

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Regular Meeting #1329

Monday, June 10, 2019  
7:00 PM

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

Kenneth Mills, Chair	Laura Kirshenbaum
Christina Smith, Vice-chair	Linda Long-Bellil
Melissa Ayala	Amy Michalowski
Scott Brown	Benjamin Mitchel
Michael Dennis	Karl Ottmar
Stephen Godbout	Megan Weeks
Maleah Gustafson	Linda Woodland
Sherrie Haber	Adam Young
Robert Imber	

*Committee Members Absent:*

Anthony DiFonso	Matthew Lavoie
Sarah LaMountain	Asima Silva

*Committee Members Participating Remotely:*

None

*Administration Present:*

Darryll McCall, Superintendent of Schools  
Robert Berlo, Deputy Superintendent  
Daniel Deedy, Director of Business and Finance  
Jeff Carlson, Director of Human Resources  
Rebecca Petersen, Executive Secretary to the Superintendent

*Student Representatives Present:*

Rianna Massoni-Nesman

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

Chair Mills called the meeting to order at 7:05 PM. He announced the meeting was not being boardcast live or streaming, but will be available on HCTV in the future. Chair Mills took the opportunity to send best wishes to Evan Schakenbach, a constant at School Committee meetings

who was recently involved in a biking accident. Chair Mills stated, for those in the audience, that the anticipated topic for public address by some present may be a matter that does not fall under School Committee responsibilities. Chair Mills read aloud the Guidelines for Public Hearing.

I. Public Hearing

Emily Tanning, Holden resident and WRHS student, read a prepared statement (attachment 2).

Phyllis Jaillet, retired WRSD teacher, read a prepared statement (attachment 3).

Benjamin Godbout, Sterling resident and WRHS student, read a prepared statement (attachment 4).

Adelaide Mangum, Rutland resident and WRHS student, read a prepared statement (attachment 5).

Sean Kelleher, Rutland resident and WRHS student, addressed the Committee.

Raiza Jaillet, Barre resident and WRHS student, read a prepared statement (attachment 6).

Paikea Houston, Holden resident and WRHS student, addressed the Committee

Joshua Pratt, Holden resident and WRHS student, read a prepared statement (attachment 7).

Andrew Doe, Rutland resident and WRHS student, addressed the Committee.

Ethan Butler, Worcester resident and WRHS graduate, addressed the Committee.

Both Chair Mills and Superintendent McCall thanked the students for attending the meeting and for sharing their thoughts and opinions with the School Committee.

II. Chair's Opening Remarks

Chair Mills opened by reviewing the schedule for the meeting, explaining after the Student Representative's report, the Committee would adjourn to executive session to discuss strategy for contract negotiations with all bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees, Wachusett Regional Nurses Association, Wachusett Regional Education Association), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, and to return to public session.

Chair Mills spoke about the June 6, 2019 WRHS graduation ceremony, where 556 students graduated as the Class of 2019. Chair Mills extended thanks to students, staff, and administration for another good school year.

Members were provided with this year's subcommittee membership assignments.

III. Student Representatives' Reports

Student Representative Massoni-Nesman reported on several WRHS connected topics, including the conclusion of freshmen MCAS testing, the Music Awards night, upcoming final exams. She further reported that she will continue to serve as a Student Representative to the School Committee, along with Leah Michalowski who will also serve in this capacity. Lastly, she took a moment to comment on the two topics covered during the Public Hearing. Chair Mills thanked Student Representative Massoni-Nesman for her service this school year.

IV. Executive Session to discuss strategy for contract negotiations with all bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees, Wachusett Regional Nurses Association, Wachusett Regional Education Association), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session

Motion: To enter executive session to discuss strategy for contract negotiations with all bargaining units (SEIU Local 888 – ABA Program Assistants, Teamsters Union Local 170 (paraprofessionals), Wachusett Cafeteria Association, Wachusett Administrators' Association, AFSCME, Council 93, Local 2885 – Custodial Employees, AFSCME, Council 93, Local 2885 – Clerical Employees, Wachusett Regional Nurses Association, Wachusett Regional Education Association), as the Chair deems a discussion in public session would have an adverse effect on the District's bargaining position, to return to public session.

(R. Imber)  
(S. Brown)

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Stephen Godbout  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel

Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

The School Committee adjourned to executive session at 7:42 PM

The School Committee reconvened in public session at 7:57 PM.

V. Superintendent's Report

A. Discussion of Report

Superintendent McCall again spoke about the June 6<sup>th</sup> WRHS graduation which was held at the DCU Center in Worcester, congratulating the student graduates and commending high school administration and staff for the time and effort put into coordinating and managing the ceremony.

Superintendent McCall reported Administrator of Special Education candidate Christine Smith was in the audience, and that he and the Search Committee are recommending the full School Committee approve the appointment of Ms. Smith as the Administrator of Special Education, effective July 1, 2019. Before inviting Ms. Smith to the podium, Member Long-Bellil spoke as a member of the Search Committee, outlining the process followed to come to this recommendation. Member Dennis asked the Superintendent for an explanation of the search and the process followed to come to this recommendation, looking for a "roadmap." Superintendent McCall explained the first search to fill this vacancy failed, resulting in a second search, which resulted in the recommendation to appointment Christine Smith as the next Administrator of Special Education.

