

WACHUSETT REGIONAL SCHOOL DISTRICT

HOLDEN ♦ PAXTON ♦ PRINCETON ♦ RUTLAND ♦ STERLING

Minutes

Regular Meeting #1313

Thursday, May 24, 2018  
7:00 PM

Media Center  
Wachusett Regional High School  
1401 Main Street, Holden

*Wachusett Regional School District Committee*

Kenneth Mills, Chair	Susan Hitchcock
Christina Smith, Vice-chair	Sarah LaMountain (7:15 PM)
Scott Brown	Matthew Lavoie
Thomas Curran	Linda Long-Bellil
Anthony DiFonso	Amy Michalowski
Rachel Dolan	Asima Silva
Stephen Godbout	

*Committee Members Absent:*

Michael Dennis	Michael Rivers
Harriet Fradellos	Megan Weeks
Robert Imber	Charles Witkes
Benjamin Mitchel	Adam Young

*Committee Members Participating Remotely:*

None

*Administration Present:*

Darryll McCall, Superintendent of Schools  
Robert Berlo, Deputy Superintendent  
Joseph Scanlon, Director of Business and Finance  
Jeff Carlson, Director of Human Resources  
Kimberly Merrick, Administrator of Special Education  
Rebecca Petersen, Executive Secretary to the Superintendent

*Student Representatives Present:*

Donroy Ferdinand

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

Chair Mills called the meeting to order at 7:08 PM. He announced the meeting is being recorded, but is not streaming live. Patty Roy of *The Landmark* was also taping the meeting.

I. Public Hearing

Heidi Lahey, WREA President, addressed the School Committee.

II. Chair's Opening Remarks

Chair Mills welcomed WRHS teachers Beth Litterio-Foster and Dan Whitmore to the podium. Ms. Litterio-Foster spoke about Science Seminar and the science fairs that high school students competed in this year. Six science fair participants were in attendance and they were invited to address the Committee to explain their science projects.

- Julia Danko - *Ceasing Coral Bleaching*
- Rihanna Massoni-Nesman - *The Effect of Tangerine Citric Acid on P. barbarous*

7:15 pm Member LaMountain joined the meeting

- Emily LaBelle - *Gray Water Recycler*
- Vincent Lomino- *Networking of a Cellular Communications Mesh-Net*
- Elise Mizerak- *What's in Your Water*
- Evan Mizerak- *Isolation of Epigenetic Insights in Heritable Fertility Trends*

At the conclusion of the student addresses, they were given a round of applause and members were given the opportunity to ask questions and make comments, many of whom did. The students were given a second round of applause and left the meeting.

Chair Mills welcomed new Members Dolan and DiFonso, both of Rutland, and reported there is one vacant seat for the town of Holden.

Chair Mills asked members to submit their subcommittee and School Council liaison preferences and he will make subcommittee assignments. At Member Lavoie inquiry, discussion began about the appointing of a subcommittee or an ad hoc subcommittee to address implementation of full-day kindergarten. Chair Mills spoke of the importance of getting input from the public on this important matter. Discussion began, with many members and the Superintendent participating in the discussion.

Chair Mills asked for volunteers willing to represent the School Committee at the upcoming 8<sup>th</sup> grade graduation ceremonies.

Member Curran asked about a past subcommittee, the Facilities & Security Subcommittee. Chair Mills was able to provide some history about this subcommittee, and explained that facilities and security now fall under the Business/Finance Subcommittee. Member Curran suggested that facilities and security topics might be moved from Business/Finance to the Legal Affairs Subcommittee. Significant discussion ensued about subcommittees, standing subcommittees, how subcommittees are appointed. Following consultation of the WRSDC By-Laws, Chair Mills explained three options: (1) an ad hoc subcommittee be appointed for a short term (i.e. one year);

(2) the full Committee could vote on appointing a new subcommittee (Facilities & Security); (3) this matter could be referred to the Management Subcommittee for consideration. Much more discussion took place, with most members participating. Member Long-Bellil suggested that regular updates about facilities and security be a part of the Superintendent's Reports.

