




Wachusett Regional School District

Holden, Paxton, Princeton, Rutland, Sterling

May 3, 2021

To: *Wachusett Regional School District Committee*

Michael Dennis, Chair	Kenneth Mills
Christina Smith, Vice-chair	Benjamin Mitchel
Melissa Ayala	Karl Ottmar
Krista Bennett	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
Linda Long-Bellil	

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

SUBJECT: Superintendent's Report

The meeting on Wednesday evening will be the last regular School Committee meeting before the May 10th local elections in Holden/Paxton/Princeton/Rutland, with the town of Sterling conducting their local election on June 21st. There are several seats that expire this year and I wish to take this opportunity to thank Linda Long-Bellil, Asima Silva, Adam Young, Ben Mitchel, Bob Imber, Eric Knowlton, Mike Pantos, Jr., Jeff Sullivan, and Melissa Ayala for their service to the students, staff, and Member Towns during their tenures seating on the Committee. I wish all who will be seeking re-election much luck and may those who are not enjoy a bit more free time.

Please be reminded that all subcommittees will be disbanded when the local elections take place, with the exception of the Business/Finance Subcommittee which will stay seated until after the Organizational Meeting and subcommittees are established by the new School Committee Chair.

Posting

Attached is the updated posting of School Committee, subcommittee, and SEPAC meetings for the coming months (attachment 1). Please be reminded the regular School Committee meeting in May will be held on **Wednesday**, May 5th, beginning at 7:00 PM. We will also be having a special meeting on Thursday, May 6th beginning at 7:00 PM. Please note that this year's Organizational Meeting (at the conclusion of the local elections in all five Member Towns) will be held on Monday, June 28th. The regular meeting of the School Committee will be held that same evening, at the conclusion of the Organizational Meeting which is when the 2021-2022 School Committee Chair and Vice-chair are elected by the membership.

As has been the practice, Wednesday'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.

Wednesday and Thursday'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. The meeting will also be broadcast live on HCTV.

Members of the public wishing to address the School Committee through Public Hearing may register on the WRSDC webpage (www.wrsd.net/school_committee). Pre-registered commenters will be invited to address the Committee live through Google Meet or other instructions which will be sent just prior to the meeting.

For planning and quorum purposes, please advise if you are unable to participate in Wednesday evening's meeting.

Thank You Student Representatives

I want to take the opportunity to wholeheartedly and sincerely thank Kate and Kenichi for the roles they played as Student Representatives this past year. Since joining us at our virtual meetings last June, I do not believe these two students have missed a School Committee meeting to report on student and school activities, to keep the Committee and District administration apprised of issues/concerns/questions raised by the student body, and to generally represent the students of our district at the WRSDC table.

May Kate's last weeks as a Wachusett student wind down successfully and happily, and please join me in wishing her the very best. Kenichi is a soon-to-be WRHS senior, and may his successes and achievements continue. Thank you Kate and Kenichi! You have both done amazing jobs!

Upcoming Annual Town Meetings and Local Elections

Below is information about upcoming Annual Town Meetings and the local elections. I have informed the Town Moderators that I will be attending the town Meetings representing the District. School Committee members who are willing to represent the Committee at your towns ATM's are asked to let us know. We have heard from Sherrie Haber who will represent Rutland on May 8th.

	Holden	Paxton	Princeton	Rutland	Sterling
Annual Town Meeting Date	Monday May 17, 2021	Monday June 21, 2021	Saturday May 15, 2021	Saturday May 8, 2021	Monday June 14, 2021
Town Meeting Time	7:00 PM	TBD	10:00 AM	6:00 PM	5:30 PM
Town Meeting Location	WRHS Auditorium	Tivnan Field	TPS fields	WRHS Auditorium	Sterling Airport
Annual Town Election Date	Monday May 10, 2021	Monday June 21, 2021	Monday May 10, 2021	Monday May 10, 2021	Monday May 10, 2021
Administration	Darryll McCall	Darryll McCall	Darryll McCall	Darryll McCall	Darryll McCall
School Committee Rep				Sherrie Haber	

Budget Updates

Attached is correspondence received from the Chairs of Paxton's Selectboard and Finance Committee (attachment 2). Please note that there will be a special school committee meeting on Thursday, May 6th, to discuss the FY22 budget.

Reopening of Schools

- On April 26th, a majority of high school students returned to full in-person learning. I am pleased to report that the week was a tremendous success, with students, staff, and building administrators all being pleased and excited to be back at 1401 Main Street for the remainder of this school year. I had the opportunity to join Principal Beando for lunch duty on the first day and it was quite different. As had been anticipated, and communicated with students, parents, and staff District-wide, there were some delays with the buses now that the high school is back on the schedule, but with great cooperation from the transportation providers, the patience of students and families, and the understanding of all, many of the issues have been and will be worked out. I am grateful to our entire Wachusett community for the efforts made to make the reopening of schools as seamless and orderly as possible. Below please find a report from Principal Beando on the first week of full implementation of in-person instruction:

Update from Principal Beando on full in-person learning

We welcomed close to 1,400 students to full in-person learning starting on April 26 with approximately 600 students remaining remote. In a typical day at WRHS there are many situations to plan for and procedures to follow, given the current protocols, etc the amount and frequency of these instances have increased significantly. Even though the days seem to be going smoothly we are continually looking at our practice in an effort to minimize any and all "hiccups." In addition to spring sports tryouts beginning on the first day back and managing equipment, locker rooms, etc for a couple hundred athletes, we had the extra challenge on the third day of the week implementing an MCAS infrastructure test for all in person sophomores. I couldn't be more proud of our staff as they are working tirelessly and have embraced this new phase and like the prior starts this year, they are exhausted while working to develop and learn new systems. They will get more acclimated as the days continue on. It's been tremendous, the larger number of students return, the energy they are bringing to the school is much needed and they too are working hard with their studies while also being extremely cooperative with all the new systems, protocols, and procedures we have in place. My concern and request to staff is to ensure that we do all we can to keep our cohort C students engaged in their studies as well as connected to them as best as we can.

Buses and vans seem to be working out fine both for a.m. drop off and afternoon pick ups. However, possibly the largest struggle we are facing is that of parent pick up and drop off.

Not only are we jamming up the campus at those times but I'm sure Main St in Holden as well. I have repeatedly asked parents to send students to school on the bus. Not much change as of yet.

During the school day we have staggered student dismissal from classes in an attempt to alleviate congestion in the halls. We'll gauge the effectiveness of this and other protocols in the coming days to see if the practice should continue or be adjusted. Similarly, we are staggering afternoon dismissal by dismissing students in three waves.

Lunch time has been very interesting with freshmen eating in the main cafeteria, sophomores in two of our lower gyms, with juniors and seniors in the main gym (along with study hall). There is a different "feel" in each of the areas as the freshmen are acclimating (first time eating lunch in high school), with sophomores, a bit more comfortable, and juniors and seniors appear to be at home in their lunch surroundings. The cafeteria staff has done an excellent job moving students through the food lines quite efficiently.

Once again, it has been a good start, great to have more students back in the building. I commend all students and staff for their efforts and look forward to continual improvement.

- Students in grades kindergarten to 8th grade are now back in school following the April break. Having these schools transition to in-person schooling on April 5th made the return to the buildings on April 26th after vacation seem very normal.
- Survey Update
We will be surveying families at the end of this week concerning the transition to full-person, as well as how remote learning is working for students at home. I will share the results of the survey with School Committee
- Summer Services/ESY (Extended School Year) - Update
We are currently working with building administration and teachers on defining students in need of remedial support for our summer support program as well as our extended school year program for students who receive special education services and require more support time in the summer. The summer support program will be focused on providing remedial support to students in both Math and ELA, with an SEL component built into the day. The program will run 4 days a week, half days in the morning, for the month of July beginning July 6th. This program will be grant funded as part of the federal funding supporting schools throughout the country. More information concerning the program will be shared with the committee as it is defined.

Generous Donation

We have received notification from the attorney for the estate of Douglas J. Ingalls, a long-time teacher at WRHS, informing the high school and the District that Mr. Ingalls had named Wachusett

in his will as the recipient of a very generous donation for the benefit of students pursuing a career in theatre arts, to be administered by UPSTAGE or a successor organization. (attachment 3). Doug taught at the high school for 26 years, always a very involved, engaged, and enthusiastic teacher. He was an English Teacher and was very involved in many aspects of the Theatre. Acceptance of this donation is on the agenda for Wednesday's meeting.

School Choice Participation - 2021-2022

I am bringing forward to the Committee's attention Wachusett's participation (or not) in school choice for the 2021-2022 school year. If the School Committee votes to not accept school choice students for the coming school year, we have a June 1, 2021 deadline to notify DESE of the School Committee's vote to not participate, and since Wednesday's meeting may be the last regular meeting before June 1st, the Committee will need to take action on Wednesday. Wachusett Regional School District has not accepted students under school choice since the 2016-2017 school year.

WRSDC Policy 6130 *School Choice* is attached for your reference (attachment 4).

I am sharing information and documentation about school choice in our district the last several years. There have been years when Wachusett has accepted school choice students and years when school choice to Wachusett schools was not an option. Historical tally below:

- 2001-2002 – did not participate in School Choice
- 2002-2003 – did not participate in School Choice
- 2003-2004 – School Choice for grades K - 5
- 2004-2005 – School Choice for grades K – 5
- 2005-2006 – School Choice for grades K - 5
- 2006-2007 – School Choice for grades K - 8
 - Davis Hill, Dawson, Mayo – grades K – 5
 - Mountview – grades 6 – 8
 - Paxton Center School – grades K – 8
 - Thomas Prince School – grades K – 8
 - Glenwood, Naquag – grades K – 5
 - Central Tree Middle School – grades 6 – 8
 - Houghton – grades K – 4
 - Chocksett – grades 5 - 8
- 2007-2008 – School Choice for grades K – 11
- 2008-2009 – School Choice for grades K – 11
- 2009-2010 – School Choice for grades K – 11
- 2010-2011 – School Choice for grades K – 11
- 2011-2012 – School Choice for grades K – 4, 9 – 11
- 2012-2013 – School Choice for grades K – 4, 9 – 11
- 2013-2014 – School Choice for grades K- 11

2014-2015 – School Choice for all grades, on a limited basis, based on seat availability

2015-2016 - School Choice for all grades, on a limited basis, based on seat availability

2016-2017 – WRSD did not participate in School Choice

2017-2018 – WRSD did not participate in School Choice

2018-2019 – WRSD did not participate in School Choice

2019-2020 – WRSD did not participate in School Choice

2020-2021 - WRSD did not participate in School Choice

Currently, there are 60 students who School Choice to a Wachusett school. (attachment 5). When a student is accepted under school choice, that student is eligible to attend school at the receiving district until graduation from high school, if that is the route the student/family wishes to follow.

Below is a summary of class size, by grade level and school, based upon enrollment data as of March 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	
		19	22		21		22	20	26	
Mayo							22	21	27	
	19	16	19	21	22	23	23	24	29	
	19	17	19	24	22	23	24	25	29	
	19	17	20	25	23	23				
Naquag Glenwood	20	18	20		23	24				
	19	18	19	24	18	20	6	11	12	Central Tree
	20	18	20	24	18	21	12	11	14	
	20	19	20	25	19	22	15	15	15	
	20	19	21	26	20	22	17	16	16	
	20	20	22		20	23	19	16	17	
					21	23	19	16	17	
							20	19	24	
								20		
Houghton	13	19	21	21	15	17	14	15	13	Chocksett
	16	21	22	21	17	18	16	15	13	
	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	Paxton
	18	21	21	17	25	22	22	22	24	
							23	23	25	
Thomas Prince	15	17	14	17	18	17	22	20	22	Thomas Prince
	18	18	16	18	21	19	24	22	22	

Comparison of Enrollment 10/1/20 and 4/28/21

	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	13	Total
Enrollment (10/1/20)	93	426	426	473	433	517	537	538	551	587	494	504	488	501	16	6584
Enrollment (4/28/21)	138	431	436	486	446	525	540	552	559	597	497	513	492	508	16	6736
Net change	+45	+5	+10	+13	+13	+8	+3	+14	+8	+10	+3	+9	+4	+7	0	152

Superintendent's Annual Evaluation

At Wednesday's meeting, Chair Dennis will present to the full Committee my annual evaluation, and School Committee acceptance of the evaluation is on Wednesday evening's agenda.

I would like to thank those who completed the Superintendent's Annual Evaluation using the online tool. I would like to thank the members of the Superintendent Goals and Evaluations Subcommittee for their work over the past several months.

For the record, I attach a copy of my Evaluation Narrative, which was shared with all School Committee members in advance of the April 12th regular meeting and again the following week, to provide information and updates to members as you prepared to complete the online Superintendent evaluation (attachment 6). I hope you found the document, with links, helpful, and informative as an overview of the past twelve months.

Review of the Regional Agreement

The Ad Hoc Subcommittee to Review the Regional Agreement held a meeting last week where town officials were invited to share their feedback on the regional agreement. Committee Chair Mills will be discussing the next steps in the process at our meeting on Wednesday.

Pooled Testing

As noted in my weekly newsletter, we began pooled testing at the high school last week. The process has continued this week with several schools beginning pooled testing on Monday. We are working closely with the outside agency to develop a strong support team for our schools.

Policy Updates from Facilities & Security

There are several policy updates that will be brought forth by Facilities & Security at the meeting on Wednesday evening. These updates will assist with policies that are out of date and do not align with current practice.

Administrative Update

- Deputy Superintendent

On Tuesday, May 4th, 8 candidates for the Deputy Superintendent position will be interviewed by a team of teachers, administrators, and a school committee member. The interview process will remain remote and will take place during school hours. I want to thank our team who will be spending the day on the interview process. The goal would be to have 3 candidates who will be brought forth for a second interview next week. I will continue to keep the committee updated on the process.

Open Meeting Law Determination

Finding from Attorney General's Office (attachment 7)

2021-2022 School Calendar

Attached is the recently approved calendar for the 2021-2022 school year (attachment 8). This calendar has been shared and is posted on the District and school websites.

For your information (and making the assumption we have seen the last of snow days for this school year!) the last day for the 2020-2021 school year will be Monday, June 21st; which will be a half-day of school for students and a full-day for staff. The last day of this school year for our kindergarten students will be Tuesday, June 15th.

Vacation Carry Over

Pursuant to P5290.1 *Policy Relating to Personnel Management Superintendent and Executive Staff Vacation Policy*, I am submitting in writing my request to the School Committee seeking the consent of the Committee to carryover up to five vacation days accrued in FY21 to be used in FY22 (attachment 9). In accordance with policy, this matter requires School Committee action and has been included on the agenda for the May 5th meeting.

Quarterly Report on Reimbursements

Pursuant to Policy 5273.3 *Policy Relating to Personnel Management Employee Travel for Workshops, Conferences, Visitations* and Policy 5264.1 *Policy Relating to Personnel Management Payment or Reimbursement for Meals*, attached is the Report of Employee Travel for Workshops, Conferences, Visitations for the period January - March 2021 (attachment 10).

Executive Staff Reports

- Deputy Superintendent Robert Berlo's Report to the Superintendent, dated April 26, 2021 (attachment A)
- Administrator of Special Education Christine Smith's Report to the Superintendent, dated

April 29, 2021 (attachment B)

- Director of SEL Brendan Keenan's Report to the Superintendent, dated April 29, 2021 (attachment C)

Subcommittee Minutes

- Minutes of the March 3, 2021 meeting of the Ad Hoc Subcommittee to Review the Regional Agreement (Subcommittee Minutes 1)
- Minutes of the March 10, 2021 meeting of the Legal Affairs Subcommittee (Subcommittee Minutes 2)
- Minutes of the March 22, 2021 meeting of the Education Subcommittee (Subcommittee Minutes 3)
- Minutes of the Revised March 22, 2021 meeting of the Superintendent Goals and Evaluation Subcommittee (Subcommittee Minutes 4)
- Minutes of the March 25, 2021 meeting of the Facilities and Security Subcommittee (Subcommittee Minutes 5)
- Minutes of the April 1, 2021 meeting of the Diversity, Equity and Anti-Racism Subcommittee (Subcommittee Minutes 6)
- Minutes of the April 5, 2021 Business & Finance Subcommittee (Subcommittee Minutes 7)
- Minutes of the April 6, 2021 Facilities & Security Subcommittee (Subcommittee Minutes 8)
- Minutes of the April 7, 2021 Superintendent Goals and Evaluation Subcommittee (Subcommittee Minutes 9)
- Minutes of the April 8, 2021 Ad Hoc Subcommittee to Review the Regional Agreement (Subcommittee Minutes 10)

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

cc: Executive Staff

DM:rj

Legal Affairs Subcommittee**Monday, May 3, 2021****6:30 p.m.****Meeting to be conducted remotely, using Google Meet****AGENDA**

- I. Call to Order
- II. Approval of Minutes
- III. Executive Session to discuss potential litigation, and to discuss strategies for contract negotiations, as the Chair deems discussions in public session would have an adverse effect on the District's bargaining position, not to return to public session.
- IV. 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.

Superintendent Goals and Evaluation Subcommittee**Tuesday, May 4, 2021****6:00 p.m.****Meeting to be conducted remotely, using Google Meet****AGENDA**

- I. Call to Order
- II. Review the draft composite review
- III. Approval of April 29th Minutes
- IV. 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.

Diversity, Equity and Anti-Racism Subcommittee**Tuesday, May 4, 2021****7:00 p.m.****Meeting to be conducted remotely, using Google Meet****AGENDA**

- I. Call to Order
- II. Approval of April 13 Minutes
- III. Continued Policy Review
 - A. Harassment policy review and revision
 - B. Gender neutrality in existing policies

- C. Gender identity policy
 - D. Non-discrimination on the basis of disability policy review
- IV. New Business
- V. Next Meeting
- VI. Establish Agenda for next meeting
 - A. Harassment policy review and revision
 - B. Gender neutrality in existing policies
 - C. Gender identity policy
 - D. Non-discrimination on the basis of disability policy review
 - E. Create a memo of policies that need to be updated for gender pronouns
- VII. 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.

Wachusett Regional School District Committee

Regular Meeting

Wednesday, May 5, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

AGENDA

- I. Executive Session to discuss potential litigation; and to report on progress of contact negotiations as the Chair deems discussions in public session would have an adverse effect on the District's bargaining position, to return to public session.
- 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: Upon the recommendation of the Legal Affairs Subcommittee, the WRSDC authorizes payment to Van Pool in the amount of \$189,841.85 for the period of the second half of March 2020 through June 2020.
 - 2. Motion: Upon the recommendation of the Legal Affairs Subcommittee, the WRSDC authorizes payment to Field Turf USA Inc. in the amount of \$147,155.35 for completion of the turf field project at the Wachusett Regional High School
 - 3. Motion: To authorize a budget transfer of \$1,000,000 from the Transportation Appropriation to the Transportation Stabilization Account
 - 4. Motion: To approve the Annual Evaluation of the Superintendent of Schools
 - 5. Motion: To determine School Choice participation for the 2021-2022 school year.
 - 6. Motion: To accept the donation from the estate of form WRHS Teacher Douglas Ingalls.
 - 7. Motion: To approve Superintendent McCalls' Vacation Carryover
 - B. Open Meeting Law Determination
 - C. Reopening - Wachusett Regional High School
 - D. Summer Services/ESY (Extended School Year)
- V. Unfinished Business

VI. Secretary's Report

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

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

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

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

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

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

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

Approval of the #1360 Regular Meeting Minutes of the Wachusett Regional School District Committee held on March 15, 2021

Approval of the #334 Special Meeting Minutes of the Wachusett Regional School District Committee held on March 29, 2021

Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on March 29, 2021

Approval of the #1361 Regular Meeting Minutes of the Wachusett Regional School District Committee held on April 12, 2021

Approval of the Executive Session Minutes of the Wachusett Regional School District Committee held on April 12, 2021

VII. Treasurer's Report/Financial Statements

VIII. Committee Reports

A. Management Subcommittee

B. Education Subcommittee

C. Business/Finance Subcommittee

D. Legal Affairs Subcommittee

E. Superintendent's and Evaluation Subcommittee

F. Facilities and Securities Subcommittee.

Upon recommendation from the Facilities and Securities Subcommittee:

1. Motion: To approve the 10-year Capital Plan

2. Motion: To Amend Policy 7110: Policy Relating to Support Operations
Community Use of School Facilities - first reading

3. Motion: To delete Policy 7112 Policy Relating to Support Operations
Non- District Use of Facilities - first reading

4. Motion: To delete Policy 7113 Policy Relating to Support Operations
Facility Usage for Day Care Programs - first reading

5. Motion: To add Policy 7155 Policy Relating to Support Operations
Emergency Plans - first reading

6. Motion: To delete Policy 7151 Policy Relating to Support Operations
School Plans - first reading

7. Motion: To delete Policy 7152 Policy Relating to Support Operations
Safety Procedures and Programs - first reading

8. Motion: To delete Policy 7158 Policy Reading to Support Operations
Emergency Evaluation - first reading

G. Diversity, Equity and Anti-Racism Subcommittee

H. Audit Advisory Board

I. Ad Hoc Subcommittee

1. Ad Hoc Subcommittee to Review the Regional Agreement
- J. Building Committees
- K. School Council Reports
- L. Public Hearing
- M. New Business
- N. 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.

Wachusett Regional School District Committee

Special Meeting

Thursday, May 6, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

AGENDA

- I. Call to Order
- II. FY 22 Budget
- III. Unfinished Business from Wednesday, May 5th
- IV. 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.

SEPAC

Basic Rights: Understand the IEP presented by the Federation for Children with Special Needs

Tuesday, May 11, 2021

6:30 p.m.

Meeting to be conducted remotely, using Google Meet

Workshop: Presentation by the Federation for Children with Special Needs

Wachusett Regional School District Committee

Organizational Meeting

Monday, June 28, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet

AGENDA

- I. Call to Order
- II. Election of Chair
- III. Election of Vice-Chair

IV. 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.

Wachusett Regional School District Committee

Monday, June 28, 2021

7:00 p.m.

Meeting to be conducted remotely, using Google Meet



TOWN OF PAXTON

Select Board Members

Peter Bogren, Jr. Chair
Julia N. Pingitore, Vice Chair
Kirk R. Huehls, Clerk

Paxton Town Hall
697 Pleasant Street, Paxton, MA 01612
Phone (508) 754-7638
Fax (508) 797-0966

Finance Committee Members

Richard Fenton, Chair
Mark Love, Vice Chair
Anthony Domineck, Clerk
June Herron
Jennifer Lennon
Tim Linton
Seth Peters

March 24, 2021

Darryll McCall, Ed.D.
Superintendent of Schools
Wachusett Regional School District

Dear Dr. McCall

We write to you today to share with you, and with the Wachusett Regional School District Committee, certain matters and outcomes involving the Town of Paxton's budget deliberations, part and parcel to those of the WRSD.

At each of their own respective public meetings, held on March 17, 2021 and March 22, 2021, the town's Finance Committee and Board of Selectmen voted unanimously not to approve the WRSD budget as recently submitted to us. While each of these official bodies held deliberative discussions, the respective votes taken were as unified as they were simple and that is that the WRSD budget as submitted is simply not affordable to us, nor remotely sustainable.

Our respective discussions gave full and careful recognition to such ideals as the quality of education, support for our teachers, and the shared desire to put students first as well as the costs associated with each of these. But we also gave full and careful recognition to our own town's needs for public safety, public works, recreation for our own youths, services to our seniors and to our veterans, capital equipment needs, and, yes, our own insurance and retirement system needs. It must be remembered that when not attending school, students live in their respective towns where they avail themselves of the services of Police, Fire, DPW, and library. In providing the needs and services to the residents of the town, including the children, we are restricted by the limits of Proposition 2½, whereby the WRSD seemingly never is.

Witness that in this year alone the Town of Paxton's WRSD assessment (not including debt) was increased by 5.66%, more than double that of our restricted increase of 2.50%. Over as many years as could be recollected, such WRSD increases have been equally sizeable and equally devastating to our own annual town budget.

