

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN □ PAXTON □ PRINCETON □ RUTLAND □ STERLING

Minutes

Regular Meeting #1343

Monday, May 11, 2020
7:00 PM

MEETING CONDUCTED REMOTELY, VIA GOOGLE MEET

Wachusett Regional School District Committee

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

Committee Members Absent:

Scott Brown

Administration Present:

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

Student Representatives Present:

Rianna Massoni-Nesman Leah Michalowski

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

- I. Public Hearing
- II. Chair's Opening Remarks

Chair Mills announced the meeting was streaming live on Holden TV, Channel 194, and is being conducted remotely, via Google Meet. Chair Mills extended his thanks to HCTV for assisting with broadcasting the meeting live.

Chair Mills announced he would read one item for Public Hearing, sent to questions@wrsd.net before the start of the meeting, after which he would go back to the adjusted agenda, taking Public Hearing out of order later in the meeting, with no objections from members (attachment 1).

III. Student Representatives (R. Massoni-Nesman, L. Michalowski)

Student Representative Michalowski had some questions about A.P. exams, which Student Representative Massoni-Nesman also spoke about. WRHS senior and Student Representative Massoni-Newman reported on some senior class graduation plans that are in place/are being put in place, including the seniors' last day of school is May 22nd, that there is a senior page on the school website, graduation will still include student speeches and there will still be Class Marshalls. She continued to list activities planned - June 4th photo display, June 6th Rolling Rally, cap and gown distribution, returning of books and Chromebooks, etc.

Superintendent McCall thanked the students, District-wide and high school seniors, for their hard work, patience and understanding during these challenging times.

Chair Mills invited both Student Representatives to continue participating in School Committee meetings, if they wish, until the end of June, when the School Committee will reorganize following local elections.

IV. Superintendent's Report

A. Discussion of Report

Superintendent McCall began by extending his appreciation to those who have reached out to him about the budget moving forward. He stated it is assumed and being planned that FY21 will open under at 1/12th budget.

Superintendent McCall spoke about the School Water Improvement Grant (SWIG) the District received, explaining the \$72,000 will fund the purchase and installation of 24 filtered water bottle filling stations in some of our schools.

Business/Finance Subcommittee Chair Dennis addressed the Committee at Chair Mills' invitation, explaining it is not likely districts will hear definitive budget information until sometime in the summer. Subcommittee Chair Dennis spoke of his three valve analogy:

- #1 Revenue reductions to FY20 level based on 1/12th budget
- #2 Cash flow restriction due to 1/12th budget (the point at which we do not have sufficient funds to cover payroll + expenses and by how much)
- #3 Reductions to state aid from FY20 levels

Chair Mills called upon members for their comments about the Superintendent's Report.

Member Young asked about the remote access survey. He is afraid that the responses may be skewed because respondents may be the ones who have internet access. Superintendent McCall spoke about principals, assistant principals, and teachers reaching out to students who have not been regularly connecting with the schools. He also mentioned wellness checks are being done when needed.

Member Young then asked about the WREA MOA amendment, which was not included in the Superintendent's Report. He asked if there will be an MOA with the ABA PA union, which Superintendent McCall does not expect will be developed. Administrator of Special Education Smith reported on steps that have been taken and that will be taken to provide discrete trial work in the remote environment, as well as other remote learning for this student population.

Member Ayala had questions about the spreadsheets prepared by Director Deedy for the Business/Finance Subcommittee. Superintendent McCall spoke briefly about what was shared, letting the members know he and District staff are working on the proposed cuts, but the Committee will be kept informed before any reductions are made. Superintendent McCall, at Chair Mills' request, spoke in slightly more detail about the two documents that were shared with members. Director Deedy called members' attention to *FY21 Phased Cut Scenarios*, which had been prepared for the May 6, 2020 meeting of the Business/Finance Subcommittee (attachment 2). Director Deedy spoke in detail about the information on that sheet. Director Deedy briefly called members' attention to *FY21 Budget Scenario Suggested Cuts* (attachment 3).

Chair Mills is asked that the Committee be kept informed when action by the Committee will be required to address any proposed edits or changes to the budgets.

Member Dennis continued to call members' attention to *FY21 Phased Cut Scenarios*, and as Chair of the Business/Finance Subcommittee, he gave a more detailed explanation of the information and the impact of these proposed scenarios. Member Dennis voiced his concern about operating under a 1/12th budget, especially when there are three payrolls in a particular month.

