
Christopher LaBreck, Principal, Chocksett Middle School

I. Call to Order

Subcommittee Chair Dennis called the meeting to order at 7:00 PM.

Subcommittee Chair Dennis turned the meeting over to District administration. Director of Business and Finance Deedy began the presentation.

II. FY22 Budget

Director Deedy read aloud the mission, as included on the presentation: *Our mission is to ensure meaningful student growth and promote social emotional well-being in a safe and nurturing environment. We will integrate the talent, experience, and knowledge of all members of our community to develop lifelong learners, equipped to think critically in an ever-changing, global society.*

Director Deedy projected a PowerPoint presentation and spoke to the information on the slides (attachment 1).

At Director Deedy's conclusion, Subcommittee Chair Dennis opened the floor to questions.

Vice-chair Mills had questions about discrepancies and number estimates on the Cherry Sheet, numbers included on the Governor's draft FY22 budget, and what was/was not included on the FY21 Cherry Sheet.



Vice-chair Mills' second question was about FY21 fund movement to E & D, which Director Deedy stated it is too early to make that prediction.

Vice-chair Mills' third question concerned the salary line, and asked what the information is based on: restoring cut positions, reinstating other positions that were cut, additional positions that might be proposed. Vice-chair Mills requested and suggested that budget discussions at the February 8, 2021 Budget Retreat should be specific to curriculum, positions, etc.

Member Gustafson had a question about using school lunch as an offset. Member Gustafson asked about the possibility that the federal government might extend food services/school lunch support. Member Gustafson also asked if the transportation projections are based on returning to regular transportation in the fall, which Director Deedy confirmed. Member Gustafson reiterated Vice-chair Mills request/suggestion that information at the Budget Retreat be detailed and specific. Lastly Member Gustafson asked questions about students who are currently being homeschooled during the 2020-2021 school year and budgeting if/when they return to school(s) in the coming school year.

Subcommittee Chair Dennis asked about key programmatic assumptions and what priorities will be when looking at FY22 budget development. Superintendent McCall explained that there are expectations that students currently being homeschooled will return to in-person education once schools reopen in full, though there is no guarantee when schools will reopen 100%.

Subcommittee Chair Dennis continued, asking about staff and reductions made programmatically, and he asked what District administration is planning moving forward. Director Deedy spoke, speaking about the salary lines in the proposed budget. Director Deedy built into the draft appropriation the restoration of positions cut in 2020-2021.

Subcommittee Chair Dennis asked about the proposed reopening model. He asked what would prevent the District from reopening in the fall. Superintendent McCall spoke about spacing/social distancing and transportation, which are the two main drivers when planning for the reopening of schools. Subcommittee Chair asked about transportation in 2021-2022 and if the bus fleet might need to be increased. Director Deedy explained that an issue the District's transportation provider is/might be dealing with is staffing to drive the additional vehicles. Superintendent McCall is very hopeful the District and schooling will be in a better place moving forward (fall 2022).

Vice-chair Mills asked about the projected Regional Transportation numbers, which Director Deedy spoke to. Vice-chair Mills and Member Ottmar shared that the Governor's Budget cut to Regional Transportation for Wachusett is approximately 32%.

Member Gustafson had follow-up questions, beginning with the Technology Plan and the Textbook Plan and how the current Strategic Plan comes into play. Member Gustafson is hoping that the Strategic Plan priorities are being taken into consideration when this draft budget is being developed. Superintendent McCall addressed Member Gustafson's questions, explaining there will be more details and information shared for preliminary discussions at the

February 8, 2021 Budget Retreat. Member Gustafson asked if she understood correctly when looking at Chapter 70 and the 400(ish) fewer students.

Subcommittee Chair Dennis had additional questions about estimations about Excess & Deficiency. He asked about funding levels and revolving accounts, and if there will be funds to bring forward to FY22. Director Deedy spoke to the questions, and Subcommittee Chair Dennis asked that Director Deedy continue to look at transportation numbers for FY22. Vice-chair Mills asked about Special Education additional needs and services anticipated for FY22, which Director Deedy explained approximately \$300,000 has been built into the preliminary draft budget. Superintendent McCall spoke about looking at ESY and Early Literacy.

Member Ottmar asked about HVAC and other pandemic-related costs and how they might be addressed/reimbursed. Director Deedy spoke about such expenses and possible reimbursements, perhaps through FEMA.

Subcommittee Chair Dennis asked if there were additional questions, before moving onto a review of the Line Item Budget, which Director Deedy had shared before the start of the meeting.

Director Deedy projected the FY22 WRSD Line Item DRAFT Budget, and he spoke to the information, in generalities.

Vice-chair Mills suggested that this information be shared with the full School Committee well in advance of Monday's Budget Retreat on February 8, 2021. He added that information about positions and staffing, proposed and also those cut in FY21, be available in an easily understandable document in advance of the Budget Retreat.

Subcommittee Chair Dennis suggested that a comparison of budget lines, year over year, be available for review and discussion at the Budget Retreat. Member Ottmar had questions about offsets and actual expenses/costs associated with FY21.

Member Gustafson asked if a high level overview about staffing/positions could be available for the Budget Retreat. She also asked if descriptors could be included on the Line Item Budget document, for the benefit of both new members and veteran members, helping to explain what the various line items are about.

Subcommittee Chair Dennis asked if the process for making/suggesting programmatic changes can be clearly explained and outlined for the School Committee when discussing and reviewing the draft FY22 budget at the February 8, 2021 Budget Retreat.

### III. Approval of Minutes

Motion: To approve the minutes of the January 19, 2021 Business/Finance Subcommittee meeting.

(K. Mills)  
(K. Ottmar)

Roll call vote:



*In favor:*

Michael Dennis  
Kenneth Mills  
Maleah Gustafson  
Karl Ottmar

*Opposed:*

None

The minutes were approved unanimously.

IV. Next Meeting

TBD

V. Adjournment

Motion: To adjourn.

(K. Mills)  
(K. Ottmar)

Roll call vote:

*In favor:*

Michael Dennis  
Kenneth Mills  
Maleah Gustafson  
Karl Ottmar

*Opposed:*

None

The motion passed unanimously.

The meeting adjourned 8:46 PM.

Respectfully submitted,

Rebecca Petersen  
Executive Secretary to the Superintendent  
rlp

Attachments:

- FY22 Draft Budget Presentation (attachment 1)

WACHUSETT REGIONAL SCHOOL DISTRICT  
**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**  
DIVERSITY, EQUITY, AND ANTI-RACISM SUBCOMMITTEE

Thursday, February 4, 2021  
7:00 PM

Approved Minutes

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Asima Silva, Chair, Linda Woodland, Vice-chair, Melissa Ayala, Maleah Gustafson, Laura Kirshenbaum, Linda Long-Bellil

Absent: Krista Bennett, Student Representative Kathryn Mangus

Administration: Brendan Keenan, Director of Social Emotional Learning

Others: Carolyn Beaumier, WREA

I. Call to Order

Subcommittee Chair Silva called the meeting to order at 7:02 PM.

II. Approval of Minutes

Motion: To approve the minutes of the January 14, 2020 meeting of the Diversity, Equity, and Anti-Racism Subcommittee

(L. Kirshenbaum)  
(L. Woodland)

Roll call vote:

*In favor:*

Asima Silva  
Linda Woodland  
Melissa Ayala  
Maleah Gustafson  
Laura Kirshenbaum  
Linda Long-Bellil

*Opposed:*

None

The minutes were approved 6-0.



### III. Continued Policy Review

- Policy 6437 *Promoting Civil Rights and Prohibiting Harassment, Discrimination and Hate Crimes*

Members presented on Policy 6437 and 6631 with comparisons to relevant MASC sample policies, along with the potential new policy for Non-Discrimination on the Basis of Sex, and inclusion of gender identity within WRSD policies. Discussion focused on how to separate procedure from policy, and how best to ensure consistency in application of investigation and due process after a report is made. Possible directions considered, such as creating a policy based on ACA (Non-Discrimination on the Basis of Sex), how Social Media and Sexual Harassment policies may be relevant, how to include gender identity within district policies, examining language of policies in line with gender identity, and athletic policies. Director Keenan began a map exercise to facilitate a discussion on how policies and plans may intersect within the district.

#### Next steps:

- Member Gustafson requested a folder on the shared drive for subcommittee members to share research on this policy review (and other topics)
- Update Policy 6631: Non-Discrimination, compared against sample policy AC; also to clarify which related policies may need updated legal language
- Update Policy 6437: begin eliminating procedure elements, create “wish list” of items to include (for example, a reference to a plan/procedure for investigation and a requirement to report data on reports/investigations/outcomes to the School Committee on a regular basis); compare against other relevant policies, such as JB and JBA
- Continue research on adding a policy based on sample policy ACA (Non-Discrimination on the Basis of Sex)

### IV. Next Meeting: Tuesday, February 23, 2021 7:00 - 8:30 PM

Note: To accommodate members' conflicting schedules, meetings will alternate Tuesdays and Thursdays.

### V. Adjournment Motion: To adjourn. (L. Long-Bellil) (L. Woodland)

#### Roll call vote:

#### *In favor:*

Asima Silva  
Linda Woodland  
Melissa Ayala  
Maleah Gustafson  
Laura Kirshenbaum  
Linda Long-Bellil

*Opposed:* None

The motion passed unanimously.

The meeting adjourned at 8:33 PM.

Respectfully submitted,

Linda Woodland, Vice-chair  
Diversity, Equity, and Anti-Racism Subcommittee

LW:rlp



**WACHUSETT REGIONAL SCHOOL DISTRICT**

**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**

MINUTES

Management Subcommittee

Thursday, February 11, 2021  
6:30 PM

**Meeting to be conducted remotely, using Google Meet**

In Attendance: Megan Weeks, Chair, Michael Dennis, Vice-chair, Scott Brown,  
Kenneth Mills, Christina Smith

Absent: Adam Young, Asima Silva

Administration: Darryll McCall, Superintendent of Schools

Others: Mary Lampron-Shepherd, WREA  
Kathryn Mangus, Student Representative  
Kenichi Gomi, Student Representative

I. Call to Order

Chair Weeks called the meeting to order at 6:32 PM.

Chair Weeks shared her disappointment with the meeting ending before the discussion portion of the meeting was concluded.

II. Motion: To approve the minutes of the December 15, 2020 meeting.

( S. Brown )  
( K. Mills )

**Roll call vote:**

*In favor:*

Megan Weeks  
Scott Brown  
Kenneth Mills  
Christina Smith

*Opposed:*

None

*Abstained:*

Michael Dennis

The minutes were approved 5-0-2.

### III. Subcommittee Reports

Management Subcommittee Chair Weeks reported

Business/Finance Subcommittee Chair Dennis reported that they are working on understanding where the district is financially, now, and they are also planning for the upcoming fiscal year. Of concern to the committee is trying to figure out the opportunity cost related to how the school committee priorities as a committee fit into the planning for the budget. Subcommittee Chair Dennis shared his thoughts that the community may be wondering how to increase opportunities for in-person learning in relation to their support of the budget requests.

Discussion occurred about how to facilitate a discussion about budget priorities. Many ideas were shared. The possibility of collecting this information from the committee through a Google Form or something similar might be useful to help target members' priorities prior to the budget hearing. The possibility of having a special meeting prior to the budget hearing was also discussed.

Legal Affairs Subcommittee Chair Brown reported that he is beginning to work on the regular negotiations for the three unions whose contracts are up for renewal: WREA, Paraprofessionals, and the Nurses.

Member Mills asked if Subcommittee Chair Brown could make sure that the School Committee will be kept aware of what is going on with the WREA contract along the way to avoid what occurred 2 years ago regarding the voting down of the previous WREA contract, which had been ratified by the WREA.

Member Smith suggested that in the future that the possibility of having Executive Session meetings separated from a regular meeting date might be beneficial for the committee to be able to focus on those topics without having too many items that the committee is trying to handle at one meeting.

Education Subcommittee Chair Smith reported this subcommittee reported that she will be setting a meeting soon to work. The focus of their next meeting will be on district indicators.



Superintendent Goals and Evaluation Subcommittee Chair Mills reported that they will be meeting in March to discuss what they will be doing with the 360 Degree Feedback. Subcommittee Chair Mills indicated that there is a need to discuss how this might work and how to preserve the respondents' anonymity through the process of 360 Degree Feedback.

Member Dennis expressed concern that waiting until the summer might not be the best action, if the reason for the delay is due to the delay of the pandemic. Without knowing what the future holds, there was a question of the value of waiting. The subcommittee has expressed concern that this might not be the best time, due to the pandemic, to begin gathering the 360 Degree Feedback.

Facilities and Security Subcommittee  
No report

Diversity, Equity, and Anti-Racism Subcommittee  
No report

#### IV. Update on Implementation of Hybrid

There was an internet disruption today that was on the side of Spectrum that caused disruption today. Dr. McCall shared that teachers are really working hard. There was a general discussion about the challenges of changing guidance (bus restrictions being lifted, 6 feet of distancing for contact tracing, 3-6 feet in classrooms, lunch still at 6 feet, etc.).

Member Mills asked the superintendent to think about planning for next year so that students will stay with us (remote learning academy to keep students with us instead of going to a virtual high school, etc.).

Dr. McCall is looking into if lunch can be offered at the high school this year.

Member Dennis asked about ridership on the busses.

Member Dennis asked about details regarding how to track students who are failing. Dr. McCall stated he could identify this on a school-by-school basis.

## V. Five Year Review of the Regional Agreement

Dr. McCall shared that he has asked the towns for a one year reprieve on the 5-year Regional Agreement. Questions about the district's responsibility if the school committee does not take action with this? Member Brown will check in with legal counsel.

Member Mills shared that he would like for the Management subcommittee to go through the Regional Agreement. This exercise would allow for advocacy of priorities in this agreement from the school committee's perspective. Member Dennis also supported this idea. Chair Weeks said that this could occur at an upcoming meeting.

## VI. Update on Strategic Plan Process

Dr. McCall shared that he has spoken to the consultant that worked on the strategic plan in the past. He has discussed the idea of building off the current plan rather than looking at this as the beginning of the plan, but more of an extension of the existing plan with revisions.

Member Dennis mentioned adding "outputs" for the strategic plan. Our current plan has goals, but we don't have the assessments/outcomes in place. Member Smith also shared that she is in support of this as well.

## VII. Policy Review – 1000 Series **SKIPPED**

Policy 1111 *School Committee Member Responsibility*

Policy 1160 *School Committee Member Ethics*

Policy 1170 *Use of Electronic Messaging Between and Among School Committee Members*

Policy 1610.1 *Remote Participation*

Members had been provided with copies of the current policies, and discussion began.

Members suggested the following policies in the 1000 Series be reviewed:

Draft Policy *Social Media*

Superintendent McCall provided a draft of a Social Media policy for review.



VIII. Recognizing and Celebrating Student Achievement(s)

Chair Weeks discussed being able to discuss student achievement at a next meeting. She asked the student representatives if they could think about this.

IX. Advocacy Update

Chair Weeks said she continues to work with Representative Ferguson on issues related to education, particularly SIMS funding. Member Mills asked her to be cognizant of regional transportation funding.