Where does such a shortfall makeup within the town budget come from? It comes from our curtailing municipal services; from reducing staff or not filling positions created by attrition; from cutting department budgets; and from deferring oftentimes essential capital acquisitions or badly needed repairs and maintenance of equipment forced to be kept in service beyond its years. All of this has to be accomplished at the risk of public safety and workplace safety of our employees. These conditions, these circumstances, and this never ending passing of increased WRSD costs in the form of inordinate funding increases must stop.

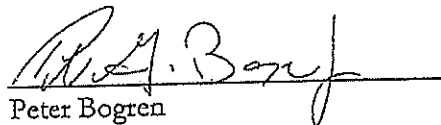
While we have firmly taken the stance of not supporting the WRSD budget as submitted.... and we welcome our colleague towns to follow suit....we also respect the fact that some may not. At the very least it must be recognized that the school district exists to serve all of the towns, and that the problems associated with funding education involve not only short term operational considerations handled yearly in our respective budgets, but by serious shortfalls that affect our financial abilities to meet these operational considerations. These shortfalls that must be addressed include state aid, transportation reimbursement, and a badly flawed formula that sees a given town's student enrollment numbers go down, but its funding requirements go dramatically up.

In the immediate short term, however, we are not only unwilling, but are simply unable, to support the WRSD budget as has been submitted.

Respectfully submitted on behalf of our entire respective boards and committees,



Richard Fenton
Chair, Finance Committee



Peter Bogren
Chair, Board of Selectmen

Cc: Michael Dennis, Chair, Wachusett Regional School Committee

**BENNETT
&
FORTS**

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BRIAN R. FORTS (1952-2017)

April 6, 2021

Superintendent McCall
Wachusett Regional School District
1745 Main Street
Jefferson MA 01522

Re: Assent to Settlement
Estate of Douglas J. Ingalls

Dear Mr. McCall:

Douglas J. Ingalls died on June 13, 2009 and in his will, he left a specific devise to the Wachusett Regional High School for the benefit of students pursuing a career in theater arts, to be administered by UPSTAGE or a successor organization. The amount of the devise is the greater of the proceeds of his T. Rowe Price European Stock account or \$10,000.00.

There was a significant delay in the administration of Mr. Ingalls estate caused by personal issues involving Mr. Bruce Adams, the Personal Representative of the estate, and then later by tax issues affecting the estate. All outstanding items have been resolved and we are now able to close the estate and make the distributions.

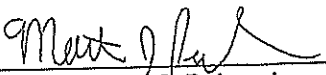
The T. Rowe Price account was worth \$14,579.40 on the date of Mr. Ingalls demise. However, it was liquidated in 2020 and increased in value to \$30,702.60 which will now be the amount of the devise. While the delay was unfortunate, the devise significantly increased in value and will ultimately help the students even more than the initial devise. Mr. Ingalls would be pleased that his devise will be able to make a difference in their lives.

Enclosed please find copy of the estate inventory, accounting and your assent to the accounting for your review. If you have no objections to the accounting, please sign the assent and return it to me. Upon receipt of assents from all beneficiaries, I will file a petition for complete settlement with the Probate Court. The distribution checks will be issued after the Court acts upon the petition. I estimate distribution checks would be available in June if no objections are filed.

Please contact me should you have any questions regarding this matter.

Very truly yours,

BENNETT & FORTS, P.C.

By 
Matthew J. Peloquin

MJP
Enclosures

P6130A

POLICY RELATING TO PUPIL SERVICES**SCHOOL CHOICE**

The Wachusett Regional School District welcomes school choice students and recognizes the benefits of enrolling students into our schools from other cities and towns. Recognizing that any economic benefit of school choice will be offset by personnel costs, the District will not add personnel in order to accommodate school choice enrollment, except by specific vote of the School Committee. Projected school choice openings will be estimated as outlined in Massachusetts General Law 76, § 12B(c) and not exceed class size guidelines as outlined in WRSDC Policy 3510 Policy Relating to Education Class Size. Notwithstanding the above language, the School Committee maintains the right to opt-out of school choice in any given year.

The Wachusett Regional School District will utilize an application and lottery process to select school choice students. No student from outside the District shall be enrolled as a school choice student unless he/she has followed the appropriate protocols, including completion of an application, submission of an application by the established deadline and inclusion in the lottery. In extenuating circumstances, the Superintendent of Schools will have the final determination.

A deadline for acceptance of school choice applications shall be determined prior to the publication of applications, and clearly posted on the application, the District website and any other publication connected with school choice.

The District will select non-sibling students via a blind, random lottery. Current grades, state and local assessments, transcripts, letters of recommendation, or other auxiliary information will not be considered when selecting school choice students.

Siblings of school choice students currently enrolled in a school in the Wachusett Regional School District will be given priority when awarding seats under school choice for the following school year. Parents/guardians need to follow the application process for siblings, as they will be considered new school choice students.

The number of students accepted may differ from the number of additional seats available to non-resident students if, between the date of the projection and the running of the lottery, resident/school enrollment increases.

POLICY RELATING TO PUPIL SERVICES

SCHOOL CHOICE (continued)

All applicants who have applied for school choice will be notified in as timely a manner as possible of their child/children's school choice status (accepted, not accepted but on the waiting list).

The school choice acceptance letter will include instructions for enrolling each child in the school to which he/she has been assigned. The school choice wait list letter will include the child's/children's position on the waiting list, and an explanation of the waiting list process.

Any misleading information on the application could be cause for the District to withdraw its offer of school choice enrollment.

Families with a child or with children who have been accepted will also receive a "School Choice Family Acceptance Form." Families will use this form to indicate whether or not they will accept the offer of school choice enrollment.

The District will maintain a waiting list of students who applied but were not accepted. The waiting list will be active until June 30th of the previous school year. If a seat becomes available, the District will contact the first family on the waiting list to offer school choice placement. If a family declines the offer of school choice, the District will contact the next family on the list until the seat is filled or all families have been notified. Only students who have applied for school choice for the upcoming school year will be included on the waiting list.

Transportation to and from school is the responsibility of the parents/guardians. Families may request in writing permission to ride District-sponsored transportation to and from school from an established bus stop within District boundaries, for an annual fee which will be established by the District at the beginning of every school year. Such decisions shall be based upon available room with priority given to resident students. The District will not provide transportation from stops outside District boundaries for school choice students. The Superintendent of Schools has final authority to grant permission for transportation privileges.

School choice students are eligible to participate in any school-sponsored activity. Families are responsible for paying any student activity, sports or extra-curricular fees.

POLICY RELATING TO PUPIL SERVICES

SCHOOL CHOICE (continued)

School choice students are held to the same standards, both personally and academically, as any other student in the District. District policies apply to all students enrolled in our schools.

Once a child has been accepted to a district under the school choice program, he/she is enrolled until they graduate or transfer to another district.

School choice students may withdraw from Wachusett Regional School District at any time. If a student should withdraw and decides to return to the Wachusett Regional

School District, the application process must be followed once again, and re-admittance is not guaranteed.

On an annual basis, the Superintendent will provide to the School Committee the current status of school choice student numbers and anticipated vacancies.

First Reading:	4/28/14
Second Reading:	5/21/14

WRSDC Policy 6130

City of Residence	Grade (2020-2021 school year)	School Attending
Worcester	7	Chocksett
Hubbardston	7	Chocksett
Leominster	7	Chocksett
Fitchburg	8	Chocksett
Gardner	8	Mountview
Worcester	8	Mountview
East Brookfield	7	Paxton Centeer School
Spencer	6	Paxton Center School
Worcester	8	Paxton Center School
Oakham	8	Paxton Center School
Fitchburg	7	Thomas Prince School
Fitchburg	7	Thomas Prince School
Worcester	7	Thomas Prince School
Fitchburg	7	Thomas Prince School
Leominster	7	Thomas Prince School
Fitchburg	8	Thomas Prince School
Worcester	9	WRHS
Worcester	9	WRHS
Worcester	9	WRHS
Worcester	9	WRHS
Worcester	9	WRHS
Spencer	9	WRHS
Oakham	9	WRHS
Fitchburg	9	WRHS
Fitchburg	9	WRHS
Worcester	9	WRHS
Spencer	9	WRHS
Fitchburg	9	WRHS
Worcester	9	WRHS
Worcester	10	WRHS
Fitchburg	10	WRHS
Worcester	10	WRHS
Worcester	10	WRHS
Worcester	10	WRHS
Worcester	10	WRHS
Worcester	10	WRHS
Spencer	10	WRHS
West Boylston	10	WRHS
Worcester	10	WRHS
Worcester	10	WRHS
Leominster	10	WRHS
Worcester	10	WRHS

Worcester	11	WRHS
Baldwinville	11	WRHS
Worcester	11	WRHS
Leominster	11	WRHS
Hubbardston	11	WRHS
Spencer	11	WRHS
Fitchburg	11	WRHS
West Boylston	11	WRHS
Worcester	12	WRHS
Worcester	12	WRHS
Worcester	12	WRHS
Worcester	12	WRHS
Worcester	12	WRHS
Barre	12	WRHS
Fitchburg	12	WRHS
Hubbardston	12	WRHS
Worcester	12	WRHS
Worcester	12	WRHS

Wachusett Regional School District

Evaluation Narrative 2020-2021

Darryll McCall, Ed.D., Superintendent

April 12, 2021

TO: Michael Dennis, Chair
Wachusett Regional School District Committee

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

RE: Evaluation Narrative

I am providing members of the WRSDC with information pertaining to my 2020-2021 superintendent evaluation. Supporting documentation includes materials related to the issues I have dealt with since last year when the COVID-19 Pandemic encompassed Massachusetts and learning as we knew it changed dramatically. Some documentation referenced in this narrative can be viewed by following the hyperlinks provided in the text.

To accompany this narrative, and in conjunction with the Superintendent Goals and Evaluation Subcommittee, goals have been aligned with a Standard and Indicator from the *Model Rubric for Superintendents*, which you will use in your evaluative ratings. Annually, all educators in the state are required to be evaluated on Standards I–IV of the DESE rubric. However, not all Elements are evaluated every year. The following Standards and Indicators have been identified as those best associated with this year’s goals:

<i>Standard I:</i>	<i>Instructional Leadership</i>	<i>A & B</i>
<i>Standard II:</i>	<i>Management and Operations</i>	<i>A & C</i>
<i>Standard III:</i>	<i>Family and Community Engagement</i>	<i>B & D</i>
<i>Standard IV:</i>	<i>Professional Culture</i>	<i>C & D</i>

The first section of this document focuses on my response to the COVID-19 pandemic. The next section includes information pertaining to progress made on my 2020-2021 Goals. The final section includes information that does not fit into any particular standard but is noteworthy.

[Online Evaluation Questionnaire](#)
[Superintendent Evaluation Rubric](#)

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By June of 2021, the Superintendent, and his team, will provide an outline identifying and prioritizing improvements to technology, resource acquisition, and newly discovered educational best practices that informs the vision of our next Strategic Plan.	12
Professional Practice Goal (Standards II A and IV D)	16
By June of 2021, the Superintendent, working with district and school leadership, will promote diversity, equity, and inclusion District-wide by defining and outlining sustainable practices needed to transform our culture.	16
District Improvement Goals (Standard IV C & D)	18
By June of 2021, the Superintendent will establish and implement a system that enhances the communication between home and school for all families with school aged children who reside within the district.	18
By June 2021, the District will create a plan of action that proactively addresses student retention issues in the school district. (Standard III B & D)	20
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Introduction

Working with the Evaluation Subcommittee this year, we sought to create goals that could support some of the work that was happening naturally as I continued to lead the WRSD through some extremely turbulent times. I consider my goals important and working toward accomplishing my approved goals is one of my top priorities each school year. I also want to state that during this unprecedented school year, my “top priorities” on a day-to-day and week-to-week basis are numerous, and most take a significant amount of time - my time, principals’ time, Central Office administrators’ time. “Top priorities” are student/staff/school safety, contact tracing and managing (which needs to be done at the local/District level but also needs to be recorded and documented at the state level), the reopening of schools and all that involves, as well as overseeing the “ordinary” day to day tasks associated with our district. I cannot begin to quantify the time I have spent attempting to work with our various stakeholders on creating a safe learning environment for our staff and students.

COVID-19 Response

The COVID-19 pandemic that struck the nation and the world last year was truly unprecedented in modern times. With schools closing and all learning moving to remote for the remainder of the spring, our school district, like so many others, worked hard to help support students and families as everyone transitioned to a new normal. Additionally, the COVID-19 worldwide pandemic sparked increased fear, anxiety, and the pervasive feeling of helplessness in many people across the world and within our community. The fear of ourselves or a loved one becoming ill, loss of employment, loss of freedom of movement, and the collective trauma experienced by so many of us throughout the past year have had a negative, cumulative effect on our sense of personal agency.

The unexpected transition to remote learning in the Spring of 2020 precluded the district from engaging in pre-planning. There were difficulties and complications that arose with regard to remote learning under those circumstances, which have been addressed through sustained planning, stakeholder input, and increased investment in technology to support high-quality teaching and learning. These adjustments resulted in a more positive remote learning experience for students, educators, and parents/guardians, including a focus on synchronous learning whereby our students would engage in learning at the same time along with timely and meaningful feedback for students from teachers.

Despite the stress and challenges that the COVID-19 pandemic has caused students, parents/educators, educators, and administrators, the district has attempted to view these challenges as opportunities. These opportunities have allowed us to break the traditional model for teaching and learning, to bolster our use of and access to technology district-wide, to open up possibilities to incorporate more modern, research-based approaches to instruction that would have otherwise taken years to introduce. The ways in which stakeholders across the district have

come together to work towards our collective goals have bolstered the district's efforts, and this collaborative work will continue as we refine practices on behalf of students.

The COVID-19 (Centers for Disease Control and Prevention - CDC) pandemic caused a great deal of upheaval in all of our lives last year and into 2021. Beginning in February of 2020, my job as superintendent of the largest regional school district in Massachusetts has become one of working through one challenging situation to another. These challenging situations have not subsided as we have moved from a remote learning model at the start of the year, to a hybrid learning model midway through the year, and finally to a full in-person model the first week of April for our k-8 students. As I mentioned in my last evaluation narrative in June of 2020, every day brings new challenges that I never could have predicted or anticipated last year at this time.

During the summer months of 2020, I took a proactive approach to leading the District through the creation of the Reopening Health and Safety Advisory Task Force. The group is composed of 34 members of the Wachusett community including administrators, teachers and staff, medical professionals including local doctors and school nurses, and students. The Task Force met several times prior to school reopening, and in July produced an Initial Recommendation Report that was the foundation for the development of the return to school plan. The Reopening Health and Safety Advisory Task Force has met seven times since June of 2020 (June 4, 10, 18, 24, October 14, 2020 and March 10 and 31, 2021). The group was broken into three subgroups that included Health/Medical, Mental Health, and Academics. Each group then made recommendations that included options for in-person, hybrid, and remote learning. **(Standards II A&C and III B&D)**

The district recognized the multi-layered complications that a potential school reopening during the COVID-19 pandemic brought forth. There was a wide range of thoughts, feelings, and emotions related to both the extended school closure and the decision to begin the 2020-2021 school year in a remote learning model. The voices of key stakeholder groups, including students, parents, faculty, staff, school and district administration, as well as members of the local community, were included meaningfully in the district's plan for reopening schools. The ideas and input of members of these stakeholder groups helped to strengthen the initial plan, as well as to expose potential blind spots that may not have been exposed if the planning were to occur in isolation and without stakeholder input. The Task Force that was convened in the Spring of 2020 will continue to be a conduit for feedback from all stakeholders for the remainder of this school year.

An important first step in terms of returning students and staff to a somewhat normal routing was the Extended School Year (ESY) program for our special needs students. The remote extended school year began on July 6th and ended on August 13th. Students attended live remote sessions with their teachers, paraprofessionals, and related service providers. The ESY program included students in the Developmental Program, the Life Skills Program, the Post-Grad Program, and the ABA Program. Students received services in multisensory reading, academic tutoring, OT, PT, Speech, social skills, and counseling. During this past summer, we also added tech support for parents, teachers, and students. Most sessions held remotely were pre-scheduled with the families. Students were also provided with work or choice boards to complete outside of

the live sessions. Our ESY program provided support to over 250 students last summer.
(Standards I A & B)

During the summer, DESE required all school districts in the state to create a school reopening plan that would provide a variety of educational options for returning students. Using information from the Reopening Advisory Task Force, educators and administrators, and families, a final document was created, WRSD School Reopening Plan 2020-2021. This document included survey information from Parents/Guardians that helped to better define the plan. This document was many weeks in the making and required a great number of meetings with our administrators and teachers to make sure that our model would provide as much consistency as possible from building to building. The plan also included guiding principles, a remote learning definition, responsibilities of all parties, and student and family supports.
(Standards I A & B, II A & C, III B & D, and IV C & D)

As we moved through the fall, we took many steps in order to provide our students and staff with the opportunity to return to in-person learning. In September, I began to hold regularly scheduled meetings with our local Boards of Health. These meetings were critically important for us as we discussed the various safety issues facing our staff and students.

Remote Learning Model

As we began the 2019-2020 school year in a fully remote model, we needed to make sure that all students who required access to technology would be able to do so. With this in mind, we reached out to our families to address these concerns by offering loaned Chromebooks upon request (WRSD Chromebook Request) and by providing information on the Free Internet services offered by both internet service providers that service our five towns. We also were able to share mobile hotspots with families who were unable to access the internet from their homes. All of these steps helped our students and staff stay connected during both the remote and hybrid stages of learning this school year. **(Standard III B & D)**

Our transition to a remote learning model was made possible in large part because we recently implemented a 1:1 Chromebook program for high school students. This is year 4 of our phased implementation and devices were provided to all students in grades 9-12 to align with our WRSD technology plan. We also created a Technology Help Center for families and staff to assist them while remote learning. Having over 2,000 Chromebooks already in the hands of our oldest students provided an immeasurable benefit as we looked to provide support to students in our other grades. If we had not taken that vital step a few years ago, our students' access to technology would be woefully behind that of other students in the state. **(Standard I B)**

While the vast majority of our students began the school year remotely, our students who are part of the ABA program had the opportunity to begin to return to a modified version of in-person instruction on October 5th. Over the next several months, the time for in-person instruction increased so that we were able to provide some of our neediest students with in-person support and instruction. Also in October, we produced the Transition to Hybrid Learning Guide which assisted all members of our community in understanding how the move

from remote learning to hybrid learning could occur. **(Standards I A & B, II A & C, III B & D, and IV C & D)**

In November 2020, as the virus began a second surge and spread more rapidly through the state, I began to provide weekly updates to the entire community. The Wachusett News weekly update typically has between 15,000 and 16,000 views a week. In each newsletter, I provide relevant and up-to-date information to families and staff about the WRSD and COVID. The information that is shared has helped to stem the tide of questions from constituents and School Committee members about school closures and reopenings. I will continue to provide weekly updates to families and staff through the remainder of this school year. **(Standard IV C)**

Finally, in December of 2020, I, along with members of the Board's of Health and our administrators and nurses, created a decision matrix for returning students to in person learning, as well as other documents to help support our staff, students and families. This entire process was reviewed with the full WRSDC on December 21, 2020. The other documents include Quarantine Guidelines, the Covid-19 Self Screening Document, and the Covid Dashboard.

Please see the WRSD website and Archived Reopening Documents for all documentation associated with Covid-19. (Standard II A)

Hybrid Learning Model

On January 19th, the WRSD moved from a remote only model to a hybrid model of learning for students. The student body was broken down into cohorts that included A and B for two days of in-person instruction and three remote. Cohort C students were fully remote and did not participate in in-person instruction. Issues associated with the return of many of our students to school for the first time since March of 2020 were typically items such as building coverage with adults, social distancing for students, and developing solid lessons that supported students at home and in-person. This was an exceptionally exciting time for the entire District. **(Standards I A & B, II A & C, and III B & D)**

We knew that with the inclusion of more students and staff in our buildings, we would inevitably be confronted with more cases of Covid-19 and, ultimately, contact tracing to accompany the increased number of students and staff. Although we had already had several cases where contact tracing had occurred, there was a noticeable increase in the number of positive cases which in turn resulted in extensive contract tracing and meetings that occurred throughout the week and weekends. These meetings often included Director Keenan, Deputy Berlo, school principal, school nurse, a local board of health member, and myself to review the situation and enact next steps. At this time, well over 70 meetings have been held to address Covid-19 cases and follow through with contact tracing. **(Standard IV C & D)**

Finally, in order to move forward with this model, we contracted with an outside vendor to provide a report on air flow in our schools. The assessment was conducted by ATC of Worcester and was reviewed with Facilities and Security Subcommittee as well as the WREA.

We were pleased with the results as it showed that the work that had been done over the past several months on our HVAC systems provided the necessary airflow for our schools. In areas where there were issues, we were able to address and resolve them immediately.

ATC Report/WRSD (Standard II A)

Full In-Person Learning Model

A plan of action was put in place in March for all students in our kindergarten through 8th grade schools to return to full in-person learning for the remainder of the school year. This plan included a timeline with specific objectives associated with action steps (Transition to Full In-Person Timeline). Through this process, we were able to define the work that was necessary to bring students back into school more regularly. Thus far, we have had a wonderful experience with this process and students and staff are very pleased to have a sense of normalcy associated with their lives. (Standards II A & C, III B & D, and IV C & D)

We are currently working on now bringing our students back to school at the high school level. I have developed a timeline for the transition to full in-person learning for WRHS and we are on track to have students back in school full time by the end of this month, April 26th. We are also hopeful that many of our students, age 16 and up, are able to take advantage of the vaccination opportunity that will be forthcoming later this month.

Vaccination of Staff

The Wachusett Regional School District was fortunate to partner with the town of Rutland's Vaccination Team that allowed for all District employees to be vaccinated with the Pfizer vaccine. In conjunction with the Rutland Vaccine Team, private clinics for all District employees were held on March 17th at Naquag Elementary School in Rutland for the first shot and April 9th for the second shot. A schedule was established for each school to follow with a window of time during the day when staff was 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 allowed for all of the 1,040 district employees to be vaccinated if they choose to do so. At this writing, over 700 WRSD employees received the vaccination at this clinic. This was an excellent opportunity and will help staff to feel more confident about the eventual transition to full in-person learning. All students were remote on March 17th, as all school nurses assisted in the vaccination clinic on that day. The second dose occurred after school hours on the 9th of April. (Standards II A, III B & D, and IV C)

FY21 Grants

This year, in response to the issues associated with the Covid 19 Pandemic, including the increased costs of reopening schools safely, the District received several grants that have been used specifically to support our students and schools. These grants assisted us as we moved from remote learning, to hybrid learning, to full in-person: (Standards I A & B and II A)

-
- **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 School Emergency Relief Fund (ESSER)**
 - Purchased licenses for Lexia Learning
 - Personal Protective Equipment (PPE)
 - Cleaning supplies
 - **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
 - **Fund Code 115: \$617,702 from the Elementary and Secondary School Emergency Relief Fund (ESSER II)**
 - Partially funds the cost of additional lunch monitors and bathroom monitors
 - Provides funds to support the planning and implementing of summer learning and/or after school programs
 - Provides funds to support the cost of providing mental health services, such as Interface and teacher training
 - Funds dedicated to training of staff on a variety of topics
 - Costs related to improving the indoor air quality in all of our school facilities
 - Acquiring education technology, software and related equipment
 - Assessments to identify student learning loss
 - Supplies to sanitize schools and personal protective equipment

We are currently awaiting a final figure for our ESSER III grant which should be made available to all districts within the next few weeks. We are estimating that the amount will be approximately \$1.8 million.

FY22 Budget (Standard IV C)

As we have done over the past several years, the District and Member Town officials held the annual Budget Roundtable, virtually this year, on January 7, 2021. This meeting was the opportunity to discuss key budget issues associated with the upcoming fiscal year. Even though this year's Roundtable was virtual, it was well attended by town representatives, officials from the state, members of the Wachusett Regional School District Committee, and community members interested in learning more about the budget process. Though budget development was delayed this year due to the pandemic as well as the state's FY21 budget approval being later than usual, we have worked with our Member Towns, on behalf of all constituents, to develop an annual budget appropriation that will address the needs of Wachusett's students and staff, while also being cognizant of the budget constraints of our towns. The FY22 DRAFT Budget Book is also available with a more detailed overview of the budget process.