Member Imber asked the Superintendent about NEASC (New England Association of Schools and Colleges) continuing the high school's accreditation, though also determining the school will remain on warning status. Superintendent McCall explained the high school has been on warning status for several years, and WRHS administration continue to work on addressing the items that have resulted in this status. Member Gustafson noted NEASC continues to be concerned about funding, and she asked what District administration plans to do to address the funding issue. Member Dennis requested a report on WRHS accreditation, including past history and administration's plan to respond to the deficiencies. Chair Mills suggested perhaps inviting WRHS Principal Beando to a School Committee meeting to discuss this topic.

Member Ottmar asked questions about a staffing plan and if the District has plans to implement a program similar to the STEAM program at Thomas Prince School at Paxton Center School and/or the Sterling schools in order to attract students and increase enrollment. Superintendent McCall will provide additional staffing information in a future Superintendent's Report.

B. Recommendations Requiring Action by the School Committee

1. Motion: To approve the Memorandum of Agreement between the Wachusett Regional School District and the Public Employee Committee (PEC) ("PEC Agreement"), as presented (attachment 8).

(R. Imber)  
(B. Mitchel)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Stephen Godbout  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

2. Motion: To approve the recommendation of Superintendent McCall to appoint Christine Smith as Administrator of Special Education

(A. Young)  
(S. Brown)

At Superintendent McCall's invitation, Ms. Smith approached the podium and shared with the Committee her educational and administrative background.

Following Ms. Smith's address, members were given the opportunity to ask questions of the Administrator of Special Education candidate.

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Stephen Godbout  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

Ms. Smith was congratulated and given a round of applause.

8:37 PM Member Godbout left the meeting.

Director Deedy approached the podium.

3. Motion: To authorize the transfer of \$100,000 from the *Salaries and Stipends Appropriation* to the *Benefits and Insurance Appropriation*  
(M. Dennis)  
(A. Young)

Business/Finance Subcommittee Chair Dennis reported on the meeting of this subcommittee that took place immediately before this School Committee meeting.

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown

Michael Dennis  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

4. Motion: To authorize the transfer of \$75,000 from the *Transportation Appropriation* to the *Benefits and Insurance Appropriation*  
(S. Brown)  
(A. Young)

Vote:

*In favor:*  
Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

5. Motion: To authorize the transfer of \$40,000 from the *Operations and Maintenance Appropriation* to the *Benefits and Insurance Appropriation*

(B. Mitchel)  
(M. Dennis)

Member Imber asked for an explanation why \$215,000 (total) needs to be transferred to the *Benefits and Insurance Appropriation*. Director Deedy explained that the plan was in order to support implementation of tuition-free, full-day kindergarten for the coming school year, originally budgeted at \$600,000 and since reduced to approximately \$435,000, to hold onto FY19 funds to address this one-time expense, but those dollars will now be used to help close out the current fiscal year. Director Deedy further explained that it is usual to use School Choice and Kindergarten Revolving as funding mechanisms for the current year's budget, but this year the District stopped making those charge-backs in November 2018 in order to help with building the FY20 budget for tuition-free, full-day kindergarten.

At Member Imber's inquiry about why it is helpful to transfer funds to the *Benefits and Insurance Appropriation*, Director Deedy explained that appropriation is in deficit, and the District is looking to close that gap

Chair Mills took the opportunity to voice his understanding, which is ordinarily in years past, District administration would have taken this money from Revolving Funds (School Choice and/or Kindergarten Revolving) to pay for benefits and insurance costs, but this year it was decided to not use funds from the revolving accounts, because revolving account funds can carry forward to the next fiscal year. Instead District administration is requesting transferring of funds from other lines to pay for these expenses, rather than having money go to Excess & Deficiency (E&D) which has to be certified and cannot be used without approval; thereby using funds in the General budget and leaving funds in the revolving accounts.

Business/Finance Subcommittee Chair Dennis added to the conversation, explaining his understanding is the District is using revolving funds and not drawing them down, per Director Deedy, so maybe what is not being clearly explained is "the squaring." Subcommittee Chair Dennis' understanding of the explanation being requested is what is contributing to the deficit in the *Benefits and Insurance Appropriation* that caused the requests to make transfers to the *Benefits and Insurance Appropriation*.

Member Imber's inquiry is why the FY19 budget is short in the *Benefits and Insurance Appropriation*.

Director Deedy explained that typically the District would use the better part of \$600,000 - \$700,000 in Revolving Funds, and then there would have been a reclass out of the General Fund into Revolving Funds and that account would have been whole or close to being whole in FY19.

Chair Mills asked Director Deedy if what he is reporting is that the District does not have any more expected expenses, but the District is merely changing the way

anticipated expenses are being paid, or is it that the District does have more expenses than were anticipated. Member Imber confirmed that is the question he is asking.

Director Deedy explained that, typically, health insurance and benefits are funded between the General Fund and Revolving Funds. Member Imber asked why the *Benefits and Insurance Appropriation* was not adequately funded.

Member Young, a member of the Business/Finance Subcommittee, provided input, explaining what Chair Mills stated earlier was 100% true one month ago. Health insurance and benefits would have been charged to the \$600,000 in Revolving Funds, but instead that will not happen and the funds will be put forward. That is why the *Benefits and Insurance Appropriation* is below because the steam that was originally planned for the FY19 budget is not being charged there and is now being charged to other places where money is being collected so that the funds could be carried over. Member Young further explained is not that full \$600,000 going forward because \$400,000-something of it is being used to address the Medicaid reimbursement issue so there is money left at the end of the fiscal year. Every other year, benefits and insurance have been charged back to revolving accounts and this year that cannot happen because funds are needed to make up for lost revenue, which Director Deedy confirmed.