X. Old Business

none

XI. New Business

- Regional Agreement

XII. Next Meeting

March 11, 2021, 6:30 p.m.

XIII. Adjournment

(S.Brown )  
( K. Mills )

Roll call vote:

*In favor:*

Megan Weeks  
Michael Dennis  
Scott Brown  
Kenneth Mills  
Christina Smith

*Opposed:*

None

The motion was unanimously approved.

The subcommittee adjourned at 8:37 PM.

Respectfully submitted,

Management Subcommittee  
:rlp



WACHUSETT REGIONAL SCHOOL DISTRICT  
HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

MANAGEMENT SUBCOMMITTEE

APPROVED Minutes

Wednesday, February 24, 2021  
7:00 PM

Meeting to be conducted remotely, using Google Meet

In Attendance: Michael Dennis, Chair, Scott Brown, Matt Lavoie, Kenneth Mills, Christina Smith

Absent: Asima Silva

Administration: Darryll McCall, Superintendent of Schools, Bob Berlo, Deputy Superintendent, Brendan Keenan, Director of SEL

Others: Laura Kirshenbaum, School Committee Member, Maleah Gustafson, School Committee Member, Mary Lampron-Shepherd, WREA

- I. The meeting was called to order at 7:01 PM
- II. Item II. was skipped over.  
~~Motion: To approve the minutes of February 11, 2021~~  
(—)  
(—)  
~~Roll call vote:~~  
~~In favor:~~  
~~Opposed:~~  
~~Abstained~~
- III. School Committee Organizational Update
  - A. Chair Dennis reviewed the bylaw related to when a member resigns. Under this bylaw, he has agreed to take on the role of chair of the Committee with the intention to elect a vice chair at the next full School Committee meeting. Mike will step down from chairing the Business and Finance subcommittee. Member Mills will become the chair of the B & F subcommittee but will step down as the chair of the Evaluation subcommittee. Member Lavoie will become the new chair of this committee.
  - B. The group discussed the possibility of adding the role of parliamentarian
- IV. Budget process / dates/ timeline
  - A. Chair Dennis asked Dr. McCall to provide feedback on the budget process. Dr. McCall explained that an app called Jamboard will be used to organize the feedback members have provided him from the recent survey that was sent out by administration.
  - B. Dr. McCall shared some initial feedback he received from the towns on the draft budget.

V. Regional Agreement

- A. Chair Dennis reviewed feedback from some of the Towns, specifically related to moving forward with changing the regional agreement. Member Mills shared the fact that any changes to this agreement need to be approved by member towns at a Town Meeting and that any changes would need to be completed by March 19 to get on the agenda of any of this year's Spring Town Meetings. Member Mills also mentioned that there has traditionally been a hearing held prior to any vote by the School Committee. Member Brown reviewed section 14.1 of the agreement with the group. The question of when the 5 year period of the agreement ends was discussed as well.
- B. A motion was made by Member Smith and seconded by Member Young to ask the full School Committee to appoint an Ad Hoc Committee to Review the Regional Agreement. After discussion and review of the School Committee policies, a motion was made to revise the original motion.
  - 1. In favor of amending: Mills, Brown, Young, Smith, Lavoie, Dennis
  - 2. Opposed: none
  - 3. The motion to amend passed unanimously
- C. A revised motion was made by Member Smith and seconded by Member Young to ask the Chair to appoint an Ad Hoc Subcommittee to Review the Regional Agreement (NOTE: recording should be reviewed to ensure the motion was captured correctly).
  - 1. In favor: Mills, Brown, Young, Smith, Lavoie, Dennis
  - 2. Opposed: none
  - 3. The motion passed unanimously
- D. Chair Dennis appointed Member Mills to Chair the new Ad Hoc Committee.

VI. Hybrid Meetings

- A. Chair Dennis discussed the possibility of moving from the current practice of remote-only meeting participation to having meetings occur in a public setting. Discussion ensued. Chair Dennis asked for District Administration to explore this option in more detail which would include any limitations such as the number of live participants.
- B. Ken Mills asked about quorum if some members are live and some are remote. Dr. McCall said he would reach out to MASC for an answer on this.
- C. The idea of having people pre-register or sign-up for public comment and then would deliver their comments live rather than having their comments read by the chair at each meeting. Discussion of various ideas ensued. A reminder to retain a written copy of any comment was brought up as well.

VII. Next Meeting: Scheduled March 11, 2021

VIII. Adjournment

Motion to adjourn

( Member Mills )

( Member Brown )

Roll call vote:

In favor: Mills, Brown, Young, Smith, Lavoie, Dennis

Opposed: None

Abstained: None

The motion passed unanimously. The meeting adjourned at 8:03 PM

**WACHUSETT REGIONAL SCHOOL DISTRICT**  
**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**

**DRAFT MINUTES**

Management Subcommittee

Thursday, February 11, 2021  
6:30 PM

**Meeting to be conducted remotely, using Google Meet**

In Attendance: Megan Weeks, Chair, Michael Dennis, Vice-chair, Scott Brown,  
Kenneth Mills, Christina Smith

Absent: Adam Young, Asima Silva

Administration: Darryll McCall, Superintendent of Schools

Others: Mary Lampron-Shepherd, WREA  
Kathryn Mangus, Student Representative  
Kenichi Gomi, Student Representative

I. Call to Order

Chair Weeks called the meeting to order at 6:32 PM.

Chair Weeks shared her disappointment with the meeting ending before the discussion portion of the meeting was concluded.

II. Motion: To approve the minutes of the December 15, 2020 meeting.

( S. Brown )  
( K. Mills )

Roll call vote:

*In favor:*

Megan Weeks  
Scott Brown  
Kenneth Mills  
Christina Smith

*Opposed:*

None

*Abstained:*

Michael Dennis



The minutes were approved 5-0-2.

### III. Subcommittee Reports

Management Subcommittee Chair Weeks reported

Business/Finance Subcommittee Chair Dennis reported that they are working on understanding where the district is financially, now, and they are also planning for the upcoming fiscal year. Of concern to the committee is trying to figure out the opportunity cost related to how the school committee priorities as a committee fit into the planning for the budget. Subcommittee Chair Dennis shared his thoughts that the community may be wondering how to increase opportunities for in-person learning in relation to their support of the budget requests.

Discussion occurred about how to facilitate a discussion about budget priorities. Many ideas were shared. The possibility of collecting this information from the committee through a Google Form or something similar might be useful to help target members' priorities prior to the budget hearing. The possibility of having a special meeting prior to the budget hearing was also discussed.

Legal Affairs Subcommittee Chair Brown reported that he is beginning to work on the regular negotiations for the three unions whose contracts are up for renewal: WREA, Paraprofessionals, and the Nurses.

Member Mills asked if Subcommittee Chair Brown could make sure that the School Committee will be kept aware of what is going on with the WREA contract along the way to avoid what occurred 2 years ago regarding the voting down of the previous WREA contract, which had been ratified by the WREA.

Member Smith suggested that in the future that the possibility of having Executive Session meetings separated from a regular meeting date might be beneficial for the committee to be able to focus on those topics without having too many items that the committee is trying to handle at one meeting.

Education Subcommittee Chair Smith reported this subcommittee reported that she will be setting a meeting soon to work. The focus of their next meeting will be on district indicators.

Superintendent Goals and Evaluation Subcommittee Chair Mills reported that they will be meeting in March to discuss what they will be doing with the 360 Degree Feedback. Subcommittee Chair Mills indicated that there is a need to discuss how this might work and how to preserve the respondents' anonymity through the process of 360 Degree Feedback.

Member Dennis expressed concern that waiting until the summer might not be the best action, if the reason for the delay is due to the delay of the pandemic. Without knowing what the future holds, there was a question of the value of waiting. The subcommittee has expressed concern that this might not be the best time, due to the pandemic, to begin gathering the 360 Degree Feedback.

Facilities and Security Subcommittee  
No report

Diversity, Equity, and Anti-Racism Subcommittee  
No report

#### IV. Update on Implementation of Hybrid

There was an internet disruption today that was on the side of Spectrum that caused disruption today. Dr. McCall shared that teachers are really working hard. There was a general discussion about the challenges of changing guidance (bus restrictions being lifted, 6 feet of distancing for contact tracing, 3-6 feet in classrooms, lunch still at 6 feet, etc.).

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Dr. McCall is looking into if lunch can be offered at the high school this year.

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WACHUSETT REGIONAL SCHOOL DISTRICT  
**HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING**

EDUCATION SUBCOMMITTEE

Thursday, February 25, 2021  
6:00 PM

*Approved Minutes*

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Christina Smith, Chair, Linda Long-Bellil, Vice-chair, Krista Bennett, Sherrie Haber, Laura Kirshenbaum, Robert Imber, Deidre Shapiro  
L. Long-Bellil (arrived at 6:46 PM)

Absent: None

Administration: Robert Berlo, Deputy Superintendent  
Brendan Keenan, Director of Social Emotional Learning  
Other: Mary Shepherd, WREA

- I. Call to Order
  - Meeting called to order at 6:03 PM
- II. Approval of Minutes of January 11, 2021 Meeting
  - Motion to approve by S. Haber
    - Seconded by L. Kirshenbaum
  - In favor
    - Krista Bennett
    - Sherrie Haber
    - Robert Imber
    - Laura Kirshenbaum
    - Deidre Shapiro
    - Christina Smith
  - Opposed
    - None
  - Abstained
    - None
- III. Developing Budget Priorities from Education Subcommittee
  - Update on Technology Plan
    - R. Berlo discussed Technology Plan and shared document on screen for all members. Specific progress towards each benchmark discussed.
    - L. Kirshenbaum discussed the idea of generalizing best practices across the district related to remote learning modalities.



- R. Imber discussed how technology could continue to be used, even when instruction resumes to full in-person, and professional development that may be planned at the district level.
  1. Discussion about the secondary benefits from the shift in instruction that was necessary as a result of the pandemic
- Discussion about the obstacles to achieving the goals laid out in the Technology Plan
- C. Smith recognizes the positive changes that have occurred in terms of technology in the district.
- K. Bennett asked question about ways the district is training students related to the safe usage of technology and digital citizenship.
- D. Shapiro discussed additional safety concerns to consider for online learning
- Update on Textbook Plan
  - R. Berlo discussed Textbook Plan and shared document on screen for all members. Specific progress towards each benchmark discussed.
  - Discussion about assessments
  - Discussion about how issues of race and equity are reflected in our curricula and textbooks.

#### IV. Staffing implications due to enrollment changes

- Current class sizes
  - R. Berlo presented the current class size document, and discussed them.
  - Discussion about social distancing and the Fall, 2021
  - R. Imber brought up the importance of surveying families who are homeschooling to find out their preliminary plans for the Fall in terms of returning.
  - Importance of anticipating all of the students who may be potentially returning.
- Current budget and tiered reductions
  - R. Berlo presented the budget and tiered reductions document, and discussed them.
- Review of Existing Staffing Plan
  - Deferred until next meeting

#### V. Old Business

- District indicators/benchmarks for positive growth in the District
  - Defining what we would like to measure
  - Examining existing District tools
- Post-graduate outcomes for students
- Review of Existing Policies
  - 3231: Inclement Weather
  - 3360: Independent Learning
  - 3611.4: Enrichment

#### VI. New Business

- Supporting students who are failing and in need of support

#### VII. Next Meetings

- Monday, 3/8, 6:00-8:00 p.m.

- Monday, 3/22, 6:00-8:00 p.m. ???

VIII. Resources

- MASC Model Policy EBCD Emergency Closings
- MASC Model Policy IB Academic Freedom

IX. Adjournment

- Motion to approve by R. Imber
  - Seconded by L. Kirshenbaum
- In favor
  - Sherrie Haber
  - Robert Imber
  - Laura Kirshenbaum
  - Deidre Shapiro
  - Christina Smith
  - L. Long-Bellil
- Opposed
  - None
- Abstained
  - None
- Meeting adjourned at 8:01 PM

Respectfully submitted,

Brendan Keenan  
Director of Social-Emotional Learning

WACHUSETT REGIONAL SCHOOL DISTRICT  
HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

*Wachusett Regional School District Committee*

*Agenda*

Regular Meeting #1360

Monday, March 15, 2021

7:00 PM

*Meeting to be conducted remotely, using Google Meet*

- I. Public Hearing
- II. Chair's Opening Remarks
- III. Student Representatives' Report (K. Gomi, K. Mangus)
- IV. Superintendent's Report
  - A. Recommendations Requiring Action by the School Committee
    - 1. Motion: To accept grant funds to Dawson Elementary School (\$1000) and to Wachusett Regional High School (\$1000) from the Holden Garden Club.
    - 2. Fiscal 22 Budget Appropriations
      - a. Motion: To approve the *FY22 Appropriation* \$105,193,279 with assessments to the Member Towns

Holden	\$33,263,813
Paxton	\$7,207,874
Princeton	\$5,264,440
Rutland	\$13,807,477
Sterling	<u>\$12,245,037</u>
	\$71,788,641
    - 3. Update on Return to School Plan
- V. Unfinished Business
- VI. Secretary's Report
  - A. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on August 24, 2020
  - B. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 14, 2020
  - C. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 29, 2020



- D. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 9, 2020
- E. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 17, 2020
- F. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on December 7, 2020
- G. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on February 8, 2021
- H. Approval of the #1359 Regular Meeting Minutes of the Wachusett Regional School District Committee held on March 1, 2021
- I. Approval of the #332 Special Meeting Minutes of the Wachusett Regional School District Committee held on March 8, 2021

VII. Treasurer's Report/Financial Statements

VIII. Committee Reports

- A. Management Subcommittee (M. Dennis, Chair, C. Smith, Vice-chair, S. Brown, M. Lavoie, K. Mills, A. Silva, A. Young)
- B. Education Subcommittee (C. Smith, Chair, L. Long-Bellil, Vice-chair, K. Bennett, S. Haber, R. Imber, L. Kirshenbaum, D. Shapiro)
- C. Business/Finance Subcommittee (K. Mills, Chair, M. Gustafson, B. Mitchel, K. Ottmar, J. Sullivan)
- D. Legal Affairs Subcommittee (S. Brown, Chair, K. Ottmar, Vice-chair, R. Imber, L. Kirshenbaum, K. Williamson)
- E. Superintendent Goals and Evaluation Subcommittee (M. Lavoie, Chair, M. Dennis, E. Knowlton, L. Woodland)
- F. Facilities and Security Subcommittee (A. Young, Chair, L. Woodland, Vice-chair, K. Bennett, M. Pantos)
- G. Diversity, Equity, and Anti-Racism Subcommittee (A. Silva, Chair, L. Woodland, Vice-chair, M. Ayala, K. Bennett, M. Gustafson, L. Kirshenbaum, L. Long-Bellil)
- H. Audit Advisory Board (B. Mitchel, Chair, A. Young, Vice-chair)
- I. Ad Hoc Subcommittees

- a. Ad Hoc Subcommittee to Review the Regional Agreement (K. Mills, chair, K. Williamson, Vice-chair, S. Brown, E. Knowlton, M. Lavoie, K. Ottmar)

J. Building Committees

K. School Council Reports:

Central Tree Middle School (M. Lavoie), Chocksett Middle School (K. Williamson), Davis Hill Elementary School (K. Williamson), Dawson Elementary School (L. Kirshenbaum), Glenwood Elementary School (TBD), Houghton Elementary School (D. Shapiro), Mayo Elementary School (A. Young), Mountview Middle School (S. Brown), Naquag Elementary School (S. Haber), Paxton Center School (K. Ottmar), Thomas Prince School (A. Silva), Wachusett Regional High School (K. Mills), Special Education Parent Advisory Council (M. Gustafson), Early Childhood Center (L. Woodland)

IX. Public Hearing

X. New Business

XI. Adjournment

If you cannot attend the March 15, 2021 Wachusett Regional School District Committee meeting, please contact Randi Jacob at (508) 829-1670 Ext. 230.

