To: The Berlin-Boylston Regional School Committee

From: Carol L. Costello, Superintendent of Schools

Date: June 4, 2024

Re: Superintendent's Report to the School Committee

Paraprofessional Unionization Notification

Included in the drive is the official notice from the Department of Labor Relations that the paraprofessionals voted in favor of the union. This is the certification that makes the Berlin-Boylston Paraeducators Association the exclusive bargaining representative for the paras. I expect that a representative from the union will reach out to me/us about starting to bargain for a first contract. The negotiating subcommittee of the school committee will need to begin negotiations once the union reaches out. In the meantime, (before the union reaches out to start negotiations), we will maintain all existing terms and conditions of employment as we cannot make any changes now without bargaining with this union.

Assabet Valley Collaborative Year End Report

Please refer to the School Committee drive for the 2024-2025 Tuition, Services, and Transportation Rates provided by Assabet Valley Collaborative to the member schools. These rates were voted upon and accepted on March 22, 2024.

Reduction in Force Recommendation

The principals, acting finance director, and this Superintendent have reviewed the list of recommended *Reduction in Force* positions based on the amount necessary to reduce should the town of Berlin vote fail on Monday, June 17, 2024. To clarify, these positions remain in the system but are vacant. The Superintendent is responsible for conducting a reduction in force without school committee approval. The process is controlled by MGL c. 71, section 42.

Honoring our Retirees

Finally, I would like to recognize three very special educators who are retiring this year:

Debra Draper, Physical Education Teacher, Berlin Memorial School; Tahanto coach in field hockey and lacrosse; - 41 years

Jane Mutti - World Language Teacher (Spanish), Tahanto Regional Middle/High School, Senior Class Advisor, 17 Years

Elizabeth (Betsy) Trudeau - Occupational Therapist (district) - 22 years

Thank you for your service to our children and our district. We wish you well in your retirement years!