The WRSD Strategic Plan provides the Wachusett community with a sense of purpose as we define priorities and set budgets. Each school has developed a School Improvement Plan that ties directly back to the Strategic Plan and will help define budget priorities at both the building and the District levels. Goals that have been set by administrators and teachers will have common themes connected to the five learning domains, enabling our five-town district to pursue common educational outcomes. This plan has made communication about the educational needs of our budget more easily understood when sharing our budget with our communities.

The current budget request for FY22 is aligned with the WRSD Strategic Plan as we focus on areas such as early literacy, professional development, technology and student health and wellness. Budget increases are primarily due to a slight increase in staffing, contractual obligations, utility costs and an increase in health insurance. None of this would be possible without the support of our parents/guardians, teachers, staff, and community members. We must continue to work together to provide our students with a quality education that will prepare them for success in the future.

The Wachusett Regional School District budget consists of nine (9) separate Appropriations with each one designed to meet a specific purpose. The first appropriation and most significant portion of the total budget is Salaries and Stipends.

Salaries and Stipends:

\$66,902,524

This appropriation covers salaries for all teachers, nurses, specialized providers such as Applied Behavioral Analysts (ABAs), paraprofessionals, custodians, clerical staff, technical staff, principals, and administrators. Total salaries for FY22 have an increase of 2.64% which includes contractual obligations for all employee groups, projected spending for substitutes and stipends,

and includes funding for three (3) new position requests. This budget request will enable the District to maintain all educational programs and expand our efforts in addressing targeted areas of need as outlined in the Strategic Plan. These include providing support for social and emotional learning and safe school learning environments. Our overall increase for Salaries, Stipends and Substitutes is \$1,720,039 or 2.64% above FY21's Appropriation.

Benefits and Insurance: **\$17,881,390**

The District has received information on health insurance that indicates a projected increase for both active and retired employees of 9.5% above FY21. To offset health care costs the District applies charge-backs to revolving funds such as School Choice and School Lunch which lowers the "net" total of the Employee Health Insurance budget. Cost increases are projected for Other Insurances and Benefits and for the assessment to the Worcester Regional Retirement System. By paying the FY22 Worcester Regional Retirement Assessment on July 1, 2021, the District saved \$43,306 from its original, budgeted figure. Our overall increase in this Appropriation will be \$1,833,577 or 11.43% above FY21.

Instructional Support: **\$3,273,020**

The District is proposing a decrease in the instructional support budget for FY22 by re-allocating Special Education Contractual Services to the Special Education Circuit Breaker fund. This is an area of the budget where we are committed to providing resources in order to address areas of need that have been lagging in recent years. We are requesting a decrease to this Appropriation to \$3,273,020 which is a decrease of (\$216,835) or (6.21%) less than FY21.

Operations & Maintenance: **\$3,932,121**

The District is invested in the maintenance of our schools in order to provide a safe and secure learning environment for our students. The District continues to budget for ongoing building repairs and maintenance. We are projecting some increased costs for natural gas and electricity. For FY22, this Appropriation is being budgeted at \$3,932,121 which is an increase of \$193,890 or 5.19%.

Pupil Services: **\$52,758**

This Appropriation supports non-instructional programs in the schools such as the health offices and student related activities. There have been significant decreases in this Appropriation over the past several years as all athletic team expenses, with the exception of stipends, were

reallocated to be paid out of the Athletic revolving fund. This Appropriation has been level-funded for FY22.

Special Education Tuition: \$2,511,780

The District is responsible for student placements at other public schools, private schools, and collaboratives which are determined by the programmatic needs of the individual student and program rates approved by the state. Prior to arranging placements, the District evaluates whether a student's needs can be met through an in-District program and contracted services. This budget continues to address all current and pending placement agreements and contract increases. The District lowers the "net" expense of this Appropriation by allocating costs to the Circuit Breaker Revolving Fund and the Federal, I.D.E.A. grant. For FY22 we are proposing to budget this Appropriation at \$2,511,780 which is a decrease of (\$258,220) or (9.32%) less than FY21.

Other Operating Costs: \$1,732,282

Other Operating Costs include the District's cost for tuition-out expenses for students attending schools in other districts through the School Choice and Charter School programs. These figures are estimates based upon the FY22 Cherry Sheet figures as they pertain to the Governor's FY22 Budget released in January 2021. For FY22, we are proposing to budget this Appropriation at \$1,732,282 which is an increase of \$555,472 or 47.20% above FY21. As stated in each of the budget presentations, this increase is the end result of the timing of the Final State Budget for FY21 (late December 2020) and the approved budget for WRSD for FY21 (early March 2020). This is a fluid number and is likely to change during the FY22 State budget process.

Transportation: \$6,465,504

The Transportation appropriation reflects a contractual increase in the home to school bus contract as well as in the special education in-District and out-of-District contracts. The figure for Out of District and In-District Special Education transportation is difficult to pinpoint as Special Education transportation routes may change at any point in the school year given student programmatic need. This appropriation will be budgeted for FY22 at \$6,465,504 which represents a decrease of (\$776,197) or (10.72%) less than FY21 due to the use of a Transportation Stabilization account and Circuit Breaker funds.

Debt Service: \$2,301,900

Debt service includes payments for construction bonds for two projects which are the high school renovation/addition project and the Jefferson oil remediation project. These bonds were

[Online Evaluation Questionnaire](#)
[Superintendent Evaluation Rubric](#)

refinanced by the District this fall having been approved by the Massachusetts Municipal Finance Board (MFB) last summer. This appropriation of \$2,301,900 reflects a decrease of (\$113,831) or (4.71%) below FY21.

Summary

The District continues to provide Member Towns with a budget that is proactive in supporting educational goals, including student health and wellness, while remaining fiscally prudent. Our overall increase of 2.88% from FY21 to FY22 will provide our students with the necessary tools and learning environment to prepare them for success in an ever-changing, global society of the 21st century.

Total Approved FY22 Appropriation:

\$105,053,279

Vision for School Year 2021

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
- 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

GOALS

Student Learning Goal ((Standards I A & B, II A & C, and III B & D)

By June of 2021, the Superintendent, and his team, will provide an outline identifying and prioritizing improvements to technology, resource acquisition, and newly discovered educational best practices that informs the vision of our next Strategic Plan.

This past year has required schools and the district to reinvent multiple times the way education happens. Students, parents, and staff have been asked to learn new tools and software, to learn and process information in new ways, and to be more independent and resilient than in the past.

Below are details describing what we have done, as a district, to support students, parents and staff, as well as what we will do to evaluate and support these new initiatives moving forward.

Technology and Resource Acquisition:

Using our current Technology Plan as a guide, a number of substantial investments were made in the 2020-21 school year to support remote and hybrid learning in the short-term as well as to support the enhanced use of technology long-term. The following hardware acquisitions and staffing actions were tied directly to items identified in the Technology Plan.

- Hiring two new Technology Integration Specialists
- Chromebook 1:1 Program expansion to grades 6-8
- Wireless network upgrade for ECC

Additional, unplanned hardware upgrades were also made, specifically in response to needs related to remote and hybrid instruction due to the impacts of the COVID-19 pandemic.

- All K-8 teacher computers were replaced with newer hardware in order to provide more robust performance in a remote environment.
- Webcams were added to all desktop computers
- Additional peripherals were made available to teachers as needed to facilitate remote instruction, including:
 - Document cameras
 - External microphones
 - Additional monitors
 - External speakers
 - Bluetooth connectivity

Our plan to provide effective remote instruction also necessitated an increase in a number of online learning resources. The products listed below were all acquired or expanded for the 2020-21 school year in order to help ensure that teachers and students had the resources they would need to succeed in an unfamiliar, completely remote learning environment.

- Seesaw - Learning management system for younger students (PreK - Grade 2)
- Lexia - Individualized learning program focused on reading and language skill acquisition
- EdPuzzle - Platform for creating and assigning interactive video lessons
- Screencastify - A simple way to record on-screen tutorials and instruction
- PearDeck - Tool to turn Google Slides into interactive activities and assignments
- GSuite Enterprise - Enhanced tools for teachers in Google Meet and Classroom

Finally, the network demands of remote and hybrid learning required some infrastructure upgrades, specifically at two locations where existing services were not sufficient to support hybrid instruction. The internet circuit serving the two Sterling schools was converted to high-speed synchronous fiber, replacing the existing cable modem connection. This was the

only site in the District that wasn't already connected by fiber due to the lack of availability at that location in prior years. Additionally, the bandwidth allotted to the circuit servicing Naquag Elementary and Central Tree Middle School was increased in order to avoid overutilization and provide adequate overhead.

In all cases where we needed to work quickly to adequately address learning and teaching situations, purchasing decisions were informed by teacher feedback and recommendations from current users.

Technology Plan Status

Our current Technology Plan runs through 2021, but is now being updated to account for the significant changes to the overall technology landscape across the district over the past year. The new plan will cover years 2021-2026, outlining our vision for maintaining the technology gains made to date, maximizing their impacts on teaching and learning, and identifying future opportunities for enhancement. The new tech plan will continue to be the guiding document for technology acquisition, support, and evaluation.

Supporting Improvements in Technology

The influx of new hardware, software, and staff is already generating advancements to the structure and delivery of support for staff. The following items outline recent and ongoing progress in this area.

- Technology Integration team meets bi-weekly to share feedback, new resources, and ideas for ongoing training and support for teaching staff.
- Self-paced training resources
 - Recorded training sessions conducted by product specialists and district staff are available for teachers to access as needed.
 - Integration team is developing a new website to provide a centralized library of training and support resources, expected to launch by the end of April.
- Live training and support
 - Integration Specialists provide weekly opportunities for teachers to participate in voluntary training or support sessions.
 - Ongoing professional learning opportunities led by product specialists are being scheduled to support new products
- Optimizing help desk functionality
 - Tickets can now be assigned to Integration Specialists as needed
 - Tech staff use help desk activity to identify emerging challenges and respond proactively

Resource Acquisition:

Throughout this past year, a variety of materials were needed to keep students and staff safe and to support learning and engagement in a remote setting. Both local, as well as grant funds were

used to obtain these materials. These items have included a variety of Personal Protective Equipment (PPE), new cleaning supplies and wipes, electrostatic spray guns, rug cleaning machines, waste receptacles, protective shielding, dividers, bottles of hand sanitizer, air quality and airflow meters, as well as signage. To help improve the indoor air quality in classrooms and offices, repairs were made to existing units, others were adjusted and calibrated, and in still other areas, new equipment was installed. New water bottle fillers are being installed throughout all schools, and older drinking fountains are being disconnected.

Capital Improvement Plan Status:

To support and continue the work begun this past year, a new Capital Improvement Plan is being developed. This plan has been presented to the Facilities and Security Subcommittee and will go before the full School Committee before the end of June.

Supporting Improvements in Resource Acquisition:

Head Custodian meetings have begun this year and will continue in the future. Custodial training in using PPE and our cleaning supplies occurred this past year and annual training will continue in the future. The measuring of indoor air quality and airflow, begun this past winter, will continue in the future as well.

Resource Acquisition Related to Teaching and Learning:

Similar to the process used with technology, the acquisition of educational resources was guided in part by our existing Textbook Plan. For 2019-20, textbook purchases were initially limited to essentials, such as extending expiring textbook licenses for another year, renewing online platforms that were deemed essential by staff such as Actively Learn, Gizmos, and RAZ Kids, and purchasing consumables, such as those used with our math program. In addition, teacher feedback was used to redirect FY20 textbooks funds in other directions, such as supporting the purchase of new software, apps, and online licenses, all aimed to better support and engage students in a remote learning environment. This redirection of funds, as well as the influx of grant funding, has supported the purchase of In-Sync, Mathspace, Geography Alive, Ancient History Alive, Science-2-go, Pivot Interactives, SmartMusic, Music First/Practice First, Notability, iPens, iPads, Tumblebook remote library, Teenbook Cloud, and Mystery Science.

In addition, licenses to online learning programs were expanded to better meet the needs of our students in a remote learning environment. These included more licenses of Lexia Learning, Reading A to Z, and MobyMAX.

To help assess student progress and to monitor attainment of grade level knowledge and skills, the district purchased licenses of Star Reading and Star Math. This online assessment was used this past year with students in Kindergarten through grade 8.

We are currently in the process of purchasing the Grade 3 early literacy books and materials, and based on anticipated grant funding will look to purchase materials for grade 4 and possibly grade

5.

Textbook Plan Status:

As a result of these many initiatives this past year, the Textbook Plan had to be revised. The revised plan will be shared with the Education Subcommittee at their next meeting and with the full School Committee after that.

Supporting Improvements in Teaching and Learning:

This past year has seen many changes to how the district has had to teach students. These changes have covered all aspects of teaching and learning, from new ways to engage students while being remote, to new platforms to organize and deliver content, to online versions of textbooks and student assessments. The District provided new hardware, peripherals, software and online subscription to teachers, and they in turn, out of necessity, explored many new ways of delivering instruction and supporting student learning. As we move into next year and beyond, an essential next step is to evaluate which aspects and practices of the past year are worthy of continued support, which areas are in need of more training or increased funding, and which ones might be discontinued.

To evaluate these new products and practices, we will employ several initiatives. One will be to survey staff which will occur in May. Another will be to have focused discussions at the school and department level, with our Technology Integration Specialists facilitating. Lastly, our school and District leadership team will be involved in discussing and analyzing with teachers instructional practices and new products for their effectiveness in engaging students and supporting student learning.

The results of this work will help to define the direction the District will take in the near future with respect to teaching and learning, and ultimately will expand our definition of what a “textbook” is and what the Textbook Plan supports. This work will help to define school and district improvement goals (School and District Improvement Plans) as well as the next Strategic Plan. Lastly, this work will be used to establish the next Professional Development Plan, which will focus our writing of the next year’s entitlement grants, Title IIA, Title III, and Title IV specifically.

Professional Practice Goal (Standards II A and IV D)

By June of 2021, the Superintendent, working with district and school leadership, will promote diversity, equity, and inclusion District-wide by defining and outlining sustainable practices needed to transform our culture.

This has been an unprecedented year in terms of how the District continues to create an atmosphere of inclusion and support. Building a culture that promotes diversity and equity

requires consistent messages and support for students and staff over multiple years. It is important to note that this goal is a carryover from my 2019-2020 goals, completion of which was, unfortunately, cut short by the pandemic and schools being out of session from March forward. I felt it was best to restart attention to this goal, and we are keeping in mind the political and social atmosphere we have experienced in the last twelve months.

To begin, I sought to work with our administrative team to help develop a deeper understanding of culturally proficient knowledge and skills in order to promote consistency in this area throughout our schools. As noted in my goal from last year, my own background reading for this goal included Jonathan Kozol's, The Shame of the Nation, and Beverly Daniel Tatum's, Why Are All the Black Kids Sitting Together in the Cafeteria? During PLT meetings (Principal Leadership Team) agenda items have been review/discussion/book study on Unconscious Bias in Schools. Principals are asked to share their thoughts, perspectives, views and viewpoints and we, as a group, have had some very interesting and deep discussions. I have been particularly impressed by the case studies principals have shared with their peers, some looking for input and suggestions from other principals and some principals sharing positive outcomes and results from actions they have taken when confronted with a situation in their building.

The second book for PLT reading and study is Case Studies on Diversity and Social Justice, which I have found to be one the most effective books for soliciting true conversations pertaining to educational equity and social justice. As we have begun the book and discussed in small breakout groups, we have found that the conversations and discussions previously had concerning our first book have helped us to take on different perspectives and vantage points. We will continue to read through this book through the remainder of the school year and continue our discussions on equity and diversity.

An important aspect associated with this goal is the Diversity, Equity, and Anti-Racism subcommittee which was formed in August, 2020, and has been meeting regularly since that time. Director Keenan has been the administrative representative for the subcommittee, helping to support the group in a variety of ways. A critical role of any subcommittee is the regular review of school committee policies. This year, the subcommittee has been reviewing and revising the following policies:

- WRSD Bullying Prevention & Intervention Plan (BPIP) (finalized and approved)
- P6436: Appreciation of Diversity (revised and approved by full School Committee)
- P6437: Promoting Civil Rights and Prohibiting Harassment, Discrimination and Hate Crimes (review/revision in progress)
- P3240: Ceremonies & Observances (future review)
- P6437: Safe Schools (future review)

The subcommittee has also discussed bias and issues related to school culture as a way to frame subcommittee work and discussions. The following slides pertain to the discussions that have been held during the subcommittee meetings: PDF's of subcommittee slides

The District is currently seeking a strategic partner organization to examine and analyze the District's systems and structures as they relate to racial equity. Director Keenan and I have met twice with representatives from The Disruptive Equity Education Project - DEEP (<https://digdeepforequity.org/>). This group specializes in working with schools on developing support systems for leaders and staff to work toward creating unbiased learning environments. DEEP has also developed a proposal for work to be conducted in the District. The proposal has been shared with and reviewed by the Equity subcommittee as well as building principals. The initial feedback received has been positive and supportive of the initiative. We are currently working with a representative from DEEP to address any necessary steps required before we move forward with this process.

District Improvement Goals (Standard IV C & D)

By June of 2021, the Superintendent will establish and implement a system that enhances the communication between home and school for all families with school aged children who reside within the district.

This goal was created with the premise that communication is key to helping all of our community members stay connected to the WRSD. This area has been critical for all school districts this year as communication on school reopening has become one of great importance.

During this school year, over **1,900** School Messenger email and/or phone messages have been sent to families and staff from administrators at the Central Office and the building level. Schools also continue to share updates with families through their own Smore Newsletters and email communications. Although we never want to overwhelm families and staff with too much information, it was vitally important for us to remain vigilant in our communication outreach to families.

A key communication tool for me from my role as superintendent has been my weekly newsletter to families and staff. With the everchanging information being shared by DESE and the federal government, it was crucial for there to be district-wide communication from the office of the superintendent on a regular basis. My weekly newsletter, Wachusett News, currently is shared with all families and is viewed across Massachusetts, New England, the country, and in other parts of the world that you can see from the image shared below. As you can note in the screenshot of the analytics from Smore, the last newsletter has had over 13,000 visits since I

posted it on April 1st:

Analytics for Wachusett News



13397 visits all time 1 Apr - 12 Apr



Metrics

13397 Visitors



Locations

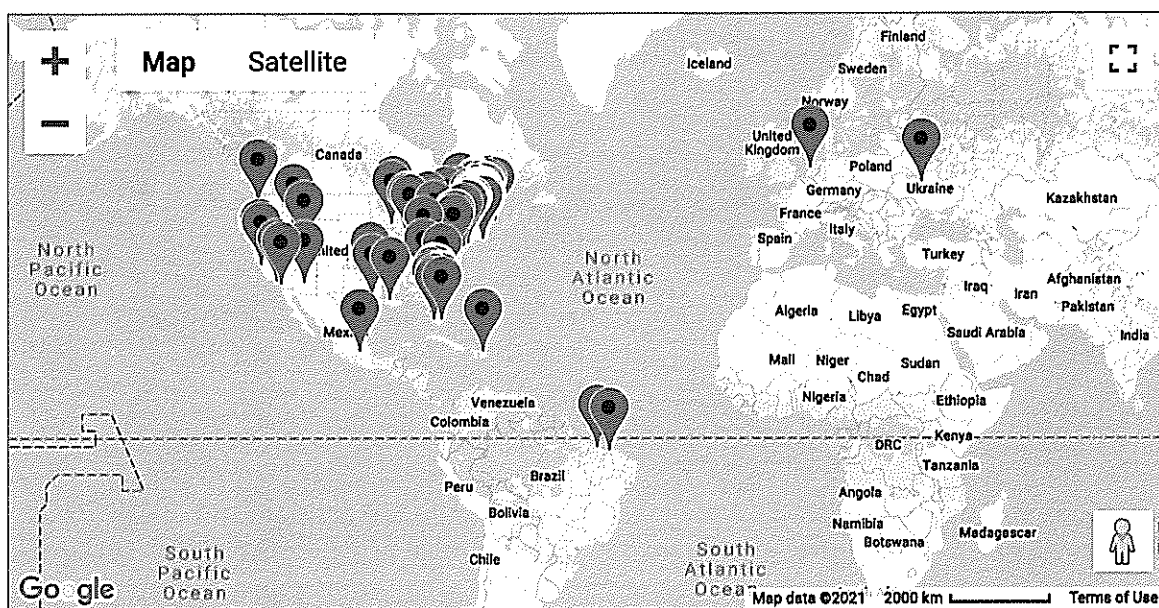
220 Locations



Email Report

Visitors by location

Where did visits come from?



Surveys have been used on multiple occasions to gather feedback from families or to collect data needed in order to plan each phase of reopening.

Survey Topic	Date
<u>School Reopening Feedback</u>	July 2020
School Transportation Needs (Hybrid Model)	August 2020
Hybrid and Transportation Selections	October 2020
<u>1st Quarter Remote Learning Feedback</u>	December 2020
<u>Full In-Person Learning Participation</u>	March 2021

The potential use of text messaging is also currently being evaluated. Due to changes in the way PowerSchool organizes parent contact information, utilizing the text messaging component of School Messenger was not feasible in recent years. During the summer of 2021, district technology staff will work with School Messenger support with a goal of implementation for the fall.

A final plan for full implementation of a district-wide communication protocol will be shared with the full SC prior to the end of this school year.

By June 2021, the District will create a plan of action that proactively addresses student retention issues in the school district. (Standard III B & D)

As I have mentioned, this year has been like none other any of us have ever experienced. School districts throughout the Commonwealth were forced to close their doors last spring and many were unable to open until early 2021. As a result of schools remaining in a remote learning model, many families decided to home school their children or place them in private schools that were able to reopen for in-person learning in September.

With the concern that we would continue to see a decline in enrollment, I began to work with Director Keenan on collecting information on the number of students who left the district. In early April, a survey was shared with families of students who live within the District but who are not enrolled in our schools. Using email addresses from families who had previously registered a student/s in PowerSchool in the WRSD, over 1,000 emails were sent to these families whose students who are now homeschooled, attend private schools, or have school choices into another district in Massachusetts.

Enrollment survey

- Sent on Friday, April 2nd to families who are homeschooling, private, charter, tech high school, and other out of district enrollments.
- 262 responses from families as of 4/6/21
- Preliminary Results:
 - i. “Please indicate which learning plan you intend to choose for your child(ren) for Fall, 2021.”
 - 1. For 123 students, the parent/guardian indicated that they will be re-enrolling in WRSD
 - 2. For 34 students, the parent/guardian indicated that they are undecided/unsure.
- These preliminary results help us to better anticipate Fall, 2021 enrollment numbers.
- More results from the survey will be shared with School Committee in a future report

Recently, DESE offered the opportunity for school districts to create their own Single District Virtual School. I have reviewed the preliminary information shared by DESE, including a

Online Evaluation Questionnaire
Superintendent Evaluation Rubric

webinar that outlines the details associated with the application process and the components of a virtual school. There are currently no Single District Virtual Schools operating in Massachusetts at this time as this is a new opportunity for a school district to develop a new “school” that includes everything found in traditional schools with the exception of a learning space. I will continue to speak with DESE about this opportunity, but please note that the timeline for the application process is compressed and labor intensive. More information will be provided to the WRSDC in the coming weeks.