WACHUSETT REGIONAL SCHOOL DISTRICT  
HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

***Wachusett Regional School District Committee***

*Agenda*

Special Meeting #333

Tuesday, March 16, 2021

7:00 PM

- I. Call to Order
- II. Approval of the *Proposed FY22 Appropriation*
- III. Adjournment



**FY22 Draft Assessments  
Draft Scenario**

<u>Min. Local Contrib.</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Holden	\$18,233,370	\$19,225,254	\$20,061,939	\$20,328,074	\$266,135	1.33%
Paxton	\$4,217,007	\$4,397,455	\$4,600,004	\$4,646,517	\$46,513	1.01%
Princeton	\$3,481,413	\$3,565,466	\$3,697,913	\$3,631,718	(\$66,195)	-1.79%
Rutland	\$6,954,143	\$7,226,608	\$7,678,996	\$7,594,263	(\$84,733)	-1.10%
Sterling	\$7,944,064	\$8,220,062	\$8,598,601	\$8,510,116	(\$88,485)	-1.03%
<b>Total Local Contrib.</b>	<b>\$40,829,997</b>	<b>\$42,634,845</b>	<b>\$44,637,453</b>	<b>\$44,710,688</b>	<b>\$73,235</b>	<b>0.16%</b>
<u>Operational</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Holden	\$6,787,692	\$7,306,064	\$8,142,799	\$9,651,143	\$1,508,344	18.52%
Paxton	\$1,427,545	\$1,466,595	\$1,577,286	\$1,901,197	\$323,911	20.54%
Princeton	\$932,016	\$948,577	\$1,045,013	\$1,221,766	\$176,753	16.91%
Rutland	\$3,472,920	\$3,614,910	\$3,879,732	\$4,606,823	\$727,091	18.74%
Sterling	\$2,332,149	\$2,377,050	\$2,453,827	\$2,780,223	\$326,396	13.30%
<b>Total Operational</b>	<b>\$14,952,322</b>	<b>\$15,713,196</b>	<b>\$17,098,657</b>	<b>\$20,161,151</b>	<b>\$3,062,494</b>	<b>17.91%</b>
<u>Transportation</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Holden	\$2,004,018	\$2,204,518	\$2,290,978	\$2,209,154	(\$81,824)	-3.57%
Paxton	\$421,473	\$442,528	\$443,770	\$435,185	(\$8,585)	-1.93%
Princeton	\$275,171	\$286,222	\$294,015	\$279,663	(\$14,352)	-4.88%
Rutland	\$1,025,355	\$1,090,756	\$1,091,564	\$1,054,505	(\$37,059)	-3.40%
Sterling	\$688,551	\$717,246	\$690,385	\$636,395	(\$53,990)	-7.82%
<b>Total Transportation</b>	<b>\$4,414,568</b>	<b>\$4,741,270</b>	<b>\$4,810,711</b>	<b>\$4,614,902</b>	<b>(\$195,809)</b>	<b>-4.07%</b>
<u>Debt Service</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Holden	\$1,061,967	\$1,089,974	\$1,150,430	\$1,075,442	(\$74,988)	-6.52%
Paxton	\$247,436	\$237,436	\$222,842	\$224,975	\$2,133	0.96%
Princeton	\$175,270	\$153,566	\$147,641	\$131,293	(\$16,348)	-11.07%
Rutland	\$610,209	\$587,031	\$548,136	\$551,886	\$3,750	0.68%
Sterling	\$378,975	\$369,100	\$346,681	\$318,303	(\$28,378)	-8.19%
<b>Total Debt Service</b>	<b>\$2,473,856</b>	<b>\$2,437,106</b>	<b>\$2,415,731</b>	<b>\$2,301,899</b>	<b>(\$113,832)</b>	<b>-4.71%</b>
<u>Total for Towns</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Holden	\$28,087,047	\$29,825,810	\$31,646,146	\$33,263,813	\$1,617,667	5.11%
Paxton	\$6,313,461	\$6,544,013	\$6,843,902	\$7,207,874	\$363,972	5.32%
Princeton	\$4,863,870	\$4,953,831	\$5,184,582	\$5,264,440	\$79,857	1.54%
Rutland	\$12,062,627	\$12,519,305	\$13,198,428	\$13,807,477	\$609,049	4.61%
Sterling	\$11,343,739	\$11,683,458	\$12,089,494	\$12,245,037	\$155,542	1.29%
<b>Total for Towns</b>	<b>\$62,670,744</b>	<b>\$65,526,417</b>	<b>\$68,962,552</b>	<b>\$71,788,640</b>	<b>\$2,826,087</b>	<b>4.10%</b>
<u>State Aid</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Ch. 70 Aid	\$27,472,242	\$28,500,615	\$29,969,019	\$29,762,018	(\$207,001)	-0.69%
Ch. 71 Transportation	\$2,426,365	\$2,178,143	\$2,430,991	\$1,670,602	(\$760,389)	-31.28%
Ch. 70 Charter Aid	\$50,578	\$33,253	\$52,822	\$97,019	\$44,197	83.67%
<b>Total State Aid</b>	<b>\$29,949,185</b>	<b>\$30,712,011</b>	<b>\$32,452,832</b>	<b>\$31,529,639</b>	<b>(\$923,193)</b>	<b>-2.84%</b>
<u>Local Revenue</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>\$Diff+/-</u>	<u>%Diff+/-</u>
Medicaid	\$987,523	\$1,137,521	\$450,000	\$575,000	\$125,000	27.78%
Interest	\$12,750	\$21,005	\$50,000	\$75,000	\$25,000	50.00%
Misc. Revenue	\$439,251	\$439,251	\$200,000	\$225,000	\$25,000	12.50%
Excess & Deficiency	\$150,000	\$0	\$0	\$1,000,000	\$1,000,000	
<b>Total Local Revenue</b>	<b>\$1,589,523</b>	<b>\$1,597,777</b>	<b>\$700,000</b>	<b>\$1,875,000</b>	<b>\$1,175,000</b>	<b>167.86%</b>
<b>Total Revenue</b>	<b>\$94,209,452</b>	<b>\$97,836,205</b>	<b>\$102,115,384</b>	<b>\$105,193,279</b>	<b>\$3,077,895</b>	<b>3.01%</b>

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN 🏠 PAXTON 🏠 PRINCETON 🏠 RUTLAND 🏠 STERLING

DRAFT Minutes

Regular Meeting #1359

Monday, March 1, 2021  
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

*Wachusett Regional School District Committee*

Michael Dennis, Chair	Kenneth Mills
Christina Smith, Vice-chair	Karl Ottmar
Melissa Ayala	Michael Pantos, Jr.
Krista Bennett	Deidre Shapiro
Scoitt Brown	Asima Silva
Maleah Gustafson	Jeffrey Sullivan
Sherrie Haber	Kelly Williamson
Laura Kirshenbaum	Linda Woodland
Matthew Lavoie	Adam Young
Linda Long-Bellil	Benjamin Mitchel
Robert Imber	

*Committee Members Absent:*

*Administration Present:*

Darryll McCall, Superintendent of Schools  
Robert Berlo, Deputy Superintendent  
Jeff Carlson, Director of Human Resources  
Daniel Deedy, Director of Business and Finance  
Brendan Keenan, Director of Social Emotional Learning  
Christine Smith, Administrator of Special Education  
Barry Sclar, Supervisor of Information Technology  
Randi Jacob, Executive Assistant to the Superintendent

*Student Representatives Present:*

Kenichi Gomi                      Kathryn Mangus

Chair Dennis called the meeting to order at 7:03 PM.

Chair Dennis announced the meeting was being conducted remotely, via Google Meet, and was being broadcast live on Channel 194 and holdentv.com. Members of the public could access the meeting via YouTube. Chair Dennis explained that members of the public could participate in Public Hearing by way of a link on the District website. Chair Dennis asked the public to state their name and address, to address any comments directly to the Chair, keep comments to two minutes, and to then

disconnect from the meeting at the conclusion of their remarks. Chair Dennis asked if the public would like to forward a written version of their comments to be included in the public record, to please forward to Randi Jacob.

## I. Public Hearing

The following members of the public spoke:

1. Robert Lavigne, 129 Cannon Road, Holden
2. Julie Reno, 10 Frederickson Avenue, Holden
3. Julie Hurley, 444 Marshall Street, Paxton
4. Mary Shepherd, President-WREA, 1320 Wachusett Street, Jefferson

Chair Dennis read what members of the public submitted for Public Hearing (attachment 1):

1. Rosemary Heinold, 378 Malden Street, Holden

## II. Election of Vice-chair

Chair Dennis accepted the following nomination for Vice-chair.

Motion: To nominate Christina Smith to serve as Vice-chair.

( K. Mills ) ( S. Brown )

Chair Dennis closed nominations for Vice-chair.

### Roll call vote:

#### *In favor:*

Melissa Ayala - Member Smith  
Krista Bennett - Member Smith  
Scott Brown - Member Smith  
Michael Dennis - Member Smith  
Maleah Gustafson - Member Smith  
Sherrie Haber - Member Smith  
Laura Kirshenbaum - Member Smith  
Matthew Lavoie - Member Smith  
Linda Long-Bellil - Member Smith  
Kenneth Mills - Member Smith  
Karl Ottmar - Member Smith  
Michael Pantos, Jr. - Member Smith  
Deidre Shapio - Member Smith  
Asima Silva - Member Smith  
Jeffrey Sullivan - Member Smith  
Kelly Williamson - Member Smith  
Linda Woodland - Member Smith  
Adam Young - Member Smith

#### *Abstained:*

Christina Smith - abstained

Member Christina Smith took over as Vice-chair of the School Committee. Vice-Chair Smith thanked the Committee for electing her as Vice-chair of the School Committee.



### III. Chair's Opening Remarks

Chair Dennis requested to take Chair's Opening remarks out of order to speak first to Opening Remarks. Chair Dennis acknowledged that Chair Weeks had stepped down from the School Committee, and on behalf of the School Committee would like to thank former Chair Weeks for her 5 years of service and to wish her well. Under the By-Laws, the Vice-chair resumes the role of Chair and Chair Deenis agreed to serve in that role for the remainder of the term.

Chair Dennis asked that during the meeting members raise their hands to speak through the chat.

Chair Dennis explained that the majority of the meeting's discussions would center around the FY22 budget and budget priorities. He further explained that the Annual Budget Hearing would be held on Monday, March 8, 2021, at 7:00 PM via Google Meet. The full Committee will be asked to vote approval of the proposed FY22 Appropriation at the regular School Committee meeting scheduled for Monday, March 15, 2021.

### IV. Student Representatives (K. Gomi, K. Mangus)

Student Representative Kathryn Mangus reported Science Fair participants will be notified of their placement tonight which will determine representatives to Regional and State science fairs. Football, Girls Volleyball, and Cheerleading have started. Seniors have started their countdown party for the last 50 days of school. Scheduling of classes for next year has started. A Wellness Day is being offered on March 10th for students and staff. Signups starting on March 1st.

Student Representative Kenichi Gomi wished good luck to those students taking the SATs Saturday, March 13th.

### V. Superintendent's Report

#### A. Recommendations Requiring Action by the School Committee

Motion: To affirm accuracy of Policy 6613.2 **Policy Relating to Pupil Services Athletic Head Injury and Concussion Policy**  
(S. Brown) (S. Haber )

Superintendent McCall explained the annual requirement of the Department of Public Health for the School Committee to vote to affirm that Policy 6613.2 is an accurate reflection of this district's concussion policy.

Roll call vote:

*In favor:*

Michael Dennis  
Christina Smith  
Melissa Ayala  
Krista Bennett  
Scott Brown

Maleah Gustafson  
Sherrie Haber  
Laura Kirshenbaum  
Matthew Lavoie  
Linda Long-Bellil  
Kenneth Mills  
Karl Ottmar  
Deidre Shapiro  
Asima Silva  
Jeffrey Sullivan  
Kelly Williamson  
Linda Woodland  
Adam Young

*Opposed:*

None

*Abstained:*

Michael Pantos, Jr.

The motion passed 18-0-1.

B. Discussion of Report

Chair Dennis shared that the Superintendents' Report be broken out into four categories: FY22 Budget Priorities, Plan to increase in-person learning, Vision for the Model of SY 21-22, and review of the Regional Agreement. Chair Dennis has asked Superintendent McCall to present under each of those categories. Chair Dennis turned the meeting over to Superintendent McCall.

Superintendent McCall thanked members for sharing their thoughts and suggestions about the developing FY22 budget, and he appreciated their input submitted electronically via survey.

Budget Priorities

Superintendent McCall shared results of the FY22 Budget Priorities survey from 14 School Committee members (attachment 2).

Superintendent McCall started with a review of slides with a listing of all items that did not have specific budget implications.

Superintendent McCall asked that Members provide input as he goes through the survey results.

Several members had questions and comments about proposed or suggested new staffing positions.

Superintendent McCall reviewed survey results grouped under Domain 2 - Budget Considerations.



Member Williamson discussed Fountas and Pinnell curriculum, that it is a great resource and she recommended we do not discontinue this curriculum.

Superintendent McCall reviewed survey results grouped under Domain 3 - Budget Considerations Effective Instruction

Member Mills requested a staffing plan to be shared before upcoming Town Meetings.

Chair Dennis stated that we need approval from the School Committee no later than March 17th in order for the WRSDC proposed FY22 appropriation to be included on the warrant for the first Town Meetings, scheduled for Monday, May 3, 2021. Timing is important.

Member Gustafson asked what the administration is doing to assess and estimate the expected student population for next year and understand if students who have left are planning to return. Superintendent McCall indicated that a survey will be going out soon to these families who have left the District and their plans for coming back into the District. Superintendent McCall did say that it may be difficult to contact these families as they are no longer in the system.

Member Brown asked if we are looking to reach out to those students who are fully remote and their reason why they are staying remote. Superintendent McCall shared there will be a survey going to families to determine decisions to stay or switch from in-person back to remote or vice versa.

Superintendent McCall reviewed Domain 4 Budget Considerations (PD & Instructions for Collaboration)

Member Kirshenbaum questioned how we might leverage teachers' expertise in different areas for PD. Can a stipend per workshop, compensation of some sort be offered. This could be a cost saving measure having someone in staff provide professional development. Details for this in the budget plan could be useful.

Member Williamson suggested Teachers could provide a huge opportunity in providing online Professional Development for their peers.

Discussion about what Trauma Informed District might look like took place.