Motion: That the Management Subcommittee review the appointment of a Facilities & Security Subcommittee or ad hoc subcommittee and report back to the full School Committee, and that regular updates on facilities and security be included in the Superintendent's Report.

(L. Long-Bellil)  
(T. Curran)

Vote:

*In favor:*

Christina Smith  
Scott Brown  
Thomas Curran  
Anthony DiFonso  
Rachel Dolan  
Stephen Godbout  
Susan Hitchcock  
Sarah LaMountain  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*

None

*Abstained:*

Kenneth Mills

The motion was approved 12-0-1.

Chair Mills asked the Committee to observe a moment of silence out of respect for former School Committee member Kori Stuart, who served on the Committee, representing the town of Sterling, from 2009 – 2010. Following the moment of silence, Member LaMountain shared words about Ms. Stuart.

### III. Student Representatives' Reports

Student Representative Ferdinand reported May 23, 2018 was the last day of school for members of the class of 2018. He then gave an update on spring sports teams. Superintendent McCall asked Student Representative Ferdinand his view of how incidents of violence in schools, such as the Santa Fe, Texas or Parkland, Florida incidents, impact students. Student Representative Ferdinand's opinion is that students

“sort of expect” such things to happen, and he further opined that to some degree students feel safe at Wachusett Regional High School.

#### IV. Superintendent’s Report

##### A. Discussion of Report

Superintendent McCall continued the discussion about the school incident in Santa Fe, and reported that Wachusett will be moving forward with implementing ALICE (Alert Lockdown Inform Counter Evacuate). He reported that three school administrators have recently participated in ALICE train-the-trainer training and that the District has signed a contract with the ALICE Training Institute to move forward with implementing this program. He further reported about a free app, *CrisisGo*, which can be used to alert District staff of a situation should one occur. *CrisisGo* also has an online component that can be installed on District-owned computers. Superintendent McCall will provide additional information about both *CrisisGo* and ALICE as details unfold. Superintendent McCall reported on a recent meeting he attended at the Holden Public Safety Building, and he continues to host monthly meetings with Member Town police and fire officials, meetings that are very positive, productive, and beneficial. Lastly, Superintendent McCall mentioned planning of a “School Safety Symposium” that is in the works, an event tentatively planned for some time the end of August 2018, to be held at WRHS.

Superintendent McCall thanked all who supported the FY19 budget at this year’s Annual Town Meetings.

Superintendent McCall reported on the appointment of the next Dawson Elementary School principal, Melissa Wallace, who will be coming to Wachusett from the Groton-Dunstable school district.

Superintendent McCall reported on the search process for the next Director of Business and Finance, hoping to have a final decision fairly soon. He will keep the Committee apprised as this process moves forward.

Vice-chair Smith extended thanks to Director Joe Scanlon and wished him luck in his new position in Belchertown.

Vice-chair Smith thanked District administration and the School Committee for the work put into developing the FY19 budget, and she thanked staff and town voters for supporting the budget.

Following up to Superintendent McCall’s report about a school safety symposium in August at the high school, Vice-chair Smith’s opinion is that an evening in August may not draw much attendance and suggested perhaps planning this for some time in September, perhaps offering more than one date, and perhaps using technology to enhance participation and to have the presentations stream live.

Member Hitchcock commended Deputy Superintendent Berlo on the May 14<sup>th</sup> full-day of professional development, commenting on the impressive number of professional development offerings teachers could select from.

8:44 PM Member Brown left the table.

At Member Michalowski's inquiry about the May 14<sup>th</sup> professional development day, Deputy Superintendent Berlo approached the podium and outlined what was available for teachers to select from, specific to their areas of interest. Deputy Superintendent Berlo reported that feedback about this full-day of professional development has been positive and the day was very well received by staff.

8:47 PM Member Brown returned to the table.