Chair Mills informed the membership additional transfers and charge-backs will be brought before the Committee at the July 9, 2019 meeting, similar to action brought before the Committee each July full School Committee meeting. Chair Mills encouraged attendance at the July 9<sup>th</sup> meeting, to be sure of a quorum to address these budget transfer and other end-of-year actions needing School Committee approval.

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

8:45 PM Superintendent McCall left the table.

6. Motion: To authorize the listed FY20 Revolving Funds in accordance with M.G.L. Ch. 44, Sect. 53E ½, to be expensed under the direction of the Superintendent of Schools (or designee), to be credited with receipts from acknowledged revenue sources, to be expended for their respective stated purposes, and not to exceed the authorized amounts.

<b>Name of Fund</b>	<b>Legal Citation</b>	<b>Authorized</b>
Adult Education	M.G.L. Ch. 71 Sect. 71E	\$10,000
Applied Arts	M.G.L. Ch. 71 Sect. 71C	\$75,000
Athletics	M.G.L. Ch. 71 Sect. 47	\$550,000
Building Use	M.G.L. Ch. 40, Sect 3, Ch.	\$90,000
Cafeteria	(548 of Acts of 1948) [3]	\$2,100,000
Circuit Breaker	M.G.L. Ch. 71B, C.M.R. 603	\$2,700,000
Drivers Education	M.G.L. Ch. 71 Sect. 71C	\$180,000
ECC Tuition	M.G.L. Chapter 71: Sect.	\$170,000
Extended Day	M.G.L. Ch. 71 Sect. 71F	\$20,000
Gifts & Grants	M.G.L. Ch. 71 Sect. 47	\$215,000
Insurance	M.G.L. Ch. 71 Sect. 47	\$82,000
Kindergarten	M.G.L. Ch. 71 Sect. 71F	\$815,000
Locker Fees	M.G.L. Ch. 71 Sect. 47	\$25,000
Lost Books Damaged	M.G.L. Chapter 44, Section	\$15,000
Parking Fees	M.G.L. Ch. 71 Sect. 47	\$82,000
Performing Arts	M.G.L. Ch. 71 Sect. 71C	\$30,000
Program Initiatives	M.G.L. Ch. 71 Sect. 71C	\$147,000
School Choice	M.G.L. Ch. 76 Sect. 12B(O)	\$1,400,000
Summer School	M.G.L. Ch. 71 Sect. 71C	\$15,000

(R. Imber)  
(M. Dennis)

8:46 PM Member Dennis left the table.

8:47 PM Superintendent McCall returned to the table.

8:48 PM Member Dennis returned to the table.

Vote:  
*In favor:*  
Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis

Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Benjamin Mitchel  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

8:49 PM Member Mitchel left the meeting.

7. Motion: To authorize the listed FY20 Student Activity Funds in accordance with M.G.L. Ch. 71 Sect. 47, for funds belonging to the students and not to the District or school control, to be credited with receipts from acknowledged revenue sources, to be expended for their respective stated purposes, and not to exceed the authorized amounts.

<b>Student Activity Fund</b>	<b>Authorized</b>
Wachusett Reg. High	\$650,000
Dawson Elementary	\$15,000
Mountview Middle	\$280,000
Mayo Elementary	\$30,000
Davis Hill Elementary	\$125,000
Paxton Center School	\$125,000
Thomas Prince School	\$125,000
Naquag Elementary	\$30,000
Central Tree Middle	\$100,000
Glenwood Elementary	\$75,000
Chocksett Middle School	\$75,000
Houghton Elementary	\$15,000
Early Childhood Ctr.	\$15,000

(R. Imber)  
(A. Young)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown

Michael Dennis  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*  
None

The motion was unanimously approved.

VI. Unfinished Business

There was no unfinished business brought before the Committee.

VII. Secretary's Report

A. Approval of the Organizational Meetings Minutes of the Wachusett Regional School District Committee held on May 23, 2019

Motion: To approve minutes of the Organizational Meeting of the WRSDC held on May 23, 2019.

(C. Smith)  
(A. Young)

Vote:

*In favor:*

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

*Opposed:*

None

The minutes were approved 15-0.

- B. Approval of #1328 Regular Meeting Minutes of the Wachusett Regional School District Committee held on May 23, 2019

Motion: To approve minutes of the regular meeting of the WRSDC held on May 23, 2019.

(C. Smith)

(A. Young)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Laura Kirshenbaum  
Linda Long-Bellil  
Amy Michalowski  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*

None

*Abstained:*

Michael Dennis

The minutes were approved 14-0-1.

VIII. 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.

IX. Committee Reports

Chair Mills again noted that subcommittee assignments have been completed and the Chairs of the subcommittees will be scheduling initial meetings.

A. Management Subcommittee

Chair Mills reported a meeting of this subcommittee will be scheduled soon and an agenda item will be the Superintendent's contract.

B. Education Subcommittee

This subcommittee has not met since the last School Committee meeting.

C. Business/Finance Subcommittee

Subcommittee Chair Dennis reported this subcommittee had met immediately before this regular meeting.

Motion: To renew the contract by and between the Wachusett Regional School District Committee and James J. Dunbar, referred to as the Treasurer, for a period of twelve months (7/1/2019 – 6/30/2020).