Superintendent McCall reviewed Domain 5 Budget Considerations (Students' Social, Emotional, and Health Needs).

Member Lavoie, Member Haber, and Member Mills all had comments about the staffing plan for this year and next year.

Superintendent McCall corrected the slide to reflect 3 additional counselors not 6.



-Superintendent McCall reviewed Pandemic-Related Budget Considerations

Superintendent McCall reviewed 2020-2027 Staffing Plan - Pre-Pandemic.  
Superintendent McCall Reviewed 21 Actual Staffing Additions.

Superintendent McCall reviewed Covid Relief Grants

Member Long-Bellil requested that Special Education compensatory services be identified as its own item.

Member Mills would like to compare what we reduced in staffing last year and asked to add a column FY21 Pre-Pandemic Eliminations to the 2020-2027 Staffing Plan. Superintendent McCall is working on Proposed Additions based on staffing plan, Reductions and then Actuals. Director Deedy will address this at the Business/Finance Subcommittee meeting, and then it will be shared with all members.

Superintendent McCall asked Supervisor of Information Services Sclar to post the survey link in the chat.

Several members expressed their concerns that the survey would not provide any meaningful information, commenting their opinions that the survey is too general.

Chair Dennis moved to the next agenda item, to increase in-person learning for this school year.

Superintendent McCall presented, and spoke to DESE Plan to increase in-person learning this school year.

Superintendent McCall asked Administrator of Special Education Smith to talk about relaxing the ridership restrictions on van transportation starting on March 15th.

Superintendent continued with his presentation.

Chair Dennis asked Superintendent McCall, to provide to the School Committee by Monday, March 8th, the in-person learning plan for elementary and middle schools.

Member Haber strongly suggested that a survey not be sent without a plan in place. She also expressed her concern about spacing in the classroom.

Member Woodland, Member Gustafson, and Member Woodland raised concerns about the conflicts of 6 foot distancing messaging between CDC, the state and DESE. DESE and the state go against the CDC guidelines of 6 feet.

A discussion ensued on use of Binex Testing. Director Keenan explained that Binex can provide some value as people could show symptoms that develop during the day.

Member Kirshenbaum recommended that when the District surveys families that a question be added to remote families specifically, asking their willingness to return to school with or without a vaccine. This may help with plans for the fall. Comment was made that some families will not send children to school until there is a vaccine in place for children.

Member Ayala has concerns about 3 foot distancing and a concern about not offering a remote program in the fall especially for those students who, for medical reasons, cannot return to school.

Administrator Smith explained that individual plans are written for students either on an IEP or 504 to accommodate needs, including medical.

Significant discussion ensued, including how lunch is served in the schools, increasing van and bus capacities, pool testing, the pros and cons of surveys.

Superintendent McCall confirmed he is working with AA Transportation and building principals to ensure assigned seating is addressed on the “yellow buses.”

Member Gustafson asked about the Back to School Task Force. Superintendent McCall confirmed the Task Force is reconvening meetings next week.

Chair Dennis asked that given half of the students at the high school are continuing with remote instruction and are not hybrid/in-person two days a week, what is preventing the school/District from having hybrid days being full days instead of half days. Superintendent McCall would consider this and if there is an option to do it, it could perhaps be implemented.

Superintendent McCall talked to slide on Vision for School Year 2021-2022.

Motion: To extend the meeting to 10:30.

(K.Ottmar), (L. Long-Bellil)

Roll call vote:

*In favor:*

Michael Dennis  
Christina Smith  
Melissa Ayala  
Krista Bennett  
Scott Brown  
Maleah Gustafson  
Sherrie Haber  
Laura Kirshenbaum  
Matthew Lavoie  
Linda Long-Bellil  
Kenneth Mills  
Karl Ottmar  
Michael Pantos, Jr.



Deidre Shapiro  
Asima Silva  
Jeffrey Sullivan  
Kelly Williamson  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion passed unanimously.

Member Kirshenbaum and Member Woodland would like to ensure the District is thinking now of options to offer a remote option for fall 2021.

Chair Dennis moved forward to the next agenda item, Regional Review Agreement.

Superintendent McCall gave an overview of the Regional Review Agreement.

Member Mills provided an update on the Regional Agreement review. He did voice his concerns on how quickly the Committee needs to move on this review.

Chair Dennis thanked members who have agreed to serve on the Ad Hoc Subcommittee to Review the Regional Agreement. He explained that this process should have started much earlier, and as a result are finding ourselves in an extremely tight timeframe to conduct a proper review.

Members have inquired about the status of School Committee meetings returning to in-person, and Chair Dennis has asked the administration what may or may not be feasible to have the School Committee back in person. Chair Dennis explained that this was not intended for a topic tonight and that there is no timeframe set to go back to meetings in person.

#### VI. Unfinished Business

There was no unfinished business brought before the Committee.

#### VII. Secretary's Report

With no objection from members, Chair Dennis proposed the Committee vote approval of the January 25, 2021 special and regular meeting minutes, and the February 8, 2021 special and regular meetings minutes by unanimous consent. Chair Dennis will hold over on approval of executive session minutes until the next executive session.



- A. Approval of Executive Session Minutes of the Wachusett Regional School District held on August 24, 2020

Deferred

- B. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 14, 2020

Deferred

- C. Approval of Executive Session Minutes of the Wachusett Regional School District Committee held on September 29, 2020

Deferred

- D. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 9, 2020

Deferred

- E. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on November 17, 2020

Deferred

- F. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on December 7, 2020

Deferred

- G. Approval of #330 Special Meeting Minutes of the Wachusett Regional School District Committee held on January 25, 2021

No Motion brought forth to approve the regular meeting minutes of the WRSDC held on January 25, 2021. The minutes were approved by unanimous consent.

- H. Approval of #1357 Regular Meeting Minutes of the Wachusett Regional School District Committee held on January 25, 2021

No Motion brought forth to approve the regular meeting minutes of the WRSDC held on January 25, 2021. The minutes were approved by unanimous consent.

- I. Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on February 8, 2021

Deferred

- J. Approval of #331 Special Meeting Minutes of the Wachusett Regional School District Committee held on February 8, 2021

No Motion brought forth to approve the regular meeting minutes of the WRSDC held on February 8, 2021. The minutes were approved by unanimous consent.

- K. Approval of #1358 Regular Meeting Minutes of the Wachusett Regional School District Committee held on February 8, 2021

No Motion brought forth to approve the regular meeting minutes of the WRSDC held on January 25, 2021. The minutes were approved by unanimous consent.

#### VIII. Treasurer's Report/Financial Statements

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

#### IX. Committee Reports

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

Chair Dennis reported the Management Subcommittee met on February 11, 2021 and will meet again on March 11, 2021

- B. Education Subcommittee (C. Smith, Chair, L. Long-Bellil, Vice-chair, K. Bennett, S. Haber, R. Imber, L. Kirshenbaum, D. Shapiro)

Vice Chair Smith provided an update on the last Education Subcommittee meeting, where there was a discussion on budget priorities, the technology plan, a staffing plan, and a textbook plan. The subcommittee will meet next on Monday, March 8th.

- C. Business/Finance Subcommittee (M. Dennis, Chair, K. Mills, Vice-chair, M. Gustafson, B. Mitchel, K. Ottmar)

Newly appointed Subcommittee Chair Mills reported the subcommittee will meet next on Tuesday, March 2nd. An update will be provided at an upcoming School Committee meeting.

- D. Legal Affairs Subcommittee (S. Brown, Chair, K. Ottmar, Vice-chair, R. Imber)

In Subcommittee Chair Brown's absence, Member Ottmar updated that the next Legal Affairs meeting is on March 10th

- E. Superintendent Goals and Evaluation Subcommittee (K. Mills, Chair, L. Kirshenbaum, K. Williamson, L. Woodland)



Newly appointed Subcommittee Chair Lavoie updated that the next Superintendent Goals Subcommittee meeting will be on March 22nd..

- F. Facilities and Security Subcommittee (A. Young, Chair, K. Bennett, M. Pantos, L. Woodland)

Subcommittee Chair Young provided an update on the last Facilities and Securities Subcommittee meeting. Member Young gave big kudos to the level of effort to get the maintenance needs up to speed in all the buildings. The next meeting is tentatively scheduled for March 25th.

- G. Diversity, Equity, and Anti-Racism Subcommittee (A. Silva, Chair, L. Woodland, Vice-chair, M. Ayala, K. Bennett, M. Gustafson, J. Haynes, L. Kirshenbaum, L. Long-Bellil)

Subcommittee Vice-chair Woodland provided an update on the Diversity, Equity, and Anti-racism Subcommittee meeting, during which the subcommittee updated the harassment policy. Next meeting is March 23rd where the main topic will be an update on DEEP.

- H. Audit Advisory Board (B. Mitchel, Chair, A. Young, Vice-chair)

AAB Vice-chair Young reported this Board has not met since the last School Committee meeting.

- I. Ad Hoc Subcommittees

Ad Hoc Subcommittee to Review the Regional Agreement

- J. Building Committees

- K. School Council Reports:

Central Tree Middle School (M. Lavoie), Chocksett Middle School (K. Williamson), Davis Hill Elementary School (K. Williamson), Dawson Elementary School (L. Kirshenbaum), Glenwood Elementary School (N. Amos), Houghton Elementary School (D. Shapiro), Mayo Elementary School (A. Young), Mountview Middle School (S. Brown), Naquag Elementary School (S. Haber), Paxton Center School (K. Ottmar), Thomas Prince School (A. Silva), Wachusett Regional High School (K. Mills), Early Childhood Center (L. Woodland), Special Education Parents Advisory Council (SEPAC) (M. Gustafson)

Member Haber - Naquag Elementary School

- X. New Business

There was no new business brought before the School Committee.

- XI. Adjournment



Motion: To adjourn. (S.Haber), (R.Young)

Roll call vote:

*In favor:*

Michael Dennis  
Christina Smith  
Melissa Ayala  
Krista Bennett  
Maleah Gustafson  
Sherrie Haber  
Laura Kirshenbaum  
Matthew Lavoie  
Linda Long-Bellil  
Kenneth Mills  
Karl Ottmar  
Michael Pantos, Jr.  
Deidre Shapiro  
Jeffrey Sullivan  
Kelly Williamson  
Linda Woodland  
Adam Young

*Opposed:*

None

The motion passed unanimously.

The meeting adjourned at 10:12 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

DM:rj

Attachments:

- Attachment 1 – Public comment by Holden resident Heinold
- Attachment 2 – Survey results
- Attachment 3 - PowerPoint presentation

378 Malden Street  
Holden, MA 01520  
December 4, 2020

Wachusett School Committee:

As a lifelong resident of the Wachusett Region and alumna of its school system, I would like to weigh in on the current sad condition of the Wachusett District schools. My children are also products of the system and my grandchildren are currently in the system, and since I taught for several years in the system, so I feel I have some perspective here.

Last winter I read about the hiring of a Director of Social Emotional Learning at a 6 figure salary. Since I firmly believe that the direction of a child's emotional state should be his or her parents' primary responsibility, I wanted to know exactly what this person would be doing in the schools. By this time, children were no longer being taught in person due to Covid and it was pretty obvious that the school system had not prepared for this situation and children were in fact not being educated at all.

I called the superintendent's office and asked to speak to Mr. McCall. He was out of the office so I left a voice message. When I didn't hear from him in a reasonable time, I called again. The secretary who answered said he was working from home and she would pass along the message. When I still didn't hear from him, I called again. This time the secretary said he was working from home and asked what I wanted to speak with him about. I asked for a copy of the job description for the Director of Social and Emotional Learning. She said it hadn't been updated since the last person who held the job (Wasn't this supposed to be a new position?) and then regaled me with what a nice young man the new director was. After several more attempts, I finally received a copy of the job description. It was dated May 2018 but reading the 160 words it contains, one would never attach a 6 figure salary to the position described. Wondering what the new director's job really was, I called back until Mr. McCall finally called me. I was not impressed. He had few answers. He had done little planning and his hang dog attitude exhibited no enthusiasm for the challenges he was facing. It was obvious that he was unprepared as he described how woefully understaffed he was and how school systems of our size are normally staffed with twice as many people as he has.

As the final arbiters of the hiring process, the School Committee is equally responsible with the superintendent for the disgraceful irresponsibility of the hiring for this position, regardless of what a nice young man the new director was. You can then image my surprise when I read that the superintendent had assigned the Covid Task Force leadership to this brand new hire who didn't have a current job description. Such an abdication of leadership during a time a crisis should have been grounds for immediate termination of Mr. McCall. The fact that the School Committee did not do so is an indication of the School Committee's incompetence and lack of leadership and is the reason that the Wachusett Schools find themselves in the sad state they are in today. For the salary being paid to the superintendent, there are highly qualified administrators available who would get the schools moving ahead – you should hire one. I won't even go into the disgraceful motives of the teachers' union. The education of our kids seems to be the last thing all of you are interested in.

As an FYI, St. John's High School in Shrewsbury received the very same stay home order that every other school received. The students there were given one day off to get set up for at-home learning last March. The second day they began a full schedule of classes which progressed almost seamlessly until the end of the school year. When the 2020-21 school year began, they were back in school in person full-time literally without losing a step.

Why aren't the Wachusett Schools back in session? Due to your incompetence and irresponsibility our kids have lost a year of education that will negatively follow them for the rest of their lives. Do you not realize that while kids are at home receiving little to no valid instruction, many parents cannot work? You are destroying these kids and their families. As all state and federal officials have stated, these kids belong in school. You should all be ashamed of yourselves.