Member Dennis spoke about the School Choice Out information that was included in the Superintendent's Report. At the high school level, students who live in the Member Towns but choice out is over 500 student residents. Understanding the trending information about students who do not attend schools in-District needs to be followed up on.

Member Godbout passed on the opportunity to speak.

Member Gustafson has been disappointed in and concerned about the pace of information being shared with the Business/Finance Subcommittee as well as with the full Committee, and she wanted to reiterate her concerns. Director Deedy responded to Member Gustafson's concerns, explaining he had provided the Business/Finance Subcommittee thorough detailed projections, which he can share again for Member Gustafson's information.

At Member Gustafson's inquiry about the SWIG grant, asking if a deeper look at water stations and sinks needs to be done, Superintendent McCall spoke about water stations in the schools and plans for use of these grant funds.

Member Gustafson asked if survey results, from the building level, will be shared with the School Committee and she also asked about summer services and if they will be conducted remotely.

Member Gustafson asked about students retrieving their belongings, to which Superintendent McCall responded. Plans are being developed, depending on when schools can be opened for parents and students to go into the schools.

Member Haber asked about social-emotional concerns noted in the survey results, which Superintendent McCall confirmed are a highest priority. Director Keenan also spoke to the question, explaining he is working with counselors and school psychologists on how to address these issues.

Another question was raised and concern expressed about those families/students who do not have access to technology. Supervisor Sclar and Deputy Berlo both spoke about ChromeBook distribution, which is continuing, and school administrators are continuing to reach out to families.

Member Haynes expressed his thanks to members of the WRSD community for all the work being done during these challenging times. Member Haynes asked the Superintendent if there has been any success connecting with local cable stations about these stations broadcasting instructional materials. Superintendent McCall acknowledged this option, and he also mentioned the possibility of providing technology tutorials for parents and students. Member Haynes asked about the possibility of collaboration across the five towns, with one benefit being students being able to connect. Superintendent McCall reported this is something that can be looked into.

8:42 PM Vice-chair Smith left the meeting.

Member Kirshenbaum asked if there is a plan or a mechanism to help students bridge the gap as school ends for the summer, to provide access to resources, including but not limited to lunches. Member Kirshenbaum recognized the TPS and WRHS students referenced in the Superintendent's Report, the Mathspace winners and the National Science Honor Society scholarship winners, and she commended students and this year's seniors for all they have endured during their school career and noted the strength they have.

Member Imber thanked the I.T. Department for getting the surveys out, commenting that he was pleased to know that there were 3,000 respondents. Member Imber also shared kudos to the TPS middle school math students and Anne McCluskey for taking first place in the Mathspace 30 Day Challenge. Member Imber is hoping the Staffing Plan can be shared with the Committee soon. Superintendent McCall

explained the Staffing Plan is not going to look as it was developed due to the current situation. Member Imber noted he understands what the Superintendent is saying, but he feels having the Staffing Plan available for review is important for planning purposes.

Member Lavoie added to previous comments about the importance of health care support in the schools. He also mentioned survey results dealing with social-emotional health. Member Lavoie reported he had not received a survey from the District about ESY. Administrator Smith explained the survey was sent out from the Special Education Department the end of last week, and any parent of a special education student who has not received the survey should contact the Special Education Department.

Member Long-Bellil extended heartfelt thanks to the administration, and she gave a shout out to the two Student Representatives for their great service on the Committee. Member Long-Bellil asked if Director Deedy could provide an update on an application for PPP (Paycheck Protection Program) funds by the transportation companies/vendors. Director Deedy reported he does not believe this has moved forward. Member Long-Bellil hopes applying for these funds by the transportation company is not being done only because it is "cumbersome." Member Long-Bellil mentioned teachers being available for a remote meeting/remote lessons, at least on a limited basis, which is beneficial for students. She asked if this can be encouraged of teachers. Member Long-Bellil asked if the Superintendent or the middle school principals have thought about 8th grade graduations, to which Superintendent McCall responded he has spoken with middle school principals about plans for this year's 8th grade graduation recognition ceremonies, which would need to be conducted virtually and he wants to be sure that whatever is decided upon is consistent across the five towns.

9:00 PM Member Godbout left the meeting.