(M. Dennis)  
(A. Young)

Vote:

*In favor:*

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

*Opposed:*

None

The motion was unanimously approved.

Subcommittee Chair Dennis reported on the meeting of this subcommittee this date, where three interrelated topics were discussed: the Medicaid reimbursement issue, the

status of the FY19 budget, and impacts on the FY20 budget. It was reported that the anticipated Medicaid reimbursement shortfall for FY19 will be approximately \$390,000. Potential impact on the FY20 budget is an estimated exposure of between \$500,000 and \$600,000. In terms of the FY19 budget, right now tracking to a revenue shortfall of approximately \$470,000 which is going to require a greater drawdown of reclassifications, as touched upon earlier in this meeting, in order to cover in part that \$470,000 shortfall for FY19. The impact of drawing down greater than was anticipated for FY19 in order to cover that gap with the addition of some exposure of approximately \$500,000 to \$600,000 leaves us with an estimated exposure of \$1M for FY20. The subcommittee has asked the administration to put forward a plan that would address that shortfall for FY20 and the subcommittee was assured some contingency and thought will be forthcoming.

9:00 PM Member Kirshenbaum left the meeting.

Subcommittee Chair Dennis continued, reporting there was initially believed to be a staff restructuring plan that approximated in value \$300,000 - \$400,000 towards savings, but at last the last Business/Finance Subcommittee meeting, while it was understood that a component of that plan would comprise some amount of breakage that was not anticipated in the original budget, it was originally discussed that that plan would be forthcoming, but through continued discussion at this date's Business/Finance Subcommittee meeting it has come to be understood that there is a misunderstanding and that plan does not exist. In the Superintendent's Report, there was a listing of breakage, four or five positions, which adds up to approximately \$180,000, which is only a component of how to address the shortfall and the Business/Finance Subcommittee is looking for additional information on how to address this shortfall at a coming meeting.

Vice-chair Smith asked Business/Finance Subcommittee Chair Dennis for confirmation of what was reported as a projected shortfall for FY20 is approximately \$1M dollars, which Business/Finance Subcommittee Chair Dennis confirmed.

D. Legal Affairs Subcommittee

This subcommittee has not met since the last School Committee meeting.

E. Superintendent Goals and Evaluation Subcommittee

This subcommittee has not met since the last School Committee meeting. Chair Mills spoke briefly about role of this subcommittee in the development of the Superintendent's goals, and he also mentioned the need for the Committee to decide how the Superintendent's contract will be addressed – under the Management Subcommittee, the Superintendent Goals and Evaluation Subcommittee, or an ad hoc subcommittee.

F. Facilities and Security Subcommittee

This subcommittee has not met since the last School Committee meeting.

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

Chair Mills thanked Member Mitchel for stepping up and being willing to serve as Chair of the AAB. Chair Mills solicited representation on the AAB from Paxton, Princeton, and Rutland.

H. Ad Hoc Subcommittees

I. Building Committees

1. Mountview Building Committee

Superintendent McCall reported the project is wrapping up. Member Dennis again spoke about the condition of the fields at Mountview and reported he often hears how poorly the fields were installed. Member Dennis asked how final acceptance of the fields is done. Superintendent McCall reported he has looked into the warranty on the fields, and the warranty period has passed. Superintendent McCall confirmed no complaints were made during the warrant period. Director Deedy approached the podium to speak about the turf field replacement project, construction meetings that will take place weekly, and who will be involved with this project.

J. School Council Reports:

Central Tree Middle School, Chocksett Middle School, Davis Hill Elementary School, Dawson Elementary School, Glenwood Elementary School, Houghton Elementary School, Mayo Elementary School, Mountview Middle School, Naquag Elementary School, Paxton Center School, Thomas Prince School, Wachusett Regional High School, Special Education Parent Advisory Council, Early Childhood Center

X. Public Hearing

Heidi Lahey, Holden resident and WREA President, addressed the School Committee.

XI. New Business

Superintendent McCall confirmed, at Member Dennis' inquiry, that the teaching position that was the subject of public comment during the Public Hearing was replaced and not eliminated.

XII. Adjournment

Motion: To adjourn.

(R. Imber)

(S. Brown)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Melissa Ayala  
Scott Brown  
Michael Dennis  
Maleah Gustafson  
Sherrie Haber  
Robert Imber  
Linda Long-Bellil  
Amy Michalowski  
Karl Ottmar  
Megan Weeks  
Linda Woodland  
Adam Young

*Opposed:*

None

The motion was unanimously approved.

The meeting adjourned at 9:17 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – Sign-in sheets
- Attachment 2 – Lauren Salmon-Garrett statement
- Attachment 3 – Heidi Lahey statement

# SPEAKERS

Attachment 1

## WACHUSETT REGIONAL SCHOOL DISTRICT

### WACHUSETT REGIONAL SCHOOL DISTRICT COMMITTEE

Regular Meeting  
Monday, June 10, 2019

**SIGN-IN SHEET FOR THOSE WHO WISH TO ADDRESS THE SCHOOL COMMITTEE DURING PUBLIC SESSION. THIS SHEET SHALL BECOME PART OF THE PUBLIC RECORD.**

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

**FOR YOUR INFORMATION AND REVIEW IN ADVANCE OF SPEAKING, PLEASE TAKE A COPY OF THE *GUIDELINES FOR PUBLIC HEARING* (printed on light yellow paper).**