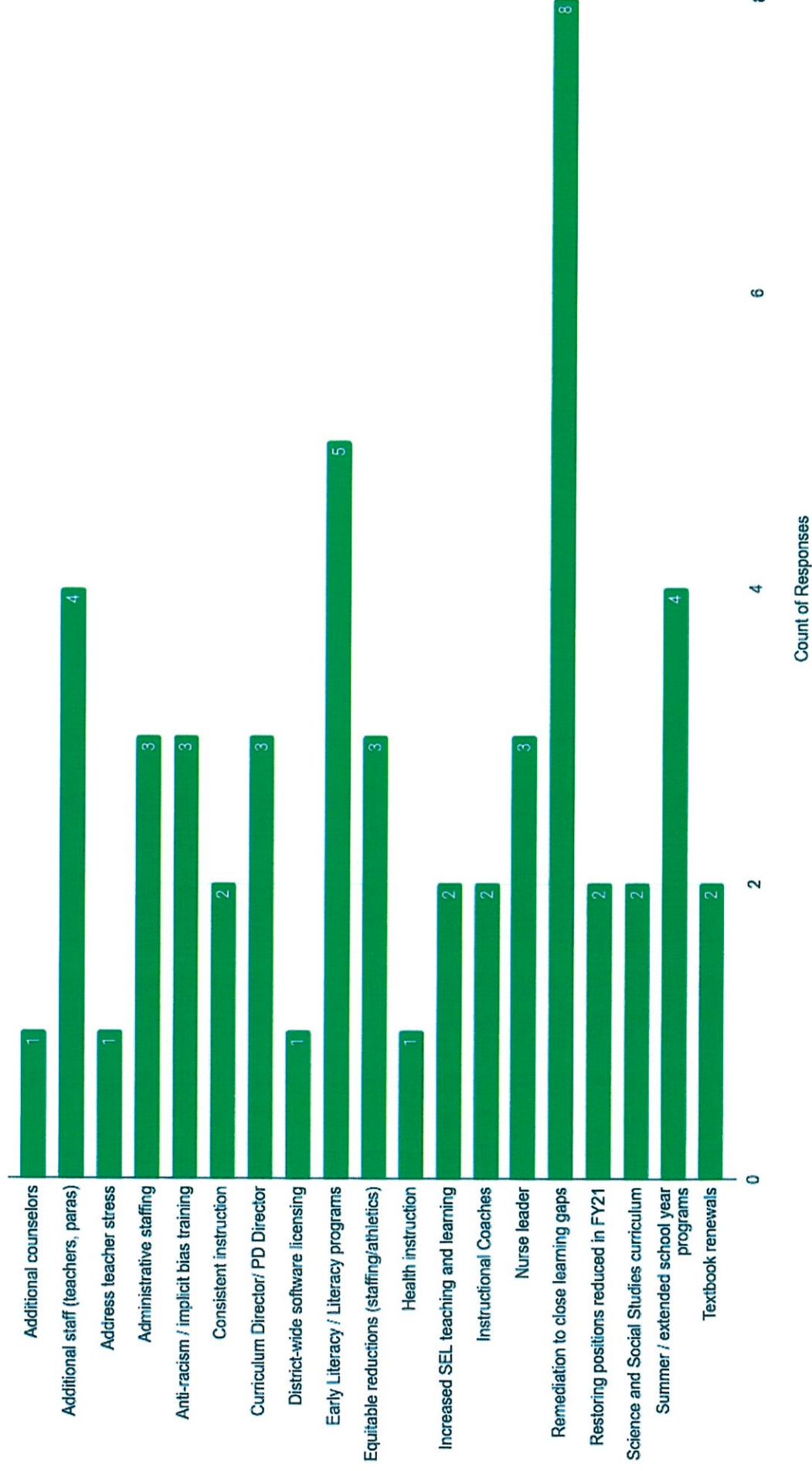
Rosemary E. Heinold



# FY22 Budget Priorities Survey Results

The chart below reflects WRSDC member responses (14 received) to the budget priorities survey shared during the 3/1 meeting.

## FY22 Budget Priorities Discussion



**Domain 1: Leadership, Governance, and Communication**

WRSD Social Media Presence / Outreach. Low to No budget impact. Enhance Outreach with texting / notification platform and survey functionality.

More leadership positions might be helpful.

Nurse and Assistant Business Director

Increased transparency within budget. Including itemized budget wherever possible, listing dollar amount spent on each type of materials/items.

Central office administration would greatly benefit having additional staff to assist with coordinating many different aspects to the district.

Line-item budget

Director of Facilities - as a new position or adjusted from current

An admin position to aid responding to the effects of COVID on our students and staff over the next couple of years. An admin position to provide reports and data for open communication with the public, maintain a dashboard of statistics.

Further Transparency in all communications including but not limited to: Budget, past spending, & current covid regulations and plans including possible roadblocks.

\*if we continue to use consultant, a clear vision of what her role will be and specific outcomes to maximize resources

\*Assistant Business Manager

\*Also, a data/assessment/survey manger -- or hiring someone with expertise in this area to fill Asst Bus Manager OR Asst Supt position. This will allow us to be more efficient in many areas - from assessment to "telling our story" in financial reports to tracking what's working with faculty & families and pull data to assist in grants, reports to SC, and decision-making

And THEN maybe:

\*Online presence for district - weekly video updates or live Q&A -- and technology to support it (Do we need Zoom to provide better communication?) Multi-media communication?

\*[although not requested, I also wonder about an Assistant Director for SPED as they are understaffed for a district our size]

Hire a new Deputy Superintendent

Bottom up approach on using simco reports on what is needed in the schools.



**Domain 2: Aligned Curriculum**

- Identify curricular changes (foreign language, music and arts) that were cut due to the funding issue and have a full discussion about what to restore before any other positions are added.

Have we checked that our books are not written with a supremacist biased?

Prioritizing spending on REQUIRED curriculum. Focusing less on optional or non-essential subject areas. Only purchasing new text books where absolutely necessary. (Example: Math and Science text books that are more than 20 years old.)

On the elementary level there is a need for a stronger science curriculum and an updated social studies/history curriculum. It should be equitable among all elementary schools in the district. The middle and high school level should also have updated history curriculum as well.

Math & science textbook renewals

Return of programs cut during the spring/summer of 2020. Any possibility to accelerate new textbooks and curriculum adoption.

Literacy program

I would like to see a return of the curriculum coordinator position.

Make Algebra I in 8th grade available to all students who demonstrate a proficiency in 7th grade.

\*Diversity/Inclusion initiatives (SEL?) embedded throughout (& training)

\*Early Literacy programs to meet needs of ALL students (F&P likely does not & a means for dyslexia screening that is required by law)

\*Improved consistency among schools -- ex: algebra I expanded (as described in strategic plan 5 yrs ago), SEL programs. We are a DISTRICT and need more consistent expectations

\*Making sure we are meeting needs of ALL students -- will adding more AP classes do that? or is it more effective to add a tech/literacy course to address all students not just our highest achieving? Or investing in resources for differentiated instruction & inclusion particularly in the lower grades to reduce gaps in the foundational skills and allow students to reach their full potential

\*This isn't really curriculum, but IF we are cutting languages from some schools and arts in some schools, we need to ALSO consider reducing a proportional amount in athletics if we truly value all in the education of our students



**Domain 3: Effective Instruction**

Remote with. Full Time In Person. Best method to align staff with students with budgetary impacts.

-Identify and reinforce best practices from remote learning that will enrich the curriculum moving forward. This might require the purchase of apps, online resources, and hardware, and PD to use it well. Our curriculum should be adaptative to the needs of all learners, both those gifted and those struggling, and this is a point in time to use our new tools to achieve that.

-Identify students who have fallen behind and create a plan to bring them back to level, whether in the summer or with other supplemental instruction, or by holding them back where appropriate.

More teachers are needed. More paras. More subs.

Early Literacy - particularly addressing pandemic-related remedial needs - making sure everyone is caught up.

Focus on less screen-time based learning platforms.

Having enough staff is priority but also clear consistent instruction across the district. Possibly having PD days to work on this, also to include administrators in these PD days. Or possibly this is where central office needs additional staffing to ensure Effective Instruction is equitable across the district.

Improvements to the WRSD's digital infrastructure.

Opportunities for smaller class sizes and/or during the school day small group tutoring. Librarians/media specialists for middle schools (and hopefully elementary as well), to augment and/or expand from technology integration specialists. Continue upgrading teacher equipment.

Chromebooks for all 6-12, Apps and tech that redefine "text books"

I feel like this area needs to remain flexible based on the educational model we will be following at that time. Additional tech support will not be needed if we are back to a full in school model.

\*Diversity/Inclusion initiatives (SEL?) embedded throughout (& training)

\*District-wide licenses for programs used -- teachers should not have PTA paying for apps in one building and paying out of their own pocket in another. Coordinate and give them the tools they need to teach in the current environment

\*Greater emphasis on technology skills -- including typing in younger grades. If we are implementing 1:1 Chromebooks for more grades, we need to also provide skills in technology, web-based research, typing, apps, presentation skills, and other tools to teach them how to use them. I would suggest that DIGITAL LITERACY specialists (or "LIBRARIANS" would be able to do this)

Make sure we have the budget to train staff to effectively teach the students. Purchase any software that maybe needed for the training.



**Domain 4: Professional Development & Structures for Collaboration**

- Continued PD around remote learning strategies that can enrich typical curriculum.

Our schools need to become trauma informed schools. Professional Development should be solely focused on that, and it needs to be mandatory NOT voluntary.

Prioritizing spending on necessary staff and personnel without creating extra positions.

List job descriptions for all proposed positions for public viewing.

Clear understanding and schedule for professional development days. More structured information provided to teachers on conducting remote/hybrid teaching simultaneously. Especially if this teaching method is necessary long term. Staff development training on communication for all staff including administrators.

Feedback on PD from employees as well as administrators.

Progress towards anti-racism/implicit bias training, exploring possibilities of trauma-informed training (see below in Domain 5) for all staff.

Address the extreme stress teachers and all staff have been working under since March 2020. My thought there comes from the adage "you can't pour from an empty cup". We need to make sure our teachers are supported to do their best work, which should lead to better student outcomes.

Staff Training on using technology innovations that have been introduced this year

It seems that much of the current PD is self guided. I'd like to see the district focus on being more cohesive. For example I would have liked the Caitlin Tucker class to be required as the district rolled out the new learning model. If we want teachers to be on the same page we need to give them the same tools.

\* Diversity/Inclusion initiatives (SEL?) embedded throughout (& training)

\* District-wide training on things like differentiated instruction in reading/writing/math and SEL -- not just for SPED teachers and psychologist. We have at least one principal who has received grants to implement this in their building -- we need to make this an expectation and find ways to share this knowledge across all schools so that ALL students may benefit.

\* Technology instruction for ALL

\* Greater expectation of consistency across district

We need to make sure we have communication in place with what the administration and teachers need from PD. This should cost us very little.



**Domain 5: Students' Social, Emotional, and Health Needs**

Summer School services for any and all who need it

- Weigh hiring counselors against cutting teachers and programs. I am a bit aghast that we let go classroom teachers and are hiring staff without a discussion.

We need to have more than one counselor in each school. And there needs to be a curriculum implemented towards empathy, introspection, interoception, to develop a salutogenic model of health instead of a purely reactionary pathogenic model. This curriculum need not be intensive, but it needs to be consistent throughout every grade level, and mandatory.

Ensure all schools have adequate staffing of physical and mental health professionals (nurses, counselors, etc.)

Counselors, Resource Nurse, stress relief and management

Elementary counselors are needed and health teachers/classes for middle school students are a necessity. Health class plays a huge role in diversity training among other health topics that are essential in this age range.

Increased numbers of counselors.

Progress towards Anti-racism/implicit bias training - with remote learning, I am seeing a lot of missed opportunities for shifting the mindset in what our youngest learners are exposed to for what is deemed as "default" culturally. I'm sure it's been like this in all settings for a long time, meaning I don't think this is new to remote (instead, a new opportunity to observe this up close). It's through no malice, but lack of awareness. I've seen 6 year old children calculate if it's worth it to fight micro-aggressions on any given day when unintentionally marginalized through activities, word choice, visuals choice, etc. I've also seen teacher frustration at knowing that the response given isn't the best, but not having the tools to confidently correct themselves in the moment. These messages at such a young age, including the bystanders, are causing lasting damage the district should be committed to undo.

Counselors in the Elementary schools, support for after school clubs both online or in person (when we are back)

Continue INTERFACE program. Increase clubs at middle school level for more social interaction.

\* Counselors

\* Increased SEL teaching & learning across the district and embedded into academics at all levels -- which requires PD for teachers on how to integrate this [many are doing it, but needs to be an expectation & resources provided] AND access to specific curriculum resources to do so.

\* Maintain services like the Interface that support families

\*Maximize SPED services & resources (particularly inclusion students not in district-wide programs - we should never have a family feel as if they are not receiving what their student needs because we do not have the time/resources to do so. We need to find a way. If that is more SLP so they can visit classes and do real-time social skills, or additional paras to work on executive function areas OR provide consistency even when the primary teacher is absent. Identify what we NEED then ways to maximize the budget to meet those needs, rather than saying that "we need X, but the budget is limited."



\* Awareness of SES diversity within our district and policies that recognize that in a district where that may be particularly stigmatized. For example, I would love to see us find a way to support the free lunch implemented this year if possible. We have many more students impacted by low income situations in our district than people realize, many just above the poverty line, and need to find ways to support them (increasing fees for so many things does not do that).

In the past years we have added school counselors and installed programs to help students in need. It would be beneficial if we could add more to the district.

### **Pandemic-Related Priorities**

Getting back to school safely, full time, with all the supports needed for teachers and students

- Quickly decide if a remote academy would keep kids in district next year and make it happen.

same as above.

it all ties in together.

Testing and Contact Tracing

Full-Time In-Person Learning for 2021/22.

Making sure that teachers have needed supplies for safety; making sure tech programs are robust; training for teachers for tech, if needed

Pool testing continue to run through 2021/2022. Also to have additional staff or substitutes readily available for the 2021/2022 school year in case of staff/teacher quarantine.

Continued improvements for healthy buildings and facilities.

Maintaining a robust remote option within the district, in some way, for the students who cannot return to in-person school until children can be vaccinated. Perhaps this remote option could be used as a school choice draw for other districts to opt into. Also, remediation for missed screening for dyslexia/speech/etc, tutoring or other intervention to address pandemic-related disruptions to learning.

In theory, the district would be able to provide (outdoor) groups for S-E health during the summer and early fall to focus on reconnecting to each other in person, in order to create a better foundation for student learning once the typical school year begins again. Some of our students who cannot return to buildings could return outdoors in small groups.

Need to address anticipated early literacy gaps due to k-2 online instruction (more tutoring, extended day/year)

-Remediation / summer classes for ANY student who needs it. It should not be limited to those in special education or those who failed a course. If we do not have teachers available an online option should be made available. Special consideration should be made for those elementary children who did not reach reading level requirements. -Budget considerations need to be made for things like additional desks for elementary schools should students be back full time with spacing requirements still in place.

Bring all students back to school full time



\* Virtual academy -- there are some students who learn best and/or need to stay remote for health reasons. It is essential that we do whatever is needed to give them an option to stay in district

\* Re testing: I would be interested in investigated pooled testing on our own. It may have fewer hoops than what the state is offering and be able to be implemented more quickly for similar cost since we are a large district. Or could we form a consortium for testing purchasing with nearby districts to maximize our purchasing power as one of the largest regional districts in the state? Cost-comparison of different options --not just assuming the state is best

\* Summer options to help stem learning loss - not just for ESY students

Have a clear plan in place and communicate this to the employees and the parents of the district. If we want the elementary students in full time and the higher grades in more then we have them currently. We will have a added cost to have the students in more then the current hybrid plan we have in place now. Additional bussing cost. How to deal with the lunch situation at the high school and what related cost would that have. PPE cost.

### **Additional Priorities**

Transportation. Budget impact.

- Survey every kid that left the district for home school, SOON, and see what you can learn about what will bring them back next year. The private school kids are gone.

Stop spreading people thin...and hire the necessary staff!

Compensatory Education for Children in Special Education

Ensure contribution from each town is no greater than 3.00% increase from last year.

Hire qualified personnel for new District Director of Facilities role.

Increase budget for facilities and operations in order to continue to provide quality buildings with decent indoor air quality. Facilities budget has been level funded for past several years.

The middle school in Holden is in need of additional teaching staff. Also to ensure there are enough paraprofessionals and aides to consistently cover all children where needed per their IEP or 504 plan.

While this isn't quite able to be spelled out over the domains, I believe that our top priority should be increasing the number of counselors in our schools, as we have consistently heard about the mental health challenges associated with the pandemic. After that, would be to prioritize our SPED programs. After those, then would be to look at class size.