Member Michalowski asked if Superintendent McCall or Deputy Superintendent Berlo can provide information about the number of students who are not in consistent contact. Member Michalowski expressed her concern about use of E&D (Excess & Deficiency) for budget planning purposes. She also asked what would be the process to open conversations about deferring salary increases or increasing fees, as examples. Chair Mills explained the Management Subcommittee will be meeting on May 12, 2020, and such topics will be discussed in executive session. Member Michalowski asked Superintendent McCall when members can expect a concrete plan for the various options for savings, staffing, etc. and she echoed Member Long-Bellil's concern about vendors applying for PPP funds.

Chair Mills again noted the time sensitivity for planning moving forward.

Member Mitchel passed on the opportunity to speak.

Member Ottmar, on the budget side, voiced the need to look at a worst case scenario when considering the FY21 budget, stressing the importance of planning for the

worst. Continuing a worst case scenario discussion, what would the plans be if a vaccine is not developed for 18 months, how will that impact students and learning.

Member Weeks thanked her colleagues for insightful questions. Member Weeks asked about the Professional Development Day this date. Superintendent McCall reported on teacher options, including teas meeting and planning for when schools do resume. Member Weeks reported how pleased she is with remote learning at the elementary level. She spoke about grading at the high school level, which can be very stressful when looking at pass/fail, making progress/not making progress. Superintendent McCall spoke about grading and planning for students moving to the next grade.

Member Woodland said that providing parents with a timeline with target dates to refer to would be beneficial. Member Woodland also spoke about proposed positions that will not be included in the amended FY21 budget, especially the elementary counselor positions. She asked if there are any updates on looking at furloughs v laying off staff. Superintendent McCall spoke briefly about furloughs imposed during the 2012-2013 school year and he also spoke about RIF (Reduction in Force) language contained in some of the union contracts.

B. Recommendations Requiring Action by the School Committee

1. Motion: To authorize the Superintendent of Schools to sign the Memorandum of Agreement Between WRSD and the WREA – Amendment to Memorandum of Agreement COVID-19 Closure

Deferred

2. Motion: To authorize the Superintendent of Schools to sign the Memorandum of Agreement Between WRSD and the Teamsters Local 170 – Paraprofessionals COVID-19 (attachment 4).

(R. Imber)

(M. Weeks)

Superintendent McCall spoke about the MOA which formalizes the parameters under which these employees are working. The MOA has been reviewed by District Counsel.

9:08 Attorney Stonberg joined the meeting.

9:09 PM Member Ottmar left the table.

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Michael Dennis
Maleah Gustafson

Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:
None

The motion was unanimously approved.

9:10 Attorney Stonberg left the meeting

9:10 PM Member Ottmar returned to the table.

Motion: To approve the Superintendent's Vacation Carry-over
(M. Weeks)
(S. Haber)

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Karl Ottmar
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:
None

The motion was unanimously approved.

V. Public Comments

Kristina Naiman, Rutland resident and Sterling teacher (attachment 5)

Heidi Lahey, WREA President (attachment 6)

Sheila Dibb, Rutland Selectboard Chair (attachment 7)

Kristina Naiman, Rutland resident and Sterling teacher (attachment 8)

V. Unfinished Business

Motion: The Wachusett Regional School District will not participate in the school choice program for the 2020-2021 school year, and the Superintendent is directed to notify the Massachusetts Department of Elementary & Secondary Education, Office of School Finance that this district will not be accepting school choice students for the 2020-2021 school year.

This motion, originally made by Member Lavoie and seconded by Member Kirshenbaum, is back on the floor. Superintendent McCall spoke to the motion and to school choice participation for the 2020-2021 school year. Due to the current circumstances and the unknowns in reference to the budget, Superintendent McCall recommends not participating in school choice for the coming school year. Member Lavoie spoke briefly to the motion. Member Dennis addressed the Committee, speaking about the revenue opportunity by accepting school choice students. There was discussion about school choice participation in the past, and the years when grade levels and schools where students could be accepted was very specific.

Chair Mills clarified that a vote in favor of the motion means the member is voting to not participate in school choice for the 2020-2021 school year.

Motion: The Wachusett Regional School District will not participate in the school choice program for the 2020-2021 school year, and the Superintendent is directed to notify the Massachusetts Department of Elementary & Secondary Education, Office of School Finance that this district will not be accepting school choice students for the 2020-2021 school year.

(M. Lavoie)
(L. Kirshenbaum)

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Maleah Gustafson
Sherri Haber

Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Karl Ottmar
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:
Michael Dennis

The motion passed 16-1.