At Member Michalowski's request, Director Scanlon approached the podium and gave a very brief overview of the audit document, Agreed-upon Procedures Guidelines: Student Activity Accounts for the year ended June 30, 2017, which had been included in the May Superintendent's Report. He explained that student activities audits are conducted at three schools per year. Superintendent McCall spoke about the upcoming FY18 audit, which will begin with site visits by the auditors mid-June.

At Chair Mills' request, Superintendent McCall gave an overview of possible options the District could consider in the event regional transportation funding from the state is more than what WRSD budgeted for FY19. There are two possible options: (1) for the District to deposit the "excess" funds in the WRSD Regional Transportation Account; or (2) the "excess" funds could be returned to the five Member Towns. Once state funding is finalized and regional transportation funding is known, these options will be discussed by the full School Committee and determination made at that time. Discussion took place. Superintendent McCall confirmed that these funds must be earmarked for transportation costs.

8:56 PM Member LaMountain left the meeting.

B. Recommendations Requiring Action by the School Committee

Motion: To approve the 2018-2019 School Committee Meeting Schedule.

(S. Hitchcock)

(M. Lavoie)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Anthony DiFonso

Rachel Dolan  
Stephen Godbout  
Susan Hitchcock  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*

None

The motion was unanimously approved.

V. Unfinished Business

There was no unfinished business brought before the School Committee.

VI. Secretary's Report

- A. Approval of 1312<sup>th</sup> Regular Meeting Minutes of the Wachusett Regional School District Committee held on April 30, 2018

Motion: To approve minutes of the regular meeting of the WRSDC held on April 30, 2018.

(S. Brown)

(S. Hitchcock)

Vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Rachel Dolan  
Stephen Godbout  
Susan Hitchcock  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*

None

*Abstained:*

Anthony DiFonso

The minutes were approved 11-0-1.

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

Chair Mills asked the former subcommittee chairs to report on any subcommittee activity.

A. Management Subcommittee

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

B. Education Subcommittee

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

C. Business/Finance Subcommittee (M. Dennis, Chair, Adam Young, Vice-chair, L. Long-Bellil, B. Mitchel, C. Witkes)

In Business/Finance Subcommittee Chair Dennis' absence, Member Long-Bellil reported this subcommittee has not met since the last School Committee meeting.

D. Legal Affairs Subcommittee

Subcommittee Chair Hitchcock reported this subcommittee has not met since the last School Committee meeting. She further reported the full Committee will be asked to ratify a bargaining unit contract (paraprofessionals) in an executive session this date.

E. Superintendent Goals and Evaluation Subcommittee

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

F. Audit Advisory Board

No report was given.

G. Ad Hoc Subcommittees

1. Ad Hoc Subcommittee on Budget Sustainability

Chair Mills reported this subcommittee has not met since the last School Committee meeting. He further reported reappointing or dissolving this ad hoc subcommittee will be a future Management Subcommittee meeting agenda item.

There was brief discussion about the warrant article that was on May 2018 Annual Town Meeting warrants, seeking support of funding for the turf field replacement at WRHS. This warrant article did not receive support by all Member Towns. Superintendent McCall spoke about the twelve year old turf field at the high school, and mentioned the possibility of including the cost to replace the turf field in future WRSD budgets. Director Scanlon answered questions about use of the field and any liabilities that might be associated with using it when it is in need of replacement. Director Scanlon gave a report on inspections of the turf field as well as the track at the high school.

9:08 PM Student Representative Ferdinand left the meeting.

#### H. Building Committees

##### 1. Mountview Building Committee

No update was given.

#### I. 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

No reports were made.

#### IX. Public Hearing

No members of the public wished to address the School Committee.

#### X. New Business

No new business was brought before the School Committee.

#### XI. Executive Session to discuss strategy for contract negotiations with bargaining unit (Teamsters Union Local 170 (paraprofessionals)), 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 bargaining unit (Teamsters Union Local 170 (paraprofessionals)), 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.