Other Items of importance associated with my evaluation:

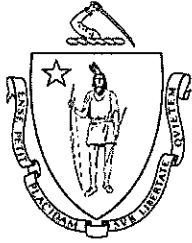
- I have continued to participate in negotiations this year with unions. This included numerous meetings with WREA and other unions concerning MOA’s for school reopening in various models. (Standard I-B)
- I have attended a great number of subcommittee meetings during this school year including Management Subcommittee, Facilities and Security Subcommittee, Business/Finance Subcommittee, Diversity, Equity, and Anti-Racism Subcommittee, Legal Affairs Subcommittee, the Superintendent Goals and Evaluation Subcommittee, and the Ad Hoc subcommittee on the Regional Agreement. (Standard IV-A)
- At our August Administrative Retreat with our administrative leaders, I focused our attention on the status of school reopening during the pandemic. We worked with one another on developing consistent standards for reopening that could be used throughout all of the schools, and in different learning modalities. Documentation shared included information on how to open classrooms safely with the Classroom Checklist. (Standards I-B, I-C, I-E)
- During the school year, meetings with building leaders and Central Office staff are scheduled on a regular basis. Principal Leadership Team (PLT) meetings were held monthly beginning on September 3, 2020 but were also held more frequently when needed. PLT attendees are the 13 school principals, the Superintendent, the Deputy Superintendent, and other Central Office administrators as needed. (Standards IV-A, IV-E)
- This year, I met with all principals to review their individual goals as most of the goals were disrupted by the pandemic and needed to be adjusted for this school year. All principal goals were reviewed with Central Office administrators and were designed to support the current educational issues principals dealt with this year. School Improvement Plans were not updated this year due to the pandemic and the fact that we

are in the last year of the WRSD Strategic Plan. These three year plans will be updated this fall/winter when schools return to a “normal” state and a new Strategic Plan has been approved and implemented. (Standards IV-A, IV-D)

- Following the principal evaluation process, 8 principals in the final year of their contracts were evaluated within the timeline set forth in School Committee policy. Both the Deputy Superintendent and I met with all principals to establish annual goals associated with this current year of upheaval. All principals and Central Office administration will be evaluated by the end of the school year in compliance with DESE regulations. (Standards IV-A, IV-D)
- I continued to support the use of INTERFACE Referral Service for students to access counseling professionals outside of school. For 2021-2022, we will continue to have the ability for all residents of our Member Towns to access this service, regardless of age or enrollment in our schools. We have met with representatives of William James College and the INTERFACE Referral Service this year to define the support process for all students. (Standards II-A, III-D)

Reference Materials

Resource	Date
<u>Reopening Task Force Initial Recommendations</u>	July 2020
<u>School Reopening FAQ</u>	July 2020
<u>School Reopening Plan</u>	August 2020
<u>Reopening Guidelines</u>	September 2020
<u>School Reopening Update Presentation</u>	September 2020
<u>Tech Help Center for Families</u>	September 2020
<u>Reopening FAQ Site</u>	October 2020
<u>Transition to Hybrid Learning Guide</u>	October 2020
<u>Virtual Town Halls</u>	October 2020
<u>Superintendent's Letter on Hybrid Delay</u>	November 2020
<u>Bullying Prevention and Intervention Plan</u>	December 2020
<u>COVID-19 Quarantine Guidelines</u>	December 2020
<u>School Ventilation Report</u>	December 2020
<u>Bus Information for Hybrid Learning</u>	January 2021
<u>COVID-19 Self-Screening Guide</u>	January 2021
<u>Learning Model Decision Matrix</u>	January 2021
<u>K-8 Full In-Person Learning Information</u>	March 2021
<u>WRHS Full In-Person Learning Information</u>	March 2021
<u>FY22 Budget Book DRAFT</u>	March 2021
<u>Transition to Full In-Person Planning Document</u>	March / April 2021
<u>Wachusett News</u>	Weekly



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April 30, 2021

OML 2021 – 61

Michael Dennis, Chair
Wachusett Regional School District
Committee 1745 Main Street
Jefferson, MA 01522

By email only: Michael_Dennis@wrsd.net

RE: Open Meeting Law Complaint

Dear Chair Weeks:

This office received a complaint from Matthew Lavoie on October 23, 2020, alleging that the Wachusett Regional School District Committee (the “Committee”) violated the Open Meeting Law, G.L. c. 30A, §§ 18-25.¹ The complaint was originally filed with the Committee on August 12, and the Committee responded by letter dated August 25. In his complaint, Mr. Lavoie alleges that Committee member Krista Bennett violated the Open Meeting Law by deliberating by email outside of a posted meeting on August 11.

Following our review, we find that the Committee violated the Open Meeting Law as alleged. In reaching a determination, we reviewed the original complaint, the Committee’s response, and the request for further review. We also reviewed the minutes of the Committee’s August 10 meeting as well as the August 11 email chain that is the subject of the complaint.

FACTS

We find the facts as follows. The complainant, Matthew Lavoie, is a member of the Committee. The Committee met in open session on August 10. At that meeting, Superintendent Darryll McCall presented a proposed 2020-2021 school reopening plan, which resulted in

¹ Unless otherwise stated, all dates in this letter refer to the year 2020.

extensive discussion among the Committee. At one point a Committee member asked Superintendent McCall whether the Department of Elementary and Secondary Education (“DESE”) had provided feedback on the preliminary reopening plan. Superintendent McCall responded that a representative from DESE called that day and that he would return the call and report back to the Committee.

The following day, August 11, Superintendent McCall spoke with a representative of DESE. Thereafter, he emailed the Committee with a brief report of his discussion, and conveyed that he had highlighted information from the updated reopening plan that the Committee had approved the night before, and the DESE representative stated the plan was satisfactory. In response, Committee member Krista Bennett replied to the Superintendent and the Committee, “[t]his is great, thank you!” Mr. Lavoie then filed the instant Open Meeting Law complaint, asserting that Ms. Bennett’s email constituted unlawful deliberation outside of an open meeting.

DISCUSSION

The Open Meeting Law was enacted “to eliminate much of the secrecy surrounding deliberations and decisions on which public policy is based.” Ghiglione v. School Commission of Southbridge, 376 Mass. 70, 72 (1978). The law requires that meetings of a public body be properly noticed and open to members of the public, unless an executive session is convened. See G.L. c. 30A, §§ 20(a)-(b), 21. The law defines a “meeting” as “a deliberation by a public body with respect to any matter within the body’s jurisdiction.” G.L. c. 30A, § 18. A “deliberation” is defined as “an oral or written communication through any medium, including electronic mail, between or among a quorum of a public body on any public business within its jurisdiction; provided, however, that ‘deliberation’ shall not include the distribution of other procedural meeting (sic) or the distribution of reports or documents that may be discussed at a meeting, provided that no opinion of a member is expressed.” Id. Communication on matters within a public body’s jurisdiction to a quorum of a public body is deliberation, even if no other public body member responds. See OML 2016-18.²

The complaint alleges that Committee member Bennett improperly deliberated by email when she replied to the Superintendent’s August 11 email, and included the full Committee, stating “[T]his is great, thank you!” The Committee responds that Member Bennett was a newly elected Committee member, the violation was *de minimis*, and that Member Bennett would be trained on the requirements of the Open Meeting Law. We find that because the email response reached a quorum of the Committee on a matter within the Committee’s jurisdiction, the email constituted deliberation outside of a posted meeting, in violation of the Open Meeting Law. We recognize that this particular, and very brief, email communication may have been construed as merely an acknowledgment that DESE found satisfactory a plan the Committee had already approved, or could have been construed as conveying the member’s own view on the matter. See, e.g., OML 2018-118 (finding a violation of the Open Meeting Law when public body members responded to a group text message initiated by a constituent but that included a quorum of the public body with a “thumbs up” emoji and the statement “I Agree”). Nonetheless, the Open Meeting Law’s definition of “deliberation” is very broad, and therefore public body

² Open Meeting Law determinations may be found at the Attorney General’s website, www.mass.gov/ago/openmeeting.

members should use email to communicate among a quorum only for the limited purposes that are excluded from the Law's definition of "deliberation," such as distribution of a meeting agenda, scheduling information, or distribution of reports or documents that may be discussed at a meeting, provided that no opinion of a member is expressed. We also note that a response to the Superintendent only, and not to a quorum of the Committee, would have been permissible.³

CONCLUSION

For the reasons stated above, we find that the Committee violated the Open Meeting Law by deliberating by email outside of a posted meeting. We order the Committee's immediate and future compliance, and we caution the Committee that future similar violations may be considered evidence of an intentional violation of the law. In addition, we order the public release of the email communication addressed in this letter.⁴

We now consider the complaint addressed by this determination to be resolved. This determination does not address any other complaints that may be pending with our office or the Council. Please feel free to contact the Division at (617) 963 - 2540 if you have any questions.

Sincerely,



Carrie Benedon
Assistant Attorney General
Division of Open Government

cc: Matthew Lavoie (by email: Matthew_Lavoie@wrsd.net)
Wachusett Regional School District Committee (by email: Megan_weeks@wrsd.net)

³ In his request for review of this Open Meeting Law complaint, Mr. Lavoie asserts that the Committee failed to review his complaint in a fair and unbiased manner, and that multiple Committee members slandered him in the course of the discussion. Although our office encourages civility among public body members, these assertions are outside the scope of the Open Meeting Law.

⁴ The Committee may publicly release the e-mail by reading its content during a meeting and listing the e-mail in the meeting minutes, or by referencing the email during a meeting and posting the e-mail along with the minutes on the Committee's website.

This determination was issued pursuant to G.L. c. 30A, § 23(c). A public body or any member of a body aggrieved by a final order of the Attorney General may obtain judicial review through an action filed in Superior Court pursuant to G.L. c. 30A, § 23(d). The complaint must be filed in Superior Court within twenty-one days of receipt of a final order.



Wachusett Regional School District

School Calendar 2021-2022

First Day of School

PreK & Grades 1-12	Aug 31
Kindergarten	Sep 1

Last Day of School (Pending Snow Days)

PreK & Grades 1-12 (Half-Day)	June 14
Kindergarten (Full-Day)	June 8
185th Day of School *	June 21

* The district is required to provide a school calendar with 185 days of school scheduled. The last day of school will be a half-day whenever it occurs.

Holidays and Vacations

Labor Day	Sep 6
State Holiday	Oct 11
Veterans' Day	Nov 11
Thanksgiving Recess	Nov 24-26
Winter Recess	Dec 24-31
Martin Luther King, Jr. Day	Jan 17
February Recess	Feb 21-25
April Recess	Apr 18-22
Memorial Day	May 30

Approved by WRSDC - 4/12/21

Staff Development Days / Meetings

Full Day - Nov 2	Half-Day - Mar 16
Full Day - May 9	Half-Day - May 18
Half Day - Sep 29	Half-Day - Jun 14
Half-Day - Nov 3	(last day of school)
Half-Day - Jan 26	

	Half Days
	School not in Session
	First day of school

JULY

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

AUGUST

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

SEPTEMBER

M	T	W	T	F
			2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

OCTOBER

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

NOVEMBER

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

DECEMBER

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

JANUARY

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

FEBRUARY

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28				

MARCH

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

APRIL

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

MAY

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

JUNE

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

POLICY RELATING TO PERSONNEL MANAGEMENT**SUPERINTENDENT AND EXECUTIVE STAFF VACATION POLICY**

The District does not have a vacation buy back program, and, therefore, employees covered by this policy must use their accrued vacation leave before the end of the contract or work year in which the vacation was accrued. Requests for vacation leave shall not be unreasonably denied.

The Superintendent and members of the Executive Staff*, who accrue vacation time under their contracts, may, with authorization, carry forward up to five accrued vacation days each into the following contract year in the event that such person is unable to take his/her vacation due to work commitments.

A member of the Executive Staff who wishes to carry forward up to five days of accrued vacation leave shall make a written request to the Superintendent of Schools with an explanation of the reason(s) why he/she cannot take his/her remaining accrued vacation days within the contract year. Such request must be made on or before the first day of the last month of the contract year. The Superintendent shall respond in writing to such a request and either approve or deny the request to carry forward vacation. If the Superintendent denies the request, such denial shall include a list of the work day(s) that the member may take for those remaining work days.

If the Superintendent wishes to carry forward up to five days of accrued vacation leave, he/she shall make a written request to the School Committee with an explanation of the reason(s) why he/she cannot take his/her remaining accrued vacation within the contract year. Such request must be made no later than the last scheduled School Committee meeting before the first day of the last month of the contract year. The School Committee shall respond to such a request and either approve or deny the request to carry forward vacation. If the Committee denies the request, such denial shall include a list of the work day(s) that the Superintendent may take for those remaining work days.

Vacation is earned in relation to time served in a given year. If the employee's service ends prior to the expiration of his/her contract, the accrued vacation benefit shall be adjusted to the proportion of time served.

In the event of a conflict between this policy and an existing employment contract, the terms of the employment contract shall govern.

*Executive Staff is defined as Directors and Business Manager.

First Reading: 02/13/06
Second Reading: 03/01/06

Amendment First Reading: 04/09/07
Amendment Second Reading: 04/23/07

REPORT OF EMPLOYEE TRAVEL FOR WORKSHOPS, CONFERENCES, VISITATIONS

[illegible]

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

Ad Hoc Subcommittee to Review the Regional Agreement

Wednesday, March 3, 2021

7:00 PM

APPROVED Minutes

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Kenneth Mills, Chair, Kelly Williamson, Scott Brown (left meeting at 7:26 PM), Karl Ottmar, Matthew Lavoie

Absent: None

Administration: Brendan Keenan, Director of Social Emotional Learning

Others: None

I. Call to Order

Ad Hoc Subcommittee Chair Mills called the meeting to order at 7:01 PM.

II. Election to Vice Chair

Motion: To nominate Kelly Williamson to serve as Vice-Chair of the Ad Hoc Subcommittee to Review the Regional Agreement

(S. Brown) (K. Ottmar)

Roll call vote:

In favor: Kenneth Mills, Scott Brown, Karl Ottmar, Matthew Lavoie

Abstained: Kelly Williamson

Opposed: None

By roll call vote, Kelly Williamson was elected Vice-Chair of the Ad Hoc Subcommittee to Review the Regional Agreement

III. Consider review timelines

- K. Mills shared current Regional Agreement on-screen
- Section 14: Amendments, reviewed and discussed
 1. “Shall” means “must” in terms of legal language according to Attorney Bartulis (S. Brown)
 2. Discussion about 5-year timeline, and if it refers to 5 years from the date the agreement was signed, or when it was finalized.
 3. Discussion about the possibility of avoiding an additional town meeting if timeline is expedited within the next 2.5 weeks.
 - a) M. Lavoie concerned about asking town of Rutland to hold a special meeting due to additional financial cost of doing so.
 - b) K. Mills discussed the possibility of a placeholder agenda item on the town warrant.
- (1)
- Sterling Town Meeting will be May 3, 2021
- April 8th, 2021 proposed for public hearing meeting
 1. Discussion about virtual meeting vs. hybrid meeting (in-person and online)

- a) Discussion about the importance of providing access to all people, especially ones who are not comfortable going to the meeting in-person.
- b) K. Williamson discussed the idea of having one virtual meeting and one in-person meeting
 - (1) K. Mills will talk to Central Office to see which spaces will be available for the in-person meeting.

IV. Communication with towns

- o Discussion about past practice with public comment hearings/in-person meetings.
 - 1. K. Mills mentions the idea of eliciting written statements from the town boards of selectmen (optional) to get a sense of what their ideas are in terms of the regional agreement.

V. Identify priorities (including committee size)

- o Size of the committee
 - 1. K. Mills discussed previous efforts to decrease the number of members.
 - 2. Discussion about strategies for ensuring equitable representation based on current town population
 - a) District-wide election for school committee seats
 - b) Weighted voting
- o Amount of money allowed to be used in Excess & Deficiency
 - 1. Section 16: Capital Expenditures from Surplus
 - 2. K. Mills discussed his desire to have more flexibility with how E&D is spent

VI. Next Meeting

- o (After public hearing) choose one of these based on Jeff, Scott, and Dan's schedules
 - 1. April 13 7:00 PM
 - 2. April 14 7:00 PM (preferred)
 - 3. April 15 7:00 PM (preferred)

VII. Adjournment

Motion: To adjourn.

(K. Ottmar), (M. Lavoie)

Roll call vote:

In favor: Kenneth Mills, Karl Ottmar, Matthew Lavoie, Kelly Williamson

Abstained: None

Opposed: None

The motion passed unanimously.

The meeting adjourned at 8:07 PM.

Respectfully submitted,

Brendan Keenan

Director of Social Emotional Learning

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

LEGAL AFFAIRS SUBCOMMITTEE

Wednesday, March 10, 2021

7:00 PM

Meeting conducted remotely, using Google Meet

APPROVED Minutes

Subcommittee Members: Scott Brown, Chair, Karl Ottmar, Vice-chair, Laura Kirshenbaum

Absent: Robert Imber, Kelly Williamson

Administration: Jeff Carlson, Director of Human Resources
Daniel Deedy, Director of Business and Finance

Others: Joseph Bartulis, District Counsel
Christopher LaBreck, Principal, Chocksett Middle School

I. Call to Order

Subcommittee Chair Brown called the meeting to order at 7:00 PM. He reported Member Williamson has been appointed to the subcommittee.

II. Approval of Minutes

Motion: To approve the minutes of the February 2, 2021 meeting of the Legal Affairs Subcommittee.

(L. Kirshenbaum)
(K. Ottmar)

Roll call vote:

In favor:

Scott Brown
Karl Ottmar
Laura Kirshenbaum

Opposed:

None

The minutes were unanimously approved.

Motion: To approve the minutes of the February 2, 2021 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

Motion: To approve the minutes of the January 4, 2021 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

Motion: To approve the minutes of the December 1, 2020 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

Motion: To approve the minutes of the November 16, 2020 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

Motion: To approve the minutes of the October 27, 2020 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

Motion: To approve the minutes of the September 30, 2020 executive session of the Legal Affairs Subcommittee, not to be released.

Deferred

III. Review of Legal Bills

Members were provided with a copy of District Counsel charges this fiscal year. Brief discussion ensued.

IV. Next Meeting

TBD

V. Executive Session to discuss strategy for contract negotiations with bargaining units (Teamsters Union Local 170 (paraprofessionals) and SEIU Local 888 (ABA PAs)); to report on progress of negotiations with the Wachusett Regional Education Association, Inc. (WREA) on 2020-2021 school reopening; and to provide an update and to discuss potential litigation as the Chair deems discussions in public session would have an adverse effect on the District's bargaining position, not to return to public session.

Motion: To enter executive session to discuss strategy for contract negotiations with bargaining units (Teamsters Union Local 170 (paraprofessionals) and SEIU Local 888 (ABA PAs)); to report on progress of negotiations with the Wachusett Regional Education Association, Inc. (WREA) on 2020-2021 school reopening; and to provide an update and to discuss potential litigation as the Chair deems discussions in public session would have an adverse effect on the District's bargaining position, not to return to public session.

(K. Ottmar)

Roll call vote:

In favor:

Scott Brown
Karl Ottmar
Laura Kirshenbaum

Opposed:

None

The motion was unanimously approved.

VI. Adjournment'

The subcommittee adjourned to executive session at 7:06 PM.

Respectfully submitted,

Jeff Carlson
Director of Human Resources
JC:rlp

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

APPROVED MINUTES

Monday, March 22, 2021
6:00 PM

Meeting conducted remotely, using Google Meet

In Attendance: Christina Smith, Chair, Linda Long-Bellil, Vice-chair, Krista Bennettt, Sherrie Haber, Robert Imber, Laura Kirshenbaum, Deirdre Shapiro (arrived at 6:04 PM)

Absent: None

Administration: Bob Berlo, Deputy Superintendent
Brendan Keenan, Director of Social & Emotional Learning

Others: Alicia Jasiekiewicz, WREA (arrived at 6:10 PM)

- I. Call to Order
- II. Approval of Minutes of March 8th Meeting

Motion: To approve the minutes of the March 11, 2021 meeting of the Education Subcommittee

(R. Imber)
(L. Kirshenbaum)

Roll call Vote:

In favor:

Christina Smith
Linda Long-Bellil
Krista Bennettt
Sherrie Haber
Robert Imber
Laura Kirshenbaum
Deidre Shapiro

Opposed: None

Abstained: None

The minutes were approved unanimously.

III. Old Business

A. District indicators/benchmarks for positive growth in the District

1. Defining what we would like to measure

a) Existing WRSD Strategic Plan

(1) Vision: The Wachusett Regional School District will foster a vibrant educational community in which all students will realize their highest potential and become responsible and productive citizens.

(2) Mission: The Wachusett Regional School District seeks to ensure meaningful student growth and promote social emotional wellbeing 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.

b) 5 Key Indicators of School Success-The Flippen Group:

(1) Student Achievement-Discussion ensued focused on:

- (a) Using standardized test scores such as AP, ACT/SAT, MCAS;
Discussion about value of Student Growth Percentiles (SGP's) with MCAS scores as a potentially useful data point.
- (b) The benefits of using SGP, including subgroups
- (c) Analyzing subgroups of students for trends, passing rates, failure rates, growth, academic achievement, special education, ethnicity, SES, etc.

(2) Discipline Referrals

(3) Attendance Rates-Discussion ensued focusing on:

- (a) Student in context of school culture and what is available to support students

- (4) Graduation Rates-Discussion ensued:
 - (a) Look at the % of students graduating in 4 and in 5 years
 - (b) Conduct a 1 year follow-up survey w/students ranking the preparedness/success for life after high school (return to college for 2nd year; remedial courses; rating of WRSD experience)
- (5) School Culture: Discussion focused on the importance of adding this indicator in and eliminating the “Teacher Satisfaction” indicator used by Flippen Group. Making this change was based on the need to focus on the school learning environment, student well-being, rating the district and the schools on being trauma informed and embracing diversity.
 - (a) Educators
 - (i) Social Emotional well-being (meaningful PD; rating locus of control; in-house survey)
 - (b) Students
 - (i) Social Emotional Well-being (Panorama survey)
 - (ii) Engagement --clubs, extracurriculars, athletics, etc.
- ~~(6) Teacher Satisfaction~~
- c) A link to the DESE School and District Profiles was provided to allow members to review other indicators. An idea was put forward at this point in the discussion to share progress on these goals and related information on a district dashboard, DESE School and District Profile links (maybe some information highlighted), and some facility information (age of buildings; other relevant information). This might possibly include taking a look at the Niche and Great

Schools sites to see what information can be utilized. The district will take all of this into consideration as they develop the list of indicators of success.

2. Examining existing District tools and measures (suggestions from previous meeting):

- a) MCAS Scores
- b) AP Scores
- c) Graduation Rates
- d) Attendance Rates
- e) Dropout Rates
- f) Student to Computer Ratios
- g) Commercial Ratings
 - (1) US News
 - (2) School Digger
 - (3) Niche
 - (4) Great Schools

B. Post-graduate outcomes for students (deferred)

C. Review of Existing Policies (deferred)

- 1. 3231: Inclement Weather
- 2. 3360: Independent Learning
- 3. 3611.4: Enrichment

IV. New Business

- A. Supporting students who are failing and in need of support
- B. Discussion of MCAS Testing for the 2020-21 school year
 - 1. Bill HD.1448
 - 2. Is it the role of the School Committee to support the MASC model resolution?
 - 3. If so, what language should be provided to the full School Committee?
 - 4. Posted by MASC --Position/Counter Position Document

Discussion ensued. Members of the subcommittee decided to take a position on MCAS administration during the 2020-2021 school year.

- Members discussed the pro's and con's of suspending MCAS for the current school year.
- Discussion about emotional impacts of MCAS testing (stress, etc.)
-

Motion to bring to the full committee to see if they support sending this to our legislators, the Board of Education, and Commissioner of Education and anyone else the leadership

team decides to send it to.

The Wachusett Regional School District School Committee takes the position that for the 2020-21 school year, there should be a moratorium on MCAS testing. Our rationale for this position is as follows:

- This is an atypical year with unprecedented stress and demands on students and MCAS testing at this time would add to this stress while providing little benefit to summer remediation and next year's placement planning.
- Scheduling and administering MCAS testing at this time would be an undue burden on the schools given the condensed time frame.
- The focus of education for the remainder of the year should be on students' continued learning and remediation, not testing.
- Local and common assessments, which are better measures than MCAS for our students' learning, ought to be utilized to measure and address their learning loss and target areas for growth in a timely manner.

(R. Imber)
(L. Kirshenbaum)

Roll call Vote:

In favor:

Christina Smith
Linda Long-Bellil
Krista Bennettt
Sherrie Haber
Robert Imber
Laura Kirshenbaum
Deidre Shapiro

Opposed: None

Abstained: None

The motion was approved unanimously.