I'm concerned about town acceptance of any increase beyond "keeping the doors open", (which in itself is a fraught phrase and idea this year). I would love to see priority given to address the disruptions since Spring 2020, but I am skeptical that our towns will see increases in the budget as acceptable, even as they ask for the district to make up for lost ground. The communication of these priorities is critical, and must be aimed for those not well-versed in education-speak, all in the hope that we can create better opportunities for our students.



## Low student to teacher ratios

-I'm concerned about the transportation budget and its impact on the rest of the priorities. Based on the items listed as needing school committee input: I expect that the district will use Excess and Deficiency and stabilization money as we are expecting our towns to do the same. This will be a lean year for everyone. - Additional Staffing: if possible I'd like to see us return to our staffing plan and work in order of priority (maybe those priorities have changed with COVID) - Athletics: If athletic fees need to increase to keep programs active then they should increase where needed. I do not think that the track surface project should be a consideration this year. -%Goal: I don't think we should have a goal % increase but to see what is REQUIRED, then what is NEEDED and go from there.

## Conduct systematic standards-based assessments and provide remediation through summer and extended day programming

\*I will reiterate that I think a data/survey person would have long-term benefits to many other areas of our district -- from curriculum assessment to parent outreach & satisfaction to SEL and financials. It would allow us to do more with less more efficiently and maximize the efficiency in which we design, collect, and use information to inform decisions and track progress as well as help identify trends to access funds

\* The diversity initiative is also essential in creating the kind of inclusive district -- from administration to curriculum to SEL -- that we have discussed. It touches every aspect of our district and engagement of families, staff, & students.

Looking at the overall budget and what the towns are asking us to bring to the table my priority is to not have any layoffs in any of our current employees. Classroom size is my number one priority. Also looking at the budget and the future we need to look at what cost comes with a remote academy. And what cost if we don't come up with a remote academy and students leave the district because they do not want to be in the buildings.



# Wachusett Regional School District

Report of Superintendent McCall

March 1, 2021

School Committee Meeting

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## *Topics for discussion*

1. Setting Our FY22 Budget Priorities
2. Plan to Increase In-person Learning for this School Year
3. Vision for Model of School Year 2021-2022
4. Regional Agreement Review

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## *Setting Our FY22 Budget Priorities*

- A [survey](#) of WRSDC members was conducted in late February in order to gather recommendations for FY22 budget planning
- The results are outlined over the next several slides, organized and consolidated to facilitate discussion
- Recommendations are also being gathered from the school Principals and Directors to inform our FY22 budget planning
- All of this information will be used to create our FY22 budget

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## Budget Priorities

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## WRSDC Survey Results

The following items from the survey do not have specific budget implications:

- Social media / online presence and communication
  - Text notifications, surveys, video updates
- Budget transparency / line-item budget
  - Line-item budget provided 3/1/21
- Clarify role for consultant
- SIMCO reports to inform budget decisions
- Bias in curriculum materials
- Improved programmatic consistency

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## WRSDC Survey Results

The following items from the survey do not have specific budget implications:

- Reinforce best remote practices to enrich curriculum
- Reduced screen-based instruction
- Chromebook 1:1 program grades 6-12
  - Completed in February 2021
- Redefining "textbooks"
- Trauma informed district / schools
- Job descriptions for new positions
- PD feedback from staff
- Consistent district-wide PD

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## Strategic Plan Domains

Domain 1	Domain 2	Domain 3	Domain 4	Domain 5
Leadership, Governance, & Communication	Aligned Curriculum	Effective Instruction	Professional Development & Structures for Collaboration	Students' Social, Emotional, & Health Needs

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## WRSDC Survey Results

Domain 1 Budget Considerations  
(Leadership, Governance, & Communication)

- Administrative positions
  - Assistant Business Manager
  - Deputy Superintendent
  - Nurse Leader / COVID-related support
  - Data Manager
  - Assistant Special Ed Director
  - Curriculum Coordinator / PD Coordinator

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## ***WRSDC Survey Results***

### **Domain 2 Budget Considerations (Aligned Curriculum)**

- Restoring positions reduced in FY21
- Textbook renewals
- Stronger Science and Social Studies curriculum
- Early Literacy / Literacy program
- 8th Grade Algebra availability
- Dyslexia screening and support
- Equitable reductions (staffing/athletics)

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## ***WRSDC Survey Results***

### **Domain 3 Budget Considerations (Effective Instruction)**

- Pandemic-related remedial needs
- Summer / ESY programs
- Additional staff
  - Teachers, paras, subs
- Consistent instruction
  - Instructional coaches may help address this
- Librarians / media specialists
- Upgrade teacher equipment
- District-wide software licensing
- Digital literacy
  - Technology integration staff will provide support in this area

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## ***WRSDC Survey Results***

### **Domain 4 Budget Considerations (Professional Development & Structures for Collaboration)**

- Increased district-wide PD offerings
- Anti-racism / implicit bias training
- Address teacher stress
- Continued training for technology added in FY21
  - Tech integration team will provide support in this area

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## ***WRSDC Survey Results***

### **Domain 5 Budget Considerations (Students' Social, Emotional, and Health Needs)**

- Additional Counselors - six members identified this as priority
- Begin formal training to address anti-racism, anti-bias work in the district
- Interface counseling referral system
- Nurse Leader
- Increased SEL teaching and learning across the district, and embedding into instruction
- Health instruction

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## WRSDC Survey Results

### Pandemic-Related Budget Considerations

- Virtual academy
- Full-time in-person learning - plan
- Pooled testing
- PPE
- Summer remediation/tutoring

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## 2020-2027 Staffing Plan - Pre-Pandemic

### FY21 Proposed Additions:

- 3 Elementary Counselors
- 1 Support Nurse
- 1 AP (Naquag)
- 2 Classroom teachers

### FY22 Proposed Additions:

- 1 Director Voke/Tech Ed
- 1 ESL Teacher
- 1 Tech. Int. Specialist
- 1 Team Chair (ECC)
- 5 Classroom Teachers (Class Size)
- 1 Assist. Business Director

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## FY 21 Actual Staffing Additions

- 20 Building Subs
- 1 Nurse Leader (not hired yet)
- 3 Elementary Guidance Counselors (not hired yet)
- 2 Technology Integration Specialists
- 1 Naquag A.P.
- 1 Custodian

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## Covid Relief Grants

- Fund Code 118: \$164,004 from the Remote Learning Technology Essentials Grant
  - Partially covered the cost of 1,200 Chromebooks
  - Partially covered the cost of 50 mobile hotspots
- Fund Code 113: \$176,898 from the Elementary and Secondary Emergency Relief Fund (ESSER)
  - Purchased licenses for Lexia Learning
  - Personal Protective Equipment (PPE)
  - Cleaning supplies

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## Covid Relief Grants (Continued)

- **Fund Code 102: \$1,572,300 from the School Reopening Grant**
  - Funded the remaining cost of 1200 Chromebooks and 50 hotspots
  - Software and Apps, including Seesaw online learning platform, STAR Reading and STAR Math comprehensive assessments, Automated science labs, Music Software
  - Online textbook subscriptions
  - Technology to support teachers (cameras, mics, hardware, etc.)
  - PPE for all students and staff, included masks for musical instruments
  - Cleaning supplies
  - Bathroom partitions, plexiglass, and overtime to cover HVAC and facility repairs
  - Unemployment costs
  - Cafeteria expenses, including packaging and staff costs
  - Professional development for teachers

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## Plan to Increase In-person Learning for this School Year

### DESE Plan to Increase In-person Learning This School Year

The Massachusetts Department of Elementary and Secondary Education (DESE) would like all K-5 students back to full In-person learning by the first week of April

Commissioner Riley will be seeking the authority from the Board of Education to:

- Force schools to reopen
- No longer count hybrid and remote models as structured learning hours

With mitigation strategies in place, the belief is that schools should be able to reopen safely

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### DESE Guidance

- DESE relaxed ridership restrictions for student transportation
  - More students may ride the bus and vans moving forward
- DESE continues to promote a minimum of 3 feet to 6 feet of social distancing in schools
  - This applies to all spaces within a school where a mask is worn
  - Cafeterias will remain at a minimum of 6 feet of distancing since students must remove their masks to eat

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## Planning Steps to Increase In-person Learning

Since bringing students back to school for hybrid learning, WRSD mitigation strategies have included:

- Maintaining 6 feet of physical distancing in almost all learning environments
- Requiring mask wearing
- Following hand hygiene protocols
- Erecting spatial barriers
- Following detailed cleaning protocols
- Ensuring all ventilation systems are providing 4 or more air changes per hour

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## Planning Steps to Increase In-person Learning

Transitioning students into the elementary schools for a full in-person experience will require us to:

- Shift from 6 feet of distance in most classrooms to between 6 feet and 3 feet of distance.
- We will be assessing school learning spaces over the next two weeks. This will include cafeterias where distancing must remain at 6 feet when students are not wearing masks. DESE will share updated guidance with districts in the next few weeks.
- This week, a survey will be sent to K-5 families so we are able to assess which families will choose to return to full in person learning.

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## Full In-Person Start Date Goal - Month of April

We will be providing additional information to families and staff as we continue to assess the viability of full in-person learning starting with grades K-5.

At this time, we do not have a specific date in April for a full return as there are still obstacles to overcome such as distancing of students in the cafeteria.

The Massachusetts Department of Elementary and Secondary Education and the Massachusetts Board of Education will be providing additional guidelines and information.

This is an exciting time for our community and the district as we work together towards a return to a safe, full in-person learning model.

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## Remote Learning Model

The WRSD will continue our full remote learning programming for Cohort C students through the remainder of this school year.

Through our survey we will reach out to families to determine if any Cohort C students would like to shift to the full in-person model when available.

Please note that DESE has informally noted that it is unlikely to offer support of full remote options for the 2021-2022 school year.

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## BinaxNOW Testing Program



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## BinaxNOW Testing Program



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## Status of BinaxNOW testing in WRSD

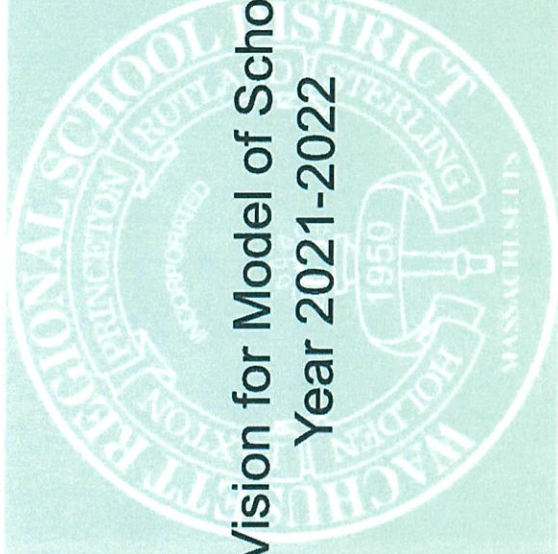
- BinaxNOW testing is used for symptomatic students and staff in school
  - Rapid antigen test administered with a nasal swab
  - Testing is optional
- Testing kits were delivered to School Nurses during the week of February 22nd
- School nurses will be trained to administer tests during the week of March 1st
- We expect testing program to begin soon
- First step prior to Pooled Testing
  - Pooled Testing window has been extended to April 18th
    - DESE will pay for 6 weeks of pooled testing as long as it starts prior to April 18th.
    - Must start Binex testing before moving to pooled testing
    - District looking at feasibility of conducting pooled testing

[DESE BinaxNOW informational website](#)

[BinaxNOW FAQ Document](#)

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## Vision for Model of School Year 2021-2022



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## Vision for School Year 2021-2022

For the next school year, there will be full in-person learning for all students in the Wachusett Regional School District with continued mitigation strategies put into place that are recommended by DESE including wearing masks, hand-washing, air circulation, etc. Toward meeting this goal we will:

- Assess our spring reopening plan
- Gather feedback from administration, teachers, families, and students to inform planning
- Work with our reopening task force to assist with planning steps - First meeting 3/22

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## Additional Plans for 2021-2022 Include

- Continue to monitor network demands and expand our infrastructure and internet connection as needed
- Provide additional equipment, applications and software as needed
- Continue to provide training to staff in the form of professional development workshops, district funded courses, and individualized instruction
- Begin the process of developing our next Strategic Plan

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## Regional Agreement

### Regional Agreement - Next steps include:

- Subcommittee defined
- Review of the agreement
- Identify District and town priorities
- Hold a public hearing
- Draft and review an agreement
- Submit to towns for approval at town meetings

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**Thank You**





WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

DRAFT Minutes

Annual Budget Hearing  
Special Meeting #332

Monday, March 8, 2021  
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

*Wachusett Regional School District Committee*

Michael Dennis, Chair	Linda Long-Bellil
Christina Smith, Vice-chair	Kenneth Mills
Melissa Ayala	Karl Ottmar
Krista Bennett	Michael Pantos, Jr.
Scott Brown	Deidre Shapiro
Maleah Gustafson	Asima Silva
Sherrie Haber	Jeffrey Sullivan
Robert Imber	Kelly Williamson
Laura Kirshenbaum	Linda Woodland
Eric Knowlton	Adam Young
Matthew Lavoie	

*Committee Members Absent:*

Benjamin Mitchel

*Administration Present:*

Darryll McCall, Superintendent of Schools  
Robert Berlo, Deputy Superintendent  
Jeff Carlson, Director of Human Resources  
Daniel Deedy, Director of Business and Finance  
Brendan Keenan, Director of Social Emotional Learning  
Christine Smith, Administrator of Special Education  
Barry Sclar, Supervisor of Information Technology  
Randi Jacob, Executive Assistant to the Superintendent

*Student Representatives Present:*

Kenichi Gomi                      Kathryn Mangus

I. Call to Order

Chair Dennis called the special meeting/Annual Budget Hearing to order at 7:00 PM.

Chair Dennis announced the meeting was being conducted remotely, via Google Meet, and was being broadcast live on Channel 194 and holdentv.com. Members of the public could access the meeting via YouTube. Chair Dennis explained that members of the public could submit a request to participate in the Public Hearing by way of a link on the District website, and an invitation to join the meeting would be shared and the individual could address the Committee.

Chair Dennis outlined how the Annual Budget Hearing would proceed, with a presentation on the FY22 budget, followed by the opportunity for members of the public to ask questions. He explained School Committee members will also have the opportunity for discussion and comments during the Annual Budget Hearing.

Chair Dennis further explained that at the conclusion of the Annual Budget Hearing, the next agenda item to be addressed would be the Return to School Plan.

## II. Presentation of the *Proposed FY22 Appropriation*

Chair Dennis turned the meeting over to Superintendent McCall.

Superintendent McCall explained Deputy Superintendent Berlo, Director of Business and Finance Deedy, Director of Human Resources Carlson, Administrator of Special Education Smith, and Director of SEL Keenan would participate in the presentation (attachment 1).

As Superintendent McCall went through the presentation, he asked members of the executive staff to speak to the information on certain slides.

Superintendent McCall mentioned that he had met with town officials in the last few weeks to review and discuss the proposed budget.