(S. Brown)

(S. Hitchcock)

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Anthony DiFonso  
Rachel Dolan  
Stephen Godbout  
Susan Hitchcock  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*

None

The motion was unanimously approved.

The Committee adjourned to executive session at 9:17 PM.

The Committee reconvened in public session at 9:45 PM.

XII. Ratification of Collectively Bargained Contract

Motion: To ratify the Memorandum of Agreement Between Wachusett School District and Teamsters Union Local 170 (paraprofessionals), as presented (attachment 2).

(T. Curran)

(S. Brown)

Roll call vote:

*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Anthony DiFonso  
Rachel Dolan  
Stephen Godbout

Susan Hitchcock  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*  
None

The motion was unanimously approved.

XIII. Adjournment

Motion: To adjourn.

(L. Long-Bellil)  
(T. Curran)

Vote:  
*In favor:*

Kenneth Mills  
Christina Smith  
Scott Brown  
Thomas Curran  
Anthony DiFonso  
Rachel Dolan  
Stephen Godbout  
Susan Hitchcock  
Matthew Lavoie  
Linda Long-Bellil  
Amy Michalowski  
Asima Silva

*Opposed:*  
None

The motion was approved unanimously.

The meeting adjourned to at 9:47 PM.

Respectfully submitted,

Darryll McCall, Ed.D.  
Superintendent of Schools

DM:rlp

Attachments:

- Attachment 1 – sign-in sheets
- Attachment 2 – Draft Memorandum of Agreement between the WRSD and Teamsters Union, Local 170

## Attachment 1

**Regular Meeting**  
**Thursday, May 24, 2018**

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

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[illegible]

**MEMORANDUM OF AGREEMENT**  
**between the**  
**Wachusett Regional School District**  
**and**  
**Teamsters Union, Local 170**

**DRAFT**

The negotiating subcommittees of the Wachusett Regional School District and the Teamsters Union Local 170 have negotiated a successor collective bargaining agreement for the period covering July 1, 2017 through June 30, 2020. Except to the extent referenced in this MOA and pending ratification by the Wachusett Regional School District School Committee and the members of the Teamsters Union Local 170 employed by the Wachusett Regional School District, the terms of the contract, covering July 1, 2015 through June 30, 2017 will remain in full force and effect and will be contained within the resultant successor bargaining agreement referenced herein for the period covering July 1, 2017 – June 30, 2020. The following represent the negotiated changes to the collective bargaining agreement, which will expire on June 30, 2020. The successor contract will have the date references changed where appropriate to reflect the terms of the new contracts. It is expressly understood that the members of both parties bargaining teams will recommend that their principals ratify the terms of this MOA.

- Re-number all Sections within each Article to reflect the Article number as a prefix, e.g. 1.1, etc.

1. Article 1. Recognition

Add – “High School Study Hall Monitors and Life Skills Job Coaches” to list of positions.

Add the following sentence to the end of the Article: “For purposes of this collective bargaining agreement, all references to “Paraprofessionals” shall be understood to also be referring to each of the other job titles listed as positions covered by this bargaining unit in this Article.”

2. Article 2- Grievance Procedure – Replace second paragraph of Level Two with the following language: “The P.G.R.C shall consist of a pool of all bargaining unit Stewards and District Principals. Selection from the pool shall not be a Steward or Principal from the building in which the grievance originated. The P.G.R.C shall have three (3) bargaining unit Stewards and three (3) District Principals selected by the Union Business Agent and Superintendent. The nonvoting conveners of the P.G.R.C shall be the Business Agent and the Superintendent or their designee.”

3. Article 3- Hours and Conditions of Employment.

- a. Subsection 1.0: Replace second to last paragraph in Section 1.0 with the following language: “In the case of an involuntary transfer from one location to another, the affected Paraprofessional shall be given as much prior notice as possible, but under no circumstances shall said notice be less than 5 business days prior to said relocation. This notice will consist of a meeting with the Superintendent or designee, the impacted Paraprofessional(s) and the Union Steward/Business Manager. A reason for the transfer and written notification will be presented at this meeting.”