VI. Secretary's Report

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

Deferred

- B. Approval of #1342 Regular Meeting Minutes of the Wachusett Regional School District Committee held on April 27, 2020, 2020

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

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

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Karl Ottmar
Asima Silva

Megan Weeks
Linda Woodland

Opposed:
None

Abstained:
Benjamin Mitchel
Adam Young

The minutes were passed 15- 0-2.

VII. Treasurer's Report/Financial Statements

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

VIII. Committee Reports

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

Subcommittee Chair Mills reported this subcommittee will meet on May 12, 2020.

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

Subcommittee Chair Imber reported this subcommittee will meet on May 26, 2020 and on June 8, 2020.

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

Subcommittee Chair Dennis reported this subcommittee will meet on May 20, 2020 at 7:00 PM, via Google Meet.

- D. Legal Affairs Subcommittee (S. Brown, Chair, M. Lavoie, Vice-chair, R. Imber, A. Michalowski)

No report was made.

- E. Superintendent Goals and Evaluation Subcommittee (M. Lavoie, Chair, A. Michalowski, Vice-chair, K. Mills, M. Weeks)

Subcommittee Chair Lavoie reported on the timeline for the evaluation process, with June 1st being the date for Superintendent McCall is to provide the full Committee with his evaluation/goals update/input.

F. Facilities and Security Subcommittee (A. Young, Chair, L. Woodland, Vice-chair, S. Godbout)

Chair Young reported this subcommittee has not met since the last School Committee meeting.

G. Audit Advisory Board (B. Mitchel, Chair)

Chair Mitchel reported this board has not met since the last School Committee meeting.

H. Ad Hoc Subcommittees

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

Subcommittee Chair Mills reported this Committee will be updated in executive session.

I. Building Committees

J. School Council Reports:

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

Chair Mills – Davis Hill Elementary School

Member Long-Bellil – WRHS SIMCO is scheduled to meet this week

Member Kirshenbaum – Dawson Elementary School

IX. Public Hearing

No members of the public submitted additional emails/comments.

X. New Business

There was no new business brought before the School Committee.

- XI. Executive Session to conduct strategy session in preparation for negotiations with non-union personnel (Darryll McCall, Superintendent of Schools), to return to public session.

Motion: To enter Executive Session to conduct strategy session in preparation for negotiations with non-union personnel (Darryll McCall, Superintendent of Schools), to return to public session.

(R. Imber)
(M. Lavoie)

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Michael Dennis
Maleah Gustafson
Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Karl Ottmar
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The School Committee entered executive session at 9:40 PM

The School Committee returned to public session at 10:30 PM

- XII. Adjournment

Motion: To adjourn.

(M. Weeks)
(S. Haber)

Roll call vote:

In favor:

Kenneth Mills
Melissa Ayala
Michael Dennis
Maleah Gustafson

Sherri Haber
Jeffrey Haynes
Robert Imber
Laura Kirshenbaum
Matthew Lavoie
Linda Long-Bellil
Amy Michalowski
Benjamin Mitchel
Karl Ottmar
Asima Silva
Megan Weeks
Linda Woodland
Adam Young

Opposed:

None

The motion was unanimously approved.

The meeting adjourned at 10:31 PM.

Respectfully submitted,

Darryll McCall, Ed.D.
Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – Email from WRHS Coaches
- Attachment 2 – *FY21 Phased Cut Scenarios*
- Attachment 3 – *FY21 Budget Scenario Suggested Cuts*
- Attachment 4 – Memorandum of Agreement between WRSD and Teamsters Local 170 – Paraprofessionals
- Attachment 5 – Email from Rutland resident Kristina Naiman
- Attachment 6 – Email from WREA President Heidi Lahey
- Attachment 7 – Email from Rutland Selectboard Chair Sheila Dibb
- Attachment 8 – Email from Rutland resident Kristina Naiman

May 12, 2020

Mr. Kenneth Mills
Chairman,
WRSD School Committee

Dear Mr. Mills and members of WRSD School Committee

Thank you for your leadership during these unprecedented times. We can't even begin to imagine the financial and logistical complexity of all you are managing right now.

The purpose of this letter is to seek compensation for the WRHS Spring Athletic Coaches. Prior to March 16th, we were required to attend or complete the following: mandatory certification of CPR / AED (per WRSD Policy), mandatory attendance at Mid Wach League Spring Coaches Meetings, attend specific sport new rules interpretations, attend Massachusetts Interscholastic Athletic Association meetings, organize and discuss individual student registration process, review eligibility of potential student participants, review academic standing of potential team members, counsel students and parents on the collegiate athletic recruiting process, communicate and promote student athletes to collegiate coaches, answer parent and student concerns and questions, promote student athletes with local new media, inventory equipment, discuss upcoming schedules and plan for preseason tryout and practice schedule.