Superintendent McCall's presentation concluded at 7:25 PM.

Opened discussion on budget. At the regular meeting on March 15, 2021 the motion for approval of budget and town assessments will be on the agenda. This meeting is an opportunity to provide feedback and ask questions in preparation for the March 15th meeting. Chair Dennis explained that a two-thirds vote of the full Committee (15 votes in favor) is required to approve the budget. Chair Dennis asked the Committee to be mindful of attendance.

Chair Dennis asked that during the meeting members raise their hands to speak through the chat.

Member Pantos raised questions about utilities, the number of permanent full time substitutes, and if online resources are consistent across grade levels. Director Deedy responded as well as gave a brief summary of the 240 Grant.



Member Woodland asked if items that were purchased during COVID with one time grant funds are built into the budget as we are going to need more COVID related items next year.

Director Deedy confirmed he heard from DESE that we can use Circuit Breaker for transportation and that this would be an allowable expense.

Member Haber and Member Mills discussed using E & D (Excess & Deficiency) and reducing assessments.

Member Gustafson discussed the need to get a better handle on enrollment figures and how it factors into the budget. Superintendent explained that Director Keenan is working on enrollment numbers. There was a concern raised that if students come back there will not be enough staffing.

Chair Dennis asked if we get a budget to towns and it does not pass, do we have the opportunity to send revised lower budget.

Member Young asked for clarification on benefits insurance payments and when they are due. Superintendent McCall explained we have to pay upfront to get a discount.

Director Deedy talked about what funds that can be carried forward.

Member Young talked about transportation stabilization and Charter School Reimbursements.

Member Knowlton inquired if we are able to monitor the effectiveness and usage of the learning platforms we have purchased. He also inquired how the District was keeping track of the PPE we purchased and what is needed. Director Berlo responded to both questions.

Member Imber discussed the high staffing ratio and asked why there was a big increase in benefits. Superintendent McCall responded.

Chair Dennis cautioned by using carryover this year could result in problems for future years.

Member Woodland asked how we were identifying those students who will need remediation.

Member Imber strongly promoted the need for a Vocational Education Coordinator. Vice-Chair Smith, Member Long-Bellil agreed.

### III. Public Hearing

Chair Dennis asked those from the public who wish to address the School Committee to state their name and address, to address any comments directly to the Chair, to keep comments to two minutes, and to then disconnect from the meeting at the conclusion of their remarks. Chair Dennis asked if the public would like to forward a written version of their comments to be included in the public record, to please forward to Randi Jacob.

The following members of the public spoke:

1. Sue Stowe, 154 Blair Drive, Holden

### IV. Return to School Plan

At 9:02, Chair Dennis turned the discussion over to Superintendent McCall to discuss the return to school plan.

Following his presentation, Superintendent McCall opened up the meeting for questions at 9:14 PM.

Many members commended Superintendent McCall on arranging for the District staff to get vaccinated on March 17th.

Vice-chair Smith asked about schedules and how the District will deal with potential classroom overflow issues.

Member Ayala expressed concern about DESE vs. CDC Guidelines as it relates to 3ft / 6ft distancing. Member Ayala also highlighted a concern about COHORT C and the number of students who would remain remote versus those students who are back in school.

Member Ottmar asked if the District has considered what to do about student bathroom breaks. Superintendent McCall explained that more petitions were being added to the bathrooms.

Member Gustafson asked if the District could have a Town Hall meeting with the community prior to the reopening. Superintendent McCall thought this was a good idea.

9:33 PM Member Ottmar left the meeting.

Member Gustafson asked if spaces like the gym and art rooms are being used then where are specials going. Superintendent McCall indicated schools may have PE go outside and possibly use the libraries.

9:36 PM Member Ottmar returned to the meeting.



Several Members have concerns about bringing back High School students. Superintendent McCall explained the HS is just starting to discuss what needs to be done and that it is more challenging than the elementary and middle schools.

Member Kirshenbaum raised a concern about how important the need is for contact tracing with more students back in the building.

Member Lavoie asked if the one hour at the end of day would be brought back, if middle school athletes would be reinstated for the spring, and wanted clarification that the vaccinations were not being mandated by the District. Superintendent McCall answered Member Lavoie's questions explaining that the one hour at the end of the school day would be added back into school schedules, that middle school athletics would not be reinstated in the spring of 2021, and he confirmed that vaccinations will not be mandated.

Member Woodland brought up concerns about distancing and about potential scheduling changes. Superintendent McCall shared that we are still in preliminary stages in planning and it may be possible for schedules to change again.

Motion: To extend the meeting to 10:30 PM.

(M. Gustafson)  
(L. Long-Bellil)

Roll call vote

*In favor:*

Michael Dennis  
Christina Smith  
Melissa Ayala  
Krista Bennett  
Scott Brown  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Eric Knowlton  
Matthew Lavoie  
Linda Long-Bellil  
Kenneth Mills  
Karl Ottmar  
Michael Pantos, Jr.  
Deidre Shapiro  
Asima Silva  
Jeffrey Sullivan  
Kelly Williamson  
Linda Woodland  
Adam Young

*Opposed:*

None

The motion passed unanimously.

Chair Dennis clarified the District has aspirations for all students, grades K-8, who want to return to full in-person learning to be able to do so and that the District is planning for a return on April 5th for K-8. The District also has aspirations that all High School students who want to return will be able to do so, with a tentative date of April 26th to return.

Discussion about the reopening of schools continued, with several members sharing their comments and questions, including plans for those students who might opt to remain fully remote, the importance of continuing with safety protocols including hand washing and mask wearing, and the status of current Cohort C students who may remain remote due to medical issues.

#### IV. Adjournment

Motion: To adjourn the Special Meeting/Annual Budget Hearing.  
(K. Mills)  
(S. Brown)

#### Roll call vote

##### *In favor:*

Michael Dennis  
Christina Smith  
Melissa Ayala  
Krista Bennett  
Scott Brown  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Eric Knowlton  
Matthew Lavoie  
Linda Long-Bellil  
Kenneth Mills  
Karl Ottmar  
Michael Pantos, Jr.  
Deidre Shapiro  
Asima Silva  
Jeffrey Sullivan  
Kelly Williamson  
Linda Woodland  
Adam Young

##### *Opposed:*

None



The motion passed unanimously.

The Special Meeting/Annual Budget Hearing adjourned at 10:09 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

DM/rj

Attachments:

- FY22 Budget PowerPoint presentation (attachment 1)
- School Reopening presentation (attachment 2)



### FY22 Budget Hearing Plan for Full In-Person Learning March 8, 2021

Wachusett Regional School District

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- FY22 Budget Hearing
  - Enrollment Update
  - Budget Overview
  - Salaries & Benefits
  - Instruction & Operations
  - Fixed Costs
  - Total Expenditures
  - Revenues
  - Staffing Update
- Return to Full In-Person Learning

## FY22 BUDGET

## ENROLLMENT UPDATE

- October 1, 2020 Enrollment: 6,586
  - 6% decline from Oct. 1 2019  
(424 students)
- Current Enrollment: 6,696
  - Increase of 110 students since Oct. 1
  - 5.3% decline from March 2020  
(382 students)

## Enrollment Update

Wachusett Regional School District

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Wachusett Regional School District

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## DISTRICT ENROLLMENT SHARE

Overall District	Oct. 2019		Oct. 2020		Enrollment Change	
	Town	Count	Percentage	Count	Percentage	Count
Holden		3,335	47.62%	3,153	47.87%	-182
Paxton		646	9.22%	621	9.43%	-25
Princeton		428	6.11%	399	6.06%	-29
Rutland		1,589	22.69%	1,505	22.85%	-84
Sterling		1,005	14.35%	908	13.79%	-97
<b>Total</b>		<b>7,003</b>	<b>100.00%</b>	<b>6,586</b>	<b>100.00%</b>	<b>-417</b>

Wachusett Regional School District

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Wachusett Regional School District

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## HIGH SCHOOL ENROLLMENT SHARE

High School	Oct. 2019		Oct. 2020		Enrollment Change	
	Town	Count	Percentage	Count	Percentage	Count
Holden		920	44.66%	935	46.68%	15
Paxton		201	9.76%	196	9.79%	-5
Princeton		130	6.31%	114	5.69%	-16
Rutland		497	24.13%	481	24.01%	-16
Sterling		312	15.15%	277	13.83%	-35
<b>Total</b>		<b>2,060</b>	<b>100.00%</b>	<b>2,003</b>	<b>100.00%</b>	<b>-57</b>

## FY22 BUDGET

## BUDGET PRIORITIES DISCUSSION

WRSDC members were surveyed as part of a budget priorities discussion on March 1st. The results indicated the following as the top priorities for FY22:

- Remediation to close learning gaps
- Early literacy / literacy programs
- Summer / extended school year programs
- Additional staff (teachers, paras)
- Administrative staffing
- Anti-racism / implicit bias training
- Curriculum Director / PD Director
- Equitable reductions (staffing/athletics)
- Nurse Leader

# Budget Overview

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## Budget Reduction History

- **Feb. 8 Budget Retreat: \$106,827,130 (4.61% increase)**
- **Feb. 22 Town Budget Meetings: \$106,014,551 (3.82% increase)**
  - Reduced from Budget Retreat by \$812,579 primarily due to reductions in projected insurance costs
- **March 8 Budget Hearing: \$105,193,279 (3.01% increase)**
  - Reduced from 2/22 by \$821,272
    - Salaries & Stipends reduced by \$41,000
    - Benefits & Insurance reduced by \$43,306
    - Instructional Support reduced by \$51,966
    - Special Ed Tuitions reduced by \$325,000
    - Transportation reduced by \$360,000

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## FY22 BUDGET

## SALARIES &amp; STIPENDS

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
\$65,182,485	\$66,902,524	\$1,720,039	2.64%

- Reflect contractual obligations and negotiations
- Appropriation reduced by \$41,000, specifically the long-term sub line, due to anticipated return to in-person schooling

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## BUDGET BREAKDOWN BY APPROPRIATION

Appropriation	FY21 Budget	FY22 Proposed	\$ Diff +/-	% Diff
Salaries & Stipends	\$65,182,485	\$66,902,524	\$1,720,039	2.64%
Benefits & Insurance	\$16,047,813	\$17,631,390	\$1,583,577	9.87%
Instructional Support	\$3,489,855	\$3,273,020	(\$216,835)	-6.21%
Operations & Maintenance	\$3,738,231	\$3,932,121	\$193,890	5.19%
Pupil Services	\$52,758	\$52,758	\$0	0.00%
Special Ed Tuitions	\$2,770,000	\$2,511,780	(\$258,220)	-9.32%
Other Operating Costs	\$1,176,810	\$1,732,282	\$555,472	47.20%
Transportation	\$7,241,701	\$6,855,504	(\$386,197)	-5.33%
Debt Service	\$2,415,731	\$2,301,900	(\$113,831)	-4.71%
<b>Total General Fund</b>	<b>\$102,115,384</b>	<b>\$105,193,279</b>	<b>\$3,077,895</b>	<b>3.01%</b>



BENEFITS & INSURANCE

FY21 Budget	FY22 Proposed	S Diff vs LY	% Diff
-------------	---------------	--------------	--------

**\$16,047,813**      **\$17,631,390**      **\$1,583,577**      **9.87%**

- Health Insurance estimated to increase 9.5%
- Worcester County Retirement Assessment reflects a 12.91% increase
  - **Appropriation reduced by \$43,306 due to discount for early payment**
- Workers Comp. & General Liability increase of 6.5%

FY22 BUDGET

Instruction & Operations

TOTAL SALARIES & BENEFITS

Appropriation	FY21 Budget	FY22 Proposed	S Diff vs LY	% Diff
---------------	-------------	---------------	--------------	--------

Salaries & Stipends      \$65,182,485      \$66,902,524      \$1,720,039      2.64%

Benefits & Insurance      \$16,047,813      \$17,631,390      \$1,583,577      9.87%

**Total**      **\$81,230,298**      **\$84,533,914**      **\$3,303,616**      **4.07%**

## OPERATIONS & MAINTENANCE

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
-------------	---------------	---------------	--------

\$3,738,231	\$3,932,121	\$193,890	5.19%
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- Maintenance: Continue minor and major repairs
- Grounds: Town Maintenance Agreements
- Utility Services: Electricity, Water, Sewer: 5%

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## SPECIAL ED TUITIONS

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
-------------	---------------	---------------	--------

\$2,770,000	\$2,511,780	(\$258,220)	-9.32%
-------------	-------------	-------------	--------

- **Appropriation reduced by \$325,000 due to increased use of Circuit Breaker and Federal IDEA (240) Grant**
- Total Projected Expense for FY22: \$7,236,780.00 (3.4% increase over FY21)
- OOD tuition cost are paid by the following funding sources:
  - Circuit Breaker and Federal IDEA: \$4,725,000.00
  - General Fund: \$2,511,780.00

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## PUPIL SERVICES

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
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\$52,758	\$52,758	\$0	0.00%
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- Funds used to support Health Offices

## TOTAL INSTRUCTION & OPERATIONS

Appropriation	FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
---------------	-------------	---------------	---------------	--------

Instructional Support	\$3,489,855	\$3,273,020	(\$216,835)	-6.21%
Operations Maintenance	\$3,738,231	\$3,932,121	\$193,890	5.19%
Pupil Services	\$52,758	\$52,758	\$0	0.00%
SPED Tuition	\$2,770,000	\$2,511,780	(\$258,220)	-9.32%
<b>Total</b>	<b>\$10,050,844</b>	<b>\$9,769,679</b>	<b>(\$281,165)</b>	<b>-2.80%</b>



## Fixed Costs

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
\$1,176,810	\$1,732,282	\$555,472	47.20%

- School Choice and Charter School reflect most recent tuition-out charges per FY22 Cherry Sheet

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## TRANSPORTATION

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
\$7,241,701	\$6,855,504	(\$386,197)	-5.33%

- Regular Ed Transportation: FY22 will be the third year of new three-year contract
- Special Ed In-District and Out-of-District Transportation: Projected increase in these lines is 3.0%
- Appropriation reduced by \$360,000 due to use of Transportation Stabilization funds

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## DEBT SERVICE

FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
\$2,415,731	\$2,301,900	(\$113,831)	-4.71%

- This reflects two high school bonds refinanced at a lower rate and also a faster pay-off.