- DRAFT**
- b. Subsection 2.1.: Replace this section in its entirety with the following language: *"All Paraprofessionals shall receive a printed hard copy of their job descriptions at the beginning of each school year. Any changes in this description shall be made only after a meeting of the appropriate Administrative Supervisor, the affected Paraprofessional and their Building Steward."*
  - c. Subsection 2.3.: Replace this section in its entirety with the following language: *"At no time shall any members of the bargaining unit be required or expected to perform any medical related duties. Paraprofessionals will not be required to administer medications to students except on a voluntary basis. However, if the needs of a student or students require a Paraprofessional who has medication delegation, personnel with such qualifications may replace the Paraprofessional in place."*
  - d. Subsection 2.4: Add the following to the end of first sentence of that section: *"...for all hours worked."*
  - e. Subsection 2.4. Add the following new text at the end of this section: *"In such instances two (2) school personnel shall be present. Any paraprofessional whose regular duties do not include changing students' clothing, dealing with soiled undergarments, diapers or fecal matter pursuant to the first sentence of this subsection, who is nonetheless directed to perform those tasks will receive the hourly differential of \$.50 hour for the entire day in which he or she actually performs those services . In Year 2 of this bargaining agreement, the hourly differential will increase to \$.75 an hour for both employees covered by the sentence one of this subsection 2.4 and those who only perform those tasks on an as needed basis. Any paraprofessional participating in any "toileting duties" shall be provided protective clothing/ equipment and safety training necessary to perform these tasks. Under normal circumstances, the duties as described within this section shall not be construed as a violation of the medical related duties prohibition of subsection 2.3."*
- Subsection 2.5. Replace this section in its entirety with the following language: *"All new Paraprofessionals will be CPI trained but Crisis Teams are voluntary. Any Paraprofessional who is required to restrain and document the incident shall receive an hourly differential of \$1.00 for the day during the Year 1 of this Agreement. This hourly differential will be increased to \$1.50 in Year 2 of the Contract. Payment for such restraint shall be made in the pay period in which the restraint occurred."*

4. Article 4- Sick Leave

- a. Section 3.0. Replace "100" with "75" and replace "25%" with "50%"
- b. Section 4.0. Replace "three (3) days per year" with "five (5) days per year."

5. Article 12- Salary

- a. Delete Section 1.3 in its entirety.
- b. Replace Section 1.8 Salary Grids with the attached salary grids
- c. Delete "For FY15" from 2.1"

6. Article 13 – Duration – Replace first sentence with the following language: *“This Agreement shall become effective July 1, 2017 and shall continue in full force and effect until June 30, 2020.”*
7. Article 15 – Pension Credits & Insurance
  - a. Section 3.0. Replace first sentence with the following language: *“In case of absence due to an industrial accident, the District agrees to allow Paraprofessionals to make up the difference between their average weekly wage and the amount received from workers compensation by drawing down from their sick leave balances.”*
8. Article 18 – Dues Deduction and Agency Fee

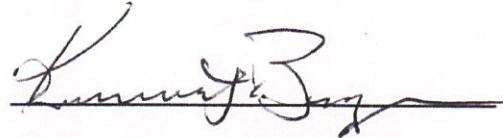
Add brand new section: *Section-3.0 – DRIVE. “The employer agrees to deduct from the paycheck of all employees covered by this agreement voluntary contributions to DRIVE. DRIVE shall notify the employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a bi-weekly basis for all weeks worked. The employer shall submit to DRIVE national headquarters on a monthly basis, in one (1) check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employees social security number and the amount deducted from that employee’s paycheck. Any official of the International or Local Union shall be permitted reasonable access to the employer’s premises for the purpose of discussing DRIVE participation on the premises provided such access shall not interfere with the conduct of the employer’s business.”*
9. Article 19 – Paraprofessionals as Substitutes. Change “\$5.00 per hour” to “\$6.00 per hour.”
10. Article 20 – Summer Employment