Although our contests and practices are specific to the Spring, our jobs and responsibilities are year round. We have adjusted our personal schedules and refrained from seeking other employment due to the continued changing date of our seasons by the MIAA and cancelation of school put forth by Governor Baker on April 21st. We are similar to the superior classroom teacher who begins planning for the next school year at the conclusion of the previous year. Our classroom is a field, court, track, or other venue and we pursue the same level of expertise and success.

We are a voice of reason and are not seeking a full salary. We seek 25 % of our salary that is equitable to the value of our work and for the amount of time that we have performed our duties. Thank you for your anticipated cooperation in this matter.

Respectfully yours,

Mr. Phillip Jackson, Head Boys Lacrosse Coach
Mr. Derek VanOundenhove, Assistant Boys Lacrosse Coach
Mrs. Emily Rejniak, Head Girls Lacrosse Coach
Ms. Cassidy Windler Assistant Girls Lacrosse Coach
Mr. Kevin Briggs, Boys Track Coach
Mr. Michael O'Malley, Girls Track Coach

Mr. Patrick Bova Assistant Track Coach
Mr. Oscar Esposito Assistant Track Coach
Mr. Dan Generelli, Head Baseball Coach
Mr. Matt Lane, Assistant Baseball Coach
Ms. Pauline Smith Girls Tennis Coach
Mr. Peter Cranson Head Boys Volleyball Coach

FY21 Phased Cut Scenarios

Phase 1

<u>Target Date for Completion</u>	<u>Area</u>	<u>FTE</u>	<u>Reduction Cost</u>	<u>Running Total for Reductions</u>	<u>Notes</u>
3.9.20	SC Voted Reduction to Current FY21 Budget		-\$100,000.00	\$4,279,179.00	SC Approved Budget 3.9.20
5.12.20	FY21 Textbook Reduction	0.00	-\$400,000.00	\$3,879,179.00	9.7% Overall decrease to Instructional Supp
5.12.20	FY21 Operations and Maintenance Reduction	0.00	-\$70,000.00	\$3,809,179.00	
5.12.20	FY 21 Pupil Services Reduction	0.00	-\$1,517.00	\$3,807,662.00	
5.12.20	FY21 New Positions and Benefits	7.00	-\$650,000.00	\$3,157,662.00	No new positions
5.12.20	Using Existing E&D to Supplement FY21	0.00	-\$450,000.00	\$2,707,662.00	Pending School Committee Vote
5.12.20	School Choice Carry Forward to Supplement FY21	0.00	-\$150,000.00	\$2,557,662.00	Estimated
5.12.20	Circuit Breaker Carry Forward to Supplement FY21	0.00	-\$400,000.00	\$2,157,662.00	
5.12.20	Contracted Services	0.00	-\$100,000.00	\$2,057,662.00	
5.12.20	Summer School Running Remotely	0.00	-\$125,000.00	\$1,932,662.00	
		7.00	-\$2,346,517.00		

Phase 2

<u>Target Date for Completion</u>	<u>Area</u>	<u>FTE</u>	<u>Reduction Cost</u>	<u>Running Total for Reductions</u>	<u>Notes</u>
5.21.20	All Positions	45.75	-\$2,115,750.00	-\$183,088.00	Various positions across unions
		45.75	-\$2,115,750.00		
	Totals	52.75	-\$4,462,267.00		