- V. Next Meetings
- Deferred

VI. Adjournment

Motion: To approve the minutes of the March 11, 2021 meeting of the Education Subcommittee

(L. Long-Bellil)
(S. Haber)

Roll call Vote:

In favor:

Christina Smith
Linda Long-Bellil
Krista Bennettt
Sherrie Haber
Robert Imber
Laura Kirshenbaum
Deidre Shapiro

Opposed: None

Abstained: None

The motion passed unanimously.

The meeting adjourned at 7:56 PM.

Respectfully submitted,

Brendan Keenan, Director of Social-Emotional Learning

WACHUSETT REGIONAL SCHOOL DISTRICT
HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING
SUPERINTENDENT GOALS AND EVALUATION SUBCOMMITTEE
REVISION DRAFT MINUTES

Monday, March 22, 2021
6:30 PM

Meeting conducted remotely, using Google Meet

In Attendance: Matthew Lavoie, Chair, Michael Dennis, Eric Knowlton, Linda Woodland

Absent:

Administration: Darryll McCall, Superintendent

Others: Aileen Thurber, WREA

- I. Call to Order
Subcommittee Chair Lavoie called the meeting to order at 6:31 PM. He welcomed School Committee Chair Dennis and Member Knowlton to the subcommittee, also noting his recent appointment as Chair of the subcommittee.

- II. Election of Vice Chair
Subcommittee Chair Lavoie opened the floor for nominations for vice chair.

Motion: To nominate Member Woodland to serve as Vice-chair of the Superintendent Goals and Evaluation Subcommittee.

(M. Dennis)

(M. Lavoie)

Matthew Lavoie - Member Woodland
Michael Dennis - Member Woodland
Eric Knowlton - Member Woodland
Linda Woodland - Abstained

By roll call vote, Member Woodland was elected Vice-chair of the Superintendent Goals and Evaluation Subcommittee, 3-0-1.

- III. Approval of Minutes
Motion: To approve the minutes of the December 2, 2020 meeting of the Superintendent Goals and Evaluation Subcommittee

(M. Lavoie)
(L. Woodland)

Roll call Vote:

In favor:

Mike Dennis
Linda Woodland
Eric Knowlton
Matt Lavoie

Opposed:

Abstained:

The minutes were approved 4-0.

IV. Status Update on Evaluation Process

Subcommittee Chair Lavoie provided an overview of the upcoming dates and responsibilities of this subcommittee, beginning with the request for training from MASC on the Superintendent evaluation process. Discussion continued on the electronic tool for the full committee to use for responses, the use of the shared folder for background documents, and the timeframe for reviewing the numeric and open-ended responses from the full school committee. Superintendent McCall reviewed the process of providing the evaluation narrative with the school committee.

Next Steps:

- Subcommittee Chair Lavoie will communicate with Barry Sclar on creating the evaluation tool for the full committee
- Chair Dennis will communicate with MASC to confirm Glenn Koocher will be available to attend the April 7th meeting of this subcommittee to review the evaluation process and to be asked questions, and the April 12th meeting of the full committee to again review the evaluation process. Superintendent McCall will present his evaluation narrative to the full committee at the same meeting.
- April 13th the online rubric will open to the full committee, with a deadline of April 23rd for completion. Randi Jacob will be asked to email periodic reminders to the full committee to complete the evaluation (around April 17, and then more frequently as April 23rd approaches).
- This subcommittee will meet to review the responses from the full committee and have prepared an aggregate of their randomly assigned section of the evaluation on April 27th. Each section will be shared with Chair Dennis by May 1, for him to compile the Chair's document of the committee's response.
- The final draft of the evaluation will be reviewed at the May 4th meeting of this subcommittee, and then delivered to the full committee for its May 6th meeting.

V. Discussion of 360 Feedback Process

Reviewed background of a 360 Process, from addition to the Superintendent contract, previous research by former members of this subcommittee, and possible directions to take the idea for the near future. Considerations of who to ask for feedback, objectives for seeking feedback, how to analyze information (third party, surveys, etc), and how to use information once gained. Some discussion on how to compare the use in business settings to the education field, as they are not a 1:1. Chair Dennis added that the

committee was looking for a way to add more perspectives to addressing how the district is performing. Member Knowlton commented that asking more stakeholders for their feedback is a way to increase buy-in and transparency for future actions, and so a way to build community.

Next steps:

- Chair Dennis to reach out to the North Dakota Lead Center to inquire more about the process, and if we may wish to invite them to present information to the subcommittee.
- All members are encouraged to review the shared folder of past materials (evaluations, information on 360 processes, research reviewed by past members, etc.)

VI. Next Meeting

The subcommittee will meet on April 7, 2021 and April 27, 2021, at 6:30PM. A special meeting of the full School Committee will be scheduled for Monday, May 4, 2021 at 7:00PM, at which time the subcommittees report and the data of the evaluation process will be presented to the School Committee and the Committee will vote on the Superintendent's annual evaluation, ahead of the May 2021 elections.

VII. Adjournment

Motion: To adjourn

(L. Woodland)

(E. Knowlton)

Roll Call Vote:

In favor:

Mike Dennis

Linda Woodland

Eric Knowlton

Matt Lavoie

Opposed:

The motion was 4-0 approved

The meeting adjourned at 7:34 PM.

Respectfully submitted,

Linda Woodland, Vice-Chair
Superintendent Goals and Evaluation Subcommittee

Attachments:

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

Thursday, March 25, 2021
6:30 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

APPROVED Minutes

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

Administration: Robert Berlo, Deputy Superintendent
Darryll McCall, Superintendent

Others: Carolyn Beaumier, WREA

- I. Call to Order
Subcommittee chair Young called the meeting to order at 6:31PM.

- II. Approval of Minutes of Meeting of February 16, 2021

Motion: To approve the minutes of the February 16, 2021 meeting of the Facilities and Security Subcommittee.

(L. Woodland)
(K. Bennett)

Roll call vote:

In favor:

Adam Young
Linda Woodland
Krista Bennett
Mike Pantos

Opposed:

None

The minutes were approved 4-0.

- III. Discussion on Sub-Committee Functions and Duties

Subcommittee chair Young discussed an initial draft of a document describing the functions and duties of the Facilities and Security subcommittee based on the Fall River School District description. Members discussed including internet security, potential overlaps with Business and Finance and Legal, a focus on facilitating priorities for facilities interests, health (compared to policies covered by the Education subcommittee), nutrition, and town involvement due to the regional agreement. Member Pantos suggested clarifying this subcommittee's charge as looking at assets or things in the service of running a school district, and that this subcommittee "may also advise on contracts" on relevant topics.

(Recording began at 6:51pm)

Subcommittee Chair Young reviewed topics covered prior to recording.

IV. Update on HVAC Repairs

a. Sterling Cafeteria

Deputy Superintendent Berlo reported on the issue of a vent stuck open that led to frozen coils in the HVAC system in Houghton/Chocksett. The vent can now close, but repairs remain in process. Member Pantos inquired about any resulting water damage and failsafes to help mitigate such problems in the future.

b. Davis Hill

Deputy Superintendent Berlo reported on work completed at Davis Hill in the vestibule/lobby that required several days of work and replaced motors.

c. Central Office

The business office heating and ventilation were updated, but is now addressed manually, as is the Curriculum Center that is now used for Physical Therapy for the ECC.

d. One-off Repairs

Thomas Prince had some uni-vents that needed repairs, and classes switched rooms to follow repairs. Water bottle filler station installation is due to be completed by/around April 30th, and plexiglass partitions in bathrooms should be installed by the April 5th opening. Deputy Superintendent Berlo is applying for ESSER II funds to reimburse the district for approximately \$150,000 of HVAC repairs. Subcommittee Chair Young asked to have temperature control issues at Mayo get looked at. Member Pantos commented on the benefit of having a control system and to move away from pneumatic systems in the future.

V. COVID-19 *(Taken out of order, after III)*

a. Return to Full In-Person Learning

i. District Decision Matrix

- ii. Updated Public Information
- iii. Timeline and Planning Document

Superintendent McCall reported that the district is moving forward with reopening K-8 buildings for April 5, 2021, discussing the town halls with the teachers, establishment of BinaxNow testing, and transportation routes still being set. Of the approximately 4500 students in K-8, 90% chose in-person learning and 10% chose remote only. Deputy Superintendent Berlo is continuing training with custodians. These efforts will be repeated to ready grades 9-12 for full in person learning with a target date of April 26. Currently, approximately 22 homeschooled students have re-entered the district, and an unknown number of private school students may have as well (difficult to capture because of re-enrolling directly with schools rather than Central Office). Superintendent McCall highlighted the loan of approximately 240 desks and 120 chairs from Spencer-East Brookfield Regional District to aid with distancing in the classrooms and lunches.

(7:00pm Superintendent McCall left the meeting)

Subcommittee Vice-chair Woodland asked for an update on pool testing. Deputy Superintendent Berlo reported that pool testing is still being worked out as it is quite cost prohibitive, especially as it is unclear how much Massachusetts will contribute towards cost over the remainder of the school year. At a question from Member Pantos, Deputy Superintendent Berlo explained the opt-out or opt-in process for testing based on parent approval for both BinaxNow and PCR followup tests.

(Discussion on this topic resumed after discussion on IV. Update on HVAC Repairs)

Deputy Superintendent Berlo continued discussion on reopening, including explanation of bringing more desks into buildings for lunch, use of unconventional spaces to accommodate lunch, and addition of lunch monitors. Subcommittee Vice-chair Woodland asked about the use of carbon dioxide monitors with the return of more students to classrooms. Deputy Superintendent Berlo shared the spreadsheet used to document air flow readings taken by custodians as compared against the minimum airflow and air velocity per room per building in the district. This extensive data set shows the district is meeting and exceeding minimum levels in most rooms across all buildings. When rooms are below the minimum, immediate action is begun to determine the problem. All members were impressed with the level of detail and thoroughness of the data. Carbon Monoxide readings are to be taken by principals for each room. Member Pantos asked if there is a work order system in place, but so far only technology based requests are until a new Facilities manager can be in place. Cafeteria systems and attempts at eliminating bottlenecks of traffic were also explained.

(7:49 Member Pantos left meeting)

After these extensive HVAC projects, the district will need help updating Thomas Prince and ECC. WREA representative Beaumier and Subcommittee vice-chair Woodland suggested a new building may be in order for the district's youngest students.

(7:52 Member Pantos returned.)

Administration is working with the Boards of Health of the towns while using the Reopening Matrix voted on by the full committee earlier this school year. The public information has been shared multiple times with families, and will be using the schedule of steps to work towards a full reopening of buildings to students. At Member Pantos' question, Deputy Superintendent Berlo explained that even with the April 5th deadline reopening buildings fully will depend on the community levels of covid transmission, which will be determined by consultation with the towns' Boards of Health.

- VI. Long Term Capital Planning
 - a. WRSD 10 Year Capital Plan
 - b. Holden Town and School Building Assessments
 - c. Update on Dawson Bathrooms

Discussion centered around the use of the WRSD 10 Year Capital Plan in regards to how this subcommittee will like to use the plan and advise the administration on future repairs to district buildings. Holden's Building Assessment was referenced for the use of the report by the town, but there is a need for WRSD to be incorporated into priorities of projects for school buildings. Subcommittee Chair Young suggested that a meeting be called in the near future to review the Capital Plan in terms of the buildings, projects to be undertaken, anticipated timeline, and costs. The focus of the subcommittee would be as a check and balance to priorities, to ensure administration explains the rationale behind decisions and to help gain collaboration with towns on needed building projects. Priorities for the plan will be discussed at the next meeting of this subcommittee, as well as creating avenues for better input with the towns as many of the covid-related repairs hadn't appeared in previous iterations of the capital plan. Subcommittee Chair Young suggested that this document also lay out what the district takes on for costs for better transparency with the towns on the delineation of responsibility in facilities costs.

(8:19 Member Bennett left the meeting)

- VII. Budget Update
 - a. FEMA Grant
 - b. ESSER II Grant

The district had communication of the awarding of the first FEMA grant, however no date for receipt as of yet. Deputy Superintendent Berlo reported that the ESSER II grant

application is anticipated to be submitted on March 29th. \$150,000 will be requested to reimburse the district for air quality repairs, and the administration is working on determining which other items that may be reimbursed through this grant. Approximately \$617,000 has been awarded to WRSD, with half dedicated to reducing member town's MLC and the remaining half for reimbursement on work towards reopening school buildings.

VIII. Review/Discuss/Amend WRSDC Policies

Passed over.

- a. P7113 Policy Relating to Support Operations - Facility Usage for Day Care Programs
- b. P7158 Policy Relating to Support Organizations - Emergency Evacuations

IX. New Business

- Sterling election to be held on June 21, 2021. Depending on school calendar extensions, there is a possibility that an in-person school day may coincide with voting. AY 21-22 elections and calendar should be considered in light of any potential Covid-related protocols for safety for/from students.
- Status update on ALICE and Incident Command training, with an overview of the history in the district and what may need to happen next.
- SRO and disciplinary trends status update, perhaps with an overview of statistics available to the public
- Status of existing security systems
- ECC PA system

X. Next Meeting

April 6 at 7pm.

XI. *Executive Session to discuss the deployment of security personnel or devices, or strategies with respect thereto, as the Chair deems a discussion in public session would have an adverse effect on the District's position, not to return to public session.*

XII. Adjournment

Motion: To adjourn.

(M. Pantos)
(L. Woodland)

Roll call vote:

In favor:

Adam Young

Linda Woodland
Mike Pantos

Opposed:
None

The motion passed unanimously.

The meeting adjourned at 8:50PM

Respectfully submitted,

Linda Woodland, Vice Chair
Facilities and Security Subcommittee

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

DIVERSITY, EQUITY, AND ANTI-RACISM SUBCOMMITTEE

Thursday, April 1, 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, Linda Long-Bellil

Absent: Krista Bennett, Laura Kirshenbaum

Administration: Brendan Keenan, Director of Social Emotional Learning

Others: Student Representative Kathryn Mangus

I. Call to Order

Subcommittee Chair Silva called the meeting to order at 7:04 PM.

II. Approval of Minutes

Motion: To approve the minutes of the March 23, 2021 meeting of the Diversity, Equity, and Anti-Racism Subcommittee

(L. Woodland)

(L. Long-Bellil)

Roll call vote:

In favor:

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

Opposed:

None

The minutes were approved 5-0.

III Continued Policy Review

Policy 6437 continued to be discussed: repercussions for confirmed instances of harassment committed by students and employees, definition of harassment, and how harassment may occur between employee/student or student/student. To continue with the paragraph on investigations.

- V. New Business
- Gender neutrality in existing policies
 - Gender identity policy
 - Non-discrimination on the basis of disability policy review

VI. Next Meeting
Tuesday April 13, 2021

VI. Adjournment
Motion: To adjourn.

(L. Long-Bellil)
(L. Woodland)

Roll call vote:

In favor:

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

Opposed:

None

The motion passed unanimously.

The meeting adjourned at 8:32 PM.

Respectfully submitted,

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

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

APPROVED MINUTES

Business/Finance Subcommittee

Monday, April 5, 2021
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Kenneth Mills, Chair, Maleah Gustafson, Karl Ottmar, Jeffrey Sullivan

Absent: Benjamin Mitchel

Administration: Darryll McCall, Superintendent of Schools
Daniel Deedy, Director of Business and Finance

Others:

I. Call to Order

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

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

II. Executive Session

Motion: to enter into executive session for contract discussions of the non-union contract for Director of Business and Finance and to return to public session upon completion
(Gustafson)
(Sullivan)

Vote:

In favor:

Kenneth Mills
Maleah Gustafson
Karl Ottmar
Jeffrey Sullivan

Opposed:

None

The motion passed unanimously.

Entered executive session at 7:03 PM.

Left executive session and returned to public session at 7:18 PM.

III. Update on FY20

Director Deedy provided an update on the status of FY20 Audits including changes in the timing of the End of Year Review (EOYR) being delayed from 31 March to 30 June. Admin will start working with Audit Advisory on this.

Director Deedy reported that the FY20 Annual Report has been filed by the District's Financial Advisors.

Director Deedy then presented information on the FY20 Expense Budget Report and Carry Forward. There was \$1.6M that was brought forward, of which \$1.4M was in transportation. Of this, there is a sum of \$361,690.87 that represents savings from the settlement with AA that will automatically go to E&D at the end of FY21.

IV. Update on FY21

Director Deedy informed the subcommittee that the District has received its first reimbursement for Regional Transportation of \$872,149.05, which accounts for the final adjustment from FY18. Projecting about \$1.07M for the 2nd payment.

Director Deedy then reviewed the SPED tuitions for FY21. These totalled \$8,611,060 with there being \$6,918,000 in expenditures for 68 students, with \$1.6M being carried forward to FY22. Discussion on how Circuit Breaker reimbursement is calculated followed.

Director Deedy reviewed the General Fund revenues and expenditures to date, with Revenues at \$101,279,674 and Expenses at \$100,566,384. The District is projected to have revenue exceed expenses by about \$713,290.

Director Deedy reviewed three budget transfers.

Motion: To recommend to the full committee a budget transfer of \$575,000 from Salaries and Stipends Appropriation to the Benefits and Insurance Appropriation.

(Mitchel)
(Ottmar)

Vote:

In favor:

Kenneth Mills
Maleah Gustafson
Karl Ottmar
Jeffrey Sullivan

Opposed:

None

The motion passed unanimously.

Motion: To recommend to the full committee a budget transfer of \$335,000 from Salaries and Stipends Appropriation to the Other Operating Costs Appropriation.

(Mitchel)

(Ottmar)

Vote:

In favor:

Kenneth Mills
Maleah Gustafson
Karl Ottmar
Jeffrey Sullivan

Opposed:

None

The motion passed unanimously.

Motion: To recommend to the full committee a budget transfer of \$40,000 from Salaries and Stipends Appropriation to the Pupil Services Appropriation.

(Mitchel)
(Ottmar)

Vote:

In favor:

Kenneth Mills
Maleah Gustafson
Karl Ottmar
Jeffrey Sullivan

Opposed:

None

The motion passed unanimously.

V. FY22

Director Deedy mentioned that for both the Line Item Budget and the Budget Book that they are being updated and he would expect at least 1-2 more revisions after the newest one, as more information becomes available. There was also some additional discussion on the ESSER2 grant and how it can be used for student academic progress, social-emotional learning, and safe buildings.

VI. Next Meeting

April 21, 2021. 7pm.

VII. Adjournment

Motion: To adjourn.

(Mitchel)
(Sullivan)

Vote:

In favor:

Kenneth Mills
Maleah Gustafson
Karl Ottmar
Jeffrey Sullivan

Opposed:

None

The motion passed unanimously.

The meeting adjourned 8:47 PM.

Respectfully submitted,

Attachments:

FACILITIES AND SECURITY SUBCOMMITTEE

Tuesday, April 6, 2021
6:30 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

APPROVED Minutes

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

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

Others:

I. Call to Order
Subcommittee Chair Young called the meeting to order at 7:03PM.

II. Approval of Minutes of Meeting of March 25, 2021

Motion: To approve the minutes of the March 25, 2021 meeting of the Facilities and Security Subcommittee.

(L. Woodland)
(K. Bennett)

Roll call vote:

In favor:

Adam Young
Linda Woodland
Krista Bennett
Mike Pantos

Opposed:

None

The minutes were approved 4-0.

III. Long Term Capital Planning

Director Deedy and Deputy Superintendent Berlo presented the updated 10-Year Capital plan to review by year and by building. Some updates may be covered by one-time Federal Grants and General Fund, depending on the nature of repairs. Depending on scheduling contractors, the work may commence at different times during the fiscal/academic year. Through FY22, projects follow the common themes of supporting HVAC work done to enable reopening buildings, Security Systems for many schools, LED lights, and telephone/PA system replacements. Some items may use ESSER II funds or other federal grants. Longer term items include Central Office/ECC HVAC work, WRHS track, tennis courts, and a large expense of rooftop units, electrical panels. Several town-owned buildings' roofs will need replacing within this 10 year timeframe, and Thomas Prince and Paxton Center do not have sprinkler systems. Members discussed the "local funds" referred to in the plan as items within the district budget as opposed to town responsibility. Member Pantos asked that the sprinkler systems be addressed within the next 1-3 years, instead of waiting longer. Subcommittee Vice-Chair Woodland asked that the Chocksett sidewalk be added onto the plan, and to look at the timing of the requests for FY 2027 and beyond. Director Deedy explained the completion of some debt by that year may create a window for these larger repairs.. Administration recommends bringing these upcoming repairs to the member towns to collaborate on long-term planning. Looking at next steps, Subcommittee Chair Young suggested that Facilities take another look at the Capital Plan before asking administration to give a presentation on the plan to Business and Finance and the full School Committee before the May elections.

IV. Review of Policies

A. P7113: Facility Usage for Day Care Programs

Deputy Superintendent Berlo explained the legal references and use of models from MASC and Lexington Public Schools for policies, suggesting a change from a policy that encourages Day Care programs to a focus on policy for community use of facilities. Subcommittee Chair Young suggested the work focus on P7110 and P7112, potentially eliminating P7113 in an effort to streamline policies for ease of use. To be discussed in more detail at the next meeting.

B. P7158: Emergency Evacuations

The current district policy may be too narrow of a focus, and P7156 may need to be updated to include aspects of 7158. Deputy Superintendent Berlo will review other policies in the 7000 series to see if there are other opportunities to streamline policies. With all policy review, MASC sample policies are useful to review for the legal references in order to stay within the duties and powers of the School Committee.

V. Guiding Document on Sub-Committee Functions and Duties
Passed over.

VI. Update on Return to Full In-Person Learning

Deputy Superintendent Berlo reported on the Return to Full In-Person Learning, begun on April 5, 2021, highlighting the work and focus of the building staff to bring about a smooth transition. The high school will still need more desks, which are on order now, and waiting on more chromebooks for the elementary students for MCAS. Director Deedy reiterated thanks to Spencer-East Brookfield for the loan of desks and the efficient and hard work by Wachusett staff to get the desks into the buildings. Now that in-person has resumed, bus routes are unfrozen for new requests, though adjustments may still take time. Subcommittee Vice-chair Woodland asked if the district will look to expand the 1:1 chromebook program to grades 3-5 or if funds were freed by accelerating the program, but Deputy Superintendent Berlo reported that any consideration of expanding the 1:1 program would need input from buildings and teachers. Though chromebooks are in students' hands now, the district had been somewhat behind on the technology plan, pre-covid. The grants allowed the district to catch up on the planned payments for chromebook orders.

Partitions in bathrooms were completed before the April 5th start, plexiglass partitions were also completed (except for the high school).

- VII. Budget Update
ESSER II is being distributed across 11 different places within the budget, so the district is using the grant in many ways. At the next meeting Deputy Superintendent Berlo will provide a summary sheet of how the grant is used and the facilities impact.
- VIII. New Business
Items listed at the March 25, 2021 meeting to be brought to the next meeting.
- IX. Next Meeting
Wednesday April 21, 2021 at 6:30pm.
- X. Executive Session
Motion: To move to Executive Session to discuss the deployment of security personnel and devices, or strategies with respect thereto, as the Chair deems a discussion in public session would have an adverse effect on the District's position, not to return to public session.

(A. Young)
(M. Pantos)

Roll call vote:

In favor:

Adam Young
Linda Woodland
Krista Bennett
Mike Pantos

Opposed:

None

The motion passed 4-0.

- XI. Adjournment
Motion: To adjourn

(M. Pantos)
(L. Woodland)

Roll call vote:

In favor:

Adam Young
Linda Woodland
Krista Bennett
Mike Pantos

Opposed:

None

The motion passed unanimously.