NAME	ADDRESS	TOPIC
Emily Tanning	64 Crestview Dr. Holden	Mr. Shetler
Phyllis Jaillet	60 Valley Rd Barre, MA	Mr. Shetler
Benjamin Godbout	56 Bean Rd. Sterling, MA	Mr. Shetler
Sean Kelleher	8 Jackson Ave Rutland MA	Graduation Robes
Adelaide Mangum	10 Arline Dr, Rutland MA	Mr. Shetler
Raiza Jaillet	60 Valley Rd Barre, MA	Mr. Shetler
PAIKER HOUSTON	321 Highland Street Holden MA	Mr. Shetler
Josh Pratt	29 Winthrop Lane Holden	Mr. Shetler
Andrew Doe	62 Central Tree Road, Rutland	Mr. Shetler
Ethan Butler	Worcester MA	Mr. Shetler

[illegible]

Emily Tinning

I'd like to preface this by saying that I never had Mr. Shelter as a teacher. Nonetheless, I'm speaking for a reason, and I'm speaking with heart. I've always been a music kid, but I didn't have a home in it until I joined Chamber Choir my freshman year. For the first time, I had a found family. We felt deep gratitude for our teacher and saw her as a trusted confidante, instructor, mentor, and leader. Some days we held our heads low, but our family would lift us up. The amount of love raised and nurtured in that choir room could never have stood without our teacher, setting a baseline and a place to start for all of us. She gave us a foundation, which we built upon. So no, I'm not a band kid, but I know the love of a teacher who changes your life. I've felt it. For dozens of kids, Mr. Shelter was exactly that: a confidante, instructor, mentor, and leader.

Without passion, a teacher is just somebody who goes to work every day, packing their bagged lunches and getting summers off. But see, Mr. Shelter isn't just anything. He loves his kids here. And for him, the Wachusett music program could very well be his found family. His home away from home.

Music connects us at the heart, at the core of who we are as human beings. Mr. Shetler came here for a reason, and in that time, he left an imprint on the walls of the music hallway. I've watched him conduct many times, and he does it with, you guessed it, passion. Love. Pride for his groups. I stand up here showing my support for a man whose love of music meant something. Thank you for your time.

- My name is Phyllis Jaullet. I retired from WRSO two years ago as my daughter entered WKHS. 21 of my 35 years as a teacher were <sup>spent</sup> in this district.
- 5 or so teachers have had a profound effect on my daughter from grades 2-10. Mr. James Shetter is definitely one of those teachers.
- Kind, supportive, talented, humble, able to relate to teenagers, dedicated, student centered, caring ... Mr. James Shetter embodies these and many more wonderful traits.

- We are trying to prepare our children and students to thrive and give back in the future. Mr. Shetter and teachers like him are needed to prepare them.
- As I sat at <sup>the</sup> last ~~WRSO~~ <sup>of the year,</sup> music concert, I thought... my daughter has two more years to grow, develop, and mature with Mr. Shetter's continuous support

Darryll + Bill - reconsider your decision -  
Mr. Shetter is a gift to this district.

#### Attachment 4

- Entering WRHS, I wasn't sure if I would stick with band. Mr. Shetler made the choice of staying in band easy
- Mr. Shetler has taught me so many valuable lessons about being a music student
- I have taken his teachings and applied them to my own band. I have written many songs thanks to his teachings.
- Without Mr. Shetler, I wouldn't be the music student I am today.

When I first entered through the Music doors of Wachusett Regional High School, I wasn't sure if Band was really for me. Don't get me wrong, I loved music, but I wasn't sure if I could see myself playing the euphonium very long. I was handed my Green Band syllabus from a smiling first year teacher. Within a few days, class had fully begun. I got to meet so many new friends but I was still just playing that euphonium. That's when Mr. Shetler came in. He taught me about my instrument, how to control its sound. He taught me about music theory; major, minors, and dynamics. I never thought after just a few classes I could say I was hooked on band class. Throughout the next two years, my talent grew and so did my knowledge about music. I was able to take Mr. Shetler's teaching and apply them to my band outside of class. I could write songs with intricate rhythms and supporting chords. I was able to publish multiple songs to iTunes. I can honestly say that this would not have been possible without Mr. Shetler's teachings. I am truly saddened to see him go and I feel I can speak for everyone when I say he will be truly missed here at Wachusett. Mr. Shetler has greatly affected my musical life and the lives of all of his students. Thank you for all you have done for us Mr. Shetler.

Goodbye

Adelaide Mangum

Honors Jazz Ensemble

Monday, June 10, 2019

At the end of my freshman year, I was planning to quit band because I didn't like playing the clarinet, but Mr. Shetler encouraged me to stay in band and switch to playing the bassoon. His confidence that I could learn to play a completely new instrument inspired me to try playing jazz piano in my sophomore year, so I tried out for Honors Jazz Band, and I got in. Mr. Shetler continued to have confidence in me which helped me improve even more on both instruments, and have the confidence to learn to play the organ. Because of Mr. Shetler encouraging me to continue pursuing music, I have decided to major in music therapy in college.