Appropriation	FY21 Budget	FY22 Proposed	\$ Diff vs LY	% Diff
Other Operating Costs	\$1,176,810	\$1,732,282	\$555,472	47.20%
Transportation	\$7,241,701	\$6,855,504	(\$386,197)	-5.33%
Debt Service	\$2,415,731	\$2,301,900	(\$113,831)	-4.71%
<b>Total</b>	<b>\$10,834,242</b>	<b>\$10,889,686</b>	<b>\$55,444</b>	<b>0.51%</b>

## Total Expenditures

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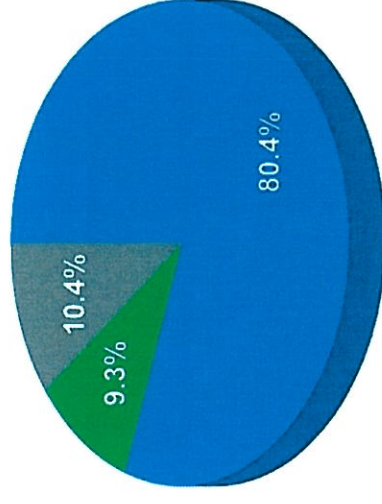
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## TOTAL EXPENDITURES

Category	FY21 Budget	FY22 Proposed	\$ Diff +/-	% Diff
Salaries & Benefits	\$81,230,298	\$84,533,914	\$3,303,616	4.07%
Instruction & Operations	\$10,050,844	\$9,769,679	(\$281,165)	-2.80%
Fixed Costs	\$10,834,242	\$10,889,686	\$55,444	0.51%
<b>Total</b>	<b>\$102,115,384</b>	<b>\$105,193,279</b>	<b>\$3,077,895</b>	<b>3.01%</b>

- Salaries & Benefits
- Instruction & Operations
- Fixed Costs



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Appropriation	FY21 Budget	FY22 Proposed	\$ Diff +/-	% Diff
Salaries & Stipends	\$65,182,485	\$66,902,524	\$1,720,039	2.64%
Benefits & Insurance	\$16,047,813	\$17,631,390	\$1,583,577	9.87%
Instructional Support	\$3,489,855	\$3,273,020	(\$216,835)	-6.21%
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Pupil Services	\$52,758	\$52,758	\$0	0.00%
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Other Operating Costs	\$1,176,810	\$1,732,282	\$555,472	47.20%
Transportation	\$7,241,701	\$6,855,504	(\$386,197)	-5.33%
Debt Service	\$2,415,731	\$2,301,900	(\$113,831)	-4.71%
<b>Total General Fund</b>	<b>\$102,115,384</b>	<b>\$105,193,279</b>	<b>\$3,077,895</b>	<b>3.01%</b>

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## UPDATE ON STATE REVENUES

- Chapter 70: Increase of \$201,840 or 0.68% above final, FY21 State budget numbers
- Charter School Reimbursement: Decrease in revenue of \$117,409 or (54.75%) from final, FY21 State budget numbers
- Regional Transportation: Decrease in revenue of \$789,373 or (32.09%) from final, FY21 State budget numbers
- School Choice: Level Funded @ \$321,155

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## Revenues

## UPDATE ON LOCAL REVENUES

- Medicaid: Level funded at \$450,000
- Miscellaneous: Level funded at \$200,000
- Interest: Level funded at \$50,000
- Excess and Deficiency: \$450,000
  - Certified FY20 E&D may be used to offset assessments to towns

## TOTAL REVENUES

Revenue Source	FY21 Budget	FY22 Proposed	SDiff +/-	% Diff +/-
<b>Holden Total</b>	<b>\$31,700,384</b>	<b>\$33,610,870</b>	<b>\$1,910,486</b>	<b>6.03%</b>
<b>Paxton Total</b>	<b>\$6,888,899</b>	<b>\$7,276,241</b>	<b>\$387,342</b>	<b>5.62%</b>
<b>Princeton Total</b>	<b>\$5,173,262</b>	<b>\$5,308,375</b>	<b>\$135,113</b>	<b>2.61%</b>
<b>Rutland Total</b>	<b>\$13,233,423</b>	<b>\$13,973,140</b>	<b>\$739,717</b>	<b>5.59%</b>
<b>Sterling Total</b>	<b>\$11,966,584</b>	<b>\$12,345,014</b>	<b>\$378,430</b>	<b>3.16%</b>
<b>Total Towns</b>	<b>\$68,962,552</b>	<b>\$72,513,640</b>	<b>\$3,551,088</b>	<b>5.15%</b>
<b>Total State Aid</b>	<b>\$32,452,832</b>	<b>\$31,529,639</b>	<b>(\$923,193)</b>	<b>-2.84%</b>
<b>Total Local Revenues</b>	<b>\$700,000</b>	<b>\$1,150,000</b>	<b>\$450,000</b>	<b>64.29%</b>
<b>Total Revenue</b>	<b>\$102,115,384</b>	<b>\$105,193,279</b>	<b>\$3,077,895</b>	<b>3.01%</b>

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## BUDGET OFFSETS

Source	Amount
FY21 Circuit Breaker CF	\$1,501,966
FY22 Circuit Breaker	\$2,485,000
Transportation Stabilization	\$360,000
FY22 240 Grant	\$1,500,000
School Choice	\$250,000
School Lunch	\$150,000
<b>Total Offsets</b>	<b>\$6,246,966</b>

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## FY 21 STAFFING

Teachers	Admin
4.0 Teachers (Art, ELA, PE, SPED)-WRHS - Through attrition	1.0 Curriculum Supervisor
1.0 Classroom Teacher-Glenwood	SLPA
1.0 Classroom Teacher-Houghton	0.9 District Wide
1.0 Classroom Teacher-Paxton	Clerical
1.0 SPED Teacher-Thomas Prince	1.0 High School
0.8 Strings Teacher-Various Bldgs.	1.0 Central Office (SPED)
0.5 Band Teacher-Chocksett	0.5 Office Aide (Chocksett)

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# Staffing Update



Teachers
1.0 SPED Teacher-Paxton
1.0 K-5 Technology Integration Teacher
1.0 6-8 Technology Integration Teacher
Admin
1.0 Assistant Principal-Naquag
Substitutes

20.0 Building-Based Substitutes

Teachers
3.0 Elementary Counselors (Pending)
2.0 Teachers (Mountview)
Nurse
1.0 Nurse Leader (Pending)

School Committee Priorities:

- Remediation to close learning gaps
- Early literacy / literacy programs
- Summer / extended school year programs

With the understanding that we will be providing enhanced support for our students this summer and next school year, we are waiting to define exact positions for support at this time. Another factor to consider is the COVID relief package which will provide more funding for schools.

- The district received \$164,004 from the Remote Learning Technology Essentials Grant (Fund Code 118)
  - Partially covered the cost of 1,200 Chromebooks
  - Partially covered the cost of 50 mobile hotspots
- The district received \$176,898 from the Elementary and Secondary Emergency Relief Fund (ESSER) (Fund Code 113)
  - Purchased licenses for Lexia Learning
  - Personal Protective Equipment (PPE)
  - Cleaning supplies

- The district received \$1,572,300 from the School Reopening Grant (Fund Code 102)
  - Funded the remaining cost of 1200 Chromebooks and 50 hotspots
  - Software and Apps
    - Seesaw learning platform
    - STAR Reading and STAR Math comprehensive assessments
    - Automated science labs
    - Music Software
  - Online textbook subscriptions
  - Technology to support teachers (cameras, mics, hardware, etc.)
  - PPE for all students and staff
    - Included masks for musical instruments
  - Cleaning supplies
  - Bathroom partitions, plexiglass, and overtime to cover HVAC and facility repairs
  - Unemployment costs
  - Cafeteria expenses, including packaging and staff costs
  - Professional development for teachers

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## BUDGET CALENDAR

- Governor's Budget - January 2021
- Annual Budget Hearing - By March 8, 2021
- Meetings with town officials - February/March, 2021
- School Committee budget approval - March 15, 2021
- Town Meetings:
  - Holden - May 17, 2021
  - Paxton - May 3, 2021
  - Princeton - May 15, 2021
  - Rutland - May 8, 2021
  - Sterling - June 14, 2021

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## Return to Full In-Person Learning

567 of the District's employees live in our member towns

- Holden: 255
- Paxton: 45
- Princeton: 35
- Rutland: 173
- Sterling: 59



- MA Education Board votes to give emergency authority to reopen schools (March 5, 2021)
- Preview WRSD preliminary plan for return to full in-person
- Reopening plans are preliminary, and depend on the status of the COVID-19 pandemic at the time of reopening (DPH/BOH directives, prevalence of cases)
- The intent is to provide in-person learning for any families wishing to have their children return to school more regularly
- Currently reviewing parent responses for Cohort C students to project participation for in-person learning

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Date	Task	Status
Mon 3/1/21	Share DESE intentions and timeline to return to full in-person learning with the School Committee and gather feedback	Complete
Mon 3/1/21	Meet with BoH's to review DESE intentions to return to in-person at the elementary level and assess current data	Complete
Tues 3/2/21	WRSD school nurse trainers trained for BinaxNOW COVID-19 testing procedure	Complete
Wed 3/3/21	Begin on-site needs analysis (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principals	Complete
Wed 3/3/21	WRSD school nurses initial training in BinaxNOW COVID-19 testing	Complete
Thurs 3/4/21	Communicate initial plan to families on return to full in-person and	Complete
Thurs 3/4/21	Survey families about selecting a learning model - responses due by Wed. 3/10 (5:00 PM)	In Process

Date	Task	Status
Thurs 3/4/21	Central Office meets with WREA to share intention to return to full in-person learning and initial details	Complete
Fri 3/5/21	Continue on-site needs analysis (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principals	Complete
Fri 3/5/21	Communicate intentions and dates for return to full in-person with transportation providers.	Complete
Thurs 3/5/21	Transportation meeting: student updates and working through any potential concerns	Complete
Fri 3/5/21	Board of Education permits Commissioner to order schools to return to in-person learning <i>DESE to share information with school districts during upcoming week</i>	Complete
Sat 3/6/21	Information shared with families through Superintendent's weekly newsletter	Complete

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Date	Task	Status
Mon 3/8/21	Review return to school plan with SC	Scheduled
Tues 3/9/21	Meet with Food Service Manager to discuss scaling up food production and serving more lunches	Scheduled
Mon 3/8/21 - Thurs 3/11/21	Meetings (as needed) at each school to brainstorm possible solutions to school-specific problems	In process
Wed 3/10/21	Head Custodian Meeting: Share plan, dates, desk spacing, and milestones of plan	Scheduled
Wed 3/10/21	Central Office meeting with building principals to discuss next steps and share more details	Scheduled
Wed 3/10/21	WRSD school nurses final training in BinaxNOW COVID-19 testing	Scheduled
Wed 3/10/21	Task Force Meeting to gain feedback from stakeholders	Scheduled

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## Overview: K-8

Date	Task	Status
Thurs 3/11/21	Central Office meets WREA leadership to formally launch the process	Scheduled
Thurs 3/11/21	Begin to develop a detailed K-8 plan with school leadership teams based on an analysis of family survey data to determine any modifications for Cohort C support, implications to staffing, instruction and busing.	Scheduled
Thurs 3/11/21	Second transportation meeting: student updates and working through any potential concerns	
Fri 3/12/21	Information shared with families through Principals' weekly newsletter	

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## Overview: K-8

Date	Task	Status
Mon 3/15/21	Meet with BoH's to further review return to school and assess further data associated with safety	Scheduled
Mon 3/15/21	Provide elementary schools with information about any anticipated student shifts and staffing implications based on family commitments and Cohort C support plan	
Week of 3/15/21	Review schedules for students on Individual Educational Plans (IEPs)	
Wed 3/17/21	COVID-19 vaccinations for staff	Scheduled
Thurs 3/18/21	Town Hall for K-8 educators with the Central Office/Principals	
Thurs 3/18/21	Transportation meeting: student updates and discussion of any concerns	
Fri 3/19/21	Communication to families about updates to schedules	
Fri 3/19/21	Information shared with families through Principals' weekly newsletter	

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## Overview: K-8

Date	Task	Status
Mon 3/22/21	Meet with BoH's to review current COVID data	
3/22/21-3/26/21	Staff meetings focused on transition to full in-person learning	
Wed 3/24/21	WRSD school nurses meeting preparing for school reopening	
Thurs 3/25/21	Transportation meeting: final updates	
Fri 3/26/21	Information shared with families through Principals' weekly newsletter	

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## Overview: K-8

Date	Task	Status
Mon 3/29/21	Meet with BoH's to make a final recommendation	
Wed 3/31/21	WRSD school nurses meeting preparing for school reopening	
Fri 4/2/21	Communicate final school plans and details to families, including readiness for in-person learning and COVID trends	
Mon 4/5/21	The first day of K-8 full in-person learning	
Ongoing	Obtain and analyze feedback from stakeholders	

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## Overview: 9-12

Date	Task	Status
Mon 3/1/21	Share DESE intentions and timeline to return to full in-person learning and gather initial School Committee feedback	Complete
Wed 3/3/21	Communicate District K-8 initial information on returning to full in-person learning to 9-12 families	Complete
Wed 3/3/21	Communicate K-8 intention to return to full in-person to 9-12 staff	Complete
Wed 3/3/21	WRHS nurses initial training in BinaxNOW COVID-19 testing	Complete
Thurs 3/4/21	Central Office meets with association leadership to share intention to return to full in-person learning and initial details	Complete
Fri 3/5/21	Begin on-site needs analysis at the high school (spacing, room capacities, lunch tiers, feeding locations, arrival/dismissal, cleaning, etc.) with school Principal	In Process
Sat 3/6/21	Information shared with families through Superintendent's weekly newsletter	Complete

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## Overview: 9-12

Date	Task	Status
Week of 3/15/21	Share initial details with staff	
Week of 3/15/21	Share initial details with students and families	
Mon 3/15/21	Begin to develop a detailed 9-12 plan with school and district leadership teams	
Wed 3/17/21	COVID-19 vaccinations for staff	
Fri 3/19/21 - 4/2/21	Parent survey on selecting a learning model - response due date is Fri. 4/2 (5:00 PM)	
Mon 3/22/21	Meet with BoH's to review current COVID data	
Wed 3/24/21 - 4/5/21	Review at-risk students and possible schedule changes as a result of return to full in-person learning	

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## Overview: 9-12

Date	Task	Status
Wed 3/10/21	Head Custodian Meeting: Share plan, dates, desk spacing, and milestones of plan	Scheduled
Wed 3/10/21	Central Office meeting with building principals to discuss next steps and share more details	Scheduled
Wed 3/10/21	Task Force Meeting to ask for feedback from stakeholders	Scheduled
Thurs 3/11/21	Central Office meets with association leadership to formally launch the process	Scheduled

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## Overview: 9-12

Date	Task	Status
Mon 3/29/21	Meet with BoH's to review current COVID data	
Fri 4/2/21	Information shared with families through Principals' weekly newsletter	
Mon 4/5/21	Further refine plan based on an analysis of family survey data to determine any modifications for Cohort C support, implications to staffing, instruction and busing	
Tues 4/6/21	Parental Survey Regarding Returning	
Tues 4/6/21	Communication to families about any changes to class assignments, specific details about return to full-in person, and other pertinent information, such as school readiness for in-person learning and COVID trends	
Thurs 4/8/21	Provide staff with information about anticipated student shifts and staffing implications based on final plan	
Thurs 4/8/21	Transportation meeting: Final student changes	
Fri 4/9/21	Information shared with families through Principals' weekly newsletter	

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Date	Task	Status
4/12/21 - 4/16/21	Staff meetings focused on transitioning to full in-person learning	
Mon 4/12/21	Meet with BoH's to make a final recommendation	
Thurs 4/15/21	Transportation Meeting (if needed): Final updates	
Thurs 4/15	Town Hall for 9-12 educators with the Central Office/School Administration 3:00 PM to 4:00 PM	
Fri 4/16/21	Communicate final plans and details to families	

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Thank You