FY21 Budget Scenario
Suggested Cuts
5.1.20

Appropriation	2.5.2020 FY20	3.9.20 SC Approved FY21 Rate	3.9.20 SC Approved FY21 Rate	3.9.20 SC Approved	3.9.20 SC Approved	3.9.20 SC Approved	3.9.20 SC Approved	5.1. Suggested Cut	5.1.20 FY21 Adjust Rate w Cut	5.1.20 \$ Change from FY20	5.1.20 % Change from FY20	5.1.20 \$ Change from 3.9 SC Appr	5.1.20 % Change from 3.9 SC Appr
Salary and Stipends	\$ 62,064,715.00	\$ 65,282,485.00	\$ (100,000.00)	\$ 65,182,485.00	\$ 3,117,770.00	5.02%	\$ (1,625,000.00)	\$ 63,557,485.00	\$ 1,492,770.00	2.41%		\$ (1,625,000.00)	-2.49%
Benefits and Insurance	\$ 15,054,973.00	\$ 16,144,699.00	\$ (96,886.00)	\$ 16,047,813.00	\$ 992,840.00	6.59%	\$ -	\$ 16,047,813.00	\$ 992,840.00	6.59%		\$ -	0.00%
Instructional Support	\$ 3,322,090.00	\$ 3,392,969.00	\$ 96,886.00	\$ 3,489,855.00	\$ 167,765.00	5.05%	\$ (650,000.00)	\$ 2,839,855.00	\$ (482,235.00)	-14.52%		\$ (650,000.00)	-18.63%
Operations and Maint	\$ 3,606,166.00	\$ 3,738,231.00	\$ -	\$ 3,738,231.00	\$ 132,065.00	3.66%	\$ (70,000.00)	\$ 3,668,231.00	\$ 62,065.00	1.72%		\$ (70,000.00)	-1.87%
Pupil Services	\$ 51,241.00	\$ 52,758.00	\$ -	\$ 52,758.00	\$ 1,517.00	2.96%	\$ (1,517.00)	\$ 51,241.00	\$ -	0.00%		\$ (1,517.00)	-2.88%
SPED Tuitions	\$ 3,123,545.00	\$ 2,770,000.00	\$ -	\$ 2,770,000.00	\$ (353,545.00)	-11.32%	\$ -	\$ 2,770,000.00	\$ (353,545.00)	-11.32%		\$ -	0.00%
Other Operating Costs	\$ 1,196,956.00	\$ 1,176,810.00	\$ -	\$ 1,176,810.00	\$ (20,146.00)	-1.68%	\$ -	\$ 1,176,810.00	\$ (20,146.00)	-1.68%		\$ -	0.00%
Transportation	\$ 6,919,413.00	\$ 7,241,701.00	\$ -	\$ 7,241,701.00	\$ 322,288.00	4.66%	\$ -	\$ 7,241,701.00	\$ 322,288.00	4.66%		\$ -	0.00%
Debt Service	\$ 2,497,106.00	\$ 2,415,731.00	\$ -	\$ 2,415,731.00	\$ (81,375.00)	-3.26%	\$ -	\$ 2,415,731.00	\$ (81,375.00)	-3.26%		\$ -	0.00%
	\$ 97,836,205.00	\$ 102,215,384.00	\$ (100,000.00)	\$ 102,115,384.00	\$ 4,279,179.00	4.37%	\$ (2,346,517.00)	\$ 99,768,867.00	\$ 1,932,662.00	1.98%		\$ (2,346,517.00)	-2.30%

**Wachusett Regional School District
and the
Teamsters Local 170- Paraprofessionals
Memorandum of Agreement
COVID-19 Closure**

Pursuant to the provisions of Chapter 150E of the General Laws of Massachusetts, this Memorandum of Agreement is made and entered into by the Wachusett Regional School District (hereinafter, "District") and the Teamsters Local 170- Paraprofessionals hereinafter, ("Paraprofessionals").

WHEREAS, in connection with the public health emergency associated with the COVID-19 outbreak, Massachusetts Governor Charlie Baker has declared a suspension of school operations for educational purposes, resulting in the closure of all schools in the Wachusett Regional District for the remainder of the school year (through June 12, 2020), (June 15, 2020 for Mountview Middle School);

Therefore, the Wachusett Regional School District and the Paraprofessionals hereby agree to the following:

Section A: Employee Safety, Illness, & Absentee Procedures

The District and the Paraprofessionals agree that it is for the mutual benefits of the community and the Paraprofessionals to take preventative measures to combat infection and mitigate personal risk.

1. The District and the Paraprofessionals mutually agree to encourage members who are showing symptoms of COVID-19, exposed to COVID-19, identify themselves as high-risk as defined by the Centers for Disease Control and Prevention, or are so advised by their medical providers, to remain home and seek medical treatment as necessary. Such encouragement will be sent via email and posted in common areas.
2. For the duration of this agreement, staff will not be required to produce documentation of illness from a medical provider.
3. In accordance with the Families First Coronavirus Response Act an employee who is unable to work because of a bona fide need to care for a child whose school or child care provider is closed for reasons related to the COVID-19, the employee may receive two weeks of paid sick leave at the employee's regular rate of pay. In addition, an employee who has been employed for thirty calendar days is entitled to up to an additional ten (10) weeks of paid expanded family and medical leave at two-thirds the employee's regular rate of pay to a maximum of \$200 a day;

4. The District shall hold harmless any employee for performance or productivity for any time lost due to school, building, office, or District closing. Use of the Evaluation System is suspended for the duration of the school closure period, and all timelines and dates shall be adjusted based upon the duration of school closure. Probationary employees shall have the days of closure count towards the requirement of completing the probationary period and achievement of full non-probationary employment.