Raiza Jaillet

Attachment 6

In many high school students lives, there was always one group of teachers that you know would always be with you. This one group is none other than the teachers that teach music. Every student understands that people get old and they retire from their job. Though this isn't the case with our band teacher, Mr. Shetler. He is one of the many music teachers at Wachusett that possesses a hardworking and inspiring attitude. He has the passion to give students the success needed to be in a band. Not to just to blow air through an instrument, as some people would think. What many people don't know about students is that we respect a teacher that makes classes enjoyable, and able to joke around with the students. Mr. Shetler is a teacher that can stay professional, but also enjoyable at the same time. Each band class has its own inside jokes that we as students apply it to our band teacher. When he recently became a dad, we would always joke about who his favorite student was and he would most definitely name his child after that student. Mr. Shetler means so much to our bands, and it breaks all of our hearts to know that he won't be coming back. All we want is for Mr. Shetler to stay and be our band instructor.

Joshua Pratt

6/10/19 School Board Meeting Speaking Notes

Mr. Shetler consistently shows care for his students.

Last concert of the year, Noah has three solos in total and has not warmed up, he is feeling nervous.

I go into a practice room with Noah about 45 minutes before the performance to start warming up.

We get halfway through second solo and Mr. Shetler stops in and tells Noah that there's no need for him to be warming up.

Noah expresses his concern and Mr. Shetler directly calms him down, telling him that he is sure the solo will be fine.

Noah goes out to perform and plays everything perfectly, getting smiles from Mr. Shetler the whole time for encouragement.

## MEMORANDUM OF AGREEMENT

WHEREAS, the School Committee for the Wachusett Regional School District voted to accept M.G.L. c. 32B, §19 (Section 19) for the purposes of negotiating health insurance and other benefits.

WHEREAS, the Wachusett Regional School District (WRSD) and the duly-formed Public Employee Committee (PEC) have negotiated such benefits;

NOW, THEREFORE, the School Committee and the PEC agree as follows

### ***Effective Date and Duration of Agreement***

The Agreement shall take effect on the date the School Committee and the PEC execute the Agreement and shall remain in effect through June 30, 2021

### ***Insurance Plans Offered***

For Fiscal Years (FY) 2020 and 2021, July 1, 2019- June 30, 2020, the non-Medicare HMO health insurance offered pursuant to this agreement shall be the Blue New England Options Deductible Plan and the HMO Blue New England Enhanced Value Plan. The non-Medicare PPO shall be Blue Care Elect. In the successor year of this agreement, FY 2021, the District may, in addition to receiving rate quotes from Blue Cross Blue Shield, seek insurance quotes from other insurance carriers for coverage which mirrors, in all material aspects, these above referenced Blue Cross insurance plans. If a rate quote from one or more of the other carriers is lower than the Blue Cross quote for the above referenced plan to which it is being compared, the District and the PEC will together decide whether to switch carriers and offer that/those insurance carriers plans instead, provided said other plan or plans meet all of the material aspects and are the actuarial equivalent of the Blue Cross Plans referenced above.

For Fiscal Years (FY) 2020 and 2021, July 1, 2019- June 30, 2020, the Medicare offering is Managed Blue for Seniors with Blue Medicare Rx and Medicare HMO Blue (Advantage Plan) provided by Blue Cross and Blue Shield of Massachusetts. The Medicare indemnity plan is Medex 2 with Blue Medicare Rx provided by Blue Cross and Blue Shield of Massachusetts. In the successor year of this agreement,

FY 21, the District may, in addition to receiving rate quotes from Blue Cross Blue Shield, seek insurance quotes from other insurance carriers for coverage which mirrors, in all material aspects, these above referenced Blue Cross insurance plans. If a rate quote from one or more of the other carriers is lower than the Blue Cross quote for the above referenced plan to which it is being compared, the District and the PEC will together decide whether to switch carriers and offer that/those insurance carriers plans instead, provided said other plan or plans meet all of the material aspects and are the actuarial equivalent of the Blue Cross Plans referenced above.

### **Contribution Splits**

#### **Employees, Retirees, and their Dependents without Medicare**

HMO Plan –78/22 split for 7/1/2019 through 6/30/2021. The HMO will be the Blue New England Options Deductible plan. For the life of the agreement, an Equal Dollar contribution of the above will paid by the District toward the HMO Blue New England Enhanced Value Plan.

#### ***Employees, Retirees, and their Dependents without Medicare PPO Plan – – 50/50 Split***

From July 1, 2019 through June 30, 2021, the WRSD will contribute fifty percent (50%) of the premium or cost for the preferred provider organization (PPO) and the subscriber shall contribute fifty percent (50%). For the purposes of this section, the PPO is Blue Care Elect PPO Deductible provided by Blue Cross and Blue Shield of Massachusetts.

#### ***Eligible Retirees and Their Survivors with Medicare HMO –78/22 Split for 7/1/2019 through 6/30/20/2021.***

Subscribers who are eligible or who become eligible for Medicare shall transfer to Medicare coverage.

Effective July 1, 2019 through June 30, 2021, WRSD shall contribute seventy-eight percent (78%) and the subscriber shall contribute twenty-two percent (22%). For the purposes of this section, the HMO Medicare plan is Managed Blue for Seniors with Blue Medicare Rx and Medicare HMO Blue (Advantage Plan) provided by Blue Cross and Blue Shield of Massachusetts.

***Eligible Retirees and Their Survivors with Medicare  
Indemnity Plans- 50/50 Split***

The Wachusett Regional School District will contribute fifty percent (50%) of the monthly cost of the Medicare Supplement enrollment of an indemnity plan for any subscriber enrolled in Medicare and the subscriber will contribute fifty percent (50%). For the purposes of this section, the indemnity plan is Medex 2 with Blue Medicare Rx provided by Blue Cross and Blue Shield of Massachusetts.