The meeting adjourned at 9:47PM

Respectfully submitted,

Linda Woodland, Vice-Chair
Facilities and Security Subcommittee

WACHUSETT REGIONAL SCHOOL DISTRICT
HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING
SUPERINTENDENT GOALS AND EVALUATION SUBCOMMITTEE

APPROVED MINUTES

Wednesday, April 7, 2021
6:30 PM

Meeting conducted remotely, using Google Meet

In Attendance: Matthew Lavoie, Chair, Erik Knowlton, Vice-chair, Michael Dennis,
Linda Woodland

Administration: Darryll McCall, Superintendent

Others: Aileen Thurber, WREA
Maleah Gustafson, WRSDC
Glenn Koocher, MASC

I. Call to Order

Subcommittee Chair Lavoie called the meeting to order at 6:31 PM.

II. Approval of Minutes

Deferred until later in the meeting.

III. Evaluation Completion/Interpretation

Subcommittee Chair Lavoie welcomed Mr. Koocher for joining the meeting, and thanked him for taking the time to review the Superintendent Evaluation process. A thorough review of the process took place, with members asking questions and Mr. Koocher providing answers and explanations. Mr. Koocher provided guidance to members by advising they share the MASC document in advance, evidence, looking for/advising to have comments support member rankings of the Superintendent. It was agreed this is a very important function of all School Committee members, which should be taken seriously and professional judgment should be used during the evaluation process.

Members again thanked Mr. Koocher for his attendance and direction, and Mr. Koocher left the meeting.

II. Approval of Minutes

Motion: To approve the minutes of March 22, 2021 meeting of the
Superintendent Goals and Evaluation Subcommittee

(L. Woodland)
(E. Knowlton)

Roll call Vote:

In favor:

Matthew Lavoie
Eric Knowlton
Michael Dennis
Linda Woodland

Opposed:

None

The minutes were approved 4-0.

IV. Schedule Next Meeting

TBD

V. Discussion of 360 Feedback Process

Some brief discussion took place.

VI. Adjournment

.Motion: To adjourn.

(L. Woodland)
(E. Knowlton)

Roll call Vote:

In favor:

Matthew Lavoie
Eric Knowlton
Michael Dennis
Linda Woodland

Opposed:

None

The motion passed unanimously.

The meeting adjourned at 8::44PM.

Respectfully submitted,

Matthew Lavoie, Chair
Superintendent Goals and Evaluation Subcommittee

Meeting to be conducted remotely, using Google Meet

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

Ad Hoc Subcommittee to Review the Regional Agreement

Thursday, April 8, 2021

7:00 PM

APPROVED Minutes

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

In Attendance: Kenneth Mills, Chair, Karl Ottmar, Matthew Lavoie, Eric Knowlton
Absent: Kelly Williamson
Administration: Darryll McCall, Superintendent of Schools
Jeff Carlson, Director of Human Resources
Daniel Deedy, Director of Business and Finance
Christine Smith, Administrator of Special Education
Barry Sclar, Supervisor of Information Technology
Randi Jacob, Executive Assistant to the Superintendent

Others: Melissa Ayala, Krista Bennett, Peter Bogren, Paul Challenger,
Michael Dennis, Richard Fenton, Maleah Gustafson, Sherrie Haber,
Laura Kirshenbaum, Representative Lavigne, Linda Long Bellia,
Michael Pantos, Mitch Rusciti, Christina Smith, Linda Woodland,
Linda Whiteman

I. Call to Order

Ad Hoc Subcommittee Chair Mills called the meeting to order at 7:00 PM.

Chair Mills 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 Mills asked if the public and town representatives wanted to they could forward a written version of their comments to be included in the public record, to please forward to Kenneth_Mills@wrsd.net and Michael_Dennis@wrsd.net.

Chair Mills reminded the School Committee members on the call that this was a forum for public and town members to bring forward their questions and the School Committee members would have a chance on Monday, April 12th to discuss the Regional Agreement.

Chair Mills presented a brief overview of the Regional Agreement.

Chair Mills asked participants on the call to raise their hand in the chat function to make comments.

Selectman Lavigne from Holden asked for details on the process going forward. Chair Mills explained the process.

Selectman Lavigne gave a summary of some items that Holden would like to take into consideration.

- Discussion on reducing size of School Committee and move to a weighted voting model
- Make allowance for partial withdrawal from district pre-k to 12, change it to pre-8, 9-12,
- Reducing the number of approval votes that would be needed if a member town would want to leave.
- hard deadline in the budgeting process to provide more time to build Town budget,

Representative Lavigne will forward details in writing to Chair Mills and Chair Dennis.

Chair Mills read email/comments sent via email from Wayne Adams, Princeton Town Representative.

Chair Mills encouraged the public and the towns to submit comments either via email or welcome to join the public comment section at the School Committee meeting on Monday.

Paul Challenger, Chair of Finance Holden asked for a timeline on changes to the Regional Agreement. Chair Mills spoke to the timeline that we are soliciting comments from the public and towns at this meeting. On Monday, April 12th the School Committee will have a chance to provide their feedback. On Wednesday, April 14th the Sub-committee will reconvene to move forward with a proposal to the towns.

Selectman Ruscitti, Princeton let the Ad hoc subcommittee aware that discussion of the Regional Agreement is on the agenda at the next Selectmen's meeting on Wednesday, April 14th and he will follow-up in writing to Chair Mills after the meeting.

II. Motion: To adjourn.

(K. Ottmar), (E. Knowlton)

Roll call vote:

In favor: Kenneth Mills, Karl Ottmar, Matthew Lavoie, Eric Knowlton

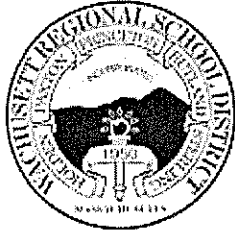
Abstained: None

Opposed: None

The motion passed unanimously.

The meeting adjourned at 7:26PM.

Respectfully submitted,



Wachusett Regional School District

Holden, Paxton, Princeton, Rutland, Sterling

From: Christine J. Smith, Administrator of Special Education
To: Darryll McCall, Superintendent of Schools
Date: April 29th, 2021
RE: Updates from Special Education

Changes in Special Education Support in Central office

As you are aware, Randi Jacob, the former Administrative Assistant to the Administrator of Special Education has moved into a new position. We are pleased to welcome Faith Hanson in the role. She comes to the office with a wealth of experience and is eagerly taking on the varied and sensitive tasks associated with the role. Please be in touch with Faith for issues with van transportation, communications concerns, or other issues in Special Education.

Special Education Advisory Committee (SEPAC)

SEPAC recently held an officers meeting and heard updates from the Administrator of Special Education. These meetings are recorded and recordings of the meetings can be found on the WRSD website under Special Education.

Extended School Year (ESY)

ESY is a special education service. Students who require ESY have been recommended by their Team to attend these services or programs. We are continuing to move forward with plans for students to attend ESY in-person and remotely. Remote programs will be recommended if students demonstrated success in this venue during the school closure.

Process

A small group of parents from SEPAC and Administration are developing ESY 2021 collaboratively

1. Jobs have been posted internally and applications are coming in to Human Resources
2. The plan for ESY is similar to in the past with the exception of the location of the programs. We will use four buildings across the district this year:
 - a. Wachusett High School will have the ABA, Life Skills and Post grad classes
 - b. Early Childhood Center will house the preschool inclusion and preschool ABA program
 - c. Houghton School and Chocksett Middle School in Sterling will house the ABA, Developmental, TLC, and Academic program for students in elementary through middle school

Please see the attached document that delineates the schedules.

3. Teams are making recommendations for ESY services

4. Moving forward we have some tasks ahead of us:

- a. Making class lists
- b. Hiring teachers
- c. Aligning spaces/classes
- d. Acquiring materials
- e. Parent Paperwork out/back
- f. Van lists and communication with families

Which model of learning are we in?

We are so glad to have transitioned to full in-person. Nothing is better than seeing the children return to the buildings. It is our greatest delight.

Tiered Focus Monitoring

During the Spring of 2021 WRSD has been engaged in a self-study with DESE. This study is focused on specific areas in Civil Rights and in Special Education. DESE identifies certain criteria for the district to gather materials, review and submit to the state for review. As we conduct this review we are able to identify our areas of strengths and our areas of needs in relation to the criteria. This report is due to DESE on May 17th, 2021.

Getting Concerns Addressed and sharing feedback

Recently, it has come to our attention that families may not know how to get their concerns addressed. If you have a concern about your child's progress or daily curriculum, please reach out to your child's teacher(s) directly. If you have a concern about your child's program or a staff concern, please reach out to your building Team Chair, Assistant Principal, or Special Education Coordinator. If your concern is regarding something that falls outside of these topics and you are not sure where to begin, feel free to reach out to your child's principal or to the respective Special Education Coordinator.

- Dana Walton dana_walton@wrsd.net Supervises the Developmental and ABA Programs
- Carol Hume carol_hume@wrsd.net Supervises the Language-Based Program, leads teams at the Life Skills program at the High School and Out of District
- Lincoln Waterhouse lincoln_waterhouse@wrsd.net Supervises the Therapeutic Learning Center and Out of District
- Christine Smith, The Administrator of Special Education christine_smith@wrsd.net is always available to discuss your concerns.



Wachusett Regional School District

Halden, Paxton, Princeton, Rutland, Sterling

CORRECTED COPY

ESY 2021

Students are eligible for ESY as determined by the IEP team.

July 6-July 29, or Aug 5 or 12 Monday-Thursday

ECC <u>July 6- Aug 12</u> ABA-8:45-2:45 <u>July 6- July 29</u> Int. Preschool- 8:45-11:15	High School <u>July 6- Aug. 5 7:30-1:00</u> ABA Life Skills Post grad	Services @ Sterling buildings: <u>July 6-July 29 8:00-11:00</u> Counseling Speech OT PT
Houghton <u>July 6-July 29</u> TLC 8:00-10:00 TLC 10:00-12:00	Houghton <u>July 6- Aug 5 8:00-12:00</u> Dev. Program	Houghton and Chocksett <u>July 6- Aug 12 8:45-2:45</u> ABA
Houghton and Chocksett <u>July 6-July 29 8-11:00</u> Academics	Virtual <u>July 6-July 29</u> Wilson Reading Math Writing	



Wachusett Regional School District

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

From: Robert Berlo, Deputy Superintendent

Date: April 26, 2021

Re: Deputy Superintendent's Report

This month, my report will focus on recent federal and state grants and awards we have received recently.

Elementary and Secondary School Emergency Relief II (ESSER II) Federal Grant (Fund Code 115)

Wachusett received \$617,70 in this grant in March. According to the Department of Education (DESE), the purpose of this grant is to "provide resources to school districts to address the impact the Novel Coronavirus Disease (COVID-19) has had and continues to have, on elementary and secondary schools. This supplemental funding opportunity, the Elementary and Secondary Education Emergency Relief II (ESSER II) Fund, is intended to help school districts safely reopen schools, and measure and effectively address significant learning loss."

In our approved grant, funds are being used to:

- Partially offset the costs of lunch and bathroom monitors that were needed to be able to safely open up our schools to all students who wished to return in April.
- Provide funds to support teacher planning for summer learning programs.
- Provide mental health supports for students and families, including the cost of renewing the Interface referral service.
- Partially offset the cost of staff professional development
- Partially offset the costs related to improving indoor air quality in our schools
- Partially offset the cost of acquiring educational technology and software
- Partially offset the cost of assessing student learning loss, including the cost of renewing Star reading and Star math online assessments
- Partially offset the costs of personal protective equipment needed to get us to the end of the year
- Purchase supplies to sanitize schools

FY21 State Coronavirus Prevention Fund Program

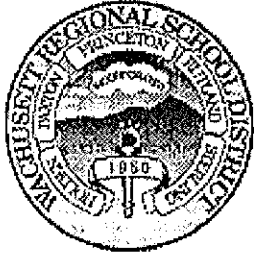
Wachusett received \$245,950 from the State Coronavirus Prevention Fund, which was awarded in the later part of March. According to the Office of District and School Finance, these funds are intended to be used "to support coronavirus prevention efforts and to maintain and increase educational quality during the pandemic."

From this award, funds are being used to:

- Purchase personal protective equipment and hygienic supplies to get us to the end of this school year, as well as costs to deliver these items from our high school out to our schools
- Purchase desks to allow for adequate social distancing in our cafeteria spaces at the high school and at various elementary schools
- Offset the cost of building subs to ensure the educational quality in our schools during the pandemic

Massachusetts Emergency Management Agency (MEMA) Supply Disbursement

Wachusett found out in late April that we will receive 75 pallets of personal protective equipment (PPE) from the Massachusetts Emergency Management Agency. Cannisters of sanitizing wipes make up most of the PPE. Other items include disposable masks, KN95 masks, N95 masks, protective gowns, protective aprons, gloves, hand sanitizer, and other supplies. These items will be used to get us going in the next school year.



Wachusett Regional School District

Holden, Paxton, Princeton, Rutland, Sterling

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

From: Brendan Keenan, Ed.D., MSW, Director of Social-Emotional Learning

Date: April 29, 2021

Re: Director of Social-Emotional Learning's Report

Hope & Resilience Series

Wachusett faculty, staff, and administrators have shown incredible resilience throughout the COVID-19 pandemic. The WRSD Hope & Resilience series was created as an opportunity to further bolster our collective and individual resilience and hope through a series of opportunities for everyone who works in the district.

Kimberly McClure is a former school teacher who has dedicated herself to help others feel more resourced, steady, empowered, and uplifted as they move through real, everyday life. Kimberly provided two offerings in the Hope & Resilience series. The first, called **"Sunday, Settle, & Soothe,"** was offered in response to faculty and staff who described difficulty transitioning from the weekend to the work week. These yoga sessions were offered virtually on Sunday evenings, and focused on techniques to provide relief from the effects of physical and emotional stress. The second group of sessions, entitled **"Mandala Self-Care"** occurred on Monday evenings, and focused on providing participants with practical self-care tools that can be easily integrated into their daily lives.

Jean Paul Paulynice, a local author and entrepreneur, offered a webinar on March 30th, entitled, **"From Surviving to Thriving: The 3 Principles to Help You Thrive in Any Situation."** I was fortunate enough to co-lead this webinar with Mr. Paulynice, and in it, we discussed his personal story of growing up in poverty in Haiti, the challenges he faced, and the ways he overcame these challenges. Jean Paul's story sparked conversation among the participants during the webinar.

I received a lot of positive feedback about the sessions in this series, and many participants said that they appreciated the way in which the district recognized the social and emotional needs of faculty and staff.

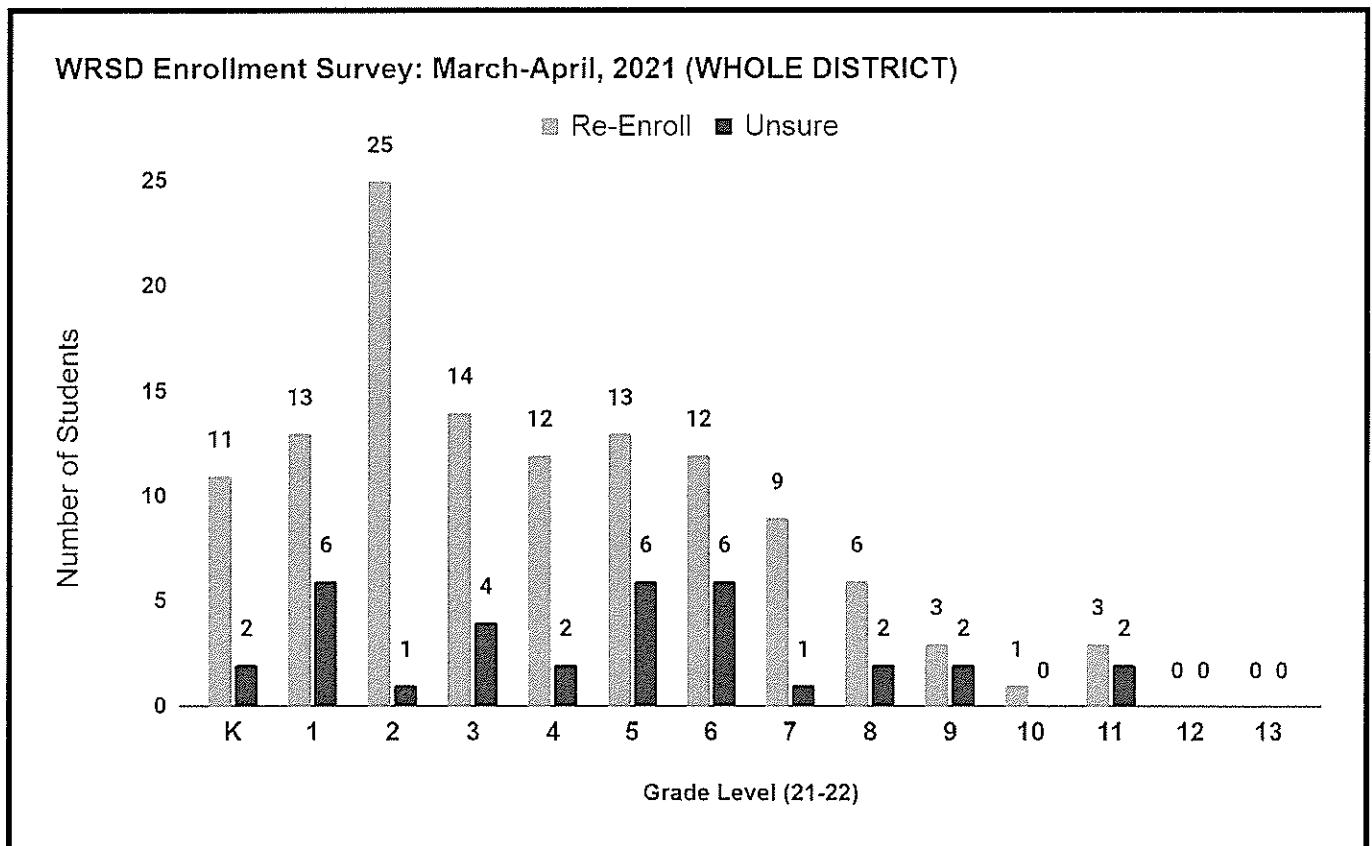
[Click here for WRSD Hope & Resilience Series website](#)

Student Enrollment

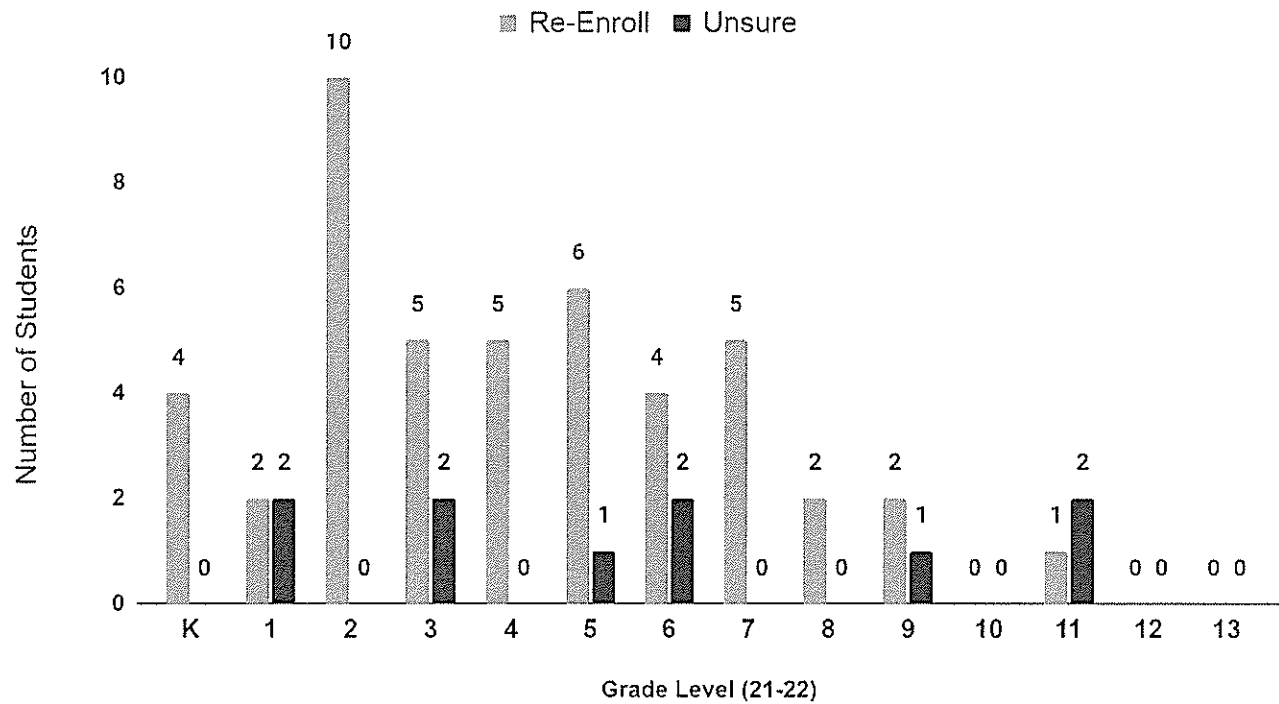
We are excited to announce that we are in the process of converting to online student enrollment district-wide beginning in the 2021-2022 school year. This enhancement in our registration process will provide parents/guardians of incoming students with a modern and convenient process for enrolling their child(ren) in our schools. The experience for incoming families will be much more streamlined than it has been in the past, and we will have less of a reliance on paper packets for registration. The new system is

integrated with PowerSchool, our longstanding student information system. Additionally, the new online registration will benefit school administration, school nurses, and front office staff district-wide by increasing the efficiency of the overall process.

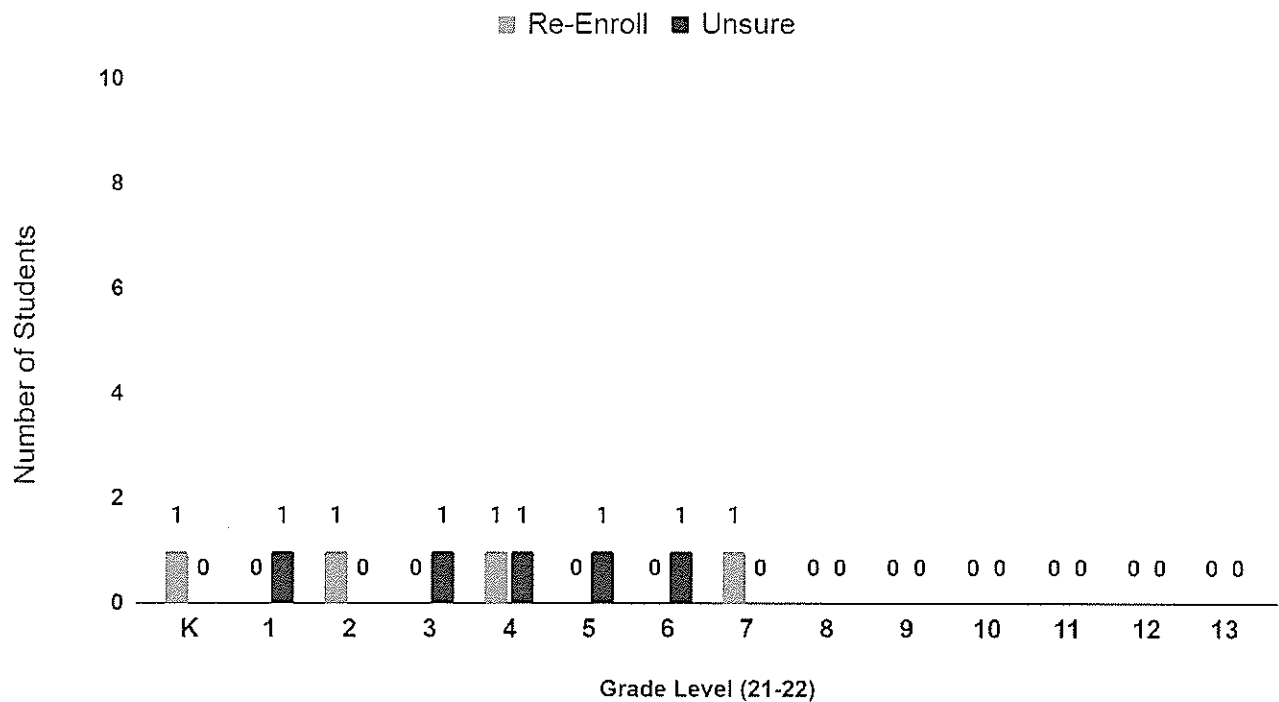
On April 2nd, an electronic survey was sent via email to over 1,300 email addresses. The recipients included all currently homeschooled students, as well as private, charter, and other out-of-district student families who are not currently enrolled in the Wachusett Regional School District. The purpose of this survey was to get a clearer sense of the number of students who are likely to return to WRSD in the Fall of 2021. The email addresses were pulled from homeschooling records, as well as PowerSchool (for students who were previously enrolled in WRSD). The data below represent responses received as of April 28, 2021.