5. Subject to state and federal law, the District will share with the Paraprofessionals non-confidential information in its possession relating to confirmed cases of COVID-19 which occur in a Wachusett Regional School District employee or student.

Section B: Compensation

1. During the suspension of school operations for educational purposes through June 12, 2020, (June 15, 2020 for Mountview Middle School), employees who are ready and available for work shall continue to be paid their full regular annual salary according to the regular payment schedule, and there shall be no deduction of pay for any of the days of the temporary school closure. Employees enrolled in the District's health plans shall continue to receive benefits through those plans without interruption or reduction of any benefits.

Section C: Remote Learning Duties

1. During the suspension of school operations for educational purposes through June 12, 2020, (June 15, 2020 for Mountview Middle School) employees will adhere to the model of Remote Learning provided to all families by District administration. Such remote learning educational days will count as work days under the Collective Bargaining Agreement between the District and the Paraprofessionals. The sum of remote learning educational days and in-person work days shall not exceed the regular contractual work year of 180 days.
2. In the event of illness and / or unavailability, Paraprofessionals shall notify their building principal via email of the anticipated duration of illness/unavailability to the extent possible.
3. Paraprofessionals agree to respond to professional email through the WRSD email system in a timely fashion, and no later than two work days of receipt, provided that the member is well and not caring for members of their family who are sick.
4. Members of the Paraprofessionals group agree to work with their building Principal and administration on the following:

- Check in with Teachers as needed to see how they can help to support student progress.

- Assist with building level educational planning and projects, such as the IEP migration project.
- Complete Paraprofessional online professional development as directed by the building Principal or Administration.
- Support the work of District Teaching staff as directed thru virtual meetings – Google classroom etc..
- Participate in weekly or as needed faculty or building level administrative meetings for staff check-ins and updates.
- Participate in learning activities such as Remote Learning, Linking Plan Activities or documentation associated with these activities.

5. Paraprofessionals shall not be required to perform the duties outlined above by using their own personal computers, phones, or other devices – nor shall they be required to perform any duties or participate in any functions that are covered under any other bargaining unit's Collective Bargaining Agreement or is conflict with the Paraprofessional Collective Bargaining Agreement.

6. The Paraprofessionals and District understand and acknowledge that the purpose of the District providing links is to provide students with educational enrichment and remote learning, and that employees will not be held responsible for student progress during the suspension of school operations for educational purposes through June 12, 2020.(June 15, 2020 for Mountview Middle School). In the event that staff has suggested links to be included with the enrichment and remote learning materials, the member may email the information to the building principal for consideration.

7. The Paraprofessionals and the District understand and acknowledge that remote learning support may or may not consume a regular full work day for employees. Employees are not required to, perform part of such work outside of the employee's regular work hours as outlined in the Collective Bargaining Agreement between the District and Paraprofessionals.

Section D: No Precedent

The Parties agree that this agreement sets no precedent or past practice, and shall not be used in any proceeding except one to enforce its terms.

Section E: Extension of School Closure

In the event that there is an extension of the school closure beyond June 12, 2020, (June 15, 2020 for the Mountview Middle School) , the District shall notify the Paraprofessionals and the Teamsters Union Local 170 as soon as such determination is made ,and representatives of the District and the Paraprofessionals will confer and mutually determine whether to extend or modify this Agreement for any subsequent period of school closure.

Dated this 11th day of May, 2020.

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

Kenneth Bergen
Business Agent
Teamsters Local 170- Paraprofessionals



Rebecca Petersen <rebecca_petersen@wrsd.net>

Fwd: Public comment

1 message

Kenneth Mills <Kenneth_Mills@wrsd.net>

Mon, May 11, 2020 at 9:21 PM

To: Rebecca Petersen <rebecca_petersen@wrsd.net>

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

From: **Kristina Naiman** <krissy.naiman@gmail.com>

Date: Mon, May 11, 2020 at 8:00 PM

Subject: Public comment

To: <Questions@wrsd.net>

Good Evening,

Are some of the water refilling stations going to be delivered to Houghton Elementary School?