***Deductibles/Co-payments***

Unless otherwise provided for in this Agreement, health insurance plan design changes for Blue Cross and Blue Shield Options Deductible plan will be as follows:

Deductible \$500/\$1000; Inpatient Co-pays \$275/\$500/\$1500; Day Surgery Co-pay \$250; Imaging co-pay \$100; Rx co-pays \$10/\$30/\$65 Retail and \$25/\$75/\$165 Mail Order.

Except as referenced above, this agreement will maintain the standard plan designs that are incorporated into this agreement as "Appendix A: WRSD PEC Health Plan Details."

***Health Reimbursement Account***

In addition, the School District agrees to continue the Health Reimbursement Account (HRA) to go into effect on July 1, 2019. The District will reimburse the following amounts for those on the HMO Blue New England Options Deductible plan and the HMO Blue New England Enhanced Value Plan: \$250 for each outpatient surgical procedure co-pay; \$275 for each inpatient procedure co-pay; \$35 for each Urgent Care co-pay; and \$100 for each Imaging co-pay. The rules of the HRA are as follows:

1. The WRSD shall administer the HRA and reimburse members monthly.
2. Members must pay the required co-pays per the plan and will be reimbursed for the payments.
3. Members must present their paid receipt and explanation of benefits to the Director of Human Resources to verify payment.
4. Eligible co-pays will be reimbursed up to 90 days after the end of the plan year. The plan year ends each June 30<sup>th</sup>.

5. The Health Reimbursement Account will be capped at \$50,000 annually for each of the 2 contract years. Any excess money from one year will not be added to the following year's \$50,000 total. Payments will be made on a first come first serve basis and end once the HRA is exhausted.

### ***Insurance Buyout***

For any enrollee enrolled in the District's health insurance on June 30<sup>th</sup> of a particular plan year covered by this Agreement who opts to get his/her health insurance from another source for the following plan year, the District will pay an annual cash payout of \$2000 for a family plan and \$1000 for an individual plan for the year in which the enrollee has foregone receipt of the District's health insurance. Notwithstanding the preceding sentence, any enrollee who previously opted out of the District's insurance under the prior PEC Memorandum of Agreement (2017-2019) and who is still opting out of the insurance will for each of the two years of this Agreement will continue to receive the opt-out payment in accordance with the payout procedures enumerated in this Paragraph. The buy-out form must be returned to Human Resources by June 30<sup>th</sup> to be eligible for a payout and must be accompanied by proof of other insurance. The insurance buy-out payment referenced herein will be paid via equal pro rata payments on September 1 and February 1 of the applicable contract year. If the enrollee must reinstate health insurance during the waived year when he or she is receiving the buy-out payment, due to an emergency and/or a loss of health insurance from another source or any other reason, the enrollee must reimburse the District a pro rata portion of any amount already paid as part of the reimbursement within 30 days of the reinstatement of health insurance.

### ***Dental / Life / Long/ Short-Term Disability and Vision Insurance***

Wachusett Regional School District shall offer life, dental, long-term disability and vision insurance benefits to subscribers.

For the duration of this Agreement, the cost of dental insurance provided for eligible employees, retirees and their dependents shall be paid one-hundred percent (100%) by the employee or retiree. The dental insurance offered is Dental Blue Program 1 and Dental Blue Program 2 provided by Blue Cross and Blue Shield of Massachusetts.

The cost of *Basic \$10,000.00 Life and Accidental Death and Dismemberment Insurance* for eligible employees shall be paid fifty percent (50%) by the employee. If an employee should retire from the District, the employee may continue with the employee's life insurance policy as a retired employee of the District. The retired employee is

responsible for ninety-five percent (95%) of the cost. Employees may purchase a *Group Voluntary Life and Accidental Death and Dismemberment Insurance Plan* as long as they have enrolled in the *Basic \$10,000.00 Life Insurance Plan*. The cost of *Group Voluntary Life and Accidental Death and Dismemberment Insurance Plan* for eligible employees shall be paid one hundred percent (100%) by the employee.

The cost of long-term disability insurance provided for eligible employees shall be paid one-hundred percent (100%) by the employee and are paid on a post-tax basis. Employees of the District that participate in the long term disability insurance are entitled to a salary stipend equivalent to fifty percent (50%) of the member's yearly long term disability insurance premium.

The cost of short-term disability insurance provided for eligible employees shall be paid one-hundred percent (100%) by the employee and will be paid on a post tax basis.

An optional Blue 20/20 Vision Plan will be offered to Employees and non-Medicare retirees with subscribers paying one hundred percent (100 %) of the cost of that benefit plan.

The District will continue to offer a Flexible Spending Account option for Employees.

#### ***Future Meetings of the Wachusett Regional School District and PEC***

The PEC shall be composed of a union representative from each collective bargaining unit which negotiates with the Wachusett Regional School District and a retiree representative designated by the Retired State, County and Municipal Employees Association. Each union representative and the retiree representative shall have the option of allowing one additional representative to attend meetings of the PEC and the Wachusett Regional School District Administrator or his designee. The retiree group shall have a ten percent (10%) vote. The remaining ninety (90%) percent vote shall be divided as follows: each collective bargaining unit represented on the PEC shall have a weighted vote equal to the proportion which the number of employees eligible for health insurance under this chapter employed in the bargaining unit he/she represents bears to the total number of employees eligible for health insurance in all bargaining units of the governmental unit. Any agreement with the public authority must be approved by fifty-one percent (51%) of the votes cast by the representatives on the public employee committee on a weighted basis.