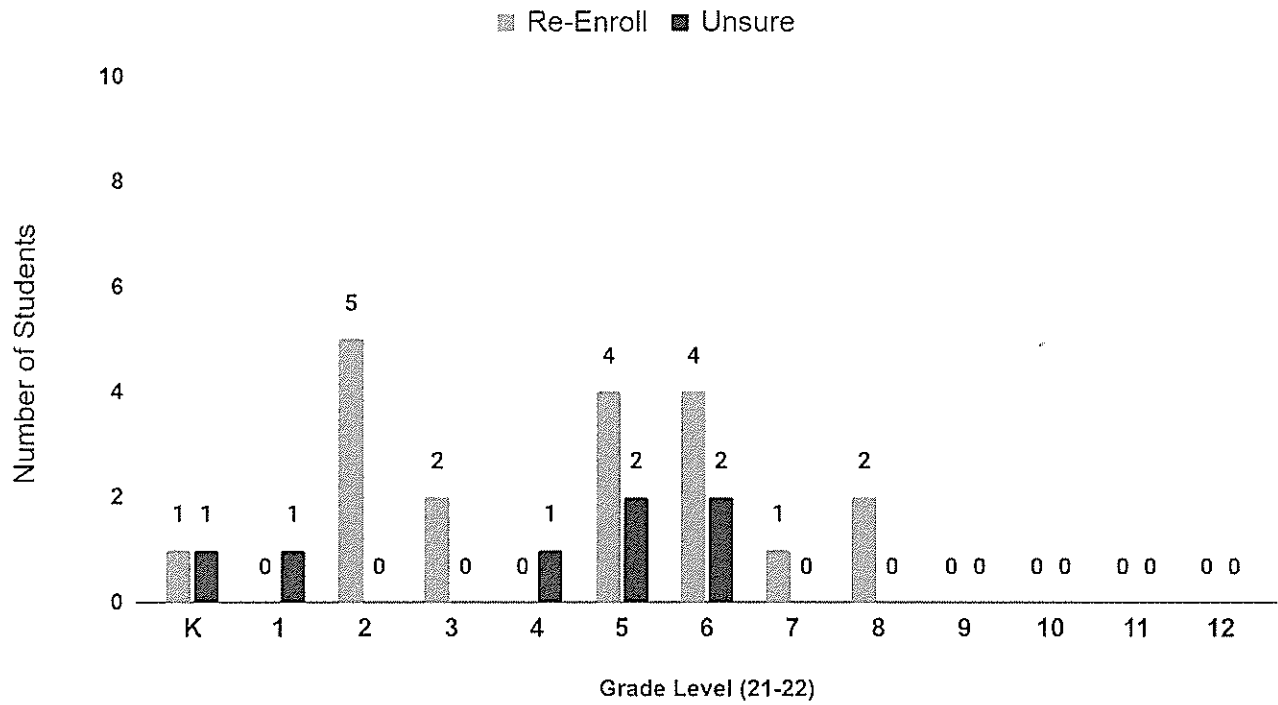
WRSD Enrollment Survey: March-April, 2021 (HOLDEN ONLY)



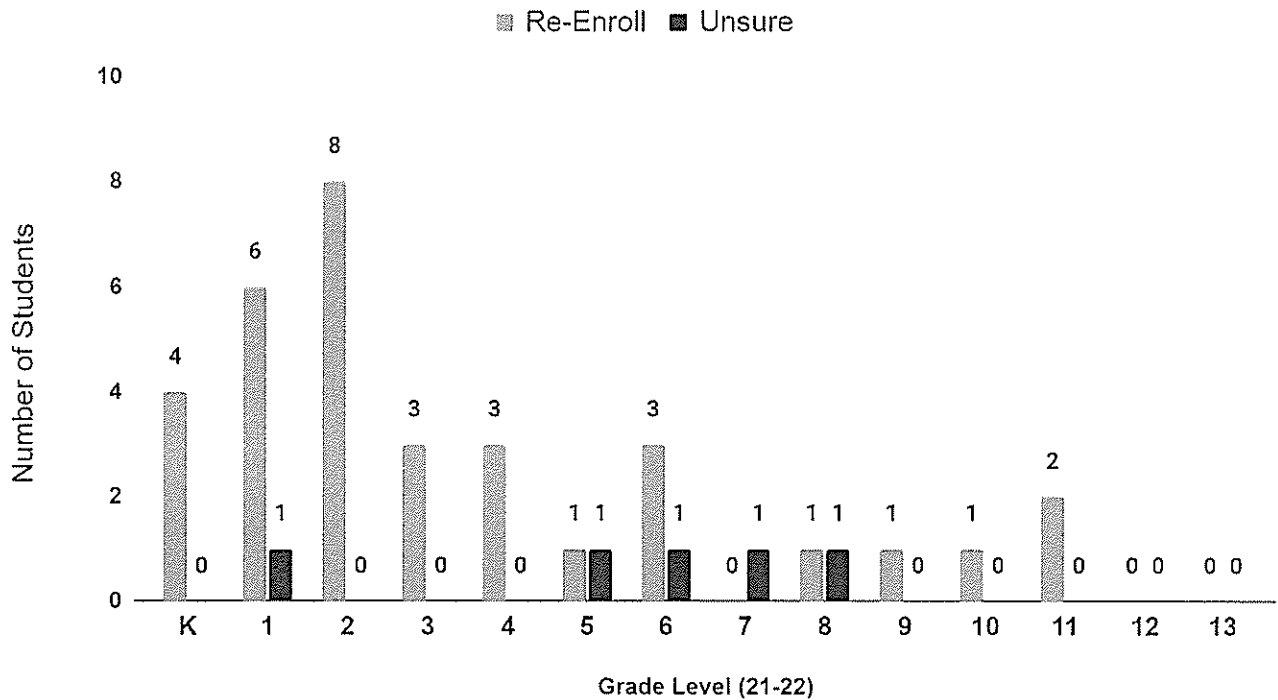
WRSD Enrollment Survey: March-April, 2021 (PAXTON ONLY)



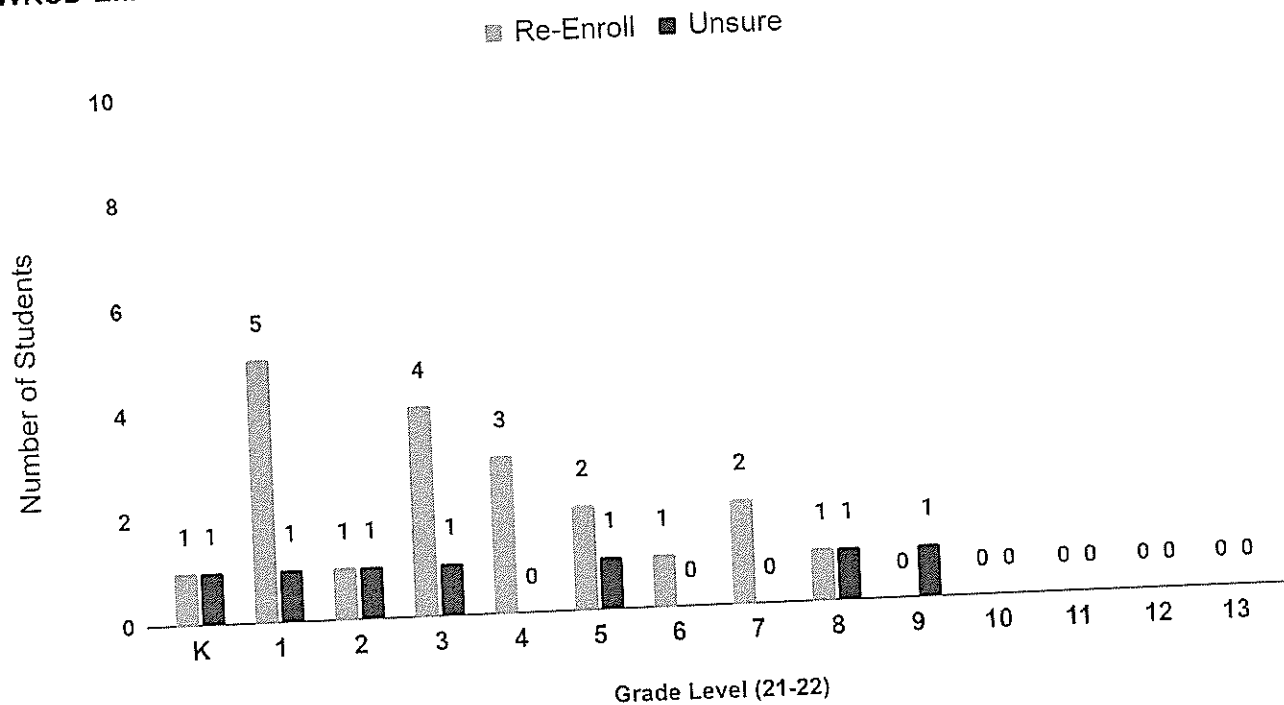
WRSD Enrollment Survey: March-April, 2021 (PRINCETON ONLY)



WRSD Enrollment Survey: March-April, 2021 (RUTLAND ONLY)



WRSD Enrollment Survey: March-April, 2021 (STERLING ONLY)



If you have questions regarding student enrollment, please email Enrollment@wrsd.net

Pooled Testing

WRSD is in the process of setting up Pooled Testing in our district schools. Pooled testing allows us to test all members of our school population far more efficiently than individual testing, providing results within only 24-48 hours. If a pool tests positive for COVID-19, we retest each person individually to find the positive case(s) and alert the parents of students or faculty/staff members. We have trained staff to administer pooled testing using shallow, painless nasal swabbing. Please see the informational presentation here for more details.

In accordance with CDC guidance, we are offering voluntary, free, safe, painless COVID-19 testing to all students and staff at our schools. Testing helps us to quickly identify and suppress potential outbreaks, allowing us to reopen our schools more safely.

As part of this process, we are working with the Massachusetts Department of Elementary & Secondary Education (DESE) and their vendors, including courier services, staffing agencies, and technical support for the tracking of testing results. Pooled testing is starting at Wachusett Regional High School on Thursday, April 29th. The swabbing will occur during lunch periods. More information will be shared with the roll-out of swabbed testing at the other district schools soon, and this roll-out is based on the availability of staffing from our outside vendor, MSG Staffing.

We are grateful to our students, families, and staff for showing such strength and resilience as we navigate this trying time together. Combined with other key COVID-19 mitigation strategies, pooled testing is helping us bring our students and staff back to school as safely as possible.

If you have questions regarding the COVID-19 Pooled Testing Program, please email PooledTesting@wrsd.net

Links:

1. [Student Permission link \(parent permission required\)](#)
 2. [Faculty/Staff Permission link](#)
-

Quarantine Guidelines

DESE has updated the quarantine guidelines for close contacts, and these changes are now reflected in our district Quarantine Guidelines (see the link below).

The following excerpt is a change from prior contact tracing guidelines: *"Close contacts who were exposed to a COVID-19 positive individual in the classroom or on the bus while both individuals were masked do not have to quarantine unless they were within 3 feet of distance of the COVID-19 positive individual for a total of 15 minutes during a 24-hour period. This does not apply if someone was identified as a close contact outside of the classroom or bus (e.g., in sports, extra-curriculars, lunch, etc.) or if masks are not worn by both persons at the time of the exposure. All other close contacts must follow the standard protocol for when a close contact may return to school."*

Additionally, according to the CDC, people who are fully vaccinated (fully vaccinated is defined by the CDC as occurring 14 days after the 2nd vaccination for two dose COVID-19 vaccinations, or 14 days after the single dose COVID-19 vaccination) "no longer need to be restricted from work following an exposure as long as they are asymptomatic." This change is now reflected in the District's contact tracing procedures, and it is expected to decrease the number of faculty and staff members who are required to quarantine after a COVID-19 exposure in the district as compared to prior months during the pandemic.

Links:

1. [Click here for the updated COVID-19 Quarantine Guidelines document](#)
2. [CDC link: When You've Been Fully Vaccinated](#)
3. [CDC Interim Public Health Recommendations for Fully Vaccinated People](#)

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 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.

POLICY RELATING TO SUPPORT OPERATIONS

**COMMUNITY USE OF SCHOOL FACILITIES
FACILITY USE**

~~Whereas, the Wachusett Regional School Committee desires to promote the use of school facilities to the communities within the Wachusett Regional School District for educational, recreational, social, civic, philanthropic and like purposes; and~~

~~Whereas, such activities should be allowed subject to such regulation as the District may, from time to time, establish; and~~

~~Whereas, such activities may occur without interference with the use of the school facilities for school purposes;~~

~~It is hereby established as follows:~~

- ~~1. The District supports the use of school property by such individuals and associations for such educational, recreational, social, civic, philanthropic, and like purposes as the District deems in the best interest of the community, provided such use does not interfere with the use of the premises for school purposes.~~
- ~~2. The use of school facilities shall be subject to such regulations as may, from time to time, be established by the District and to existing school lease agreements between the District and its Member Towns.~~
- ~~3. Any user of school facilities shall be responsible for paying all fees, charges, and costs associated with such use and shall be responsible for any and all damage and risk occasioned from such use. Any user of a school facility shall indemnify and hold harmless the District and pay any expenses or cost that may arise from a requirement of federal or state law or regulations as it relates to services provided to individuals who may participate in such use.~~
- ~~4. All users of school facilities shall be required to execute a school use agreement.~~

It is the policy of the Wachusett Regional School District Committee (WRSDC) to permit individuals or organizations to use school buildings to the extent that there is no interference with the educational programs. Permission for the use of facilities must be obtained through the office of the Superintendent of Schools, where applications are available for this purpose. Use of school buildings and other facilities by organizations will be permitted when the following conditions are met:

1. The building user is responsible for any damage to the school property and may be required by the school authorities to provide police and/or fire protection at the building user's expense.

POLICY RELATING TO SUPPORT OPERATIONS

COMMUNITY USE OF SCHOOL FACILITIES
FACILITY USE

2. When school buildings are used for non-school purposes, a rental fee may be charged to offset additional expenses (including heating, lighting and other operating expenses) incurred by the public school system. Where fees are charged, they are pursuant to rates approved by the WRSDC. All rental fees will be collected by the building staff and be accounted for in a Facilities Rental Revolving Fund. The Business Office will provide support for monitoring the collection of receipts.
3. Wachusett Regional School District does not provide school materials or equipment to individuals or groups.
4. There is no smoking in the buildings or on the grounds of any of the Wachusett Regional School District.
5. Alcoholic beverages are not allowed on school premises.
6. Beverages and food may be served and consumed only in approved areas.
7. Proper liability insurance will be required of all groups given permission to use school facilities.
8. Exceptions to these rules and regulations can be made only by the Superintendent or his/her designee.

LEGAL REFS.: M.G.L. 71:71; 71:71B; 272:40A

Related Policies:

- 6433.1 Alcohol, tobacco and drug use by students prohibited
- 5241.41 Drug-free workplace policy

First Reading: 08/16/99
Second Reading: 09/13/99

Amendment First Reading: 12/10/07
Amendment Second Reading: 01/16/08

Amendment First Reading:
Amendment Second Reading:

WRSDC Amended Policy 7110

POLICY RELATING TO SUPPORT OPERATIONS

NON-DISTRICT USE OF FACILITIES

~~The Wachusett Regional School District shall make available the facilities of the school district for educational, recreational, and civic purposes to recognized, responsible non-profit organizations within the District: (a) if the proposed activity does not interfere with the school program, (b) if the activity is in keeping with the purpose and compatible with the facilities of the school, or in special cases, if it is deemed by the administration to be in the best interest of the communities comprising the Wachusett Regional School District.~~

~~The Principal will enforce regulations and published rental charges for use of the building and grounds. All applications for use of school property should be made through the Principal and all payments made in advance.~~

~~District governmental agencies and non-profit organizations within the District will not be required to pay rental charges for non-fund raising events for which no admission is charged nor any contribution collected. However, such organizations will be responsible for custodial, cafeteria, police, and any related services and shall make these payments in advance.~~

~~School activities have first choice on reservations up to two (2) months prior to the event.~~

~~This policy refers to new or existing buildings not covered by Paragraph 17.3 of the Regional Agreement, which states that the policies governing use of school property in effect in each of the town schools at the time the District was expanded to Pre-K through twelve (12) shall remain in effect for those schools.~~

~~Copies of the facilities policies for each of the town schools, which were in effect at the time of regional expansion, will be on file with and available from the administration.~~

First Reading: _____ 09/12/94

Second Reading: _____ 09/26/94

Amendment First Reading: _____ 03/11/08

Amendment Second Reading: _____ 03/24/08

Policy Deletion First Reading:

Policy Deletion Second Reading:

Deleted WRSDC Policy 7112

POLICY RELATING TO SUPPORT OPERATIONS

FACILITY USAGE FOR DAY CARE PROGRAMS

~~The need for day care is a result of the ongoing pattern of two working parents or the single parent family in our society. Parents seek an environment that is both safe and rewarding. The Wachusett Regional School Committee recognizes that these early years are crucial in fostering positive emotional, social and physical growth. Whenever possible, the District shall make available to its Member Towns appropriate facilities for day care activities.~~

~~The District shall operate day care programs to support educational requirements as determined by the law and for courses of study.~~

~~The District shall also promote the use of District facilities for day care use by all Member Towns. Day care programs shall offer a safe, nurturing environment in which pre-school children are provided with positive and enriching experiences. Enrollment preference shall be given to residents of the sponsoring town and the District, in that order.~~

~~Day care programs shall meet all state, local and federal requirements and shall provide evidence of compliance with such requirements. Programs shall not interfere nor take precedence over existing K-12 school programs. Sponsoring towns must accept full responsibility for all costs associated with the programs and their operation.~~

~~A sponsoring town shall hold the Wachusett Regional School District harmless from any liability arising from the existence or operation of its particular program. The sponsoring town shall produce proof of said indemnification in a form and in an amount suitable to the District and consistent with School Committee policy.~~

First Reading: _____ 03/09/98

Second Reading: _____ 04/13/98

Policy Deletion First Reading:

Policy Deletion Second Reading:

Deleted WRSDC Policy 7113

POLICY RELATING TO SUPPORT OPERATIONS

EMERGENCY PLANS

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff; it also strengthens the morale of all concerned to know that plans exist and that students and staff have been trained in carrying out the plans.

The Superintendent will develop and maintain plans that meet the requirements of state law for preparedness in case of fire, civil emergencies, and natural disasters.

The Superintendent shall develop, in consultation with school nurses, school physicians, athletic coaches, trainers, and local police, fire and emergency personnel, an Emergency Medical Response Plan for each school in the District. Each plan shall include:

1. A method establishing a rapid communications system linking all parts of the school campus, including outdoor facilities, to local Emergency Medical Services along with protocols to clarify when EMS and other emergency contacts will be called.
2. A determination of EMS response times to any location on the campus.
3. A list of relevant contacts with telephone numbers and a protocol indicating when each person shall be called, including names of experts to help with post-event support.
4. A method to efficiently direct EMS personnel to any location on campus, including the location of available rescue equipment.
5. Safety precautions to prevent injuries in classrooms and on the school campus.
6. A method of providing access to training in CPR and first aid for teachers, athletic coaches, trainers, and other school staff which may include CPR training for High School students; provided that School Committees may opt out of instruction in CPR pursuant to Section 1 of Chapter 71.
7. In the event the school possesses Automated External Defibrillators (AEDs), the location of all available AEDs, whether the location is fixed or portable, and a list of personnel trained in its use.
8. Inspection and maintenance intervals for safety equipment located within the schools.

The Superintendent shall annually review the response sequence with local police and fire officials. Plans shall be submitted to local police and fire officials and the DESE at least every 3 years by September 1 or when changes occur. Plans must be updated in the case of new construction or other physical changes to the school campus.

Building Principals will meet all requirements for conducting fire drills and Emergency Response drills (at least once per year) to give students practice in moving with orderly

POLICY RELATING TO SUPPORT OPERATIONS

EMERGENCY PLANS

dispatch to designated areas under emergency conditions, and the staff practice in carrying out their assigned responsibilities for building evacuation.

SOURCE: MASC August 2015

LEGAL REF: M.G.L. 69:8A

Related Policy:

- 7156 Emergency Response Plan

First Reading:

Second Reading:

WRDSC Draft Policy 7155

POLICY RELATING TO SUPPORT OPERATIONS

SCHOOL PLANS

~~The Wachusett Regional School District shall make every effort to provide a safe and secure environment for staff and students. The District will ensure that a security and safety procedures document exists for each school. This document shall include procedures for:~~

- ~~1. Access to school buildings~~
- ~~2. Safety in the classrooms~~
- ~~3. Safety in the halls and lavatories~~
- ~~4. Safety on school grounds~~
- ~~5. Responsibilities of staff members in the plan implementation~~

~~This safety and security procedures document shall be made available annually at the beginning of the school year to parents of students of each school.~~

~~First Reading: _____ 10/24/94~~

~~Second Reading: _____ 11/14/94~~

~~Amendment First Reading: _____ 11/10/09~~

~~Amendment Second Reading: _____ 11/23/09~~

~~Policy Deletion First Reading~~

~~Policy Deletion Second Reading:~~

~~Deleted WRDSC Policy 7151~~

POLICY RELATING TO SUPPORT OPERATIONS

SAFETY PROCEDURES AND PROGRAMS

~~The Wachusett Regional School District shall enforce Federal, State, and local mandates in the field of safety as applicable to the school system.~~

~~Each school shall establish procedures and programs regarding safety practices including, but not necessarily limited to the following:~~

- ~~_____ 1. Periodic inspection requirements~~
- ~~_____ 2. Safety inspection requirements~~
- ~~_____ 3. Fire drill procedures and scheduling~~
- ~~_____ 4. First Aid instructions~~

~~First Reading: _____ 09/12/94~~

~~Second Reading: _____ 09/26/94~~

~~Amendment First Reading: _____ 11/10/09~~

~~Amendment Second Reading: _____ 11/23/09~~

~~WRDSC Policy 7152~~

~~Policy Deletion First Reading:~~

~~Policy Deletion Second Reading:~~

~~Deleted WRSDC Policy 7152~~

POLICY RELATING TO SUPPORT OPERATIONS

EMERGENCY EVACUATION

~~The Wachusett Regional School District shall establish emergency evacuation procedures including, but not limited to, fire, earthquake, civil disturbance, bomb threats, nuclear attack, or inclement weather, such as blizzard, tornado, or hurricane for each work site.~~

~~These emergency evacuation procedures are to include specific plans for the evacuation of individuals who are physically challenged or have chronic medical conditions.~~

~~Said regulations shall be printed and filed with each staff member, fire department, police department, director of Civil Defense, and Board of Selectmen.~~

~~Emergency evacuation procedures shall be reviewed annually at each school site and be included in the school improvement plan.~~

~~First Reading: _____ 10/10/95~~

~~Second Reading: _____ 10/23/95~~

~~Amendment First Reading: _____ 03/24/97~~

~~Amendment Second Reading: _____ 05/06/97~~

~~Policy Deletion First Reading:~~

~~Policy Deletion Second Reading:~~

Deleted WRSDC Policy 7158

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN □ PAXTON □ PRINCETON □ RUTLAND □ STERLING

DRAFT Minutes

Regular Meeting# 1361

Monday, April 12, 2021
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

Wachusett Regional School District Committee

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

Committee Members Absent:

Krista Bennett	Matthew Lavoie
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Others:

District Counsel Joseph Bartulis
WRHS Principal William Beando

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
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Chair Dennis called the meeting 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 comments for Public Hearing by way of a link and they will be extended a Google Meet invite in order to address the Committee personally.