The majority of water fountains have been closed down (this is the third year of this) due to unresolved issues with the water at those locations.

Thank you,
Kristina Naiman

--

Kenneth Mills
Chair,
Wachusett Regional School District Committee

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.



Rebecca Petersen <rebecca_petersen@wrsd.net>

Fwd: cutting your way to catastrophe

Kenneth Mills <Kenneth_Mills@wrsd.net>

Mon, May 11, 2020 at 9:21 PM

To: Rebecca Petersen <rebecca_petersen@wrsd.net>

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

From: **heidi lahey** <heidilaheywrea@gmail.com>

Date: Mon, May 11, 2020 at 8:47 PM

Subject: cutting your way to catastrophe

To: <questions@wrsd.net>

Listening to the discussion tonight makes it clear to me that school committee members are already resigned to providing Wachusett students with a sub par educational experience that could actually be physically dangerous going back into schools in the fall.

There is no way that you can make budget cuts to address even the 1/12 funding shortfalls that will lead to anything by complete catastrophe for the children of the five towns.

WREA members are NOT willing to sacrifice our students health or their education without first making a huge push to advocate for the funding needed from the state and federal government to deal with COVID in our public schools.

Educators have no intention of accepting the dangerous assumption that corporations deserve bailouts but our children's learning and their actual lives can be sacrificed on the altar of austerity.

We will be your allies in advocating for funding- and we hope you will join with us in fighting for the resources that will be ESSENTIAL for public education during COVID, instead of just passively accepting the situation and expecting the employees to solve the problem.

Heidi Lahey
President
Wachusett Regional Education Association
508-344-8515
heidilaheywrea@gmail.com



Rebecca Petersen <rebecca_petersen@wrsd.net>

Fwd: town budget requests

1 message

Kenneth Mills <Kenneth_Mills@wrsd.net>

Mon, May 11, 2020 at 9:21 PM

To: Rebecca Petersen <rebecca_petersen@wrsd.net>

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

From: **Sheila Dibb** <shdibb@gmail.com>

Date: Mon, May 11, 2020 at 8:43 PM

Subject: town budget requests

To: <questions@wrsd.net>

Hello,

Listening tonight re anticipatory planning of use of cuts as well as E&D to fund possible state shortfalls in FY21.

Would like to ask if there is within the new covid-specific legislation any method of reconsidering budget already approved to send to town meetings, and if so, if that requested revenue budget would ever be for a lesser amount than the \$68,962,552 approved on 3/9/2020 (as per MGL Ch 71 S16b deadline of 4/30).

As we are also seeing on the municipal side, there is little expectation that a state budget will be finalized in time for town meetings, even as all of those meetings have been scheduled or planned for the end of June, and we will have to go on the small amount of information we have available now.

Assuming the towns all have a vested interest in avoiding 1/12 budget as well, it will be very helpful for us to have a definitive answer on whether the WRSC number is final, or if it may change in the next 45 days.

Thank you,

Sheila Dibb
Rutland

--
Kenneth Mills



Rebecca Petersen <rebecca_petersen@wrsd.net>

Fwd: Public Comment

1 message

Kenneth Mills <Kenneth_Mills@wrsd.net>

Mon, May 11, 2020 at 9:21 PM

To: Rebecca Petersen <rebecca_petersen@wrsd.net>

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

From: **Kristina Naiman** <krissy.naiman@gmail.com>

Date: Mon, May 11, 2020 at 9:14 PM

Subject: Public Comment

To: <questions@wrsd.net>

Dear SC members,

I have learned that some other districts/cities are using paraprofessionals to reach out to families via telephone to ask a few scripted questions designated by administration (ie how is technology working, how is your child doing, is there anything more we could do to help, etc).

The paraprofessionals do not provide answers(so that information isn't misstated) they just mention that they have heard the parent and will document and forward the information so someone can reach back out to them (if necessary). They then document the responses and provide to teachers/admin.

This would be a great consideration for families to feel heard, for teachers/admin to receive info in a more timely fashion (versus trying to reach out while simultaneously doing a variety of other tasks), and so we can attempt to better meet families' needs.

Thank you for your consideration,
Kristina Naiman

--

Kenneth Mills
Chair,
Wachusett Regional School District Committee