Add the following new paragraph to the end of this Article: *“The District agrees to pay each Paraprofessional who is asked by the District to perform paraprofessional services during the summer months his or her same hourly rate including longevity, educational, toileting, and CPI differentials, he or she would earn performing those paraprofessional services during the regular school year. The only exception would be if the summer position does not require toileting, in which case there would be no toileting money paid. The District also agrees to extend substitute pay provisions of the Contract to the summer session.”*
11. Move provisions regarding FMLA, Small Necessities Leave Act and Parental Leave to Article 6.
12. All wages, benefits, and other forms of compensation shall be paid retroactive to July 1, 2017, and shall be paid by the District after ratification by both sides and as soon as administratively possible.(within one month of ratification)

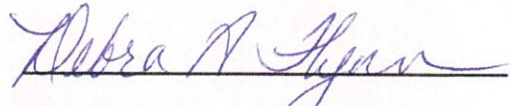
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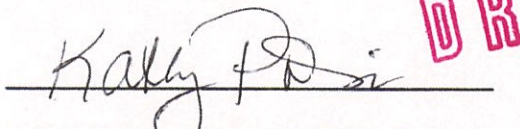



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Darryll McCall, Ed.D, Superintendent of Schools

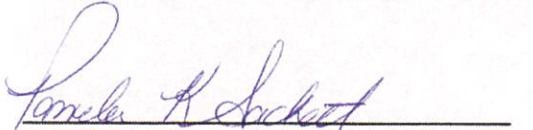
  
Kenneth Bergen, Union Representative

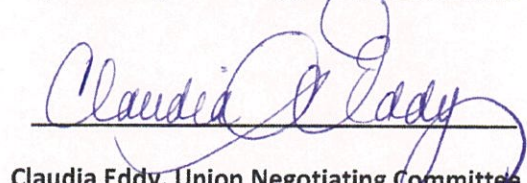
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Kenneth Mills, Chair, School Committee

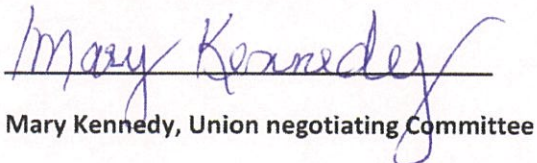
  
Deb Flynn, Union Negotiating Committee

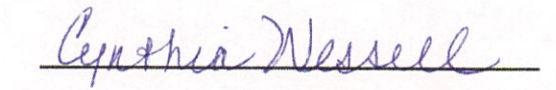
  
Kathy Potvin, Union Negotiating Committee

  
Lynda Dow, Union Negotiating Committee

  
Pam Sackett, Union Negotiating Committee

  
Claudia Eddy, Union Negotiating Committee

  
Mary Kennedy, Union negotiating Committee

  
Cynthia Wessel, Union Negotiating Committee



## ARTICLE 12 – SALARY

- All wages move to the Class C rate
- Employees on Step 4 as of June 30, 2017 move to new Step 5
- Employees on Step 5 as of June 30, 2018 move to new Step 6

### FY 2018 – July 1, 2017

1% increase

### FY 2019 – July 1, 2018

2% increase

### FY 2020 – July 1, 2019

2% increase

#### Salary Schedules:

##### FY 18 – July 1, 2017

Step 1.....	\$13.31
Step 2.....	\$14.14
Step 3.....	\$14.74
Step 4.....	\$16.00
Step 5.....	\$16.48

##### FY 2019 – July 1, 2018

Step 1.....	\$13.58
Step 2.....	\$14.42
Step 3.....	\$15.03
Step 4.....	\$16.32
Step 5.....	\$16.81
Step 6.....	\$17.31

##### FY 2020 – July 1, 2019

Step 1.....	\$13.85
Step 2.....	\$14.71
Step 3.....	\$15.33
Step 4.....	\$16.65
Step 5.....	\$17.15
Step 6.....	\$17.66

**DRAFT**