- I. Chair Dennis invited members of the public to address the School Committee. Chair Dennis read a letter submitted by Kate White, Woodbridge Road in Holden.
- II. Motion: To enter into executive session to discuss progress of negotiations with the Wachusett Regional Education Association, Inc. (WREA) on 2020-2021 school reopening, as the Chair deems discussions in public session would have an adverse effect on the District's bargaining position, to return to public session.

(R. Imber)
(C. Smith)

Roll call vote:

In favor:

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

Opposed:

None

The motion passed unanimously.

The School Committee entered executive session at 7:02 PM

The School Committee returned to public session at 7:45 PM.

- III. Chair Opening Remarks

Chair Dennis spoke to the resignation of Scott Brown last month. He expressed a thank you to Scott for his dedication and time on the School Committee for the last 8 years. Chair Dennis also spoke to how nice it was to see buses rolling again.

Chair Dennis took the agenda out of order to start with the Collective Bargaining Agreement motion, then would move to the Student Representatives report, then proceed to a discussion on the Regional Agreement followed by the Superintendent's Report. Without objection, Chair moved to the Collective Bargaining motion.

V. Collective Bargaining Agreement

Motion: To ratify the Memorandum of Agreement COVID-19 Plan for School Year 2020-2021 between WRSD and the Wachusett Regional Education Association, Inc, (WREA) as written.

(R. Imber)
(S. Haber)

Vice-chair Smith left the table.

Roll call vote:

In favor:

Michael Dennis
Melissa Ayala
Maleah Gustafson
Sherrie Haber
Robert Imber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Kenneth Mills
Benjamin Mitchel
Karl Ottmar
Deidre Shapiro
Asima Silva
Jeffrey Sullivan
Kelly Williamson
Linda Woodland
Adam Young

Opposed:

None

Abstained:

Michael Pantos, Jr.

The motion passed 17-0-1

Vice-chair Smith returned to the table.

IV. Student Representatives Report

Chair Dennis turned the meeting over to the Student Representatives.

Student Representative Mangus reported on several items including an update on middle school clubs that started last week which included the art club, diversity and social justice club. The sports club will start after April break. She informed the committee that DESE is looking for a group of high school students to participate in a meeting at 4:30 on Thursday for a one hour discussion to help the DESE Student Advisory Counsel with an academic plan on post pandemic recovery. Students can find the link to register on her Student Rep Instagram, Facebook page or email Student Representative Mangus directly. The Student Council is planning a second spirit week the week of April 26th. The Diversity Inclusion Club had a play book workshop which Dr. McCall participated in.

VI. Superintendent's Report

A. Discussion of Report

Chair Dennis turned the meeting over to Member Mills, Chair of the Ad Hoc Subcommittee to Review the Regional Agreement, to discuss the Regional Agreement.

Subcommittee Chair Mills thanked participants for attending the meeting on April 8th. He then shared a presentation to update the Committee with an overview on the Regional Agreement (attachment 1). He explained that not all towns were able to participate on April 8th and so the timeline for feedback has been pushed out to April 28th to allow for more time. Once that feedback is provided, the Ad Hoc Subcommittee will meet and make recommendations to the full Committee.

Director Carlson left the table at 7:58 PM.

Member Imber provided history on past discussions of the Regional Agreement.

Member Ottmar provided feedback on statistics about other regional school committee sizes.

Member Pantos had point of order to clarify if members should be speaking through the Chair or if members were allowed to speak freely. Chair Dennis confirmed that although this was more of a discussion, in order to maintain order, he asked members to use the queue to raise their hand to speak.

Member Mills reviewed options on how we would proceed if the size of the Committee was reduced.

Member Gustafson spoke about weighted voting.

Discussion ensued on why towns would opt out of the Agreement and the issues related to regionalized transportation reimbursement.

Member Young shared another way of conducting voting and expressed concerns with weighted voting

Director Carlson returned to the table at 8:29 PM.

Member Pantos talked about limiting School Committee member terms to 3 years.

At 8:33, Chair Dennis handed the meeting over to the Superintendent to present on other items under the Superintendent's Report.

Superintendent McCall thanked the Committee for the conversation on the Regional Agreement and proceeded to update on K-8 Reopening

1. Update on K-8 Reopening

Superintendent McCall talked about the plan to survey remote families after break on how they are doing.

Member Gustafson brought forward concerns she had heard about busing issues, some lack of distancing, eating on buses, not wearing masks, windows not being open. Superintendent McCall explained that each building looks different in terms of spacing and specials.

Student Representative Mangus talked to an issue regarding many hands retrieving milk from a tub as well as other spacing, sanitary issues. Superintendent McCall relayed that District administrators have enforced strict protocols with teachers and administrators and custodians and that students also need to follow directions/guidance on the protocols.

Member Knowlton commented on how much he enjoyed the reports from principals and how impressed he was with the team work between school, staff and police. Superintendent McCall thanked Member Knowlton for acknowledging the support from the police at all of the schools.

WRHS Principal Beando joined the meeting.

2. Update on WRHS Proposed Reopening

Superintendent McCall introduced Principal Beando, who joined the meeting for this discussion.

Principal Beando thanked the Committee for having him speak. Superintendent McCall and Principal Beando talked to the details on the return to school for high school students on April 26th.

Chair Dennis opened the floor for questions

Member Mills encouraged Central Office administration to amp up pool testing at WRHS and requested he would like to have a survey go out and then have a discussion on the students who are not returning in person. Superintendent McCall responded that pool testing will be trialed on 4/26.

Superintendent McCall again talked about outreach to families of the 600 students who are not returning to find out why.

Member Ottmar presented a creative solution to have students possibly gather together as a group.

Member Young left the table at 9:22 PM.

A discussion ensued about students eating lunch at the bleachers in terms of tiered seating, distancing and how contact tracing will be done. Principal Beando spoke to contact tracing and explained that each student scans a QR code where they sit. This will allow for easier tracing.

Member Young returned to the table at 9:27 PM.

Principal Beando commended his team at the high school and confirmed that although there was still work to be done, WRHS will be ready to bring students back on 4/26.

Principal Beando left the meeting at 9:46 PM.

Member Mitchel left the meeting at 9:46 PM.

3. Deputy Superintendent Interview Process

Conversation moved to the Deputy Superintendent interview process. Chair Dennis turned over to Superintendent McCall who talked to this. Chair Dennis asked if any Committee member would be interested in participating in the interview process to email him.

4. Graduation /Year End Activities

Principal Beando had discussed high school graduation options earlier in the meeting. Superintendent McCall will be meeting with middle school principals on activities for 8th graders who are promoting to the next grade level and will report back to the School Committee.

Member Sullivan left the meeting.

Member Silva left the meeting.

Member Imber was away from the meeting.

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

(M. Gustafson)
(K. Mills)

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala
Maleah Gustafson
Sherrie Haber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Ken Mills
Karl Ottmar
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:

Michael Pantos, Jr.

The motion passed 14-1.

Member Pantos left the meeting.

5. Superintendent Evaluation

Chair Dennis took the agenda out of order and explained that Superintendent McCall would talk to the self evaluation and evidence, and then under the report by the Superintendent Goals and Evaluation Subcommittee there would be a brief discussion about process, the evaluation tool, and the timeline. Chair Dennis provided more details on the evaluation process.

B. Recommendations Requiring Action by the School Committee

Chair Dennis asked the Superintendent to provide a brief overview of the 2021-2022 school calendar. Discussion ensued.

1. Motion: To approve the 2021-2022 School Year Calendar.

(S.Haber)
(A.Young)

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala

Maleah Gustafson
Sherrie Haber
Laura Kirshenbaum
Linda Long-Bellil
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:

Kenneth Mills
Karl Ottmar

Abstained:

Eric Knowlton

The motion passed 11-2-1

2. Motion: To recommend to the full School Committee a budget transfer of \$575,000 from the Salaries and Stipends Appropriation to the Benefits and Insurance Appropriation.

(M. Gustafson)
(K. Mills)

Business/Finance Subcommittee Chair Mills provided the rationale for this request, explaining the FY21 WRSD budget was built on the premise the District would use School Choice and School Lunch money to offset the cost of Insurance and Benefits. With savings in Salaries and Stipends, the District has not used School Choice money. Given the pandemic and the uncertainty of School Lunch, the District has not re-classed any charges from the General Fund to School Lunch.

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala
Maleah Gustafson
Sherrie Haber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Kenneth Mills
Karl Ottmar
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:
None

The motion passed 14-0. .

3. Motion: To recommend to the full School Committee a budget transfer of \$335,000 from the Salaries and Stipends Appropriation to the Other Operating Costs

Appropriation.

(K.Mills)
(S.Haber)

Business/Finance Subcommittee Chair Mills explained the rationale that the FY21 WRSD budget was approved in March 2020; the FY21 State budget was not approved until late December 2020. The final State Budget reflects a variance of \$540,000. The year-to-date trend and estimated charges for the balance of the fiscal year reflects a shortfall of \$335,000.

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala
Maleah Gustafson
Sherrie Haber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Kenneth Mills
Karl Ottmar
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:
None

The motion passed 14-0. .

4. Motion: To recommend to the full School Committee a budget transfer of \$40,000 from the Salaries and Stipends Appropriation to the Pupil Services Appropriation

Business/Finance Subcommittee Chair Mills provided the rationale, explaining these funds will cover the projected deficit in High School Athletics.

(K. Mills)
(S. Haber)

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala
Maleah Gustafson
Sherrie Haber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Kenneth Mills
Karl Ottmar
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:

None

The motion passed 14-0.

VII. Unfinished Business

There was no Unfinished Business brought before the School Committee.

VIII. Secretary's Report

IX. Treasurer/s Report

Without objection, Chair Dennis passed over the Secretary's Reports and the Treasurer's Reports and moved to the subcommittee reports.

X. Committee Updates

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

No update was provided.

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

No update was provided

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

Subcommittee Chair Mills provided an update and reported the next meeting is April 26.

- D. Legal Affairs Subcommittee: (K. Williamson, Chair, K. Ottmar, Vice-chair, R. Imber, L. Kirshenbaum)

No update was provided.

- E. Superintendent Goals and Evaluation Subcommittee (M. Lavoie, Chair, E. Knowlton, Vice-chair, M. Dennis, L. Woodland)

An update was provided earlier in the meeting. The next meeting is April 27th.

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

Subcommittee Chair Young provided an update and reported the next meeting is April 21.

- 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)

Subcommittee Vice-chair Woodland reported the next meeting is May 4th.

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

No update was provided.

XI. Public Hearing

No members of the public wished to address the Committee

XII. New Business

Member Gustafson asked for the opportunity discuss enrollment updates at the next School Committee meeting

XIII. Adjournment

Motion: To adjourn.

(S. Haber)
(A. Young)

Roll call vote:

In favor:

Michael Dennis
Christina Smith
Melissa Ayala
Maleah Gustafson

Sherrie Haber
Laura Kirshenbaum
Eric Knowlton
Linda Long-Bellil
Kenneth Mills
Karl Ottmar
Deidre Shapiro
Kelly Williamson
Linda Woodland
Adam Young

Opposed:
None

The motion passed unanimously.

The meeting adjourned at 10:30 PM.

Respectfully submitted,

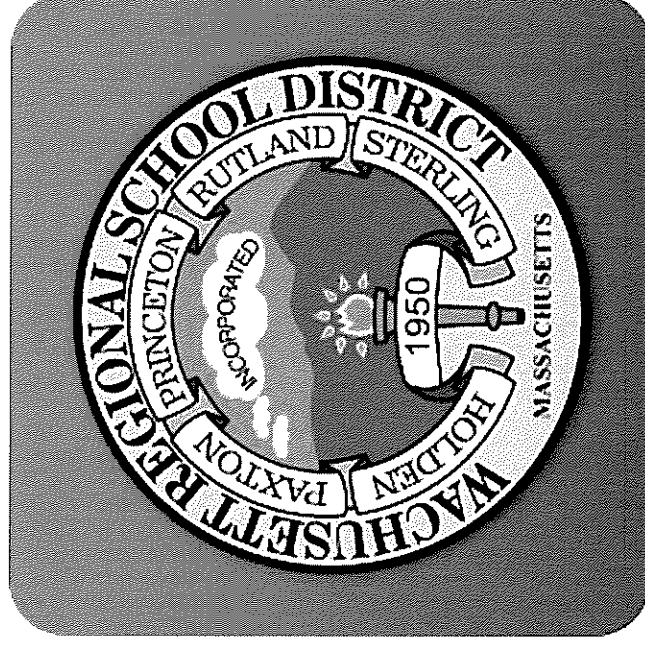
Darryll McCall, Ed.D.
Superintendent of Schools

Attachments:

- Regional Agreement presentation (attachment 1)
- Presentation (attachment 2)
- Public Comment (attachment 3)

Wachusett Regional School District Committee: Regional Agreement Review

April 12, 2021



Wachusett Regional School District Committee: Regional Agreement Review

- Must be reviewed every five years. Current changes voted in May 2016, but not signed by DESE until January 2017
- Changes require vote from four of five towns at a town meeting AND approval by commissioner of education
- Section 2: The high school must be in Holden; another HS may be in another town.
- Section 3: The district is PK-12.

Wachusett Regional School District Committee: Regional Agreement Review

- Section 1: Size of the committee, updated every 5 years (2026 next) with three year terms
- Must obey 1 person: 1 vote
- Alternatives: 1 rep in smaller towns, weighted voting, district-wide elections

Proportion of Town's Population to that of Smallest Town	Number of Committee Members
1.0 to 1.499	2
1.5 to 2.599	4
2.6 to 3.699	6
3.7 to 4.799	8
4.8 to 5.999	10
6.0 to 6.999	12
7.0 to 7.999	14
8.0 to 8.999	16
9.0 to 9.999	18

	standardized current rules di		
Holden	19551	5.3711538	10
Paxton	4306	1.182967	2
Princeton	3640	1	2
Rutland	9336	2.5648352	4
Sterling	8040	2.2087912	4

- Section 4-6: Money, ,and our requirement to transport all students

METHOD OF APPORTIONING COSTS OF THE DISTRICT

Payment of all costs shall be apportioned and assessed to each Member Town based upon the prior October 1st student enrollment percentage of each Member Town and the requirements of Massachusetts General Laws.

PAYMENTS TO THE DISTRICT TREASURER

Payments of each Member Town's proportional part of the District's Budget shall be made in the manner prescribed by statute four (4) times per year in accordance with the following schedule:

- Town of Paxton by July 1st, October 1st, January 1st and April 1st
- Town of Princeton by July 1st, October 1st, January 1st and April 1st
- Town of Rutland by August 1st, November 1st, February 1st and May 1st
- Town of Sterling by August 1st, November 1st, February 1st and May 1st
- Town of Holden by August 1st, November 1st, February 1st, and May 1st

Wachusett Regional School District Committee: Regional Agreement Review

- Section 7-8 Admission and Withdrawal of towns
- In is easy...the school committee votes and the incoming town has some financial obligations
- Out is hard. "Town" initiates the process, 2/3 vote in town withdrawing, majority district-wide vote in other towns at a town meeting.
- Out also expensive. Pay share based on student population of debt-free facilities at replacement cost.
- No partial withdrawal in the current agreement.
- (Section 9 and 10 are about an annual report and budget.)

Wachusett Regional School District Committee: Regional Agreement Review

- Section 11:
 - Sets up rules for assigning Pk-8 students to schools outside of their towns. Requires town approval unless emergency, for special education with parent approval, or by parent request.
- Sections 12-13:
 - Deal with powers of committee, including buying property and having a central office, and electing officers.
- Section 14
 - Amendments considered every five years, changes by majority vote at four town meetings and DESE approval. Can't change ability to admit new towns or avoid debt.

Wachusett Regional School District Committee: Regional Agreement Review

- Section 15 Debt

- 2/3 vote across towns to approve debt, and how debt is shared.

- Section 16: Capital Expenses from Surplus

- Limit of \$250k for any one year or project

- Section 17: Leases

- Essentially defines towns as landlords. Also under the direction of the lease agreements. Recently added provision for emergency use and annual maintenance audit. Threshold for repairs in lease agreements, not in this document.

Wachusett Regional School District

Report of Superintendent McCall
April 12, 2021
School Committee Meeting

1

Update on K-8 Reopening

2

Update on K-8 Reopening

- Students and staff pleased to be back
- Minor issues last week included busing/van times
- Parent pick up and drop off - concerns on the amount of traffic
- Making sure remote students remain integrated in the schools
- Lunch has been less of an issue than predicted

Superintendent Evaluation Timeline and Expectations

Superintendent Evaluation Timeline

- 4/7 - Superintendent Goals and Evaluation Subcommittee meeting; MASC Executive Director Glenn Koocher; review evidence; what to send to School Committee
- 4/12 - Superintendent McCall presents his annual Evaluation Narrative at the regular School Committee meeting
- 4/12 - Presentation of electronic evaluation tool at full School Committee meeting
- 4/13 - The Superintendent's Evaluation Narrative and electronic evaluation tool will be shared with all members of the School Committee
- 4/23 - Close evaluation tool. Due date for members' electronic evaluation input/feedback

5

Superintendent Evaluation Timeline

- 4/27 - Superintendent Goals and Evaluation Subcommittee meeting; review evaluations from and assigns themes and writing assignments
- 5/1 - Subcommittee members' compilations to Chair Dennis, to provide data/information for evaluation narrative
- 5/4 - Superintendent Goals and Evaluation Subcommittee meeting; review Chair Dennis' draft evaluation narrative
- 5/5 - Special School Committee meeting - Full School Committee vote on the Evaluation of the Superintendent

6

Superintendent Evaluation Narrative Overview

7

**High School Reopening
Graduation and end of the year
activities**

8

High School Reopening for full in-person learning April 26th

- High School lunch schedules have been coordinated to address social distancing issues
 - 4 lunch blocks - Cafeteria and gymnasium
 - Will have approximately 1,400 students eating lunch
 - Additional adult supervision

9

High School Reopening for full in-person learning April 26th - con't

- Classrooms and learning spaces are in the process of being organized with at least 3' of distance between students and 6' between adults and students
 - Held a Town Hall meeting with WRHS teachers - 4/8
 - Daily schedule has been finalized
 - Hallways are clearly marked with tape for one way movement
 - Making final plans and adjustments this week and will share all information that parents and students need to know later this week.

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Planning Steps to Increase In-person Learning at WRHS

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

- Maintaining 3' to 6' of distance in all learning environments
- Requiring mask wearing by all students
- Following hand hygiene protocols
- Erecting spatial barriers
- Following detailed cleaning protocols
- Ensuring all ventilation systems are providing 4 or more air changes per hour and monitoring CO2 levels

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Planning Steps to Increase In-person Learning at WRHS con't

Preparation at WRHS for a full in-person experience:

- Shift from 6' of distance between most desks to between 3' and 6' of distance
- All learning spaces have been assessed for proper spacing. This includes the cafeteria and other lunch spaces where distancing must remain at 6' when students are not wearing masks
- **75% of students** are planning to return, while **25%** will remain remote
- Transportation companies are finalizing bus routes

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Learning Models

- The typical WRHS schedule for full in-person learning will consist of full school days on Monday, Tuesday, Thursday, and Friday with Wednesday being a half-day
- WRHS will revert back to the same start and end times as in a normal school year for the 4 full days, and Wednesdays will follow a half-day schedule
- We will maintain one half-day per week in order to provide our teachers with time to adequately plan for working synchronously with our remote students and in-person students
- Remote students will remain in their current classes through SY20-21

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WRHS Graduation & end of the year activities

- Commencement Guidance
 - Must abide by local BoH guidelines for gatherings
 - Strict regulations on social distancing, guests, and more
- Currently looking at three options for graduation
 - Polar Park
 - DCU Center
 - High School Turf Field

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WRHS Graduation & end of the year activities

- Polar Park
 - New Facility
 - Students can proceed in to seats
 - Potentially hold one graduation ceremony for all
 - *New experience running a graduation*
 - *Limited parking*
 - *Limited viewing capacity - Students would sit on first base side seats (off field) with parents across at third base side seats which would be somewhat challenging in terms of viewing. Students would leave their seats and walk (in foul territory) to home plate area to get diploma.*

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WRHS Graduation & end of the year activities

- DCU Center - Currently reserved for June 10th
 - Experienced with graduations
 - Full understanding of all safety protocols and mandating strict adherence
 - May be able to hold one graduation for all
 - *Students will not be able to proceed into the hall*
 - *Might have some students (200) seated on the floor where they would normally be and 300 students in stands. Limited tickets for other guests (more information soon)*
 - *Half of students and guests would exit on one side of the venue and the other half would exit on the opposite side*

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WRHS Graduation & end of the year activities

- WRHS Turf Field
 - Weather permitting it will be a good atmosphere.
 - Students and staff are comfortable with the facility
 - Weather dependent and may need more than 3 events.
 - *High school staff would be responsible for the entire set up, organization, etc. while already stretched.*
 - *Maintaining DESE standards for an outdoor graduation we could conceivably need multiple events in order to accommodate all students and guests.*
 - *Takes facility away from athletic teams.*

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WRHS Graduation & end of the year activities

End of the year activities will include:

- Senior Screen in Holden Center
- Every senior will get a lawn sign
- Graduation Parade through five towns
- Waiting for BoH approval of proposal and to meet with senior class officers to get further input but ideas may include...
 - Three separate meeting times of a couple of hours potentially with food truck, raffles, photo options, music, games like mini golf, ping pong, etc.

DESE has stated that they do not support schools having a formal Prom.

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Deputy Superintendent Search Process Overview

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Deputy Superintendent Search Process Overview

- Interviews will begin the last week of April
 - 26 applicants - 6 to 8 applicants will be interviewed
 - Interview team will consist of administration, teachers, and SC member/s
- Final interviews will be conducted week of May 3rd
 - Interview team consists of administration and SC member/s
 - Decision will be made by May 7th

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Thank You



Randi Jacob <randi_jacob@wrsd.net>

Fwd: Public Comment submission 4-12-21

1 message

Michael Dennis <michael_dennis@wrsd.net>
To: Randi Jacob <randi_jacob@wrsd.net>

Mon, May 3, 2021 at 4:13 PM

FYI...

----- Forwarded message -----

From: **Kate White** <89katewhite@gmail.com>
Date: Sun, Apr 11, 2021 at 12:34 PM
Subject: Public Comment submission 4-12-21
To: <michael_dennis@wrsd.net>
Cc: <christina_smithSC@wrsd.net>

Hello Mike, and Christina,
I'm including the text of a letter I would like shared during the public comment at Monday 4/12/21 meeting. I do not wish to be present/share this letter, but would ask that it be read into the meeting's record.
Many thanks for your efforts,
Kate

April 11, 2021

From: Kate White, Woodridge Rd., Holden.

This letter brings to The Committee a request that class size is prioritized during budget and planning discussions.

As a district educator, I had the pleasure of welcoming back a full class of well over 20 students on April 5. It was a true joy. My goals for the remainder of this school year include building on our classroom community connections, determining needs and growth of my students, and supporting them as they prepare to move on to the next grade. Large class sizes directly impact my effectiveness.

Considering all that our students have endured since the start of the pandemic, I see no greater need than individualized, well-tailored instruction in each of our classrooms. Please support staffing plans that create the smallest classes possible for the 2021-22 year, and beyond. Intervention groups, summer academies, tutoring and the like are all wonderful tools to employ. We may not find such a great need for these, though, if we staff our schools in a manner that supports class sizes smaller than we are accustomed to.

Surely there are many areas where the district's funds are to be allocated, but placing an emphasis on small class sizes, led by the professional educators already in place, will certainly go far as we work to recover from pandemic losses.

With sincere thanks for the shared work of all involved,
Kate White

The contents of this e-mail, and any attachments, are the property of the Wachusett Regional School District, and subject to the Public Records Law, M.G.L. c.66, § 10.



WRSDC letter 4.12.21 (1).pdf
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