The parties shall establish a regular schedule of meetings to discuss the implementation of this Agreement and any issues relating to the effectiveness and efficiency of health coverage for subscribers. Such meetings shall take place quarterly, unless agreed

otherwise. Meetings will be held at times and places which are mutually agreed upon by the Wachusett Regional School District and the PEC. In addition, either party may convene a meeting upon seven days' notice to the other party, unless there is an emergency that requires shorter notice. Meeting notices will be provided to the Wachusett Regional School District and to the PEC in writing. The Wachusett Regional School District may provide notice of a meeting or a series of meetings up to twelve months in advance of a meeting. Any employee who is a representative on the PEC shall receive time off to attend meetings of the Committee with the Wachusett Regional School District with full pay and benefits.

### ***Correspondence and Information***

The Wachusett Regional School District shall make available to the PEC copies of any correspondence between the Wachusett Regional School District and any provider of health care. The PEC shall be given reasonable access to all information necessary for the efficient and effective functioning of the PEC.

At the request of the PEC, the Wachusett Regional School District will present alternative plans which are at least the actuarial equivalent of those offered for the 2020/2021 plan year so that the parties may fully explore and negotiate health coverage to be provided to subscribers starting July 1, 2020. The parties agree to commence negotiations for a successor agreement on or before December 31, 2020.

### ***Effect of Agreement***

This Agreement shall be binding on all subscribers and shall supersede any conflicting provisions of any Wachusett Regional School District policies or any collective bargaining agreements between the Wachusett Regional School District and any unions representing Wachusett Regional School District employees.

### ***Arbitration of Disputes***

Either party may submit a dispute between the parties concerning the interpretation or *application of this Agreement to the American Arbitration Association for arbitration* under its Labor Arbitration Rules. A request for arbitration by the PEC must be approved by seventy (70%) of the weighted votes of the representatives on the PEC. Any arbitrator appointed in such process shall look to and be bound by external law.

### ***Savings Clause***

If any provision or portion of the Agreement is found to be unenforceable or

unlawful, the remaining provisions or portions shall remain binding.

### ***Scope and Modification***

This Agreement shall constitute the whole of the Agreement between the Wachusett Regional School District and the PEC. The Agreement may be modified only by a written document signed by the Wachusett Regional School District and the PEC.

### ***Authorization to Sign Agreement***

Each signatory to this Agreement is authorized to bind the entity he/she represents. The PEC represents that it has the authorization and approval of fifty-one (51%) of the weighted votes of the PEC and that this Agreement is binding on all subscribers and their representatives.

### **Signatories**

The signatories are authorized to bind their principals.

For the Wachusett Regional School District:

By: \_\_\_\_\_  
Darryll McCall, Ed.D  
Superintendent of Schools

Date: \_\_\_\_\_

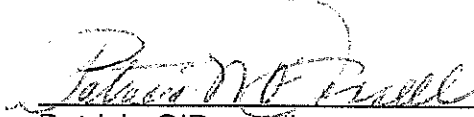
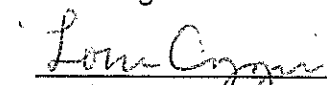


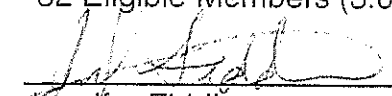
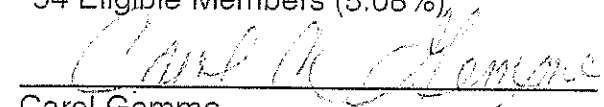

BY: \_\_\_\_\_  
Kenneth Mills, Chair  
Wachusett Regional District School Committee

Date: \_\_\_\_\_

For the Public Employee Committee:

By: Heidi A. Lahey  
Heidi Lahey  
Wachusett Regional Education Association, Inc.  
525 Eligible Members (49.61%)

Date: 5/21/19

By: <u></u> Patricia O'Donnell Wachusett Administrators Association 25 Eligible Members (2.35%)	Date: <u>5/21/19</u>
By: <u></u> Louisa Corrazini Wachusett Regional Nurses Association 13 Eligible Members (1.22 %)	Date: <u>5/21/19</u>
By: <u></u> Matthew Sullivan AFSCME, Council 93, Local 2885 – Custodial Employees 58 Eligible Members (5.46%)	Date: <u>5/21/19</u>
By: <u></u> Deborah Vaillant AFSCME, Council 93, Local 2885 – Clerical Employees 32 Eligible Members (3.01%)	Date: <u>5/24/19</u>
By: <u></u> Jennifer Fiddler SEIU, Local 888 – ABA Program Assistants 54 Eligible Members (5.08%)	Date: <u>5/21/19</u>
By: <u></u> Carol Gemme Wachusett Cafeteria Association 32 Eligible Members (3.01%)	Date: <u>5/20/19</u>
By: <u></u> Kenneth Bergen Teamsters Local #170 – Aides 215 Eligible Members (20.24%)	Date: <u>5/21/19</u>

By: Roy K. Baer  
Roy Baer  
Retirees  
10%

Date: May 21, 2019